

REPORT FOR ACTION

Employee and Corporate Policies 2024 Review and Update

Date: November 28, 2024
To: The Board of Governors of Exhibition Place
From: Don Boyle, Chief Executive Officer
Wards: All Wards

SUMMARY

This report recommends the approval of the Employee and Corporate Policies and Guidelines for Exhibition Place detailed in Appendices A and B, attached as new or revised policies and guidelines.

RECOMMENDATIONS

The Chief Executive Officer recommends that:

1. The Board approve the policies attached as Appendix A and Appendix B.

FINANCIAL IMPACT

There are no financial implications with this report.

DECISION HISTORY

The 2022-2026 Strategic Plan has a goal to invest in our people and culture. The consistent application of policies is part of the conventional building blocks for an enabling workplace culture.

At its meeting of December 8, 2020, the Board approved updates to the Employee and Corporate Policies.

<https://secure.toronto.ca/council/agenda-item.do?item=2020.EP15.4>

At its meeting of May 31, 2018, the Board approved updates to the Employee and

Corporate Policies, most of the revisions were required because of amendments to the Employment Standards Act, enacted by the Province through Bill 148.

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2018.EP11.10>

At its meeting of December 9, 2016, the Board approved of the Exhibition Place Employee policies which resulted from an entire review of all policies and best practices in the industry.

<https://www.explace.on.ca/files/file/58b608e388d7e/Item-12-Employee-Policies.pdf>

COMMENTS

Exhibition Place strives to ensure that all our policies are updated regularly and aligned with legislative requirements. Policy reviews occur every four years unless legislative changes or new policies are recommended. In these instances, these unscheduled policy submissions will be brought to the Board for their approval as appropriate.

The last review of all Exhibition Place employees and corporate policies occurred in 2020 due to Provincial Amendments to the Employment Standards Act, which affected many policies. In addition, minor housekeeping revisions were also included to clarify the content based on feedback from staff.

- Appendix A lists all the Exhibition Place Employee and Corporate Policies indicates policies as new or revised, and the revisions are under the following categories: Provincial Legislation, City Policy Directives, Board Initiated, Exhibition Place Updates
- Appendix B contains the specific policies and guidelines.

CONTACT

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SIGNATURE

Don Boyle
Chief Executive Officer

ATTACHMENTS

Appendix A - Summary of all Employee and Corporate Policies and Guidelines
Appendix B - Policies and Guidelines