

MEMORANDUM OF SETTLEMENT

BETWEEN:

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

and

THE UNITED ASSOCIATION OF JOURNEYMEN AND  
APPRENTICES OF THE PLUMBING AND PIPE FITTING  
INDUSTRY OF THE UNITED STATES AND CANADA, Local Union #46  
(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 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 agree the said Collective Agreement shall include the terms of the 2020-2024 Collective Agreement and renewal of all Letters of Understanding, as amended by the following:
5. **Base Wage Adjustment increases as follows:**  
January 1, 2025 – HVAC Technician and HVAC Foreperson will mirror Journeyperson and Journeyperson Foreperson base wage hourly rate.  
January 1, 2025 - 2.75% to base wage  
January 1, 2026 – 2.75% to base wage  
January 1, 2027 – 2.75% to base wage
6. **Amend Article 10.10 – Seniority and Probation**  
An employee will lose their seniority rights and employment with the Employer if  
5) Amend to three years
7. **Amend Article 15.1**  
Add vacation portion 8% after nine years of service
8. **Amend Article 16.5 – Statutory Holidays**  
Add Truth and Reconciliation Day if Province proclaims as employer-mandated holiday.

9. **Amend Article 19.1 – Health and Welfare**

Effective January 1, 2025 increase from \$2.22 per hour to \$2.65 per hour and  
January 1, 2025 – add \$0.25  
January 1, 2026 – add \$0.25  
January 1, 2027 – add \$0.25

10. **Amend Article 23 title to Jury Duty/Emergency Leave**

11. **Amend Article 21.2 – Safety and Protective Equipment**

Effective January 1, 2025 amend safety footwear to \$0.10 per hour

12. **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.

13. **New Letter of Understanding**

Requirement for security clearance for FIFA, and letter to include retina or biometrics not utilized for the purpose to enter the restricted area

14. **Appendix 'A – Wage Schedule**

Amend in accordance with negotiated settlement.

15. **Appendix 'B' - Letter of Understanding**

Amend to include duration of collective agreement.

Dated at Toronto this 24<sup>th</sup> of March, 2025

For the Union:

  
Dave Griffiths  
Business Manager

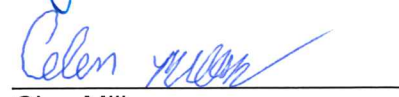
  
Scott Morrison  
Business Representative

  
Phil Mowles  
Union Steward

For the Employer:

  
Kelvin Seow  
Chief People and Strategy Officer

  
Paul Torkan  
Director, Operations and Facilities

  
Glen Mills  
Building Systems Coordinator