C O L L E C T I V E A G R E E M E N T

B E T W E E N:

BOARD OF GOVERNORS OF EXHIBITION PLACE,

(Hereinafter called "the Employer").

of the FIRST PART

-and-

LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA

LOCAL 506

(Hereinafter called "the Union").

of the SECOND PART

April 1, 2021 to March 31, 2024

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ARTICLE 1 - Duration of Agreement

1:01 This Agreement shall be effective from the 1st day of April 2021 until the 31st day of March 2024.

1:02 Should either Party desire to change, add to, amend or terminate this agreement, written notice to that effect will be given before the 1st day of March prior to the termination date.

1:03 On receipt of such notice the Parties hereto shall meet and bargain in good faith for the purpose of the renewing this agreement. If no such written notice is given this agreement shall be automatically renewed and remain in force from year to year after the original expiration.

ARTICLE 2 - Recognition

2:01 The Employer recognizes the Labourers' International Union of North America, Local #506 as the Bargaining Agent for all employees of the Employer working at Exhibition Place, in City of Toronto, Ontario who are employed in classifications as set out in Appendix "A" or "B" and whose work duties consist wholly or in part of the work duties described therein, save and except non-working Foreperson and persons above the rank of non-working Foreperson, office and sales staff.

2:02 When a position of Lead Hand or Working Foreperson is available the Employer will make every reasonable effort to fill that vacancy from among the existing complement of bargaining unit employees who have obtained seniority.

ARTICLE 3 - Union Security

3:01 All employees under this agreement, as a condition of employment, shall become and remain members in good standing of the Union, during the life of this Agreement.

3:02 In hiring, when the list of laid-off employees having seniority has been exhausted, the Employer may then rehire former employees no longer included on the seniority list provided they are members of the Union.

Additional employees will be hired from the Union Office and prospective employees sent from the Union Office will be hired provided they are able to meet the normal requirements of the work available. If the Union is unable to supply, then the Employer is free to engage employees from other sources, provided however, that such persons shall be informed by the Employer that it is a condition of employment that they apply and secure membership in the Union within fifteen (15) calendar days from the date of engagement.

3:03 The Employer agrees to deduct from employees in the first pay period worked, as appropriately certified to the Employer, a specified uniform amount of Union dues from the wages of employees (save and except casuals and students) covered by this agreement. Casuals will pay a one- time fee of $25.00. Such monies shall be remitted to the Union by the fifteenth (15th) day of each month following the month for which deductions were made. The Union undertakes to hold harmless and agrees to indemnify the Employer and successors, administrators and assigns against any liability incurred by each or all of them arising out of the deduction arrangements herein set out.

Letter of Understanding re Supply of Labourers and Cleaner

WHEREAS the Union and the Employer have identified several concerns in relation to the supply of Labourers and Cleaners;

AND WHEREAS the parties are committed to finding a resolution to the issue of supply and working together in order to address the operational needs of the Employer;

NOW THEREFORE the parties agree as follows:

Labour

Employer Scheduling of Labour

1. The Employer will first assign work to Local 506 for members on the Labourer seniority list by seniority based on qualification and availability.

Labour Fulfilment through Union Hall

2. In the event the requirements of the Employer are not filled as indicated in number one, the Employer will contact the Union Hall and endeavour to give as much notice as practicable. In any event, the Employer will endeavour to place the call no later than noon Monday to Friday, the day before the shift.

3. The Union will make every effort to supply the Labourers required and will notify the Employer by 4:30pm. If the Union continues to try and fulfil the Labour request they shall notify the Employer on or before 4:30pm with a final response by no later than 6:00pm the day of the call, whether they will be able to supply the Labourers required.

4. In the event the Union is unable to supply the labour required, or the Union fails to notify the Employer in accordance with paragraph 3 above, the Employer may engage in labour from other sources. The Employer will advise the Union of the name of the supplier or any other sources if any. In the event that outside sources are utilized they shall be laid off prior to any unionized worker on the Labourers Seniority list or individuals referred by the Union, provided the labourers in question have been engaged on that specific labour call.

After Hours & Real Time Labour Fulfilment

5. Should the Employer learn of the labour requirements outside of the business hours of the Local 506 Union Hall and the Employer has exhausted members on the Labourer seniority list, then the Employer may engage labour from other sources. The Employer will advise the Union of the name of the supplier or other sources if any.
6. When the Employer engages labour from other sources in accordance with paragraphs 4 and 5 above, such persons shall be informed by the Employer that it is a condition of employment that they apply and secure membership in the Union upon completion of forty-five (45) days worked within a twelve month period, from the first date of engagement.

Rehiring Former Employees

7. In hiring, when the list of laid-off employees having seniority has been exhausted, the Employer has the option to then rehire former employees no longer included on the Labourer seniority list provided they are members of the Union.

Cleaning

1. The Employer will first assign work to Local 506 for members from the Housekeeping seniority list by seniority, based on qualifications and availability.

2. In the event the requirements of the Employer are no filled by the Housekeeping seniority list, the Employer will offer work to the current casual Housekeeping employees (i.e. as of August 7, 2019) based on qualifications, skill, ability and availability.

3. If the Housekeeping requirements have not been fulfilled through number 1 and 2 the Employer may engage workers from other sources. The Employer will advise the Union of the name of the supplier or other sources if any.

The Union and the Employer agree to cooperate in training initiatives direct by the Employer in order to fulfil the mandate established in this Letter of Understanding (LOU). For the purpose of this LOU, the Employer and the Union agree to meet in order to identify training initiatives.

This LOU shall be in force upon ratification and shall supersede article 3.02 for the term of the collective agreement. The parties commit to meet during this period to discuss issues of concern arising out of the LOU and in an effort to resolve the issues.

If the LOU is not renewed, the parties will revert to the processes in place prior to the renewal agreement 2021-2024.

ARTICLE 4 - Management Functions

4:01 The Union acknowledges that nothing in this agreement shall limit the Employer to exercise its functions of Management under which it shall have (subject to the conditions of this Agreement) the right to: Maintain order, discipline and efficiency.

4:02 Without restricting the generality of the forgoing it is the exclusive right of the Employer to hire, suspend, discharge, transfer, classify, promote or discipline employees, provided that a claim of classification, promotion, demotion or transfer or a claim that an employee who has completed the probation period has been discharged, or disciplined without just

and reasonable cause may be subject of a grievance and dealt with as hereinafter provided.

4:03 There shall be one official personnel file maintained by Exhibition Place. An employee's personnel file shall be available and open to the employee for their inspection at any reasonable time during regular office hours and a representative of the Union may accompany them if they so desire.

ARTICLE 5 –Business Representative and Shop Steward

5:01 The Business Representative of the Union shall have access to the job during working hours but in no case shall these visits interfere with the progress of the work. It is agreed that two (2) Shop Stewards may be appointed by a Representative of the Union who shall notify the Employer in writing before they can be recognized. When shifts are scheduled other than day shifts an additional Steward may be appointed on the shift. The Shop Steward(s) will be responsible for reporting any disputes to the Employer and Union Representative so that these can be taken up in the proper manner without delay. There shall be a Steward for each department per shift.

Where the presence of a Union Steward is required in order to investigate a complaint or grievance, the Steward shall obtain the permission of their Supervisor before leaving their work area for this purpose. Such permission shall not be withheld unreasonably. The Steward shall report back to their Supervisor before resuming their normal duties.

5:02 It is agreed that for the purpose of Collective Bargaining, that a Negotiating Committee, comprising of two (2) Union Members may be appointed on the job by a Representative of the Union who shall notify the Employer before they can be recognized.

5:03 An employee shall have the right to have a Union Representative present, if available on site, when disciplinary action is being taken against the employee.

ARTICLE 6 - No Discrimination

6:01 There shall be no discrimination, restraint, or coercion against any employee by either the Employer or the Union for any reason as specified in Ontario Human Rights legislation.

