

CONFIDENTIAL ATTACHMENT 1

CONFIDENTIAL INFORMATION OR ADVICE

Summary of Negotiated Terms and Summary of Memorandum of Settlement:

The Memorandum of Settlement attached as Appendix 'A' to this Confidential Attachment 1 sets out the terms and conditions of the revisions to the Collective Agreement between the Board of Governors of Exhibition Place and the International Alliance of Theatrical Stage Employees and Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, Local 58, Toronto. This report seeks approval of the Collective Agreement with terms and conditions set out below:

1. A five-year term from January 1, 2022, to December 31, 2026.
2. January 1, 2022 - 1.25% added to base; \$0.33 per hour added to base (inflationary wage adjustment for employee-required equipment)
January 1, 2023 - 1.5% added to base; July 1, 2023 - 1% added to the base
January 1, 2024 - 1.75% added to base; July 1, 2024 - .75% added to the base
January 1, 2025 - 2.75% added to the base
January 1, 2026 - 2.75% added to the base
3. New Letter of Understanding for Queen Elizabeth Theatre (QET) that provides for consistent, qualified IATSE house crew familiar with the venue and payment latitude for comedy show load-in and load-out.
4. Letter of Understanding for a new shared Liberty Grand and Exhibition Place Houseperson that supports strong client relationships and provides greater flexibility for Liberty Grand celebration-type events and religious ceremonies.
5. Amended meal break language that employees shall work a minimum of two (2) hours before being scheduled for a meal break.
6. Included language if Houseperson is required to use a personal electronic device for Exhibition Place purposes, they shall be provided with a cellular phone for work purposes.

Highlights

1. Bargaining outcome ensures labour stability through end of 2026.
2. Advances tenants' ability to maintain competitiveness and grow event activity and provides more work opportunities for the bargaining unit.

Financial Implication

In 2019 (prepandemic period) the total hours worked was 97,540 for a total payroll cost inclusive of benefit at \$6,680,000. Using 2019 as a base year, the financial impact for the five (5) year period 2022 to 2026 is approximately \$967,000; however, approximately \$919,000 of the costs is pass on and recoverable from shows/events and tenant's operations leaving approximately \$48,000, that represents the non-recoverable increase to Exhibition Place for house and maintenance related expenditures.