



# MEMBER'S HANDBOOK 2022



WE MOVE TORONTO









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## LAND ACKNOWLEDGEMENT

ATU Local 113 acknowledges that we are in Tkaranto or Toronto, which is covered by Treaty 13, signed with the Mississaugas of the Credit. We also acknowledge that this traditional territory includes many nations: The Mississauga Anishinaabeg of the Credit, the Chippewa, Odawa, Ojibwe, the Haudenosaunee, and the Wendat Peoples and is now home to many diverse First Nations, Inuit, and Metis Peoples.

*ATU Local 113 has been acknowledging traditional territory since June 2021, following discussions with Indigenous spiritual and cultural leaders and Local 113's Indigenous Members Circle, now the United Indigenous Council.*







# PRESIDENT'S MESSAGE



It gives me great pleasure to welcome you to the Amalgamated Transit Union Local 113. Membership in the union makes you part of a family that will help you and protect your rights throughout your career. We move Toronto, and support each other, by working together.

The TTC recently celebrated 100 years of service but Local 113 is even older. While today we represent more than 12,000 members, our Division's number refers to the core group of 13 workers that led the effort to establish the union in the 1890s. Back then, our members worked for a private streetcar operator, the Toronto Railway Company. In 1921, after a public vote, the City of Toronto took direct control of our urban transit system. Toronto thrived through the 20th century thanks in large part to a publicly owned and operated TTC.

Today, our riders enjoy the highest service levels in North America and industry-leading efficiency thanks to the talent, hard work and dedication of Local 113 members like you. This success, however, is being put at risk by management who have made it clear that they want to break up our transit system and contract out as much as possible to private, for-profit operators. With the support of our members, Local 113 fights for a fair Collective Bargaining Agreement (CBA), to end contracting out of our jobs to low-wage, for-profit private companies, for work life balance and mental wellness.

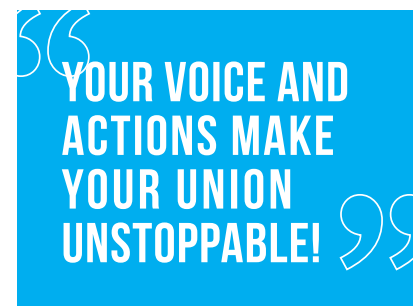
ATU Local 113 members take great pride in both Toronto's historic successes and in keeping our city moving today. Our work contributes to a vibrant, inclusive, and sustainable city that attracts newcomers from across Canada and around the world. We continue to fight to keep transit public and to put the interests of riders ahead of private profit.

As a member of the 113 family, you play an important role in keeping Toronto moving and supporting your fellow workers. The Local will always be there for you, to protect your rights and to fight for excellent public transit.

Our strength comes from our solidarity, so please speak up, get involved, and get active. By standing together we will be unstoppable!

In solidarity,

Marvin Alfred  
President/Business Agent  
ATU Local 113







## INTRODUCTION

WELCOME TO THE AMALGAMATED  
TRANSIT UNION LOCAL 113!

CONGRATULATIONS ON YOUR  
NEW POSITION IF YOU ARE A NEW  
MEMBER OF OUR LOCAL!

This handbook is a brief introduction to your Union. The information here will prove to be very important in your job and will serve you well from the start.

- **LEARN** about your Rights and Responsibilities, Benefits and Opportunities that come with your Union Membership and where you can find additional resources to help answer any questions you have. To get started, make sure you sign up for access to your Union's website and for regular updates at [wemovetoronto.ca](http://wemovetoronto.ca).
- **CONNECT** with your Shop Steward or Executive Board Member to introduce yourself. They will be happy to answer any questions you have.
- **PARTICIPATE** in meetings, get involved with your union's various activities, campaigns and events.

### Why do you need to join a Union?

Unions create a better society.

Societies in which collective bargaining plays a major role in economic life have a more equitable distribution of wealth than those without an effective Union voice.

Political action and speaking out against injustice has always been part of the work done by ATU Local 113 to better the lives of its members and their families.

Remember that you have the right to join a trade union of your choice and participate in its activities. Your rights are protected under Ontario Labour Relations Act, Section 5.



# WHO WE ARE



**The ATU Local 113 is the labour union that represents over 12,000 men and women workers** who operate and maintain North America's third largest public transit system, the Toronto Transit Commission (TTC). You are joining a group of highly skilled workers of bus, streetcar, wheel-trans and subway operators, collectors, cleaning and maintenance staff with hundreds of specialties.



**You are part of a union with a proud history of over 100 years**, a rich tradition of solidarity and working together, and a track record of effectively and consistently promoting the best interests of our ATU brothers and sisters. In Canada and the United States, you are part of a movement which has fought for a better life for workers since the 1800's, and which continues today.



**Diverse Membership:** Together, our members reflect the cultural diversity of our riders and our city, a large and growing proportion are immigrants from over 70 countries. Local 113 helps promote diversity, gender equality and inclusion through the Women's Committee, LGBTQ2S+ Committee, recently established United Indigenous Council, as well as representation at ATU International's Conferences of the Latino Caucus and the Black Caucus.

