

# REPORT FOR ACTION WITH CONFIDENTIAL ATTACHMENT

## Proposed Collective Agreement with the Canadian Union of Public Employees, Local 2840

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

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This report is about Labour Relations or employee negotiations.

### SUMMARY

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The three-year Collective Bargaining Agreement between the Board of Governors of Exhibition Place and the Canadian Union of Public Employees, Local 2840 (“CUPE 2840”) expired on December 31, 2024.

This report outlines the terms of a Memorandum of Agreement attached as Confidential Attachment 1 - Appendix A, which was ratified by CUPE 2840 members on November 6, 2025. Pending Board approval, it will form the basis of a Collective Agreement with the Board for a three-year (3) term, from January 1, 2025, to December 31, 2027.

### RECOMMENDATIONS

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The Chief Executive Officer recommends that:

1. The Board approves the terms and conditions of the Memorandum of Agreement, outlined in Confidential Attachment 1 - Appendix A, between the Board of Governors of Exhibition Place and the Canadian Union of Public Employees, Local 2840.

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

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

## **FINANCIAL IMPACT**

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See Confidential Attachment 1.

## **DECISION HISTORY**

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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/2022/08/Exhibition-Place-Strategic-Plan-2022-2026-FINAL-August-12-2022.pdf>

At its meeting of June 9, 2022, the Board approved a three-year extension of the collective agreement with the Canadian Union of Public Employees, Local 2840.

<https://secure.toronto.ca/council/agenda-item.do?item=2022.EP24.5>

## **COMMENTS**

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This local collective agreement with the Canadian Union of Public Employees, Local 2840, applies to parking services staff who perform work at Exhibition Place.

The terms and conditions of the Memorandum of Agreement are set out in Confidential Attachment 1 and Confidential Attachment 1 – Appendix A.

## **CONTACT**

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**SIGNATURE**

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Don Boyle  
Chief Executive Officer

**ATTACHMENTS**

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Confidential Attachment 1 - Financial Analysis and Summary of Negotiated Terms and Conditions  
Confidential Attachment 1 - Appendix A - Memorandum of Agreement