

## Grievance Summary Report

<b>Date:</b>	January 18, 2016
<b>To:</b>	The Board of Governors of Exhibition Place
<b>From:</b>	R. J. Reynolds, Director, Employee & Labour Relations
<b>Wards:</b>	All
<b>Reference Number:</b>	

### SUMMARY

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This report provides a summary and analysis of grievance and arbitration activity for the twelve month period of January 1, 2015 to December 31, 2015. The 2015 grievance activity is also compared to the twelve month period of January 1, 2014 to December 31, 2014.

In the year of 2014 the total number of grievances filed by all bargaining units on Exhibition Place grounds was 46. Of the 46 grievances filed, six remain unresolved at arbitration or settlement discussions are ongoing. In 2015, the total number of grievances filed by all bargaining units was 69. Of the 69 grievances filed, 11 will proceed to arbitration in 2016 and 27 grievances continue to be discussed with the Unions for resolution.

### RECOMMENDATIONS

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It is recommended that:

1. The Board receive this report for information.

#### Financial Impact

There are no financial implications in relation to this report.

### ISSUE BACKGROUND

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

## COMMENTS

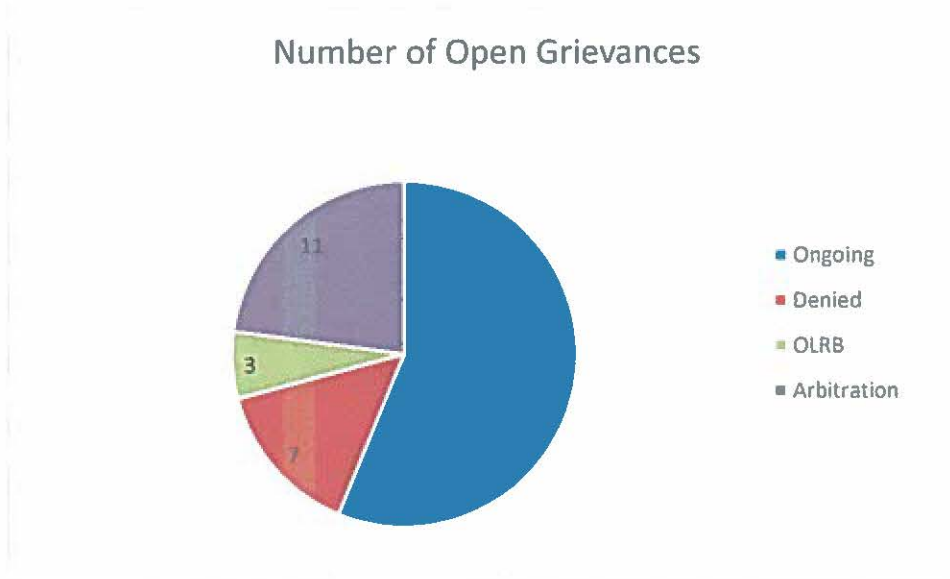
### Grievance Activity

There were 69 new grievances filed during the period of January 1, 2015 to December 31, 2015; during the corresponding time frame in 2014, 46 new grievances were filed. This represents an increase of 23 new grievances filed in 2015.

The increase can be attributed, in part, to the increase in activity on Exhibition Place grounds. This includes various construction projects and initiatives that are currently occurring on the grounds including Hotel X, BMO Field expansion, and the Raptors training facility, as well as the Pan Am Games.

There were 21 grievances resolved, withdrawn, or adjourned during the period of January 1, 2015 to December 31, 2015. The number of 2015 grievances that remain open is 48, 69.5% of grievances filed. The chart below provides an overview of the status of the grievances filed. .

**Chart 1: Open Grievances by Category – as of December 31, 2015**



Ongoing grievances include those where Exhibition Place requires information from the tenants or the Union, and those that are the subject of active settlement discussions.

### Grievances by Union Affiliation

Exhibition Place has eight maintenance Collective Agreements to which it is bound on the grounds. Exhibition Place is also bound under the Provincial Industrial, Commercial, Institutional (ICI) Collective Agreements for Electrical, Carpentry, Labour, Painting, and Plumbing.

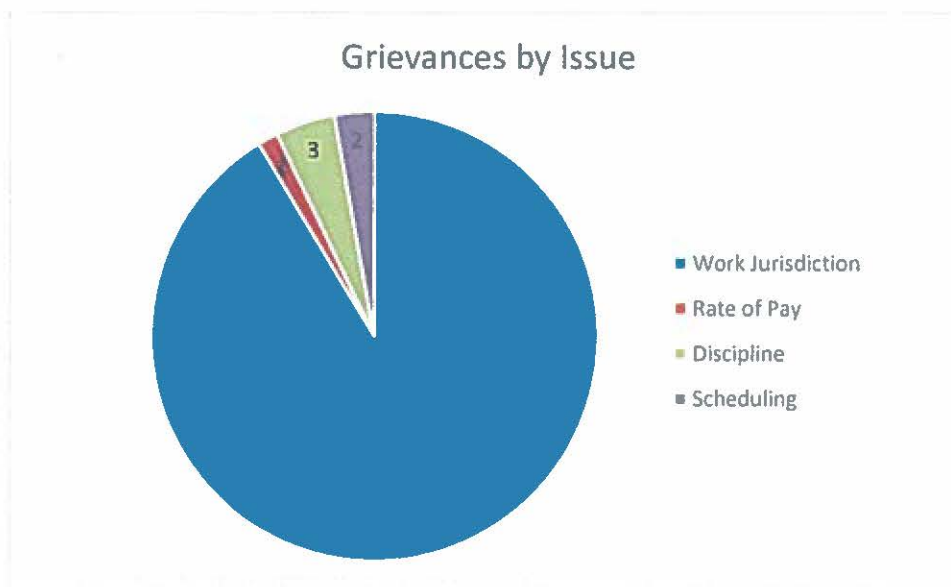
**Chart 2: Grievance Ratio by Union Affiliation – January 1, 2015 to December 31, 2015**