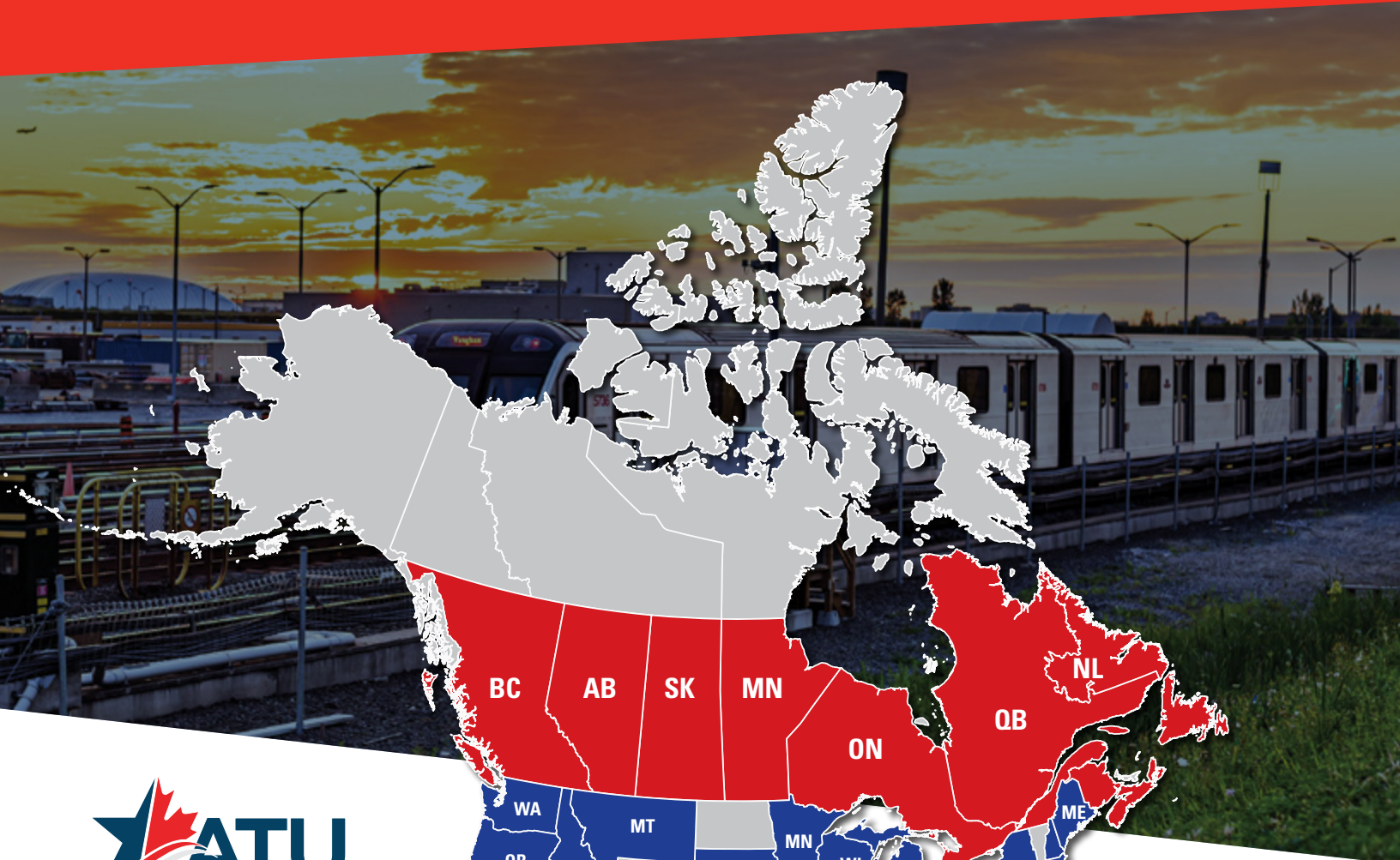


**Democratic Values:** Founded on democratic values, we follow well-established processes defined within the ATU Constitution and Local 113 By-Laws to ensure accountability and representation. The Membership votes in democratic elections held every three years for all positions in the Executive Board, Committees and Shop Stewards, according to the by-laws. Members can have their voice heard at monthly meetings of the General Membership, Transportation and Maintenance where they can move motions forward for the consideration of the Executive Board and Membership.



**Part of a Global Movement:** As a member of ATU Local 113, you are now part of a global movement whose overarching goal is to improve the lives of ALL workers, both inside and outside the workplace. It is through the collective power and actions of unionized workers over the years that we have won an improved quality of life.





**IN CANADA  
& USA**

**CANADA**

- Federal
- Provincial:*
- Alberta
- British Columbia
- Manitoba
- New Brunswick
- Newfoundland
- Nova Scotia
- Ontario
- Quebec
- Saskatchewan

**UNITED STATES**

- Federal
- States:*
- Alabama
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- District of Columbia
- Florida
- Georgia
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Virginia
- Virgin Islands
- Washington
- West Virginia
- Wisconsin





The Tommy Douglas Conference Center and ATU International Headquarters in Maryland, USA

## THE AMALGAMATED TRANSIT UNION

ATU Local 113 is the second-largest union affiliated with the Amalgamated Transit Union International.

Founded in 1892, the Amalgamated Transit Union International (ATU) is the largest organization representing transit workers in the United States and Canada.

ATU's members include bus, subway, light rail, streetcar and ferry operators, clerks, baggage handlers, collectors, mechanics, and other maintenance workers in urban and inter-urban transit; international bus transportation companies; para-transit services (such as Wheel-Trans); school bus, emergency medical, municipal and other government employees.

With over 200,000 members in 273 Local Unions, the ATU has a presence in 44 states and the District of Columbia in the U.S. and 9 provinces in Canada. Its headquarters are in Maryland, USA and with an ATU Canada office in Etobicoke, Ontario.

### AFFILIATIONS

ATU is a member the American Federation of Labor – Congress of Industrial Organizations (AFL-CIO), and the Canadian Labour Congress (CLC) – the national labour organizations of the United States and Canada, respectively.

### THE ATU MISSION

**The Amalgamated Transit Union, representing transit and allied workers in the U.S. and Canada, fights for the interests of its hard-working members and promotes mass transit.**

**The Amalgamated Transit Union fights for transit workers by helping them organize local unions, negotiating collective bargaining contracts between its members and their employers, representing members in disputes with management, and making sure that employers adhere to the provisions of their collective bargaining agreement.**

**The Union also represents the interests of its members at all levels of government, in courts, and in legislatures.**

### ATU CANADA

The ATU in Canada is the largest transit union representing over 30,000 public transit, para-transit, intercity and school bus workers across Canada. ATU Canada is committed to improving the working conditions and the quality of life for all its membership through education, training and lobbying. ATU Local 113 is an active member of ATU Canada.





Toronto Railway Company Motor Shop staff in front of streetcars in Frederick Street doorway of shop building. (Circa 1912).



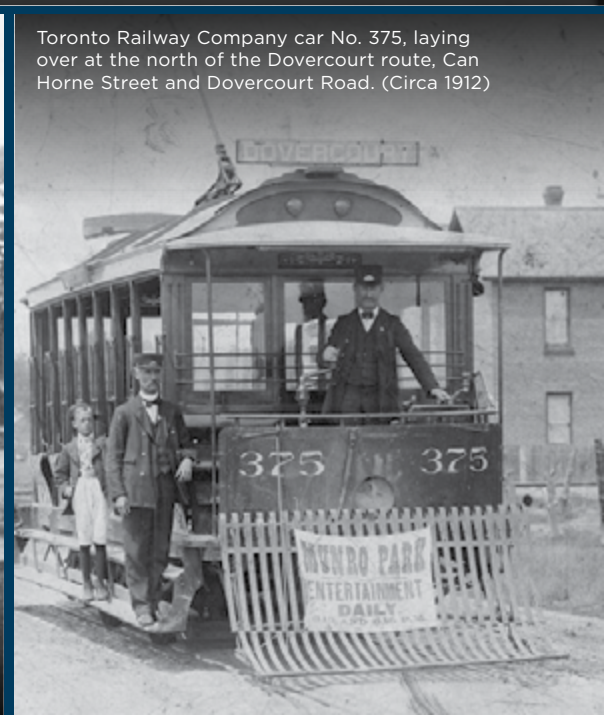
Street cars on sunken track due to sewer construction at Dundas Street west of Ossington Avenue Station (Front of Brill Peter Witt car No. 2614) (Circa 1931)



T.T.C. streetcars serving downtown area  
Peter Witt car No. 2608 loads passengers on  
Albert Street at James downtown terminus. (Circa 1930)



Horse-drawn Toronto  
Street Railway (Winter 1890)



Toronto Railway Company car No. 375, laying  
over at the north of the Dovercourt route, Can  
Horne Street and Dovercourt Road. (Circa 1912)





Two-horse car and crew (Circa 1889)

## YOUR UNION'S HISTORY

### PROUD PAST

In 1861, the franchise to operate public transportation in Toronto was granted to the Toronto Street Railway Company which established Canada's first horse-drawn street railway.

