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EXHIBITION PLACE

November 20, 2002

To: The Board of Governors of Exhibition Place

From: Dianne Young
General Manager & CEO

Subject: The International Brotherhood of Painters and Allied Trades, Local Council No. 46

Recommendation:

It is recommended that the Board approve the Collective Agreement for The International Brotherhood of Painters and Allied Trades, Local Council No. 46 ("Local Council 46") on the terms and conditions outlined in this report.

Background:

At its meeting of July 27, 2000, the Board approved of the Collective Agreement with Local Council 46, 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 Council No. 46 and Local Council No. 46 have ratified a Memorandum of Settlement on the terms of a Collective Agreement commencing January 1, 2002 to December 31, 2004. The terms and conditions of the settlement are as follows:

- Amendment of Article 9.01 which allowed union employees to gain seniority after 120 (one hundred and twenty) days of employment accumulative, be 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 in the Journeyman wage by a total of 0.73 cents per hour on wages and benefits and an increase in the Foreman wage by a total of 0.79 cents per hour on wages and benefits which translates into an increase of 3%.
- Effective January 1, 2003, an increase in the Journeyman wage by a total of 0.75 cents per hour

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- Effective January 1, 200¹⁸, an increase in the Journeyman wage by a total of 0.77 per hour on wages and benefits and an increase of the Foreman wage by a total of 0.84 per hour on wages and benefits which translates into an increase of 3%.

If the Board approves the terms of the Collective Agreement for Local Council 46 as stated above the retroactive and annualized net cost to the Board effective January 1, 2002, is \$6,353.00 for 2002, and the annualized net costs is \$12,897.00 for 2003 and \$19,637.00 for 2004.

Conclusion

This report outlines the terms of a Collective Agreement between the Board and Local Council No.46 which terms are in keeping with recent wage settlements for the City of Toronto CUPE Local 416 and Local 79.

Contact

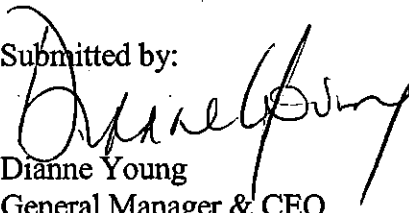
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Submitted by:


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