



REPORT FOR ACTION

Proposed Collective Agreement Memorandum of Settlement with the International Union of Painters & Allied Trades Council 46

Date: February 15, 2017
To: The Board of Governors of Exhibition Place
From: Dianne Young, Chief Executive Officer
Wards: All

SUMMARY

This report outlines the terms of a Memorandum of Settlement attached as Appendix "A" between the Board and the International Union of Painters & Allied Trades Council 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 2016; an increase of 1.25% for 2017; an additional increase of 1.25% for 2018 and a one-time lump sum payment of \$400.00 for 2016. Other particular changes to provisions are noted in the report. This Agreement renewal was negotiated for a 3 year term.

RECOMMENDATIONS

The Chief Executive Officer recommends that:

1. The Board approve the Memorandum of Settlement for the Painters and Allied Trades Council 46 commencing on January 1, 2016 and expiring on December 31, 2018, attached as Appendix "A" and on the terms and conditions set out in this report.

FINANCIAL IMPACT

Based on the three-year (2016–2018) average of hours worked, the impact on the Operating Budget for each year of the agreement is: \$1,600 for 2016; \$2,861 for 2017; and \$2,881 for 2018. The three year average increase, all costs in, is 0.83%.

DECISION HISTORY

The Exhibition Place 2014 - 2016 Strategic Plan has a Financial Goal to *seek additional revenue opportunities* with an Outcome to *seek opportunities for business development through negotiations of collective agreements & positive labour relations*

At its meeting in December 16, 2011, the Board approved an agreement with Painters and Allied Trades Council 46 for a four-year period, wherein the term of the agreement expires on December 31, 2015.

COMMENTS

The negotiated Memorandum of Agreement provides for:

- a) Amend Duration of Agreement to January 1, 2016 to December 31, 2018.
- b) The following increases shall apply to all bargaining unit employees employed by the Employer on the date of ratification:
 - i. Effective January 1, 2016 – a monetary increase of 0.0% and a one-time lump sum payment of \$ 400.00.
 - ii. Effective January 1, 2017 – a monetary increase of 1.25%, the distribution of \$0.44 cents (Foreperson) and \$0.41 cents (Journey person) to wages, vacation, pension, health and welfare to be determined by the Union.
 - iii. Effective January 1, 2018 – a monetary increase of 1.25%, the distribution of \$0.45 cents (Foreperson) and \$0.41 cents (Journey person) to wages, vacation, pension, health and welfare to be determined by the Union.
- c) Adjust the daily shift start time from 7 AM to 6 AM if required for operational efficiencies which has a potential annual savings of \$200.00
- d) Deletion of the Paid Day Off for an annual savings of \$1,219.00
- e) Adding a name hire clause whereas the Board can name hire up to 50% of the members requested when hiring from the Local Union hiring hall.
- f) Minor changes to the grievance procedure to allow for more specific time frames for addressing grievances.

CONTACT

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SIGNATURE

Full Name: Dianne Young
Title of Official: Chief Executive Officer

ATTACHMENTS

Appendix A - Memorandum of Settlement - Board of Governors of Exhibition Place and Painters Local 46