

CONFIDENTIAL ATTACHMENT 1 - APPENDIX 'A'**MEMORANDUM OF AGREEMENT**

BETWEEN:

THE BOARD OF GOVERNORS OF EXHIBITION PLACE

(hereinafter the "Employer")

and

LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 506

(hereinafter the "Union")

(collectively referred to as the "Parties")

WHEREAS the Union and the Employer are parties to a Collective Agreement effective from April 1, 2018 to March 31, 2021.

AND WHEREAS the parties desire to enter a new Collective Agreement effective April 1, 2021 to March 31, 2024.

THEREFORE, the parties, pending ratification by the employees for the Union and the Board of Governors of Exhibition Place, agree as follows:

The Union and the Employer shall be bound by a Collective Agreement effective from April 1, 2021 to March 31, 2024 containing all the terms and conditions contained in the above referenced Collective Agreement which expired on March 31, 2021 with the following amendments:

1. The parties herein agree to a three (3) year Collective Agreement from April 1, 2021 to March 31, 2024 with wage adjustment increases as follows:

April 1, 2021	1.25% added to base	April 1, 2022	1.25% added to base
April 1, 2023	1.50% added to base		

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

April 1, 2021	\$1.00 per hour	April 1, 2022	\$0.50 per hour
April 1, 2023	\$0.25 per hour		

The parties agree to amend Appendix A and B of the Collective Agreement to reflect these wage increases.

For the purpose of clarification, all employees who have left the employ of the Board of Governors of Exhibition Place for whatever reason and for employees who may have been laid off, shall be eligible for retroactive base pay wages on the basis of all hours worked.

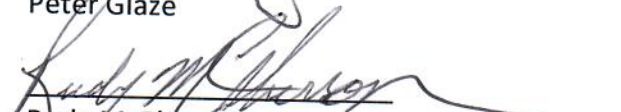
2. The Parties agree the attached spreadsheet titled *Exhibition Place and LiUNA 506 2021 Negotiations Agreed to Items* will be incorporated into the new Collective Agreement.
3. The Parties will continue to work together to incorporate Appendix B of the Collective Agreement into the body of new Collective Agreement.

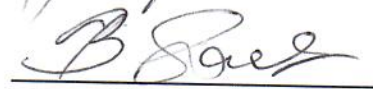
4. The Parties agree that within 120 days of the signing of the new collective agreement, they will meet to develop a process for "Speculation Hiring" that will be attached to the collective agreement as a Memorandum of Understanding. This process for show and event services will incorporate seniority for Labour, housekeeping and casual staff.
5. The Parties agree that within 120 days of the signing of the new collective agreement, they will meet to discuss reformatting staffing models for TFC and Argonaut games at BMO Field
6. The Parties further agree that any and all proposals made or exchanged in the course of negotiations or otherwise, which are not set out in the attached, are withdrawn on a without prejudice basis to any position the parties may take.

Dated at Toronto this ____ day of July, 2021.

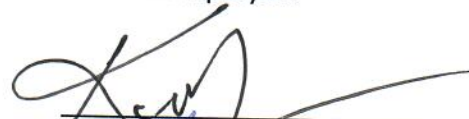
For the Union:


Peter Glaze

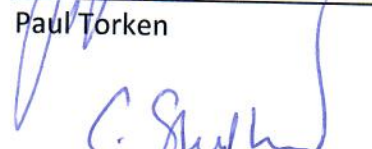

Rudy McPherson


Bento Soares

For the Employer:


Kelvin Seow


Paul Torken


Craig Shepherd