

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 Brotherhood of Electrical Workers Local 353 ("IBEW 353"). 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, 2022 to December 31, 2025.
2. January 1, 2022 - 1.25% added to base maintenance or blended wage.
January 1, 2023 - 1.5% added to base; July 1, 2023 - 1% 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.
3. Union Steward to be considered most senior on the seniority list for purpose of layoff.
4. Administrative adjustment to overtime tracking process.
5. Include personal emergency leave to current paid jury duty and crown witness leave provision.
6. Housekeeping adjustments that do not amend the meaning of the collective agreement. Parties to make grammatical edits that will not change the intent.
7. New Letter of Understanding provides IBEW 353 a matching percentage rate increase if the Employer bargains a negotiated rate greater in 2024 and 2025.
8. New Letter of Understanding to provide additional employee training and develop proactive work practices for operational efficiencies with the intent of expanding employment opportunities.

Highlights

1. Exhibition Place has a good relationship with IBEW 353, and this bargaining outcome ensures labour stability through the end of 2025.

Financial Implication

The financial impact for the four-year period 2022 to 2025 is \$88,850.00. Approximately \$12,658.00 or (14%) of this incremental cost is recovered from shows and events, leaving \$76,192.00 net impact.