

MEMORANDUM OF SETTLEMENT

BETWEEN:

THE BOARD OF GOVERNORS OF EXHIBITION PLACE

(thereinafter the "Employer")

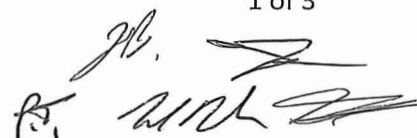
and

CARPENTERS AND ALLIED WORKERS LOCAL 27,
UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

(thereinafter the "Union")

(collectively referred to as the "Parties")

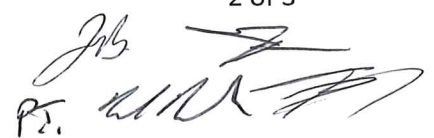
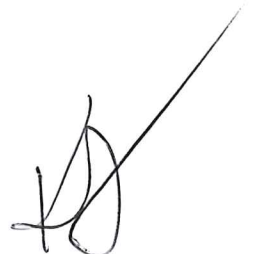
1. The parties herein agree to the terms of this Memorandum as constituting a full and final settlement of all matters in dispute. This settlement is subject to ratification by the principals of the respective parties.
2. The undersigned representatives of the parties do hereby agree to recommend complete acceptance of all the terms of this Memorandum to their respective principals for ratification.
3. The parties herein agree that the term of the Collective Agreement shall be from January 1, 2025, to December 31, 2027.
4. The Parties will review the 2021-2024 Collective Agreement and make administration and grammatical amendments that will not change the intent or have a monetary impact.
5. 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:
6. Article 3.2 – Management Rights
Add: The Employer agrees to exercise its management rights reasonably and not in an arbitrary, discriminatory, or bad faith manner
7. Article 4.7 – Union Security
Add: in good faith
8. Base wage adjustment increases as follows:
January 1, 2025 – Hourly readjustment to blended rate based on ICI Collective Agreement increase:
 \$1.76 - Journeyperson
 \$1.90 - Leadhand
 \$1.93 - Foreperson
 2.75% to base wage
January 1, 2026 – 2.75% to base wage
January 1, 2027 – 2.75% to base wage



9. Article 10 – Seniority
10.1 and 10.2 – Amend to: 180 consecutive working days

10.4 – Delete: as a Journeyperson

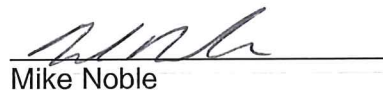
10.6(f) – Add: Subject to Human Rights and Accommodation entitlements
10. Article 11.7 – Overtime
Add: Double time for Statutory Holiday only
11. Article 11.8 – Statutory Holidays
Add: Remembrance Day and Truth and Reconciliation Day if the Province of Ontario proclaims as an employer-mandated holiday.
12. Article 13.1 – Vacation Pay and Statutory Holidays
Amend vacation only: 8% after 9 years and 10% after 17 years.
13. Article 22 – Protective Equipment/Footwear
Amend: safety footwear to \$0.10 per hour.
14. Add Article 22 (a) - Tool Allowance
\$0.15 per hour for hand tools, measuring devices, tool belts, hammers, saws and personal gear, such as work gloves
15. New Article – Land Acknowledgement
We acknowledge 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.
16. Appendix 'A'
Add Locksmith classification to the salary schedule and pay at the Leadhand rate.
17. Appendix 'C' Letter of Understanding
Amend to: January 1, 2027 to December 31, 2027
18. New Letter of Understanding
Requirement for security clearance for FIFA
19. New Letter of Understanding
Maintain core complement of six (6) staff and include force majeure language in the event there is a major interruption to business at Exhibition Place.

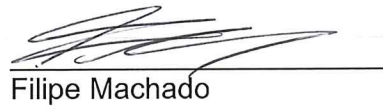


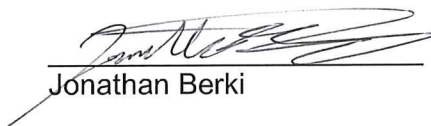
Dated at Toronto this 14th day of January 2025

For the Union:


Mark Russo


Mike Noble


Filipe Machado


Jonathan Berki

For the Employer:


Paul Torkan


Kelvin Seow