ARTICLE 7 – Labour and Cleaning Probationary Period and Seniority

7:01 New Labour employees will be considered as probationary employees until they have completed a total of forty-five (45) days worked for the Employer. During their probationary period an employee shall be subject to all provisions of this Agreement save and except the grievance procedure in the event of discharge.

7:02 After having completed a total of forty-five (45) days worked (within a twelve-month period) the Labour employee shall commence to acquire seniority and their seniority date for purposes of this agreement shall be their first day of work.

7:03 Any lay-off of Labour employees shall be carried out in order of Exhibition Place seniority so long as it does not prevent the Employer from maintaining an adequate work force of Labour employees who are capable of performing the work to be done. Where it is necessary to retain Labour employees with special skills or ability in order to maintain an adequate work force, then the senior Labour employees having the specific skills and ability to perform the work in question shall be retained. Where the ability of two or more Labour employees to perform the work to be done is relatively equal, then seniority shall be the deciding factor.

7:04 (a) Regular Layoff

In the event of a lay-off the Employer will endeavour to give as much advance notice of layoff as possible but in no case shall it be less than one (1) hour advance notice or one (1) hours' pay in lieu of notice. If the Employer is unable to schedule a laid off Labour employee within 48 hours, of their lay off Saturday to Thursday, then they are free to seek work elsewhere.

(b) Weekend Layoff

A Labour employee who is scheduled on a Friday between 12:01 a.m. and 11:59 p.m. shall return for a shift on the following Monday, if scheduled.

(c) Holiday Layoff

In the event of a holiday identified under Article 13, Labour employees scheduled on a Thursday or a Friday, shall return for a shift the following Monday or Tuesday if scheduled.

(d) Labour employees who are laid-off will retain their full seniority for a period of twelve (12) months from date of lay-off.

7:05 Preferential seniority shall be given to each Labour Shop Steward and provided they are able to perform the work that is available, they shall be one of the last two persons retained by the Employer.

7:06 Laid-off Labour employees provided, they are able and willing to do the work shall have preference of recall over new applicants.

7:07 a) A Labour employee will inform Management when they are not available to work in which case the Employer will not call them back. When notified by the Labour employee that he/she is available for recall in accordance with the above, the Labour employee will be placed on the recall list and recalled in order of seniority.

b) When ~~an~~ a Labour employee is recalled for work and is unable to return due to their employment elsewhere, they will be first to be recalled on the next recall providing they are not working at the call and inform the Employer of their availability.

(c) Subject to the approval of the Supervisor and at no cost to the Employer, ~~an~~ a Labour employee may be granted a leave of absence without pay, of up to two (2) weeks for personal reasons.

(d) The Employer is permitted to hire replacement workers only to replace "no shows". This is recognized as "Speculation Hiring". Labour employees hired on speculation must be members of the Union in good standing. If more than one member is available for speculation hiring, then Exhibition Place seniority will prevail. Absentees will be replaced in the above manner only for the shift(s) missed. Those Local 506 Labour employees working on maintenance overhead may be given first consideration for the shift(s). Labour employees hired on speculation will only be guaranteed one (1) hours' work if the absent Labour employee arrives within the first hour of the shift. The parties agree that within 120 days of the signing of the new collective agreement, a committee will be established to develop a process for "Speculation Hiring" that will be attached to the collective agreement as a Memorandum of Understanding. This process for show and event services will incorporate seniority for Labour, Cleaning and Casual staff.

7:08 (a) Notwithstanding anything to the contrary the probationary period and seniority application of this agreement shall apply on a departmental basis. Those employees hired by the Employer within the Labour Department, and those employees hired by the Employer for cleaning work within the Cleaning Department shall acquire and exercise seniority rights within their respective departmental seniority unit.

(b) Following the completion of 900 hours in a contract year, Casual Cleaning persons who are qualified to do Group 3 or above work would be put on the Cleaning seniority list with accrual of required hours.

(c) When a vacancy occurs in any of the above classifications, an employee with the most seniority and who has the ability and skill to perform the work in the classification will be given the opportunity to apply for the job.

7:09 The seniority of the employees in their respective Seniority Unit shall be set forth on separate lists showing the employee name and seniority date. The Employer will post in the respective departments and will submit to the Union updated seniority lists every six (6) months during the life of this Agreement.

7:10 In the filling of full time vacancies within the Bargaining Unit casual employees shall be given the first opportunity to work as a full time employee whenever a vacancy occurs and they shall accrue seniority from the date of hire in one of the full time classifications.

7:11 The recall to work for laid off employees shall be done in the order of seniority on a divisional basis as per the Collective Agreement.

The recalls to work shall be made between the hours of 8:00 a.m. and 11:00 a.m. on the regular workday Monday through Friday inclusive. The employee will be given until 12:00 p.m. to confirm whether or not they can return to work for that call. If the employee fails to return the call or cannot be contacted the employer may fill any outstanding position starting at 12:00 p.m. with a laid off employee on the basis of seniority. Employees laid off on a seasonal basis shall be given ample notice and response time for the first recall in the new season.

Emergency recalls to work in either division are exempt from the provision but shall be carried out in order of seniority and qualifications.

ARTICLE 8 - Loss of Seniority

8:01 An employee shall lose their seniority rights and employment with the Employer if they:

(a) quit the employ of the Employer;

(b) are discharged and not reinstated through the Grievance Procedure;

(c) are laid-off and not recalled within the period provided for in Article 7;

(d) fail to return to work except as provided for in 7:07, after they have been notified by the Employer, within three (3) days after notification and if notification is by

mail it must be registered; it is the responsibility of the employee to notify the Employer in writing of any change of address within seven (7) days of any change;

(e) are absent for two (2) consecutive working days without notifying the Employer's Office or without an acceptable reason which can be substantiated by satisfactory evidence;

(f) retire;

(g) are absent on a leave of absence for more than 6 months

(h) are absent due to a non-work related injury or illness for more than 24 months.

8:02 The Employer will notify the Union Steward in the event that an employee loses their seniority for any of the above reasons.

ARTICLE 9 - Hours of Work – Labour Department

9:01 (a) The regular working day, subject to variation by mutual consent of the Parties, shall be between 7:00 a.m. and 4:00 p.m., from Monday to Friday inclusive. A shift scheduled prior to 5:00 am, the shift premium will be paid for all hours worked. For any shift that begins at 6:00 am, the shift premium will be paid for the first four (4) hours, and a shift scheduled past 4:00 pm, the shift premium will be paid for all hours worked.

(b) The maximum number of working hours per day shall be seven and one-half (7 1/2) and the maximum number of working hours per week shall be thirty-seven and one-half (37 1/2), work in excess of these hours shall be overtime work save and except the provisions of this Agreement relating to shift work. There shall be no duplication of payment on both a daily and weekly basis for any overtime hours worked

ARTICLE 10 - Shift Work and Premiums – Labour Department

10.01 (a) All shift work for labourers to be paid at a premium of one dollar and thirty cents ($1.30) per hour in excess of the employee's classified rate;

(b) Any labourer commencing a shift between 6:00 a.m. and 7:00 a.m. shall be paid in accordance with 11.01 (a) only for the first four (4) hours of the shift. All remaining hours worked of the shift shall be paid at the regular straight time hourly rate except where Article 12.01 (b), (c) and (d) apply;

(c) It is further agreed that during the duration of the Canadian National Exhibition, Article ll:01 (a), Shift Premium, will be waived provided that all employees (Labour and Cleaning) will receive a guarantee of seven and one-half (7 1/2) hours per shift.

(d) There shall be a minimum of 8 hours off between scheduled shifts for all employees (Labourers and Cleaners) covered under this agreement otherwise the overtime provisions of this agreement shall apply.

(e) If an employee working a shift accepts overtime and thereby does not comply with (d) above for their next scheduled shift, they may request that the following shift start time be delayed by the same number of overtime hours worked (to a maximum of four hours) so that (d) above is complied with. If the delay to meet (d) above is greater than four hours then, by mutual agreement, the subsequent shift may be delayed by more than four hours.

