

MEMORANDUM OF AGREEMENT

BETWEEN:

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

and

LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 506
(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. Upon ratification from their respective principals, the Parties will make a joint application pursuant to ss.58(3) of the *Labour Relations Act, 1995* for early termination of the subsisting Collective Agreement for the sole purpose of entering into a new Collective Agreement on the terms contained herein."
4. If ratified, the terms and conditions contained in this Memorandum shall amend the April 1, 2021 to March 31, 2024 collective agreement and become the collective agreement between the Parties, effective December 3, 2023 unless otherwise stated.
5. The Parties will review the 2021-2024 Collective Agreement and make administration and grammatical amendments, that will not change the intent or have a financial impact.
6. The Parties agree the said Collective Agreement shall include the terms of the 2021-2024 Collective Agreement and renewal of all Letters of Understanding, as amended by the following:
7. The Parties herein agree to a three (3) year and four(4) month collective agreement from December 3, 2023 to March 31, 2027 with base wage adjustment increases as follows:

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

The parties agree to amend Appendix "A" and "B" of the Collective Agreement to reflect these base wage increases.

8. Effective December 3, 2023 the Casual Cleaner hourly rate is \$18.00, plus negotiated base wage adjustments.
9. The Parties have reviewed and streamlined the Cleaner classifications and responsibilities.
10. Effective December 3, 2023 create Group 2A Cleaner classification responsible for operation of equipment requiring a 'G' driver's license (\$1.50 per hour above Group 2 Cleaner).
11. Students will be merged into the Casual Cleaner classification which provides greater flexibility.
12. December 3, 2023 hourly premiums for all hours worked, unless specified below:
 - Labour shift - \$1.75, in accordance with Article 9:01 (a)
 - Labour high-reach sign and banner hanging - \$2.00 (entire shift)
 - Leadhand - \$2.00 (entire shift)
 - Cleaner (afternoon) - \$1.75
 - Cleaner (overnight) - \$2.00
 - Trainer - same rate as Foreperson hourly rate
13. Hourly Health & Welfare and Pension Premiums:
 - April 1, 2024, combined increase to be assigned by union: \$0.30
 - April 1, 2025, combined increase to be assigned by union: \$0.30
 - April 1, 2026, combined increase to be assigned by union: \$0.30
14. New Letter of Understanding to provide employees of Exhibition Place with training to expand skill sets, develop proactive work practices, with the intent of expanding employment opportunities for operational efficiencies.
15. The Parties further agree that any and all proposals made or exchanged in the course of negotiations or otherwise, which are not set out in the attached, are withdrawn on a without prejudice basis to any position the parties may take in any subsequent rounds of bargaining.

New Letter of Understanding

If the Employer enters into a collective agreement with any other trade union that provides for a base wage percentage increase higher than the percentage of base wage increase for that same period under this Collective Agreement (i.e. December 3, 2023 to March 31, 2027 inclusive), the Employer agrees to provide for the same percentage increase to base wage under this Collective Agreement. It is understood a January 1st percentage increase in all other trade union collective agreements with Exhibition Place is equivalent to an April 1st increase under this Collective Agreement. A July 1st percentage increase in all other trade union collective agreements with Exhibition Place is equivalent to October 1st under this Collective Agreement.

Signed and Dated at Toronto this 27th day of July, 2023

For the Union:



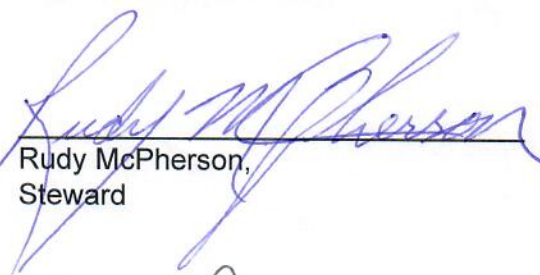
Roly Bernardini,
President



Mike Bettencourt
Business Representative



Rocco Chiavuzzo,
Business Representative



Rudy McPherson,
Steward

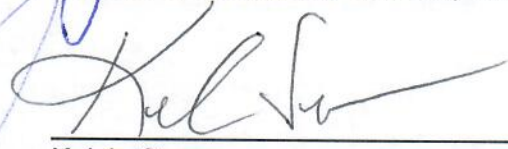


Nemesio Rodrigues,
Steward

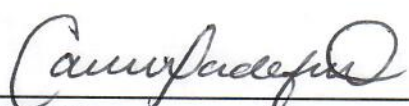
For the Employer:



Paul Torkan,
Director of Operations & Facility Services



Kelvin Seow,
Chief People & Strategy Officer



Camila Morais
Facility Services Manager



Matthew Buckles
Senior Facility Coordinator