

SOURCE	City
EFF.	97 04 01
TERM.	98 03 31
No. OF EMPLOYEES	100
NOMBRE D'EMPLOYÉS	100

COLLECTIVE AGREEMENT

BETWEEN:

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

ARTICLE 1 - Duration of Agreement

1:01 This Agreement shall be effective from the 1st day of April, 1997 until the 31st day of March, 1998.

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.

ENTERED

RECORDED
FEB 01 1998

1210701

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 Metropolitan 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** foreman and **persons** above the rank of **non-working** foremen, **Office** and sales staff.
- 2:02** When a position of Lead Hand or **Working** Foreman 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, as appropriately **certified to the employer**, a **specified** uniform amount of Union dues **from** the wages of **employees** covered by this **agreement**. 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.

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: (a) Maintain order, discipline and efficiency.

4:02 Without restricting the generality of the forgoing it is the exclusive right of the Employer to hire, retire, 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, disciplined or retired without just **and** reasonable cause may **be** subject of a grievance **and** dealt with as hereinafter provided.

4:03 There shall **be** one official personal file and this file shall be maintained in the Human Resources Department. An employee's personal **file** shall be available and open to the employee for his inspection at any reasonable time during regular **office** hours and he may be accompanied by a representative of the Union if he so desires.

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** his 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 his supervisor before leaving **his** work area for this purpose, Such permission shall not be withheld unreasonably. The steward shall report back to his **supervisor** before resuming his 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 because of race, creed, **colour**, age, sex or national origin.

ARTICLE 7 - Probationary Period and Seniority

- 7:01** New employees will be **considered as probationary** employees until they have completed a total of forty-five (45) days worked for the employer. During his 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 employee shall commence to acquire seniority and **his** seniority date **for** purposes of this agreement shall be his first day of work.
- 7:03** Any **lay-off** of employees shall be carried **out in** order of seniority **so** long as it does not prevent the Employer from maintaining an adequate work **force** of employees who are capable of **performing** the work to be done. Where it is necessary to retain employees with special skills or ability in order to maintain an adequate work force, then the senior employees having the specific skills and ability to **perform** the work in question shall be retained. Where the ability of two or more employees to perform the work to be done is relatively equal, then seniority shall be the deciding factor.
- 7:04** In the event of an unscheduled 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) hour's pay in lieu of notice. 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 Shop Steward and provided he is able to perform the work which **is** available he shall be one of the last **two** men retained by the Employer.
- 7:06** Laid-off employees provided they are able and willing to do the work shall have preference of recall over new applicants.

- 7:07** (a) When a senior employee is **recalled** for **work** and is **unable to return** due to **his/her** employment elsewhere, he **or** she **will** be first to be **called** on **the** next **recall**. An employee will only be entitled to four such refusals in **any** calendar year. An employee may **be required** to **provide** proof of **such** employment elsewhere.
- (b) An Employee may choose to inform Management of **his/her** employment elsewhere in which case the Employer will not call him or her back for a period of one week.
- 7:08** 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.
- 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 **he** shall accrue seniority from the date of hire in one of the full time classifications.

ARTICLE 8 - Loss of Seniority

- 8:01** An employee shall lose his seniority rights and employment with the Employer **if** he:
- (a) voluntarily quits the employ of the Employer;
- (b) **is** discharged and is not reinstated through the Grievance Procedure;
- (c) is **laid-off** and not recalled within the period provided for in Article 7;

- (d) fails to return to work except as provided for in 7:07, after he has 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 7 days of any change;
- (e) is 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) retired:
- (g) is absent on a leave of absence for more than 6 months or absent due to a non work related injury or illness for more than 18 months.

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

ARTICLE 9 - Hours of Work

- 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 Sunday to Saturday inclusive. Any work done outside these hours shall be overtime save and except the provisions of this agreement relating to shift work. All hours worked by labourers on Saturday and Sunday to be paid at a premium of \$2.00 per hour. No pyramiding.
- (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 outside these hours shall be overtime work save and except the provisions of this agreement relating to shift work.

