



REPORT FOR ACTION WITH CONFIDENTIAL ATTACHMENT

Proposed Collective Agreement with the International Brotherhood of Electrical Workers, Local 353

Date: November 21, 2025
To: The Board of Governors of Exhibition Place
From: Don Boyle, Chief Executive Officer
Wards: Ward 10 – Spadina – Fort York

REASON FOR CONFIDENTIAL INFORMATION

This report is about Labour Relations or employee negotiations.

SUMMARY

The four (4) year Collective Bargaining Agreement between the Board of Governors of Exhibition Place and the International Brotherhood of Electrical Workers, Local 353 ("IBEW 353") expires on December 31, 2025.

This report outlines the terms of a Memorandum of Settlement attached as Confidential Attachment 1 - Appendix A that was ratified by the International Brotherhood of Electrical Workers, Local 353 on November 14, 2025, and pending Board approval, would be the basis of a Collective Agreement with the Board, for a three (3) year term from January 1, 2026 with an expiry date of December 31, 2028.

RECOMMENDATIONS

The Chief Executive Officer recommends that:

1. The Board approve the terms and conditions of the Memorandum of Settlement, set out in Confidential Attachment 1 - Appendix A, between the Board of Governors of Exhibition Place and the International Brotherhood of Electrical Workers, Local 353.

2. The Board authorize staff to make the necessary amendments to rates of pay and other issues identified as agreed changes to the collective agreement in the Memorandum of Settlement (Confidential Attachment 1 - Appendix A) and set out in the Confidential Attachment 1.

3. The Board directs that both Confidential Attachment 1 and Confidential Attachment 1 - Appendix A Memorandum of Settlement, be released publicly after the ratification by the Board.

FINANCIAL IMPACT

See Confidential Attachment 1.

DECISION HISTORY

The Exhibition Place 2022 – 2026 Strategic Plan has a strategic goal to Ensure Competitively Priced Services and Sustainable Operations, and a strategy to support this goal is to work with our committed partners to develop sustainable approaches to labour and other operating costs.

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

At its meeting of February 9, 2022, the Board approved of a four-year collective agreement with the International Brotherhood of Electrical Workers, Local 353 expiring December 31, 2025.

<https://secure.toronto.ca/council/agenda-item.do?item=2022.EP22.8>

COMMENTS

This local collective agreement with the International Brotherhood of Electrical Workers, Local 353 applies to electricians, electrician foreperson, and electrician apprentices in the employ of the Board of Governors of Exhibition Place.

The terms and conditions of the Memorandum of Settlement are set out in Confidential Attachment 1, Financial Analysis and Summary of Negotiated Terms, and Conditions and Confidential Attachment 1 – Appendix A – Minutes of Settlement.

CONTACT

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SIGNATURE

Don Boyle
Chief Executive Officer

ATTACHMENTS

Confidential Attachment 1 - Financial Analysis and Summary of Negotiated Terms and Conditions

Confidential Attachment 1 - Appendix A - Memorandum of Settlement