ARTICLE 11 – Overtime

The following articles shall apply to Labour Department employees:

11:01 (a) All work performed under this Agreement outside the hours shown in 9:01 (a), except shift work, in excess of the regular working day of seven and one-half (7 1/2) hours shall be overtime work.

(b) The rate of wages after seven and one-half (7 1/2) hours in a shift shall be time and one-half (1 1/2) for the first three (3) hours Monday to Friday and double (2) time for all additional hours.

(c) Work performed on a Saturday or Sunday will be paid at the time and one half (1 1/2) for the first seven and one half (7 1/2) hours worked and double (2X) time for all additional hours.

(d) Once an employee commences a shift on a Sunday overtime rates shall apply until the shift is completed.

(e) Qualified employees called back to work after completing their regular shift shall be paid at the appropriate overtime rate, but in no case shall they be paid less than the equivalent of four (4) hours' pay at their regular straight time hourly rate.

(f) A same day call in for work that could not be pre-scheduled shall not exceed one shift in duration with a minimum of four (4) hours at the appropriate rate of pay. This call-in will be carried out in order of seniority and qualifications.

11:02 Should overtime be scheduled then the Employer shall distribute the overtime as equitably as possible by seniority having regard for skills and qualifications. Further:

(a) Unscheduled overtime will first be offered to those on 'the call'

(b) Management will maintain a record of overtime reflecting

1. hours worked and declined
2. opportunities offered on basis of special skills and / or licenses
3. show work versus maintenance versus snow removal

(c) Unscheduled call-ins shall not be charged.

(d) Overtime work is to be voluntary provided however, that if sufficient employees who normally perform the work do not volunteer, then the Employer shall assign the overtime work.

(e) Employees who are unavailable or not working during the period when overtime is assigned, will forfeit any claim to the overtime.

The Employer will make available to each Union Steward a recap of the overtime worked in the previous month.

11:03 The Employer will endeavour to give the employees advance notice in the event of unscheduled overtime.

11:04 Any employee who has been properly assigned by seniority and qualifications to work on a show or event shall be entitled to complete the move-in, set-up and move-out of such show or event without being subject to seniority bumping by a senior employee until completion of the show/event to which they have been assigned.

The following articles shall apply to Cleaning Department employees:

11.05 (a) The Employer will endeavour to give the employees advance notice in the event of unscheduled overtime.

(b) The wage rate after seven and one-half (7 1/2) hours in a shift shall be paid at time and one-half (1 1/2) for the first hour and a half (1.5) hours and double (2) time for all additional hours.

(c) The wage rate after thirty-seven and one-half (37 1/2) hours in a week (6^{th} and 7^{th} day) shall be paid at double (2) time for each shift.

ARTICLE 12 - Reporting for Work, Premium Rates and Breaks

12:0l Any employee scheduled to report for work, unless previously notified not to report, shall be guaranteed four (4) hours pay at their regular hourly rate, or at the appropriate overtime rate. To qualify for such pay the employee affected would be required to take such alternate work as may be available, in the event that their normal work has run out.

12.02 Work schedules will be posted one week in advance for employees covered under this Agreement.

12.03 At the start of each shift, employees will be assigned an Exhibition Place Supervisor (Coordinator/Lead Hand/Foreperson). Any changes to assignments will normally be done through this designated person. This agreement is subject to unforeseen circumstances such as emergencies and /or the assigned Supervisor being replaced.

12.04	Rates: Working Foreperson	$3.00 per hour worked
	Lead Hand	$1.00 per hour worked

12:05 The Employer agrees that all employees will be allowed a 15-minute work or refreshment break during the hours of work in each half of their respective shifts.

<u>Cleaning Department</u>

The following articles apply to Cleaning Department employees only.

12.06 Hours of Work

(a) The regular working day shall be between 7:00 a.m. and 4.00 p.m.

(b) The Department will work a 'Continental Workweek' which shall consist of thirty-seven and one half (37 1/2) hours per week made up of seven and one half (7 1/2) hours per day.

(c) The maximum number of straight time hours per day shall be seven and one half (7 1/2) and the maximum number of straight time hours per week shall be thirty seven and one half (37 1/2) and work outside these hours shall be overtime work.

(d) A one half hour lunch period shall be taken by employees at approximately the half way point in their shifts. Where necessary, lunch hours will be staggered.

(e) With the exception of large shows (i.e. CNE / RAWF / Boat Show / National Home Show) Management will include positions and work assignments on the electronic schedule.

(f) Due to the nature of the business, it is understood that the hours of work are based on operational needs, and business demands. As such, the Employer cannot guarantee consistent work schedules not guarantee/limit scheduled hours. In the event of a change of schedule, the Employer will advise employees of change, as soon as possible.

(g) Should there be a need for a change after the schedule is posted, shifts shall be re-scheduled based on seniority and qualifications. The Employer will advise employees who are not on site of the change.

12.07 Shift Premiums

(a)	Days	07:00 → 16:00	
	Afternoons	16:01 → 00:00	$1.30
	Midnights	00:01 → 05:59	$1.60

(b) A Cleaner commencing a shift prior to 6:00 am, the midnight shift premium will be paid for all hours worked. For any shift that begins at 6:00 am, the midnight shift premium will be paid for the first four (4) hours, and a shift scheduled past 4:00 pm, the afternoon shift premium will be paid for all hours.

12.08 Weekend Premium

Cleaners assigned to work Saturday and / or Sunday will receive a premium of $2.00 per hour worked when not being paid at overtime rates. There will be no pyramiding of rates or premiums.

12.09 Temporary Assignments

An employee in the Cleaning Department assigned to temporarily perform the regular duties of a higher classification will be entitled to be paid at the higher rate for such classification for the term of assignment. Such temporary assignment shall not result in seniority bumping of any employee holding the same classification on a regular basis.

12.10 Students and Casuals

(a) The maximum number of hours per week for students and casuals shall be ~~forty-four~~ thirty-seven and one-half (37.5).

(b) All hours worked in excess of nine hours per day or forty-four hours per week shall be paid for at time and one-half the regular day shift rate.

(c) The Parties agree that for the period of the Royal Agricultural Winter Fair, and the period of July through to September 15th students may be hired provided that:

i. they become a member of the Union. $20.00 shall be deducted from their first pay and remitted to the Union for this purpose

ii. all seniority and regular casual employees have had the opportunity to work;

iii. they are enrolled in an educational program.

(d) Student employees shall receive vacation pay entitlement as per Employment Standards at the time of normal payment of wages.

(e) Casual employees will be paid ten per cent of their wages in lieu of Statutory Holiday pay and Vacation pay.

(f) No Welfare and Pension contributions shall be made for student and casual employees.

ARTICLE 13 – Holidays

13:01 All work performed on the following Holidays shall be deemed overtime work and paid for at the rate of double the regular day shift rate. Once an employee commences a shift on a Holiday, overtime rates shall be applicable until the shift is completed:

New Year's Day	Good Friday	Civic Holiday	Boxing Day
Family Day	Easter Sunday	Labour Day	Christmas Day
Victoria Day	Canada Day	Thanksgiving Day	

For Labourers, when any of Christmas Day, Boxing Day, New Year's Day and Canada Day fall on a weekend day and an alternate day is declared by Exhibition Place, the declared day will be paid at the premium rate set out in this Article. It is understood and agreed that the alternative day so designated may fall immediately before or after the weekend day, at the discretion of Exhibition Place. If an employee also works the actual day, that day will be paid per Article 11.

ARTICLE 14 - Payment of Wages

14:01 All time books are to be closed weekly and employees shall be paid by each Thursday. Pay cheques shall normally be provided to regular employees in envelopes. It is agreed, however, that this shall not be required during the period July 15 to September 15 each year.

Upon ratification, all new employees hired will be paid by way of direct deposit.