ARTICLE 10 - Reporting for Work

10:01 Any employee **scheduled** to report for **work**, unless previously notified not to report, shall be guaranteed **four (4) hours** pay at his 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 his normal work **has run out**.

10.02 Work schedules will be posted one week in advance for employees covered under this agreement. **For** cleaners in Group 1 work schedules will be **posted** monthly and be subject to a **bi-weekly** review. For **all** other cleaners work Schedules will be posted **bi-weekly** and be subject to weekly review.

ARTICLE 11 - Shift Work

- 11:01**
- (a) All shift work for labourers to be paid at a premium of one dollar and ten cents (\$1.10) per hour in excess of the employee's classified rate;
 - (b) Any employee commencing a shift before **7:00 a.m.** or finishing a shift after **4:00 p.m.** shall be shift work and be paid as set out in (a) above for all **hours** worked except where overtime provisions apply;
 - (c) It is further agreed **that** during the twenty (20) days of the Exhibition, Article 11:01 (a), Shift Premium, will be waived provided that all employees 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**.

ARTICLE 12 - Overtime

- 12:01** (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 hour and one-half and double (2) time for all additional hours.
- (c) The rate of pay for overtime **not** governed by **12:01 (b)** shall be double (2) time.
- (d) All hours worked during the sixth or seventh consecutive work day shall be at the rate of double the straight time hourly rate.
- 12:02** Should overtime be scheduled then the Employer shall distribute overtime as equitably as practicable and in a non-discriminatory manner. The Employer will provide to the Union, on a **quarterly** basis, a recap of overtime worked to date for full-time employees covered by this clause.
- All overtime work is to be performed on a voluntary basis, provided however, that if sufficient employees who normally perform the work do not volunteer, then the Employer shall assign the overtime work.
- 12:03** The employer will endeavour to give the employees advance notice in the event of unscheduled overtime.
- 12:04** Any employee who has been properly assigned 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 **he/she** has been assigned.

ARTICLE 13 - Holidays

- 13:01 **All work** performed on the following Holidays, namely: **New Year's** Day, Good Friday, **Easter** Sunday, **Easter** Monday, Victoria Day, Canada Day, Civic **Holiday**, **Labour** Day, Thanksgiving Day, Christmas Day, Boxing Day and Heritage Day (when **declared** by the **Federal** or Provincial Government), 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.
- 13:02 Any changes in the Collective Agreement between the Exhibit and Display Association of Canada and the Labourers' International Union of North America, Local **#506** relating to Saturday and/or Sunday, will be offered to the Employer and if **accepted** shall be binding on the Employer and Union herein as if original parties thereto and this agreement shall be deemed to be amended accordingly.

ARTICLE 14 - Payment of Wages

- 14:01 All time **books** are to be closed weekly and employees shall be paid by each Wednesday, 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.
- 14:02 When an employee is laid-off or discharged his pay and books will be available at the Office by the following Wednesday. Should the employee **not** pick up his **pay** and **books** on Wednesday then they shall be sent to this last known address by registered mail.
- 14:03 Should the Employers Offices be closed due to a specified holiday in any week, then employees shall be paid on the **Thursday** following such holiday rather than on Wednesday as called for in Article 14:01 or 14:02.

ARTICLE 15 - Vacation Pay and Statutory Holidays

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

The vacation pay rate shall be four per cent (4%) of **gross** wages earned: the **statutory** holiday pay shall be six per cent (6%) of gross wages earned, for a total of ten per cent (10%).

In the event of a legislative change effecting the Vacation Pay rate the agreement will be amended so as to provide a maximum **ten per cent (10%) payment** for Vacation and Statutory Holiday Pay.

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.