In 1886, Toronto's transit system was operated by a private company. A mass movement of working people, known as the Knights of Labour, started to organize employees and signed up nearly all of the workers. In late 1886, they staged a two-week transit strike, and the city threw their support behind the workers. Nevertheless, the strike failed as a result of the company wielding its power and denying workers' demands.



In 1899, the Amalgamated Transit Union, Local 113 was founded in Toronto, after years of struggle and strife to represent the collective bargaining rights of the employees of the Toronto Street Railway. The Union was organized mainly through the efforts of thirteen courageous trade unionists. It was one of the very first ATU locals in Canada, setting off a wave of organizing across the country.

Prior to 1921 Toronto transit was provided by a patchwork of private transit operators, each collecting their own fares and offering no transfers between them. Fed up with shoddy maintenance and poor service by private operators, Toronto citizens voted to put the operation of all streetcar service in the hands of the city. Since 1921 the Toronto Transit Commission (TTC) has been operating and maintaining public transit in Toronto.

From those humble beginnings, Local 113 has grown into one of the largest Local Unions in the ATU organization today.

#### The Street Railway Union's Grievance Committee

*Standing Left to Right:*

**W. T. Thomson, Patrick Langley, James Barbour, David Jack**

*Seated Left to Right:*

**James McDonald, Daniel L. Dilworth, J. H. Pickles**





A Peter Witt streetcar now part of the Halton County Radial Railway Museum, in Milton, Ontario.

### BRIGHTER & BETTER FUTURE

Throughout our 120-year history, ATU Local 113 members have fought unceasingly and won many improvements to better our working conditions, increase our wages and benefits and improve the quality of life for our family and ourselves.

Our founding brothers and sisters worked six days a week, 14 hours a day for 15 cents an hour, with no benefits. In the early days of public transit, the trolley Operators worked at the very front of the vehicles, no matter what the weather was like. It took years of political lobbying to force the private transit company to put a pane of glass between the operator and the weather. Our members have fought for and won many improvements since then. We now enjoy an 8-hour day in a five-day workweek, decent incomes, a wide variety of benefits and a generous retirement plan.

Local 113 continues to defend and expand the rights won by those who came before us. Our members carry on the fight to better the conditions of all working men, women, and comrades.

Our struggle is far from done.

### PROUD OF OUR RECORD

Members of ATU Local 113 are proud of their record as highly skilled and dedicated transit professionals. The American Public Transit

Association (APTA) and the Canadian Urban Transit Association (CUTA) have often recognized the TTC and its employees for excellence in the past. The TTC has been awarded the top APTA Safety Award on numerous occasions during the past 35 years and over a dozen times, consecutively.

### BUILDING SOLIDARITY

ATU Local 113 plays a leadership role in building solidarity within the labour movement and across the wider community.

Recognizing that a united voice would have greater political clout in the battle to improve conditions for ALL workers, Local 113 members were present at the founding convention of the Ontario Federation of Labour and the Toronto and York District Labour Council. It is an active member of ATU Canada, Canadian Labour Congress, and the founding member of the ATU Can-Am Conference, an educational conference, attended annually by the over 170 union leaders across Canada and the US.

As a member of Local 113, you too become part of our proud and continuing history of progressing towards a better workplace and a better community.



# WHAT WE DO

ATU Local 113 fights for the interests of all union members, through:



## COLLECTIVE BARGAINING

Most importantly, ATU Local 113 is responsible for negotiating the Collective Bargaining Agreement (CBA) with our employer on a regular basis in order to secure better wages, benefits, working conditions and job security. This contract also protects us from unfair treatment on the job and gives us the right to seek redress if our employer violates our contract.



## REPRESENTATION OF MEMBERS

ATU Local 113 represents members in disputes with the employer and ensures that the provisions of the Collective Bargaining Agreement are followed. Many of the wins achieved through negotiations, arbitrations and legal actions have served as precedents and influenced the employer to change policies to meet the union's demands, such as granting vacation and statutory holiday entitlements while receiving WSIB benefits and protecting members against workplace harassment by the public over the employer's corporate social media (Twitter) account.



## ORGANIZING

We keep building the strongest possible Union and organize to bring new members into our Union. We also support the struggle of our Brothers, Sisters, and Comrades in other locals.



## CAMPAIGNING FOR BETTER TRANSIT

ATU Local 113 campaigns for well-funded, accessible and affordable public transit, alongside allies in other unions, riders' groups and community organizations. We are active in local and national politics through our Political Action Committee and campaigns such as Keep Transit Public.



## CIVIC ACTION

Toronto's transit system knits our city's many neighborhoods into one of the world's most vibrant urban areas. For over a century, ATU Local 113 has remained committed to reaching out and staying in touch with those we serve. We attend local community events, meet with community leaders and recognize the contributions of others who, like us, serve our great city.



