

CONFIDENTIAL INFORMATION OR ADVICE

The Memorandum of Agreement attached as Schedule A to this Confidential Attachment # 1 sets out in detail the terms and conditions of the revisions to the Collective Agreement between the Board and the Labourers' International Union of North America, Local 506 ("LiUNA 506")

This report seeks approval of the Collective Agreement with terms and conditions set out below:

1. Term: A three year term from April 1, 2018 to March 31, 2021

2. Wages: Hourly wage increases and Wage Adjustment, as follows:

- by 1.25% effective April 1, 2018
- by 1.25% effective April 1, 2019
- One-time Wage Adjustment to Group 3 Classification to \$14.50/hr effective January 1, 2020
- by 1.25% effective April 1, 2020

3. Summary of Revisions

A summary of the terms and conditions bargained include the following:

1. Letter of Understanding regarding the Union's Supply of Labourers and Cleaners that will address the operational challenges and needs of the business to ensure they are able to obtain the required labour in a timely manner.
2. Letter of Understanding regarding a recommitment to the joint Labour Management Committee.
3. Letter of Understanding and commitment to add and maintain eight (8) new Labourer seniority positions for the term of the Collective Agreement.
4. Letter of Understanding and commitment to add and maintain seventeen (17) new Cleaner seniority positions for the term of the collective agreement.
5. Improved notification process to the Employer for employees unavailable for a call.
6. The introduction of mandatory direct deposit for all new employees.
7. Clarification of vacation and public holiday pay in line with the recent changes to the *Employment Standards Act, 2000* and consistent with Exhibition Place's current practice.
8. Improved notification and approval process for scheduled vacations and a Letter of Understanding and commitment to review and discuss vacation scheduling at the joint Labour Management Committee.

9. Clarification of the business demands and work scheduling when changes in operational needs occur.
10. Deletion of a redundant classification and the collapsing of work responsibilities.

Financial Implications

Based on the two years average of 2017 and 2018 actual hours worked of 202,519 hours. The impact to the operating budget in respect of wage and benefits based on 1.25% increase per year, changes for the three (3) years will be \$67,252 in 2018 (from retro payment) and \$68,093 in 2019 (retro payment and current payment). Further increases of \$24,245 for a one time wage adjustment to Group 3 cleaners in 2020 and wage increases of \$68,944 in 2020 and \$69,806 in 2021.

A 1.25% increase in each of the three (3) year term is in line with recent settlements at the City of Toronto and other settlements at Exhibition Place. Upon ratification, the 1.25% will be retroactive to April 1, 2018 and an additional 1.25% will be retroactive to April 1, 2019.