



## HOW A UNION DRIVE WORKS

All workers in Canada have a fundamental legal right to join a union. As more Toyota Team Members sign their union cards every day, Unifor wants to give you the facts about how the process to unionize works and make sure you have what you need to make an informed decision, free from any Toyota management misinformation.

## THE PROCESS

### Step 1. Signing your card

Team Members sign either a physical or virtual card to join the union. The employer will never know you have signed a card and the process is completely confidential.

### Step 2. Filing for certification

Once enough Toyota Team Members have signed their card, Unifor can file an application to the Ontario Labour Relations Board to initiate a vote.

### Step 3. Voting for your union

Toyota Team Members then vote by secret ballot to approve the union drive. A simple majority of 50% plus one is needed to win the vote and certify the union.

### Step 4. Bargaining your first contract

In Unifor, everyone is a part of the bargaining process. All Team Members are surveyed on your priorities. Team Members then form a bargaining committee to start the process of negotiating a first Collective Agreement with Toyota. The agreement will include everything from the duration of the contract to your wages, benefits and pensions, work scheduling and job bidding rules, grievances, holidays, and more. All Toyota Team Members then vote on the agreement. Due to the COVID-19 pandemic, voting can be done securely online. Once voted on, the agreement is ratified and Toyota management is legally-bound to the terms of the agreement as decided on by Toyota Team Members.

***No one pays any union dues until this contract is ratified.***

### Step 5. Electing your union representatives

As members of Unifor, Toyota Team Members are assigned a local number and can begin the process of electing your union representatives from your plant. There are several positions Team Members will elect, including leadership roles such as the union president, shift and skilled trades representatives as well as specialized support roles such as benefits representatives, health and safety trainers, among many others as decided by Toyota Team Members. Your newly elected union representatives will get to work immediately and have the support of Unifor national staff and resources at every step.

### Step 6. Your Toyota Team Member union

As a Unifor member, you are the union.

Positions elected within your union are filled by Toyota Team Members as decided on by Team Members. Your union is there for you around the clock, every single day to protect your rights and ensure management does not violate the terms of your collective agreement. Unifor National Representatives provide assistance at every step to offer guidance, research and education your representatives need to work on your behalf.

## FREQUENTLY ASKED QUESTIONS

### ***Can management staff belong to the union?***

No. The Canadian Labour Code prohibits people who exercise managerial functions from belonging or interfering with the formation of the union.

### ***What is a collective agreement?***

A collective agreement or a contract is a legal agreement between a union and an employer, covering wages, hours of work, working conditions, benefits, rights of workers and the union, and a procedure to be followed in settling workplace disputes.

### ***Do you lose anything when you join the union?***

No. Once a union applies for certification, the Labour Board requires that all terms and conditions of employment are 'frozen' and cannot be changed without the union's consent. That means that if the union gets certified, then bargaining would start from your current conditions and move up from there.

### ***Can my employer take any action against me for joining a union?***

No. The decision to join is solely up to the individual without any undue influence, threats or coercion from management. Every person is free to join a union of their own choice.

### ***Does the employer ever find out who supported the union?***

No. The Labour Code guarantees the secrecy of all membership cards. Employers never find out and never get to see the membership cards.

### ***What happens if an employer violates workers' rights during an organizing drive?***

Notify the union, immediately. The union can file an "Unfair Labour Practice Complaint," with the Labour Board, who in turn has the authority to order any remedy that it feels is appropriate and that addresses any violation of the Labour Code.

### ***How will Toyota Team Members benefit from joining Unifor?***

Unifor members in the auto sector achieved historic deals with the Detroit Three automakers in 2020 that not only made significant improvements to wages, benefits and workers' health and safety, but also provide substantial investments and product commitments that helped secure the future of Canada's auto industry. It's clear that Toyota can't or simply won't match the terms of those agreements.

Without a union and a collective agreement, Toyota Team Members give management sole discretion in determining what's fair and whether they will match Unifor's bargaining achievements. The best way to ensuring Toyota Team Members have the same benefits Unifor auto workers receive is to join the union and engage in the collective bargaining process.

## 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)**