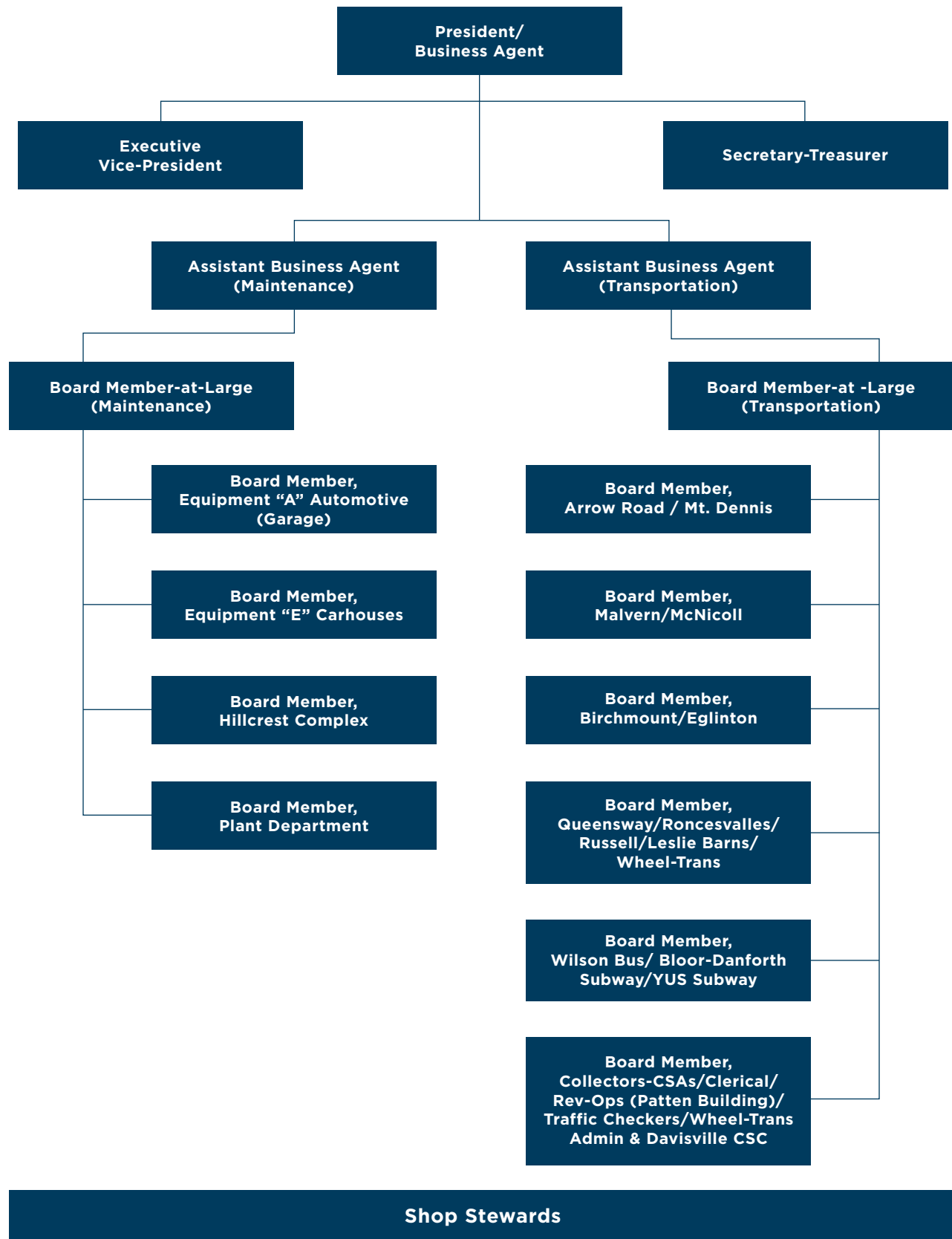
## COMMUNITY OUTREACH

We recognize the need for social support when workers fall on hard times and actively support worthy causes. ATU Local 113 is one of the leading public sector supporters of the Greater Toronto United Way Campaign; and through ATU's official charity fighting Multiple Sclerosis, we have generated over a million dollars for MS Research in Canada. We believe in supporting grassroots charities and have partnered with hospitals, firefighters, police, Canadian Union of Public Employees (CUPE), and other public service unions.

There are many benefits to being a member of ATU Local 113 which are described in this booklet. The best benefit, however, is the power we build working in solidarity with our union sisters and brothers and the fellowship we share as workers and families engaged in a common cause.

# WHO REPRESENTS YOU

## THE EXECUTIVE BOARD STRUCTURE





## ROLES & RESPONSIBILITIES OF THE EXECUTIVE BOARD

**As a Member of ATU Local 113, you are never alone when it comes to your job. Your union has the experience and the determination to protect your rights and works continuously to expand those rights through collective bargaining.**

**The Executive Board is elected every three years. Their duties are outlined in the Local's By-Laws, Article VII. The Executives (President/Business Agent, Vice-President, Secretary-Treasurer, and the Assistant Business Agents for Transportation and Maintenance) are responsible for the leadership and administration of the Local. They are responsible for negotiating the Collective Agreement and oversee Arbitrations and Grievances at the highest level. They encourage and motivate stewards, committee members and the membership to be a proactive labour organization, vigilant and continuously fighting for improved wages, working conditions, and social justice for our members, and everyone.**

### **PRESIDENT/ BUSINESS AGENT**

The President/Business Agent, leads the Local, directs and controls the organization, supervises all business undertaken by the Local, including: identifying major workplace issues affecting the members and proposing strategies to resolve these issues; developing and implementing plans to build solidarity and activism; ensuring the Membership is kept informed about union business; and ensuring that ATU's principles and values, such as democracy and inclusion, are adhered to. The President/Business Agent is the sole spokesperson for ATU Local 113, in consultation with the Executive Board. The President calls and presides over all union meetings; appoints all committee members (except where determined by the membership) and sits on all committees.

### **EXECUTIVE VICE-PRESIDENT**

The Executive Vice-President performs the duties of the President/Business Agent during their absence. The Executive Vice-President oversees the Benefits portfolio as it relates to health and dental coverage. While the responsibility of individual appeals process lies with the individual member, the Executive Vice-President directs and/or advises members with claims related to workers' compensation, sick benefits, employment insurance and long-term disability benefits - as part of the final appeal process only. Prior to final appeal process, members should note that their points of first contact are the Shop Stewards and Board Members of their division.

### **SECRETARY-TREASURER**

The Secretary-Treasurer is responsible for the administration and finances of the Local. The Secretary-Treasurer attends and records proceedings at all Local Union and Executive Board meetings; keeps a record of union membership and conducts the correspondence of the Local. They receive, record and report on all union funds and arrange for their safekeeping. In conjunction with the President/Business Agent of the Local, the Secretary-Treasurer signs all cheques and other financial documents.

### **ASSISTANT BUSINESS AGENTS - MAINTENANCE & TRANSPORTATION**

The Assistant Business Agents, Maintenance and Transportation, chair their respective regular membership meetings and give reports on matters they have negotiated.

### **BOARD MEMBERS AT LARGE**

Board Members at Large serve the members, deal with contracting out, organize new members and fill in for other Board members when they are away or on vacation.

### **EXECUTIVE BOARD MEMBERS**

Executive Board members oversee the work of their Shop Stewards and take grievances to arbitration in the locations and departments they represent. Board members deal with issues at the senior level and propose changes in conditions. With their colleagues on the Board, they deal with contracting out and organize new members.

### **SHOP STEWARDS**

The Shop Steward supports members and attempts to resolve disputes with management in the section or department they represent, passing on issues that cannot be resolved at their level to the appropriate Executive Board member.

