



AMALGAMATED TRANSIT UNION LOCAL 113

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October 8, 2021

Via Email Only

Mr. Richard Leary
Chief Executive Officer
Toronto Transit Commission
1900 Yonge Street, 7th Floor
Toronto ON M4S 1Z2

Dear Mr. Leary:

I am writing further to Jim Ross' letter of October 7, 2021 indicating that the TTC intends to unilaterally alter the start dates for the Bus, Streetcar, and Subway Board Period Sign-Ups. This is a flagrant and egregious breach of the Collective Agreement, the Sign-Up Regulations, and the *Labour Relations Act*.

As you are aware, section 1.04 of the Sign-Up Regulations states that "the initial selection will be conducted according to the yearly Board Period, (or as mutually agreed upon)." Furthermore, at section 1.6 the parties have clearly negotiated a system to address a change in workforce in advance of a scheduled Sign-Up. Rather than give any regard to the Collective Agreement, the TTC has chosen to simply disregard it. This is fundamentally inconsistent with the bedrock principles of labour relations and demonstrates genuine disrespect to the Union and its hardworking members who have kept the City moving during the course of the pandemic.

Furthermore, pursuant to section 86 of the *Labour Relations Act* and section 16 of the *Toronto Transit Commission Labour Disputes Resolution Act*, the parties are currently in a statutory freeze period in which the "the employer shall not, except with the consent of the bargaining agent, alter the rates of wages or any other term or condition of employment". The TTC's unilateral alteration of the Board Period Sign-Ups violates this statutory freeze.

If the TTC does not immediately correct its action and confirm that it has done so by noon on Tuesday October 12, 2021, the Union will file an Unfair Labour Practice Application at the Ontario Labour Relations Board for breach of the statutory freeze provisions and request that it be adjudicated on an expedited basis.

Yours truly,

Carlos Santos
President/Business Agent

CS:rc

cc: Local 113 Executive Board
Jim Ross