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# EXHIBITION PLACE

March 9, 1999

TO: The Board of Governors of Exhibition Place  
Interim Director of Operations

FROM: Leo M. Lauro

SUBJECT: **Canadian Union of Public Employees, Local 2840 (CUPE)**  
**Collective Agreement**

## **Recommendation:**

**It is recommended that the Board approve the Collective Agreement for the Canadian Union of Public Employees, Local 2840 (CUPE) from January 1, 1998 to December 31, 1999.**

## **Background:**

The previous Collective Agreement between the Board and Canadian Union of Public Employees, Local 2840 expired on December 31, 1997.

## **Discussion:**

Exhibition Place Operations Division is responsible for parking services on the grounds. Within the Division the daily parking operation is managed by the Grounds Control Manager and three Coordinators, all of whom are permanent staff. The manpower required to operate the parking lots, which is on a call-in basis and consists of cashiers, ticket sellers, lot supervisors, lead hands and parkers, falls within the union jurisdiction, that being CUPE, Local 2840.

Exhibition Place staff and Mike Moffatt, City of Toronto Corporate and Human Resources Labour Relations, have been negotiating with CUPE, Local 2840 for several months and on February 4, 1999, CUPE, ratified the Collective Agreement commencing January 1, 1998 to December 31, 1999. The main terms of the Collective Agreement are:

- Effective January 1, 1998 a 1.9% increase in wage rates (\$0.20) cents per hour to all classifications.
- Effective January 1, 1999 rates by (\$0.20) cents per hour to all classifications.

- Effective January 1, 1999, each employee should be retired upon attaining the age of sixty-five (65) years of age. The agreement shall be implemented on a graduated basis.

The increase of 1.9% is consistent with settlements between the Board and its other unions, namely the International Brotherhood of Electrical Workers (IBEW), International Brotherhood of Painters & Allied Trades, The United Association of Journeymen and Apprentices of the Plumbing & Pipe Fitting Industry of the United States and Canada, Labourers' International Union of North America, and the International Alliance of Theatrical Stage Employees (IATSE). Other than nominal increases to maintain their existing level of benefits as required under the Social Contract, CUPE have not had an increase since 1992.

If the Board approves the terms of the Collective Agreement, the retroactive cost to the Board for 1998 is \$11,594.00 and the increase in operating costs for 1999, over the 1998 increase, is \$11,815.00. The 1999 costs have been included in the Operating Budget adopted by the Board.

#### Conclusion

This report recommends the entering into of a two-year collective agreement between the Board and CUPE, Local 2840, effective January 1, 1998.

Submitted by:



Leo Lauro  
Interim Director of Operations

Reviewed by:



Dianne Young  
Interim General Manager

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**The foregoing report was reviewed by the Executive Committee at its meeting held on March 31, 1999 and is recommended to the Board of Governors for APPROVAL.**