Your Shop Steward is elected by you and your fellow workers to represent you on the front lines. Get to know your Shop Steward. Your Steward is your first point of contact for any issues related to your job. If you have any questions about how your work area operates, your rights or if you are summoned by management because you (or a fellow member) are alleged to have done something wrong, contact your Shop Steward right away. It is your right.

If you cannot reach your Steward, call your Executive Board Member, also an elected Union Official. He or she has the authority to represent you to management. Make a note on the inside back cover of this booklet of their phone numbers and email addresses and put them in your phone as well.





## DUES ARE POWER

### UNION MEMBERSHIP DUES

Individually, each of us has very little power, but by standing together and pooling our financial resources, we have the strength and solidarity it takes to negotiate decent pay and conditions and fight for public transit.

Your dues give ATU Local 113 the power to fight for your rights. ATU Local 113 is financed through union dues. Your union dues will be automatically deducted from your pay from the first day of hire. Dues are deducted weekly.

### BREAK DOWN OF YOUR UNION DUES

Your union dues amount is broken down for you in the back of the By-Law Book. There are three parts to your union dues.

#### 1. INTERNATIONAL PER CAPITA TAX

As a member of ATU Local 113, you are also a member of Amalgamated Transit Union, the largest labor union representing transit and allied workers in the U.S. and Canada. This per capita tax will be forwarded to the ATU International Union on your behalf to keep you a member in good standing with the ATU.

#### 2. GENERAL FUND UNION DUES

This portion of union dues is used for the union's operation, union events, and members' benefits. It increases each year by the same percentage increase gained in the Collective Agreement.

#### 3. DEFENSE FUND CONTRIBUTIONS

In addition to the above regular weekly dues, you may from time to time be assessed \$5.00 per week, or as needed, for the Defense Fund. Defense fund contributions continue until the fund reaches \$4M and then stop until the fund falls below \$3M.

### INITIATION FEE

After attaining 60 days service, you are also required to pay a one-time initiation fee of \$500.00, which is assessed in ten installments of \$50.00 over consecutive pay periods.

Although regular dues and defense fund contributions are tax deductible, the initiation fee is not.

### RETURN TO WORK AND UNION DUES ARREARS

Local 113 members who are absent from work and are not receiving their regular pay have their union dues accrued. Upon their return to work, all dues in arrears are deducted based on an arrears payment plan setup between the Union and TTC's Payroll Department.

### ATU INTERNATIONAL PER CAPITA ON RETIREMENT

Upon retirement, the regular union dues stop. Meanwhile, you have option to stay active with the ATU by paying pensioner's per capita tax. This amount is currently \$48 per year, it will provide you certain benefits and privileges.



## INITIAL TERMS OF EMPLOYMENT

### PROBATIONARY PERIOD

As a newly hired employee of the TTC, the conditions of your probationary period are fully outlined in the Collective Bargaining Agreement in Article 1, Section 22. This states that your initial probationary period is for the first ten months of continuous service.

### RIGHTS DURING PROBATIONARY PERIOD

During this period, your employment may be terminated, if your performance is unsatisfactory. Emphasis is placed on attendance, attitude and ability to perform the job safely and efficiently.

You do have limited rights to the Grievance Procedure during probation. You may grieve or appeal to Step I of the process during your first six months and you may grieve or appeal to Step II of the process between six and ten months. Of course, if you are subject to treatment, that is arbitrary, discriminatory or in “bad faith” you may have additional rights.

*For additional information, see [wemovetoronto.ca/FAQ/GrievanceProcedure](http://wemovetoronto.ca/FAQ/GrievanceProcedure)*

### WAGES

Although your wage rates and step-rate increases are spread over a number of months, you are a full-time member after ten months of service and are eligible to all of the rights and privileges of Union membership for the rest of your career.

### ELIGIBILITY FOR BENEFITS

You become eligible for sick benefits after 60 days and for health benefits coverage, life insurance and pension membership from the first day of the month following your six-month anniversary. For example, if your date of hire is May 15th, then you will be eligible for all benefits and start building your pension on December 1st.







## BENEFITS OF YOUR UNION MEMBERSHIP

A Union means the power of a collective voice. As a Union member, you are part of a collective voice in your dealings with the employer. Your Collective Bargaining Agreement gives you far better terms and conditions than the law requires. These benefits include Seniority, Due Process, Job Security, Decent Working-Class Wages, Family & Health Care Benefits, Health & Safety, Vacation and Pensions.

### SENIORITY

Almost everything in the Collective Bargaining Agreement, from bidding for work or choosing vacations, is governed by your seniority.

As a new employee at the bottom of the seniority list, this might feel unfair, but the principle of seniority is a fair, objective way of ensuring everyone's rights. Your seniority is determined by one simple fact – your start date – and protects you from favoritism or discrimination. Remember that your seniority will accrue, giving you the benefits as time goes on.

### DUE PROCESS

Unions give workers access to due process through the Grievance Procedure and to rights in the workplace, which makes it a more democratic setting than would otherwise be the case.

Your Collective Bargaining Agreement limits the exercise of arbitrary power that the employer would otherwise wield in a non-union workplace.

### DECENT WORKING-CLASS WAGES

Without a Union, an employer is only compelled to pay the provincial minimum wage. According to Statistics Canada data unionized workers are paid 20% more (on average), than non-unionized workers.

As a member of Local 113, you will earn a higher wage than non-unionized workers doing the same type of work. Do not let people tell you that you are “over paid”.

The wages you earn as a unionized worker are what you deserve for doing a difficult, skilled job that the public depends on. You earn a living wage that lets you support yourself and your family in dignity. It is no more than what we would want for every worker.

## JOB SECURITY

Without the protection afforded by a Union, an employer can dismiss a worker without cause, even if he or she has done nothing that warrants dismissal.

The Employment Standards Act (“the ESA”) allows employees to be terminated from their employment even without just cause, as long as the employer gives them the minimum notice (or termination pay in lieu) set out in the ESA. Notice of termination or pay in lieu is based on the number of years of employment, for a maximum of eight weeks. In some circumstances, the ESA also provides for severance pay, which is calculated as being an employee’s weekly wages multiplied by their years of service. There is no right of recall and no protection against contracting out under the ESA.

As a member of ATU Local 113, your employer cannot arbitrarily take your job away from you. Your job is secure because the employer understands that we will fight to get back your job, as well as any wages or benefits lost, if you are unjustly dismissed or otherwise disciplined unfairly.

