

MEMORANDUM OF AGREEMENT

BETWEEN:

THE BOARD OF GOVERNORS OF EXHIBITION PLACE

(hereinafter called the "Employer")

-and-

LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA -- LOCAL 506

(hereinafter called the "Union")

WHEREAS the Employer and the Union are bound to a Collective Agreement effective from April 1, 2013 to March 31, 2016.

AND WHEREAS the parties desire to enter into a new Collective Agreement effective from April 1, 2016 to March 31, 2018.

THEREFORE, the parties, pending ratification by the employees for the Union and the Board of Governors of Exhibition Place, agree as follows:

The Union and the Employer shall be bound by a Collective Agreement effective from April 1, 2016 to March 31, 2018 containing all of the terms and conditions contained in the above referenced Collective Agreement which expired on March 31, 2016 with the following amendments:

- (1) Amend Duration of Agreement to April 1, 2016 to March 31, 2018.
- (2) Amend Article 4.03 Management Functions as follows:

There shall be one official ~~personal~~ personnel file maintained by the employee's Division and this file shall be maintained in the Human Resources Department. An employee's ~~personal~~ personnel file shall be available and open to the employee for their inspection at any reasonable time during regular office hours and a representative of the Union may accompany them if they so desire.

(5) Amend Article 17.01 Grievance and Arbitration Procedure as follows:

Any dispute, difference, controversy or grievance affecting or arising out of the interpretation or administration of this Agreement shall be ~~adjusted~~ **resolved**, if possible, by negotiations between specially appointed Representatives of the Employer and Trade Union. A meeting to discuss any such dispute or grievance shall be called within five (5) days after the circumstances giving rise to the dispute or grievance. **A written reply will be issued within five (5) working days of the grievance meeting when practicable.**

Amend referrals to arbitration so referral is to a single arbitrator with the option of referring to a Board.

(6) Amend Article 26 Welfare as follows:

Delete effective dates

(7) Amend Article 27 Pension as follows:

Delete effective dates

(8) Delete Article 32 Disciplinary Notations

(9) Append letter dated October 29, 2009 signed by the parties regarding stadium to Appendix A6

(10) Amend Appendix B5c) Placement on Seniority List as follows:

Following the completion of ~~600~~ **900** hours in a contract year, persons who are qualified to do Group 3 or above work would be put on the seniority list with accrual of required hours. Those whose skills do not exceed Group 4 work be put on the seniority list with the accrual of the required hours. Group 4 Cleaners on the Seniority list will receive the benefit package. Group 3 Cleaners on the Seniority list will not be put back into Group 4.

(11) Amend Letter of Intent #5 as follows:

Letter of Intent #3 does not apply to leases between the Employer and lessees in respect of the following events:

- (a) ~~Molson~~ **Honda** Indy
- (b) Canadian National Exhibition
- (c) **Caribbean Festival** ~~Carabana~~
- (d) ~~CHIN~~ Picnic
- (e) **Quarterama** (Toronto International Horse Show)
- (f) R.A.W.F.

DATED at TORONTO, this 10th day of August 2016.

For the Union:

Peter Glaze

Rudy McPherson

Nemesio Rodrigues

For the Employer:

Ron Mills

Craig Shepherd

Jeff Mann

Jayne Allan

Victoria Lee