

## MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into this 15th day of June 2020 between bargaining representatives of **I.A.T.S.E. Local 118**, and the bargaining representatives of the **Pacific National Exhibition (PNE)**. Both parties unanimously agree, without reservation, to recommend the following terms and conditions for a Renewal Collective Agreement to their respective principals, containing all of the conditions of the agreement which expired December 31<sup>st</sup>, 2016 save and except as explicitly amended below:

1. Article 3 shall be amended to implement the renewal agreement for a term of four years from January 1<sup>st</sup>, 2017 to and including December 31<sup>st</sup>, 2020.

2. General Wage Increases:

Schedule "A" shall be amended to reflect the following general wage increases:

Effective January 1 <sup>st</sup> , 2017:	0% across the board
Effective January 1 <sup>st</sup> , 2018:	3% across the board
Effective January 1 <sup>st</sup> , 2019:	2% across the board
Effective January 1 <sup>st</sup> , 2020:	2% across the board

3. Effective upon the date of union ratification, schedule A shall be amended to include a Technical Director II upgrade position which will be compensated at \$40/hour. This rate of pay will be provided as an upgrade rate for the Technical Director when performing the head carpenter role for non-PNE produced events. The Technical Director II wage rate will not be eligible for the general wage increases set out in 2018, 2019 or 2020.

*Note (not to be placed in the collective agreement) – If the current incumbents (Dave Little and Brian Heath) are not available for Technical Director shifts, the shifts will continue to be offered to the most suitably qualified worker as determined by the PNE. When there are multiple workers deemed as suitably qualified, the worker with the highest seniority shall be selected.*

*Note (not to be placed in the collective agreement) – In 2020, the PNE and union representatives shall make themselves available to meet at the request of either party to discuss the Technical Director position and make recommendations for mutually agreeable changes to Letter of Understanding #1 for future collective bargaining committees to consider. Until a newly worded Letter of Understanding #1 is agreed to in a future collective bargaining agreement, both parties agree to meet to discuss any situations that arise needing clarification for the duration of this agreement*

4. Article 15 – Minimum Call shall be amended as follows:

15.1 When an Employee is called to work, the Employee shall be paid not less than four (4) continuous hours at the applicable rate of pay. **The following exceptions apply:**

- a) **For the purposes of training, the minimum call out time shall be two (2) hours at the straight-time Grip rate of pay.**
- b) **For the purposes of the Technical Director producing event quotes, the minimum call out time shall be one (1) hour at the appropriate Technical Director rate of pay.**

5. Article 25.2 and 25.3 shall be amended as follows:

25.2 Retirement Savings Plan

**Effective January 1<sup>st</sup>, 2019**, The Employer will deduct **7% of the straight-time grip rate of pay one dollar and ninety five (\$1.95)** ~~thirty five cents (\$1.35)~~ for every hour worked from every Local 118 member employed under this Agreement and remit same to the I.A.T.S.E. Local 118 Savings Trust Account. These amounts will be submitted on an individual basis, and upon submission the Employer's responsibility ceases. These amounts will be deposited to the credit of the individual Employee's account at the VanCity Credit Union. ~~Effective June 19, 2008, this deduction shall be increased to one dollar and forty five cents (\$1.45). Effective May 1, 2009, this deduction shall be increased to one dollar and fifty five cents (\$1.55). Effective May 1, 2010, this deduction shall be increased to one dollar and sixty five cents (\$1.65). Effective May 1, 2013, increase employee contribution to one dollar and seventy five cents (\$1.75) for every hour worked. Effective June 2, 2015, increase employee contribution to one dollar and eighty five cents (\$1.85) for every hour worked. Effective January 1, 2016, increase employee contribution to one dollar and ninety cents (\$1.90) for every hour worked.~~

25.3 Retirement Savings Plan

**Effective January 1<sup>st</sup>, 2019**, the Employer will contribute and remit to the I.A.T.S.E. Local 118 Savings Trust Account **7% of the straight-time grip rate of pay** ~~thirty five cents (\$1.35)~~ for every hour worked by every Local 118 Member. These amounts will be submitted on an individual basis, and upon submission the Employer's responsibility ceases. These amounts will be deposited to the credit of the individual Employee's account at the VanCity Credit Union. ~~Effective June 19, 2008, this contribution shall be increased to one dollar and forty five cents (\$1.45). Effective May 1, 2009, this contribution shall be increased to one dollar and fifty five cents (\$1.55). Effective May 1, 2010, this contribution shall be increased to one dollar and sixty five cents (\$1.65). Effective May 1, 2013, increase employer contribution to one dollar and seventy five cents (\$1.75) for every hour worked. Effective June 2, 2015, increase the employer contribution to one dollar and eighty five cents (\$1.85) for every hour worked. Effective January 1, 2016, increase the employer contribution to one dollar and ninety cents (\$1.90) for every hour worked.~~

6. Notice of Change in Practice (not to be included in the collective agreement)

The PNE has changed its payroll system from Ceridian to Ultimate Software. Ultimate Software does not produce paycheques and there is no longer an option for employees to have printed pay cheques. All employees will be required to enrol in direct deposit.

*Note - The union does not endorse nor condone this change in practice but acknowledges receipt of the employers' intentions. This intended change in practice may not appear in the collective agreement in any form without prior written consent from the union.*

7. The following Letters of Understanding shall be renewed:

Letter of Understanding #1  
Letter of Understanding #2  
Letter of Understanding #3

8. General Housekeeping:

The parties shall perform any and all "general housekeeping" required for the renewal collective agreement, at the time of preparing the legal documents for execution. The purpose of this "general housekeeping" is to ensure that amendments resulting from collective bargaining do not create ambiguities elsewhere in the renewal collective agreement, to correct and improve the language and grammar used, or to more accurately reflect the original intent of the parties, provided that any change resulting from this undertaking will not change original intent in any way, and each such change is specifically agreeable to both parties.

**For the Union**



Signature

June 15, 2020

Date

**For the PNE**



Signature

June 15, 2020

Date