



## Exhibition Place

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### Item No. 23

**ACTION REQUIRED**

December 16, 2011

To: The Board of Governors of Exhibition Place

From: Dianne Young  
Chief Executive Officer

Subject: **International Union of Painters & Allied Trades Council 46 – Union Agreement**

#### Summary:

This report outlines the terms of a Memorandum of Agreement executed by the International Union of Painters & Allied Trades 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 Painters and Allied Trades Council 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 impacts on the Operating Budget for each year of the agreement is: 2012 = \$949; 2013 = \$3,330; 2014 = \$4,566; and 2015 = \$5,855. The four year average increase, all costs in, is 1.5%.

#### Decision History:

As part of the 2009 Strategic Plan, the Board approved a Financial Goal to *Maintain a positive operating financial performance across Exhibition Place* with an Outcome to *seek efficiencies across the organization to increase revenues and decrease costs*.

At its meeting in December 7, 2007, the Board approved an agreement with Painters and Allied Trades Council 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 Painters and Allied Trades Council 46 will expire 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 0.0% ,
  - ii. Effective January 1, 2013 – a monetary increase of 1.0%, the distribution of \$0.35 cents (Foreperson) and \$0.31 cents (Journeyperson) 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 \$0.52 cents (Foreperson) and \$0.48 cents (Journeyperson) 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 \$0.71 cents (Foreperson) and \$0.64 cents (Journeyperson) to wages, vacation, pension, health and welfare to be determined by the Union.
- c) For the duration of this renewal only (4 year agreement), one paid day off will be provided per year.
- d) The above wage package is subject to a “me too” clause. If either the Carpenters and Allied Workers Local 27 or United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry Local 46 negotiate higher wage percentages, those higher numbers will apply to the Painters as well.

Contact:

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Submitted by:

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Dianne Young  
Chief Executive Officer