

WORK RELATIONS AT THE OLD PORT OF MONTRÉAL CORPORATION

For over five months, some of our activities at the Old Port have been disrupted and the Science Centre has been closed to the public due to a labour dispute with our Union employees. We would like to make the following clarifications:

THE SALARIES ISSUE

The tentative agreement accepted by both sides, but rejected by unionize employees involved:

- 1 A 12% increase over 5 years, including 3% the first year and a 1% indexation of structures.

SALARY INCREASES:

	INDEXATION OF SALARY SCALE	INCREASE WITHIN SALARY SCALE
2016-17	1.00 %	3.00 %
2017-18	1.00 %	2.50 %
2018-19	1.00 %	2.00 %
2019-20	1.00 %	2.00 %
2020-21	1.00 %	2.50 %
	TOTAL	12.00 %

Starting salaries would range from \$12.38 to over \$30.00/hour depending on the salary class.

- 2 A lump sum payment of \$125 for permanent employees.
- 3 For part-time employees, a reduction in hours worked to be eligible for a raise (400 instead of 550).
- 4 A Joint Committee

Composed of members representing the Employer and the Union, this committee would jointly select an independent external firm and work with the firm to assess the total compensation of unionized positions relative to comparable market.

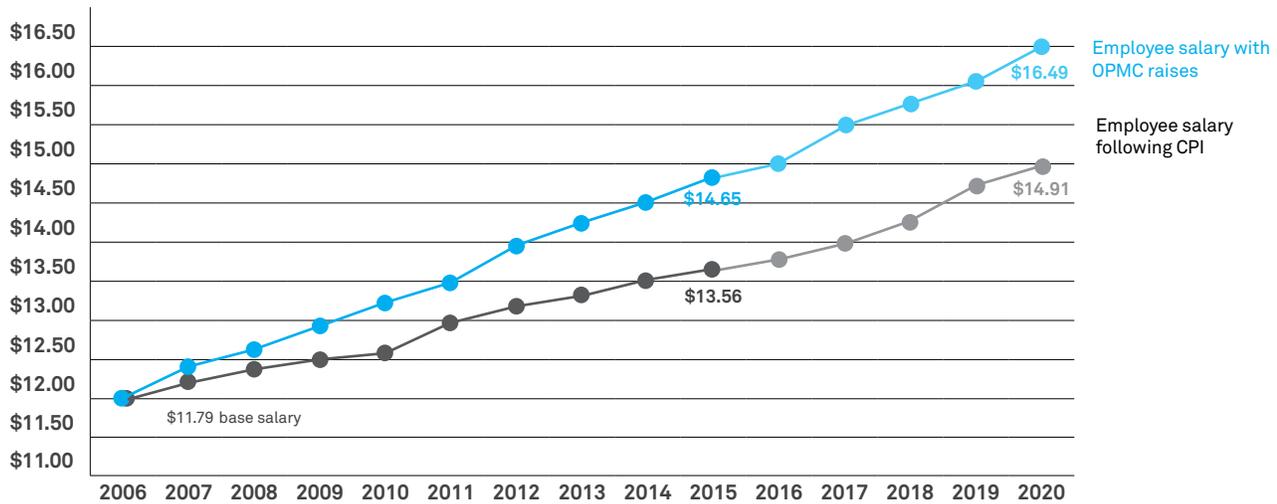
The Union often mentions differences in comparison to one of the highest paying employer in Quebec, rather than comparing to the average. Note that no employee's salary will be reduced following the analysis, because obviously when we compare ourselves to the market, some SVPM employee salaries may be found to be among the higher ones.

The best way to shed light on the issue is to proceed with this study.

- 5 A bonification of personal days for regular employees (part-time) as well as seasonal employees.

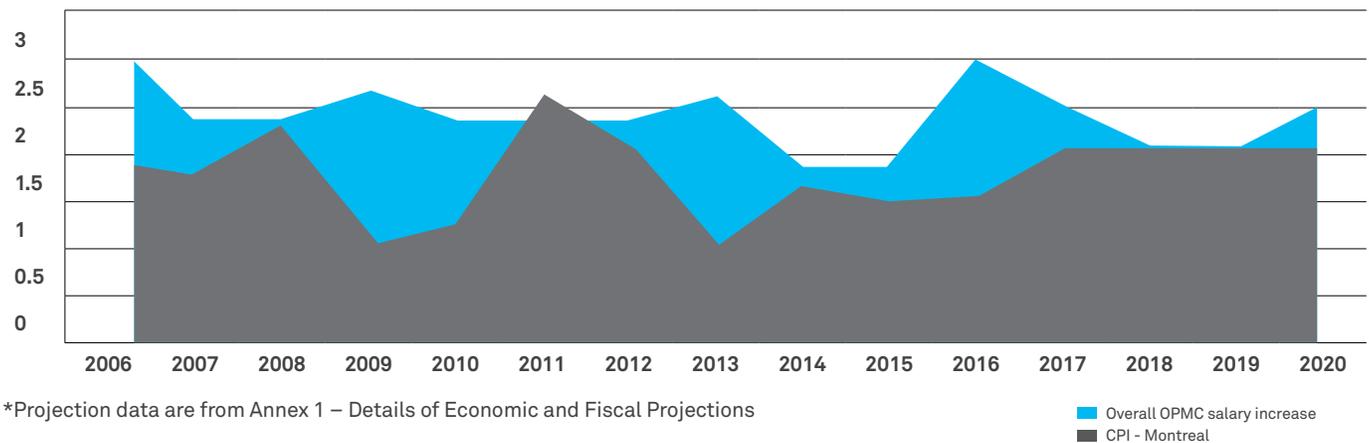
Our employees received wage increases of **28.5% over the past 10 years**, which, as shown by these graphs, is greater than the cost of living (Consumer Price Index).

