

ACTION REQUIRED

The Board of Governors on July 10, 2009 approved the recommendations embodied in this report.

June 8, 2009

To: The Board of Governors of Exhibition Place
From: Dianne Young
Chief Executive Officer
Subject: **International Alliance Theatrical Stage
Employees Local 58 – Union Agreement**

Summary:

This report outlines the terms of a Memorandum of Agreement executed by the International Alliance Theatrical Stage Employees (IATSE) Local 58 that, pending Board approval, would be the basis of a renewed Collective Agreement with the Board. The total wage package agreed to would see increases of 2% for 2009; an additional 2.25% for 2010; an additional 2.25% for 2011. Other particular changes to provisions are noted in the report.

Financial Impact:

Based on the previous three-year (2006–2008) average number of hours worked, the 2% increase represents an estimated additional cost of \$4,378 to the Technical Services Department in year one. The variable costs for the non Tech Services Department are covered by third party billing to shows as required and are therefore, fully recoverable with no financial impact to the Board's Operating Budget.

Recommendation:

It is recommended that the Board approve the Collective Agreement for IATSE Local 58 commencing on January 1, 2009 and expiring on December 31, 2011, on the terms and conditions set out in this report.

Decision History:

The previous Collective Agreement between the Board and the IATSE Local 58 expired on December 31, 2008.

Issue Background:

The negotiated Memorandum of Agreement provides for:

- a) Amended duration of Agreement from January 1, 2009 to December 31, 2011.
- b) The following increases shall apply to all bargaining unit employees employed by the Employer:
 - (i) Effective January 1, 2009 – a total monetary package increase of 2%, the distribution to wages, pension, health and welfare to be determined by the union.
 - (ii) Effective January 1, 2010 – a total monetary package increase of 2.25%, the distribution to wages, pension, health and welfare to be determined by the union.
 - (iii) Effective January 1, 2011 – a total monetary package increase of 2.25%, the distribution to wages, pension, health and welfare to be determined by the union.
- c) Letter of Understanding for the 'Houseperson' for Ricoh Coliseum / BMO Field which has been in place since 2004 was revised to meet tenants needs and guarantees 1537.5 hours (decreased to 41 weeks from 44 weeks) of work annually for one IATSE employee.

- d) Working document agreed to regarding the use and duties of in-house Technical Services staff in the new Allstream Conference Centre and a provision on a 2-year trial basis to use in-house Technical Services for calls across the grounds.
- e) Article 7.4 language regarding use of call-in staff was enhanced to cover all work Direct Energy Centre / space at any one time (excludes Ricoh Coliseum and the West Annex) regardless of whether or not there are multiple shows in one building.
- f) Certain dates, titles and all gender classifications have been amended as the parties deemed appropriate.