



seven-o-seven REPORTER

 **UNIFOR**
Local707 | Canada



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Local 707 Unifor, Oakville, Ont.
July - September 2018 Vol. 61, No. 3



Local 707 At Solidarity Rally For Local 597



seven-o-seven REPORTER



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Local 707 | Canada

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Janet Creet — Recording Secretary
Brett Lefebvre — Financial Secretary
Kinder Sidhu — Trustee
Kate Penkett — Trustee
Heather Longer — Trustee
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Joe Amato — Guide
Arnie DeVaan — Retirees' Chairperson

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The Editor's Report

By **Tim Batke**



Sisters and Brothers,
With the short notice temporary mass
layoff, there was a delay in completing
this edition of the seven-o-seven
reporter.

Please take the time to read the Benefit Report, on how to proceed if further layoffs occur. Please, also refer to the other reports that on the most recent layoff, including the Vice Presidents Report for further important information. And remember to always refer to our website www.uniforlocal707.org for up-to-date information on how to report for Employment Insurance (E.I.).

Doug Ford plans on scrapping Bill 148, the Fair Workplaces, Better Jobs Act. Personally, through the Oakville and District Labour Council I spent a lot of time over the course of many months, on the lobby for the Ontario Federation of Labour (OFL) Make it Fair Campaign. The campaign was to make improvements to the Employee Standards Act (ESA) and the Labour Relations Act (LRA) in Ontario for all workers in the province. Many of the changes to the ESA and the LRA were long overdue as these acts had not been looked at in over two decades. Bill 148 is not a perfect bill, but many gains were made by the lobby of the labour movement on the previous Kathleen Wynne Government. Ford Nation perpetuates they are “For the People” yet they plan to take away labour reforms that actually help working people. Please contact Doug Ford’s office and tell him to leave the important gains for workers by the labour movement alone by not touching Bill 148. Premier Ford may be reached at doug.fordco@pc.ola.org and 416-745-2859.

In solidarity,
Tim Batke
editor@uniforlocal707.ca



President's Report

By Dave Thomas



Brothers and Sisters:

I would like to welcome everyone back from a much deserved July and August summer vacation. Although many of you needed to put in E.I. waiting periods, I am sure the extra week of downtime in the prime month of the summer was not hard to take. I think it is safe to say this has been one of the best summer's weather wise we have had in quite some time. Hopefully this continues into a great fall season followed by lots of snow in the winter (lol you can tell I love the winter).

So much has happened since the last edition of the *Reporter* it is difficult where to begin.

In August, Local 707 sent a contingency of representatives to Halifax Nova Scotia to attend Canadian Council. This is a yearly conference where local delegates from all over Canada meet to discuss and adopt resolutions that benefit not only our members but working men and women from all over Canada. I would like to take a minute to discuss the CLC issue. As you know I have reported before in the fall of 2017 Unifor disaffiliated from the CLC. This was a decision that was recommended by the National Executive Board. There were a group of Unifor members who charged the National Union did not follow proper procedures disaffiliating. The challenge went to the public review board where it was ruled that indeed proper procedures were not followed. So in Halifax this year it was brought as a motion to uphold the earlier recommendation made by the NEB. There was discussion from the membership and although it was not passed unanimously approximately 99 percent of delegates

voted in favour. More of a rubber stamp so to speak.

Labour Day

Once again Local 707 took part in the annual Labour Day parade in Hamilton. The weather turned out to be fantastic. We had a good turnout of members although I must say I notice our numbers are starting to deplete year after year. I would like to thank Brother Iain Fleming and Brother Mark Babineau for their hard work. Once again they did a fantastic job along with the many volunteers who work diligently behind the scenes to make the parade a success. The picnic after the parade was a huge hit and well received by all. Once again thanks to everyone who volunteered their time.

Launch

Here we go again! I have had the pleasure of representing the membership of 707 since 1993 when I was first elected as a Steward in the Chassis department. I have been through many launches over the years. Ford Motor Company always had a tendency to rush. Their thought process always seemed to be launch

quickly and deal with the problems as they arise. This type of mentality never worked well and unfortunately a lot of the blame for these failed launches fell on the shoulders of the membership. As I have said for years we have the BEST workforce in the world and given the proper tools and engineering nobody builds a better vehicle. We have spent years defending the reputation of 707 members. So here we go launch 2018 lots of excitement two brand new vehicles the Lincoln Nautilus and the Edge ST. New management team in place prepared to do things the right way not rush the launch make sure the vehicle is tried, tested and true ready to build. All the right moves, and unfortunately, we get hit with parts shortages, and an engineering problem on the lift gates, wow nothing seems to go right. Unfortunately as I am writing this report we are mired in a one week layoff. I never like to see the Plant down for any reason other than holidays but in my mind, it does not make sense to produce poor quality vehicles, after all our first priority is the people who purchase them. A fix is in the making, and hopefully we can get to doing what we do best. I would like to take a second and talk about the layoff language. Apparently a Philadelphia lawyer on social media notified the membership this a not a market-driven layoff so the membership should receive short work week. **Untrue** Brothers and Sisters. In 2002, then National President Buzz Hargrove negotiated a special deal for the closure of the Ontario Truck Plant and due to the fact, there were layoffs that were not market driven but due to a Plant closure the membership received Short Work Week (SWW). This agreement was a one-time deal and was defunct in 2005. Once again Sisters and Brothers, please do **not** pay heed to

President's Report

– Continued on Page 4

Dates To Remember

OCTOBER

Sunday, October 21	General Membership Meeting
Saturday, October 27	Retirees' Dinner and Dance

NOVEMBER

Sunday, November 18	General Membership Meeting
Wednesday, November 21	Retirees' Membership Meeting

DECEMBER

Sunday, December 16	General Membership Meeting
Wednesday, December 19	Retirees' Membership Meeting

President's Report

...continued from Page 3

what you read on social media the Local Union is not affiliated with any of those sites. Please rely on the phone app or local website for correct information. The collective agreement is very specific: 24 hours' notice is all the notification required. That being said, I understand many members opted not to file for E.I. during the August layoff. Instructions are posted on the app and webpage how to go about applying. Should you need assistance please contact your Steward. He or she can direct you in the proper direction.

Gander Newfoundland

Five years ago, when Unifor was formed the main focus of our new union was to change the labour movement. I have attended many support rallies and picket lines over the years but none more rewarding than the picket lines in Gander, Newfoundland. A call letter from the National Union came out about two weeks ago explaining the unfair labour practises that were happening at Local 597. These Brothers and Sisters have been on strike for 92 weeks. Think about that Sisters and Brothers that is 650 days, almost two years on a picket line. The company, D-J Composites, produces helicopter parts. They have been using scab labour, and they refuse to bargain with the local union. Premier Dwight Ball has done nothing to help out these 30 members who have been on the line for so long. National President Jerry Dias called on the forces of Unifor's membership to take action. Unifor sent over 400 members out to Gander to help support Local 597. On Day 1, Unifor took over D-J Composites and assured that no more scabs or production of any kind would happen until an agreement was reached. Premier Dwight Ball finally agreed to meet with the members of Unifor and I am happy to say that after

nine days of 24 hour presence, D-J Composites has agreed to binding arbitration. What a huge victory for those members of Local 597! I would like to thank Brothers Mark Luey, Steve Gebel and Sisters Janet Creet and Sarah Cox for putting their personal lives on hold travelling to Gander with me to show 707 support. For more on the strike action in Gander please go to my twitter site Dave Thomas @president707.

NAFTA

Or should I say the new USMCA trade agreement. What a circus with Sideshow Bob south of the border running the show. Although, it is very early and most information is still slowly emerging, it looks like the agreement is quite favourable to the auto industry. I have released some information on the phone app and webpage and will continue to do so as more information becomes available. Remember Trump was threatening to impose large tariffs on all automotive vehicles being shipped from Canada into the U.S. The new agreement overhauls the rules governing auto trade in North America (N.A.). Far stricter rules are now in place for made in N.A. content. Automakers will also be required to build a percentage of their vehicles and parts in higher wage facilities eliminating companies from exploiting cheap labour in Mexico. The new agreement allows Canada to export up to 2.6 million vehicles and \$32 billion worth of auto parts with no penalty. To put this into perspective in our hay day, Canada has never produced over 2.2 million vehicles and last year exported 1.8 million vehicles into the U.S. Is it a perfect agreement? Absolutely not. Steel and aluminum tariffs remain open ended and it looks like the dairy industry has some issues but from an automotive manufacturing standpoint it seems as though Canada has fared well. Time will

always tell with trade agreements.

Ontario Conservatives

Since being elected it certainly has not taken Premier Doug Ford long to impose his bullying tactics on the people of Ontario. Only a few months before the Municipal elections, Premier Ford has decided to chop the number of Councillors in Toronto from 42 to 27. Whether you agree or not with reducing the number of councillors is not the issue here Brothers and Sisters, the issue is he did it without any input from the Municipal governments or the people of Toronto. His government has arbitrarily decided what they believe to be right for the people of Toronto. Sounds a lot like a dictatorship rather than a democracy. Who knows what's next!

Speaking of Municipal elections, I would like to wish Sister Janet Creet best of luck. Sister Creet has thrown her hat in the ring for School Board Trustee in Hamilton Wentworth Ward 15 area. Also, Brother Dan McIntyre is running for City Council Ward 7 on Hamilton Mountain. Good luck to both of you and I would encourage anyone in these two ridings to support these two candidates. Dan and Janet are always looking for volunteers to help with their campaigns should you have some spare time and are willing to help out.

65 Years

2018 marks the anniversary when Local 707 and Ford Motor Company started producing world class vehicles. My ambition was to find a way to share this anniversary with the members of Local 707. I approached Ford Motor Company and the National Union hoping they would be willing to take part in this special milestone. By now I am sure every-

President's Report

– Continued on Page 5

TOLL FREE NUMBERS TO KEEP HANDY

Local 707 Office

1-800-313-8707

Local Calling Area: 905-844-9451

Fax: 905-844-0027

Unifor National Office

(from 905/519/613/705 calling areas):

1-800-268-5763

Local Calling Area: 416-497-4110

Unifor Legal Service

1-800-268-7573

Local Calling Area: 905-842-3101

Call Collect: 0-905-842-3101

Fax: 905-842-1389

Credit Union

Oakville Office: 905-845-3441 / 1-877-894-6625

Brampton Office: 905-790-0344 / 1-877-889-4662

W.S.I.B.