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 adjusted, if possible, by negotiations between **specialy** appointed Representatives of the Employer and Trade Union. A meeting to **discuss** any such dispute **or** grievance shall be called within five (5) days after the circumstances giving rise to the dispute or grievance and shall endeavour to reach a decision within **two (2)** days thereafter
- 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** arbitrable, 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 by the Arbitration Board 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 to the Arbitration Board.
- 17:03** The **two** nominees so selected shall, within five (5) days of the appointment of the second of them appoint a third Party who shall act as Chairman of the Arbitration Board.
- 17:04** If the recipient of the notice fails to appoint an Arbitrator, or if the two appointees **fail** to agree upon a Chairman 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** The Arbitration Board shall hear and determine the difference or differences between the Parties and shall issue a decision in writing, which decision shall be final and binding upon the Parties and upon any employee affected.

The decision of a **majority** of the Board shall be the **decision** of the Board **and if there is no majority** the decision of the Chairman **shall** govern. However, it **is** understood that the authority of the Arbitration Board **or** the decision made by such Board is limited in that there shall **be** no alteration to or subtraction from or modification or amendment to any part of this Agreement.

17:06 The fees and expenses of the Chairman 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.

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** Section 91, of the Labour Relations Act, R.S.O. 1980, Chapter 228, 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 In the event of the death of an employee's immediate relative (Father, Mother, Spouse, Son, Daughter, Brother, Sister) the Employer will grant three (3) days leave of absence and for **Mother-In-Law, Father-In-Law, Grandparents or Grandchild**, two (2) days leave of absence, and for **Brother-In-Law or Sister-In-Law or Grandchildren** a one (1) day leave of absence. The days 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.

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**. He ~~or~~ she shall return to **work** on the same date, unless **otherwise instructed** by the medical attendant.

ARTICLE 21 - Emergency Call-In

21:01 Employees called back to work after completing their **regular** shift shall be paid at the appropriate overtime rate, but in no case shall he be paid less than the equivalent of four (4) hours' pay at his regular straight time hourly rate.

ARTICLE 22 - Protective Equipment

22:01 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.

22:02 The Employer shall pay each regular employee the ~~sum~~ of six (6) cents per hour worked for the purpose of purchasing safety footwear. Safety footwear ~~is~~ a requirement of the **job** and any employee reporting for work without **safety** footwear will not be permitted to take duty. Those Labourer's covered by Appendix 4 of the collective agreement will have the six (6) cents per hour accumulated and paid out in October and April each year at the same time as the Vacation Pay. The footwear allowance will be paid out by separate cheque.

A regular employee is one who has completed the probationary period and has obtained seniority.

22:03 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 his designate of **Exhibition** Place. shall provide a determination **as** to need, should **such** be required in any instance of disagreement.

ARTICLE 23 - Government Legislation

23:01 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 24 - **Work or** Refreshment Break

24:01 **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.

ARTICLE 25 - Work Jurisdiction, Classification and Wages

25:01 Included in Appendix "A" and "B" forming part of this Collective Agreement.

ARTICLE 26 -Welfare

26:01 It is agreed that the established Labourers' Union Local #506 (Construction Division) Employee **B**enefit Trust shall continue and the Employer shall pay effective August 1, 1994 an amount of one dollar and fifty-seven cents (\$1.57) per hour worked by each employee covered by this agreement. No contributions shall be made for students. Such monies shall be entered on a **F**orm as designated by the Trustees **f**rom time to time and remitted directly to the **s**aid Welfare Fund by the fifteenth (15th) **O**f the month following the month for which contributions are made.

Effective August 1, 1996, the Employer agrees to **increase its contribution** to the Welfare Fund to **one dollar and seventy cents (\$1.70) per hour**.

26:02 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 (1%) 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 27 - Pension

27:01 It ~~is~~ agreed that the established Labourers' Pension Fund of Central and Eastern Canada as established by a trust agreement dated February **23rd, 1972** and all amendments thereto, shall continue and the Employer agrees to contribute the rate of one dollar and twenty cents (**\$1.20**). No contributions shall be made for 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 (15th) of the month following the month for which contributions are made.

