

Proposed Collective Agreement with The International Union of Painters and Allied Trades, District Council 46

Date: May 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 Union of Painters and Allied Trades, District Council 46, expired on December 31, 2018.

This report outlines the terms of a Memorandum of Agreement attached as Confidential Attachment 1 - Appendix 'A' that was ratified by The International Union of Painters and Allied Trades, District Council 46 on April 4, 2022, and pending Board approval would be the basis of a Collective Agreement with the Board, with an expiry date of December 31, 2022.

The bargaining process was positive with the key principles of transparency, focus on sustainability of Exhibition Place businesses, quality assurance, and the highest level of customer service being the priority. The union-management relationship was cordial and cooperative due to the transparent nature of the process.

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 The International Union of Painters and Allied Trades, District Council 46.

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, Confidential Attachment 1 - Appendix 'A' and the Letter of Understanding (Confidential Attachment 1 - Appendix 'B') be released publicly after the ratification of the Memorandum of Agreement 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 March 23, 2017, the Board approved a two-year collective agreement with The International Union of Painters and Allied Trades, District Council 46. <http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2017.EP2.8>

The Board was provided with an update at its meeting on 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 on 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 Collective Agreement between the Board of Governors of Exhibition Place and The International Union of Painters and Allied Trades, District Council 46, expired on December 31, 2018.

This local collective agreement with The International Union of Painters and Allied Trades, District Council 46, applies to Journeyperson, Lead Hand, Foreperson, and Apprentice 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 – Appendix 'A'.

CONTACT

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SIGNATURE

Don Boyle
Chief Executive Officer

ATTACHMENTS

Confidential Attachment 1 – Financial Analysis and Summary of Negotiated Terms
Confidential Attachment 1 – Appendix 'A' – Memorandum of Agreement
Confidential Attachment 1 – Appendix 'B' – Letter of Understanding