Hamilton Office: 1-800-263-8488

Local Calling Area: 905-523-1800

Green Shield

Enquiries

1-800-265-5615

President's Report

...continued from Page 4

one has been approached as to what size t-shirt they wear. I realize it does not seem like much but it is a small token of this special milestone. Brother Mike Sherwood has drawn up the 65th year logo and I am hoping all members will wear them proudly. We were hoping for a job 1 distribution but the logistics just did not work. Stay tuned.

Thanksgiving

Unfortunately, due to the layoff we had to cancel our annual Thanksgiving food drive. Local 707 always gives generously and we usually deliver a huge abundance of food for those less fortunate than we are. However, the layoff did not stop Local 707 from helping our community in need. We were able to donate \$6,350 to the Oakville Fare Share Food Bank. I am sure at Christmas we will be able to donate food as well.

Restructure

Ford Motor Company has decided to restructure some of their salaried positions not only throughout the Plant but also at some higher-level positions

as well. Sandy Krus, who was the Vice President of Human Resources Canada and had only been in this position for a short time, has been moved to a new post in Global Affairs. She has been replaced by Ryan Kantautas. Ryan started his career with Oakville 21 years ago. We always found him to be fair with the membership and I am confident this will continue. Bruce Hettle, VP of Manufacturing and Labour Affairs, has retired and been replaced by Gary Johnson. Closer to home Head of Security, Gord Stevenson, has retired and been replaced by Dave McKay. Virginia Swindall, HR Supervisor, quit and has been replaced by Richard Smith.

Emil Mesic

I am sure most of you read on the app or the webpage that Brother Emil Mesic has accepted a co-ordinators job with Ford Council. Emil has been the staple of our Health and Safety office for quite some time. His knowledge and expertise are second to none. I have had the pleasure of working with Emil for a long time and find him to be a true professional.

Emil has been to bargaining, the last two rounds of negotiations, and is certainly responsible for much of the health and safety language we have today. He will be truly missed but is only a phone call away should we need his expertise. On behalf of the membership, I would like to thank Emil for all his hard work and dedication to the members of Local 707 and wish him best of luck in all his new endeavors.

On a final note, Brothers and Sisters the fall and winter seasons are fast approaching. This is my favourite time of year. Before we know it, Christmas will be upon us. On behalf of the leadership, I would like to thank everyone for their continued support. Auto manufacturing is a very difficult way to earn a living. The shift work and long hours are very challenging. Remember to always try and find time to spend quality time with your friends and families. They are the reason we do what we do.

In Solidarity,

Dave Thomas

President Unifor Local 707



www.uniforlocal707.org



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The Importance Of Positive Communication

Vice-President's Report

By Mark Sciberras



The importance of positive communication should never be underestimated. We all want to be heard, our concerns addressed plus ideas and goals realized. Every day, as co-workers, we convey these with each other.

However, our success can only be determined on how effectively we communicate and form *positive* relationships that make our lives better, by creating understanding and destroying ignorance. By building a strong Local union that is engaged in our workplace and community.

It was with this intent, that I laid out a plan for our Local 707 Webpage to be redesigned. We enlisted the skills of one of our own 707 members, Will Kelly, to make this all possible. With his talent, knowledge and hard work, spending plenty of hours of his own time, more than he would care to admit, a new webpage and a new redesigned Unifor Local 707 app was created. I believe with these new tools, we will engage and adapt to the needs of our Local.

The new website includes our Collective Agreements, By-laws, identifies Union Representatives with contact information, provides important links e.g. Green Shield Canada. It is an effective, positive way for leadership to communicate with the membership and retirees on important *current* issues within our workplace and our local community.

This can be seen, with the sudden and unexpected layoff, where we were able to effectively provide factual and accurate Employment Insurance and Supplemental Unemployment Benefit information to over 2,000 members who viewed our website. On October 1st, the first day, when we posted the information, 1,194 members viewed the important notice and were able to make a successful application for Employment Insurance with the necessary reference code provided.

Other features to the website give members the ability to complete a change of address form to advise the Union Hall with their updated new address so there will be no interruption in receiving the *707 Reporter*.

Coming soon, the webpage will allow online registration for Unifor Local 707 education courses. E.g. on November 24th, 2018, there will be one-day course on "Planning the Future" at our Local Union Hall. This course will be of interest to our senior members considering retirement in the next five to 10 years.

With members' efforts, the creation of our new Local 707 webpage and app, has taken a great stride towards creating a portal for positive and factual communication that is able to adapt to our needs now and into the future.

I encourage you to check the website out at www.unifor-local707.org

In Solidarity,

Mark Sciberras

Unifor Local 707 Vice President



Central Burlington Dental Care

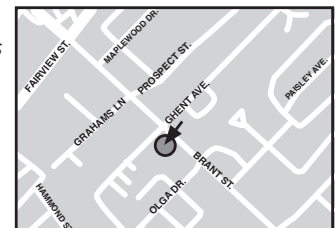
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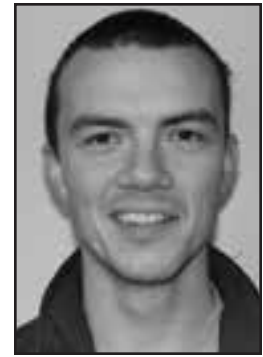
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Financial Secretary's Report



By Brett Lefebre Welcome!

In the coming weeks we will see about 150 new members hit the floor. I ask all of the current membership to take the time to welcome those new members and show them around, give them advice and look after them.

For some of these people it may be their first time in a manufacturing facility. I, personally welcome the new members to the Local and suggest that you download the Local's app and monitor our website for any important information and updates. Below, you will find where and how your union dues are distributed.

Union Dues

The union dues structure for our Local is defined with in the By-Laws and the Unifor Constitution.

Local 707 By-Laws – January 2017

Article 10 – Initiations and Dues – pg. 41 Section 1

Initiation fee of the Local Union shall be \$10.00. The application shall be accompanied by the initiation fee.

Dues shall consist of two hours' and 20 minutes pay plus .85¢ for Picnic Fund, .10¢ for a Strike Fund, \$2.00 for the Building Corporation Fund, and .25¢ for a Special Retires' Fund to purchase a suitable gift for future retirees, which shall be checked off by the Company in accordance with the contract and in conformity with Article 15 Section G of the Constitution of the National Union.

After these dues are collected from the Ford Motor Company, Leadec and Abednego we then pay our per capita taxes to the National Union (54 percent) and to the Ontario Regional Council (0.0135%). The funds remitted to the National office are broken down as such:

UNIFOR Constitution – 2016

Article 16 Section 15

The National Union shall direct the monies received as its share of dues to the following funds in the shares set out below:

- General Fund: 75%
- Defence/Strike Fund: 10%
- Organizing Fund: 10%
- Education Fund: 3.75%
- Convention Fund: 1.25%

This is how your dues are collected and then distributed monthly in accordance with the Local By Laws and National Constitution.

Municipal Elections

On October 22nd each one of us will have the opportunity to cast a vote for the people who will represent you at the municipal level. They are running for positions like School Board Trustee, Mayor and Town, City or Regional Councilor. The Municipal elections are just as important if not more important to you and your family than the Provincial and Federal elec-

Financial Secretary's Report

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Unifor Local 707 Funds For The Month Ending May 2018

		Current Month	Year To Date
General	Revenue for the period	371,496.85	1,599,133.57
	Expenses for the period	(306,804.12)	(1,293,435.05)
	Equity (Deficit) – End	<u>64,692.73</u>	<u>305,698.52</u>
Education	Revenue for the period	445.80	2,142.40
	Expenses for the period	0.00	(75.00)
	Equity (Deficit) – End	<u>445.80</u>	<u>2,067.40</u>
Sports & Recreation	Revenue for the period	25,089.16	25,428.48
	Expenses for the period	(1,400.00)	(12,703.47)
	Equity (Deficit) – End	<u>23,689.16</u>	<u>12,725.01</u>
Political Education	Revenue for the period	445.80	3,302.40
	Expenses for the period	0.00	(580.00)
	Equity (Deficit) – End	<u>445.80</u>	<u>2,722.40</u>
Retirees	Revenue for the period	4,554.58	10,833.64
	Expenses for the period	(5,425.72)	(8,262.44)
	Equity (Deficit) – End	<u>(871.14)</u>	<u>2,571.20</u>
New Members	Revenue for the period	720.00	925.00
	Expenses for the period	0.00	0.00
	Equity (Deficit) – End	<u>720.00</u>	<u>925.00</u>
Picnic	Revenue for the period	3,789.30	18,210.40
	Expenses for the period	(141.00)	(437.10)
	Equity (Deficit) – End	<u>3,648.30</u>	<u>17,773.30</u>
Building & Building Corp	Revenue for the period	20,313.07	74,547.37
	Expenses for the period	(35,521.40)	(149,083.70)
	Equity (Deficit) – End	<u>(15,208.33)</u>	<u>(74,536.33)</u>
Watch	Revenue for the period	1,114.50	5,356.00
	Expenses for the period	(439.52)	(3,971.00)
	Equity (Deficit) – End	<u>674.98</u>	<u>1,385.00</u>
Strike	Revenue for the period	445.80	2,142.40
	Expenses for the period	0.00	(50.00)
	Equity (Deficit) – End	<u>445.80</u>	<u>2,092.40</u>
Human Rights	Revenue for the period	89.16	428.48
	Expenses for the period	0.00	0.00
	Equity (Deficit) – End	<u>89.16</u>	<u>428.48</u>
Womens' Committee	Revenue for the period	89.16	428.48
	Expenses for the period	(1,680.00)	(2,055.34)
	Equity (Deficit) – End	<u>(1,590.84)</u>	<u>(1,626.86)</u>
Total Funds		<u>77,181.42</u>	<u>272,225.52</u>

Respectfully submitted

Brett Lefebre

Financial Secretary

gj cope 343

Financial Secretary's Report

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tions but for whatever reason voter turnout is much lower.

We have two members from our Local who have decided to run and I wish them the best of luck. Janet Creet, the Local's Recording Secretary, is attempting to become a School Board Trustee for the Hamilton District School Board and Dan McIntyre is running to be a City Councillor in Hamilton.

