



# REPORT FOR ACTION WITH CONFIDENTIAL ATTACHMENT

## Toronto Zoo Collective Bargaining

**Date:** November 17, 2025  
**To:** Board of Management  
**From:** Chief Executive Officer

### **REASON FOR CONFIDENTIAL INFORMATION**

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This report includes information related to labour relations or employee negotiations.

### **SUMMARY**

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

### **RECOMMENDATIONS**

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The Chief Executive Officer recommends that the Board of Management of the Toronto Zoo:

1. Adopt the Confidential Instructions to Staff in Confidential Attachment 1.
2. Direct that the information in Confidential Attachment 1 remain confidential in its entirety, as it pertains to labour relations and employee negotiations.

### **FINANCIAL IMPACT**

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Financial implications are contained within the Confidential Attachment.

### **COMMENTS**

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The Collective Agreement between the Toronto Zoo and CUPE Local 1600 expires on March 31, 2026. The parties are required to meet 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.

## **CONTACT**

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## **SIGNATURE**

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Dolf DeJong  
Chief Executive Officer

## **ATTACHMENTS**

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Confidential Attachment 1