

May 16, 2017

VIA EMAIL

For the attention of the following:

City Councillor Paul Ainslie - *Chair of Board, Toronto Zoo* [councillor_ainslie@toronto.ca](mailto:ainslie@toronto.ca)

City Councillor Neethan Shan – councillor_shan@toronto.ca

City Councillor Mary Fragedakis – councillor_fragedakis@toronto.ca

City Councillor Glenn DeBaeremaeker – councillor_debaeremaeker@toronto.ca

I am writing to urge you take all necessary steps to help resolve the strike currently underway between the members of CUPE Local 1600 and the Toronto Zoo.

As members of the Toronto Zoo's Board of Management, you play an important role in the governance of Canada's largest zoo, a City-owned facility that hosts an average of 1.3 million visitors annually from across Canada and around the world.

The members of CUPE 1600 are on strike because Zoo management refuses to continue a 20-year-old commitment known as the '150 clause', which stipulates a minimum staffing complement of 150 permanent, full-time employees.

The 150 clause has, for the past 20 years, ensured that the Toronto Zoo has the human infrastructure in place to ensure that the Zoo can operate safely, while living up to the mission outlined in its own strategic plan to be:

'A living centre for education and science, committed to providing compelling guest experiences and inspiring passion to protect wildlife and habitats.'

The members of CUPE 1600 are not seeking additional 'enhancements'. They simply want to ensure that a system that has served the Zoo, the public and the causes of education, conservation and research very well for the past 20 years remains in effect.

The 150 clause supports good jobs that support communities. It also supports the efforts that have made the Toronto Zoo a world leader in its fields of research, conservation and education. To put this number in context, our workforce currently consists of 183 permanent, full-time employees and has remained roughly static over the past decade.

In our opinion, the Zoo's refusal to continue its commitment to a minimum full-time complement of 150, calls into question its commitment to ensuring high-quality, permanent staff are present—year-round—to deliver services to our animal ambassadors and the public.

I therefore ask that you take whatever steps are necessary to get the Toronto Zoo's negotiating team back to the bargaining table with the flexibility to negotiate a fair collective agreement that protects good jobs that support the community, and allows the Zoo's vital research, conservation and education efforts to continue.

Thank you,



Fred Hahn
President, CUPE Ontario



Christine McKenzie
President, CUPE Local 1600

Copy: Mayor John Tory – *City of Toronto* (mayor_tory@toronto.ca)
John Tracogna – *CEO Toronto Zoo* (jtracogna@torontozoo.ca)
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