



## Exhibition Place

### Item No. 10

FOR INFORMATION

September 14, 2012

To: The Board of Governors of Exhibition Place

From: Dianne Young, Chief Executive Officer

Subject: **The International Alliance of Theatrical Stage Employees, Local 58**

#### Summary:

This report outlines the estimated savings resulting from the terms of the new Collective Agreement negotiated with The International Alliance of Theatrical Stage Employees & Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, Local 58, Toronto (“IATSE Local 58”).

#### Financial Impact:

There are no financial implications to this report.

#### Decision History:

The Exhibition Place 2009 – 2012 Strategic Plan had a Financial Goal *To maintain a positive operating financial performance across Exhibition Place* and as a Strategy to support this Goal we will *seek efficiencies across the organization to increase revenues and decrease costs*.

At its meeting in July 27, 2012, the Board approved a collective agreement with IATSE Local 58 for a four-year period, based on terms of a Memorandum of Agreement negotiated which term expires on December 31, 2015.

#### Issue Background:

At its meeting in July 27, 2012, the Board requested staff to undertake a detailed review of the potential yearly cost savings resulting from changes to the IATSE Local 58 Collective Agreement as set out in the terms and conditions and report same to the September 28, 2012 meeting of the Board.

#### Comments:

Based on the Operating Budgets for 2012 and 2013, the cost of providing technical service expertise to deliver both in-house and show services was \$165,737 and \$102,252, respectively. The Memorandum of Understanding proposes hourly increases as follows: 2% (January 1, 2012); 2% (January 1, 2013); 2% (January 1, 2014) and 2% (January 1, 2015) however, it also proposes changes to the terms related to the Exhibition Place Technical Services Shop along with the introduction of Exhibition Place Housepersons. Accordingly, Exhibition Place staff estimate that all of these changes taken together will reduce the annual cost to Exhibition Place by a further \$5,000.

The variable costs for IATSE Local 58 labour are covered by third party billings to shows and events as required, and are therefore fully recoverable with no financial impact to the Board's Operating Budget. However, it is estimated that the changes in the terms and conditions in this new collective agreement will result in cost savings to our shows and tenants of approximately \$184,700 for each year of the four year term (Year 2012 is to be prorated at time of ratification, savings of approximately \$75,000) and this cost reduction to shows and events will be very positive in maintaining and attracting new business to Exhibition Place.

The savings outlined above are based on the bargaining proposals new rules, by way of some examples, are as follows:

- (a) "Crew Chief" shall receive a \$3.00 per hour premium based on straight per hour rate, that is, the rate cannot be pyramided and is based on actual hours worked and not premium calculated hours (that is, double time rate for 4 hours will equal \$3.00 x 4 hours, not \$3.00 x 8 hours).
- (b) Time will be computed to the next full half (1/2) hour for pay purposes rather than full hour.
- (c) The first eight (8) hours worked by a stage employee on each day between the hours of 7.00 a.m. and 12.00 midnight (previously between 8.00 a.m. and 12.00 midnight), excluding performance calls, shall be paid at the straight time hourly rate.
- (d) Hours worked between the hours of 12.01 a.m. and 7.00 a.m. (previously 12.01 a.m. and 8.00 a.m.) Monday through Saturday, including performance calls, shall be paid at double the straight time hourly rate or double the performance rate, whichever is applicable.
- (e) The dark day at BMO Field for a sporting event shall be Monday so that hours worked on a Sunday shall be paid at the straight time. MLSE typically avoid soccer games on Sunday and have more weekday games which are not as profitable.

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Submitted by:

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