

Proposed Collective Agreement with Carpenters Local 27

Date: March 22, 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 Carpenters and Allied Workers, Local 27 United Brotherhood of Carpenters and Joiners of America, expired on December 31, 2020.

This report outlines the terms of a Memorandum of Agreement attached as Appendix A that was ratified by the Carpenters and Allied Workers, Local 27 United Brotherhood of Carpenters and Joiners of America on February 24, 2022, and pending Board approval, would be the basis of a Collective Agreement with the Board, for a four-year (4) term, from January 1, 2021, expiring on December 31, 2024.

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, Confidential Attachment 1 - Appendix A and Confidential Attachment 1 - Appendix B, between the Board of Governors of Exhibition Place, and Carpenters and Allied Workers Local 27 United Brotherhood of Carpenters and Joiners of America.

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 directs that Confidential Attachment 1, Confidential Attachment 1 - Appendix A, and Confidential Attachment 1 - Appendix B be released publicly after the ratification of the Memorandum of Agreement and Letter of Understanding by the Board.

FINANCIAL IMPACT

See 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 April 10, 2019, the Board approved of a two-year collective agreement with the Carpenters and Allied Workers Local 27 United Brotherhood of Carpenters and Joiners of America for a term of two (2) years expiring on December 31, 2020. <http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2019.EP2.18>

The Board received 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

The bargaining process was positive with the fundamental principles of fairness and transparency, focusing on the business's sustainability and growth, striving for quality, and the highest level of customer service as the decision guidelines.

This collective agreement with Carpenters and Allied Workers Local 27 United Brotherhood of Carpenters and Joiners of America applies to Journeypersons, Lead Hands, Forepersons and 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 Confidential Attachment 1, and Confidential Attachment 1 - Appendix A.

The details of the terms and conditions of the Letter of Understanding are set out in Confidential Attachment 1 - Appendix B.

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SIGNATURE

Don Boyle
Chief Executive Officer

ATTACHMENTS

Confidential Attachment 1 - Financial Analysis and Summary of Negotiated Terms and Conditions

Confidential Attachment 1 - Appendix A - Memorandum of Agreement

Confidential Attachment 1 - Appendix B - Letter of Understanding