

REPORT FOR ACTION WITH CONFIDENTIAL ATTACHMENT

Proposed Collective Agreement with The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local Union 46

Date: April 10, 2025

To: The Board of Governors of Exhibition Place

From: Don Boyle, Chief Executive Officer

Wards: Ward 10 – Spadina-Fort York

REASON FOR CONFIDENTIAL INFORMATION

This report is about Labour Relations or employee collective agreement negotiations.

SUMMARY

The Collective Agreement between the Board of Governors of Exhibition Place and The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local Union 46, expired on December 31, 2024.

This report outlines the terms of a Memorandum of Settlement attached as Confidential Attachment 1 - Appendix A, that was ratified by the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local Union 46 on March 24, 2025, and pending Board approval, would be the basis of a Collective Agreement with the Board, for a three-year (3) term, from January 1, 2025, expiring on December 31, 2027.

RECOMMENDATIONS

The Chief Executive Officer recommends that:

1. The Board approve the terms and conditions of the Memorandum of Settlement, set out in Confidential Attachment 1 and Confidential Attachment 1 - Appendix A between the

Board of Governors of Exhibition Place, and The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local Union 46.

2. The Board authorize staff to make the necessary amendments to rates of pay and other issues identified as agreed changes to the collective agreement in the Memorandum of Settlement (Confidential Attachment 1 - Appendix A) and set out in the Confidential Attachment 1.

3. The Board directs that Confidential Attachment 1 and Confidential Attachment 1 - Appendix A, be released publicly after the ratification of the Memorandum of Settlement by the Board.

FINANCIAL IMPACT

See Confidential Attachment 1.

DECISION HISTORY

The Exhibition Place 2022 – 2026 Strategic Plan has a strategic goal to Ensure Competitively Priced Services and Sustainable Operations, and a strategy to support this goal is to work with our committed partners to develop sustainable approaches to labour and other operating costs.

<https://www.explace.on.ca/wp-content/uploads/2022/08/Exhibition-Place-Strategic-Plan-2022-2026-FINAL-August-12-2022.pdf>

At its meeting of September 14, 2022, the Board approved of a three-year extension of the collective agreement with The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local Union 46.

<https://secure.toronto.ca/council/agenda-item.do?item=2022.EP25.6>

COMMENTS

This local collective agreement with The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local Union 46, applies to journeypersons (Plumbers), HVAC, Steamfitters, Forepersons, and Journeyperson Apprentices in the employ of the Board of Governors of Exhibition Place.

The terms and conditions of the Memorandum of Settlement are set out in Confidential Attachment 1 and Confidential Attachment 1 – Appendix A.

CONTACT

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SIGNATURE

Don Boyle
Chief Executive Officer

ATTACHMENTS

Confidential Attachment 1 - Financial Analysis and Summary of Negotiated Terms and
Conditions

Confidential Attachment 1 - Appendix A - Memorandum of Settlement