SALARY PROGRESSION CLASS 2 EMPLOYEES (EX: CLEANING AGENT)



*Projection data are from Annex 1 – Details of Economic and Fiscal Projections

PERCENTAGES OF OVERALL INCREASE GRANTED TO UNIONIZED EMPLOYEES



*Projection data are from Annex 1 – Details of Economic and Fiscal Projections

Overall OPMC salary increase
CPI - Montreal

SOURCES STATISTIQUE CANADA

SOURCES INSTITUT DE LA STATISTIQUE DU QUÉBEC

ANNEX I – DETAILS OF ECONOMIC AND FISCAL PROJECTIONS

ABOUT SICK LEAVE

All our permanent employees are entitled to **three weeks (10 sick days and 5 personal days)** in addition to their vacation.

Casual and seasonal employees (hired for the summer season, for example), are not eligible for sick leave, which is standard in the tourism industry and for the Federal Government. In the latest agreement, which was rejected on October 27, a bonification of personal days was offered.

SOURCES DIRECTIVE ON TERMS AND CONDITIONS OF EMPLOYMENT

ACCREDITATION UNIT #1

NUMBER OF UNIONIZED EMPLOYEES (PRO)	SICK LEAVE (NOT INCLUDING VACATIONS)
86 permanent employees	10 paid sick days per year + 5 days of paid personal days per year
85 regular employees (part time)	3 personal days per year + 1 personal day after 650 hours + 1 additional personal day for 16-17*
108 occasional seasonal employees (summer)	1 personal day after 650 hours + 1 additional personal day for 16-17*
Out of 279 unionized employees, 171 (61%) are entitled to paid leave	

*For employees under contract for 16-17

ACCREDITATION UNIT #2

NUMBER OF UNIONIZED EMPLOYEES (SEASONAL)	SICK LEAVE
20 employees (summer)	2 personal day per year (4 days after 5 years) + 1 personal day after 650 hours + 1 additional personal day for 16-17*

*For employees under contract for 16-17

THE CHALLENGES OF AN OPEN SITE

In case of conflict, it is technically easy to close a plant or a building like the one that holds the Science Centre. But how could we close the Old Port's 2.5 km of open site along the St-Lawrence river? That would be unthinkable! Every day, tens of thousands of pedestrians, cyclists, motorists and trains intersect at our 5 entries and all over the site! Since people's safety is our priority and our responsibility, we hired the services of a specialized firm to assist us, in compliance with Canadian work standards.

Since the garbage cans on the outdoor site and the sanitary pavilions are still used 7 days per week, an outside firm maintains sanitary conditions.

Sixty non-union employees are involved in logistics, payment for parking, the call centre, customer service and events relocation assistance.

CLOSING HURTS

Although we had to take action regarding the evident obligations above, we care about all our employees, including those who freely exercised their right to strike. Without them and their expertise, we cannot operate the Science Centre. Thousands of visitors were met with closed doors over the summer, and now schools have again had to cancel field trips for the students. The Science Centre is a venue for spreading knowledge and to see it remain empty for five months greatly saddens us.

The Old Port of Montreal Corporation inc. also had to close the Clock Tower beach and the Port d'Escale rather than operate them with our non-union staff. None of these hard choices are taken lightly. Our visitors were disappointed, the members of the Science Centre feel abandoned, pleasure boaters saw their season ruined, wedding planners and event organizers had to quickly change their plans. Our 60 non-unionized employees are working hard 7 days a week to minimize the impact of the strike on our partners, customers and visitors and we thank them for that.

LENGTHY NEGOTIATIONS

Since the beginning of the negotiations, we have spared no efforts to find a solution that is acceptable to both sides. More than 150 hours were spent at the negotiating table or with the Mediator, not including the hundreds of hours required to prepare for and follow up on these important meetings.

The Old Port of Montreal inc. is dismayed that this agreement was rejected during a vote on October 27 2016. Since this is the fourth refusal, the Old Port will reevaluate the impact of the strike on certain winter activities and on the Montreal Science Centre, which remains closed for the moment.

Updated October 27 2016