14:02 When an employee is laid-off or discharged, the employee's pay will be available at the office by the following Thursday. Should the employee not pick up their pay on Thursday it shall be sent to the last known address by regular mail. The Record of Employment of the laid off or discharged employee will be submitted electronically within five (5) days following the end of the pay period in which the employee was laid off.

ARTICLE 15 - Vacation Pay and Statutory Holidays

15:01 All employees covered by this Agreement shall receive as follows:

a) For employees with 5 years or less vacation pay shall be four percent (4%) of gross wages earned; the statutory pay shall be six percent (6%) of gross wages earned, for a total of ten percent (10%).

b) For employees with 5 years or more vacation pay shall be six percent (6%) of gross wages earned; the statutory holiday pay shall be an additional six percent (6%) of gross wages earned, for a total of twelve percent (12%).

c) Payment of such prescribed vacation and statutory holiday pay shall be made quarterly on or before the first days of January, April, July and October in each year for regular employees holding seniority and on a weekly basis at the time of normal payment of wages for all other casual and probationary employees. Such payment shall be deemed to be in accordance with the Employment Standards Act and this Collective Agreement as payment in lieu of any statutory holiday and vacation entitlement.

15:02 Time off for vacations will be arranged by mutual agreement between the Employer and the employee with a minimum of three (3) weeks to be taken by each employee, during the period of any one year. Where a holiday occurs during a vacation period an additional day of vacation shall be granted.

Provided that the employee requests vacation at least three (3) weeks prior to the proposed vacation date(s), such request will not be unreasonably denied.

ARTICLE 16 - No Strikes, No Lockouts

16:01 In view of the Grievance and Arbitration Procedure provided in this agreement, it is agreed by the Union that there shall be no strike or stoppage of work, either complete or

partial, and the Employer agrees that during the term of this agreement there shall be no lockouts.

ARTICLE 17 - Grievance and Arbitration Procedure

17:01 Any dispute, difference, controversy or grievances affecting or arising out of the interpretation or administration of this Agreement shall be resolved, if possible, by negotiations between specially appointed Representatives of the Employer and Trade Union. The Union will have ten (10) business days to provide written grievance from the date of the circumstances leading to possible dispute/grievance. A meeting to discuss any such dispute or grievance shall be called within five (5) days Exhibition Place has received the written grievance. A written reply will be issued within five (5) working days of the grievance meeting when practicable.

17:02 Where a difference arises between any of the Parties hereto relating to the interpretation, application or administration of this agreement including any questions as to whether a matter is arbitral, either of the Parties may, after exhausting the grievance procedure described above, notify the other Party in writing of the desire to submit the difference or allegation to arbitration, and the notice shall contain the name of the nominee of the Party wishing to bring the matter to Arbitration. Such written notice shall also state clearly, the matter or matters in dispute to be dealt with at Arbitration and what relief, if any is claimed by the Parties requesting arbitration. The Party receiving such notice shall within five (5) days, advise the other Party of the name of its nominee.

17:03 The fees and expenses of the Arbitrator shall be borne one-half by the Union and one-half by the Employer. Any other costs or expenses in connection with such arbitration shall be borne by the Party which incurs them.

17:04 If the recipient of the notice fails to appoint an Arbitrator, or if the two appointees fail to agree upon a Chairperson within the time limit set out herein, the appointment shall be made by the Minister of Labour for Ontario upon request of either party.

17:05 It is understood that the authority and/or decision made by such Arbitrator is limited in that there shall be no alternation to or subtraction from or modification or amendment to any part of this Agreement.

Mediation

17:06 Once Local 506 has processed a grievance to arbitration, both parties may within twenty (20) working days agree to use the services of a mutually agreeable Mediator to assist the parties in resolving the grievances. The grievor(s) will attend the mediation meeting at the request of Local 506. The parties will jointly, in equal shares, bear the expenses of the Mediator. Any mutually agreeable resolution reached by the parties through such mediation shall be binding upon the parties but shall be without precedent or prejudice. In the event that no mutually agreeable resolution is reached, the grievance will proceed to arbitration.

ARTICLE 18 - Jurisdictional Disputes

18:01 When a work claim dispute arises between the Union which is a Party to this Agreement and any other Union, persons or Organization which cannot be settled to the satisfaction of all Parties concerned, such dispute shall immediately be processed as a complaint to the Ontario Labour Relations Board, requesting an order from the Board as outlined in the Labour Relations Act, 1995 S.O. c.1, as amended, and in the meantime work will continue as assigned by the Employer until otherwise directed by the Ontario Labour Relations Board.

ARTICLE 19 - Bereavement Pay

19:01 For employees actively employed and on the seniority list, in the event of a death of an immediate relative (Father, Mother, Spouse, Son, Daughter, Brother, Sister, Mother-In-Law, Father-In-Law) the Employer will grant three (3) days leave of absence, and for Grandparents or Grandchild, two (2) days leave of absence, and for Brother-In-Law or Sister-In-Law a one (1) day leave of absence. The day(s) granted shall be consecutive

days and for any day which would have been a regular scheduled work day the employee will be paid seven one-half (7 1/2) hours at the straight time rate of pay for the purpose of attending the funeral, or memorial service.

19:02 Should the employee be required to travel in order to attend or prepare for the funeral, then additional unpaid leave of absence shall be granted.

ARTICLE 20 - Injury Allowance

20:01 An employee injured on the job shall be paid for the balance of the shift in which the injury occurs, if, as a result of such injury, the employee is sent to the hospital on the Employer's instructions. The employee shall return to work on the same date, unless otherwise instructed by the medical attendant.

ARTICLE 21 - Protective Equipment

21:01 The Employer will provide such special protective equipment as may be required from time to time by employees who are exposed to hazardous conditions in the performance of their jobs and employees whose normal duties have been in the plant, shall be provided with protective clothing if assigned to work outside. Such special protective equipment shall include but is not limited to rain wear.

21:02 The Employer shall accumulate for each employee with seniority, the sum of eight cents ($0.08) per hour worked for the purpose of purchasing 'green patch / OMEGA' safety footwear. Upon receiving proof of purchase, the employee will be reimbursed from their actual accumulated funds for the cost of their new safety footwear. At the end of each calendar year, Exhibition Place will pay to employees all money in excess of $100 accumulated in their safety footwear account.

Safety footwear is a requirement of the job and any employee reporting for work without safety footwear will not be permitted to take duty

21:03 Where materials being handled impair the vision of a forklift or dump truck operator in a manner which creates a definite safety hazard, an additional employee may be requested through supervision to work with the operator. The Safety Officer, or designate of Exhibition Place, shall provide a determination as to need, should such be required in any instance of disagreement.

ARTICLE 22 - Government Legislation

22:01 In the event that any of the provisions of this Collective Agreement are found to be in conflict with any valid and applicable Federal or Provincial Law now existing, or hereinafter enacted, it is agreed that such Law shall supersede the conflicting provisions without in any way affecting the remainder of the Collective Agreement.

ARTICLE 23 - Work Jurisdiction, Classification and Wages

23:01 Included in Appendix "A" and "B" forming part of this Collective Agreement.

ARTICLE 24 - Welfare

24:01 It is agreed that the established Labourers' Union Local #506 (Construction Division) Employee Benefit Trust shall continue and the Employer shall pay the amounts indicated below per hour worked by each employee covered by this Agreement (save and except Casuals and Students). Such monies shall be entered on a Form as designated by the Trustees from time to time and remitted directly to the said Welfare Fund by the fifteenth (15th) of the month following the month for which contributions are made.

Effective April 1, 2021, the contribution shall increase by five cents per hour ($0.05) for an hourly contribution of three dollars and fifteen cents ($3.15)

Effective April 1, 2022, the contribution shall increase by five cents per hour ($0.05) for an hourly contribution of three dollars and twenty cents ($3.20)

Effective April 1, 2023, the contribution shall increase by five cents per hour ($0.05) for an hourly contribution of three dollars and twenty-five cents ($3.25)

24:02 At no time shall the contributions be paid directly to the employee. If payment is over thirty (30) days late, interest at one per cent (l %) per month shall be paid from the due date provided the Employer is given five (5) days after notice to correct such delinquency. In addition, the delinquent Employer may be required by the Trustees of the Funds to deposit with the Trustees a Two Thousand Five Hundred Dollar ($2,500) cash bond.

