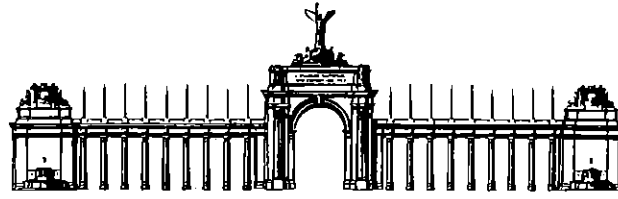


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EXHIBITION PLACE

November 20, 2002

To: The Board of Governors of Exhibition Place

From: Dianne Young
General Manager & CEO

Subject: United Association of Journeymen and Apprentices of Plumbing & Pipefitting,
Local 46

Recommendation:

It is recommended that the Board approve the Collective Agreement for The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Local Union 46 ("Local Union 46").

Background:

At its meeting on November 24, 2000, the Board approved the previous Collective Agreement between the Board and Local Union 46 which expired on December 31, 2001.

Discussion:

Exhibition Place staff and Mr. Issie Berger, Senior Coordinator, City of Toronto Corporate and Human Resources Labour Relations have been negotiating with Local Union 46 since the beginning of May, 2002 and Local Union 46 have ratified a Memorandum of Settlement commencing January 1, 2002 to December 31, 2004. The terms and conditions of the settlement are as follows:

- 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, amended and increased 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.
- Effective January 1, 2002, an increase of the Journeyman wage by a total of 0.90 cents per hour on wages and benefits and an increase of the Foreman wage by a total of 0.98 cents per hour on wages and benefits which translates to an increase of approximately 3%.
- Effective January 1, 2003, an increase of the Journeyman wage by a total of 0.97 cents per hour on wages and benefits and an increase of the Foreman wage by a total of \$1.06 per hour on wages and benefits which translates to approximately 3%.

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- Effective January 1, 2002, an increase of the Journeyman wage by a total of \$1.00 per hour on wages and benefits and an increase of the Foreman wage by a total of \$1.09 per hour on wages and benefits which translates to an increase of approximately 3%.

If the Board approves the terms of the Collective Agreement for Local Union 46 as stated above the retroactive cost to the Board would be an increased annualized net cost effective January 1, 2002, of \$17,043.00 for 2002, \$34,086.00 for 2003 and \$51,130.00 for 2004.

Conclusion:

This report outlines the terms of a Collective Agreement between the Board and Local Union 46 which terms are in keeping with recent wage settlements for the City of Toronto CUPE Local 416 and Local 79.

Contact:

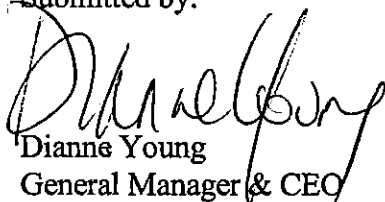
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Submitted by:


Dianne Young
General Manager & CEO