

REPORT FOR ACTION

Grievance Update and 2025 Year-end Grievance Summary

Date: March 31, 2026
To: The Board of Governors of Exhibition Place
From: Don Boyle, Chief Executive Officer
Wards: All Wards

SUMMARY

This report presents a summary and analysis of grievance and arbitration activity for 2025, along with a comparison with previous years. Exhibition Place has seven (7) collective agreements to which it is bound on the grounds. In 2025, the total number of grievances filed by all bargaining units on Exhibition Place grounds was sixteen (16), compared with six (6) in 2024. There were no arbitrations in 2025.

LiUNA 506 filed five (5) grievances, and Carpenters 27 submitted one (1) grievance, with all grievances either resolved or withdrawn.

IATSE 58 filed ten (10) grievances, of which one (1) was resolved. Nine (9) of the grievances from IATSE relate to a specific event or originate from a tenanted facility. The remaining grievance concerns the assignment of work and the scope of jurisdiction.

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 a strategic goal 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.

As a result of a request from the Board of Governors at its meeting on December 4, 2015, this grievance report is to provide information for the Board. This submission covers the period of January 1, 2025 to December 31, 2025.

COMMENTS

Guided by Exhibition Place's core values of accountability, collaboration, inclusivity, innovation, and integrity, the management team focuses on a collaborative approach to work with our unions, which leads to increased employee satisfaction, empowering our workforce, and ultimately better service delivery. Exhibition Place management works with the unions to address issues as early as possible.

Tenants have leases and agreements that require them to comply with Exhibition Place's collective agreements. They understand their responsibilities under these agreements and receive continuous support from Exhibition Place staff.

The following chart summarizes grievance activities over the past five years.

Grievance by Union Affiliation

Grievances by Union Affiliation					
	2021	2022	2023	2024	2025
IATSE	9	10	20	4	10
LiUNA 506 (Labour and Cleaner)	2	3	2	1	5
Carpenters	0	0	0	1	1
Electrical	0	0	1	0	0
Painting	0	0	0	0	0
Parking (CUPE)	0	0	0	0	0
Plumbing	0	0	0	0	0

CONTACT

Kelvin Seow, Chief People & Strategy Office, 416-263-3611, kseow@explace.on.ca

Lynn Essensa, Labour Relations and Health & Safety Manager, 416-712-2096,
lessensa@explace.on.ca

SIGNATURE

Don Boyle
Chief Executive Officer