



Exhibition Place

## REPORT FOR INFORMATION

### Grievance Update and 2023 Year-end Grievance Summary

Date: April 11, 2024

To: The Board of Governors of Exhibition Place

From: Don Boyle, Chief Executive Officer

Wards: Ward 10 – Spadina – Fort York

#### SUMMARY

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This report provides a summary and analysis of grievance and arbitration activity for 2023 and a comparison to previous years. Exhibition Place has seven (7) collective agreements to which it is bound on the grounds. In 2023, the total number of grievances filed by all bargaining units on Exhibition Place grounds was twenty-three (23), compared with thirteen (13) in 2022. There were zero arbitration dates in 2023.

LiUNA 506 filed two (2) grievances because of the unauthorized completion of work by an event organizer or tenant, and IBEW 353 submitted one (1) grievance. All grievances were resolved.

IATSE 58 filed twenty (20) grievances, of which two (2) were resolved. All but one (1) IATSE grievance originated in a tenanted facility. Thirteen (13) of the twenty IATSE grievances filed resulted from one tenanted work location, and 90% (18) of the IATSE grievances are related to the assignment of work and scope of jurisdiction.

#### RECOMMENDATIONS

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The Chief Executive Officer recommends that:

1. The Board receive this report for information.

#### FINANCIAL IMPACT

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There are no financial implications in relation to this report.

## DECISION HISTORY

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The Exhibition Place 2022-2026 Strategic Plan has a goal to Invest in our People and Culture and Ensure Competitively Priced Services and Sustainable Operations. As an organization, we promote the idea that our people are the heart of Exhibition Place, and we work with our committed partners to develop sustainable approaches to labour.

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, 2023 to December 31, 2023.

## COMMENTS

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Guided by Exhibition Place's core values of accountability, collaboration, inclusivity, innovation, and integrity, the management team focuses on a collaborative approach to work with our unions, which leads to increased employee satisfaction, empowering our workforce, and ultimately better service delivery. Exhibition Place management works with the unions to address issues as early as possible.

Tenants have leases and agreements that obligate them to respect the provisions of the collective agreements of Exhibition Place. Tenants are aware of their collective agreement obligations, and there are specific determinations about whether a task must be assigned to a particular union.

In 2023, Exhibition Place focused on resolving long-outstanding IATSE grievances and settled eighteen (18) open grievances.

A total of thirty-five (35) grievances remain unresolved at Exhibition Place, and all fall under the IATSE 58 jurisdiction. In 2022, Exhibition Place management filed one (1) management grievance with IATSE 58, which remains outstanding. IATSE has referred twenty-one (21) grievances to arbitration, and arbitrators have not been established.

### Grievance by Union Affiliation

| Grievances by Union Affiliation |      |      |      |      |      |
|---------------------------------|------|------|------|------|------|
|                                 | 2019 | 2020 | 2021 | 2022 | 2023 |
| IATSE                           | 38   | 0    | 9    | 10   | 20   |
| LiUNA 506 (Labour and Cleaner)  | 3    | 0    | 2    | 3    | 2    |
| Carpenters                      | 0    | 0    | 0    | 0    | 0    |
| Electrical                      | 0    | 0    | 0    | 0    | 1    |
| Painting                        | 0    | 0    | 0    | 0    | 0    |
| Parking (CUPE)                  | 0    | 0    | 0    | 0    | 0    |
| Plumbing                        | 0    | 0    | 0    | 0    | 0    |

## **CONTACT**

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## **SIGNATURE**

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Don Boyle  
Chief Executive Officer