Hope in High Heels

A few months ago, I challenged the membership to join me as I walked in pink high heels to raise awareness and money for Halton Women's Place. I was very proud to walk with Brothers Jason Luscombe, Justin Bearelle, Steve Cardoso, Bryce Thompson and Scott Low. As a team we raised over \$1,200 and had fun doing it! We had a couple cheerleaders attend and one of them even won the 50/50 draw. Maiken Griffen then took her winnings and donated it to the event.

Hall Rentals

Our hall is always looking for renters. We are available to host your wedding, awards dinner, banquet, dance, charity event and Stag & Doe. We can help you with just about any type of event you want to put on.

Discounts are available for our members!

Call me to book your next event at 905-844-8830

In Solidarity,

Brett Lefebvre

Email: financial1@uniforlocal707.ca



I was very proud to walk as a team with Brothers Jason Luscombe, Justin Bearelle, Steve Cardoso, Bryce Thompson and Scott Low.



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Plant Chairperson's Report

By Bob Scott



September, 2018

Brothers and Sisters:

- Current Roll – 4,773 with No layoffs
- Current TPT Roll – 218

Hiring

We have convinced the Company to hire a minimum of 150 new employees due to the number of members who have quit or retired in the past year. We believe the number of new members needed is far greater than 150, but the Company wants to wait until after the rebalance for a more accurate count.

Unifor Training

I would like to extend my gratitude to Julio Catani and all the Unifor trainers for their hard work and in helping the In-Plant Committee achieve a goal with trying to have every member attend Unifor Training. I would also like to thank Ron Prahin and Joe Closurdo for supporting this challenge and working hard to achieve it. As of today, we have 152 Production members and 85 Trades members left to complete training, the remainder should be completed this week.

On September 24, 2018 all trainers will be working on the new program.

On October 15, 2018 the new program material will be rolled out to the Leadership.

On October 16, 2018 the new program will start rolling out to the membership.

Please remember the material being presented in Unifor training is not selected by your Local trainers, they are simply presenting it as discussion leaders.

I have been asked to attend the class from time to time by our trainers because they are being attacked by certain members who feel they have the right to insult and belittle our trainers. You do not have that right and it will not be tolerated. I have instructed Julio and the trainers to remove any member who acts in this manner and report it to Labour Relations. We are all still subjected to Company rules, regulations and policies while in these negotiated classes.

Rebalances Period

September 30th marks the last day of the 100-day letter. At our last membership meeting I talked about the fact no

one like rebalances and they are never fun for anyone.

This rebalance has been no different than any other rebalance; our members get frustrated and angry when their jobs are reduced. It is our job as Union Leadership to police the language in the Collective Bargaining Agreement and to make sure the Company follows all language regarding, transfers and reductions. During this rebalance, we have been challenged by some of our own members, who demand we look the other way or not follow the Language so a selected few have a better opportunity than the rest of our members. Our Union Leadership does not have the luxury to pick and choose what language we use and when we use it. We will not knowingly favour one member to hurt another.

I have informed many of you that I

understand your frustrations regarding this particular rebalance. I assure you, your In-Plant Committee has been meeting regularly and arguing what we believe are devastating rebalances.

Some members have also presented us with valuable information regarding rebalances that have created possible Outsourcing issues that we were not aware of. Immediately upon receiving this information and gathering as much information as possible, I set up a meeting with Ron Prahin and Joe Closurdo to meet our In-Plant for discussions regarding Outsourcing. Ron and Joe stated they were not aware of any jobs being Outsourced. Further meetings will be taking place regarding the information we were supplied by our members. You are our

Plant Chairperson's Report
– Continued on Page 12

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Plant Chairperson's Report

...continued from Page 11

eyes and ears. Keep up the good work passing us the information.

Unsafe/Dangerous:

Over the past couple of weeks, the plant has been experiencing shorter hours than anticipated due to parts issues. Running shorter hours seems to lend free time for some to indulge in activities that do not belong in the work place. I have received several complaints from members regarding other members who are drinking and driving in the workplace. When you are unfit at work, you are not only putting yourself in jeopardy, you are putting others at risk of serious injury and possible death. Take a look around our plant; the number of potential truck accidents on any give day are quite high; adding drugs or alcohol is insane. The Company has notified me that members who are caught unfit driving at work will suffer serious consequences. Your Union cannot and will not condone being unfit and putting other members in jeopardy. If you have a problem we can help you with that problem. Contact Trevor Mason (EAP) or Jeff Watson (Alternate EAP) for assistance.

Launch Repairs

Once again, there have been many rumors started by individuals with incorrect information regarding launch vehicles being held for shipping approval. Rumors have been spread that the Company is creating an offsite repair Centre, **there is no truth to this rumor.** Any vehicle that has been shipped to an off-site location waiting shipping approval that needs to be repaired or completed will be shipped back to the plant for our members to complete.

Layoff Notice

On Thursday September 27, 2018, Ron Prahin notified me that the plant would be laid off for the week of October 1, 2018 to October 8, 2018 due to an engineering problem with the tailgate. Ron explained there would not be a fix to this issue until at least October 5, 2018 therefore the Company decided to stop building until the engineering issue was fixed.

Many of our members are very confused and challenged that this is the Unions fault because we are allowing the Company to violate our Collective

Bargaining Agreement by allowing the Company to lay off workers when this is not a market driven layoff. One member has challenged on Facebook that this lay-off is Market Driven, due to shortage of work and part shortage and our members should be paid short work week as per the Collective Bargaining Agreement.

He claims the Union does not follow the very guidelines they negotiated. When asked to show us in the Collective Bargaining Agreement where this negotiated language is, the member did not want to talk about the language, he wanted to complain about overtime. I am in full support of our member's rights to voice their opinion and discuss differences and educate each other on our beliefs. I do not support members who attack on Facebook with untruths and mislead our members quoting language that does not exist. The Union leadership does not have the luxury to make up language, we have to police and argue the language that we negotiated.

I have received many calls from members referring to Market Driven Layoff. Some of our members are remembering

or referring comments made by CAW President Buzz Hargrove who negotiated a solution to the closing of the Ontario Truck Plant in 2002 Collective Bargaining. Those solutions ended on September 20, 2005, they were not negotiated for life.

Good And Welfare

Erwin Burggraf – Hit by car while riding his bike, suffered fractures and has been unable to work.

Peter Doulio – Fell and shattered his ankle, required surgery, two steel plates and six pins, unable to work.

Emil Mesic – Congratulations on your appointment to Ford Council Safety Coordinator. Thank you for your dedication, hard work, integrity, loyalty to this Local and most important your friendship. You will be missed at this Local but your work for us will carry on through Council.

In Solidarity,

Bob Scott

OAC Plant Chairperson

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Skilled Trades Chairperson's Report

By Mark Luey



It has been a very hot and humid summer but with the shutdown weeks and down week, the time spent on the production line during the hottest weeks was reduced. If only the powers to be would understand that it is important for worker moral and mental health to have more than one week in a row to recuperate from the strains of repetitive work. Time will only tell when, if ever, workers well-being will be put ahead of shareholder profits.

Apprenticeships

Every report we are getting closer to the first intake of apprentices but something always seems to slow the progress down. A member of the Joint Apprenticeship Committee from the Company side has decided to retire and for consistency purposes as well as credibility and integrity the Committee agreed to bring on a replacement going forward. Dennis Ferguson was well respected by all members of the Committee and was a true asset to the process as he truly believed in the benefits the apprenticeship program adds to the Ford Motor Company. Although he has agreed to stay on for the first interviews and assist with the transition of his replacement. His hard work will be missed by the Committee. Fil Cuvalo has been named Dennis's successor and I am sure he will be a great addition to the Committee. The Committee is meeting to bring Fil up to speed on the process and to go over the material agreed to by the Committee. Interviews have started and all applicants that

were successful in the testing process will be contacted to be interviewed in no particular order. The interviews will be held any day of the week including weekends and it is important if you have any conflict in timing that you bring it to the attention of the scheduler immediately! Good luck to those moving on to the interview stage. You have made the right decision attempting to apprentice in a skilled trade. It will be a life changing moment.

Appendix T

The launch of the 2019 Ford Edge and Lincoln Nautilus as well as rebalance activities has generated work for most classifications. Appendix T or work ownership language within the Collective Agreement was ground breaking and first negotiated in 1996. This language has generated 1,000's of hours of im-

Skilled Trades Chairperson's Report

– Continued on Page 14

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Skilled Trades Chairperson's Report

...continued from Page 13

portant and interesting work that prior to this would not have been assigned to Ford skilled trades. It is for this reason that certain processes were put in place that each and every one of us must follow. Appendix T 14x8hr canvass sheets are required to be filled out and handed back to your supervisor or departmental planner. They are normally handed out on Tuesday and to be returned Thursday of the same week. There are instances when the canvass sheets are late in going out but when they are received please fill them out to the best of your ability and knowledge for the next two weeks. Production coverage will always be the one variable but weekend work can usually be scheduled in advance knowing the available manpower from the completed canvass sheets. When you fill out YES to work you are required to work like any other scheduled day. If for any reason you are unable to attend or you want to change your response on the T form you must follow the established procedure.

Hiring

The hiring of skilled trades continues and any member with qualifications that meets Article 1 of the Collective Agreement under definitions of a Journeyperson should submit all relevant documentation to Labour Relations. When you submit them please ensure you hand in copies not the originals, and get the name of the person you hand them to. Every member applying for a position in skilled trades is interviewed, given a practical test and must successfully pass a medical designed for that particular trade. These are the parameters set by the Ford Motor

Company and as I have stated before the role of the union is to ensure fairness in the process and to verify the qualifications meet the standards. On behalf of skilled trades I would like to welcome N.Correia, G.Frampton, J.Sartor and F.Dela Paz (Electricians), G.Singh, J.Fortier, J.Lucas (Millwrights), F.Bellomo, T.Fahey, A.Taddeo (Steamfitter/Plumber) and C. Greer (carpenter). Some of these members are from Production and I believe you have all made the right decision to join the skilled trades of Oakville Assembly Complex. If you have any questions or concerns please contact your representative at Ext. 1637 or myself at Ext 3352.

Retirements

A lot of senior members have decided to enter into retirement this year but the influx of retirements we saw at the beginning of the year has slowed somewhat. Congratulations goes out to M.Smith, B.Johnston, A.Remisch, G.Russell, D.Sieberer, B.Walsh (Electricians), G.Kelly, M.Belton, S.Webb (Millwright), R. Moe (Carpenter) and R.Thornton (Toolmaker). May your retirement be long and healthy.

