



## Proposed Collective Agreement Memorandum of Settlement with the Canadian Union of Public Employees, Local 2840

**Date:** February 23, 2017  
**To:** The Board of Governors of Exhibition Place  
**From:** Dianne Young, Chief Executive Officer  
**Wards:** All

### SUMMARY

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This report outlines the terms of a Memorandum of Settlement attached as Appendix “A” that has been executed by the Canadian Union of Public Employees, Local 2840 and ratified by the union on February 15, 2017 and pending Board approval, would be the basis of a renewed Collective Agreement (CA) with the Board.

### RECOMMENDATIONS

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The Chief Executive Officer recommends that:

1. The Board approve the Memorandum of Settlement for Local 2840 commencing on January 1, 2016 and expiring on December 31, 2018, on the terms and conditions set out in this report and Appendix A to this report.

### FINANCIAL IMPACT

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Based on a two-year (2014 – 2015) average of 36,370 hours worked, the impact to our operating budget in respect of base wage changes for the next three (3) years will be \$8,072 – 2016; \$8,172 – 2017 and \$8,275 – 2018 which accounts for approximately a 1.25% increase annually. This agreement is in line with recent settlements at the City of Toronto and other settlements at Exhibition Place.

## DECISION HISTORY

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The Exhibition Place 2014 – 2016 Strategic Plan had a Financial Goal *to seek additional revenue opportunities and as a Strategy to support this Goal we will seek opportunities for business development through negotiations of collective agreements & positive labour relations.*

At its meeting in November 22, 2013, the Board approved an agreement with CUPE 2840 for a four-year period, which term expired on December 31, 2015.  
<http://www.explace.on.ca/database/rte/files/Item%2013-CUPE-2840-COMBINED.pdf>

## COMMENTS

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The detailed negotiated Memorandum of Settlement is attached as Appendix “A” to this report and generally proposes the following amendments to the existing CA:

a) Term: Three years commencing January 1, 2016 and expiring December 31, 2018;

b) Wage Increases: Annual increases for all bargaining unit employees base wage as follows: 1.25% (2016); 1.25% (2017); 1.25% (2018)

c) Scheduling: The Employer may call in employees not already scheduled for work to fill vacancies without rescheduling senior employees.

d) Overtime: Established a new method that provides for the equitable distribution of overtime for unplanned work. Senior employees will not be canvassed for additional shifts that will place them in an overtime situation if we have other unscheduled employees with less than the maximum weekly hours.

e) Hours of Rest: Senior employees will not be canvassed for new shifts that will not afford them a full eight (8) hours rest between shifts.

f) Status of Regular Employee: Increased the number of hours that an employee must reach during a calendar year to retain their "regular status" (regular employees are provided Health & Welfare premiums).

g) No benefit increases.

## **CONTACT**

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## **SIGNATURE**

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Dianne Young  
Chief Executive Officer

## **ATTACHMENTS**

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Appendix A - Memorandum of Settlement - Board of Governors of Exhibition Place and  
CUPE Local 2840