

TOYOTA TEAM MEMBERS

# JUST THE FACTS



**unifor**  
for TOYOTA

## FAIRNESS AND FAVOURITISM AT TMMC

Even though every Canadian worker has a fundamental right to work in a healthy and safe environment Unifor organizers also hear frequent reports of deficiencies with health and safety standards at Toyota. Canadian workers are supposed to be protected by health and safety standards at all times with convenient access to thorough supports and resources in the case of a workplace injury. But we regularly hear that when a Team Member is injured on the job, support from management is not consistent and often inadequate. In too many cases, injured Team Members report that they have been terminated.



## FAIRNESS AT UNIONISED AUTO PLANTS

In Unifor represented auto plants, workers have the benefit of a legally-binding Collective Agreement that they negotiate, decide on, and vote for. The Collective Agreement outlines clear rules and guidelines for job selection based on seniority which provides a level playing field for all workers when bidding on jobs. Fairness means a clear consistent policy when it comes to job opportunities.

In situations of unfair disciplines, Unifor members have the benefit of a union representative who receives special training and is dedicated to support them through the process outlined in the Collective Agreement. You never need to sit down alone with management to face any attempted discipline. There is a formal process to resolve disputes called a grievance procedure, which allows for a formal appeal process if discipline is deemed unfair by a worker and their union representative.



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Unifor members are protected by Collective Agreement language that supports injured workers. Union members are also supported by trained Health and Safety, Ergonomic, Time Study, and WSIB representatives as well as Return to Work Specialists. Each of these trained experts works in-plant and are backed by the support of the union's national staff.

## WHY CHOOSE UNIFOR?

Unifor is Canada's union for autoworkers. By joining Unifor, Team Members gain a voice in your workplace and have a direct say in building a fairer and more equitable Toyota. Being part of a union is the best way to protect your interests at work.

If you haven't already joined the thousands of Toyota workers who have signed a union membership card get in touch with your Unifor for Toyota organizers today. Signing a union card is always confidential.

## QUESTIONS?

For questions and concerns contact your Unifor for Toyota organizers:

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