



# Building a made-for-Toyota agreement





# A Unifor charter for Toyota team members

With a union, Toyota team members can achieve a made-for-Toyota agreement, created by and for Toyota team members.

This document outlines some of the key concerns identified by Toyota team members and how Unifor will work with you to address those concerns.

Being part of Unifor is a way to look out for your best interests, while ensuring growth and the high quality production that has made Toyota world-famous and highly successful. Everyone will benefit.

# We asked and you told us: Team member survey

The Unifor Toyota union committee conducted an online survey of Toyota team members' priorities for their work contract. The approximately 1,000 respondents were evenly broken down by one third in each facility. Three quarters of survey participants were full time, with one quarter of the total group on contract.

When team members are successful in creating a union at Toyota, the following is a summary of what they are looking for in their first Unifor union contract.

## Fairness for contract workers

Although 3/4 of the participants were full time:

- 67% thought making contract workers full-time seniority members should be a primary bargaining issue.
- 56% thought they should receive full wages.
- 89% thought they should receive retroactive pension credits for years of service.

## Top issues

Concerns around being laid-off, as well as recall rights were both top of mind, according to team members who took the survey. Here is how team members ranked other issues.

More than 70% of respondents said the following issues ranged from important to extremely important to them. They are ranked here (down) in order of most popular.

- Pension plan
- Wages and Cost of Living Adjustment
- Vacation
- Job security
- Dental plan
- Severance
- Seniority
- Hours of work
- Sick days
- Short term disability
- Vision care
- Long term disability
- Grievance procedure
- Job posting
- Lay-off and recall

Thanks to everyone who participated in the survey. We've heard you loudly and clearly that you want to make some changes at Toyota for the better. Unifor can be your vehicle for making this to happen.

# **A Message from Jerry Dias, Unifor National President**

When Unifor was asked by Toyota team members to work with them to make this successful company even better, I was delighted. Unifor was built to ensure good jobs and strong communities now and in the future. When I met with the thoughtful and proud Toyota team members it was clear to me that we share this commitment.

Unifor and our members, like you, understand the importance of protecting and building Canada's auto industry, which builds products worth more than \$79 billion per year.

Unifor has over 300,000 members who share your desire to work hard - and to be fairly rewarded with good wages, a voice in our workplace and a decent retirement.

With Unifor representation and a written collective agreement, Toyota will be required to respect your conditions of work, your pension and your benefits.

No changes can be made without talking to your elected workplace Unifor representatives. That's what it means to really have a voice in the workplace.

Over the last year, we have met with thousands of Toyota team members and heard from many of you through our recent collective bargaining survey. In this document, we have outlined several of your key concerns and how we propose to focus on them in collective bargaining with Toyota.

This is not intended to be a complete bargaining proposal. Nor is it final. A final proposal document will be prepared with your elected bargaining committee and voted on by all team members, once you have voted to unionize with Unifor. And, in the end, you will vote on the acceptance or rejection of any negotiated collective agreement.

I look forward to working together in the best interest of our families and communities.


Sincerely,

A handwritten signature in black ink that reads "Jerry Dias". The signature is written in a cursive, flowing style.

IFOR  
on | Canada

“Unifor and our members,  
like you, understand the  
importance of protecting  
and building Canada’s  
auto industry ...”

**Jerry Dias**  
*Unifor National President*



“ We build excellent cars here because of our team members. We should have a say in how we work. ”

**Lee Sperduti**

*Team member for 11 years at Cambridge North*

# Achieving industry standards: A made-for-Toyota agreement

Being part of Unifor will mean Toyota team members can create a made-for-Toyota agreement that will make working at Toyota even better.

We will create a made-for-Toyota contract that builds on your existing conditions, balancing the industry pattern and standards with a measure of independence to reflect the specific situation and concerns at Toyota.

Unifor will focus on meeting key industry standards.

- All contract team members should become permanent team members.
- All team members' wages and benefits should reflect industry standards.
- Health, safety and ergonomic standards should be reviewed and adjusted to reflect industry standards.

## Pensions & benefits

*You work hard. You deserve good benefits for your family and to know you will be able to retire with a decent pension.*

Unifor will focus on achieving the security you and your family deserve.

- Employer-funded pension and benefits for all team members, including contract team members, should be established.
- Pension and benefits plans will form part of your collective agreement and therefore cannot be unilaterally changed by the company.
- Improved and comprehensive health benefits, without the individual and excessive costs of flex benefits, should be established.

## Contract team members

*Contract team members should be treated fairly and equitably.*

To achieve fairness, Unifor will represent all team members equally.

