



Exhibition Place

Item No. 14

ACTION REQUIRED

February 15, 2012

To: The Board of Governors of Exhibition Place

From: Dianne Young
Chief Executive Officer

Subject: **United Association of Plumbers & Journeymen Local 46 – Union Agreement**

Summary:

This report outlines the terms of a Memorandum of Agreement executed by the United Association of Plumbers and Journeymen Local 46 that, pending Board approval, would be the basis of a renewed Collective Agreement with the Board. The wage package agreed to would see monetary increase of 0% for 2012; an increase 1% for 2013; an additional 1.5% for 2014; and an additional 2.0% for 2015. Other particular changes to provisions are noted in the report. This Agreement renewal was negotiated at 4 years in order to avoid any disruption in service prior to or during the Pan Am Games in 2015.

Recommendation:

It is recommended that the Board approve the Collective Agreement for the United Association of Plumbers and Journeymen Local 46 commencing on January 1, 2012 and expiring on December 31, 2015, on the terms and conditions set out in this report.

Financial Impact:

Based on the four-year (2007–2010) average of hours worked, the impact on the Operating Budget for each year of the agreement is: 2012 = \$1,963; 2013 = \$6,869; 2014 = 9,322; and 2015 = \$11,776. The four year average increase, all costs in, is 1.5%.

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 December 7, 2007, the Board approved an agreement with United Association of Plumbers and Journeymen Local 46 for a three-year period, wherein the term of the agreement expires on December 31, 2011.

Issue Background:

The previous Collective Agreement between the Board and United Association of Plumbers and Journeymen Local 46 expired on December 31, 2011.

Comments:

The negotiated Memorandum of Agreement provides for:

- a) Amend Duration of Agreement to January 1, 2012 to December 31, 2015.
- b) The following increases shall apply to all bargaining unit employees employed by the Employer on the date of ratification:
 - i. Effective January 1, 2012 – a monetary increase of 0%.
 - ii. Effective January 1, 2013 – a monetary increase of 1.0%, the distribution of \$0.38 cents (Foreperson) and \$0.35 cents (Journey person) to wages, vacation, pension, health and welfare to be determined by the Union.
 - iii. Effective January 1, 2014 – a monetary increase of 1.5%, the distribution of \$0.58 cents (Foreperson) and \$0.52 cents (Journey person) to wages, vacation, pension, health and welfare to be determined by the Union.
 - iv. Effective January 1, 2015 – a monetary increase of 2%, the distribution of \$0.78 cents (Foreperson) and \$0.71 cents (Journey person) to wages, vacation, pension, health and welfare to be determined by the Union.
- c) For the duration of this renewal only, one paid day off will be provided per year.
- d) The safety shoe allowance was raised from \$120.00 to \$130.00.
- e) Two Letters of Understanding have been renewed.

Contact:

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Submitted by:

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