

MEMORANDUM OF AGREEMENT

BETWEEN:

THE BOARD OF GOVERNORS OF EXHIBITION PLACE
(thereinafter the "Employer")

and

THE INTERNATIONAL UNION OF PAINTERS
AND ALLIED TRADES, DISTRICT COUNCIL 46
(thereinafter the "Union")

(collectively referred to as the "Parties")

1. The parties herein agree to the terms of this Memorandum as constituting full and final settlement of all matters in dispute. This settlement is subject to ratification by the principals of the respective parties.
2. For this Single Collective Agreement, the parties shall adopt and apply the terms and conditions currently set out in the Maintenance Agreement, subject to the amendments, additions and deletions specified herein.
3. The undersigned representatives of the parties do hereby agree to recommend complete acceptance of all the terms of this Memorandum to their respective principals for ratification.
4. 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all proposals made or exchanged in the course of negotiations or otherwise, which are not set out in the attached, are withdrawn on a without prejudice basis to any position the parties may take in any subsequent rounds of bargaining.

Amend Article 5.08 The Employer agrees that the Foreperson will be the last employee laid off in the event of a lay-off temporary or otherwise and shall be the first employee recalled after lay-off so long as they are capable, qualified and willing to perform the available work. Union steward(s) shall be the second-last employee laid off in the event of a lay-off temporary or otherwise and shall be the Second employee recalled after lay-off so long as they are capable, qualified and willing to perform the available work.

Amend Article 10.1 C) Exhibition Place would like to discuss the ability to contact laid off employees for recall in an expediated manner.

C) fails to notify the Employer within two (2) working days that they will report to work after being notified by the Employer to report for work following a lay-off or subsequently fails to report for work within five (5) working days after being notified by the Employer ~~by registered mail~~ by email to report for work, unless a reason satisfactory to the Employer is given;

Amend Article 10.2

Employees shall be required to notify the Employer of any change of e-mail, address, or telephone number. The Employer shall be entitled to rely upon the last address and telephone number furnished to it by an employee for all purposes. one-half (7 1/2) hours worked. Between 12:00 a.m. (midnight) and 7:00 a.m. Where an employee is scheduled to work during this period, they shall be paid seven and one-half (7 1/2) hours pay for five and one-half (5 1/2) hours worked.

Appendix

Update Seniority List –

Only Tatiana (last name) has seniority

Amend Memorandum Item Only

Wage increase for the term as follows:

Effective Jan 1, 2019, 1.25%

Effective Jan 1, 2020 1.25%

Effective Jan 1, 2021 1.25%

Effective Jan 1, 2022 1.25%

Effective Date of ratification 2022 Journeyperson Blended Rate

(15) remove Clause (no signing bonus)

~~A one-time lump sum payment made as a signing bonus of \$400.00, less all statutory deductions..~~

~~This one-time lump sum payment shall not be applied to any base wage rates.~~

~~There shall be no union or other collective agreement remittances made on this one-time lump sum payment.~~

Amend Article 16 - Vacation Pay and Holiday Pay

16.01 Employees shall be paid vacation pay at the rate of four per cent (4%) of the amount of the employee's total wages and shall be paid statutory holiday pay at the rate of six per cent (6%) of total wages, for a total of ten percent (10%). After three (3) years of service, vacation pay shall increase to the rate of six per cent (6%) of the employee's total wages, and statutory holiday pay shall remain at the rate of six percent (6%) of total wages, for a total of twelve percent (12%).

Amend Article 18-Benefits and Remittances

Welfare Trust Fund

Effective on the date of Ratification, increase this benefit to \$3.00.

Amend Article 25.1 – Duration

This Agreement shall commence on the 1st day of January 2019 and end on the 31st day of December 2022, and continue from year to year thereafter unless either party gives notice in writing to the other not less than thirty days nor more than ninety (90) days prior to the expiry date hereof of that party's intention to terminate this Agreement or to negotiate revisions thereto.

Amended Appendix 'A' – Classification & Rates of Pay

For the period between January 1, 2021 and the date of ratification, inclusive, and considering that the Employer has or will have applied the status quo (in existence as of December 31, 2018), employees shall receive pay increases in accordance with the following schedule:

a 1.25% retroactive increase on total compensation earned under the Maintenance Agreement in respect of the period between January 1, 2019, and December 31, 2019 inclusive;

a further increase of 1.25% on total compensation earned under the Maintenance Agreement in respect of the period between January 1, 2020, and December 31, 2020, inclusive.

a further increase of 1.25% on total compensation earned under the Maintenance Agreement in respect of the period between January 1, 2021, and December 31, 2021, inclusive.

a further increase of 1.25% on total compensation earned under the Maintenance Agreement in respect of the period between January 1, 2022, and the date of ratification, inclusive.

Thereafter, the new blended rates for wages and fringe benefits, as set out in this Memorandum of Agreement, shall apply and shall remain in effective until the parties have ratified their next collective agreement for the period following December 31, 2022.

Yr. Increase	Foreperson wage by year	Journeyperson wage
+1.25% in 2019	\$33.13	\$30.07
+1.25% in 2020	\$33.54	\$30.45
+1.25% in 2021	\$33.96	\$30.83
+1.25% in 2022	\$34.39	\$31.21
2022 Blended Rate	\$35.40	\$32.62

Amend Apprentice Painter

1	- 1000 hours	\$19.00
1001	- 1800 hours	59% of Journeyperson's Rate
1801	- 3600 hours	60% of Journeyperson's Rate
3601	- 4500 hours	65% of Journeyperson's Rate
4501	5400 hours	70% of Journeyperson's Rate
5401	- 6000 hours	75% of Journeyperson's Rate

Blended Rates

These blended rates take effect after ratification.

Journeyperson \$32.62

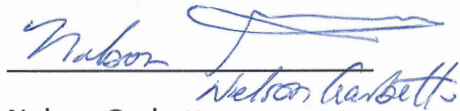
Foreperson \$35.40

New– Letter of Understanding - Tenanted Facilities (also known as Leased Properties or Leased Facilities) and Capital Projects

Attached signed letter to be included in 2021 to 2022 collective agreement.

Dated at Toronto this 4th day of April, 2022

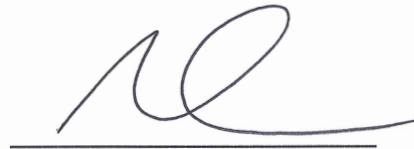
For the Union:



Nelson Garbett

Business Representative

For the Employer:



Mark Goss

General Manager Operations and Facilities



Kelvin Seow

Director Stakeholder Management and
Strategic Planning



Bruce Appelbohm

Physical Assets Coordinator