

MEMORANDUM OF AGREEMENT

BETWEEN:

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

And

THE INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES, DISTRICT COUNCIL 46
(hereinafter 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. This settlement is subject to ratification by the principals of the respective parties, including the Board of Governors of Exhibition Place.
2. 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.
3. If ratified, the terms and conditions contained in this Memorandum shall amend the collective agreement that expired on December 31, 2022 and become the collective agreement between the parties, effective at the beginning of the first pay period unless otherwise stated.
4. The parties agree that the said collective agreement shall include the terms of the previous collective agreement and renewal of all Letters of Understanding which expired on December 31, 2022, as amended by the following:
5. The parties herein agree to a four (4) year Collective Agreement from January 1, 2023 to December 31, 2025 with base wage adjustment increases as follows:

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 rate shall be 12.5% of the Journeyperson wage.

Effective date of ratification - Leadhand rate shall be 7% of the Journeyperson wage.
Spray Painters and Sandblasters premium of \$2.00

The parties agree to amend Schedule 'A' of the Collective Agreement to reflect these wage increases.

6. All employees who are in the employ of the Board of Governors of Exhibition Place on the date of signing of this Memorandum of Agreement shall be eligible for the 2023 retroactive base pay wage increase.

Article 8 – Arbitration (Housekeeping)

8.01 ~~(1)~~

Article 13 – Hours of Work (Housekeeping)

13.01 (b)-~~(i)~~

New Article 13 -Jury Duty, Crown Witness Service and Personal Emergency Leave*

- 13.01 The Employer shall provide up to three (3) days of paid leave per year to any employee who is summonsed for jury duty or Crown witness service, subject to the employee providing the Employer with satisfactory documentation supporting the days of absences necessitated by the summons. The employee may elect to use these three (3) days for paid leave due to personal illness, injury or medical emergency or the illness, injury, medical emergency, or urgent matter concerning a family member. Family members consist of those individuals who are identified as such under the Family Responsibility Leave provisions of the *Employment Standards Act, 2000*.

*Renumber subsequent collective agreement articles

Article 19.02 – Payment and Wages (Housekeeping Amendment)

- 19.02 When an employee resigns, is laid off, or is discharged their Record of Employment will be sent electronically to Employment Insurance and employees will receive their regular pay and all other payments through direct deposit. In the event of discharge, it shall be provided on the scheduled pay day for the pay period.

Article 22 – Duration

- 22.01 This agreement shall remain in full force and effect from January 1, 2023, and shall continue in force until December 31, 2026, and shall continue in effect from year to year thereafter unless either party shall give notice in writing to the other of its desire to negotiate revisions to the agreement, not more than ninety (90) days or not less than thirty (30) days prior to the expiry date or in any like period in any year thereafter. Upon receipt of this notice the parties shall meet within fifteen (15) days and bargain in good faith to make a new collective agreement, or as soon thereafter as the parties may agree on.

PS.

Schedule A - Wages

Apprentice Painter

1 - 1000 hours \$20.00

Schedule B - Employee List (Housekeeping – Amended Employee Names)

Richard Baptista

Raul Mueras

Jason Turner (August 10, 2022)

Signed and Dated at Toronto this 8th day of May, 2023

For the Union:



Nelson Garbett
Business Representative, DC 46

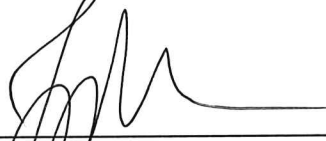
NEILSON GARBETT



Richard Baptista
Union Representative

RICHARD BAPTISTA

For the Employer:



Paul Torkan
Director, Operations & Facility Services



Kelvin Seow
Chief People and Strategy Officer

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PS