- The employment status of contract team members should be regularized and more permanent full-time jobs should be established.
- All contract team members should have pensions and benefits, like other team members.
- An improved wage progression schedule leading to wage parity should be established.
- The time already worked at Toyota should be recognized for seniority and pension eligibility.
- Any future probation period should be shortened.



## Workplace representation & democracy

*Toyota team members are a highly committed and engaged workforce whose contributions make the company a success.*

Union representation and democratic processes will enhance team members' capacity to participate in making decisions that protect everyone's interests at work.

Unifor will focus on ensuring that you have a voice.

- You will elect your:
  - ✓ Bargaining committee
  - ✓ Workplace representatives
  - ✓ Specialized representatives (such as: health and safety, ergonomic, skilled trades and benefits)
  - ✓ Local union leaders
- You will vote on:
  - ✓ Your collective bargaining proposals
  - ✓ Your collective agreement (ratification vote)
  - ✓ Any job action (which requires a majority two-thirds vote)
- Regular union-management meetings will provide an opportunity for team members' concerns to be addressed.
- You can be accompanied and assisted by your Unifor representatives when meeting with management.



**“Policy-wise when Toyota said something, you could count on it. They have eroded things I never thought they would touch.”**

**Kevin Harvey**

*Team member for 25 years at Cambridge South*

---

## **Health & safety**

***A safe and healthy workplace is essential to team members – and the company’s success.***

A collective agreement and clear rules protect the lives, health and safety of team members.

Unifor will focus on preventing injuries and ensuring appropriate action is taken when injuries do occur.

- There should be full compliance with all health and safety laws.
- Joint health and safety committees should be adequately resourced and effective.
- No team member should work on any job or operate any piece of equipment until he/she has received proper training and instruction.
- At least 16 hours of chemical hazard training should be provided, including WHMIS education and training.
- Every injury or near-miss which involved or would have involved a team member going to a doctor or hospital should be reported.
- There should be an early and safe return to productive employment for injured team members.



“ I want to be at Toyota the rest of my life. I want Toyota to succeed, but we need to make it better. ”

**Patti Shipway**

*Team member for 11 years at Woodstock*

## Ergonomics

*Team members deserve support in order to protect their long-term health and safety.*

Unifor will draw on its extensive knowledge of ergonomics and work standards in the automotive industry.

Unifor focus will be on improving ergonomics.

- Union ergonomic representatives will assist team members on job-related ergonomic issues.
- Ergonomic issues should be addressed on a priority basis and should include modifying the workplace, workstation or tools to fit team members.
- Ergonomic issues should be a priority in the engineering department. The engineering department should receive training to assist with effectively solving ergonomic issues.
- When addressing ergonomic issues, consideration should be given to TAKT time and staffing levels.



## A fair workplace for all

*Unifor is a leader in advocating for fairness and equality for all in the workplace.*

Unifor will focus on creating an equal and welcoming work environment for all team members.

- Support and processes to address favouritism and workplace harassment should be established.
- Temporary accommodation should be available during pregnancy and there should be no loss of seniority while on maternity/parental leave.
- Access to Unifor Women's Advocate program, a specially trained workplace representative who assists team members with concerns such as gender-based workplace harassment, intimate partner violence and abuse should be available to all team members.

## Work-life balance

*Toyota team members work hard at the plant and also have active lives outside work that should be respected.*

Unifor will focus on ensuring better work-life balance.

- A banked overtime system should be established, with options for overtime pay and/or time off.
- Temporary or permanent shift exchanges for the day, week or on a permanent basis should be available.
- Permanent day or afternoon shifts should be available if the team member can be paired with someone who wants the opposite shift, especially to accommodate family needs.
- Overtime switching or sharing should be available by signing someone up to work or split your overtime.

## Skilled trades

*Team members in the skilled trades play a crucial role in the success of Toyota.*

Unifor skilled trades team members have their own representation, contract language and vote on skilled trades issues.

Unifor will focus on maximizing recognition and protection.


- Recognition and protection of journeyperson status and standards should be established.
- There should be no reduction of skilled trades team members as a result of outside contracting.
- Joint committees on new technology, apprenticeships and training should be established.

## Job fairness and flexibility: transfers & promotions

*To ensure that team members can advance their careers and accommodate family needs and other life changes they should have fair and equitable access to other Toyota jobs and promotions.*

Unifor will focus on establishing a fair process for filling job openings.

