

Grievance Update and 2020 Year-end Grievance Summary

Date: February 4, 2021

To: The Board of Governors of Exhibition Place

From: Don Boyle, Chief Executive Officer

Wards: All

SUMMARY

This report provides an update on Labour Relations ("LR") matters, and a summary and analysis of grievances and arbitration activity for 2020 and a comparison to 2019.

In 2020 there were no grievances filed by any bargaining units on Exhibition Place grounds, compared to forty-one (41) in 2019. Of the grievances filed in 2019, eight (8) have been referred to arbitration.

FINANCIAL IMPACT

There are no financial implications in relation to this report.

DECISION HISTORY

The 2017 – 2019 Strategic Plan had an organization outcome of a high-performing organization where alignment of people, processes and systems ensure we continue to be an employer of choice.

As a result of a request from the Board of Governors at its meeting on December 4, 2015, this grievance report is to provide information for the Board. This submission includes grievance information from January 1, 2015 to December 31, 2020.

COMMENTS

Given the historical challenges and issues surrounding LR at Exhibition Place, the enormous negative effect on staff relations and attracting new business, LR activities at Exhibition Place in 2020 became a top priority.

Faced with this reality and guided by Exhibition Place core values of continuous improvement, respect for all staff and place-making, the management team began a concerted effort to work with our unions and worker/members to find mutual understanding. The starting point was a more deliberate on the grounds approach that empowered staff engagement.

Labour and management relationship in itself cannot be measured, but the manifestations of that mindset (work behaviour, number of grievances, cooperativeness) can provide a strong indicator of labour/management civility. As previously stated, over the last year, an attempt to instill a culture of employee engagement has been the focus. By listening to its workers, Exhibition Place management began to identify those areas which detract from a constructive environment. At this point, inclusive practices continue to be stressed. Activities such as regular labour/management meetings, in-depth review of collective agreements (understanding perspective and history), clarifying the scope of work issues with the unions, and one-on-one sessions between management and workers to share operational plans have paved the way for the resolution of numerous grievances. Disagreements will and still occur; however, workers and management recognize the benefit of this respectful approach.

Grievance and Settlement Activity

There were no grievances filed in 2020, compared to forty-one (41) filed in 2019.

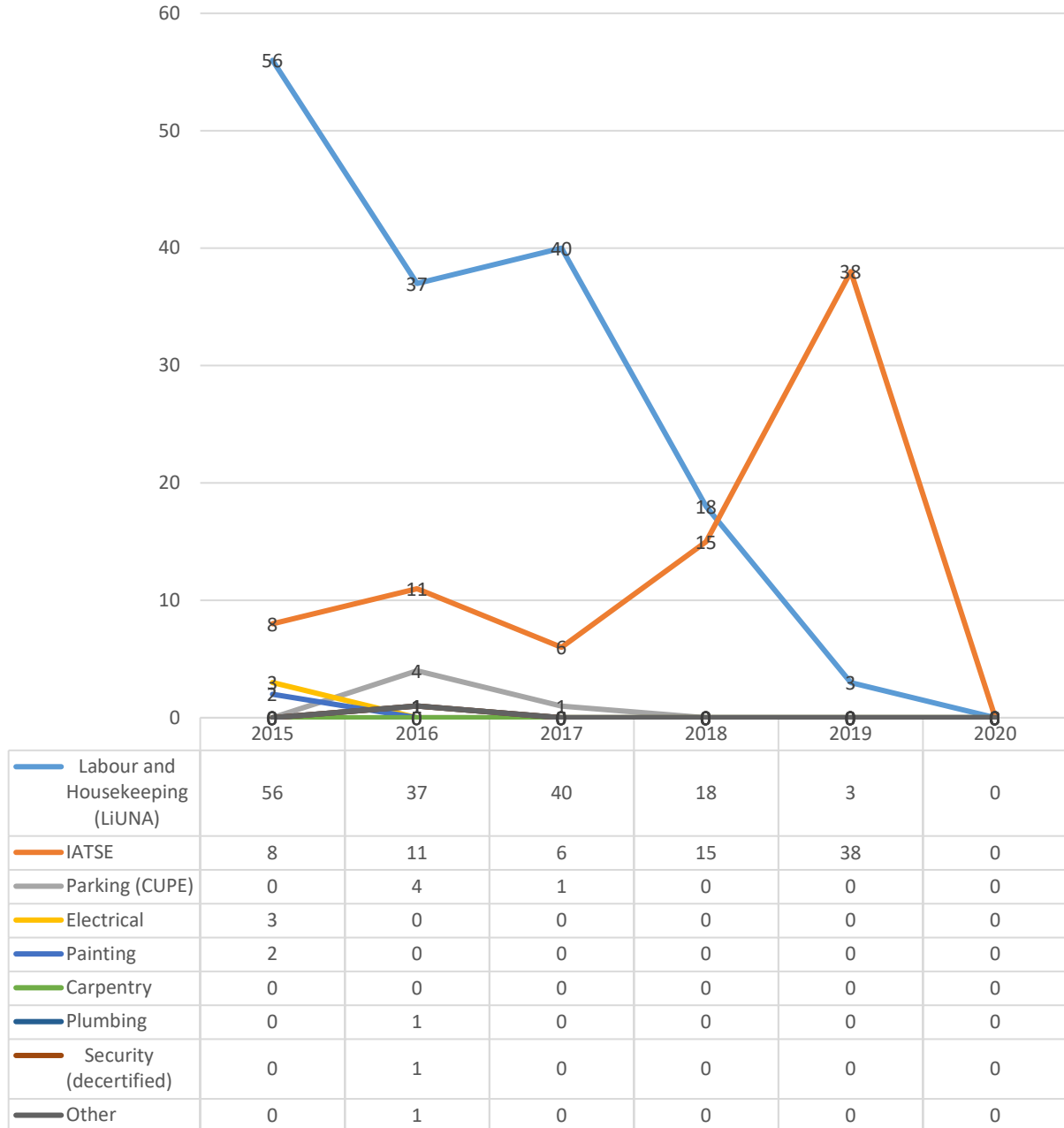
There were one hundred (100) outstanding grievances resolved, withdrawn or adjourned during 2020. Of which eighty-five (85) were filed by the Labours' International Union of North America (LiUNA) Local 506, and fifteen (15) by the International Alliance of Theatrical Stage Employees (IATSE) Local 58.

