

To: Board of Management

From: John Tracogna  
Chief Executive Officer

Subject: **COLLECTIVE AGREEMENT RATIFICATION**

Date: 2010-05-20

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<b>Reason for Confidential Information</b>	The subject matter being considered is about labour relations.
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**Summary:**

This report outlines the key terms of the tentative settlement between the Board of Management and CUPE 1600 and seeks the Board of Management's approval of these terms.

**Recommendations:**

**It is recommended that:**

- 1. the Board of Management approve the recommendations in the Confidential Attachment 1; and**
- 2. that the confidential information be made public after ratification by both parties.**

**Background:**

Labour negotiations with CUPE Local 1600 began in February 2010 for two Collective Agreements covering the Zoo's unionized staff. The Main Agreement covers almost all of the unionized positions including keepers, gardeners, facilities and clerical staff. The Control Agreement covers the position of Control Officer in the Safety & Security Branch.

The parties met a total of 16 days and used the services of a Conciliation Officer appointed by the Ministry of Labour. On Wednesday May 5 the parties reached an agreement and a Memorandum of Settlement was signed. The Board of Management ratified the tentative settlement on 2010-05-06. However, the Union membership rejected the offer at their ratification meeting on 2010-05-11.

The Management and Union negotiating committees resumed negotiations and reached a tentative agreement on 2010-05-14. The members of CUPE Local 1600 ratified the tentative settlement on 2010-05-17.

Collective Agreement Ratification

2010-05-20

Page 2 of 2

The key terms of the Memorandum of Settlement between the Board of Management and CUPE 1600 are outlined in Confidential Attachment 1.

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John Tracogna  
Chief Executive Officer

**List of Attachments:**

Confidential Attachment 1: Collective Agreement Ratification

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