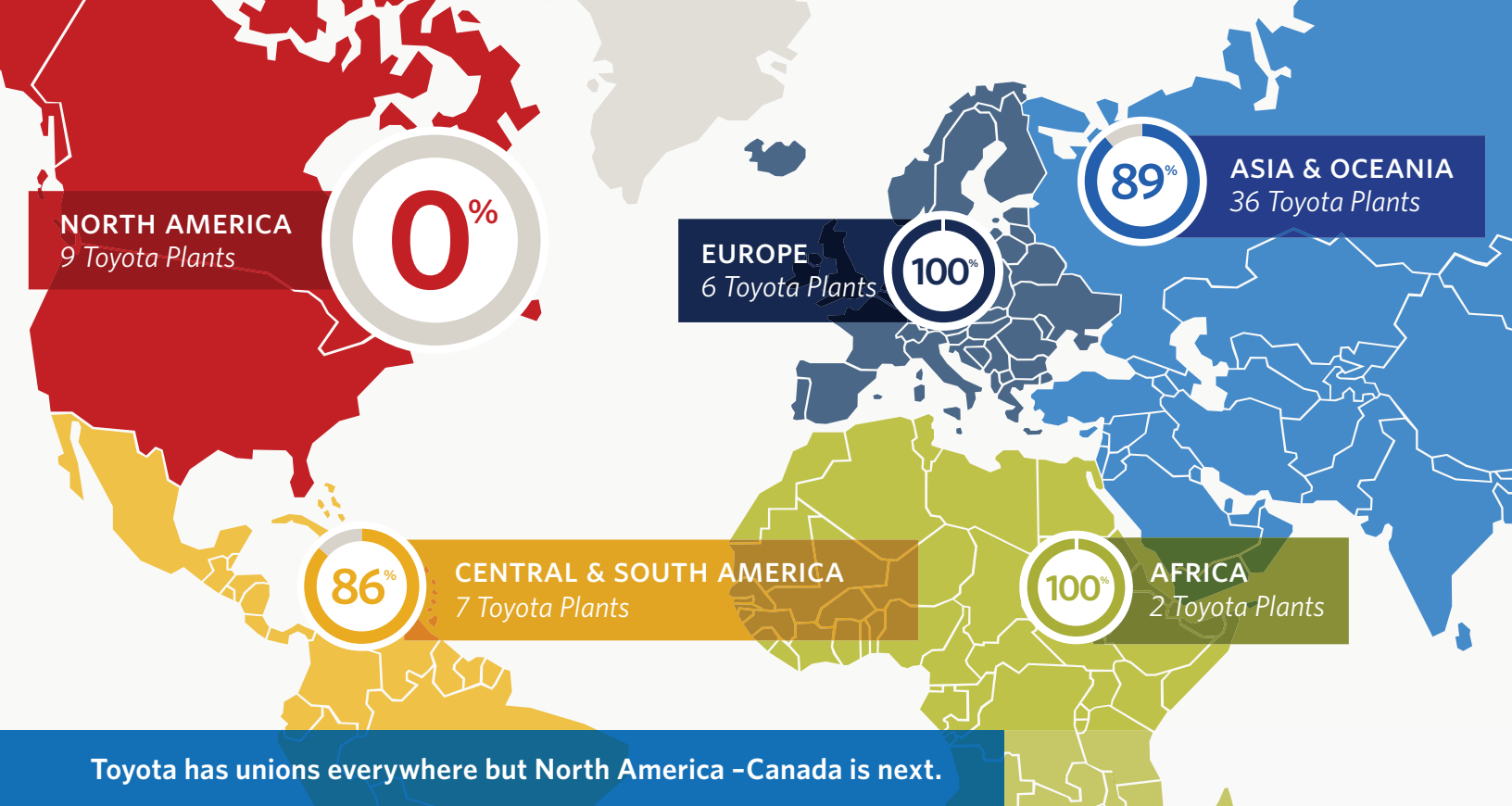
- All jobs should be posted and all team members should be able to apply for a posted position, with priority given according to seniority.
- Team members with seniority should be placed in preferred jobs.
- A process should be established for team members to move to jobs in other plants.

A photograph of an automotive assembly line. In the foreground, two workers in teal uniforms are visible, one standing and one in motion. The background shows a complex network of yellow overhead machinery and car chassis on the assembly line. The floor is a polished, reddish-brown color. A large red semi-transparent box with a white border is overlaid on the center of the image, containing a quote and a name.

“ I want to protect my future,  
it’s very important to me.  
When I was contract I  
was always worried about  
getting fired. ”

**Patti Shipway**

*Team member for 11 years at Woodstock*



Help build the Toyota Team. **Vote yes!**

To learn more about Unifor and the work of the Toyota Organizing Committee, please contact:

E: [join@unifor.org](mailto:join@unifor.org)

T: 1.877.495.6551

Visit us: [unifortoyota.ca](http://unifortoyota.ca)

Follow us: [facebook.com/Unifor4Toyota](https://facebook.com/Unifor4Toyota)



**UNIFOR**