

Rexdale CBA Five-Year Review Recommendations

Recommendation	Relevant CBA Clause ¹
<p>1. It is recommended that OTG and the City of Toronto further review equity terms in the Definitions clause starting in 2024.</p> <p>Proposed term changes:</p> <ul style="list-style-type: none"> • Aboriginal peoples to Indigenous Peoples. • Equity-seeking Group to Equity deserving groups. 	<p><i>1.1: Equity-seeking Group means Aboriginal peoples, persons with disabilities, racialized groups and visible minorities, women, lesbian, gay, bisexual, trans, queer, two-spirit communities (LBGTQ2S), undocumented individuals, newcomers, immigrants and refugees, and persons with low income and youth. With respect to hiring obligations in this Agreement, Equity-seeking Groups do not include any person not legally entitled to work in Canada.</i></p>
<p>2. It is recommended that starting in 2024, OTG and the City of Toronto, in consultation with CBA oversight tables, identify ways to enhance the Woodbine Local Area definition, as it relates to CBA clauses.</p>	<p><i>1.1: Woodbine Local Area means the area bounded by Steeles Avenue to the north, the Humber River to the east, Census Tract boundaries established by the Bureau of Census along or below Dixon Road to the south, and Renforth Drive to the west, and also includes the area south of Dixon Road down to The Westway, between Kipling Avenue and Royal York Road, as outlined in Attachment 4 to this Agreement.</i></p>
	<p><i>7.2A: A minimum of 40% of new hiring of Woodbine Gaming Lands Employees (to be tracked through headcount) will have been and will continue to be hired through Local Hiring or Social Hiring, of which at least half shall have been and shall continue to be through Local Hiring;</i></p>
<p>3. It is recommended that OTG work with Employment & Labour Market Partners Working Group to develop outreach and recruitment approaches to improve outcomes related to 7.1C, starting in 2024.</p>	<p><i>7.1C: Identify job opportunities for people with criminal records by making information available to local community employment agencies regarding opportunities that are available to people with criminal records, and those employment opportunities not available as a result of regulatory and risk management requirements.</i></p>
<p>4. It is recommended that Great Canadian Casino Resort Toronto collaborate with Employment & Labour Market Partners Working Group to improve communications</p>	<p><i>7.2A: A minimum of 40% of new hiring of Woodbine Gaming Lands Employees (to be tracked through headcount) will have been and will continue to be hired through Local Hiring or Social Hiring, of which at least half shall have been and shall continue to be through Local Hiring;</i></p>

¹ [Rexdale-Casino Community Benefits Agreement](#)

in advance of hiring events, starting in 2024.	
5. Starting in 2024, it is recommended that OTG collaborate with the City of Toronto to assess opportunities to implement the City's newly developed construction employment resources, guides and tools.	<i>7.3A: A minimum of 10% of the overall hours worked by trades and craftspeople shall be worked by apprentices or journeypersons from the Woodbine Local Area or Equity-seeking Groups;</i>
	<i>13.2: Commencing no later than 3 months following the execution of this Agreement, OGGLP shall report at least quarterly to the Employment and Labour Market Advisory Working Group on construction hiring and employment data in respect of Woodbine Gaming Lands Employees, including the following:</i> <i>(d) Total project hours worked by employees hired through Local and Social Hiring;</i>
6. It is recommended that OTG, in consultation with City of Toronto, relevant community partners and the CBA Community Steering Committee, develop a business opportunity fair outreach plan, to engage, educate and inform local business and diverse suppliers networks as per 8.4E, starting in 2024.	<i>8.4.E: OGGLP shall conduct education and outreach activities in the Woodbine Local Area, in collaboration with local business networks, local business improvement areas, community organizations, ethnic media, and other bodies, including conducting a minimum of one local business opportunity fair per year, for the purpose of ensuring procurement opportunities are promoted through Local and Diverse Supplier networks.</i>
7. It is recommended that OTG engage with Toronto Public Health division to reinvigorate collaboration starting in 2024.	<i>12: OGGLP shall work with the City and a variety of stakeholders through the working groups established under section 14 of this Agreement and its monitoring and reporting obligations under section 13 of this Agreement, to identify any negative impacts of Expanded Gaming and to identify and implement mitigation measures to address any such negative impacts.</i>
8. It is recommended that OTG review of the Employment & Labour Market Advisory Terms of Reference to reaffirm its purpose, objectives and responsibilities in consultation with Employment &	<i>13.1A: OGGLP shall report quarterly to the Employment and Labour Market Advisory Working Group (ELMA) on hiring and employment data in respect of Woodbine Gaming Lands Employees, including the following:</i>

