



## STAFF REPORT

To: Board of Management

From: Chief Executive Officer

Subject: **TORONTO ZOO COLLECTIVE BARGAINING**

Date: 2020-11-17

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<b>Reason for Confidential Information:</b>	This report includes information related to labour relations or employee negotiations.
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### **SUMMARY:**

This report discusses the upcoming round of collective bargaining negotiations between the Toronto Zoo and the Toronto Zoo's Union CUPE Local 1600.

### **RECOMMENDATIONS:**

It is recommended that:

1. The Toronto Zoo Board of Management approve the recommendations outlined in Confidential Attachment I;
2. The information contained in the Confidential Attachment I remain confidential in its entirety as it contains information pertaining to labour relations and employee negotiations.

### **BACKGROUND:**

The Collective Agreement between the Toronto Zoo and CUPE Local 1600 expires on 2020-03-31. The parties are required to meet in an attempt to re-negotiate the Collective Agreement. The two existing Collective Agreements with CUPE Local 1600 cover approximately 800 full-time and part-time employees working in a variety of technical and professional capacities at the Toronto Zoo.

The 2017-2021 Collective Agreement was resolved through collective bargaining after a one-month strike by CUPE Local 1600. During that time, the Toronto Zoo was closed and animals were cared for by non-bargaining employees.

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**ATTACHMENTS**

Confidential Attachment I