

TOYOTA TEAM MEMBERS

# JUST THE FACTS



## CONTRACT WORKERS AT TOYOTA

When a worker is hired at Toyota, they typically start as a contract employee. Contract Team Members are often told one story about how much they will earn and how long it will take to become full-time only to have the company, with no warning, change the rules. It's difficult for contract Team Members to know precisely when or if they will make it to full-time status, start earning more, and be eligible for the company pension. It's even harder to know when they'll be able to start building a family and provide a hopeful future for their loved ones.

Being hired at Toyota as a contract employee should be a step towards full-time status. But without a union, contract Team Members don't have a defined path towards full-time work with clear rules and guidelines spelled out in a legally binding Collective Agreement. At Toyota, there are no guarantees as to how long the move from contract to full-time status will take. This is no way to build a life, and this is certainly no way for a large and very profitable international company located in Canada to behave.



## THE DIFFERENCE BETWEEN UNIFOR AND TOYOTA



Many Toyota Team Members frequently ask what the differences are between unionised and non-unionised autoworkers, especially for those on contract.

One difference is that each hour of work in a unionised auto plant always counts towards your pension credits and wage progression while at Toyota it does not.

### PENSION CREDITS

Team Members on contract at TMMC are not credited time toward your pension until you are hired on a full-time basis. That means if you're on contract for two years before becoming full-time, you need to work a total of 32 years before you are eligible for a full or '30 and out' pension. This is two years longer than Detroit Three autoworkers represented by Unifor.

Every year of work in an assembly facility takes its toll on your physical health. At workplaces like TMMC, the employer decides whether you are working safely and within ergonomic and time study standards. Experience tells us that your health and safety comes second to Toyota making a profit. These additional years of strenuous work could be the difference between a long and healthy retirement or one lived in pain from a workplace injury.

## WAGES

Similarly to pension credits, all hours worked in a Unifor auto plant count towards advancement in the wage grid. Team Members however, do not start advancing in the wage progression grid until they reach full time status. This means Toyota Team Members always have to work longer than Unifor autoworkers to reach the full wage. For example, using a seven year wage grid and a two year contract term, it takes Toyota Team Members nine years to reach their full wage, a full two years more than a Unifor autoworker. The difference in wages in this case is as much as \$50,000 or more if the contract term is longer.

## A CLEAR PATH TO FULL-TIME STATUS

The fact is that contract Team Members deserve and should be treated fairly and equitably. By joining Unifor, Toyota Team Members can negotiate the changes that you need and deserve. That includes making the employment status of all contract team members less arbitrary, less subject to changes in probation and contract length, and put all contract Team Members on a clear path to full-time status. All Team Members agree that every hour worked at Toyota should count towards your pension credits and wage progression.

## OTHER QUESTIONS?

For more information contact your Unifor for Toyota organizers:

**Woodstock****Todd Rivero**

*Todd.Rivero@unifor.org*  
647-883-8662

**Cambridge North****Justin Minello**

*Justin.Minello@unifor.org*  
905-464-7275

**Cambridge South****Hassan Mirza**

*Hassan.Mirza@unifor.org*  
647-892-2341

**Lisa Bastien**

*Lisa.Bastien@unifor.org*  
416-570-4632



For more information visit:  
**[www.UniforToyota.com](http://www.UniforToyota.com)**

 **unifor**  
for TOYOTA