

IN THE MATTER OF THE *LABOUR RELATIONS CODE* R.S.B.C. 1996
and in the MATTER OF SECTION 54

BETWEEN:

B.C. PAVILION CORPORATION (BC PLACE STADIUM)
(the "Employer")

AND:

THE B.C. GOVERNMENT AND SERVICE EMPLOYEES' UNION
(the "Union")

WHEREAS BC Place Stadium will be temporarily closed for renovations effective April 7, 2010;

AND WHEREAS as a result of the temporary closure there may be no work available for part time and event time staff from April 7, 2010 to October 7, 2011;

AND WHEREAS the Parties have met pursuant to section 54 of the *Labour Relations Code* to attempt to develop an adjustment plan to address issues arising as a result of the temporary closure of BC Place Stadium;

THE PARTIES hereto agree as follows:

1. Event time and part time employees will be "laid off" effective April 7, 2010.
2. In this situation, on a without precedent basis, and without prejudice to any position either the Union or the Employer may wish to take regarding the interpretation and application of Article 13.02(f) in any other circumstance, Article 13.02(f) of the collective agreement regarding seniority shall be applied with the following exceptions:
 - a) Its application is suspended for the period November 1, 2009 to October 31, 2011, insofar as if an employee does not work a minimum of 10 shifts during this period, his/her seniority will not be affected.
 - b) Application of Article 13.02(f) will resume effective November 1, 2011.
3. On the recommencement of operations at BC Place Stadium, event-time and part-time employees will be called to work in order of their seniority when work becomes available.
4. The Employer has arranged with PCL, the construction contractor, that BC Place Stadium part time and event time employees will have some employment opportunities available to them during the construction period. Prior to the closure of the Stadium, the Employer will post these temporary positions in accordance with Article 17.09. The positions will be filled in accordance with Article 17.03

5. Employees will have the option to place their names on a list for short term work (the List).

- a) Employees who wish to exercise this option shall so advise Human Resources in writing, indicating their availability, by no later than March 31, 2010. The Employer will assign the work using the List, to the most senior part-time or event-time employee in the classification who is available for the entire period offered.
- b) Except as set out in paragraph (c) below, the no show provisions in Article 21.05 will apply to employees on the List. If employees on the List obtain work elsewhere during the temporary closure period, they may remove themselves from the List. Once an employee has removed him or herself from the List, he/she will no longer be called for short term work during the closure.
- c) The no-show provisions of Article 21.05 will not apply in circumstances where an employee on the List is called and is not available because he/she is working at the Pacific National Exhibition (PNE), provided the Employer receives satisfactory evidence from the employee that the employee was working at the PNE on the day(s) in question.

6. The Employer will deliver to the PNE a list of all its employees and their contact information, to assist its employees who wish to seek employment at the PNE during the 2010 -11 football season. In this regard, employees who wish to be considered for employment at the PNE must advise Human Resources, in writing, by no later than March 31, 2010, and provide Human Resources with up to date contact information.

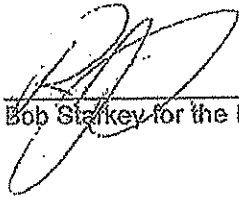
7. Employees are responsible for and are required to provide their current contact information to Human Resources throughout the temporary closure period.

8. On re-commencement of operations, any full time vacancies that were identified by the Employer during the construction phase or prior to the re-opening of the Stadium, will be filled from the Eligibility List created under the MOA Re: Olympics, Construction and Conversion dated March 18, 2009.

9. In January 2011, the Employer will be preparing for the development of recruitment plans to ensure that there is a full complement of qualified staff when the Stadium reopens. By no later than January 10, 2011, the Employer will send a letter to all employees by registered mail to the employee's last known address advising them that they will be scheduled to return to work and when. Therefore, employees who wish to return to the workplace must advise Human Resources in writing of their wish to do so during the period between January 10 and January 31, 2011, and by no later than January 31, 2011. If an employee does not so advise Human Resources as required above, it will be assumed that the employee does not wish to return to work at BC Place, and he/she will be deemed to have resigned.

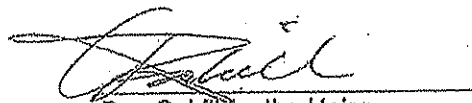
10. a) In the period leading up to the reopening of the Stadium, the Employer will facilitate orientation workshops addressing upgrades to the facilities and will arrange for any examinations for recertification or requalification for equipment or job duties previously performed. Attendance at the scheduled workshops and successful completion of the recertification/requalification is mandatory.
- b) The application of Article 28.02 will be modified as follows: On their return to work, event time and part-time employees who worked a minimum of 200 hours per year in the fiscal 08/09 and 09/10 years as designated first aid attendants will have their course fees paid upon successful completion.
11. The Union will support any recruitment initiatives to assist the Employer in reaching a full staff complement.

Signed at Vancouver, Bc this 9th day of March, 2010


Bob Starkey for the Employer


Jackie King for the Employer


Dave MacDonald for the Union


Dan Cahill for the Union