

Proposed Collective Agreement with the International Brotherhood of Electrical Workers, Local 353

Date: January 26, 2022
To: The Board of Governors of Exhibition Place
From: Don Boyle, Chief Executive Officer
Wards: All Wards

REASON FOR CONFIDENTIAL INFORMATION

This report is about Labour Relations or employee negotiations.

SUMMARY

The Collective Agreement between the Board of Governors of Exhibition Place and the International Brotherhood of Electrical Workers, Local 353 ("IBEW 353") expired on December 31, 2018.

This report outlines the terms of a Memorandum of Agreement attached as Appendix A that was ratified by the International Brotherhood of Electrical Workers, Local 353 on December 23, 2021, and pending Board approval, would be the basis of a Collective Agreement with the Board, for a three (3) year term from January 1, 2019 with an expiry date of December 31, 2021.

RECOMMENDATIONS

The Chief Executive Officer recommends that:

1. The Board approve the terms and conditions of the Memorandum of Agreement, set out in Confidential Attachment 1 and Confidential Attachment 1 – Appendix A, between the Board of Governors of Exhibition Place and International Brotherhood of Electrical Workers, Local 353.

2. The Board authorize staff to make the necessary amendments to rates of pay and other issues identified as agreed changes to the collective agreement in the Memorandum of Agreement (Confidential Attachment 1 - Appendix A), and set out in the Confidential Attachment 1.
3. The Board direct that Confidential Attachment 1 and Confidential Attachment 1 - Appendix A be released publicly after ratification of the Memorandum of Agreement by the Board.

FINANCIAL IMPACT

See the Confidential Attachment 1.

DECISION HISTORY

The Exhibition Place 2017 – 2019 Strategic Plan and extension had a Business Development goal to better understand our competitive positioning through a comprehensive cost study, and as a Strategy to support this goal we will study rental costs, cost of services provided by our workforce, and review our collective agreements. <https://www.explace.on.ca/files/file/5966705b5cecb/Exhibition-Place-Strategic-Plan-2017-2019.pdf>

At its meeting of December 9, 2016, the Board approved of a three-year collective agreement with the International Brotherhood of Electrical Workers Local 353 expiring December 21, 2018. <https://www.explace.on.ca/files/file/58b608e6a11db/Item-14-IBEW-Local-353.pdf>

The Board was provided an update at its meeting of September 19, 2019 – Exhibition Place as Non-Construction Employer, and directed the Chief Executive Officer to engage with the Union partners with whom Exhibition Place has local collective agreements. <http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2019.EP6.10>

At its meeting of April 15, 2021, the Board received a summary of the negotiations and the collective agreement settlements at Exhibition Place. Further, in a planned in-camera confidential presentation, the Board provided staff direction on the bargaining mandate. <http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2021.EP17.10>

COMMENTS

This local collective agreement with IBEW Local 353 applies to electricians, electrician foreperson, and electrician's apprentices in the employ of the Board of Governors of Exhibition Place.

The details of the terms and conditions of the Memorandum of Agreement are set out in the Confidential Attachment 1.

Staff have met with IBEW Local 353 to start negotiation of a new agreement commencing in 2022.

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SIGNATURE

Don Boyle
Chief Executive Officer

ATTACHMENTS

Confidential Attachment 1 – Negotiated Terms and Conditions
Confidential Attachment 1 – Appendix A – Memorandum of Agreement