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EXHIBITION PLACE

April 14, 2003

To: The Board of Governors of Exhibition Place

From: Dianne Young
General Manager & CEO

Subject: Canadian Union of Public Employees, Local 2840

Recommendation:

It is recommended that the Board approve the Collective Agreement for the Canadian Union of Public Employees, Local 2840 ("Local Union 2840") on the terms and conditions outlined in this report.

Background:

At the Board meeting of July 2000 the Board approved the previous Collective Agreement between the Board and Local Union 2840, which expired on December 31, 2001.

Discussion:

Exhibition Place staff and Mr. Issie Berger, Senior Coordinator, Toronto Corporate and Human Resources Labour Relations have been negotiating with Local Union 2840 since November 2002 and Local Union 2840 have ratified a Memorandum of Settlement with respect to a Collective Agreement commencing January 1, 2002 to December 31, 2004. The terms and conditions of the settlement are as follows:

- Amendment of Article 27 changing regular pay-day from Wednesday to Thursday, which is consistent with the pay cycle for permanent staff;
- Effective January 1, 2002, increase wage rates for all classifications by 3%;
Effective January 1, 2003, increase wage rates for all classifications by 3%;
Effective January 1, 2004, increase wage rates for all classifications by 3%;
- Effective January 1, 2003, increase Health & Welfare to \$0.05 cents per hour worked;
Effective January 1, 2004, increase Health & Welfare to \$0.05 cents per hour worked;
- Retroactive Payments with respect to wages and benefits from January 1, 2002 onwards will be implemented after ratification by both parties.

- Effective upon ratification, delete the classification “cashier” and a new “accounts representative”, which is an excluded position and not a union classification will be introduced;;
- Effective upon ratification, delete the classification “parking lot supervisor” and introduce a new classification “foreperson” at a rate of \$13.83/hr; and
- Red-Circle until the expiry of this Collective Agreement, which is December 31, 2004, those employees currently employed as “parking lot supervisor” who are not qualified to be “foreperson”

If the Board approves the terms of the Collective Agreement for Local Union 2840 as stated above the retroactive net cost to the Board effective January 1, 2002, is \$14,127.18, and the annualized increased net costs for 2003 is \$32,000.00, and for 2004 is \$32,000.00. The 2002 retroactive wages have been accrued in the 2002 financial statements.

Conclusion:

This report outlines the terms of a Collective Agreement between the Board and Union Local 2840 which terms are in keeping with recent wage settlements for the City of Toronto CUPE Local 416 and Local 79.

Contact

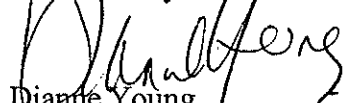
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Submitted by:


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