



Exhibition Place

Item 22

ACTION REQUIRED

July 4, 2013

To: The Board of Governors of Exhibition Place

From: Dianne Young, Chief Executive Officer

Subject: **Labourers' International Union of North America
Employees Local 506 – Union Agreement**

Summary:

This report outlines the terms of a Memorandum of Settlement negotiated with the Labourers' International Union of North America (LIUNA) Local 506 at a meeting of the parties held on July 2, 2013. These terms which are set out in detail in the Confidential Attachment have yet to be ratified by the LIUNA Local 506 membership, pending a ratification vote by LIUNA Local 506 bargaining members on July 9, 2013.

Recommendations:

It is recommended that the Board:

- 1) Delegate to the Chair of the Board and the Chief Executive Officer, the authority to ratify the collective agreement with LIUNA Local 506 on the substantial terms and conditions set out in the Confidential Attachment I, and such other terms and conditions agreed to by the Chief Executive Officer and the City Solicitor; and**
- 2) Direct that the confidential information contained in Attachment 1 to this report remain confidential in its entirety to protect the competitive position and future economic and legal interests and only be released publicly following an affirmative vote in favour of the terms of the proposed collective agreement by LIUNA Local 506 at its ratification vote on July 9, 2013.**

Financial Impact:

As set out in the Confidential Attachment I.

Decision History:

The Exhibition Place 2009 – 2012 Strategic Plan had a Financial Goal *To maintain a positive operating financial performance across Exhibition Place* and as a Strategy to support this Goal we will *seek efficiencies across the organization to increase revenues and decrease costs*.

At its meeting on October 8, 2009, the Board approved an agreement with LIUNA Local 506 for a four-year period, which term expired on March 31, 2013.

Issue Background:

Exhibition Place retains the services of the City of Toronto Human Resources Employee & Labour Relations for all matters related to its collective agreements. Ms. Jayne Allan, Manager Employee & Labour Relations, was appointed to lead the LIUNA Local 506 collective bargaining negotiations on behalf of Exhibition Place and negotiations have been ongoing since May 2013.

Comments:

Ms. Allan and her team have been working intensely with Exhibition Place management in the development of a strategy that would assist in the growth of all business at Exhibition Place. Notice to Bargain was given on March 21, 2013; Appointment of Conciliation Officer was made issued on May 10, 2013 and a “no board” notice was provided on June 11, 2013. Throughout this time, the parties were meeting with the Conciliation Officer on a frequent basis and reached agreement on a proposed Memorandum of Settlement on July 2, 2013 which terms are set out in the Confidential Attachment I and which meet the strategic objective set out above.

The Financial Impact set out in the Confidential Attachment I also detail the Exhibition Place operating and staff overtime costs incurred from mid-June onward when intense negotiations took place. These overtime costs are in keeping with the City of Toronto Overtime Policy for Non-union Employees during a Labour Disruption in January 3, 2012 and provide for the following:

Application: An employee's immediate supervisor or location officer must authorize all overtime before it is worked. The time must be documented for payroll purposes.

Conditions: Directors, Managers, Individual Contributors, Exempt non-management and/or Equivalent Positions in (City) Wage Grades 1 thru 10 working on labour disruption duties.

Conditions: Overtime related to labour disruption duties Overtime related to labour disruption duties will be paid out on a time and a half basis with no accumulation of lieu time. There is no maximum on the overtime hours.

Effective Date: The effective date of this policy is from thirteen (13) days after a no board report is issued until three (3) days following the date on which the labour disruption ends.

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Submitted by:

Dianne Young
Chief Executive Officer