



YOU & YOUR UNION



**Teamsters Canada
Rail Conference**

*Provincial Legislative
Board of Ontario*

**Conférence Ferroviaire de
Teamsters Canada**

*Le Conseil Provincial Législatif de
L'Ontario*

MEMBER ORIENTATION

This presentation is designed to answer the following questions . . .



Who your union is ?



How your Division fits into the International Union ?



Who your Division Representatives are and what they do ?



What your Division Representatives can do for you ?



Why you pay union dues ?



Where your dues dollars go ?



How you can get **INVOLVED** !



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MEMBER ORIENTATION

Teamster Canada Rail Conference - Now



- **Teamsters Canada Rail Conference represents over 14,000 railway workers in Canada on CP, CN, VIA Rail and numerous short line railways and, of course, those of us who work for Bombardier here in Toronto.**
- **Representing Locomotive Engineers, Conductors, Trainpersons, Yard persons, Rail Traffic Controllers and Maintenance of Way and Shop employees and Crew Dispatchers at these various railways. Each maintaining their own craft autonomy.**
- **Teamsters Canada Rail Conference is an autonomous body within Teamsters Canada.**

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MEMBER ORIENTATION

Teamsters Canada



- Represents 125,000 Canadian workers from almost all areas of organized labour including transportation, retail, motion picture, brewery and soft drink, construction, dairy, warehousing and more.
- It is comprised of Joint Councils and Trade Divisions which are in turn comprised of Local Unions and Conferences within a province or region.
- Teamsters Canada is an autonomous body within the International Brotherhood of Teamsters.



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MEMBER ORIENTATION



Represent 1.4 million working men and women in virtually every occupation throughout North America.

The I.B.T. is comprised of nearly 1900 Teamster affiliates.

- **Approximately 1 in every 10 unionized worker is a *TEAMSTER!***



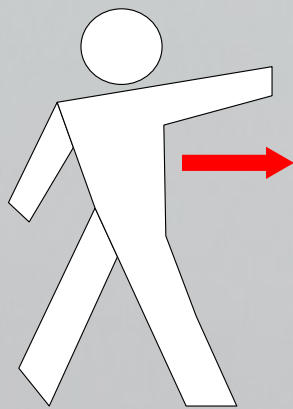
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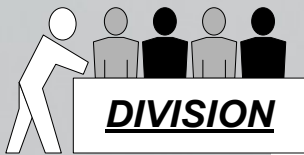
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MEMBER ORIENTATION



MEMBER



Your Division and it's members are the heart and backbone of the union. The Teamsters Union is structured to promote strong divisions, and divisional leaders. While enjoying their independence, divisions benefit from the expertise and assistance of the Rail Conference, Joint Council, National Union and International Union comprising the union's structure.



Teamsters Canada representing 125,000 working Canadians

Teamsters Canada Rail Conference
14,000 members strong and growing



International Brotherhood of Teamsters empowers each member with the voice of 1.4 million unionized workers in North America



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***YOUR Division
and
the resources
available to
YOU!***



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MEMBER ORIENTATION

The structure of your Division



MEMBERSHIP

ADMINISTRATIVE DEPARTMENT

President *
Vice-President *
Secretary /
Treasurer *
Chaplain
Trustees (3)
Delegate
1st & 2nd Alternate for
each craft

LEGISLATIVE DEPARTMENT

LOCAL LEGISLATIVE COMMITTEE
Legislative Representative *
Alternate Legislative Representative for each craft

PROTECTIVE DEPARTMENT

LOCAL COMMITTEES OF ADJUSTMENT
Operating
Local Chairperson *
Vice-Local Chairpersons (2)
Shop
Local Chairperson *
Vice-Local Chairpersons (2)

** denotes positions which constitute the Division's Executive Board*



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MEMBER ORIENTATION

Division 660 Officers – roles and responsibilities (Administrative Department)



ADMINISTRATIVE DEPARTMENT

President *

Vice-President *

**Secretary /
Treasurer ***

Chaplain

Trustees (3)

**Delegate
1st & 2nd Alternate for
each craft**

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MEMBER ORIENTATION

Division 660 Officers – roles and responsibilities

(Administrative Department)



President

- **Oversees and ensures the proper running of the division by ensuring compliance with the By-Laws and Constitution**
- **Member of the Division Executive Board**
- **Presides at the Division meetings ensuring:**
 - **The meeting is run in a fair and impartial manner**
 - **The will of the majority is respected while protecting the interests of the minority**
 - **Everyone has an opportunity to participate**
- **Vice President fills shoes of President when absent or as directed by President**



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MEMBER ORIENTATION

Division 660 Officers – roles and responsibilities (Administrative Department)



