

**Proposed Collective Agreement with the United
Association of Journeymen and Apprentices of the
Plumbing and Pipe Fitting Industry, Local Union #46**

Date: August 30, 2022
To: The Board of Governors of Exhibition Place
From: Don Boyle, Chief Executive Officer
Wards: All Wards

REASON FOR CONFIDENTIAL INFORMATION

This report is about Labour Relations or employee negotiations.

SUMMARY

The Collective Agreement between the Board of Governors of Exhibition Place and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local Union #46, expired on December 31, 2019.

This report outlines the terms of a Memorandum of Agreement attached as Appendix "A" that was ratified by the Union on August 16, 2022, and pending Board approval, would be the basis of a Collective Agreement with the Board for a five-year term, with an expiry date of December 31, 2024.

The bargaining process was positive with the principles of transparency, focus on sustainability of Exhibition Place business, with a strive for quality and the highest level of customer service the priority.

RECOMMENDATIONS

The Chief Executive Officer recommends that:

1. The Board approve the terms and conditions of the Memorandum of Agreement, set out in Confidential Attachment 1 and Confidential Attachment 1 - Appendix 'A', between the Board of Governors of Exhibition Place and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada,
2. The Board authorize staff to make the necessary amendments to rates of pay and other issues identified as agreed changes to the collective agreement in the Memorandum of Agreement (Confidential Attachment - Appendix 'A') and set out in Confidential Attachment 1.
3. The Board direct that Confidential Attachment 1 and Confidential Attachment 1 - Appendix 'A' be released publicly after the ratification of the Memorandum of Agreement by the Board.

FINANCIAL IMPACT

See Confidential Attachment 1.

DECISION HISTORY

The Exhibition Place 2022 – 2026 Strategic Plan has a strategic goal to *Ensure Competitively Priced Services and Sustainable Operations*, and a strategy to support this goal is to work with our committed partners to develop sustainable approaches to labour and other operating costs.

[Exhibition-Place-Strategic-Plan-2022-2026-FINAL-August-12-2022.pdf](#)

At its meeting of July 28, 2016, the Board approved a four-year collective agreement with the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local Union #46 expiring December 31, 2019.

<https://www.explace.on.ca/files/file/58c69f3ec3b95/Item-13-Plumbers-CA-Combined.pdf>

The Board was provided with an update at its meeting of September 19, 2019 – Exhibition Place as Non-Construction Employer and directed the Chief Executive Officer to engage with the Union partners with whom Exhibition Place has local collective agreements.

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2019.EP6.10>

At its meeting of April 15, 2021, the Board received a summary of the negotiations and the collective agreement settlements at Exhibition Place. Further, in a planned in-camera confidential presentation, the Board provided staff direction on the bargaining mandate.

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2021.EP17.10>

COMMENTS

This local collective agreement with the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local Union #46 applies to Journeyperson, HVAC Technicians and Forepersons.

The financial details of the terms and conditions of the Memorandum of Agreement are set out in Confidential Attachment 1.

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SIGNATURE

Don Boyle
Chief Executive Officer

ATTACHMENTS

Confidential Attachment 1 - Financial Analysis and Summary of Negotiated Terms and Conditions

Confidential Attachment 1 - Appendix 'A' - Memorandum of Agreement