ARTICLE 25 – Pension

25:0l It is agreed that the established Labourers' Pension Fund of Central and Eastern Canada as established by a trust agreement dated February 23rd, l972 and all amendments thereto, shall continue and the Employer shall pay the amounts indicated below per hour worked by each employee covered by this Agreement (save and except Casuals and Students). Such monies shall be entered on a Form as designated by the Trustees from time to time directly to the said Fund and remitted before the fifteenth (l5th) of the month following the month for which contributions are made.

For Labourers:

- Effective April 1, 2022 an amount of thirty-one cents ($0.31) to an amount of five dollars and ninety-one cents ($5.91)
- Effective April 1, 2023 an amount of thirty-eight cents ($0.38) to an amount of six dollars and twenty-nine cents ($6.29)

For Cleaners:

Group 1

- Effective April 1, 2022 an increase of twenty-eight cents ($0.28) to an amount of four dollars and ninety-five cents ($4.95)
- Effective April 1, 2023 an increase of thirty-five cents ($0.35) to an amount of five dollars and thirty cents ($5.30)

Group 1A

- Effective April 1, 2022 an increase of thirty-three cents ($0.33) to an amount of five dollars and twelve cents ($5.12)
- Effective April 1, 2023 an increase of forty cents ($0.40) to an amount of five dollars and fifty-one cents ($5.51)

Group 2

- Effective April 1, 2022 an increase of twenty cents ($0.20) to an amount of four dollars and twenty-eight cents ($4.28)
- Effective April 1, 2023 an increase of twenty-five cents ($0.25) to an amount of four dollars and fifty-three cents ($4.53)

Group 3

- An amount of three dollars and thirty-six cents ($3.36)

Each monthly report and contribution shall include all obligations arising from hours worked up to the close of the Employer's Payroll, ending nearest to the last day of the preceding calendar month.

25:02 Every Employer bound by this Collective Agreement hereby covenants and agrees to sign a Participation Agreement with the Trustees in the Form attached hereto.

25:03 Effective April 1, 2016 the employer contribution will be twenty cents ($0.20) to the Labourers' Union Training Fund for all members who have established a seniority date with Exhibition Place.

ARTICLE 26 - Jury Duty

26:01 The Employer agrees that any employee having attained seniority and actively at work who is summoned to perform jury duty shall be paid not more than seven and one-half (7 1/2) hours pay at the employee regular straight time hourly rate. The employee shall be required to furnish satisfactory evidence that they reported for jury duty on the days for which payment is claimed. The foregoing provisions shall apply to any employee who is subpoenaed to court as a Crown Witness or for any work related matter excluding employees who are subpoenaed by the Union for labour relations or arbitration matters.

ARTICLE 27 - Labourers' Union Administration Fund Deduction & Contributions

27:0l The employee hereby agrees that the Employer shall deduct an amount of three per cent of the base hourly rate for each hour earned (save and except students) to be allocated to the Labourers' International Union, Local #506 Administration Fund.

27:02 Such deductions shall be made monthly and remitted along with the welfare monies, not later than the fifteenth (l5th) of each month following the month for which deductions were made, for deposit, Labourers' Union Administration Fund.

27:03 The Union undertakes to hold harmless and agrees to indemnify the Employer and successors, administrators and assigns against any liability incurred by each or all of them by reason of their having made payments into the Labourers' Administration Fund.

27:04 The Employer will deduct from each member with seniority, five cents per hour worked for the Union's Legal Plan.

27.05 The Employer will deduct one cent form each member with seniority for each hour worked and will contribute one cent for each hour worked by members with seniority, the money to be directed to the De Novo Treatment Centre.

Article 28 - Labour Management Committee

28:01 The parties agree to hold joint labour / management committee meetings on the last Monday of October, February and May each year or as the parties otherwise agree is necessary, in order to constructively discuss and attempt to resolve any problems arising during the life of the Collective Agreement. Either party may cancel the scheduled meeting with two weeks' notice. There shall be a maximum of three employee representatives of the Union or two employees and a Union representative and three members of the Employer. The employee representatives shall not suffer a loss of pay for time spent in the meeting.

Any concerns or items that either party wishes to discuss with the other party should be presented in writing to the other party at least seven (7) calendar days prior to the meeting.

Dated at Toronto on this 3RD day of November, 2021

On behalf of the Union:

Peter Glaze

Rudy McPherson

Bento Soares

On behalf of the Board of Governors:

Don Bovle

Hardat Persaud

Paul Yorkan

Craig Shepherd

APPENDIX "A"

Forming part of a Collective Agreement between the Board of Governors of Exhibition Place, and the Labourers' International Union of North America, Local #506.

A1 Wages

	April 1, 2021 to March 31, 2022	April 1, 2022 to March 31, 2023	April 1, 2023 to March 31, 2024
% Increase to Wages	1.25%	1.25%	1.50%
Monies to Spend	$.036	$0.36	$0.44
Labour	$28.92	$28.92	$28.92
Vacation (10%) less than 5 years	$2.89	$2.89	$2.89
TOTAL wages	$31.81	$31.81	$31.81
Labour	$28.92	$28.92	$28.92
Vacation (12%) 5 years or more	$3.47	$3.47	$3.47
TOTAL wages	$32.39	$32.39	$32.39
Increase to Pension		$0.31	$0.38
Student	$14.18	$14.36	$14.57
Vacation (10%)	$1.42	$1.44	$1.46
TOTAL Student Wages	$15.59	$15.80	$16.02
Premiums:			
Lead Hand - Premium	$1.00	$1.00	$1.00
Shift Premium	$1.30	$1.30	$1.30
Foreperson - Premium	$3.00	$3.00	$3.00
Health & Welfare Benefits	$3.15	$3.20	$3.25
Pension	$5.60	$5.91	$6.30
$0.20 Training Fund	$0.20	$0.20	$0.20
De Novo Fund	$0.01	$0.01	$0.01
Safety Boot Allowance	$0.08	$0.08	$0.08
Total Wages & Benefits	$40.85	$41.21	$41.65

A2 Work Jurisdiction

Work jurisdiction - All work performed directly by the Employer, including but not limited within the Operations Division.

1) the tending or assisting of all tradespersons;
2) pick-up and delivery of all seating, furniture and other materials when and where a tractor, trailer or fork lift is employed;
3) handle and provide required assistance in installation of railings, fences, gates, barriers, tents and collapsible structures, bleachers, benches, ramps and docking ramps;
4) operation of all equipment including fork lifts, tractors and truck driving related to labourer's work;
5) minor repairs to doors, crash-bars and carpeting, removal and installation of all floor and ceiling tile;
6) clearing all roofs and eaves of debris and all walkways, ramps door egresses, fire hydrants and catch basin areas of snow;
7) erection, moving and dismantling of all scaffolding;
8) all labour related maintenance of all inside and outside areas including installation of signs, banners, flags, glass and mirrors;
9) recording of work time and accounts;
10) all related operations not listed above.
11) provide for material handling and maintenance of rental department material and equipment including office furniture, bleachers, staging, platforms, barriers, ticket boxes and turnstiles.



Exhibition Place

Memorandum of Understanding

The information below applies throughout the grounds of Exhibition Place except for the following tenants at Exhibition Place:

- Liberty Grand
- Medieval Times
- Queen Elizabeth Theatre & Fountain Blu
- Withrow Common (QE)
- Aqua Dolce
- Toronto Fashion Incubator
- Hotel X
- Press Building
- Toronto Event Centre
- OVO Centre

If a tenant of any of the above properties vacates the property, that vacated property would be covered by this Memorandum's provisions when maintained by Exhibition Place, and until it is leased out again.
This document should in no way expand the LiUNA 506 scope of work, nor does it reduce the LiUNA 506 scope of work. This Memorandum is without prejudice, to the position that Exhibition Place or LiUNA 506 may take if new building(s) are constructed on the grounds of Exhibition Place.