Contact your local President if:

- **You have any questions regarding the operation of the division**
- **You require assistance and don't know where to go**
- **Have any questions about the TCRC By-Laws, TC By-Laws or IBT Constitution**



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MEMBER ORIENTATION

Division 660 Officers – roles and responsibilities (Administrative Department)



Secretary / Treasurer

- **Functions as the division's “accountant”**
- **Member of the Division Executive Board**
- **Receives and disburses all funds of the division**
- **Ensures the proper levy of dues assessments**
- **Updates and tracks membership data – names, addresses and craft status**
- **Reports on financial dealings of the division and prepares both monthly and annual reports**
- **Handles division's correspondence**
- **Receives copies of correspondence from all sources**
- **Takes minutes of regular meetings and keeps the division records**
- **Updates yard office bulletin boards**

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MEMBER ORIENTATION

Division 660 Officers – roles and responsibilities (Administrative Department)



Contact your Secretary / Treasurer if:

- You have any questions or problems regarding your dues
- You have any questions regarding the division's finances
- You have changed your address or telephone number
- You are not receiving your Union newsletter
- You have not received a ballot for contract ratification, or local vote when a mail-out ballot is done
- You desire copies of correspondence you have seen posted

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MEMBER ORIENTATION

Division 660 Officers – roles and responsibilities (Administrative Department)



Chaplain

- **Assists in the exercise of the opening and closing of the division**
- **Performs duties for the division at all public occasions**

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MEMBER ORIENTATION

Division 660 Officers – roles and responsibilities ***(Administrative Department)***



Trustees (3 members)

- **Supervises the financial affairs of the division**
- **Ensures the bonding of divisional officers**
- **Reviews the Secretary / Treasure's annual report each year**



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MEMBER ORIENTATION

Division 660 Officers – roles and responsibilities (Administrative Department)



Delegate

- **Attends and represents the division at the TCRC quadrennial convention to elect officers and consider changes to the By-Laws**
- **Local's contact with regards to activities related to the By-Laws**



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MEMBER ORIENTATION

Division 660 Officers – roles and responsibilities (Legislative Department)



***LEGISLATIVE
DEPARTMENT***

**LOCAL
LEGISLATIVE
COMMITTEE**

**Legislative
Representative ***

**Alternate Legislative
Representative for
each craft**

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MEMBER ORIENTATION

Division 660 Officers – roles and responsibilities ***(Legislative Department)***



Legislative Representative

- **Handles matters associated with legislative and governmental rules and regulations**
- **Member of the Division Executive Board**
- **Handles all health & safety issues and concerns**
- **Handles all issues associated with worker's compensation, employment insurance, Canada Pension Plan etc.**
- **Represents the division on the Provincial Legislative Board**



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Division 660 Officers – roles and responsibilities ***(Legislative Department)***



Contact your Legislative Representative if:

- You have any questions regarding legislative matters. (i.e. Canada Pension Plan, Employment Insurance, Canada Labour Code, Employment Standards Act)
- You have been injured on the job, contact immediately
- You have any safety or health concerns related to the workplace
- You have invoked your right to refuse
- You have any questions related to current or planned political or regulatory activity



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MEMBER ORIENTATION

Division 660 Officers – roles and responsibilities (Protective Department)



***PROTECTIVE
DEPARTMENT***

544

544

**LOCAL COMMITTEES
OF ADJUSTMENT**

Local Chairperson *

**Vice-Local
Chairpersons (2)**

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Division 660 Officers – roles and responsibilities (Protective Department)



In divisions where the demographics of the membership include more than one railway, seniority district or craft there may be multiple Local Committees of Adjustment established to represent each railway, seniority district or craft. (i.e. a division represents Locomotive Engineers and Conductors / Trainpersons or Shop) would have 2 local committees of adjustment, one for each craft.



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Division 660 Officers – roles and responsibilities **(Protective Department)**



Local Chairperson

- **Interprets and enforces company compliance with collective agreement provisions, local rules and benefit and company pension plans**
- **Process grievances and handles membership concerns regarding all issues of the collective agreement**
- **Provides representation in investigations**
- **Assigns duties to other local committee of adjustment members (*vice-local chairpersons*)**
- **Member of the Division Executive Board**
- **Represents division at the General Committee of Adjustment**



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Division 660 Officers – roles and responsibilities (Protective Department)



Contact your Local Chairperson if:

- You have any questions regarding your Collective Agreement or your benefit or company pension plans**
- You are required to attend an investigation or statement of any kind, for any reason**
- You have any questions regarding the manner in which you are being treated either by the company or fellow employee(s)**
- You have any questions regarding your rights and obligations**