The Collective Agreement between Local 113 and the TTC contains several protections for our members’ job security. The following clauses give ATU Local 113 members rights greater than those under the Employment Standards Act (“the ESA”):

- Article I, Section 8  
Protects members from being discharged without just cause.
- Article I, Section 24  
Sets out members’ protections in cases of layoff.
- Article I, Section 37  
Provides protection for employees against layoff as a direct result of contracting out work.
- Article IV, Section 16  
Applies to maintenance employees and requires the TTC to provide Local 113 with notice if they intend to contract out work.
- Appendix E-27  
Provides that the TTC will not initiate any contracting out of Wheel Trans, bus, SRT, streetcar or subway service during the term of the current collective agreement unless otherwise agreed to by the parties.

**Remember that if you feel your job is threatened in any way, at any time, ensure you speak with your Shop Steward right away.**

## FAMILY & HEALTH CARE BENEFITS

You will have access to benefits that non-union workers can only dream about. An employer is not compelled to provide such benefits to its workers.

As a member of ATU Local 113, you and your family will be covered by many benefits, which will contribute to your family’s on-going health as well as your financial security when faced with a health-related crisis.

Among these are wage replacement when you are sick, major medical expenses and prescription drugs, eyeglasses, dental and orthodonture plans and others, even life insurance and funeral benefits.

Ensure you follow the rules and talk to your Shop Steward if you have any questions. These are hard-won benefits and we need to do our best to protect them.

## VACATION

Provincial Employment Standards Legislation specifies the length of paid vacation time in a non-union workplace, an entitlement that does not exceed three weeks regardless of length of service. Without a Union, the employer generally has the sole discretionary right to determine when a worker is entitled to take his/her vacation during a calendar year.

As a Local 113 member, you have increasingly more vacation time as you acquire more seniority. You can plan your vacations in advance because you will have some control over when you can take them. The Vacation Selection Provisions in the Collective Agreement and Departmental Regulations will determine when you choose to receive your vacation weeks. You can also defer vacation once every three years.

Contact your Shop Steward to understand how your vacation pay works.







## HEALTH & SAFETY

All workers have the right to work in a safe and healthy environment. Preventing work-related illness and injury is the most important job at any workplace.

Union members have rights and responsibilities under the Occupational Health and Safety Act of Ontario (OHSA) to engage with employers on a regular basis to monitor the effectiveness of health and safety programs and resolve concerns. Under the OHSA, the employer must abide by all health and safety legislation to maintain a safe workplace. They must adhere to all rights and responsibilities associated to hazardous materials, safety equipment and training and they must protect you against violence, harassment and discrimination.

### The OHSA gives workers three important rights:

1. The Right to Know about hazards in their work and get information, supervision and instruction to protect their health and safety on the job.
2. The Right to Participate in identifying and solving workplace health and safety problems either through a health and safety representative or a worker member of a Joint Health and Safety Committee.
3. The Right to Refuse Work that they believe is dangerous to their health and safety or that of any other worker in the workplace.

## Joint Health & Safety Committee

As a member you will elect a union representative to your Joint Health & Safety Committee (JHSC), an advisory group made up of management and worker representatives. JHSC members are elected every three years or appointed by the Local as necessary.

The Committee can give you information on how to stay safe in your work environment and receive your safety concerns regarding health and safety issues.

Each location has a safety board, which meets monthly and the minutes are posted monthly. The back page of the minutes indicates when the next monthly meeting will be held. A member can be invited as a guest or request to attend a meeting to provide relevant information to the committee.

**Remember that you have the right to participate. Get involved in reporting unsafe conditions, voicing your concerns or becoming a health and safety rep.**

To learn more, visit:  
[wemovetoronto.ca /FAQ/Health and Safety](http://wemovetoronto.ca/FAQ/Health%20and%20Safety)

Additional Resources:  
 How to Refuse Unsafe Work (Work Refusal)  
[wemovetoronto.ca/resources/work-refusal/](http://wemovetoronto.ca/resources/work-refusal/)

## YOUR PENSION PLAN

Since 1940, TTC Pension Fund Society (TTC Pension Plan or TTCPP) is dedicated to helping members enjoy a financially secure retirement with a pension you can count on for life.

TTCPP is a jointly sponsored pension plan (JSPP). The Board consists of ten voting members, five each from the Toronto Transit Commission (TTC) and the Amalgamated Transit Union (ATU) Local 113. As a JSPP, Plan sponsors share costs, risks and decisions, and they have an equal say on matters that impact members. The Board acts independently of the sponsors and has overall responsibility for pension administration, corporation management, investment strategy and reporting.

### Our Mission, Vision and Values

At the heart of our commitment to providing a sustainable pension plan is a clear set of tenets that guides everything we do as an organization.

#### This is Our Mission

Providing a financially secure retirement for our members by delivering a pension for life at a reasonable cost. Supporting our members with responsiveness, open communication and hands-on service, now and throughout their retirement.

### How a TTCPP pension works

TTCPP is a defined benefit pension plan. The defined benefit formula means that when you retire, you will receive a pension based on your years of pensionable earnings, without having to worry about complex investments, the volatility of the markets or outliving your pension. Our commitment is to keep members' pensions stable and secure.

Pension contributions during your working years go far in retirement. For every dollar you contribute, your employer matches it. Each pay period, your contribution is automatically deducted. Contributions you and your employer make every month are invested in the Plan.

### Membership

As a TTCPP member, a lifetime pension you can count on is an important part of your secure retirement. You will receive a monthly income that starts in retirement and is paid to you for the rest of your life.

#### Who can join?

If you're a full-time employee who has completed six months of continuous service, you automatically become a member of TTCPP. You begin to accrue credited service as soon as your employer deducts pension contributions from your pay.

If you're a part-time or temporary employee, membership in TTCPP is optional. You can choose to join after you've completed six months of continuous service. To enrol, contact [membercare@ttcpp.ca](mailto:membercare@ttcpp.ca) for the enrolment form.

#### How do contributions work?

As a Plan member, you contribute a percentage of your earnings each pay period to the Plan, and these contributions are matched by your employer—essentially doubling your contribution. The amount you contribute is based on a percentage of your earnings and are tax deductible. You pay no income tax on the matching portion that your employer contributes.

When you become a member of TTCPP, as soon as you start contributing to the Plan, your entitlements are vested, which means you have now earned a right to receive a pension benefit.

#### What does it cost?

Your contribution rate to TTCPP is 9.25% of your earnings while you are also contributing to the CPP each year. Once you have reached your maximum CPP contribution limit, the rate is 10.85%. The CPP contribution limit is updated each year by Canada Revenue Agency and the current limit can be found on the TTCPP website.

### Find answers to all your pension plan questions at [ttcpp.ca](http://ttcpp.ca)

The pension plan website, [ttcpp.ca](http://ttcpp.ca), offers useful information about the Plan and how it can help you enjoy a secure financial retirement.