Effective August 1, **1996**, the Employer agrees to increase its pension contribution to one dollar and thirty-two cents (\$1.32) per hour.

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.

27:02 Every Employer bound by this Collective Agreement hereby covenants and agrees to sign a Participation Agreement with the Trustees **in the Form** attached hereto.

27:03 Effective April 1, **1997**, the **Employer** agrees to contribute ten cents (\$0.10) per hour worked to the Labourers' Union Training Fund for all Labourers in the Labour Department **who** have established a seniority date with Exhibition Place.

ARTICLE 28 - Jury Duty

28:01 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 he reported for jury duty on the days for which he claims payment. 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 29 - Labourers' Union Administration Fund Deduction & Contributions

29:01 The employee hereby agrees that the Employer shall deduct an amount of two per cent (**2%**) of the base hourly rate for each hour earned to be **allocated** to the Labourers' International Union, Local #506 Administration Fund.

29:02 Such deductions shall be made monthly and remitted along with the welfare monies, not **later** than the fifteenth (15th) of each month following the month for which deductions were made, for deposit, Labourers' Union Administration Fund.

29:03 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.

Article 30 - Labour Management Committee

30:01 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. 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.

Article 31 - Working Foreman and Lead Hands

31:01	Rates: Working Foreman	\$3.00 per hour worked
	Lead Hand	\$1.00 per hour worked

DATED at Toronto this 30th day of June 19 98

SIGNED ON BEHALF OF THE EMPLOYER:

[Signature]
[Signature]

SIGNED ON BEHALF OF THE UNION:

[Signature]
[Signature]

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.**

Work Jurisdiction and Wages

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

- 1) the tending or assisting of all tradesmen:
- 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, crashbars 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, flags, glass and mirrors:

- 9) recording of work time and accounts;
- 10) all related operations not listed above.

WAGE RATE

LABOURER	\$21.04
ELECTRICAL HELPER	11.15
STUDENT RATE	9.40

- 11) Provide for material handling and maintenance of rental department material and equipment including office furniture, bleachers, staging, **platforms, barriers**, ticket boxes and **turnstiles**.

Electrical Department Helper - Are to 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.

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 (1) student to ~~six~~ (6) regular 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.

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.

APPENDIX "B"

Forming part of the Collective Agreement between the Employer and the Union:

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.

The following **conditions** shall apply only to employees engaged **as** cleaners.

Shift Premium

In **lieu** of shift premium, the lunch period taken by Group 3 Cleaners on shift work shall be paid by the Employer.

Week-end Premium

Cleaners Group 1 and 2 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.

Cleaners Group 3 assigned to work Saturday and/or Sunday **will** be paid for the one-half (1/2) hour lunch period when not being paid overtime rates.

Temporary Assignments/Cleaners

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.

Wage Rates and Classifications

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

(a) CLASSIFICATION	WAGE RATE
Group 1	\$19.06
Group 1A	21.04
Group 2	14.43
Group 3	10.24

A casual employee will be eligible to enter the Group 3 classification following the completion of 600 hours worked in a contract year. The accrual of hours worked will begin on May 1st each year. Upon entry into Group 3 an employee will be entitled to all rights under the collective agreement.

- (b) 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.

Casual & Student Employees

(a) CLASSIFICATION	WAGE RATE
Casual (operating group I equipment)	\$13.34
Casual	\$9.71
Student (under age 18)	\$6.40
Student (age 18 or over)	\$6.85

The maximum number of hours per week for students and casual employees shall be forty-four (44).

The maximum number of hours per day shall be nine (9) hours per day for four (4) days and a maximum of eight (8) hours for one (1) day.

All hours worked in excess of nine (9) hours per day and forty-four (44) hours per week shall be paid for at time and one-half the regular day shift rate.

