

CUPE Local 1600

Toronto Zoo Workers



WHAT IS A UNION?

- ◆ A group of workers that have come together to improve working conditions, wages and benefits for all its members.
- ◆ We belong to Canadian Union of Public Employees, the largest public service union in Canada.
- ◆ CUPE Local 1600 was formed in 1974 when the Zoo opened.
- ◆ Our Local has 300–550 members depending on time of year.
- ◆ Non-permanent employees are full-fledged union members just like permanent unionized employees. Not all employees of the Toronto Zoo are union members.

CUPE | Canadian Union
of Public Employees



YOUR UNION EXECUTIVE COMMITTEE



President

Lynda Bongelli
Wildlife Care



Vice President

Labour Management
Julie Brand
Wildlife Care



Vice President

Health & Safety
Michelle Hiltz
Custodial



Recording Secretary

Stacey Soh
Wildlife Care



Secretary-Treasurer

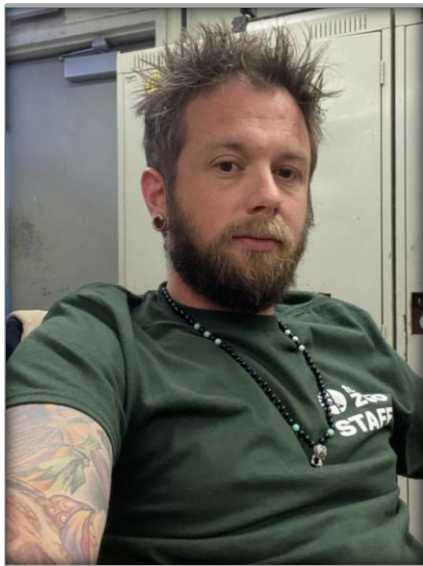
Jennifer Adams
Partnerships & Events



Lead Steward

Alex Leech
Utilities

SAY HELLO TO YOUR STEWARDS



Corey Angus
Utilities



Courtney Coons
Wildlife Care



Chris Dexter
Electrical & Plumbing



Jenn Martin
Wildlife Care



Drew McLachlan
General Maintenance



Victoria Sparks
Learning & Engagement



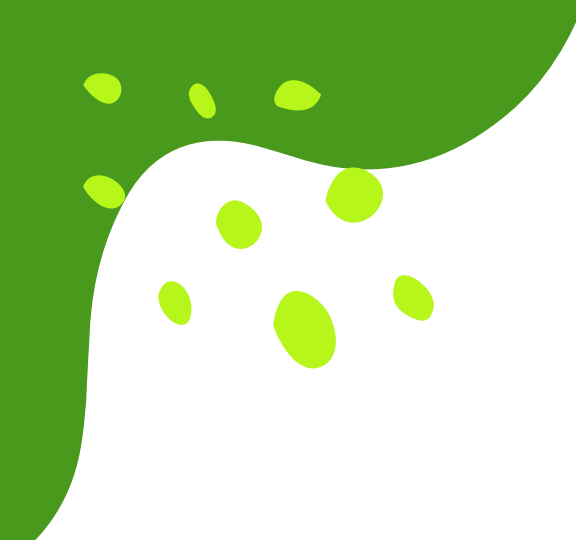
Vacant

WHAT ARE THE ADVANTAGES OF BEING IN A UNION?



- ◆ Our collective bargaining power.
- ◆ We have a Collective Agreement that is negotiated every few years that outlines **all** working conditions. Current Agreement expires **2026-03-31**.
- ◆ Knowledge is key – Read your Collective Agreement.
(**1st half** – Permanent employees; **2nd half** – Non-permanent employees)
- ◆ Every member has a voice!
- ◆ Union dues fund various union activities, legal representation, bargaining, securing a strike fund, affiliation fees and day-to-day operations of the Union. All members pay dues (automatically deducted from pay).
- ◆ Get involved! Come to a monthly meeting or join a committee. Meetings are a great way to ask questions or voice concerns.

*Better
Together*



SENIORITY

PERMANENT STAFF



Permanent Seniority is defined in the Collective Agreement as:

"the length of service of an employee and shall be a factor in determining preference or priority for promotions, transfers, lay-offs and recall. New employees shall be on probation and not acquire seniority until they have worked a total of 1,040 hours from date of hire. Seniority once acquired will be back dated to date of hire."

Things to know if you are Permanent:

- ◆ Lose seniority if you resign, are terminated or fail to return after recall
 - ◆ Seniority needed to apply for internal job postings
 - ◆ If you were non-permanent before you got your permanent position, you stay on the non-perm seniority list until your 6-month probation is up, then you're added to the perm seniority list and your date is backdated.
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SENIORITY

NON-PERMANENT STAFF

Non-Permanent Seniority is defined in the Collective Agreement as:

"the length of service of an employee and shall be a factor in determining preference or priority for layoff, recall, vacation, transfers, and promotions. New employees shall be on probation and shall not acquire seniority until they have worked 1,040 hours in a 24-month period."

**12.01 (a) revised in Letter of Understanding 2024-04-22*

Things to know if you are Non-Permanent:

- ◆ Lose seniority if you resign, are terminated, fail to respond to notice of recall, or fail to return to work after offer of employment
- ◆ Seniority needed to apply for internal job postings
- ◆ If you were non-permanent before you got your permanent position, you stay on the non-perm seniority list until your 6-month probation is up, then you're added to the permanent seniority list and your date is backdated.
- ◆ Probationary employees may be terminated by Management
- ◆ 2,080 hours = 1 year seniority

WHEN TO CONTACT A UNION REPRESENTATIVE?

