



June 30, 2021

Dear ATU President Carlos Santos,

RE TTC and ATU Local 113 Bargaining

It was with great disappointment that I learned that the ATU Local 113 sought a “No- Board” report within the first ten minutes of Monday’s conciliation. The TTC has put significant effort into compiling a balanced package that would offer fair wage increases and benefit enhancements for employees while modernizing the organization to enable enhanced efficiency in service to the public. The offer proposed by the TTC would help maintain and even help increase transit service for the customers we serve.

The past 16 months have presented unprecedented challenges for our organization and the entire world. This reinforced what we already knew about just how resilient and dedicated the hard working women and men of this organization are. It was in this vein that we put a fair and comprehensive package to the union offering enhancements where employees would feel them, and constraint where they would not.

The TTC proposal included a premium for the hard work done by employees, including the work done during the COVID-19 pandemic, while seeking to give the organization the flexibility it needs to respond to a dynamic and ever changing environment. In particular, the TTC’s package included:

- Creating a part-time category of operators to enable more flexibility and to attract different demographics to the workplace, sought to do so with no negative impact to existing employees.
- Changing the structure of the Sunday premium so that it would enable cost containment while not removing this benefit, and offering a generous increase to shift premium and skilled trades premium.
- Granting real and material benefit enhancements sought by the union, to provide greater support to employees when most in need, in exchange for administrative changes which would not impact the level of benefits received by employees.

As already laid out, the fiscal challenges are real and it is my job to ensure the effectiveness and modernization of this organization while serving customers and protecting employees. We need to be able to demonstrate that we are careful with taxpayer dollars while showing TTC employees our appreciation and respect for their hard work. It is unfortunate that we, unlike so many other organizations who have also sought to reach a deal during these difficult and austere times, couldn’t find a way to work together towards a controlled outcome.



Now, more than ever, is the time we need to work together to ensure a solid future for our organization and which reflects our current realities.

Sincerely,

Richard J. Leary  
Chief Executive Officer

Copy: Kirsten Watson  
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Megan MacRae