In Closing

It was with great sadness that we learnt of the sudden passing of two of our active skilled tradespeople. Charles (Rick) Cope was an electrician in the Final Department having completed a Ford apprenticeship in 1998. Rick was also a peer trainer and was also an avid outdoorsman enjoying camping trips with his children. Peter Graham a Millwright also in the Final department passed away suddenly at home after working his regular scheduled shift. Peter was always willing to help anyone and went out of his way to be friendly to everyone. He was very proud of being a millwright and it showed in his work. Both of these individuals will be greatly missed by many but not so more than by the families that are left behind. The Skilled Trades of Local 707 wish both families well in this difficult time. Please always work safely and remember you have families expecting you to walk through the door in one piece after every shift.

Respectfully,

Mark Luey

Unifor Local 707

Skilled Trades Chairperson.

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Leadec Plant Report

By Mary-Ann Durdin



Brothers and Sisters,

I just want to remind everyone, we will be starting our United Way Campaign very soon. I would like to take this opportunity to thank everyone that donated last year. Please keep in mind, every year you must renew your commitment to donate as it cannot continue without your renewal each year.

Given the fact, we are all expecting a small raise from negotiations last year, I am hoping everyone can find a little money on their pay cheques to donate to such a helpful and useful cause to support their communities.

We have had talks with the Company and they will be hiring a few new members as you might have seen a few new faces already. I realize we are in need of quite a bit more but it is a start in the right direction. Please welcome the new members with a helping hand and guidance to this large facility. Try to remember back when you first started how large and overwhelming it can all be and I'm sure the new members would appreciate a guiding hand.

Keep an eye on your PEL days as they do not reset until January 1, 2019. We are coming into the cold and flu season and that is when you will need them the most.

Dan Bachmeier (Stores night shift) and myself have been newly certified in Health and Safety to help the members on

the floor if you have any concerns. Always take your concerns to your immediate Supervisors when in doubt. This should always be your first step. If you are still concerned about your safety after speaking to the Supervisor in regards to a task, then you may request your Safety Rep to your Supervisor. Always work Safely!

Few things to keep in mind:

- Unifor 707 has a new updated app where you can use it for up to date information.
- Union Meetings are the third Sunday of every month at 10:00am at the Union Hall.
- Unifor Legal Services phone number is 905-842-3101.
- Leadec Union in Plant phone number is 905-845-2511 Extension 2834.

In Solidarity,
Mary-Ann Durdin



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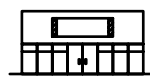
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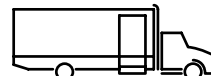
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707 Retirees' Chapter Report

By Arnie De Vaan



Health Fair

On October 27, 2018 we have suspended the business of the Chapter meeting to hold a Health Fair. You are all welcome to bring your spouse to this function. There will be a Gerontologist speaker as well as other speakers plus tables will be set up and manned by health care providers, to give you information on their services.

On The Buses

I continue to be proud of 707 retirees for their strong support of others who need our support. Kudos to all of you who have attended the bus travel rallies. Compass Mines in Goderich... shortly after our visit they achieved an agreement.

Your delegates at Retiree Council did the same on your behalf and attended an OPSEU site where negotiations were being held then went to the picket line spreading good will and encouragement for the health care workers. Again, the day after the visit a tentative agreement was reached.

Thunder Bay some of you sacrificed your time to support the Health Care workers there... thank you.

Also, I say thanks to those who jumped on the bus to come to Port Elgin for Labour Day... not only is a great outing for you but it gives you an opportunity to see the work being done on your behalf by Retiree Council, as well as seeing our great education facility.

USCO

Brother Ken Robertson and I attended this conference on

your behalf. After a steamy session last year... the conference this year had more productive tones and I hope we continue with this path. We need to be at this conference for our social union views and input.

Port Elgin Retiree Council

We had a very successful Retiree Council. One of the days, we had all Health Care speakers and they had tables around the hall with their literature... it somehow resembled how our Health Fair will be.

It was great to support OPSEU Local 276 workers at the Owen Sound Health Centre and I thank all who rose up early in the morning for attending. This strike was also resolved shortly after our presence.

John Vanderpool received the retiree of the year award... John hails from Local 1451.

Our bus load of retirees made the trip for the Labour Day parade and I thank all those in attendance. It was a great day

707 Retirees' Chapter Report

- Continued on Page 18

WE SHALL REMEMBER

Name	Status	Date	Name	Status	Date
Deze Vajda	Retired	Sept. 14, 2017	Leslie Meredith	Retired	Aug. 16, 2018
Raul Peralto	Retired	May 7, 2018	Graham John	Retired	Aug. 17, 2018
Victor Maracle	Retired	June 26, 2018	R Lindsay	Retired	Aug. 19, 2018
Carl Dempsey	Retired	June 30, 2018	Julius Blackbird	Retired	Aug. 29, 2018
Gordon Bremner	Retired	June 30, 2018	Domenico Tomaro	Retired	Sept. 1, 2018
Jorge De Sousa	Retired	July 1, 2018	Carlyle Tony May	Retired	Sept. 6, 2018
Stuart Ionson	Active	July 6, 2018	Giovanni Marchetta	Retired	Sept. 8, 2018
Richard Arnold Biggley	Retired	July 9, 2018	Steve Werenich	Retired	Sept. 9, 2018
Klaus Niedziella	Retired	July 14, 2018	Emil Tijan	Retired	Sept. 16, 2018
Donald Wilson	Retired	July 17, 2018	John Novak	Retired	Sept. 17, 2018
Dermott Hodder	Retired	July 20, 2018	Antoni Grabowski	Retired	Sept. 17, 2018
Edward Lucyk	Retired	July 20, 2018	Dennis Watson	Retired	Sept. 19, 2018
Charles Parry	Retired	July 30, 2018	Giuseppe Trecapelli	Retired	Sept. 21, 2018
George Oleksuik	Retired	Aug. 9, 2018	James Pond	Retired	Sept. 27, 2018
Adri Van Straalen	Retired	Aug. 10, 2018	Peter Graham	Active	Sept. 29, 2018
Michael Attard	Retired	Aug. 11, 2018	Niri Bourque	Retired	Oct. 4, 2018
Charles Wheeler	Retired	Aug. 14, 2018			

707 Retirees' Chapter Report

...continued from Page 17

out and a good opportunity to see the centre and see how the parliament of the retirees works for you.

Brother Chris Wilski from Local 584 drafted a letter regarding our pensions in bargaining 2020. This letter was signed by all 16 Detroit Three Chairpersons and sent to Jerry Dias by registered mail. We are awaiting a response.

There was also some discussion regarding Article 12 of our Constitution to get rid of the discriminating clauses restricting CEP retirees within their local union. If you recall Brother Tremblay and I moved this resolution through our Retiree Chapter and our General Membership meetings and directed it to the Constitutional Convention where their Resolution Committee moved non-concurrence. Many prominent retirees spoke against non-concurrence, including Brothers Tremblay, Robertson and myself, but it carried so it still exists today. It is my belief, we should once again put it forward.

Retiree Dance

Our Fall dance is on October 27, 2018. Bring your partner and join the fun! Tickets can be purchased at the hall. Tickets are \$15.00 each for retirees and \$25 each for non-retirees.... friends are welcome. This is a great deal for a night of fun and I hope to see you there.

Write Me A Note

I would like you to write me a short blurb on why you think you need a raise in your pension. I will keep your comments non-identifying. I really need to hear from you regarding the hardships you have faced with the decline of your pension and its buying power and how it has affected your family. Either mail me at Arnie De Vaan, 100 Acton Blvd, Acton Ontario, L7J 2H7 or email me at ineedaraiseinmypension@hotmail.com. It can also be left in an envelope at the Front Desk at the office.



Brian Walsh retirement date October 1, 2018.
Left to right: Anton Mesic, Brian Walsh and Darrin Caerels

UNIFOR LOCAL 707 RETIREEES

Name	Date
David Sieberer	June 2018
William Eede	July 2018
Ray Kazemekas	July 2018
Mike Krysztofiak	July 2018
Alan McGraw	July 2018
Stephen McGreal	July 2018
Paul Parnanzone	July 2018
Robin Thornton	July 2018
Scott Wilson	July 2018
Mike Finlay	Aug. 2018
Mearl Hunter	Aug. 2018
Gord Pruder	Aug. 2018
Stephen Reibl	Aug. 2018
Andreas Remisch	Aug. 2018
Vladimir Ros	Aug. 2018
Richard Sanders	Aug. 2018
Michael Waring	Aug. 2018
Dennis Drumm	Sept. 2018
Ron Duffen	Sept. 2018
Sandy Doherty	Oct. 2018
Colleen Koehler	Oct. 2018
Randy Peer	Oct. 2018
Brian Walsh	Oct. 2018

Retirees' Editorial Committee Report

By Ken Robertson

Regression



Walking along a sandy beach you see the painstaking effort by a person building a sand castle that took hours to build and then this obstinate bully walks by and within seconds, kicks the sand castle down.

It may seem like a poor analogy but there is a similar pattern happening with our current Provincial government who, in the past four months, like the bully on the beach, has dismantled legislation that affects our democracy (cutting Toronto City Councillors), our environment (Clean Energy Act) and the rights of workers by eliminating the Fair Workplaces, Better Jobs Act (better known as Bill 148).

Bill 148 protected workers, many of whom are vulnerable workers (re the little guy who elected the bully) in

precarious employment. Bill 148 also would have seen the minimum wage go to \$15 per hour on January 1, 2019. In the U.S. even Amazon, who had many serious labour issues, has announced that their workers will see their wages rise to \$15 per hour (according to Joseph Pisani and Michelle Chapman of the Associated Press).

Bill 148 was a tedious process of hard work by Labour unions and community activists to be enacted into law and with one quick kick, the bully destroyed the worker's castle Bill 148.

WALL OF SHAME

SHAME ON *the Ontario Provincial government for cutting \$335 million for mental health – no one is immune to mental illness.*

SHAME ON *Greyhound Canada Bus Lines for cancelling bus service west of Sudbury starting October 2018 – so much for deregulation. Vital transportation should be a not-for-profit entity.*

SHAME ON *the Provincial Conservatives for cancelling the Province's Cap and Trade System. This program helped the environment and pumped \$100 million into the School Repair Fund.*

SHAME ON *the Tax Court of Canada's Judge, John R. Owens for ruling in favour of Cameco Corporation of Saskatoon in a \$483 million tax re-assessment. Now this would be a good time to invoke the "Withstanding Clause."*

SHAME ON *Ticketmaster for gouging customers for concert and sporting events. Ticket scalpers used to be illegal now they find employment with Ticketmaster.*

SHAME ON *Federal Conservative Leader, Andrew Scheer for spending \$100,000 of taxpayer dollars on his castle, Stornoway Residence in Ottawa. Another politician out of touch with reality.*

Retirees' Sport And Recreation Report

By Val Bodiroga



I am writing my report after our September 26th, 2018 golf tournament. This was our 14th year for our Golf League and we had a great time! It is our Retirees' biggest social activity but there are still a few other activities to mention.

