

EXHIBITION PLACE

February 24, 2006

To: The Board of Governors of Exhibition Place

From: Dianne Young
General Manager & CEO

Subject: **Workers' Action Committee**

Purpose:

This report is submitted for the consideration of the Board.

Financial Implications & Impact Statement:

There are no financial implications to this report.

Recommendation:

It is recommended that this report be received for information.

Background:

At its meeting of January 27, 2006, the Board had before it a report from Mr. David Bednar, GM, CNEA, outlining all actions taken by staff with respect to Workers' Action Committee as it relates to nine (9) students hired by the Canadian Midway Company.

This same report was before the CNEA Board of Directors at its meeting of January 26, 2006 and the Board of Directors also heard a deputation from Ms. Sonia Singh and Mr. Steve Hun, representatives of the Workers' Action Committee and received a report from these representatives entitled "Workers Rights Violations at the CNE – Information Package". After hearing the deputation, the CNEA Board of Directors received the report from Mr. Bednar and referred the matter to the CNEA Executive Committee.

Likewise, the Board at its meeting of January 27, 2006, received Mr. Bednar's report and further requested the following:

- a) the CNEA affirm and ensure that every contractor it engages is aware of its student hiring policy;
- b) a copy of the CNEA's new Orientation Package be circulated to the Board for information; and

c) the Board be kept updated on this issue.

Discussion:

In response to the Board's request, the following is submitted for information:

- Appendix "A" is an excerpt from the 2005 CNE Exhibitor Handbook relating to the "Employment Standards" expected to be met by exhibitors under contract with the CNEA. This Handbook is updated on an annual basis as required.
- Appendix "B" is a copy of the 2005 CNE Employee Handbook which addresses issues related to students hired directly by the CNEA. Again, this Handbook is updated annually as required.

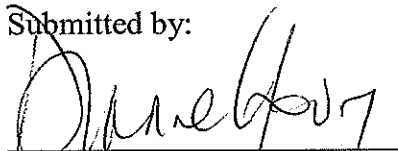
Conclusion:

The report is in response to the Board's request with respect to the Workers' Action Committee.

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Submitted by:



Dianne Young
General Manager & CEO

"A"

EMPLOYMENT STANDARDS

The following is a short synopsis of the Employment Standards Act in the province of Ontario. The employer will pay wages at not less than the rates listed below to an employee.

Regular Wages

General Hourly Rate.....\$7.45 an hour up to 44 hours per week

The above wages are subject to change without notice by the Employment Standards Branch.

Overtime Pay

Every employee must be paid not less than time and one half their regular rate for all hours worked in excess of forty-four hours in a week.

Labour Day Premium Pay

Labour Day is a public holiday under the The Employment Standards Act, all employees must be paid at not less than time and one-half of their regular rate of pay for each hour worked on Labour Day.

Salary, Commissions, and Combined Earnings

An employee working under an agreement for salary, commissions, or a combination of both, must be paid at least the minimum wage for hours worked in the period for which wages are paid, and is also entitled to overtime and Labour Day premium.

Meals

An employee may not work more than five consecutive hours without receiving at least one-half hour eating period.

When meals are taken into account by an employer in calculating the wages of an employee, the maximum amount at which meals shall be valued for determining if the minimum wage has been paid to the employee shall be as follows:

Meals.....	\$2.55 for each meal eaten
	\$53.55 weekly maximum
Room.....	\$31.70 a week (private)
	\$15.85 a week (non-private or shared)
Room & Meals.....	\$85.25 (private)
	\$69.40 a week (non-private or shared)

Records

1. Every employer shall make and keep a record of the number of hours worked by every employee in each day and week.
2. Every employer shall keep a record of the wage rate and actual earnings of each employee.
3. Every employer shall make and keep a record of the name and address of each employee and age, if under eighteen years.