Exhibition Place will make an effort to supply 506 labour to tenants who choose to request ad-hoc service from Exhibition Place.

Exhibition Place recognizes that the following tasks, and related labour tasks, are the work of LiUNA 506 and encompasses work from both the Exhibition Place Collective Agreement and the Show Services Field Agreement. The following list is a practical guide and not exhaustive of LiUNA 506 and does not alter or amend either Collective Agreement.

Exhibition Place and LiUNA 506 agree to review this Memorandum six (6) months from signing and then annually or as necessary to address changes in work methods and technologies.

Exhibition Place and the Union agree that LiUNA 506 will allow Exhibition Place to respond and correct any action in the future before going to a grievance. Exhibition Place agrees to respond to concerns raised by the Union promptly.

1. **Catering Services — Material Handling**

- The material handling of Exhibition Place exclusive catering company tables and chairs as well as those owned by Exhibition Place
  - i. This work includes the following
    1. Delivery from storage locations
    2. Initial Setup of tables and chairs
    3. Initial break down of tables and chairs
    4. Final strike and storage of tables and chairs
- Exceptions
  - i. Last minute adjustments that need to be completed immediately
    1. Exhibition Place to alert the union prior to this happening whenever possible Note: Beanfield Centre room setups, f&b setups, room re-sets and breakdown currently as work undertaken through the Cerise Fine Catering CBA with Local 506

2. **Exhibitor Product — Material Handling**

- Material handling for exhibitor product delivery to exhibitor booths
  - i. This work includes the following
    1. When a forklift or power pump truck is required
- Exceptions
  - i. Individual exhibitors acting as a family enterprise as long as powered equipment is not required
  - ii. Last minute adjustments that need to be completed immediately
    1. Exhibition Place to alert the union prior to this happening whenever possible

3. **Exhibit Furnishings and Ex Place Rentals — Material Handling**

- Delivery, setup and removal of exhibit furnishings and rentable inventory
  - i. This work includes
    1. Tables and chairs
    2. Aisle Carpets
    3. Pipe and drape
    4. Temporary staging and risers
    5. System wall for coat check
    6. Weighted blocks (cascar, curb block)
    7. Picnic tables
    8. Benches
    9. Coat racks
    10. Exhibition Place ticket booths
    11. Salon and meeting room initial setups, room flips, and strike

➢Exceptions

i. Refer to letter of intent number 3

ii. The moving of coat racks and hangers between coat check locations as the need arises

iii. Last minute adjustments that need to be completed immediately

1. Exhibition Place to alert the union prior to this happening whenever possible

4. **Office Furniture — Material Handling**

➢ Delivery and removal of office furniture

i. This work includes the delivery of

1. desks
2. Filing cabinets
3. Tables
4. Chairs

➢ Exceptions

i. Minor adjustments

5. **Various Labour Work**

➢Various labour tasks taken care of by LiUNA 506

i. This work includes

1. Installation and removal of temporary exterior bollards
2. Installation and removal of pipe and curb
3. Movement of parking booths
4. Movement of pay and display machines
5. Delivery and strike of road closed signage
6. Delivery and strike of traffic barrels
7. Delivery and relocation of Exhibition Place bicycle racks
8. Delivery and installation of loading dock ramp at BLC
9. Installation and removal of scrim
10. Installation and removal of loading dock door stairs
11. Installation and removal of loading dock door inserts

➢Exceptions

i. Scrim on construction fencing

ii. Last minute adjustments that need to be completed immediately

1. Exhibition Place to alert the union prior to this happening whenever possible

6. **Exhibitor Booth Builds**

- Refer to letter of intent number 4
- The erection and dismantling of all back walls, booths, or any type of structure used for exhibit and display purposes.
    - i. This work to include the set up and dismantling of
        1. Modular exhibits
        2. Connect wall systems
        3. System wall exhibits
        4. Non-AV truss systems

- Exceptions
    - i. Refer to letter of intent number 3

7. **Sign Hanging**

- Hanging/rigging of banners and signage
    - i. This work includes
        1. Affixing and removal of signage to ceiling hanging points
        2. Affixing and removal of signage to/from fence lines
        3. Cobra and Washington pole banners
        4. Bailey Bridge banners
        5. Banners and signage throughout the grounds
        6. Flags

- Exceptions
    - i. Signage is powered by electrical
    - ii. Signage requires the use of motors
    - iii. Signage beyond the capability of Ex Place 506
    - iv. Last minute adjustments that need to be completed immediately
        1. Exhibition Place to alert the union prior to this happening whenever possible

8. **Fencing and barriers**

- Delivery, installation and removal of fencing and barriers
    - i. This work to include
        1. The install of fence within rentable building space
        2. The strike offence within rentable building space
        3. Delivery and setup of Exhibition Place rentable barriers within our facilities
        4. Setup of Exhibition Place rentable barriers outside where a forklift is required

- Exceptions
  - i. Partial dismantling for events based on occupancy
  - ii. Fence that is outside of buildings
  - v. Construction fencing
  - vi. Last minute adjustments that need to be completed immediately
    1. Exhibition Place to alert the union prior to this happening whenever possible

9. **Snow Removal**
   - Snow removal and salting
   - Exhibition Place will endeavor to provide the necessary equipment for snow removal (subject to available funding)
     - i. This work to include
       1. Snow clearing and salting of sidewalks and pathways throughout Exhibition Place
       2. Snow clearing and salting for door egresses
       3. Snow clearing and salting on stairways
       4. Snow clearing of roadways
   - Exceptions
     - i. Roadways when the Exhibition Place salt truck is out of service
     - ii. Clearing of roadways may be supplemented by third party contractor if Exhibition Place equipment is not sufficient to do the work required
     - iii. Exhibition Place needs the ability to use all resources to create a safe environment for workers, patrons etc.

10. **Cleaning**
    - This work includes currently performed cleaning within the BOG owned or managed buildings and on the exterior of all buildings on the grounds of Exhibition Place such as streets, sidewalks, parking lots, adjacent area and places to which the public has access
    - Exceptions
      - o When LiUNA 506 cannot supply personnel (beyond the permanent and casual lists) for large events, third party housekeeping services can be retained.
      - o Exhibition Place will review the next RFP for third party housekeeping services and endeavor to incorporate 3% union dues.

11. **Sports Venues (BMO Field and Coca Cola Coliseum)**
    - This work includes but is not limited to:
      - i. The work currently contracted to or currently performed by LiUNA 506 contractors including Lange Transportation

recognizing the scope of the Exhibition Place Collective Agreement.

ii. Work that Was the subject of decision(s) of the Ontario Labour Relations Board

Name: Rudy McPherson	Signature	Date: Sept 25-20	
Name: Craig Shepherd	Signature	Date: Sept 25/2020	
Name: Peter Glaze	Signature	Date: Sept. 25, 2020	
Name: Paul Torkan	Signature	Date: Sep 29, 2020 Sept. 28, 2020	

A3 Electrical Department Helper –

Provide assistance to the electricians in the following areas:

1) Distribution of electrical supplies to various job sites;
2) Meter readings and / or service size records;
3) Material pick-up at wholesalers;
4) Material storage and inventory in the electrical shop;
5) Other tasks necessary to carry out an electrician's duties.

This classification will carry its' own independent and separate seniority. It is understood that the Employer will have exclusive rights to select the candidates for this position but will as a condition of employment have to become a member of the Bargaining Unit and the Union will accept these candidates as members. These employees shall in no case perform work outside their classification.

