

ACTION REQUIRED

June 26, 2009

To: The Board of Governors of Exhibition Place

From: Dianne Young
Chief Executive Officer

Subject: **Collective Agreement – CUPE – Local 2840 (Parking)**

Summary:

This report outlines the terms of a Memorandum of Agreement that is expected to be executed by the CUPE Local 2840 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 1.75% for 2009; an additional 2.0% for 2010; an additional 2.0% for 2011 and an additional 2% for 2012. Other particular changes to provisions are noted in the report.

Financial Impact:

Based on the previous year's (2008) average number of hours worked, the 1.75% increase represents an estimated additional cost of \$6,386 to the Parking Department in 2009. These costs are well within the budget planning of the department and will be further reduced through the implementation of the enhanced language negotiated.

Recommendation:

It is recommended that the Board approve the Collective Agreement for CUPE Local 2840 commencing on January 1, 2009 and expiring on December 31, 2012, on the terms and conditions set out in this report.

Decision History:

The previous Collective Agreement between the Board and the CUPE Local 2840 expired on December 31, 2008.

Issue Background:

The negotiated Memorandum of Agreement provides for:

- 1) Amended duration of Agreement from January 1, 2009 to December 31, 2012.
- 2) 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 1.75%.
 - ii. Effective January 1, 2010 – a total monetary package increase of 2.0%.
 - iii. Effective January 1, 2011 – a total monetary package increase of 2.0%.
 - iv. Effective January 1, 2012 – a total monetary package increase of 2.0%.

- 3) Language regarding hours of work, transfers, scheduling and the calculation of overtime were rewritten for clarity purposes and to reflect current practice.
- 4) Articles 14 and 15 were rewritten to clarify the definition of employee status (i.e. Regular / Casual / Probationer) and the number of hours that were needed to be worked to achieve the next status level.
- 5) Article 21 was rewritten to clarify timing of Union membership.
- 6) Certain dates and titles have been amended as the parties deemed appropriate.

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Submitted by:

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