In order to provide employment for students, the Parties agree that up to a maximum of three (3) students per five (5) employees may be hired during the Exhibition, provided they become a member of the Union.

Casual employees will be paid ten per cent (10%) of their wages in lieu of Statutory Holiday pay and Vacation pay.

Student employees shall receive vacation pay entitlement as per employment standards at the time of normal payment of wages.

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

Heavy Duty Cleaning

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.

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

Group 1 -Wage Rate: \$19.06 per hour

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

Group 1(A) - Wage Rate: \$21.04 per hour

Employees who:

Drive equipment which requires a class "A" Licence.

Group 2 -Wage Rate: \$14.43 per hour

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

Window cleaning requiring use of high reach equipment

Vacuuming - shows (Includes walk behind type and supersucker) **Does** not include upright type vacuum)

Operate Steam Machine

Operate a Blower

Heavy mopping

Group 3 -Wage Rate: \$10.24 per hour

Employees who perform the following functions:

Washing of garbage containers	
Relocating/distribution of garbage containers	
Washroom attendant	
Pick-up, rake or sweep garbage	
Cleaning of washroom	
Light mopping	
Tractor helper	
Office cleaning including vacuuming	
Sani-van helper	
Cleaning of light fixtures, general signs (ie: Exit signs etc.)	
Washing walls	
Washing walkways	
Vacuuming exhibit booths (upright vacuum only)	

If an employee is transferred from one classification to another, he shall receive the rate of the group to which he is transferred.

Should an employee return to his former position or should the Employer determine that the employee is not able to perform the job with reasonable competence, then the employee may be returned to his former position.

APPENDIX "C"

LABOUR MANAGEMENT COMMITTEE

The parties ~~agree~~ to hold joint **labour/management committee** meetings ~~at least~~ every month, ~~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. 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.

LETTER OF UNDERSTANDING

between

THE BOARD OF GOVERNORS OF EXHIBITION PLACE

and

LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 506

RECALL PROCEDURE

It is agreed that the recall to work for laid off employees shall be done in the order of seniority on a divisional basis as per the collective agreements (Operational and Stadium Divisions).

It is further agreed that the **recalls** to work shall be made between the hours of **8:00 a.m.** and **2:00 p.m.** of the regular work day Monday through Friday inclusive. The employee will be given until **2:00 p.m.** to confirm whether or not he or she 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 **2:00 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.

SIGNED THIS 3rd DAY OF June, 1998 IN TORONTO


LABOURERS INTERNATIONAL UNION OF
NORTH AMERICA, LOCAL 506


THE BOARD OF GOVERNORS OF
EXHIBITION PLACE

November 27, 1996

Labourers International Union of North America
Local Union 506
3750 Chesswood Drive
Downsview, Ontario
M3J 2W6

Attention: Mr. Nick Barbieri

Subject: Cleaners Guarantee

Dear Nick,

During the round of negotiations to conclude the collective agreement between the Board of Governors and the Labourers Local 506 covering the period April 1, 1996 to March 31, 1997 the following work guarantee was agreed to in exchange for the restructuring of Appendix "B" work classifications.

The Board of Governors will provide 49 (forty-nine) weeks of work to the following people from the seniority list. These individuals will be required to take 3 (three) weeks vacation as noted in clause 15.02 of the collective agreement.

- | | |
|----------------------------|---|
| 4 (four) group 1 employees | Bento Soares
Gord Johnston
Antonio DaSilva
Alvaro Cruz |
| 2 (two) group 1A employees | Frank Tantalio
Steve Murphy |
| 2 (two) group 3 employees | Domingo Rodrigues (paid at grp 2)
Steve Sutman (paid at grp 2) |

The Board of Governors will provide 45 (forty-five) weeks of work at three days per week in cleaning and two additional days work in trade and consumer shows where possible on the understanding that these individuals will be scheduled for trade show work prior to other individuals on the seniority list who may have greater seniority. Additionally these named individuals will not be subject to seniority bumping from the office cleaning function.