A4 Students –

In order to provide employment for students during the period from June 1st, to September 30th, of each year it is agreed the Employer may hire one (l) student to six (6) Labour employees. The regular number of working hours per day shall be seven and one-half (7 1/2) and the regular number of working hours per week shall be thirty-seven and one-half (37 1/2). All work performed in excess of seven and one-half (7 1/2) hours per day shall be as follows: Time and one-half the regular day shift rate. All hours worked in excess of thirty-seven and one-half (37 1/2) hours per week shall be paid at the rate of time and one-half the regular day shift rate. Students may be offered overtime only if employees with seniority and/or recalled employees are all offered overtime first. In addition, students shall receive vacation pay entitlement as per employment standards at the time of normal payment of wages. Students will pay an initiation fee directly to the Union.

A6 Within the Stadium

Work Jurisdiction - All work performed directly by the Employer, including but not limited to:

1) maintenance and repair of all seating and furniture, including all rental furniture;
2) maintenance and repair of all railings, fences, gates, barriers and turnstiles;
3) maintenance and repair of all mechanical field equipment;

4) operation of all equipment including forklifts, tractors, scrubber, game-savers, vacuum equipment;
5) maintenance and repair of the natural field and artificial surfaces including spray painting of all marking, placing and removal of all surface protection and rubber warning track repairs;
6) all constructing work including light carpentry work and repairs to doors, crash bars, floor and ceiling tile and carpeting;
7) maintenance and repair of all roofs of all structures;
8) maintenance of all inside and outside areas including installation of signs, flags, glass and mirrors, all cleaning, sweeping, washing and steam cleaning, painting of all parking lots and general painting;
9) shipping, delivery handling and moving of all materials and equipment in and out of the Stadium;
10) erection, moving and dismantling of all scaffolding;
11) recording of work time and accounts;
12) all related operations not listed above.

BOARD OF GOVERNORS OF
EXHIBITION PLACE
EXHIBITION PLACE
TORONTO, ONTARIO
M6K 3C3

Richard A. (Sandy) Douglas
Director HR, Security, OH&S

Tel: 416 263-3233 (O)
416 571-3432 (C)
Fax: 416 263-3690
E-mail: sdouglas@explace.on.ca

By Hand

October 29, 2009

Mr. George Dixon
Vice President
Labourer's International Union, Local 506
3750 Chesswood Drive
Toronto, ON, M3J 2W6

RE: Within the Stadium Language

George

In effort to facilitate the ratification of recently negotiated settlement, I have agreed to allow the above noted language to remain in the Collective Agreement contrary to our signed Memorandum of Agreement.

We are in agreement that the language itself has no relationship or bearing on any operation at Exhibition Place and will not be the subject of any future grievance.

Sandy Douglas
Director HR, Security, OH&S

in concurrence:
George Dixon VP LIUNA Local 506

APPENDIX "B"

Forming part of the Collective Agreement between the Employer and the Union, the following conditions shall apply only to employees engaged as Cleaners.

Notwithstanding anything to the contrary, the following conditions shall apply to employees of the Employer engaged within the Cleaning Department. In the event that any of the provisions in this Appendix "B" are found to be in conflict with the Collective Agreement, it is agreed that the provisions of Appendix "B" shall govern.

B1 Wage Rates and Classifications

a) During the lifetime of this Agreement, the Employer agrees to pay and the Union agrees to accept the wage rate as set out below:

	April 1, 2021 to March 31, 2022	April 1, 2022 to March 31, 2023	April 1, 2023 to March 31, 2024
% Increase to Wages	1.25%	1.25%	1.50%
Group 1	$26.86	$26.86	$26.86
Monies to spend	$0.33	$0.33	$0.40
Vacation 10% less than 5 years	$2.69	$2.69	$2.69
Total	$29.55	$29.55	$29.55
Pension Contribution		$0.28	$0.35
Group 1	$26.86	$26.86	$26.86
Monies to spend	$0.33	$0.33	$0.40
Vacation 12% 5 years or more	$3.22	$3.22	$3.22
Total	$30.08	$30.08	$30.08
Pension Contribution		$0.28	$0.35
Group 1A	$29.73	$29.73	$29.73
Monies to spend	$0.37	$0.37	$0.45
Vacation 10% less than 5 years	$2.97	$2.97	$2.97
Total	$32.70	$32.70	$32.70
Pension Contribution		$0.32	$0.40
Group 1A	$29.73	$29.73	$29.73
Monies to spend	$0.37	$0.37	$0.45
Vacation 12% 5 years or more	$3.57	$3.57	$3.57
Total	$33.30	$33.30	$33.30
Pension Contribution		$0.33	$0.40
Group 2	$20.18	$20.18	$20.18
Monies to spend	$0.25	$0.25	$0.30
Vacation 10% less than 5 years	$2.02	$2.02	$2.02
Total	$22.20	$22.20	$22.20
Pension Contribution		$0.20	$0.25

Group 2	$20.18	$20.18	$20.18
Monies to spend	$0.25	$0.25	$0.30
Vacation 12% 5 years or more	$2.42	$2.42	$2.42
Total	$22.60	$22.60	$22.60
Pension Contribution		$0.20	$0.25
	+$1.00	+$0.50	+$0.25
Group 3	$15.71	$16.36	$16.80
Monies to spend	$0.18	$0.20	$0.25
Vacation 10% less than 5 years	$1.57	$1.64	$1.68
Total	$17.28	$18.00	$18.48
Pension Contribution			
	+$1.00	+$0.50	+$0.25
Group 3	$15.71	$16.36	$16.80
Monies to spend	$0.18	$0.20	$0.25
Vacation 12% 5 years or more	$1.89	$1.96	$2.02
Total	$17.60	$18.32	$18.82
Pension Contribution			
Casual (Op. G. Equip)	$19.09	$19.32	$19.61
Vacation 10% less than 5 years	$1.91	$1.93	$1.96
Total	$21.00	$21.25	$21.57
Casual (Op. G. Equip)	$19.09	$19.32	$19.61
Vacation 12% 5 years or more	$2.29	$2.32	$2.35
Total	$21.38	$21.64	$21.96
Casual	$14.72	$14.91	$15.13
Vacation 10% less than 5 years	$1.47	$1.49	$1.51
Total	$16.19	$16.40	$16.64
Casual	$14.72	$14.91	$15.13
Vacation 12% 5 years or more	$1.77	$1.79	$1.82
Total	$16.49	$16.69	$16.94
Health & Welfare Benefits	$3.15	$3.20	$3.25

Pension - Group 1	$4.67	$4.95	$5.30
Pension - Group 1A	$4.79	$5.12	$5.51
Pension - Group 2	$4.08	$4.28	$4.53
Pension - Group 3	$3.36	$3.36	$3.36
Training Fund	$0.20	$0.20	$0.20
De Novo Fund	$0.01	$0.01	$0.01
Safety Boot Allowance	$0.08	$0.08	$0.08

B2 Cleaning Classifications

(a) The parties acknowledge and agree that the hereinafter described work and job classifications forming part of this Agreement are provided as a guide in identifying the various jobs normally existing in the Company, which shall be performed primarily by employees in the Bargaining Unit.

(b) The following definitions shall be a system of classifications to establish rates in each group.

Group 1 - Employees who in addition to the requirements in Group 2 must perform any of the functions and/or operate the equipment specified below:

Operator of Trailer Compactor and GRD Hydraulic Loader
Sani-Van operator - inside and outside
Class D Street Sweeper - inside and outside
Auto scrub machines
Front End Loader - Massey type
Bobcat Operator
Flusher Operator
Stockroom
High reach boom

Scissor lift twenty (20) feet or more (from floor level to top of railing of scissor lift)

Group 1(A) - Employees who drive equipment that requires a class "A" Licence.