Learn about key features of the Plan and how your pension works.

Understand how life events can impact your pension.

Estimate your future pension and access other helpful tools.

Learn about your retirement benefits and planning for life after work.

### Get to know your pension plan

Want to know about the benefits available to you as a member of the TTC Pension Plan? Whether you're a new member or nearing retirement, there's a webinar for you.

Learn more or sign up at [ttcpp.ca/seminars](http://ttcpp.ca/seminars).

Throughout the year, our Member Outreach Team will be at your workplace and TTC events. Make sure to drop by!

### Contact TTCPP

#### Have questions? TTCPP is here to help

Email [membercare@ttcpp.ca](mailto:membercare@ttcpp.ca) or call us toll-free in Canada and the U.S. at 1-800-663-6820, Monday to Friday, 8 a.m. to 4 p.m., Eastern Time.

TTC Pension Plan  
2 Bloor Street East, Suite 1901, PO Box 79  
Toronto, Ontario M4W 1A8



# HOW TO PARTICIPATE

ATU Local 113 is a strong Union because of membership participation. There are many opportunities for you to become involved in your Union. Talk to your Shop Steward to find out more.

## STAY INFORMED. STAY CONNECTED.

First and foremost, we encourage you to read and become familiar with the Local 113 Collective Bargaining Agreement (CBA). This document is the contract of employment that your Local's Negotiating Committee bargained for and which the membership ratified. This contract regulates your employment with the company.

By getting acquainted with this contract, you will be in a better position to determine if Management oversteps its authority and/or undermines your collective agreement rights. You can participate by providing the Executive Board with your recommendations prior to the start of contract negotiations. Our union's website also provides you with many useful resources, login in to learn more.

An informed membership is a powerful membership.

## KNOW YOUR SHOP STEWARDS & BOARD MEMBERS

Connect with your Shop Stewards and Executive Board Members. These are your representatives who can help you if you have any questions regarding your work. They are also the people to whom you will turn to when you believe that management has treated you unfairly. They are democratically elected by you to represent you in your workplace, and you can depend on them to represent you fairly. Remember that you have the absolute right to have a Union representative accompany you whenever you are required to report to management for discipline.

## ATTEND MONTHLY MEETINGS

By regularly attending the Monthly General Membership Meetings, Transportation and Maintenance Meetings, you will be better informed of current issues concerning your Local, you will have the opportunity to provide input into decisions and to vote on how the Union will resolve them. Stay tuned to updates and notices from your Union Office available at your location or on the online events calendar.

## VOTING IN UNION ELECTIONS

By your participation in your union's elections, you help ensure that you have the best representatives to support the collective interests of our members. The Local's triennial elections are held online or by phone. Your personal voting information will be sent to you by mail and email prior to the elections. Interim elections are also held during the term, if any Executive Board, Shop Stewards or Joint Health and Safety Committee member positions become vacant. Watch the Union's notice boards at your work location, or check the union website, for updates on upcoming elections. Ensure that your correct email information is on record by contacting the union office.

## SERVING AS ELECTED REPRESENTATIVES

Local 113 Members have the opportunity to take on a leadership role in advocating for the rights and benefits of the membership by standing for union elections. Through the offices of the Standing Committees, Joint Health and Safety Committees, Shop Stewards and Executive Board Members you are able to make a tangible difference in protecting Toronto's public transit workers and public transit.







### JOIN COMMITTEES

Members of Local 113 elect Committee representatives for the Women's Committee, By-Law Committee and the Joint Health and Safety Committees.



### JOIN CONFERENCE DELEGATIONS

Members are elected to act as delegates to various ATU conventions and conferences, including the ATU International Convention, the ATU Canada Convention, and the ATU International Women's Caucus Conference. Delegates to the ATU Can-Am Conference are appointed by the President.



### PARTICIPATE IN POLITICAL ACTION & CAMPAIGNING

The Political Action Committee is a team called together from time to time, largely during elections, to lobby and support candidates who share the objectives of the ATU. Participation in the Political Action Committee is an opportunity for rank-and-file members who want to become politically active and bring attention to issues that matter most to our members.

In February 2018, Local 113 established a Keep Transit Public campaign. By engaging members, riders, politicians and the wider public on the issue of privatization, the campaign successfully pressed Premier Ford to back away from uploading the subway in October 2019. The work to fight privatization and contracting out continues everyday.



### VOLUNTEERING

Pitch in and volunteer for union and committee events. Local 113 members have continuously supported causes, to help improve lives in the community we serve. We are committed to fighting Multiple Sclerosis and host several fundraising sporting events, including Basketball, Hockey and Golf. We participate in Toronto city events, such as Labour Day, Toronto Pride Parade, Toronto Caribbean Festival and most recently, Battle416 (a youth engagement basketball tournament). Speak to your Shop Steward or an Executive Board member if you would like to volunteer.



### JOIN RECREATIONAL & SPORTS EVENTS

Local 113 has two teams representing the Local at the very popular annual ATU International Basketball Tournament. You can also participate in events hosted by the TTC Recreation Council, a non-profit organization, comprising of a Central Committee and Recreation Committees at various locations throughout TTC properties. They aim to promote comradeship through social and sporting events. Each year the Council organizes a Baseball Tournament, a Basketball League, a Soccer League, a Masters Golf Tournament, a Summer Picnic and a Christmas Dance. At the local level, the various Recreation Committees host fundraisers, BBQ's, day trips, retirements and participate in Central Recreation's annual events. Contact your Location Recreation Team to find out more.





Labour Day Parade, Toronto

## ATU 113 IN ACTION

### POLITICAL ACTION

Public transit is critical to Toronto's success, and Local 113 is critical to protecting public transit. The Political Action Committee organizes members on important issues impacting transit and transit workers. Members work on policy and political campaigns, meet with politicians directly, develop positions and strategies, and keep members informed about issues that impact them.

Some recent successes include:

- In 2018, our Keep Transit Public campaign introduced and passed a motion at City Council to stop contracting out, with the support of a day of action by our membership.
- Directly engaging Metrolinx on issues of contracting out and protecting union jobs on the Eglinton Crosstown LRT that will open soon.
- Building relationships and engaging directly with politicians across all party lines and different levels of government.
- Getting involved in elections campaigns to support candidates who support transit workers.
- Earlier this year, they introduced and passed a motion to the TTC Board to enhance and strengthen public safety for our members and formed a joint union management committee to hold TTC accountable.



Joining the Political Action Committee is an opportunity to shape your union's position, express your views, and make a difference in our city, and protect public transit and transit workers.