Tai Chi is held every Thursday at 10 am. and our hall is full of seniors who look like they are in their 50s. I will join when I reach your age, again! Our Brother Hardy Jaap organizes many travel tours in Ontario and abroad. Job well done, Hardy! There are two annual dinner dances with the Honour Roll which are held in the Spring, at the end of April, and the Fall, held at the end of October. This year it is on Saturday October 27th. Please reserve your seats. We started at the Spring dance with a new DJ, Steve Gardiner, an active member and a Canadian soldier serving in our army. Feedback received from the dance was good.

I was on vacation this Spring and visited the old country and had a great time.

Century Pine Golf Club has been our home golf course for the last nine years. A big thanks to all the people running this golf course and above all to Zack the Pro Manager at the Club. Zack, on behalf of all of us, thank you. A thank you to the Executive Board and we look forward to working with you in the future years.

I personally, would like to congratulate all our winners:

- Dave Simpson for Gross
- Brank Vuckovich for Net

- There are more winners but the above names will go on our 14 years trophy.

Dave Simpson will give an additional report to mine. Also, we wish to thank Ted DeLuca who was in charge for the past two years of our league. Thank you to Dave Simpson for taking over until winter.

A big thank you to our sponsors: 707 Membership and 707 Retirees' Executive Board for the great support. The Unifor National Union Director Barbara Dolan. Barb, we love you and respect your work. Extremely well done for all Locals in Unifor. Greatest union organization ever! Ford Motor Co. for prizes. Bob Scott for being the finest and best Chairperson of 707 the active employees of the Plant ever had! Kevin Forbes, Sports & Recreation Chairman for active members. Kevin has just been elected as the Unifor Chair to organize the annual Golf Tournament, the 707 Retirees' thank you and again my greatest thank you to our President Dave Thomas and Retiree Executive Board for their support.

In Solidarity,
Val Bodiroga

Retiree Sport Chairperson



Retirees' Golf Report

By Dave Simpson

Our golf league championship was held on Sept.26 and was attended by 54 players. Trophy winners for low net score were Branko Vuckovich and low gross score won by Dave Simpson. A great time was enjoyed by all players and we owe a great thanks to 707 Unifor Retirees' fund for supporting our brothers in their golfing endeavors. Also, thanks to 707 Executive for supplying prizes for our championship day.

Dave Simpson



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Chassis Committeeperson's Report

By Marc Brennan



Brothers and Sisters,

On September 26th, the Ford Motor Company announced the Oakville Assembly Complex was going to have its second down week of the year, pay period 41 (October 1st to October 7th).

To better understand the rules and contractual obligations surrounding lay-off at Oakville Assembly Complex refer to article 15:33 of our CBA. This article defines and lays out differences surrounding the departmental layoff, Plant wide layoff and bargaining Unit layoff.

Launch

The launch as we all know has not gone very well here at Oakville Assembly Complex. The issues surrounding this launch are not because of the Local 707 workforce. We have been dealing with parts issues either receiving bad parts from vendors or not getting enough parts in to accommodate our projected build numbers.

Also, when the Company launches a new model at the same time that they are

reducing jobs it will not lend itself to a successful launch.

Rebalance

The 100-day letter ended on September 30th. Once again, the Company went into this rebalance period with an aggressive agenda to rebalance as many jobs as possible. Although the Company did achieve some of their planned rebalances we were able to successfully stop many of the planned rebalances. Just because the 100-day letter has ended does not mean we stop being vigilant about doing our jobs to the best of our ability and limit our distractions within our work stations. Remember management is always looking for a reason or an angle to eliminate a job regardless of the classification.

For those members who were reduced from their job there will be an open job list provided to you. This list will consist of the open jobs in your classification provided you have the seniority to maintain your classification. The selection of the open jobs will be done in seniority order. For any chassis members having questions regarding the canvass please feel free to ask your Steward or contact myself. We will be policing the canvass to ensure the Company does it correctly and our contractual rights are not being violated.

Due to rebalances in other departments (MSC, MP&L and Body) some members have been moved to the final

Chassis Committeeperson's Report

- Continued on Page 22

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Chassis Committeeperson's Report

...continued from Page 21

area. These moves happened because the members did not have enough seniority to retain the department or there was a transfer of operation from one department to another where the individual chose to move with the job.

10 Step Procedure

With the Launch and Rebalance period that just took place, there will be job issues identified. Those issues may be ergonomic, work station layout, off standard issues, or time issues. If you are an operator who is having issues on a job the 10 Step process may be initiated. The 10 Step procedure was negotiated during 1976. This language can be found on page 11 of our 2016 exhibit B. The purpose behind negotiating that language was to stop unnecessary discipline and to help resolve job related issues. It is important at the Step 1 and if necessary Step 2 stages of this process, to identify any and all issues you may have with the job. Step one is a formal

discussion with the supervisor and operator, Step 2 will include the Steward who will help advise the operator and to help resolve the issues.

NAFTA – USMCA

Sunday September 30th Canada, United State and Mexico came to a tentative agreement on a new modernized NAFTA trade agreement called USMCA (United States-Mexico-Canada Agreement). This agreement still needs to be ratified by all three countries federal governments. This agreement affects many industries and our full understanding of its effect on the Canadian economy may take some time. Many in the Auto industry have been paying close attention to the outcome of this agreement. Any trade agreement with the U.S. and Mexico that involves autos will have a direct impact on the workers, families and communities that rely on the auto industry. At first glance it looks like we will maintain the ability to send vehi-

cles we make here in Canada to our largest trading partner maintaining tariffs exemptions on 2.6 million exports. Currently exports are at a rate of roughly 1.8 million.

There was not a resolve to the tariffs on aluminum and steel. There is however reason to believe these tariffs initiated under Section 232 national security grounds, will be a topic the American and Canadian government will be discussing with the hopes of resolving.

Canadian Council

In August, I along with other elected representatives from our Local 707 attended Canadian Council in Halifax, Nova Scotia. The Council was the weekend of August 17th. We had the privilege to listen to guest speakers discussing issues ranging from Human Rights, NAFTA and Climate change. We also were given reports from each

Chassis Committeeperson's Report
– Continued on Page 23



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Chassis Committeeperson's Report

...continued from Page 22

Regional Director as well as Unifor National President and Unifor National Secretary-Treasurer. The one issue that did get a lot of discussion was Unifor's split from the CLC (Canadian Labour Congress). More specifically how the split was executed by Unifor. It was ruled Unifor's split from the CLC did not follow our Constitutional guidelines. In order to ensure the validity of the January 2018 decision to split from the CLC, the question was given to the floor of the Canadian Council with the majority of council delegates supporting the split from the CLC.

Plant Hiring

The Plant is currently in the process of hiring 150 new members. The Local Plant leadership has been putting arguments forth since early in 2018 that our Plant had a manpower shortfall. Although the hiring has come later than we liked, this hiring should help to elevate some of the manpower issues

we have been dealing with in the Plant since the summer students went back to school. All of the new hires will be placed in the Trim or Chassis departments.

Once the Full-Time hire is completed there will be hiring for new TPTs as our current pool of TPTs is not sufficiently staffed.

15:26(c)

I cannot stress enough the importance of seeking medical attention when you are unable to come to work for five days or more. The Company has and will continue to terminate any employee who is off work for five days without being under Doctor's care.

"15.26 Seniority rights of an Oakville employee shall cease for any one of the following reasons:

(c) if the employee fails to report for duty for five (5) consecutive working days. For the purpose of this section 15.26(c) "five (5) consecutive working days" shall not

include Saturdays, Sundays and the holidays specified in section 25.01. (This clause shall not apply if the employee furnishes satisfactory reasons to the human resources department for such failure);"

Please ensure if you are off work you get the proper medical coverage.

Union Offices

For over the past year the In-Plant Union offices have been located in Body 1 because of the renovations that have been taking place in the Administrative building. The renovations are almost completed and the Union offices will be moving back into their previous location just off the A aisle in the main plant.

Marc Brennan

Unifor Local 707
Chassis Committeeperson
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Chief Steward's Report

By Steve Gebel



I would like to welcome everyone back from summer vacation season. I hope all of you had some well-deserved time off with your family and friends.

Role of Steward Council

We hold a meeting with the Steward body every second Tuesday of the month. It gives us the opportunity to discuss any issues that are ongoing in the plant. All three shifts are in attendance. I would like to thank the Steward body for electing me as Chair of Steward Council and congratulate Roy De Matos Vice Chair and Nelson Garcia as Recording Secretary.

100 Day Letter

As everyone is aware, the Plant is in the final stages of the 100-day letter. There have been a lot of changes with jobs. People losing departmental rights and others being transferred because they choose to follow their job to new departments. This is a very sensitive time and it is very important that we stay strong and support each other. The In-Plant Committee has been fighting the Company very hard to try and protect as many jobs as possible. We, as a union, will continue to show the unrealistic rebalance goals Ford has set while at the same time protecting the quality of vehicles we build for our customers. This creates job security.

Hiring

The Company is in the process of interviewing and setting

up orientation for approximately 150 new members. These people are being hired to offset some of the 280 plus students that returned to school.

15.26(c)

You must notify the Company when you are going to be late or absent at **1-647-943-0126**, even if you have a doctor's note, you need to call the above number. It is your responsibility to hand in your doctor's notes to Labour Relations upon your return. You can also email the documents to **CLR2ford.com**. **15:26C** is very clear: Seniority rights for an employee shall cease if an employee fails to report for work for five consecutive working days. Make sure you see your doctor and have proper coverage

Gander, Newfoundland

I would like to thank President Dave Thomas for giving me the opportunity to attend the support rally in Gander, Newfoundland. Local 597 from D-J Composites have been locked out for 650-plus days by their American-based company. The Company is from Kansas and have been found guilty twice of bargaining in bad faith, among other issues.

