

REPORT FOR ACTION

Grievance Update and 2021 Year-end Grievance Summary

Date: March 22, 2022
To: The Board of Governors of Exhibition Place
From: Don Boyle, Chief Executive Officer
Wards: All Wards

SUMMARY

This report provides a summary and analysis of grievance and arbitration activity for 2021 and a comparison to 2020. In 2021, the total number of grievances filed by all bargaining units on Exhibition Place grounds was eleven (11), compared with no grievances in 2020.

LiUNA 506 filed two (2) grievances because of the unauthorized completion of work by show organizers, and these grievances were resolved with the union immediately.

IATSE 58 filed nine (9) grievances which remain unresolved, with one (1) currently proceeding through arbitration.

RECOMMENDATIONS

The Chief Executive Officer recommends that:

1. The Board receive this report for information.

FINANCIAL IMPACT

There are no financial implications in relation to this report.

DECISION HISTORY

The 2017 – 2019 Strategic Plan and extension had an organization and staffing 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 covers the period of January 1, 2021 to December 31, 2021.

COMMENTS

Guided by Exhibition Place's core values of continuous improvement, respect for all staff, and place-making, the management team worked with our unions and workers/members to build a culture of open exchange and engagement.

2021 was a unique year with COVID-19 and evolving public health measures. Exhibition Place's focus on health and safety while maintaining the sustainability and growth of the business and the quality of service was vital. We strengthened relationships with our union groups through ongoing dialogue and communication through labour/management meetings to resolve the implementation of policies and procedures relating to public health and workplace safety.

The business of Exhibition Place involves booking shows and exhibitions, and clients are advised through the execution of their Licence Agreement inclusive of our Event Guide of the collective agreement obligations. However, when show managers change or a show is new to the grounds, incorrect work assignments may occur. LiUNA 506 filed two (2) grievances related to work completed by show organizers without staff approval. The show organizers were engaged in resolving the matter, and the grievances were promptly settled.

Tenants have leases and agreements that obligate them to respect the provisions of the collective agreements at Exhibition Place. Eight (8) of the nine IATSE grievances filed in 2021 resulted from disputes with one tenant, and all grievances remain unresolved.

To date, twenty-seven (27) grievances remain unresolved at Exhibition Place, and all fall under the IATSE 58 jurisdiction.

Grievances by Union Affiliation

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

Union	2017	2018	2019	2020	2021
IATSE 58	6	15	38	0	9
LiUNA 506 (Labour and Housekeeping)	40	18	3	0	2
Carpenters	0	0	0	0	0
Electrical	0	0	0	0	0

Union	2017	2018	2019	2020	2021
Painting	0	0	0	0	0
Parking (CUPE)	1	0	0	0	0
Plumbing	0	0	0	0	0

CONTACT

Kelvin Seow, Director, Stakeholder Management & Strategic Planning, 416-263-3111,
kseow@explace.on.ca

SIGNATURE

Don Boyle
 Chief Executive Officer