

CONFIDENTIAL ATTACHMENT 1

CONFIDENTIAL INFORMATION OR ADVICE

Financial Analysis and Summary of Negotiated Terms and Conditions

The Memorandum of Settlement attached as Confidential Attachment 1 – Appendix A sets out the detailed terms and conditions of the revisions to the Collective Agreement between the Board of Governors of Exhibition Place and the Carpenters and Allied Workers, Local 27 United Brotherhood of Carpenters and Joiners of America (Local 27).

1. Term: A three-year (3) term from January 1, 2025, to December 31, 2027.
2. Wages: January 1, 2025 – Hourly readjustment to blended rate based on ICI Collective Agreement increase:
 - Journey person - \$1.76
 - Leadhand - \$1.90
 - Foreperson - \$1.93
 - 2.75% to base wage
 - January 1, 2026 – 2.75% to base wage
 - January 1, 2027 – 2.75% to base wage
3. Overtime amended to double time for statutory holidays.
4. Remembrance Day and Truth and Reconciliation Day will be included if the Province of Ontario proclaims it as an employer-mandated holiday.
5. Vacation Pay: After completion of nine (9) years of service – 8% of the employee's total wages, and after seventeen (17) years of service – 10% of the employee's total wages.
6. Protective footwear increases to \$0.10 per hour and added clause for \$0.15 per hour for tool allowance.
7. Added Land Acknowledgement Article: The land is the traditional territory of many nations, including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples and is now home to many diverse First Nations, Inuit, and Métis peoples. We also acknowledge that Toronto is covered by Treaty 13 with the Mississaugas of the Credit.
8. Formalized inclusion of Locksmith classification in the salary schedule.
9. New Letter of Understanding: Requirement for security clearance for FIFA 2026.

10. New Letter of Understanding: Maintain a core complement of six (6) staff and include force majeure language in the event there is a major interruption to business at Exhibition Place.
11. Clarified Management Rights, Union Security, Seniority, Pension, and Scope of Work articles.
12. Amended Letter of Understanding if a better/higher percentage increase is negotiated with another trade union of Exhibition Place for 2027, this would apply to Local 27.

Highlights

1. Bargaining outcome ensures labour stability through 2027.
2. Advances Exhibition Place's ability to maintain competitiveness and grow event activity and provides work opportunities for the bargaining unit.

Financial Implication

The financial impact year over year, which amount represents the non-recoverable increase to Exhibition Place is:

2025 – \$26,165 (includes one-time readjustment)
 2026 – \$11,036
 2027 – \$11,309