The local provincial government was not supporting the locked out workers. President Jerry Dias finally got the attention of the Premier of Newfoundland Dwight Ball after almost two years and had a meeting on Monday October 1st. The Premier has finally accepted some responsibility and is aiding Unifor Local 597 and D-J Composites to return to the bargaining table.

There were over 400 Unifor members from coast to coast to coast in Gander, Newfoundland from September 25th to October 5th to show their support. Unifor's presence will continue until a settlement is reached.

In Solidarity,
Steve Gebel
Chief Steward
Unifor Local 707

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Emil Mesic
#2 Shift

Health And Safety Report

By
and

Mike Gibson
#3 Shift



Big Changes Lie Ahead

This fall edition of the *707 Reporter* will review some of the events that transpired throughout the summer months and will look to some of the major changes that are on the horizon for the years ahead. There are some upcoming personnel changes that will impact the membership in a number of ways.

Ministry Of Labour (MOL) Visits

The MOL has been at OAC twice since the last edition of the *707 Reporter*. An anonymous complaint was called in regarding concerns with the ventilation in the body shop in late August.

An inspector arrived and was shown a number of completed work orders and plans related to repairs to the ventilation system by the maintenance department. If that same department had acted on our ongoing requests for repairs, this could have been avoided, but true to form, the body shop seems to need a “push” to get things completed. At the present time all work orders are completed and the ventilation is functioning to specification.

The MOL also visited in relation to another anonymous complaint regarding concerns with walking paths in Body 2, based on job reductions. In this instance, no issues were found by the inspector.

All MOL visits and orders must be posted at all main entrances to the Plant including the MSC in Mississauga and the Warranty Parts Centre on Wyecroft Rd. in Oakville. Keep an eye out for them when you come in to work.

We remind you, if you wish to contact an MOL inspector, they will ask if you have discussed your issue with your JH&SC. The MOL expects that a large employer like Ford Motor Company, with a large union like Unifor, would have a properly functioning Internal Responsibility System (IRS); for that

Health And Safety Report
– Continued on Page 26



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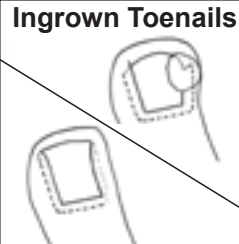
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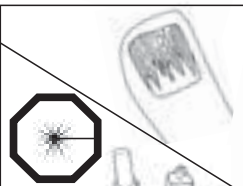
Pain Management

Ingrown Toenails

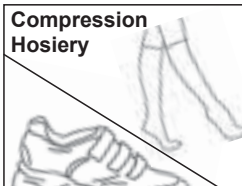


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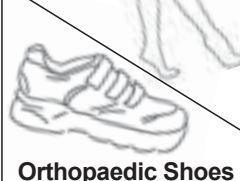
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Health And Safety Report

...continued from Page 25

reason, it is helpful we are made aware of the concerns or complaints before calling. The MOL number is 1-877-202-8777.

Outside Lighting

We are happy to say, after a considerable amount of effort from our office and patience from the membership, the outside lighting around the Plant has greatly improved. Those of you that follow our articles know we have been working on this issue and now the lighting is improved we still have to take precautions when travelling around outside at night. Reflective vests and functioning PMHV lighting must be maintained when travelling outside the Plant walls. If you are aware of any areas needing further improvement please contact your supervisor and our office.

Reductions, Reductions, Reductions...

There is no activity that the Company does that is more frustrating or time consuming than its annual job reductions.

The Company's desire for reductions seems to be only financially driven and often not restrained by possible safety or quality concerns. It is often one of these two issues, however, that scuttle the attempted reductions but usually not without a drawn-out battle. It seems the targeted job cut goals are made in a vacuum. This year was no different. Thankfully this is behind us and now we can move forward with pressing issues.

Summer Heat

This was an especially warm summer with many days over 30C and increased water distribution. There were a couple of circumstances where negotiated heat relief was given and thankfully there were not many heat-related medical visits. Some of the hottest days were during the shutdown and down weeks. Thanks to all the leaders who took the initiatives in water distribution and caring for their team members.

Better Relationships

Its not often that we tout a good work-

ing relationship with upper management, but we would be remiss if we did not comment on the fact the new Plant Manager and his assistant have turned the relationship with the Union Safety office around as compared to the old regime. We may not agree on all of the issues, nor has the Plant become a "safety paradise" but there certainly is a much more open and honest mentality coming out of the corner office. As we have stated in the past, we need a management team that is willing to support the efforts of the JH&SC. The difference from before is remarkable and worth a mention; we certainly hope it continues.

Changes In The Management Team

As we mentioned earlier there are a number of changes coming that will impact the membership. Corporate restructuring has opened the door to a large number of salaried members who have elected to move on and retire. The fact so

Health And Safety Report
- Continued on Page 27



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Health And Safety Report

...continued from Page 26

many have elected to take the packages will mean there will be major management changes in all departments in the coming months. There will certainly be a period of adjustment as people move into their new roles and the backfill and need to hire more new supervisors will create new challenges for sure. Our office, more so than some others, has had to work with managers in all departments. We see challenges ahead especially related to maintenance and launch activities. The Safety Manager, Gord Stevenson, will be retiring in October. We have had many a battle with him and we wish him well in his retirement. This a needed change and we are eager to see if his replacement, Dave McKay, will utilize his training background and experience to help improve the knowledge of the workforce related to health and safety in the workplace. We look forward to the new opportunity.

Changes In The Union Health And Safety Office

2018 has really brought some changes to the union Health and Safety office. Personal health related challenges meant that I (Emil Mesic) have been off on sick leave since the end of May. You may have noticed that the Alternate Health and Safety Representatives, both Todd Caird on the A shift and John Mullin on the B shift (with some crossing over on occasion by Mike Gibson), have

been fulfilling the role of #2 shift Health and Safety Rep. My special thanks go out to all of them for filling (and continuing) to fill this role. During this period, I was approached by the National Union and asked if I would consider a co-ordinator's role related to the Health, Safety and the Environment portfolio through the Ford group, effective upon my return. I accepted the offer and this will mean I will not be returning as the #2 Shift Union Health and Safety Representative at OAC. This has opened up the #2 Shift Union Health and Safety Representative position and will require an election to fulfill the role. By the time this article reaches you, this election will be over or almost over. I have pledged to help out anyone who wins this election to carry on in this role, recognizing the important training that both alternates already have. I will also be in contact with the Plant in various degrees through my new role throughout the future.

I would like to take this final opportunity to give thanks to the current and past membership of Local 707 throughout the years. Since being first elected as alternate Health and Safety Rep in 1996, and full time in 2002, I have met thousands of our members, either through personal safety calls, incidents, work refusals, negotiations, training courses in the Learning Centre and other locations, and through personal contact. It has been an incredible learning experience and a

remarkable life experience, one which I will carry with me as long as I live. I have been proud to represent our Local Union throughout my work done outside of the Plant at various events, including contract negotiations, safety equipment reviews with suppliers, meetings with various levels of government representatives, meeting with Ford management across the continent and of course representing the membership at various union conferences, meetings and conventions across the country. This was more than just a "safety rep job," and I thank all of you for the opportunity to represent you throughout the years. Special thanks go out to Mike Gibson, Todd Caird, John Mullin, Dave Thomas, Bob Scott and Mark Luey for their support over the last number of years. Finally, I would like to thank a former union safety representative and training co-ordinator, and current retiree, Joe Hamilton, for all of his help and direction in my early years. His words of wisdom helped immensely when times got tough.

On a final note, we all know there is nothing more important in our workplaces than our health and safety and we also individually and collectively have a role to play to ensure this ideal remains front and centre in all aspects every day.

In Solidarity,
**Emil Mesic, Mike Gibson,
Todd Caird, John Mullin**

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Paul Ivey
Benefits
Representative

Benefits Representatives' Report

By
and

Tim Batke
Alternate
Benefits Rep



Layoff For Pay Period 41

To our surprise, in the late afternoon of Thursday September 27, 2018, the Ford Motor Company announced a one-week layoff for the week commencing October 1, 2018 (PP 41). For E.I. purposes, the layoff week is considered to be Sunday September 30 to Saturday October 6, 2018. On Friday September 28, the benefit office was inundated with hundreds of members dropping in, calling the office and sending emails. Most of the issues were in regard to E.I. application and reporting. Hopefully, by the time of reading this report, any outstanding issues have been dealt with and corrected.

It is important to stress to everyone that Employment Insurance (E.I.) is a government program. It is ultimately your responsibility to apply and report accurately and in a timely fashion. We do our best to assist and guide members but we cannot make the application for you. The Benefit Office requests a reference code from Service Canada to streamline the application process for our members and ensure that our applications are reviewed by Service Canada workers that are familiar with the auto industry. For this particular layoff, we had no prior knowledge and therefore had no way to request a reference prior to the announcement. However, we were able to scramble and generate a code with Service Canada which was enabled Monday Oct 1, 2018. The information on how to make application and how to report were uploaded to the uniforlocal707.org website and the phone app.

Points Of Clarification On Filing For E.I.

1. You may make application up to one week in advance, but **no later than two weeks after a layoff.**
2. If you are delinquent in filling in a timely manner you are required to go to a Service Canada and request an **Antedate** to fill in and submit to Service Canada. You must give reasons why you failed to make application for benefit (There must be good cause for the delay in making this application – Give full details). You must then file online a long form application for E.I. without a Reference Code for the layoff for which you have requested the antedate. Service Canada may take up to 30 days to review your Antedate, therefore it is imperative you also make application for any current layoff using the provided reference code.
3. After filing with a Reference Code you will receive a

Four-Digit Access Code in the mail. Once the access code is received, you must complete a Bi-weekly report for the layoff period. It will not be necessary to continue reporting for periods beyond the time you have returned to work. Therefore, to stop your Bi-weekly reports you should indicate **you have started a Full-Time job** on the date you returned to work. You may need to do more than one Bi-weekly report until you have returned to work.