Of the grievances filed in 2019, eight (8) grievances are scheduled for arbitration in 2021, and three (3) grievances filed in 2018 proceeding to a judicial review. A total of forty-six (46) grievances remain open, at arbitration, or judicial review.

Grievance by Union Affiliation

Exhibition Place has seven (7) Collective Agreements to which it is bound on the grounds.

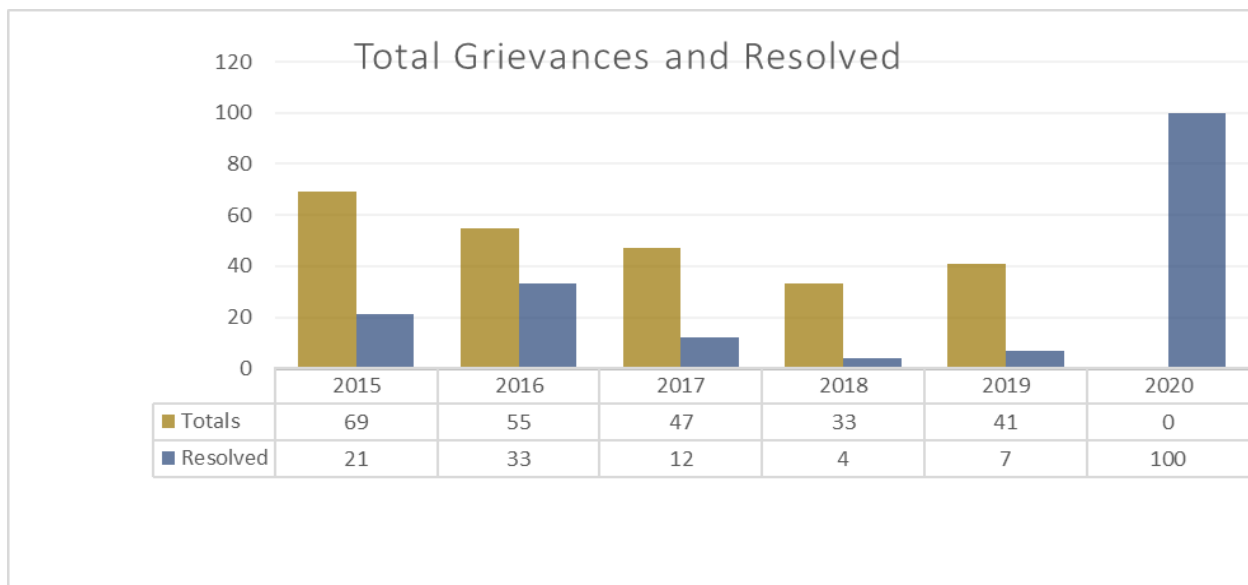
Grievance by Union Affiliation



Total Grievances and Resolved Grievances

This chart below represents the total number of grievances filed per year from 2015 to 2020 versus the number of withdrawn, resolved, or settled grievances.

Note: Grievances withdrawn, resolved, or settled may not be for the year it was filed.



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SIGNATURE

Don Boyle
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