	Maintenance	ICI	Total
<b>Carpenters</b>	0	0	0
<b>IATSE</b>	8	N/A	8
<b>Labourers</b>	50	6	56
<b>Security</b>	0	N/A	0
<b>Parking</b>	0	N/A	0
<b>Plumbing</b>	0	0	0
<b>Electrical</b>	1	2	3
<b>Painting</b>	0	2	2
<b>Total</b>	59	10	69

### Most Common Grievance Issues

The most common grievances at Exhibition Place are related to assignment of work and work jurisdiction. In 2015, 8.7% of all grievances filed were related to discipline, scheduling, and rate of pay.

**Chart 3 - Most Common Grievance Issue - January 1, 2015 to December 31, 2015**



The jurisdictional issues arise out of the assignment of work and can be attributed to the trades Collective Agreements on the grounds. Work jurisdiction grievances are common in the construction industry and with construction oriented union locals. The value of a person's union membership and craft is strongly linked to the work opportunities available to that Union. As such, jurisdiction over work assignments is of critical importance to the Union(s) and their membership. With respect to the directly employed staff on the grounds, there is overlap of certain work tasks between the collective agreements and there are lots of work assignments that might reasonably be assigned to members of more than one union. With construction projects, work jurisdiction disputes are fairly common and will usually commence with a particular union putting in a grievance to claim the work, while employees from another union performed the

work. There is plenty of room for reasonable disagreement between various unions, contractors, subcontractors and management of Exhibition Place as to which union is properly assigned a particular task.

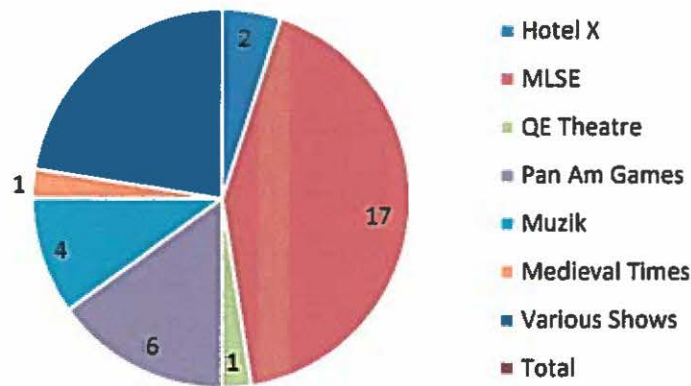
## Tenanted Space and Shows

It is important to note that during the summer of 2015, while Exhibition Place was a host site for the Pan Am Games, all other shows and events continued as scheduled. This greatly increased the amount of activity on the grounds.

All tenants have leases and agreements that obligate them to respect the provisions of the Collective Agreements on the grounds. Tenants are clearly advised of the collective agreement obligations on the grounds. As noted above, however, there can be room for reasonable disagreement about whether a particular task must be assigned to a particular union or not.

A significant portion of Exhibition Place's business involves the booking of shows and exhibitions. These clients are advised of the Collective Agreement obligations however, when show managers change or shows are new to the grounds, incorrect assignments of work may occur. As noted above, there is also room for reasonable disagreement about whether a particular task must be assigned to member of a particular union or not.

**Chart 4 – Grievances Filed by Unions With Regards to Tenant and Show Activities - January 1, 2015 to December 31, 2015**



## SUMMARY

Exhibition Place has experienced an overall increase of 23 grievances in 2015 compared to 2014. For the reasons indicated above, the assignment of work has generated the most grievances. The increase in grievances can also be attributed, in part, to the increase in activity on the grounds, including attracting new trade shows and events, construction of the hotel and the BMO Field expansion as well as other projects including hosting the Pan Am Games

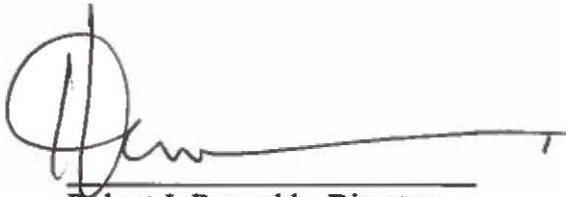
Exhibition Place staff and Employee and Labour Relations continue to work with the Unions to address issues as early as possible. The number of outstanding grievances from those filed in 2014 is low and it is anticipated they will be resolved in the very near future. For grievances filed

in 2015, it is expected that many of those reported as ongoing will be resolved within the first half of 2016.

## **CONTACT**

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## **SIGNATURE**

A handwritten signature in black ink, appearing to read 'R. Reynolds', with a long horizontal line extending to the right.

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