These employees will be required to take 3 (three) weeks vacation as noted in clause 15.02 of the collective agreement.

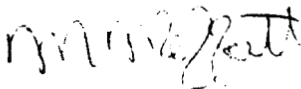
3 (three) group 3 employees

Fernando **Dores** (paid at grp 1)
Nadine **Powless** (paid at grp 2)
Maria **Linhares** (paid at grp 2)

The cleaners who are presently assigned to office and are Group 3 employees on the seniority list will continue to be paid at the Group 2 rate as long as they remain in their current positions. The Group 1 employee will continue to receive the Group 1 rate as long as he remains in his current position.

Replacement office cleaners whether temporary or permanent will receive the Group 3 rate of pay for office cleaning. The one exception to this will be Sandy **Maderiros** who is currently replacing **Domingo Rodrigues**, she will continue to be paid at the Group 2 rate as long as she remains in the position replacing **Domingo Rodrigues**.

Yours truly,



T.A. Ervin
Director, Human Resources

November 27, 1996

Labourers International Union of North America
Local Union 506
3750 Chesswood Drive
Downsview, Ontario
M3J 2W6

Attention: Mr. Nick Barbieri

Subject: Grandfathering of Cleaners (office)

Dear Nick,

During the negotiations for the restructuring of Appendix "B" of the collective agreement the job of office cleaning was placed in Group 3. Currently there are three group 3 employees receiving group 2 rates of pay for this function, one group 2 receiving the group 2 rate of pay and one group 1 employee who is paid at the group one rate of pay.

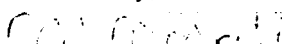
It is agreed that the current employees performing the function of office cleaning **will** continue to receive the rate of pay that they are currently receiving so long as they remain in the capacity of office cleaner. Should they leave the position of office cleaner they will be paid the rate of pay for the class of work they perform.

When any of the noted individuals are replaced due to an unscheduled absence or during vacation periods the replacement cleaner will be paid at the group 3 rate of pay.

Should any of the noted individuals permanently leave one of the positions then the replacement will be paid at the group 3 rate of pay.

Should you require further information in this matter **please** feel free to contact me at your convenience.

Yours truly,


T.A. Ervin
Director, Human Resources

LETTER OF UNDERSTANDING REGARDING LEASES

BETWEEN

THE BOARD OF **GOVERNORS OF EXHIBITION PLACE**
(*Employer*)

and

LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 506
(the 'Union?')

1. The parties agree that the policy attached hereto as Appendix 1 (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.

- a. The Union and the Employer agree that this Letter of Understanding and its **appendices** maintain the **status quo** with **respect** to work jurisdiction.
- 9. This Later of Understanding may be terminated in accordance with the Termination agreement attached hereto as Appendix "2".

SIGNED THIS 30th day of June, 1998 at Toronto.



The Board of Governors
Exhibition Place



Labourers' International Union
of North America, Local 506

APPENDIX 1

MEMORANDUM

TO: All General Manager, Exhibition Place
FROM: Peter Moore, Chief General Manager
DATE: September 30, 1991
SUBJECT: 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.



Chief General Manager

APPENDIX 2

TERMINATION AGREEMENT

BETWEEN:

THE BOARD OF GOVERNORS OF EXHIBITION PLACE
(the 'Employer')

and

LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 506
(the "Union")

