

CONFIDENTIAL ATTACHMENT 1 - APPENDIX 'A'

MEMORANDUM OF AGREEMENT

BETWEEN:

THE BOARD OF GOVERNORS OF EXHIBITION PLACE

(hereinafter the "Employer")

and

THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 2840

(hereinafter the "Union")

(collectively referred to as the "Parties")

WHEREAS the Union and the Employer are parties to a Collective Agreement effective from January 1, 2019 to December 31, 2021.

AND WHEREAS the parties desire to enter a new Collective Agreement effective January 1, 2022 to December 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 January 1, 2022 to December 31, 2024 containing all the terms and conditions contained in the above referenced Collective Agreement which expired on December 31, 2021 with the following amendments:

1. Effective January 1, 2022, the Ontario minimum wage increased to \$15.00 per hour, and to comply with the *Employment Standards Act, 2000*, the 2022 Probationary Customer Service Representative (CSR) hourly rate was increased to \$15.00. As a result of the legislated increase, wage levels were compressed, and adjustments were made to correct this pressure, which included a 1% increase.

In addition, the following wage increases to Schedule 'A':

January 1, 2023 1.50% added to base

January 1, 2024 1.50% added to base

The parties agree to amend Schedule 'A' of the Collective Agreement to reflect these wage increases.

Classification	Jan 1, 2022	Jan 1, 2023 (1.5%)	Jan 1, 2024 (1.5%)
Foreperson	\$19.76	\$20.06	\$20.36
Leadhand	\$19.76	\$20.06	\$20.36
Customer Service Representative	\$16.78	\$17.03	\$17.29
Probationary Customer Service Representative	\$15.00	\$15.23	\$15.46
Health & Welfare	\$3.29	\$3.29	\$3.29

ARTICLE 9 –

Article will be titled DISCHARGE AND SUSPENSION CASES in accordance with the Table of Contents.

ARTICLE 32 – HEALTH AND WELFARE

Add: Effective January 1, 2022, \$3.29 per hour worked.

ARTICLE 35 – TERM OF AGREEMENT

35.01 - Amend

This Agreement shall be effective January 1, 2022 and end on December 31, 2024.

NEW – LETTER OF UNDERSTANDING

If Ontario's hourly minimum wage increases above the Probationary CSR hourly rate of pay during the term of the 2022-2024 collective agreement, the Probationary CSR rate will reflect the legislated change, and the parties agree to review wage compression in Schedule 'A' and correct appropriately.

Dated at Toronto this 4th April day of ~~March~~, 2022

For the Union:



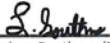
Gary Gosse (Mar 22, 2022 11:31 EDT)

Gary Gosse



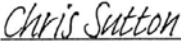
Gary Southorn (Mar 23, 2022 13:27 EDT)

Gary Southorn



Lindsey Southorn (Mar 23, 2022 13:29 EDT)

Lindsay Southorn



Chris Sutton (Mar 23, 2022 13:45 EDT)

Chris Sutton

For the Employer:



Tony Porter



Kelvin Seow



David Lyew

LK:COPE491