

EP5.15

CONFIDENTIAL ATTACHMENT 1

CONFIDENTIAL INFORMATION OR ADVICE

Key Points:

Exhibition Place is challenged to recruit and secure candidates willing to accept low-paying and minimum-wage employment. Combined with irregular schedules in the event and convention business, the union has indicated that these employees must work multiple jobs, which impedes management staff from confirming a consistent workforce. The 2022 Living Wage in the GTA is \$23.15 per hour. The LiUNA 506 Cleaner and Causal wage has historically fallen below the Living Wage rate. The increases negotiated in this agreement will advance Exhibition Place as a Living Wage employer.

The increased reliance on third-party cleaning contractors (a higher wage than we currently pay our own staff to backfill staffing shortages) results in a higher cost, a loss of efficiency and a lack of familiarization with our venues, resulting in reduced service quality.

The Memorandum of Agreement attached as Schedule A to this Confidential Attachment 1 sets out in detail the terms and conditions of the revisions to the Collective Agreement between the Board and the Labourers' International Union of North America, Local 506 ("LiUNA 506"). This report seeks approval of the Collective Agreement with terms and conditions set out below:

1. **Term:** A three-year and four-month term from December 3, 2023, to March 31, 2027
2. **Wages:** Hourly base wage increases, as follows:

December 3, 2023-	1.5%
April 1, 2024 -	1.75%
October 1, 2024 -	0.75%
April 1, 2025 -	2.75%
April 1, 2026 -	2.75%
January 1, 2027 -	0.5%

3. Summary of Revisions

A summary of the terms and conditions bargained include the following:

1. The Parties streamlined Cleaner and Student classifications and responsibilities, which provides greater flexibility.
2. Shift premium, overtime, and Leadhand premiums amended to reflect industry standards.

3. New premium of \$2.00 per hour for high-reach sign and banner hanging.
4. \$1.50 per hour premium for Cleaners responsible for the operation of equipment requiring a 'G' driver's license.
5. Annual \$0.30 per hour combined Health and Welfare/Pension premium increase.
6. Added Trainer classification and new Letter of Understanding to provide employees of Exhibition Place with training to expand skill sets and develop proactive work practices, intending to expand employment opportunities and improve operational efficiencies.
7. Extensive movement of articles within the Collective Agreement for housekeeping and clarification purposes.
8. A New Letter of Understanding provides LiUNA 506 members a matching percentage rate increase if the Employer bargains a negotiated rate greater during the term of the Collective Agreement.

Highlights

1. Exhibition Place has a good relationship with LiUNA 506, and this bargaining outcome ensures labour stability through March 2027.
2. Negotiated settlement is a positive step to moving to the GTA Living Wage that affords a decent standard of living.
3. Enhances Exhibition Place's ability to meet its LiUNA 506 contractual staffing obligations.
4. Minimizes staffing disruption and enables employee continuity in operations to meet client expectations.
5. Improved efficiency and greater control and flexibility over work completion by having a more consistent workforce.

Financial Implication

The total financial impact to Exhibition Place for the three-year and four-month period of December 3, 2023, to March 31, 2027, is \$367,181. The increases are in line with recent settlements approved by the Board. Approximately 90% or \$330,000 of the increase in costs are recoverable from shows and events.