Labour Market Advisory members, starting in 2024.	(a) Source of candidates (such as City recognized employment programs, Employment Ontario agencies, etc.)
9. It is recommended that OTG reviews Employment & Labour Market Advisory members with a focus on maximizing achievement of purpose and workforce development objectives, starting in 2024.	
10. It is recommended that OTG provide the ELMPWG with the number and corresponding job titles for all new GCT positions on a quarterly basis, starting in 2024.	
11. It is recommended that OTG work with the City of Toronto to determine what data and metrics should be collected, analyzed, and reported as part of the social impact longitudinal analysis, starting in 2024.	13.1G: OGGLP shall report quarterly to the Employment and Labour Market Advisory Working Group (ELMA) on hiring and employment data in respect of Woodbine Gaming Lands Employees, including the following: (g) Social impact longitudinal analysis.
	13.2: Commencing no later than 3 months following the execution of this Agreement, OGGLP shall report at least quarterly to the Employment and Labour Market Advisory Working Group on construction hiring and employment data in respect of Woodbine Gaming Lands Employees, including the following: (g) Social impact longitudinal analysis.
12. It is recommended that OTG add questions pertaining to source of apprenticeship and journeyperson construction trade and construction craft candidates to the construction Personal Disclosure Form and report on such data, starting in 2024.	13.2: Commencing no later than 3 months following the execution of this Agreement, OGGLP shall report at least quarterly to the Employment and Labour Market Advisory Working Group on construction hiring and employment data in respect of Woodbine Gaming Lands Employees, including the following: (a) Source of apprenticeship and journeyperson construction trade and construction craft candidates (such as City employment program).

<p>13. It is recommended that OTG provide an update on “Total number of employees hired using Local and Social Hiring for job classes such as professional, administrative, and technical”, starting in 2024.</p>	<p><i>13.2: Commencing no later than 3 months following the execution of this Agreement, OGGLP shall report at least quarterly to the Employment and Labour Market Advisory Working Group on construction hiring and employment data in respect of Woodbine Gaming Lands Employees, including the following:</i></p> <p><i>(f) Total number of employees hired using Local and Social Hiring for job classes such as professional, administrative, and technical.</i></p>
<p>14. It is recommended that OTG provide reporting updates on clauses 13.3B-E in the form of a separate reporting document, to the Community Steering Committee during the Q1 and Q3 meetings starting in 2024.</p>	<p><i>13.3: Commencing in 2019, OGGLP shall report quarterly on supply chain diversity and local procurement to the Community Steering Committee and commencing in 2021 such reports shall be made by OGGLP semi-annually. All such reports shall include the following broken down, where possible, by Equity-seeking Group and/or Supplier Council affiliation and are not unreasonably expected to include commercially sensitive information:</i></p>
<p>15. Starting in 2024, it is recommended that OTG develop and utilize its Supplier Diversity Program which is focused on growing direct and indirect spending with diverse suppliers by building tools, like the Supplier iO Portal, to assess and build supplier diversity.</p>	<p><i>13.3C: Commencing in 2019, OGGLP shall report quarterly on supply chain diversity and local procurement to the Community Steering Committee and commencing in 2021 such reports shall be made by OGGLP semi-annually. All such reports shall include the following broken down, where possible, by Equity-seeking Group and/or Supplier Council affiliation and are not unreasonably expected to include commercially sensitive information:</i></p> <p><i>the total number and value of purchases that invited Local or Diverse Suppliers to bid;</i></p>
	<p><i>13.3D: Commencing in 2019, OGGLP shall report quarterly on supply chain diversity and local procurement to the Community Steering Committee and commencing in 2021 such reports shall be made by OGGLP semi-annually. All such reports shall include the following broken down, where possible, by Equity-seeking Group and/or Supplier Council affiliation and are not unreasonably expected to include commercially sensitive information:</i></p>

	<i>the total number of purchases that received Local or Diverse Suppliers bids;</i>
16. It is recommended that OTG “post reports on a publicly accessible web site at least quarterly, on how it is meeting its commitments under this Agreement”, starting in 2024.	<i>15.1.1: In addition to the annual reporting requirement above, OGGLP shall post reports on a publicly accessible web site at least quarterly, on how it is meeting its commitments under this Agreement.</i>