



REPORT FOR ACTION WITH CONFIDENTIAL ATTACHMENT

To: Board of Management

From: Chief Executive Officer

Subject: **RESULTS OF COLLECTIVE BARGAINING BETWEEN TORONTO ZOO
AND CUPE LOCAL 1600**

Date: 2021-04-21

Reason for Confidential Information:	This report includes information related to labour relations or employee negotiations.
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SUMMARY:

The purpose of this report is to provide the Board of Management with the results of the collective bargaining negotiations between the Toronto Zoo and Canadian Union of Public Employees (CUPE) Local 1600 and to seek ratification by the Board of Management of the negotiated agreement.

RECOMMENDATIONS:

The Chief Executive Officer recommends that:

1. The Board of Management ratify and approve the negotiated agreement between the Toronto Zoo and CUPE Local 1600, as set out in the results of collective bargaining negotiations in Confidential Attachment 1 and the Memorandum of Settlement in Confidential Attachment 2.
2. The Board of Management authorize staff to make the necessary amendments to rates of pay, benefits and other issues identified as agreed changes in the Memorandum of Settlement.
3. The Board of Management authorize staff to make the necessary adjustments to the 2021 budget to reflect the provisions of the Memorandum of Settlement.
4. The Board of Management direct that Confidential Attachment 1 and 2 remain confidential in their entirety, as it pertains to labour relations or employee negotiations.

FINANCIAL IMPACT:

The financial impact of the negotiated Memorandum of Settlement is described in detail in Confidential Attachment 1 and 2.

BACKGROUND:

The Board of Management authorized the Chief Executive Officer to commence collective bargaining in accordance with the mandate provided during an in-camera session on 2020-12-01.

The related public materials are available at the following link:

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2020.ZB13.8>

CONTACT:

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Dolf DeJong
Chief Executive Officer

ATTACHMENTS:

Confidential Attachment 1 – Results of Collective Bargaining Negotiations
Confidential Attachment 2 – Memorandum of Settlement