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EXHIBITION PLACE

April 16, 2003

To: The Board of Governors of Exhibition Place

From: Dianne Young
General Manager & CEO

Subject: International Brotherhood of Electrical Workers, Local Union 353

Recommendation:

It is recommended that the Board of Governors approve the Collective Agreement for The International Brotherhood of Electrical Workers, Local Union 353 on the terms and conditions outlined in this report.

Background:

At the meeting of November 24, 2000 the Board approved the previous Collective Agreement between the Board and Local Union 353 which expired on December 31, 2001.

Discussion:

Exhibition Place staff and Issie Berger, Senior Co-ordinator, Toronto Corporate and Human Resources Labour Relations have been negotiating with Local Union 353 since the beginning of May, 2002. Local Union 353 have now ratified a Collective Agreement commencing January 1, 2002 to December 31, 2004 and the terms and conditions of the settlement are:

- Amendment of Articles 10.1 and 10.2 which allowed union employees to gain seniority after 120 (one hundred and twenty) days of employment accumulative, changed to 900 (nine hundred) hours within each calendar year; this will allow staff to keep the seniority levels to a minimum, allowing much greater flexibility in the lay off and re-hiring process.
- On implementation of Agreement and effective January 1, 2002: Increase the Journeyman wage by \$1.02 cents per hour on wages and benefits and increase the Foreman wage by \$1.12 cents per hour on wages and benefits.
- Effective January 1, 2003, increase the Journeyman wage by \$1.05 cents per hour on wages and benefits and increase the Foreman wage by \$1.15 per hour on wages and benefits

- Effective January 1, 2004, increase the Journeyman wage by \$1.08 per hour on wages and benefits and increase the Foreman wage by \$1.18 per hour on wages and benefits

If the Board approves the terms of the Collective Agreement for Local Union 353 as stated above the retroactive from January 1, 2002, to date of Board ratification is \$24,896.00, and annualized increased costs of \$37,999.00 for 2003, and \$57,858.00 for 2004. The Board has accrued the 2002 expense within the 2002 budget and financial statements.

Conclusion:

This report outlines the terms of a Collective Agreement between the Board and Union Local 353 pursuant to a Memorandum of Agreement executed by Union Local 353. The terms negotiated are in keeping with recent wage settlements for the City of Toronto CUPE Local 416 and Local 79.

Contact

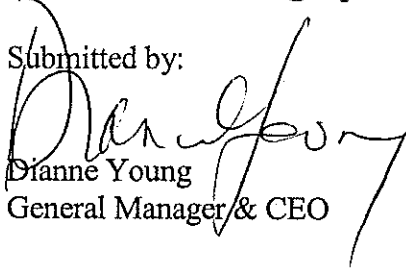
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Submitted by:



Dianne Young

General Manager & CEO