For more information visit  
[wemovetoronto.ca/resources/political-action-committee/](http://wemovetoronto.ca/resources/political-action-committee/)



ATU Local 113 and members at a press conference to highlight transit worker assaults.



NDP MPP Tom Rakocevic reading ATU Local 113's statement during debate of Second Reading of Bill 3 - Strong Mayors Building Homes Act 2022.





Sunrise Ceremony on National Day of Truth and Reconciliation

# DIVERSITY

## WOMEN’S COMMITTEE

The ATU Local 113 Women’s Committee is committed to promoting 5 Actions:

- Educating all members on women’s rights, responsibilities, and obligations
- Empowering women to utilize and achieve their full potential, by facilitating active involvement in the workplace, in their union and in the community
- Removing barriers through the collective bargaining and member representation processes
- Building and promoting a workplace that is diverse and inclusive; and
- Recognizing and respecting the contributions of women in the workplace, in our communities and in the labour movement



For more information visit [wemovetoronto.ca/resources/women-gender-equity/](http://wemovetoronto.ca/resources/women-gender-equity/)

## UNITED INDIGENOUS COUNCIL

The United Indigenous Council of ATU Local 113 would like to welcome you all as members of our Local Union and the TTC. Our Council is made up of union members of different Indigenous Nations of Turtle Island.

Our inspiration is to bring awareness and knowledge of Indigenous culture and traditions and the serious issues that Indigenous People face everyday and to bring about actions to the Truth and Reconciliation Recommendations.

Our Council was established in 2021 during the pandemic with talks on Zoom with other Indigenous members. We have written ATU 113’s Land Acknowledgement that is read before each Union Meeting and talked with Indigenous Educators regarding our history of Pre-Contact and Post-Contact. Our Council has the honour of having guidance of Spiritual Elder and Chief of Thunderbird Society, Paul Nadjiwan, who also did the Sacred Fire Ceremony, Pipe Ceremony and Honour Songs for our Council to be recognized as a council as according to Scared Law.

We call on all our Indigenous members to join our unique Council and invite our non-Indigenous members to participate in our upcoming events.



For more information visit [wemovetoronto.ca/indigenous-history](http://wemovetoronto.ca/indigenous-history)



# VOLUNTEERING OPPORTUNITIES

ATU Local 113 Charity Golf Tournament in support of MS



Earth Day Clean-up



Pride Parade Toronto



Vaisakhi Celebrations



Labour Day Parade Volunteers



Women's Committee Roller Skating Fundraiser



Battle 416 Basketball



Battle 416 Fundraising for SickKids







## THE EXECUTIVE BOARD OF ATU LOCAL 113

### Front Row (Left to Right):

**Scott Gordon** (Assistant Business Agent – Maintenance)

**Angie Clark** (Executive Vice-President)

**Marvin Alfred** (President/Business Agent)

**Max Matharu** (Secretary-Treasurer)

**Frank Malta** (Assistant Business Agent – Transportation)

### Middle Row (Left to Right):

**Mike Judd** (Hillcrest Complex)

**Matthew Chau** (Queensway/Streetcar/Wheel-Trans)

**Jason Da Silva** (Wilson Bus/BD & YUS Subway)

**Brian Connolly** (Equipment “A” Automotive (Garages))

**Tony Meglio** (Equipment “E” Carhouses)

**Claudio Cappadocia** (Executive Board Member – At Large, Transportation)

### Back Row (Left to Right):

**Pino D’Armiento** (Plant Department)

**Nick Mitropoulos** (Collectors/CSAs/Clerical/Rev-Ops-Patten Building  
/Traffic Checkers/Wheel-Trans Admin/CSC)

**Mario Azzopardi** (Arrow Road/Mount Dennis)

**Aleem Tharani** (Executive Board Member – At Large, Maintenance)

**Ross Zambri** (Birchmount/Eglinton)

**Roland Beaudet** (Malvern/McNicoll)





## STAY CONNECTED

### WEBSITE

Visit [wemovetoronto.ca](http://wemovetoronto.ca) for news and member updates from your union.

**Online Member Profile:** You will need to create an online Member Profile to be able to access the Union's updates, news, resources, documents, frequently asked questions (FAQs), events calendar, training, promotions and more.

**For Members who have not yet set up an online member profile:** Registration is simple and easy. Go to [wemovetoronto.ca](http://wemovetoronto.ca), and login using the first initials of your first and last name and your badge number. Your temporary password is the same as your user login. For instance: First Name: John; Last Name: Smith; Badge Number: 123456. Username: js123456; Password: js123456. You will then be asked to change your password through this process. And once you've done that – you are all set!

Make sure your email information is always kept current, so you can stay informed.

### SOCIAL MEDIA

Follow us on:



[facebook.com/WeMoveToronto/](https://facebook.com/WeMoveToronto/)



[@ATULocal113](https://twitter.com/ATULocal113)

### CALL

Executive Board Members can be reached on their cell phones or by calling the Union Office at **416-398-5113**. Contact List is available at [wemovetoronto.ca/about/executive-board/](http://wemovetoronto.ca/about/executive-board/)

### EMAIL

As a new member, you're bound to have plenty of questions. If you're unable to reach your Shop Steward or can't find an answer on the FAQ section on our website, please email your query to the Union Office at [reception@atu113.net](mailto:reception@atu113.net).

## IMPORTANT INFORMATION

## MY SHOP STEWARD

Name: \_\_\_\_\_

Phone: \_\_\_\_\_

Email: \_\_\_\_\_

**MY EXECUTIVE BOARD MEMBER:**

Name: \_\_\_\_\_

Phone: \_\_\_\_\_

Email:

## OUR CURRENT COLLECTIVE BARGAINING AGREEMENT

Dates: \_\_\_\_\_

## NOTES



## NOTES



# **ATU Local 113**

**Over a Century of Success  
Helping nearly 12,000 members**

- ✓ **Competitive Wages**
- ✓ **Jointly Sponsored Defined Pension Benefit Plan**
- ✓ **Health Care & Life Insurance Benefits**
- ✓ **Vacation Entitlements**
- ✓ **Paid Sick Time**
- ✓ **Maternity & WSIB Top-Ups**
- ✓ **Guaranteed 40-Hour Work Week**
- ✓ **Educational & Advancement Opportunities**
- ✓ **Clothing & Uniform Allowances**
- ✓ **Job Security**





# WE MOVE TORONTO



## AMALGAMATED TRANSIT UNION LOCAL 113

812 Wilson Avenue, Downsview, ON, M3K 1E5

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 [www.facebook.com/WeMoveToronto](https://www.facebook.com/WeMoveToronto) |  [@ATUlocal113](https://twitter.com/ATUlocal113)

**WEMOVETORONTO.CA**

