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EXHIBITION PLACE

ACTION REQUIRED

August 29, 2008

To: The Board of Governors of Exhibition Place

From: Dianne Young
Chief Executive Officer

Subject: **United Association Plumbers & Steamfitters Local 46 – Union Agreement**

Summary:

This report outlines the terms of a Memorandum of Agreement executed by the United Association of Plumbers & Steamfitters Local 46 that, pending Board approval, would be the basis of a renewed Collective Agreement with the Board. The hourly wage package agreed to would see monetary increase of 3.2% for 2008; an additional 3.1% for 2009; an additional 3.0% for 2010; and an additional 2.9 % for 2011. Other particular changes to provisions are noted in the report.

Recommendations:

It is recommended that the Board approve the Collective Agreement for the United Association of Plumbers & Steamfitters Local 46 commencing on January 1, 2008 and expiring on December 31, 2011, on the terms and conditions set out in this report.

Financial Implications and Impact Statement:

Based on the five-year (2003–2007) average of hours worked, the cost increase is projected to reflect a \$15,978 increase in 2008 costs and is contained in the 2008 Operating Budget for Exhibition Place.

Decision History:

At its meeting of April 15, 2005 the Board approved of a collective agreement with Local 46 on the terms and conditions set out in the report before the Board.

Issue Background:

The previous Collective Agreement between the Board and United Association of Plumbers & Steamfitters Local 46 expired on December 31, 2007.

Comments:

The negotiated Memorandum of Agreement provides for:

- a) Amend Duration of Agreement to January 1, 2008 to December 31, 2011.
- b) The following increases shall apply to all bargaining unit employees employed by the Employer on the date of ratification:
 - i. Effective January 1, 2008 – a monetary increase of \$0.95, the distribution to wages, vacation, pension, health and welfare, SUB, training to be determined by the Union. In addition, an additional \$0.10 will be added to the benefit package effective the date of ratification by both parties.
 - ii. Effective January 1, 2009 – a monetary increase of an additional \$0.95, the distribution to wages, pension, health and welfare, SUB, training to be determined by the Union. In addition, an additional \$0.05 will be added to the benefit package effective January 1 '09 and again on July 1 '09.
 - iii. Effective January 1, 2010 – a monetary increase of an additional \$0.95, the distribution to wages, pension, health and welfare, SUB, training to be determined by the Union. In addition, an additional \$0.06 will be added to the benefit package effective January 1 2010 and again on July 1 2010.
 - iv. Effective January 1, 2011 – a monetary increase of an additional \$0.96, the distribution to wages, pension, health and welfare, SUB, training to be determined by the Union. In addition, an additional \$0.07 will be added to the benefit package effective January 1 2011 and again on July 1 2011.
 - v. With respect to a) above, following ratification by the parties, any retro amounts will be paid within two pay periods of the Union supplying their final document re the distribution of the monetary increases.
- c) The Letters of Understanding in Appendices B and C have been renewed.
- d) Article 14.1 amended to reflect 'spouse' as defined in ESA of Ontario.
- e) Article 16.5 amended to include 'Family Day' (clarification only).
- f) Article 22.1 amended to increase an unpaid Leave of Absence from three to eight weeks.
- g) The Employer shall, on the 1st of January for each year of this Agreement, establish a safety shoe (green patch / omega) allowance fund of \$120.00 for each regular (non-probationary / non-call in) employee. Proof of purchase in the form of original receipt authorized by the Local 46 Foreperson and a member of Operations management will qualify for reimbursement. As of December 31st of each year, the fund will be zeroed out and not carried over.
- h) Article 24.1 amended to include Union notification of any discipline.
- i) Foreperson's hourly rate to be 10% above Journeyperson's hourly rate. The current Forepersons will be 'grandfathered' on the current wage differential until such time as they are no longer Foreperson.
- j) A one time \$100.00 signing bonus for those who vote and the offer is subsequently accepted.

- k) Certain dates, titles and all gender classifications have been amended, as the parties deemed appropriate and agreed to.

Contact:

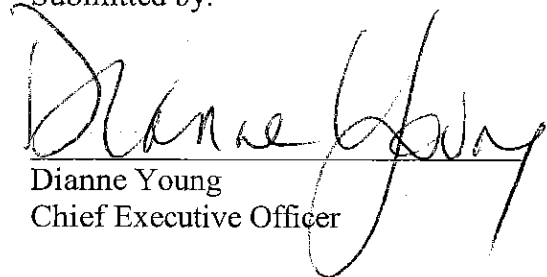
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Submitted by:



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