



Exhibition Place

Item No. 9

ACTION REQUIRED

November 13, 2013

To: The Board of Governors of Exhibition Place

From: Dianne Young
Chief Executive Officer

Subject: **Recognition for Service/Retirement Policy – Board Employees - Revised**

Summary:

This report recommends the removal of references related to the CNEA and proposes some minor modifications.

Recommendations:

It is recommended that the Board approve the revised Recognition for Service/Retirement Policy for Board employees, as outlined in the attached Appendix “A” effective retroactively to April 1, 2013 thereby replacing the previous “Recognition for Service/Retirement Policy”.

Financial Implications:

There are no financial implications arising from the recommendation in this report.

Decision History:

The Exhibition Place 2009 – 2012 Strategic Plan had an Organizational and Staffing Goal to *Review and revise our corporate systems* and as a Strategy to support this Goal *we will complete an annual review of By-Laws, and the Policies and Procedures of the Board of Governors.*

At its meeting of January 27, 2012, the Board approved a direction to move the CNEA to full independence from the Board and the City, which report was approved by City Council at its meeting of March 5, 2012 which independence took effect April 1, 2013.

Issue Background:

The General Manager of the CNEA has advised that the CNEA will no longer recognize Board employees who have achieved milestones or retirement with the issuance of an annual CNE seasonal pass, but will continue to recognize those Board employees recognized prior to the CNEA independence on April 1, 2013.

Comments:

For ease of reference the items proposed to be added are in bold and the items proposed to be removed are “black-lined” in the attached Appendix “A”.

Contact:

Fatima Scagnol
Corporate Secretary
Tel: 416-263-3620
Fax: 416-263-3690
Email: FScagnol@explace.on.ca

Submitted by:

Dianne Young
Chief Executive Officer



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Policy Statement

The purpose of this policy is to recognize employees achieving “milestone” years of service or “retirement” with Exhibition Place.

Application

This policy applies to all non-union and union employees.

Definitions

N/A

Conditions

For the purpose of calculating service, an employee must work a minimum of 900 regular work hours in one calendar year, in order to qualify for one year of service.

Implementation

1. Employees upon achieving “milestone” years of service will be recognized as follows:
 - a) 10 years of service – \$100.00 (net of taxes)
 - b) 15 years of service – \$150.00 (net of taxes)
 - c) 20 years of service - \$200.00 (net of taxes)
 - d) 25 years of service – \$250.00 (net of taxes) ‘Princes’ Gate Watch’
 - e) 30 years of service – \$300.00 (net of taxes)
- ~~2. Upon retirement all employees with less than 10 years of continuous service will receive a CNE Season Pass, valid for admission of vehicle, driver and one passenger to each annual CNE for life.~~
3. **Employees upon achieving “retirement”** ~~Upon retirement all employees with more than 10 years of continuous service will receive a gift (up to a maximum of \$250 value), to be presented at the time of retirement; and~~

~~A CNE Season Pass, valid for admission of vehicle, driver and one passenger to each annual Exhibition for life.~~