1. The Employer and the Union agree to meet in November and December 1992 to review the impact of the changes relating to the provisions of the Collective Agreement listed in paragraph 2(b) below which have been negotiated for inclusion in the new Collective Agreement for the term April 1, 1997 to March 31, 1998 ("the New Collective Agreement").
2. The Employer and the Union agree that if either party, in its sole discretion, is dissatisfied with the results of the said changes to the New Collective Agreement, it may, on or after October 15, 1992 and not later than thirty (30) days prior to the delivery of notice to bargain pursuant to Article 1.02 of the New Collective Agreement, by notice in writing to the other party terminate the following agreements and understandings:
 - (a) the Letter of Understanding Regarding Leases to which this Termination Agreement is appended, including all appendices thereto;
 - (b) subject to the remaining provisions of this Termination Agreement, the revisions to the following articles agreed upon in the New Collective Agreement:
 - Article 9 – Hours of Work
 - Article 10.02 – Work Schedules
 - Article 11 – Shift Work
 - Article 12 – Overtime
 - Article 13 – Holiday
 - Article 19 – Bereavement Pay

- e **Saturday/Sunday Premiums** (in Appendix B)
- **Lead Hand Premium** (in Article 31)
- e **Foreman Premium** (in Article 31)
- **Driver's 'Class A' Licence Rate** (in Appendix B)
- e **Student Ratio** (in Appendix A)
- e **Letters of Understanding**
 - **Contracting Out** (Construction work)
 - **Cleaners' Scheduling**

If notice of termination is provided, all of the agreements described in clauses 2(a) and (b) shall be terminated.

3. If either party provides notice of termination in accordance herewith the parties shall meet forthwith and negotiate in good faith regarding the articles and subject matters described in paragraph 2(b) above. If no agreement is reached within thirty (30) days after receipt of such notice of termination regarding the said articles and subject matters, the relevant clauses with respect thereto contained in the Collective Agreement which expired April 30, 1991 shall become effective upon the thirtieth (30th) day. The revised clauses contained in the New Collective Agreement shall remain in effect until the thirtieth (30th) day or until such other date as the parties may agree in writing.
4. It is further agreed that, notwithstanding any notice to terminate provided in accordance with this Termination Agreement, the following work will remain subject to the revised terms contained in the New Collective Agreement, unless the parties agree otherwise:
 - (a) work pursuant to any contract entered into by the Employer with respect to a trade show or event that will be held and completed prior to January 31, 1993; and
 - (b) work in relation to any new trade and consumer show not previously held at Exhibition Place for which the Employer enters into a contract prior to receipt of a notice to terminate in accordance with this Termination Agreement, regardless of when such new trade and consumer show is held and completed (provided however that this applies to only the first run of any show which is contracted to have more than one run).
5. It is understood and agreed that the New Collective Agreement shall continue in effect until its expiry date of March 31, 1998 notwithstanding any notice to terminate served in accordance with this Termination Agreement.

6. A notice to terminate provided in accordance with this Termination Agreement is effective if it is served in person or by registered mail to the following:

(a) in the case of a notice provided to the Employer:

Ms. Dianne Young
Acting General Manager
The Board of Governors of Exhibition Place
Exhibition Place
Queen Elizabeth Building
Toronto, Ontario M6K 3C3

(b) in the case of the Union:

Business Manager
Labourers' International Union of North America, Local 506
3750 Chesswood Avenue
North York, Ontario M3J 2P6

APPENDIX 3

BETWEEN

THE BOARD OF GOVERNORS OF EXHIBITION PLACE
(the "Employer")

and

LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 506
(the "Union")

The Policy Letter attached as Appendix 1 to the Letter of Understanding does not apply to leases between the Employer and lessees in respect of the following events:

- (a) Molson Indy
- (b) Canadian National Exhibition
- (c) Carabana
- (d) CHIN Picnic
- (e) Quarterama
- (f) R.A.W.F.
- (g) Chanty Events
- (h) Non-profit Events
- (i) Canadian Kennel Association

However, any work performed for these events by the Employer which 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.

