

EP23.8

CONFIDENTIAL ATTACHMENT 1

CONFIDENTIAL INFORMATION OR ADVICE

Summary of Negotiated Terms

The Memorandum of Agreement attached as Confidential Attachment 1 - Appendix A sets out the terms and conditions of the Collective Agreement between the Board of Governors of Exhibition Place and the Carpenters and Allied Workers Local 27 United Brotherhood of Carpenters and Joiners of America (Local 27).

1. A four-year (4) term from January 1, 2021 to December 31, 2024.
2. Employees receive a retroactive payment of 1.25% on total Maintenance work only compensation during the period up to ratification, and the blended rate for the remainder of 2022.

An increase to total compensation of 1.5% in 2023 and 1.75% in 2024.

3. The parties negotiated a single collective agreement with new blended wage and fringe benefit rates. The principles of the blended wage were based on the historical classification of work.
4. Established thresholds such that if a show/event or a capital project is valued below the threshold, tenants can use non-union contractors to perform the work. Exhibition Place will continue to use its own employees to perform bargaining unit work, or if contracting out is necessary contract out that work to Local 27 contractors.
5. Clarified Scope and Recognition, Grievance Process, and Recall of Employees articles.
6. After three (3) years of service, vacation pay increases to six (6%) of employees' total wages.
7. Shift premium, overtime, and Lead hand rate amended to reflect a blended approach taking into consideration ICI regulations.
8. Amended protective equipment allowance, break and wash-up period to align with other Exhibition Place Collective Agreements.
9. Paid jury duty, Crown witness, and personal emergency leave of up to three (3) days per year.
10. Deleted Letter of Understanding (Construction work – ICE rates) to reflect negotiated changes.
11. Added new Letter of Understanding providing Local 27 a matching rate if the Employer bargains a rate greater than 1.75% with any other Trade Union for 2024.

12. Included in the collective agreement is the Employer's support of the Local 27's Charter of Inclusive Workplaces and Communities that strives to irradiate racism, intolerance, incivility, and harassment in the workplace.

Highlights

1. Bargaining outcome promotes stability and future growth of Exhibition Place and increases our competitiveness as a commercial landlord.
2. Single collective agreement achieves a modest but fair wage schedule to attract and retain a core group of employees.
3. Advances tenants' flexibility with anticipated cost savings. Makes Tenant agreements more attractive to prospective tenants.
4. Flexibility of core employees to perform all work opportunities and eliminates internal dissension and preference for ICI over maintenance work

Financial Implication

The total financial impact for the four-year period 2021 to 2024 based on historical actuals including all retroactive pay is approximately \$57,894.