

EP19.10

CONFIDENTIAL ATTACHMENT #1

CONFIDENTIAL INFORMATION OR ADVICE

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

Financial Terms and Analysis

1. Term: A three (3) year term from April 1, 2021 to March 31, 2024

2. Wages: Hourly wage increases and wage adjustment, as follows:

- by 1.25% effective April 1, 2021
- by 1.25% effective April 1, 2022
- by 1.50% effective April 1, 2023

In addition, Group 3 Classification will receive an additional hourly wage adjustment, as follows:

- \$1.00 effective April 1, 2021
- \$0.50 effective April 1, 2022
- \$0.25 effective April 1, 2023

Financial Implications

Based on 2019 actual hours worked of 201,404 hours. The impact to the operating budget in respect of wage and benefits increase over three years is:

Year	Increase	Financial Impact	Group 3 Cleaner Adjustment	Financial Impact	Annual Financial Impact
2021	1.25%	\$72,111	\$1.00/hr.	\$14,535	\$ 86,646
2022	1.25%	\$73,190	\$0.50/hr.	\$ 7,267	\$ 80,457
2023	1.5%	\$74,969	\$0.25/hr.	\$ 3,634	\$ 78,603
Total Financial Impact					\$245,706

The increases in each of the three (3) year term is in line with recent settlements at the City of Toronto and other Agencies and Boards. Upon ratification, the increases will be retroactive to April 1, 2021.

Approximately 90% or \$221,000 of the increase in costs are recoverable from shows and events.

3. Summary of Revisions

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

1. Incorporated newly negotiated Memorandum of Understanding regarding LiUNA 506 work responsibilities and tasks by classification.
2. Amended Labour Management Committee process.
3. Establish committee to develop process that will be attached to Collective Agreement for 'Speculation Hiring' to hire replacement workers who are unable to report for work.
4. Improved Grievance Procedure and timelines notification process.
5. Establish committee to review restructuring staffing models for TFC and Argonaut games at BMO Field.
6. Extensive movement of articles within Collective Agreement for housekeeping and clarification purposes.
7. Clarification of shift premium for consistency with Exhibition Place's current practice.
8. Clarification of student and casual labour hours of work.
9. Simplification of personal protective equipment reconciliation allowance process.