Made Public On June 9, 2022

EP24.6

CONFIDENTIAL ATTACHMENT 1

CONFIDENTIAL INFORMATION OR ADVICE

FINANCIAL ANALYSIS AND SUMMARY OF NEGOTIATED TERMS AND CONDITIONS

The Memorandum of Agreement attached as Confidential Attachment 1 - Appendix ‘A’ to this report sets out the terms and conditions of the revisions to the Collective Agreement between the Board of Governors of Exhibition Place and The International Union of Painters and Allied Trades, District Council 46. This report seeks approval of the Collective Agreement with terms and conditions set out below:

1. A four-year term from January 1, 2019 to December 31, 2022.

2. Employees receive a retroactive payment of 1.25% for 2019, 2020, 2021 and 2022 respectively on total Maintenance compensation during the period up to ratification.

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 and a goal to include all work in one wage rate (i.e. ICI and Maintenance).

4. Established thresholds such that if a show/event or capital project is valued below the threshold, tenants can use non-union contractors to perform the aforementioned 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 46 contractors.

5. After three (3) years of service, vacation pay increases to six (6%) of employees’ total wages.

6. Replace Article 15 – Classifications and Wage Rate with new Schedule “A” negotiated changes to rates. Remove from Schedule “A” signing bonus.

7. Increased starting apprentice wage to attract staff, and adjusted percentages by the number of hours.

8. Improved work jurisdiction clarity and flexibility with Letter of Understanding – Confidential Attachment Appendix ‘B’ for tenanted facilities.

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 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 (4) period 2019 to 2022 is $20,558.