



## REPORT FOR ACTION WITH CONFIDENTIAL ATTACHMENT

### Planning for Negotiations of Collective Agreements at Exhibition Place

**Date:** May 19, 2017

**To:** Board of Governors of Exhibition Place

**From:** Dianne Young, Chief Executive Officer

**Wards:** All

#### **REASON FOR CONFIDENTIAL INFORMATION**

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This report involves the security of property belonging to the Board.

#### **SUMMARY**

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This report provides information and outlines the steps needed to begin planning for the negotiation of collective agreements at Exhibition Place. A summary of the current collective agreement settlements is included, as well as a proposed Board direction to meet the objectives in the 2017- 2019 Strategic Plan. A confidential presentation from the negotiation team is planned for the meeting.

#### **RECOMMENDATIONS**

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The Chief Executive Officer recommends that the Board:

1. Delegate authority to the Chair of the Board to receive routine updates on collective bargaining negotiations; provide direction as necessary to the Chief Executive Officer and negotiations team; and act as spokesperson to the public and/or media on behalf of the Board during negotiations.
2. Approve a consultant agreement with Mr. Robert Reynolds as advisor to Exhibition Place on labour negotiations on an as-needed basis commencing July 1, 2017 and expiring December 31, 2017, on the terms and conditions set out in Confidential Attachment 1;
3. Direct that Confidential Attachment 1 to this report remain confidential in its entirety and not be released publicly as it pertains to the security of the property belonging to the Board.

## FINANCIAL IMPACT

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There are no immediate financial implications for 2017 as a result of this report.

## DECISION HISTORY

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At its meeting of July 28 2016, the Board approved of a collective agreement with United Association of Plumbers and Journeymen Local 46.

<https://www.explace.on.ca/files/file/58c69f3ec3b95/Item-13-Plumbers-CA-Combined.pdf>

At its meeting of December 9, 2016, the Board approved of a collective agreement with The International Brotherhood of Electrical Workers Local 353

<https://www.explace.on.ca/files/file/58b608e6a11db/Item-14-IBEW-Local-353.pdf>

At its meeting of September 30, 2016, the Board approved of a collective agreement with Carpenters and Allied Workers Local 27 United Brotherhood of Carpenters and Joiners of America 27.

<https://www.explace.on.ca/files/file/58b5f8efd9143/Item-9-Carpenters-CA-Combined.pdf>

At its meeting of September 30, 2016, the Board approved of a collective agreement with Labourers' International Union of North America Local 506.

<https://www.explace.on.ca/files/file/58b5f8f02ad97/Item-10-LiUNA-506-CA.pdf>

At its meeting of July 28, 2016, the Board approved of a collective agreement with International Alliance of Theatrical Stage Employees (IATSE Local 58).

<https://www.explace.on.ca/files/file/58c69f3ea22b5/Item-14-IATSE-58-Agreement.pdf>

At its meeting of March 23, 2017, the Board approved of a collective agreement with International Union of Painters and Allied Trades Counsel 46

<https://www.explace.on.ca/files/file/58cab322d38ba/EP2.8---Painters-Local-46.pdf>.

At its meeting of March 23, 2017, the Board approved of a collective agreement with Canadian Union of Public Employees (Parking Local 2840).

<https://www.explace.on.ca/files/file/58cab321f3bc9/EP2.7---Parking-CUPE-Local-2840.pdf>

At its meeting of November 23, 2012, the Board approved of entering into a shared services agreement with the City Human Resources Department to provide labour relations services to the Board which including the negotiation of the Board's collective agreements.

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

At its meeting of May 18, 2017, the Board approved a collective agreement with Canadian Union of Public Employees (CUPE Local 5116 Security).

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2017.EP3.6>

## COMMENTS

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As part of the 2016 - 2019 Strategic Plan, the Board committed to a Business Development Goal that would over the next 3 years have a primary focus of generating greater utilization levels at the Beanfield and Enercare Centres by growing attendance from existing events and attracting new events. As an Objective of this Goal, Exhibition Place will develop a better understanding of "our competitive positioning by conducting a comprehensive cost study relative to local, national and North American competitive facilities" including "facility rental costs, the cost of services provided by our workforce and review of our collective agreements".

Over the years 2015, 2016 and 2017, the Board has approved new collective agreements for all 8 unions located at Exhibition Place which settlements are summarized as follows in Table 1:

Table I: List of Exhibition Place Collective Agreements, Terms and Wage Increases Approved

Collective Agreement	Previous Expiry Date	Term of New Collective Agreement		Wage Increases Approved			
		Start	Finish	2016	2017	2018	2019
IATSE Local 58	Dec 31/15	Jan 1/16	Dec 31/17	1.25%	1.25%	NA	NA
LiUNA Local 506	Mar 31/16	Apr 1/16	Mar 31/18	1.25%	1.25%	NA	NA
Carpenters Local 27	Dec 31/15	Jan 1/16	Dec 31/18	1.25%	1.25%	1.25%	NA
CUPE (Parking) Local 2840	Dec 31/15	Jan 1/16	Dec 31/18	1.25%	1.25%	1.25%	NA
Electrical IBEW Local 353	Dec 31/15	Jan 1/16	Dec 31/18	1.25%	1.25%	1.25%	NA
Painters Local 46	Dec 31/15	Jan 1/16	Dec 31/18	0% Lump Sum \$400	1.25%	1.25%	NA
Plumbers and Pipefitters Local 46	Dec 31/15	Jan 1/16	Dec 31/19	1.25%	1.25%	1.25%	1.25%
CUPE (Security) Local 5118	Dec 31/15	Jan 1/16	Dec 31/19	1.25%	1.50%	1.50%	1.50%

As noted in Table I, negotiations of the collective agreements will be commencing in 2017 and continuing into 2018 and 2019. The Board needs to undertake advanced planning if it is to meet the Strategic Plan mandate.

### City of Toronto Services

In 2012, as part of City Council's Shared Services direction, the Board approved of a services agreement with City of Toronto Human Resources Department to provide labour relations services including negotiations of collective agreements. For the last two rounds of negotiations for all 8 collective agreements, Ms. Jayne Allan, Manager, Employee & Labour Relations has either been at the negotiating table or managing an LR Senior Consultant at the negotiating table. Ms. Allan reported directly to Mr. Robert Reynolds, Director Employee & Labour Relations who provided senior level advice and direction. The Chair of the Board and the Chief Executive Officer regularly reviewed the issues and provided direction to the negotiator(s).

As of May 31, 2017, Mr. Reynolds has retired from the City of Toronto and the City's Human Resources Department is in the process of recruiting another Director of Labour Relations, which process may take several months. Therefore, this report is recommending that the Board engage Mr. Robert Reynolds, as a consultant on negotiation matters on the terms and conditions set out in the Confidential Attachment 1.

### **CONTACT**

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### **SIGNATURE**

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Dianne Young  
Chief Executive Officer

### **ATTACHMENTS**

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Confidential Attachment 1