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## EXHIBITION PLACE

December 2, 2008

FOR INFORMATION ONLY

To: The Board of Governors of Exhibition Place

From: Dianne Young  
Chief Executive Officer

Subject: **Human Resource Policy – “Family Day” Change**

### Summary:

In 2007, the Board followed the direction of the City which provided Family Day as an additional statutory holiday. However, more recently the City has reversed this decision on the basis that the City (like Exhibition Place) already provides 2 “float” days which are additional to the provincial statutory holidays. This report proposes to follow the City’s new direction with respect to full-time, non-unionized staff. There are some collective agreements that included “Family Day/Heritage Day” as a term of the agreement and therefore will continue. However, unionized staff will only be called in if their services are required on the actual “Family Day” scheduled for February 16, 2009.

### Financial Implications & Impact Statement:

The financial value of this proposed direction is \$36,000.

### Decision Background:

At its meeting in November 2007, the Board received a report that proposed the addition of “Family Day” in February as an additional statutory holiday for Exhibition Place employees

### Comments:

Since being proclaimed, clarifications on the application of Family Day as a designated holiday have been made and it has been determined that organizations that already provide a “greater benefit” to their employees (ie. more than 9 paid holiday) may choose not to grant Family Day. This is the case for the City and Exhibition Place.

In October 2008, City management decided that City employees would be allowed to observe this declared holiday. Exhibition Place followed suit and all staff not required to be at work on that day were paid for the day. Those staff required to work were given alternate time off in accordance with the *Employment Standards Act*. Unionized staff were paid in accordance with their Collective Agreements.

In November 2008, the City reviewed their allowance of Family Day as a paid holiday and based on current legal interpretations decided to revise their original position and Family Day is now not a recognized designated holiday. In keeping with the City's decision, Exhibition Place will not recognize Family Day as a paid holiday / designated day for full-time non-unionized staff. Employees wishing not to work 'Family Day' may elect to use a vacation or floater day if scheduling permits.

Some of the local Exhibition Place union agreements have already included "Family Day" as a term of the agreement including the provincial ICI agreements. However, unionized staff would only be called in and required to work Family Day if there is third party activity on the grounds.

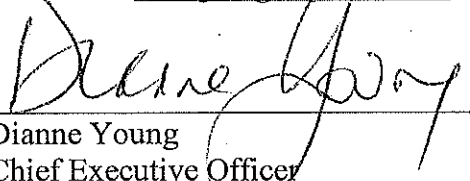
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