



# Exhibition Place

March 26, 2013

**ACTION REQUIRED**

To: The Board of Governors of Exhibition Place

From: Dianne Young  
Chief Executive Officer

Subject: **Bargaining Process at Exhibition Place**

## Summary:

At its meeting of February 15, 2013, the Board approved of the recommendations contained in Report No. 31, dated January 21, 2013 from the Chief Executive Officer entitled “Canadian Union of Public Employees (CUPE), Local 5116 – Security”. Furthermore, the Board adopted a motion for the Chief Executive Officer to report to the April 12<sup>th</sup> Board meeting on the bargaining process adopted at Exhibition Place in past years.

## **Recommendation:**

**It is recommended that the Board request the Corporate Secretary to set up a confidential briefing session for members of the Board to receive information on the bargaining process to be undertaken by Exhibition Place staff with respect to the 2013 labour negotiations.**

## Financial Implications:

There are no financial implications resulting from the adoption of this report.

## Decision History:

At its meeting of February 15, 2013, the Board approved of the recommendations contained in Report No. 31, dated January 21, 2013 from the Chief Executive Officer entitled “Canadian Union of Public Employees (CUPE), Local 5116 – Security”. Furthermore, the Board adopted a motion for the Chief Executive Officer to report to the April 12<sup>th</sup> Board meeting on the bargaining process adopted at Exhibition Place in past years.

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

## Issue Background:

The Board requested information on past practices with respect to bargaining collective agreements at Exhibition Place.

## Comments:

Exhibition Place has eight local collective agreements with the following unions:

- Labourers' International Union of North America Local #506;

- The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local Union 46;
- The International Alliance of Theatrical Stage Employees and Moving Picture Technicians, Artists and Allied Crafts of the United States and Canada, Local #58, Toronto;
- Carpenters and Allied Workers, Local Union 27;
- Canadian Union of Public Employees, Local 2840 (Parkers);
- International Brotherhood of Electrical Workers Local Union 353;
- International Brotherhood of Painters and Allied Trade District Council 46;
- Canadian Union Public Employees Local 5116 (Security).

The expiry dates of these collective agreements are staggered so that on an annual basis three or four collective agreements expire and are up for negotiation. Prior to 2004, the term of the Exhibition Place agreements was typically two years or less (which was also typical of the former Metro and City practices). However, in recent years there was a direction to extend the agreement term for at least three if not four years.

Generally, in the past, the only issue raised by the employer during bargaining was wages and often the direction Exhibition Place took was to follow the direction taken by the City and its unions. The bargaining positions to be taken by Exhibition Place staff were discussed with the Chair of the Board.

The exception to the practice noted above was in 2003 and most recently in 2012. In 2003 there was a work stoppage by LIUNA Local 506 resulting from the issuance of a “no board” by the Ministry of Labour. Then in 2003, there was a threatened work stoppage by IATSE Local 58. In both instances, the Board of Governors Chair, Councillor Mario Silva, called briefing sessions of the Board members throughout the negotiation process to discuss the unsettled issues between the parties. In 2012, Exhibition Place worked closely with the City of Toronto Labour Relations Division to successfully negotiate some significant amendments to the IATSE Local 58 agreement and as in the past, consulted with the Chair of the Board throughout the process.

In keeping with past practice, Exhibition Place staff are recommending that a confidential briefing session be organized for the Board members and at that session, Exhibition Place / City Labour Relations staff present the proposed bargaining positions for the negotiations with LIUNA Local 506, IBEW Local 353 and CUPE Local 2840 (Parkers).

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Submitted by:

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