
Memorandum

To: Budget Standing Committee

Cc: Shelley Chemnitz, Dave Oakes, Kristine Douglas

From: Steve Solski

Date: November 27, 2018

Subject: FirstOntario Performing Arts Centre Board Legal Fees

At the Budget Committee Meeting of November 22, 2018 the committee asked if monies allocated for the FirstOntario Performing Arts Centre's legal fees could be found within the existing budget request.

Legal fees in the 2019 Operating Budget pertain to the needs of the FirstOntario Performing Arts Centre Board of Directors. The money is intended to be used for the following:

- Staffing issues that require legal advice

- Contract Negotiations with the IATSE Union: In June 2019, the IATSE union contract expires and it is recommended that we utilize the services of a law firm with experienced negotiators who are also familiar with this union.

To ensure that the board remains an arm's length organization, all staff-related issues will be the responsibility of the Board. It has been recommended that the City's HR department not get involved with matters related to staffing of municipal boards.

Therefore, this work and associated fees cannot be absorbed by the City's Legal or HR department, as it was anticipated that the Board would function as a separate entity in 2019. Therefore, these departments have not budgeted for these needs. The budget requirements/needs for the FirstOntario Performing Arts Centre are in the FirstOntario Performing Arts Centre's budget.

City staff reviewed the draft operating budget submission and have identified other reductions that can accommodate these legal fees to transition the FOPAC to an outside board.