

ATTACHMENT 1

To: Board of Management
Toronto Zoo

From: John Tracogna
Chief Executive Officer

Subject: **COLLECTIVE AGREEMENT RATIFICATION**

Date: 2010-05-20

Summary:

This report outlines the terms of a tentative settlement the Management team has negotiated with CUPE Local 1600 for ratification by the Board of Management. This is the second settlement presented to the Board for ratification, as the first tentative settlement was rejected by the Union membership. On 2010-05-17, CUPE Local 1600 ratified this new tentative settlement. This represents a fair and reasonable settlement for the Zoo and its bargaining units. This second tentative settlement includes some changes from the original settlement, but the total cost over three years is the same.

Recommendation:

It is recommended that the Board ratify the amendments to the Collective Agreements for CUPE Local 1600, proposed by the Management Negotiating Committee, including the key changes as follows:

- **the term is 2010-04-01 to 2013-03-31;**
- **wages for permanent and non-permanent staff to increase on April 1 of each year, as follows: 2010, 1%; 2011, 2.25%; 2012, 1.75%;**
- **employees currently working 35 hours per week to change to a 40 hour work week;**
- **improvements to pregnancy and parental leave, providing a top up to 65% of earnings; and,**
- **introduction of an illness and injury plan.**

Financial Impact:

The agreed to amendments to the Collective Agreements are estimated to increase the total compensation package for unionized staff by \$342,000 in 2010, \$319,000 in 2011, and \$256,000 in 2012. Funds will be requested from the City of Toronto.

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 2010-05-05, 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.

Comments/Discussion:

The key items included in the settlement are as follows:

Term

The term is 2010-04-01 to 2013-03-31 covering three years.

Wages

Wages for permanent and non-permanent staff will increase, effective April 1 of each year, as follows:

2010	1.0%
2011	2.25%
2012	1.75%

Productivity Improvements

In 2010, employees currently working 35 hours per week will increase to a 40 hour work week. This affects 23 classifications and 27 incumbents, primarily in office functions, and equates to approximately 7,000 additional hours worked per year. The cost of this change represents 1% of the total wage cost for the bargaining unit.

Premiums and Allowances

Premiums will increase each year as follows:

	Current	Apr 1 2010	Apr 1 2011	Apr 1 2012
Shift	\$1.00	\$1.02	\$1.05	\$1.10
Weekend Shift	\$1.00	\$1.02	\$1.05	\$1.10
Weekend	\$1.10	\$1.12	\$1.14	\$1.17
Heavy Equipment	\$1.00	\$1.02	\$1.05	\$1.10

The metrage allowance will increase from 40 cents to 45 cents per kilometre.

Employees have the choice of supplying their own safety boots or receiving Zoo issue safety boots. The maximum reimbursement if they choose to obtain their own will increase from \$130 to \$140 per pair per year.

Benefits

The optical benefit will increase from \$325 to \$400 once every two years effective 2010-04-01. On a one time basis, employees can borrow from the next optical benefit period and apply this amount (\$800) to the cost of laser eye surgery.

Management agreed to make improvements to pregnancy and parental leave, providing a top up to 65% of earnings. Currently there is no top up to the unemployment insurance payment.

A small adjustment was made to the coverage for paramedical services. The combined maximum payment for paramedical services remains at \$1,500, however the maximum per practitioner was increased to \$1,500. This will permit the employee to submit claims from a single practitioner to the combined maximum amount. Previously, employees were limited to claims totalling \$750 from a single practitioner.

With the elimination of mandatory retirement at age 65, the parties negotiated post-65 benefits which was similar to the package recently agreed to with the City unions.

Illness or Injury Plan

Management was successful in incorporating the same language for the Illness or Injury Plan (IIP) as recently negotiated by the City of Toronto for its collective agreements. IIP will provide permanent employees with income when they are absent from work due to illness or injury. Permanent employees hired before the date of ratification will have the option of transferring to IIP or remaining in the Zoo's current Leave for Illness Plan. All new employees will be enrolled in IIP.

If the employee chooses to transfer to IIP, there is the option of: (a) having their sick bank frozen and paid out on termination in accordance with a formula or (b) receiving a special payout now.

Monitoring of Absenteeism

Management was able to negotiate more favourable language which will be helpful for monitoring absenteeism. There are tighter requirements for employees who are absent to provide medical certificates from their physician. This allows for earlier intervention and more effective management of absenteeism.

Grievance Procedure

Management was able to extend the time limits in the grievance procedure, which will allow more time to complete the investigation before discipline is imposed. This avoids a rush to judgment, which was a problem in the past.

Appendix to the Main Collective Agreement

The Appendix to the Main Agreement covers all non-permanent staff such as seasonal staff (summer students) and part-time staff (work 24 hours per week during the shoulder season).

Wages rates will increase by the same general wage percentages as the full-time staff.

	Current Rate	Apr 1 2010	Apr 1 2011	Apr 1 2012
1st year	\$10.41	\$10.51	\$10.75	\$10.94
2nd year	\$11.28	\$11.39	\$11.65	\$11.85
Group Leader Premium	\$1.60	\$1.60	\$1.60	\$1.60
Part-time	\$14.64	\$14.79	\$15.12	\$15.38

Management was able to widen the definition of the seasonal category to allow curatorial and custodial staff to start as early as March 1, at full hours at the seasonal rate. Management agreed to provide Family Day as a designated holiday for the non-permanent staff.

Control Unit Collective Agreement

The Control Unit, which represents two full-time staff in the Control Centre, received the same wages, benefits and working condition changes proposed for the Main Unit.

Conclusions:

I concur with the recommendations of the Management Negotiating Committee and I believe this is a fair and reasonable settlement. While addressing the City's main issue of introducing the new Illness or Injury Plan, the Zoo was able to keep within the wage parameters set by the Board. This second tentative settlement includes some changes from the original settlement but the total cost over three years is the same. A three year contract is attractive, as this facilitates planning for our summer events with labour stability over the next three years.

John Tracogna
Chief Executive Officer