Group 2 - Employees who perform the following functions:

Operate a small scrub machine - walk behind

Tractor driver

Operate small front end loader

Shampoo Carpets

Operate Small Sweeper - rider

Stripping/Sealing of floors

Scissor lift up to twenty (20) feet (from floor level to top of railing of scissor lift)

Vacuuming - shows (Includes walk behind type and super sucker) Does not include upright type vacuum)

Operate Steam Machine

Operate a Blower

Heavy mopping

Plastic Baler

Group 3 - Employees who perform the following functions:

Washing of garbage containers

Relocating/distribution of garbage containers

Tractor helper

Office cleaning including vacuuming

Sani-van helper

Cleaning of light fixtures, general signs (i.e.: Exit signs etc.)

Washing walls

Washing walkways

Vacuuming exhibit booths (upright vacuum only)

Washroom Attendant

Pick-up, rake or sweep garbage
Cleaning of washrooms
Light mopping

(c) If an employee is transferred from one classification to another, they shall receive the rate of the group to which they are transferred.

(d) Should an employee return to their former position or should the Employer determine that he employee is not able to perform the job with reasonable competence then the employee may be returned to their former position.

Letter of Understanding – Labour Management Committee

During the course of negotiations, the parties recognized the need to recommit to maintaining the process identified in the Collective Agreement as prescribed in Article 28 – Labour Management Committee, and whereas certain items discussed in negotiations should be dealt with in the Labour Management meeting.

Therefore, the parties agree than within sixty (60) days of ratification they shall hold a joint labour/management meeting.

Thereafter, the Committee shall meet on the dates specified in Article 28.

LETTER of INTENT #1

During the term of the Collective Agreement the Employer agrees to provide training to an individual appointed by the Union to ensure that at least one Local 506 member is trained as a Certified Health and Safety Representative. Participation in the joint Occupational Health and Safety Committee will be subject to the legislated requirements of that Committee.

LETTER of INTENT #2

Subject: Cleaners Guarantee

The Board of Governors will provide 49 (forty-nine) weeks of work to the number of employees listed below. These individuals will be required to take three (3) weeks' vacation as noted in clause 15.02 of the collective agreement.

One (1) Group 1 employee
Three (3) Group 1A employees
Three (3) Group 2 employees
One (1) Group 3 employee

The Board of Governors will provide 45 (forty-five) weeks of work to the number of positions listed.

Employees within these positions will be required to take three (3) weeks' vacation as noted in clause 15.02 of the Collective Agreement.

Three (3) Group 3 employees

Replacement office cleaners whether temporary or permanent will receive the Group 3 rate of pay for office cleaning.
Vacancies is the above positions will be filled through a job posting conducted by the Human Resources Division and the successful candidates will not be subject to seniority bumping.

LETTER of INTENT #3

RE: LEASES

1. The parties agree that the policy attached hereto as Letter of Intent #4 (the "Policy") will be issued by P. Moore, Chief General Manager, of the Board of Governors to all General Managers of Exhibition Place, and that the leases entered into by the Employer from and after December 31, 1991, shall be in accordance with the Policy.

2. The Employer agrees that, where violations of the Policy are observed by, or brought to the attention of the Employer, the Employer will make every effort to recover from the responsible lessees all losses suffered by the Union and its members. The Employer will compensate the Union for these losses if recovery is made from any lessee.

3. The parties recognize and agree that this Letter of Understanding and its appendices form part of the Collective Agreement and therefore are subject to the grievance and arbitration provisions of the Collective Agreement, subject to the limitations of paragraph 7 of this Letter of Understanding.

4. The parties agree that individual Exhibitors, operating as a "Family Enterprise" will not be governed by the Policy. However, if in the operation of the Exhibit any Exhibitor hires personnel who are not relatives of the Proprietor to do work covered by this collective agreement, coming under the jurisdiction of Local 506, then this work will be covered by the Policy.

5. The parties agree that individual exhibitors, other than those referred to in section 4, shall have the right to utilize their own exhibit staff to perform minor cleaning of their booth at the end of each day. Additionally, such exhibitors may perform minor material handling functions with their own exhibit staff when power equipment is not required.

6. New Events (which are not trade and consumer shows) will be covered by the Policy. However, the parties will discuss them, and the Union will show flexibility to ensure promotion of same.

7. The Union agrees that the Employer shall not have any monetary liability and shall not be subject to any monetary claims or monetary relief grievances with respect to any violation of the Policy by the Employer up to and including October 15, 1992. However, the Employer will be liable for monetary claims or monetary relief grievances for violations of the Policy by the Employer after October 15, 1992, notwithstanding any provision of any lease, contract or arrangement between the Employer and the third party.

8. The Union and the Employer agree that this Letter of Understanding and its appendices maintain the status quo with respect to work jurisdiction.

LETTER of INTENT #4

Re: Use of Labourers' Union during Trade Shows

This will confirm the policy with respect to the use of members of the Labourers' International Union of North America Local 506 for trade and consumer shows at Exhibition Place.

It is the general policy of the Board of Governors of Exhibition Place that we operate as a unionized, Labourers' Union trade show site. Please therefore ensure that our Trade show leases provide that any work performed by or on behalf of the lessee coming within the jurisdiction of the Labourers' Union shall be performed by companies bound to a collective agreement with Labourers, Local 506.

For the purpose of clarity the following work, but not limited to the following, comes within the jurisdiction of Local 506:

- all material handling;
- cleaning;

- erection, dismantling, decorating and setting up of trade and consumer shows, exhibits and displays and all related work within the Union's jurisdiction.

Please take the appropriate steps to ensure that this policy is followed.

LETTER of INTENT #5

Letter of Intent #3 does not apply to leases between the Employer and lessees in respect of the following events:

(a) Honda Indy
(b) Canadian National Exhibition
(c) Caribbean Festival
(d) R.A.W.F.
(e) Charity Events
(f) Non-Profit Events
(g) Community and Cultural Events

In circumstances where Exhibition Place is at risk of losing a community or cultural event, then Exhibition Place and Local 506 will meet to discuss possible modifications that would enable Exhibition Place to secure the business to the mutual benefit of both parties.

However, any work performed for these events by the Employer that is within the jurisdiction of the Union, shall continue to be performed by the Union's members under this Collective Agreement. The Employer will make every effort to get this work.

LETTER OF INTENT #6

Re: Construction Work

The Employer and Union agree as follows:

1. The Employer and Union agree that this Letter of Understanding is incorporated into and forms part of the Collective Agreement between the Employer and the Union.

2. The Employer agrees that all construction work coming within the jurisdiction of the Union shall only be contracted or sub-contracted to contractors who are in contractual relations with the Union.

3. The Employer shall not seek to make the term of this Letter of Understanding or any of the contents thereof the subject of negotiations or to seek any changes thereto prior to March 31, 2016 except with the Unions consent in writing.

Memorandum Item – Seniority List Labourers

The Employer agrees to post eight (8) new seniority positions within three months of the ratification of this collective agreement. Thereafter, the Employer agrees that it shall maintain a seniority list of the thirty-five (35) positions throughout the life of this collective agreement through the normal job positing process in accordance with 7.02.

This memorandum does not form part of the collective agreement.

Memorandum Item – Seniority List Cleaners

The Employer agrees to post seventeen (17) new seniority positions within three months of the ratification of this collective agreement. Thereafter, the Employer agrees that it shall maintain a seniority list of seventy (70) positions throughout the life of this collective agreement through the normal job posting process and in accordance with Appendix B5c.

This memorandum does not form part of the collective agreement.

Memorandum Item – Vacation Scheduling as follows:

The parties agree to discuss the scheduling of vacation request at the first Labour Management meeting following ratification of the collective agreement.

This memorandum does not form part of the collective agreement.

Wage Increases

Effective April 1, 2021	1.25%
Effective April 1, 2022	1.25%
Effective April 1, 2023	1.50%

Group 3 shall receiving the following wage adjustments in addition to the above annual percentage increases:

Effective April 1, 2021	A one-time wage adjustment to Group 3 hourly rate $1.00
Effective April 1, 2022	A one-time wage adjustment to Group 3 hourly rate $0.50
Effective April 1, 2023	A one-time wage adjustment to Group 3 hourly rate $0.25