



REPORT FOR ACTION

Proposed Collective Agreement with the Canadian Union of Public Employees, Local 5116

Date: April 13, 2017
To: The Board of Governors of Exhibition Place
From: Dianne Young, Chief Executive Officer
Wards: All Wards

SUMMARY

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 5116 and ratified by the union on March 23, 2017 and pending Board approval, would be the basis of a renewed Collective Agreement with the Board (CA).

RECOMMENDATIONS

The Chief Executive Officer recommends:

1. That the Board approve the CA for Local 5116 commencing on January 1, 2016 and expiring on December 31, 2019, on the terms and conditions set out in this report and Appendix A to this report.

FINANCIAL IMPACT

Based on 2016 actual of 38,083 hours worked, the impact to our operating budget in respect of base wage changes for the next four (4) years will be \$7,498 – 2016; \$9,110 – 2017; \$9,247 – 2018 and \$9,385 – 2019 which accounts for approximately a 1.25% increase for 2016 and 1.5% increase for 2017 - 2019. This agreement is in line with recent settlements at the City of Toronto and other settlements at Exhibition Place.

DECISION HISTORY

The Exhibition Place 2017 – 2019 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 February 15, 2013, the Board approved an agreement with CUPE 5116 for a three-year period, which term expired on December 31, 2015.

[http://explace-old.smallbox.ca/database/rte/files/Item%2031-Security%20Agree\(1\).pdf](http://explace-old.smallbox.ca/database/rte/files/Item%2031-Security%20Agree(1).pdf)

COMMENTS

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: Four years commencing January 1, 2016 and expiring December 31, 2019;

b) Wage Increases: Annual wage increases for bargaining unit employees at the lower base wage rate as follows: 1.25% (2016); 1.50% (2017); 1.50% (2018); 1.50% (2019). Wage rates frozen for the bargaining unit employees at the higher base wage rate.

c) Probationary Employees: Increased the number of hours that a probationary employee must serve from 800 to 1200 hours to become fully qualified.

d) Wage Classifications; Reduced the Scheduled Rate Tables from 7 levels down to 4, resulting in additional savings through the Probationary Period.

e) Scheduling/Retention; Established a minimum number of shifts and hours that a Casual Employee must work. Casual Employees must now work four (4) shifts per month and eight hundred (800) hours per year to maintain their casual status.

f) Letter of Understanding: Negotiated the removal of a letter from the previous agreement that provided for a significant increase in benefits and wages for one employee not provided to other employees within the same bargaining unit, resulting in significant savings.

g) Letter of Understanding: Negotiated the introduction of the position of Team Lead to be used at the discretion of the employer that would provide for the assignment of employees to additional duties and responsibilities and provide for greater flexibility in managing the workforce.

h) No benefit increases.

CONTACT

Arlene Campbell, General Manager, Sales & Event Management, 416 263-3030,
ACampbell@explace.on.ca

Tony Porter, Director Parking & Security Services, 416-263-3564,
tporter@explace.on.ca

SIGNATURE

Dianne Young
Chief Executive Officer

ATTACHMENTS

Appendix A - Memorandum of Settlement - Board of Governors of Exhibition Place and
CUPE Local 5116