4. Members with five or more years of service will be eligible for Supplemental Unemployment Benefits (SUB). E.I. is now only a one week waiting period. There is still a one week waiting period for SUB payment. Therefore, anyone eligible should receive E.I. plus the SUB top up for any payable week after the waiting period.
5. The Ford Motor Company pay periods run Monday to Sunday but Service Canada considers weeks from Sunday to Saturday. So, if you work on the Sunday prior to a layoff period you will have to report to E.I. all earnings for that Sunday.
6. If you have a job outside the Ford Motor Company and you work during a layoff week you will have to report to E.I. all earnings for the period of the layoff. During a waiting period any earnings will be deducted dollar for dollar from your E.I. payment. If your gross income exceeds \$547 you will not be eligible for E.I. or SUB payment.
7. SUB is a top up for those in receipt of E.I. Therefore, if you do not apply for E.I. for any reason, and you are eligible for SUB, you must report this to Labour Relations. This is because your SUB application is made automatically for you. If you fail to inform the company then you will have any overpayment and will be required to pay the SUB payment back.

Overage Dependent Audit And Scholarship Program

The fall is upon us so it is the time of year for Overage Dependent Audits. If you have received a letter from GSC, please respond to the letter in a timely manner. Provide the requested information as soon as possible. If you do not reply then your dependent will be removed from

Benefit Reps' Report

– Continued on Page 29

Benefits Representatives' Report

...continued from Page 28

coverage as of November 30. If you have any further questions on the audit please contact our office.

It is also the time of year for Scholarship Program for Dependent Tuition Allowance. When applying for Scholarship Tuition Allowance please fill out the Green Shield Scholarship program for dependent children form. Be sure to include the original fee statement showing the tuition cost, the original receipt to show proof of payment, and a document from the school to show proof of **Full Time** enrollment.

Lastly, I would like to congratulate Brother Emil Mesic on his recent appointment. Emil has always been a hard-working representative and a strong advocate for the safety of this membership. Though he will be missed in the Plant, I have every confidence he will continue to work on our behalf and be a strong voice for Local 707 at the National level.

In Solidarity,
Paul Ivey



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Rep

Employment Equity Report

By
and

**Stacy
Pooler**
Alternate
Employment
Equity Rep



Please Do Not Underestimate Your Contribution

Greetings Brothers and Sisters,

Hope you all had a great summer and awesome vacation time. I recently attended our yearly Equity Conference with the rest of our Ford/Unifor Equity committee. It was very informative, we had someone speak on mental health and the devastating effects it can have on people. Mental health affects our ability to cope, see the world as it is and feel at ease in our life. It is often suffered in silence and is the leading cause of disability in Canada

costing over \$50 billion a year. We also spoke about suicide and the fact that it results in 4,000 Canadians dying each year. That's 10 people a day, mostly males under 25 years of age. Please read the warning signs and do not underestimate your contribution. A small discussion can make a huge difference in a person's life and whether they get help.

With winter on its way, it's so easy to get down and depressed but we must all practice positive mental health hab-

its and do what we can to rise above it, mind over matter. Let's keep an eye out for our Brothers and Sisters that are suffering and give a little smile or actually give a **Care**. The Equity office is here to help our members and guide them to services that can help, because you are not alone so please reach out.

Dates To Remember:

- Nov 1st All Saints Day
- Nov 4th Daylight savings time ends
- Nov 5th Diwali/Deepavali
- Dec 3rd First day of Hanukkah
- Dec 24th Christmas Eve
- Dec 25th Christmas Day

Happiness cannot be travelled to, owned, earned, worn or consumed.

Happiness is the spiritual experience of living every minute with love, grace and Gratitude.

– Denis Waitley

In Solidarity,

Lina Rondeau and Stacy Pooler
Your Equity Representatives

- Talk about wanting to die.
- Risk taking behaviour.
- Talking about feeling hopelessness, trapped, or a burden to others.
- Increasing use of alcohol or drugs.
- Lack of self care.
- Easily agitated and anxious.
- Sleeping too much or too little.
- Withdrawing from others.
- Giving away prized possessions.
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THE UNIFOR/FORD EMPLOYEE & FAMILY ASSISTANCE PROGRAM



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Many members are negatively affected by addiction, directly or through members of their families. Asking for help is difficult. The EFAP can assist you with this.

The EFAP office is a confidential resource dealing with more than addiction and it finds members the necessary assistance to get well. If you have questions and/or need assistance, don't hesitate to call. Your well-being is our primary concern and confidentiality is our priority.

Trevor Mason,
Unifor Representative
Cell: 905-467-3008
Email: tmason20@ford.com

Contact:
In the Plant:
845-2511 Ext. 3277
Union Office: 844-9451

Jeff Watson
Alternate
Representative



IT'S YOUR CHOICE



Blowing the whistle on Violence Against Women



Taking Back The Night

Women's Committee Report

By
Kate Penkett



Hello Brothers and Sisters,
Hopefully everyone enjoyed the amazing summer!
The Women's Committee is back in full swing with meetings every third Sunday of the month before the General Membership Meeting.

On September 20th, Sara Cox, Stephen Cardoso, Mark Sciberras and myself attended Oakville's "Take Back the Night." We marched the streets blowing the whistle on violence against women.

We have many great ideas and cannot wait to share them with the membership. Starting at the October meeting, we will be bagging candy for the unfortunate children living in shelters for Halloween. These children cannot go out trick or treating, so we thought we would bring the candy to them.

This year at Christmas, we will be holding our annual "Bake Sale" but instead of having it in December we will be holding it at the November meeting. The reason for this is we are using the money we make to buy toys then donate them to Sick Kids in Toronto as well as McMaster Hospital. Please come and show your support for this amazing Christmas cause. Buy baked goods, donate a toy, or do both.

Remember any Sister is welcome to attend these meetings and volunteer your help any time.

In Solidarity,
Kate Penkett

Women's Committee Chairperson



www.uniforlocal707.org

The “Harley Davidson Effect”

Union In Politics Committee Report

By Iain Fleming



As of writing, (September 18, 2018) talks are continuing on the North American trade file between Canada and the United States. It has been a tumultuous round of bargaining to say the least. With Mexico having thrown Canada under the NAFTA bus by making a bi-lateral deal with the U.S. over the summer, after our Canadian delegation insisted that there would be no deal without Mexico, the trail of mistakes made by the Federal government keep adding up.

Our discourse at this point, as a result of the government’s erroneous decision-making process, has left us in take it or leave it position by the U.S. administration with the threat of 25 percent tariffs on our auto exports to the U.S. if we do not sign on to the “agreement in principle” between the U.S. and Mexico. As deadline after deadline passes, with the next on October 1st, it is apparent that “deadlines” are representative of timelines and not formative necessity for our bargaining team to make rash decisions under the U.S. and Mexico political watch. As of now, the sequence of events that have precipitated in the political U.S. hemisphere could not have played out better in our interests. On August 31st, the Friday deadline that the Trump Administration set for their implementation of auto tariffs on Canada should negotiations not conclude, Trump’s mouth was once again bigger than his brain. In an off-record comment to Bloomberg news, he stated that he was going to “make a deal so bad that Canada would not be able to accept it.” What a stroke of luck for the Canadian negotiating team who utilized this to break off the talks as the comment represented a blatant display of bargaining in bad faith, as well as another example of reptilian American political discord on the world stage. As of date, no tariffs have been implemented.

As bargaining continues between Canada and the U.S. let us take a look at some stats and recent developments to leverage U.S. political rhetoric vs economic reality, in particular, when it comes to a free import/export market here in Canada by U.S. automakers

as opposed to a potential closed tariff-based market, particularly in the case of the Ford Motor Company of Canada. Up until 1965 the Canadian and U.S. economies were functioning under a tariff-based system, however, in that year an agreement was signed by Canada and the U.S. and this agreement was the Auto Pact. Under the terms of the Auto Pact, for every car an American company sold in Canada, they would have to build one to avoid punitive tariffs on their vehicles. This accord also opened the U.S. market to tariff-free, Canadian-made vehicles. This new trade agreement led to the transformation of domestic market, multiple platform assembly plants, to single vehicle mega plants to supply the North American market (led to construction of St. Thomas in 1967).

With Ford selling over 300,000 vehicles in Canada in 2017 and owning almost 16 percent of the Canadian market (two million vehicles annually) the money is flowing in. Particularly interesting when looking at the stats, is where the bulk of Ford Motor Company’s market share now lies. Out of the over 300,000 vehicles that Ford sold last year in Canada, approximately 160,000 were F Series, with huge mark-ups.

With the European Union strategically placing retaliatory tariffs on U.S. products as a result of the U.S tariffs on steel and aluminum, came an interesting case study on the trade pendulum when diagnosing the U.S. strategy on bringing jobs back to America through their tariff-based trade policies. The European Union, in their retaliatory tariffs, targeted sensitive

U.S. Companies based in Republican strong-hold or swing states. These included, Kentucky for bourbon, Florida for Orange Juice and Harley Davidson Motorcycles, produced in Pennsylvania, Milwaukee, Wisconsin and Kansas City. It did not take long for Trump’s claims of tariff-based policy re-entrenchment, leading to a re-insurgence of American manufacturing, to take a direct and transparent hit. Upon the European Union publicly announcing their retaliatory tariffs, Harley Davidson announced construction of a new factory in Europe for the European market, a market that represented 40,000 units of sales that the company wanted unobstructed by the newly created protectionist political landscape in the U.S. Trump has called the action by Harley Davidson unpatriotic but, in a protectionist global environment created by a hostile U.S. state, one can only look at it as good business practice by a multinational corporation protecting the interests of their multinational customers from rising import costs.

The correlation between Harley Davidson and Ford, particularly on the latter’s strong hold on the Canadian pick-up truck market, is stark and conclusive that domestic market production will be driven by market share and that a lucrative market share will ensure production should this trade war escalate, but, in all our interests and with half of the auto jobs in Canada likely to disappear, let’s hope it doesn’t come down to it.

Till Next Time,
Iain Fleming

Environment Representative's Report

By Jamie Norton



The Plant continues to undergo and adapt to changes in the way waste is collected within the facility. As some of you are aware, there is a push on by the Company both at the Plant and corporate levels to separate recyclables from the general waste stream.

The general waste stream is the material that ends up going to the waste to energy facility, a fancy term for incinerator. The more recyclable material that gets mixed into the waste to energy stream, the more material gets burned, the more emissions to the atmosphere, the larger the footprint OAC has on the Environment. That is why there is a renewed importance being put on the Plant wide recycling of production waste.

In my opinion the Company could have done a better job communicating the revised waste diversion process to the members. Sure they have put it on the electronic boards and talked to some individuals, but they have not ensured that the information gets to all of the members as a Single Point Lesson or a revised work procedure. The improvements that have been made are due largely to the membership of Local 707 taking the initiative to do the right thing, and the concern this membership has for the Environment.

