

IAMTOYOTA.CA

Toyota Workers Representing Toyota Workers



It's time for POSITIVE CHANGE

**A Message From Your In-House
Organizing Committee**

2010 Volume 1

Working Together with Toyota to make life Better FOR YOU!

Who are the IAM?

Over a century ago, in 1890 a group of railroad workers in Stratford, Ontario chose the IAM. Today the IAM, represents approximately 368,000 workers in many diverse industries, having over 5,000 collective agreements in North America. In Canada, the IAM represents more than 40,000 members. The IAM is respected for providing some of the best contracts in the various industries.

IAM Members work at many successful companies such as Boeing, Bombardier, Atomic Energy of Canada Ltd., Air Canada, NASA, Harley Davidson and Rolls Royce to name a few.

As you can see the IAM is a very diverse union, capable of providing professional leadership in areas of Negotiation, Workers Compensation, Health & Safety, Women's Rights, Pension Planning and Benefits Administration for you the team members at Toyota.

Most people in today's society work under the protection of a negotiated contract such as doctors, lawyers, professional athletes, actors, engineers, teachers, CEO's of corporations. **WHY NOT YOU?**

To all our fellow Team Members

Join us in working with the IAM in an organizing drive within TMMC and have a say in Your Future. We feel it's time for "Positive Change" and we urge you to join us by signing a card.

Who should sign a card?

All hourly Team Members from Cambridge and Woodstock, for example:

Contract / Task and Term, Full Time Team Members.
Skilled Trades
Production Team Members
Team Leaders

Every team member is welcome to sign a card, negotiating will be done by the team members in each of the above groups regarding the issues pertinent to each of them.

What Does It Mean When You Sign a Card?

By signing a card, you will indicate to the Ontario Labour Relations Board that you desire to hold a certification vote. In order for the IAM to file an application with the Labour Board to become your bargaining agent, they have to file with the Labour Board proof that a significant number of employees want to vote on joining the IAM. We urge you to fill out the card. By returning it to us, you will indicate to the Labour Board that you desire a certification vote to authorize the IAM to become your bargaining agent.

Please note

The cards are returned directly to the IAM and remain confidential. Toyota or representatives of Toyota never see these cards and have no access to them at any time during or after the process. Once a minimum of 40 percent of your team members have returned their cards, the IAM will make a formal application to the Labour Board. A secret ballot vote will then be conducted in the workplace within five business days from date of application.

Will Toyota representatives have access to the card after I sign it?

Absolutely not! The cards are returned to the IAM and kept under strict security until the application to certify is filed. They are then forwarded to the Labour Board with the application and become the property of the Labour Board. Toyota has no right under law to see these cards at any time.

Is Toyota involved in supervising the vote?

Absolutely not! The secret ballot vote is conducted by a Labour Board officer appointed by the Labour Board. There will be a scrutineer representing the IAM and one representing Toyota at the vote. Representatives are present to ensure the fairness of the voting process.

Can Toyota refuse to allow me the right to vote?

Absolutely not! By law Toyota cannot interfere with the voting procedure established by the Labour Board. Under the law Toyota must provide you the opportunity to vote during the hours the Labour Board has arranged for the voting to take place. The secret ballot vote will take place during hours of work and on Toyota property.

Can I be disciplined by Toyota management for supporting the IAM?

Absolutely not! During the organizing campaign you can talk to your fellow team members about joining the IAM; before work, at lunch time, during breaks and after work. At no time can you be disciplined for supporting the IAM.

If we join the IAM can Toyota automatically remove some of our benefits or change our working conditions before we negotiate a collective agreement?

Absolutely not! According to labour law in Ontario, working conditions for all team members are frozen immediately upon the application for certification by the IAM as your bargaining agent. These remain frozen until your first collective agreement is negotiated and accepted.

Join now, it's time for ***POSITIVE CHANGE***

As IAM members you will:

- Promote equitable treatment for all team members.
- Create your own local bylaws and the bylaws will be approved by an ALL team member vote.
- Elect your own local executive, collective bargaining committee and area representatives.
- Determine your own negotiation priorities by surveying **ALL** team members and draft your own negotiations brief.
- Vote on acceptance of a collective agreement.
- Continue to be represented on the various committees by your own local executive and area representatives.
- Receive communications produced by your own local executive to keep team members up to date on what the bargaining unit executive is doing on your behalf.

Why join the IAM?

Team Members will have a say in Their Future.

Working Together
to make life **BETTER FOR YOU**



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