

EP4.15

CONFIDENTIAL ATTACHMENT 1

CONFIDENTIAL INFORMATION OR ADVICE

Summary of Memorandum of Agreement and Negotiated Terms

The Memorandum of Agreement attached as Confidential Attachment - Appendix 'A' 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 ("Painters, DC 46").

This report seeks approval of the Collective Agreement with the following terms and conditions set out below:

1. Term: A four-year term from January 1, 2023, to December 31, 2026.
2. January 1, 2023 - \$1.00 per hour (readjustment to blended rate)
January 1, 2023 - 1.5% added to base; July 1, 2023 - 1.0% added to base
January 1, 2024 - 1.75% added to base; July 1, 2024 - 0.75% added to base
January 1, 2025 - 2.75% added to base
January 1, 2026 - 2.75% added to base

January 1, 2023 - Foreperson 12.5% above Journeyperson's wage
January 1, 2023 - Apprentice Painter (1 – 1000 hours) - \$20.00 per hour

Effective date of ratification - Leadhand 7% above Journeyperson's wage
Spray Painter and Sandblaster \$2.00 premium
3. Jury duty, crown witness, or personal emergency leave up to three (3) days paid leave per year.
4. Housekeeping language adjustments that do not amend the meaning of the collective agreement.

Highlights

1. The relationship between Exhibition Place and Painters, DC 46 is good, and this bargaining outcome ensures labour stability through the end of 2026.

Financial Implication

The total financial impact for the four-year period 2023 to 2026 is \$38,850.

Approximately \$7,620 or (20%) of this incremental cost is recovered from shows and events, leaving \$31,230 as a net impact.