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MEMBER ORIENTATION



\$ Your DUES dollars \$

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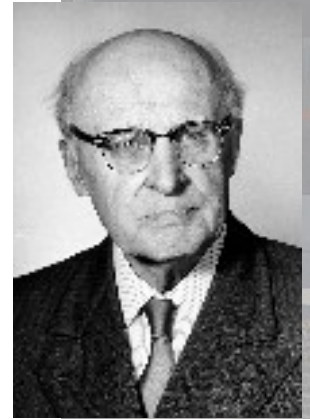
MEMBER ORIENTATION

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The RAND Formula



- In 1946, Justice Ivan Rand of the Supreme Court of Canada was arbitrating a strike of 17,000 workers in Windsor, ON.
- His decision incorporated the formula that bears his name and was based on the premise that every worker benefits from an existing union shop and must therefore contribute to it.
- Rand's solution was that all workers in a union shop should have dues deducted from their cheques whether or not they actually belonged to the union.
- The union would be assured financial support for its agenda, but in return there would be economic penalties imposed for illegal work stoppage.



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MEMBER ORIENTATION

- Ontario Labour Relations Act -

Deduction and Remittance of union dues



- 47. (1) Except in the construction industry and subject to section 52, where a trade union that is the bargaining agent for employees in a bargaining unit so requests, there shall be included in the collective agreement between the trade union and the employer of the employees a provision requiring the employer to deduct from the wages of each employee in the unit affected by the collective agreement, whether or not the employee is a member of the union, the amount of the regular union dues and to remit the amount to the trade union, forthwith.**

Your Dues Assessment



Your monthly dues assessment represents 4 distinct assessments

- ***Division / Local Committee of Adjustment Assessment,***
- ***Provincial Legislative Board Assessment,***
- ***General Committee of Adjustment Assessment, and***
- ***International/National Assessments***

The amount of dues each member pays varies and is determined by the division they belong to, the province they reside in and the General Committee that represents their craft.



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MEMBER ORIENTATION

Your Dues Assessment



Division / LCA Fund Assessment

- **Division assessment set by all members of the Division.**
- **Supports the activities of the Division including officer's stipends, hall rental and supplies, etc.**
- **LCA assessment set by members of the craft.**
- **Per capita portion covers the cost of the activities of the Local Committee of Adjustment, including stipends, wage loss, etc.**

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MEMBER ORIENTATION

Your Dues Assessment



Provincial Legislative Board Fund Assessment

- Set by all members (*Legislative Representatives*) of the Provincial Legislative Board.
- Varies for each member dependent on which province their division is located in.
- Covers the cost of each Board's operations as determined by its by-laws.
- Covers the cost of attendance by its members (*Legislative Representatives*) to the constitutionally mandated meetings.

Your Dues Assessment



GCA Fund Assessment

- **Set by all members (*Local Chairpersons*) of the General Committee of Adjustment.**
- **Varies for each member dependent on which General Committee he/she belongs to.**
- **Assessments used to finance the General Chairman's salary, office, staff, equipment, travel expenses and legal costs.**
- **Covers the cost of attendance by its members (*Local Chairpersons*) to the by law mandated meetings.**



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MEMBER ORIENTATION

Your Dues Assessment



National Fund Assessment

- **Set at a level per member per month based on craft.**
- **National Fund of the TCRC for operations, administration, legislation, education, etc.**
- **Per capita costs for affiliation with Teamsters Canada.**
- **Per capita costs for affiliation with International Brotherhood of Teamsters.**



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MEMBER ORIENTATION

Your Dues Assessment



Bi-Weekly Dues Assessment Total

	TO – A	TO – B	Shop	CSA	CD
• Division/Local Committee of Adjustment Fund	\$ 5.34	\$ 5.34	\$ 4.15	\$ 5.34	\$ 5.34
• General Committee of Adjustment Fund	\$30.98	\$25.39	\$12.23	\$12.23	\$12.23
• Ontario Legislative Board Fund	\$ 6.46	\$ 6.46	\$ 6.46	\$ 6.46	\$ 6.46
• National Legislative Board	\$ 3.12	\$ 3.12	\$ 3.12	\$ 3.12	\$ 3.12
• TCRC	\$14.36	\$14.36	\$14.36	\$14.36	\$14.36
• Strike Fund	\$.92	\$.92	\$.92	\$.92	\$.92
• TOTAL ASSESSMENT	\$ 61.18	\$55.59	\$41.24	\$42.43	\$42.43



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MEMBER ORIENTATION

***“the union’s strength and success
is dependent upon
your involvement”***



Attend your division meetings



Read your By-Laws and Constitution



Read your Collective Agreement



Support your local representatives



Express your opinion



Run for office

Be Involved – Stay Involved

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