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**ACTION REQUIRED**

December 9, 2008

To: The Board of Governors of Exhibition Place

From: Dianne Young  
Chief Executive Officer

Subject: **Intern. Brotherhood of Electrical Workers Local 353 – Union Agreement**

**Summary:**

This report outlines the terms of a Memorandum of Agreement executed by the International Brotherhood of Electrical Workers Local 353 that, pending Board approval, would be the basis of a renewed Collective Agreement with the Board. The hourly wage agreed to would see increases of 2.45% for 2009; an additional 2.45% for 2010; an additional 2.45% for 2011; and an additional 2.45 % for 2012. Other particular changes to provisions are noted in the report.

**Recommendations:**

**It is recommended that the Board approve the Collective Agreement for the International Brotherhood of Electrical Workers Local 353 commencing on January 1, 2009 and expiring on December 31, 2012, on the terms and conditions set out in this report.**

**Financial Implications and Impact Statement:**

Based on the 3 year (2006–2008) average of hours worked, net of \$0.06 / hour ICI savings, the cost increase is projected to reflect a \$4,000 increase in 2009 costs and is contained in the 2009 Operating Budget for Exhibition Place.

**Decision History:**

The previous Collective Agreement between the Board and the International Brotherhood of Electrical Workers Local 353 expired on December 31, 2008.

**Issue Background:**

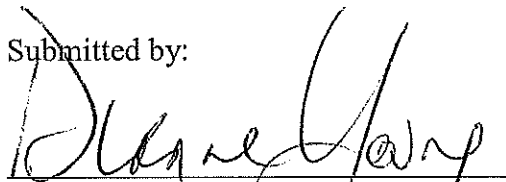
The negotiated Memorandum of Agreement provides for:

- 1) Amend Duration of Agreement to January 1, 2009 to December 31, 2012.
- 2) The following increases shall apply to all bargaining unit employees employed by the Employer on the date of ratification:

- i. Effective January 1, 2009 – a monetary increase \$0.80, the distribution to wages, pension, health and welfare to be determined by the Union and an additional \$0.12 to benefits.
  - ii. Effective January 1, 2010 – a monetary increase \$0.82, the distribution to wages, pension, health and welfare to be determined by the Union and an additional \$0.14 to benefits.
  - iii. Effective January 1, 2011 – a monetary increase \$0.84, the distribution to wages, pension, health and welfare to be determined by the Union and an additional \$0.16 to benefits.
  - iv. Effective January 1, 2012 – a monetary increase \$0.86, the distribution to wages, pension, health and welfare to be determined by the Union and an additional \$0.20 to benefits.
  - v. Forepersons shall receive monetary increases of \$0.88 / \$0.90 / \$ 0.92 / \$0.95 in each year of the contract.
- 3) Letter of Understanding Re- Cross-Over to be extended to December 31, 2012. This letter, first negotiated in 2005, allows for our maintenance electricians to do ICI work and ICI electricians to do maintenance work thus facilitating work assignments without having concern for a grievance. Appendix “A” lists the electricians this applies to.
- 4) Certain dates have been amended as the parties deemed appropriate.
- 5) Article 11:03 to include Family Day and delete last paragraph.
- 6) Article 21:02 to read:
- “The Employer shall accumulate for each employee with seniority (6), the sum of eight cents per hour worked (non-ICI) for the purpose of purchasing ‘Green Patch / Omega’ safety footwear. Upon presentation of the proof of purchase (to be signed by the employee and Supervisor), the employee will be reimbursed from their actual accumulated funds for the cost of their new safety footwear. If an employee permanently leaves Exhibition Place, any monies in the bank will be paid out in accordance with prevailing tax laws.” Each of the six members with seniority will have \$100 put into their bank effective January 1, 2009.
- 7) Re #2 above, the Union may allocate any or all of the yearly amounts defined as monetary increases” to benefits as the members decide.

Sandy Douglas, Director HR, Security, OH&S  
 Telephone: 416-263-3612  
 Fax: 416-263-3690  
 E-mail: [Sdouglas@explace.on.ca](mailto:Sdouglas@explace.on.ca)

Submitted by:

  
 Dianne Young  
 Chief Executive Officer

As of December 31, 2008

ATKINSON, Mickey

BATES, Brian

BRUMEN, John

CARSON, Martin

CRAIK, Hugh

HOWIT, Fred

HOYLE, Mike

HURRELL, Carl

IRVINE, Ryan

JUBY, Stephen

KINMOND, James

KRISEL, Victor

MOIR, Scott

PALMATEER, Terry

PANZINI, James

STALKER, Christopher

STEELE, James

VAN ES, Ronald

RUFF, Alec

JEETJAM,

CERQUA, F