



Exhibition Place

21 (a)

January 10, 2016

To: The Board of Governors of Exhibition Place

FOR INFORMATION

From: Dianne Young, Chief Executive Officer

Subject: **LIUNA Local 506 Collective Agreement - Supplementary Report**

Summary:

This report provides further information as requested by the Board at its meeting of December 4, 2015 with respect to the existing Collective Agreement (“CA”) between the Board and Labourers’ International Union of North America, Local 506 (“LiUNA 506”).

Financial Implications:

There are no financial implications to this report.

Decision History:

The Exhibition Place 2014 – 2016 Strategic Plan had a Financial Goal *to maintain a positive operating financial performance across Exhibition Place and its businesses* as a Strategy to support this Goal *we will seek effectively monitor costs and revenues*.

At its meeting of November 23, 2012, the Board approved a public report entitled “Personnel Matters” which approved of an agreement with the City of Toronto to provide labour relation services in the management of all its collective agreements.

<http://www.explace.on.ca/database/rte/files/Item%2019-Personnel.pdf>

At its meeting of July 5, 2013, the Board approved of a Collective Agreement with LiUNA 506 that expires March 31, 2016.

[http://www.explace.on.ca/database/rte/files/Item%2022-Labour%20Agreement\(1\).pdf](http://www.explace.on.ca/database/rte/files/Item%2022-Labour%20Agreement(1).pdf)

At its meeting of October 23, 2015, the Board adopted a motion to request a report that would include the following:

- Background information with respect to the CA obligations between LIUNA 506 and the Board and the responsibility of Exhibition Place tenants to observe the CA obligations through their leases;
- Plan of action the Board is undertaking with LIUNA 506 and tenants to address alleged violations of collective agreements; and,
- Strategies for the medium-term and long-term to ensure that all parties adhere to the CA obligations between LIUNA 506 and the Board.

At its meeting of December 4, 2015, the Board adopted a motion deferring Report No. 18 dated November 20, 2015 and the Confidential Attachment 1, from the Chief Executive Officer with respect to the LiUNA Local 506 Collective Agreement – Request for Information to the January 2016 meeting of the Board; and **FURTHER** that a year-end report for 2015 grievances be provided at that meeting.

<http://www.explace.on.ca/database/rte/files/Item%2018-LIUNA%20Local%20506-Request%20for%20Information.pdf>

Issue Background:

The Board has eight Collective Agreements with various unions providing services across the grounds both to Exhibition Place directly and within tenanted properties on the grounds.

Comments:

Attached as Report # 21b is a report from Robert J. Reynolds, Director/City Employee & Labour Relations dated January 18, 2016, which provides the statistical report on all grievances for all filed in the year 2015 pursuant to all Collective Agreements. The format of the Grievance report is similar to one also completed by City Labour Relations for the City statistical information.

In addition to the above report on grievances, below is an update to the financial information presented to the Board at its meeting of December 4, 2015.

For the year ending December 31, 2015, the following information relates to the workers employed pursuant to all of the seven collective agreements between Exhibition Place and its various unions.

2015 Statistics			
Total Number of Unionized Hours Worked under all CAs	Percentage of the Hours worked in Tenanted Buildings	Total Salary Costs of Unionized Workers under all CAs Excluding Benefits	Percentage of Salary Cost of Unionized Labour paid by Tenants
\$485,264	12.62%	\$13,402,915	17.19%

The total cost of all grievances settled in favour of the various unions in 2015 cost the Board \$58,478. For comparative purposes, the cost of grievance settlements represents 0.44% of the total payroll costs for all unionized workers on the Exhibition Place payroll in 2015.

With respect specifically to the LiUNA CA, the Exhibition Place records show that in 1998, the hours of work for all LiUNA 506 workers for the entire year was 194,324 hours which number has now increased to 239,965 or by 23.5% by year end 2015. Of the 239,965 total hours worked by LiUNA workers under the Exhibition Place local agreement in 2015; 28,862 hours were within the tenanted premises on the grounds, MLSE being the major tenant using this labour force. The 28,862 hours of tenanted work supplied in 2015 has a dollar value paid by tenants for LiUNA workers of \$550,745 plus payroll benefits.

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