

REPORT FOR ACTION

Grievance Update and 2024 Year-end Grievance Summary

Date: April 10, 2025
To: The Board of Governors of Exhibition Place
From: Don Boyle, Chief Executive Officer
Wards: All Wards

SUMMARY

This report provides a summary and analysis of grievance and arbitration activity for 2024, and a comparison to previous years. Exhibition Place has seven (7) collective agreements that govern its operations on the grounds. In 2024, a total of six (6) grievances were filed by all bargaining units on Exhibition Place grounds, in contrast to twenty-three (23) in 2023. There were three (3) arbitration dates held in 2024.

LiUNA 506 filed one (1) grievance, which was withdrawn. Carpenters 27 filed one (1) grievance, which was resolved. IATSE 58 filed four (4) grievances, and one (1) was resolved. All but one (1) IATSE grievance originated in a tenanted facility. The outstanding grievances are related to the assignment of work and scope of jurisdiction at tenanted work locations.

RECOMMENDATIONS

The Chief Executive Officer recommends that:

1. The Board receive this report for information.

FINANCIAL IMPACT

There are no financial implications in relation to this report.

DECISION HISTORY

The Exhibition Place 2022 – 2026 Strategic Plan has two strategic goals 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.

At its meeting of December 4, 2015, the Board requested staff prepare an annual grievance report for review by the Board.

<https://www.explace.on.ca/files/file/58d03fdb40ba1/Item-1-Minutes-Dec-4-15-Final-Jan-18.pdf>

COMMENTS

Guided by Exhibition Place's core values of accountability, collaboration, inclusivity, innovation, and integrity, the management team focuses on a collaborative approach to working with our unions. This leads to increased employee satisfaction, empowering our workforce, and improving 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.

Grievances by Union Affiliation					
Unions	2020	2021	2022	2023	2024
IATSE	0	9	10	20	4
LiUNA 506 (Labourers and Cleaners)	0	2	3	2	1
Carpenters	0	0	0	0	1
Electrical	0	0	0	1	0
Painting	0	0	0	0	0
Parking (CUPE)	0	0	0	0	0
Plumbing	0	0	0	0	0
Total by Year	0	11	13	23	6

CONTACT

Kelvin Seow, Chief People & Strategy Officer 416-263-3111, kseow@explace.on.ca

SIGNATURE

Don Boyle
Chief Executive Officer