- ◆ If you feel that you are being exposed to unsafe work conditions.
- ◆ If you have a concern about your pay, work schedule, vacation, sick time, etc. that your supervisor is not able to answer or correct, **but** you must bring it to their attention first.
- ◆ If you require accommodations.
- ◆ If you are asked to meet with Management (non-disciplinary) and you want someone with you.
- ◆ If you are being disciplined.
- ◆ If you feel you are being bullied or harassed by a co-worker or Management.
- ◆ If you are uncomfortable speaking to your supervisor about an issue.
- ◆ If you need any help, contact a Union rep and ask questions.



I have a question...

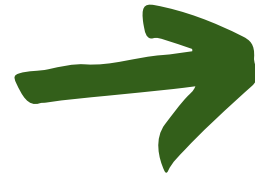


Can I have some advice...

CONFLICT RESOLUTION & THE GRIEVANCE PROCESS

**If you have a concern or feel there is a violation
of the Collective Agreement/Zoo Policy:**

Step 1:
Inform Supervisor
(within 20 days)



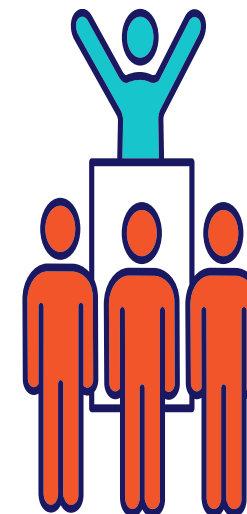
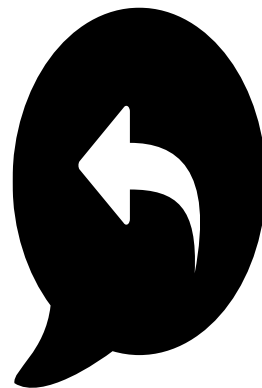
Step 2:
Supervisor Response
(5 working days)



Step 3:
Not Satisfied?
Contact your Union!



Step 4:
Possible Grievance



ILLNESS OR INJURY PLAN

NON-PERMANENT STAFF

Article

→ **17** Leave for Illness or Injury

Eligibility

→ Temporary, Non-Peak Seasonal, Part-time, Grant & Casual – After 2,080 hours

Peak Seasonal – No paid time for illness or injury

Amount

→ ½ day per month to max of 8 days per year;
Accumulation dependent on hours worked.

Occurrences

→ Management monitors the number of times you take time off for an illness or injury;
These occurrences are incorporated into your evaluation and can affect it.

ILLNESS OR INJURY PLAN

PERMANENT STAFF

Plan	IIP (Illness or Injury Plan)	LIP (Leave for Illness or Injury Plan)
Article	18A	18B
Eligibility	All new employees After 6 months	Only for employees who were grandfathered into the Leave for Illness of Injury Plan
Amount	130 days total First 20 days @ 100% pay Remaining 110 days @ 75% pay Top up credits available	
Occurrences	1 st 3 occurrences = 100% pay 4 th occurrence = 1 st day unpaid	

Workplace Accommodations

The Zoo must provide **reasonable** workplace accommodations (up to the point of undue hardship) for disabilities, occupational and non-occupational injuries and illnesses, and other protected grounds (e.g. family status, religion) as required by the Human Rights Code.

Important Things to Know

- ◆ Accommodation Plans are individualized
- ◆ The accommodations process and all conversations are confidential
- ◆ The Union has a right to be a part of the accommodations process
- ◆ The Union is a support system for you and we are there to help find suitable solutions to your accommodation request
- ◆ You do not need to disclose your diagnosis
- ◆ Only share medical information with the Nursing Coordinator, not your supervisor
- ◆ Refer to policy OHS-045 for more information

Pension

Pension: *a regular payment made during retirement from an investment fund to which that person or their employer contributed to during their working career*



- ◆ We are part of the OMERS (Ontario Municipal Employees Retirement System) pension plan. 43% of OMERS members belong to CUPE.
- ◆ Stable & secure income in retirement – Consider it your deferred wages
- ◆ **Defined Benefit Plan** – Members' retirement benefits are determined by a formula based on their years of service and earnings; provides a predictable monthly income in retirement
- ◆ More years of credited service = Larger pension benefit
- ◆ A % based on your earnings will be deducted off your pay each pay period. Employer matches your contributions.
- ◆ **Eligibility:** Permanent employees must be part of OMERS; Non-permanent employees can opt-in at any time during employment

LASTLY....

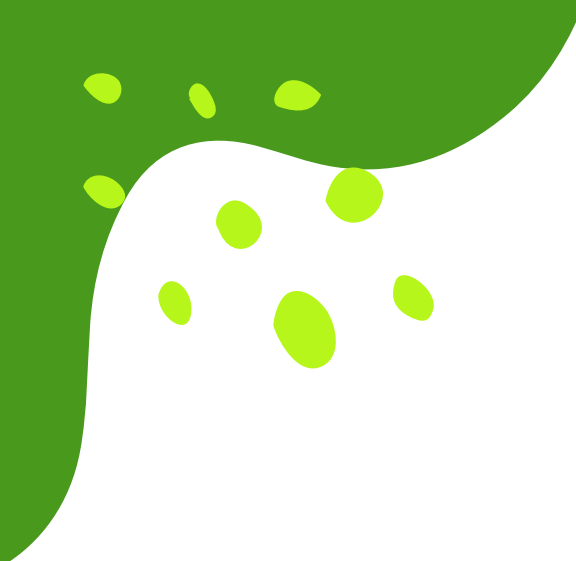
We provide updates to our members to your personal email address. If we don't have your information, it makes it very difficult for us to provide you with the important information you may need.

We encourage you to get involved in your Union and we are here to support you!

CONTACT INFORMATION: cupe1600.general@gmail.com



*Better
Together*



*Thank You
Questions?*