APPENDIX 4

RE: Hours of Work and Overtime

1. It is agreed that the seniority list attached hereto and dated October 4, 1991 is complete and accurate.
2. During the life of this Collective Agreement (April 1, 1997 to March 31, 1998) the Employer agrees to provide 37.5 regular hours of work per week to those employees shown in positions one (1) through twenty (20) on the seniority list. (The 37.5 hours per week will include hours that the employee is off work due to Statutory Holidays and vacation days up to three weeks).
3. The parties agree that when overtime is required, preference for overtime shall be given to those employees as noted in paragraph 2 above. During the calendar year 1997, the combined overtime payment for the employees noted in paragraph 2 above, together with overtime payments to other employees as a result of refusals to work overtime by personnel covered by paragraph 2, shall be a minimum of \$75,000 per annum.
4. The seniority list shall be revised and then frozen as of January 1 and July 1 each year.
5. The Union shall be provided with a listing of all overtime earned under paragraph 2 and 3 above.

LETTER OF UNDERSTANDING

BETWEEN

THE BOARD OF GOVERNORS OF EXHIBITION PLACE
(hereinafter referred to as "the Employer")

and

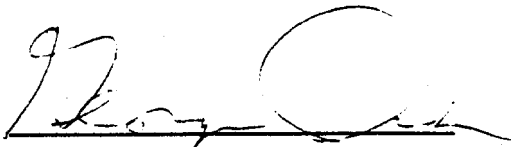
LABOURERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 506
(hereinafter referred to as "the Union")

The Employer and Union agree as follows:

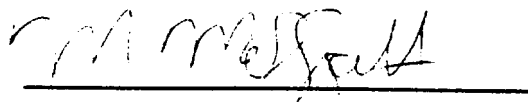
1. The Employer and Union agree that this Letter of Understanding is incorporated into and forms part of the Collective Agreement between the Employer and the Union which is in force and effect from April 1, 1997 until March 31, 1998.
2. The Employer agrees that all construction work coming within the jurisdiction of the Union shall only be contracted or subcontracted to contractors who are in contractual relations with the Union.
3. The term of this Letter of Understanding shall be from April 1, 1997 until March 31, 1998. 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, 1998 except with the Unions consent in writing.

DATED at Toronto this 3rd day of June, 1998.

FOR THE UNION:



FOR THE EMPLOYER:



EXHIBITION PLACE LABOUR DEPARTMENT SENORITY LIST

JANUARY 1, 1998

1. Angie Celli June 23, 1958
2. Ron Mandziak February 9, 1974
3. Charlie Henderson May 11, 1974
4. Jim Henderson June 5, 1976
5. Darren Kahn April 13, 1978
6. Jim MacKay June 6, 1978
7. Jim Pasch July 10, 1979
8. George Froude February 4, 1981
9. Brian Hardy March 6, 1981
10. Chuck Henderson July 7, 1982
11. Mark Gamelin July 27, 1982
12. Max Brinco February 24, 1983
13. Peter Petsopoulos June 20, 1983
14. Tony Amato July 26, 1983
15. Simon Rainford July 17, 1984
16. Rudy McPherson June 12, 1987
17. Peter Fuller June 28, 1988
18. Bill Hopkins July 4, 1988
19. Rick Zaigorodni July 4, 1988
20. Mike Sgouraditis September 5, 1988
21. Mike Everett October 20, 1988
22. Barry Bolton October 25, 1988
23. Jim Brough October 31, 1988
24. Luis Paiva July 19, 1989
25. Spiro Sgouraditis July 20, 1989
26. Jim Prince May 1, 1989
27. Garry Griggs May 1, 1989
28. Frank Bertucci May 1, 1989
29. Adam Persi May 1, 1989
30. Joe Robichaud May 1, 1989
31. Gerry Maclean May 1, 1989
32. John Nicholson May 1, 1989
33. Valdimar Augusto May 1, 1989
34. Scott Ellis May 1, 1989
35. Clayton Woodcox September 6, 1989
36. Kevin Doyle September 6, 1989
37. Frank Prather September 21, 1989
38. Mike Sampogna August 6, 1991
39. Desmond Broadley July 13, 1992