

Proposed Collective Agreement with the Labourers' International Union of North America, Local 506

Date: August 31, 2023

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 three (3) year Collective Bargaining Agreement between the Board of Governors of Exhibition Place and Labourers' International Union of North America, Local 506 ("LiUNA 506") expires on March 31, 2024. In an effort to find solutions to the steady post-pandemic exit of LiUNA 506 cleaning staff, the parties agreed to an early collective bargaining discussions for a new CBA and to amend the existing CBA starting from December 3, 2023 (4 months before expiration).

This report outlines the terms of a Memorandum of Agreement attached as Confidential Attachment 1 - Appendix A, that was ratified by LiUNA 506 membership on August 10, 2023, and pending Board approval, would be the basis of a renewed Collective Bargaining Agreement with the Board.

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 Labourers' International Union of North America, Local 506.

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

FINANCIAL IMPACT

See Confidential Attachment 1.

DECISION HISTORY

The Exhibition Place 2022 - 2026 Strategic Plan has a strategic goal to Invest in our People and Culture and Ensure Competitively Priced Services and Sustainable Operations. As an organization, we promote that our people are the heart of Exhibition Place and remain committed to ensuring our operations are both efficient and effective to deliver exceptional visitor experiences and sustain the growth of our organization.

<https://www.explace.on.ca/wp-content/uploads/2022/06/Exhibition-Place-Strategic-Plan-2022-2026-FINAL-Jun-27.pdf>

At its meeting on September 28, 2021, the Board approved a three (3) year Collective Bargaining Agreement with LiUNA 506 commencing April 1, 2021 and ending March 31, 2024.

<https://secure.toronto.ca/council/agenda-item.do?item=2021.EP19.10>

COMMENTS

This Collective Agreement with LiUNA 506 applies to the labour and cleaning work done as part of the regular upkeep of the Board's venues and assets, and work performed by LiUNA 506 members for shows or events on the grounds.

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

CONTACT

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SIGNATURE

Don Boyle
Chief Executive Officer

ATTACHMENTS

Confidential Attachment 1 - Summary of Negotiated Terms and Summary of the
Memorandum of Agreement
Confidential Attachment 1 – Appendix A - Memorandum of Agreement