I am going to provide the membership with a general overview of how waste should be collected and segregated at OAC.

Metal scrap such as nuts, bolts, waste clips, metal banding and the like are to be put into labelled black drums. These drums have been put out on the floor in areas where significant volumes of metal waste have been identified. Since this program was launched in March 101,000 pounds of metal has been diverted from the waste to energy stream to the recycling stream.

Waste plastic straps, caps, plugs, clips, wrapping are to be collected in labelled yellow drums. Again these drums have been put in areas where significant volumes of plastic waste are generated and accumulate.

Wooden skids are to be collected in designated areas on the floor or in three-sided gondolas. Putting wood-

en skids in four-sided gondolas only contaminates the cardboard waste stream, causing the load to go to the waste to energy facility.

Cardboard is collected in three- or four-sided gondolas spaced throughout the Plant. With the exception of a few gondolas designated for general trash, there should only be cardboard in gondolas. If there are areas that generate cardboard but there is no space for a gondola, a blue drum should be in place to collect the cardboard. Since the implementation of this process in March the level of contamination of the cardboard recycle stream has dropped from approximately eight percent to less than one percent in June and July. This represents a significant decrease in the amount of waste put through the incinerator and ultimately lessens the impact OAC has on the Environment. Again, this is largely due to the efforts and diligence of Local 707 members.

When it comes to the blue box recycle program, all cans, bottles and paper are put into the same recycle bin and goes off site mixed. This is referred to as our single stream recycling program. When garbage is mixed with the recyclable material the entire bin becomes general trash and goes to the incineration facility. Each recycle station is supposed to have an adjoining garbage can so that it is easier to dispose of your trash and recyclables in one location. This is not always the case and I am working to standardize the facilities in all locations. The biggest change in the blue box program is that wax lined cups such as those from Tim Hortons are no longer recyclable, however the lids are. Please do your best to segregate recycles and garbage and if in doubt, ask and as a last resort, place it in the garbage can so the contents of the recycle bins remain clean and not contaminated with garbage.

This is a general overview of the

waste collection system and does not address the isolated areas requiring special collection systems. Should you have any questions regarding the way waste is collected at OAC or feel a specific area is in need of waste collection facilities, please contact me at extension 3586.

I would like to take an opportunity to raise awareness to the Community Environment Committee. This Committee is in place to act as an avenue for Local 707 members to collectively take an active role in Community Environment initiatives as well as those initiatives endorsed by the National Union. This committee is chaired by Sister Cyndy Anderson who has been a long time Environmental activist and holds meetings following our general membership meetings. If you are interested in getting involved please contact Sister Anderson through the Union Hall or attend a meeting.

In closing, I would like to extend congratulations and appreciation to my long-time mentor and friend Brother Emil Mesic on his appointment to the National Union. Brother Mesic has taken a strong interest in the Environment Rep position over the years, lending advice and support to the position as well as sitting as an active member of the OAC In-Plant Environment Committee. He has advocated for the Environment Rep position at the bargaining table and taken time to educate himself on the issues and attend conferences and meetings with me. I will miss your support and knowledge but most of all your friendship on a day to day basis. Good luck Brother!

In Solidarity,

Jamie Norton

Unifor Environment Rep

Dave Anderson

Unifor Alternate Environment Rep

This Year's Campaign Officially Under Way

United Way Report By Shauna Thorne-Zarin



It has been a very busy time for the United Way Committee leading up to the start of the United Way campaign at OAC.

The United Way and Local 707 leadership wanted to thank the membership

for all they give throughout the year to United Way agencies and services within

our communities.

We reached out to local merchants and after getting over 4,500 freezies donated by Costco, Food Basics and No Frills; we headed to the plant gates to hand them out on August 30th. Even though Mother Nature put the "Freeze" on the weather that day; the membership was grateful and the message was received. Thanks to the volunteers from the United Way office, canvassers and Greg Sofia for making the signs.

On September 15th, the United Way Halton and Hamilton officially kicked off this year's campaign with the UPS Plane pull held at the Hamilton Airport. Local 707 entered a team "Uniforce" and raised \$1,693 towards this year's campaign. Thanks to everyone who came out to support this event.

This event is where the United Way Hamilton and Halton reveals their campaign goal of \$11,000,000. These are the funds that are required to continue supporting the 82 agencies, 153 programs and 212,431 people that you helped last year with your contributions.

With your support we have reached the goal in the past and if everyone continues to support or chooses to start contributing to the United Way we will surpass our goal.

The United Way campaign will start at OAC on October 9th. When a canvasser comes to see you please ask questions, learn where your dollars are being used and simply give what you can; it all adds up!

We would like to thank you for your past contributions and for your continued support of the United Way!

Thankyou Thank you Thankyou
In Solidarity,

Shauna Thorne-Zarin
Hourly United Way
Campaign Coordinator



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Friday	9:00am - 8:00pm
Saturday	9:00am - 3:00pm

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Need To Stay Educated And Engaged

Education Committee Report

By Zeina El-Masri



With the new conservative provincial government being ushered in during the summer, we have already begun to see Doug Ford's government drop the axe on labour reforms and gains we have protected or made as of late. Already, the new government has decided to scrap the new \$15 minimum wage as well as Bill 148; which forced employers to give worker's Personal Emergency Leave (PEL) days amongst other man-

dates that strengthened workers' rights.

Now more than ever it is pertinent our workforce stays educated and engaged. This Fall/Winter's very full lineup of courses and video conferences makes this easier than ever. The ultra-timely and relevant courses you can expect this season include: "Food, The Environment and Workers power" offered to both shifts, beginning in October. As well three video conferences: "The Rise of Insecure Work-What can be done?" on November 12th and 19th, "The End of Auto Production in Australia: What lessons can we learn?" on November 26th and lastly, "Is There a New Cold War Against Russia?" on December 3rd.

Contact the Union Hall and/or myself if you would like to register for any of these classes. Additionally, we will be hosting a one-day Saturday area class "Planning for your Future" at the hall on November 24th. If you are nearing retirement or would like to get a jump start, this course covers all the topics you need to think about to prepare for the next phase of your life. Spouses are welcome, be sure not to miss it!

Zeina El-Masri

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WE GET LETTERS!



Miracle Makers For McMaster Children's Hospital

Dear Unifor Local 707
Members

In 2016, we introduced this special Impact Report from Dr. Peter Fitzgerald to shine a spotlight on some of the innovations and improvements going on at McMaster Children's Hospital. These advancements exemplify the direct impact that donor contributions have on the quality of care that kids and their families receive. Our donors are true Miracle Makers!

It also introduces you to a few of the "MacKids" who are often given a second chance at life through the treatment they receive here. I am pleased to enclose the summer edition of this special 2018 **Impact Report** for you. We hope you enjoy reading about Gabriel, Olive, and Everlee and how McMaster Children's Hospital and its staff are fighting along with them.

If you have any questions or would like more information on hospital priorities, please feel free to call me at (905) 521-2100, ext. 76871.

Sincerely,
Orna Richter
Development Officer
McMaster Children's Hospital

Port Arthur Health Clinic Strike

Dear Unifor Local 707
Members

We are eternally grateful for the support you've given our members at the Port Arthur Health Clinic during the grueling strike, with seemingly no interest on the part of the Port Arthur Health Clinic board to attempt a resolve or bring it to a conclusion. Our Sisters have benefited from your donation and your time given to support them while they held firm to their commitment to seek a fair settlement. It's so gratifying to know that others stood with them during this strike.

We are so grateful, for all the uplifting support you have given to our Sisters on the line!

In Solidarity,
Angie Martz
Unifor Local 229
Financial Secretary
Suite 101-
106 North Cumberland Street,
Thunder Bay, Ontario
P7A 4M2
Telephone 807-474-4229
Fax 807-475-3128

2018 Westover Charity Golf Classic

Unifor Local 707 members

The Board, Staff, Clients and Alumni of Westover Treatment Centre would like to thank you for choosing to sponsor the 2018 Westover Charity Golf Classic in the amount of \$1,000.

It is greatly appreciated as it helps to bring hope to the lives of so many that are negatively impacted by substance abuse issues. Please know that your help makes you a partner in the betterment of the lives of many suffering from the disease of addiction.

I would like to thank all of you again for your generous support in making our tournament a wonderful success. We had perfect day weather wise and I hope you all enjoyed another fantastic meal.

I look forward to seeing you all again next year and once again it will be the last Monday of June.

Have a great year.

Mike Hannon
Westover Treatment Centre
2 Victoria Road South
Thamesville, Ontario N0P 2K0



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NOTICE

2018 UNIFOR NATIONAL INDOOR SOCCER

Saturday, November 10, 2018

Hosted by
TCRC (Toronto Central) Recreation Council

Place:
Invader Sportsplex

6765 Invader Crescent
Mississauga, ON L5T 2B7

Registration: 9:30 am
Start time: 10:30am – 4:30pm

REGISTRATION FEE:
\$400.00

(Money Order, Certified Cheque, or Local Union Cheques Only)

Payable to: Toronto Central Recreation Council
c/o TCRC, National Indoor Soccer

32 Connaught Cres, Bolton, ON L7E 2S2

Phone # if needed Tim Barron: (416) 709-2475

e-mail tbarron7731@gmail.com

DEADLINE FOR ENTRIES:

Saturday, November 3, 2018



All Players must sign a waiver form prior to playing the tournament or they will be disqualified from the tournament and the team the player is from.



Teams may register up to 18 players but only 16 may dress for any one game



Unifor Members Only! Proof of Union Cardis required & picture I.D. All players must register one hour before the game at the field clubhouse. **No Exceptions.**



Players are not allowed to register with more than one team or to switch from one team to another during the tournament or they will be disqualified from tournament.



There will be a minimum of three games with more games for teams reaching the finals.

Please Note:

All Participants will be obligated to sign a Release of Liability Waiver of Claim, Assumption of Risks and Indemnity Agreement prior to the start of their first game.

NOTICE



NATIONAL TEXAS HOLD'EM TOURNAMENT

Sunday, November 18th, 2018

Hosted by
TCRC (Toronto Central) Recreation Council

Location: **Unifor Local 1285**
23 Regan Road, Hall 'A',
Brampton ON L7A 1B2



Registration begins at 9:30 am
Play begins at 10:00 am Sharp

ENTRY FEE: **\$40.00 per player**

Breakdown: \$30.00 prize fee,
\$10.00 for lunch,
100% prize fee returned.

Union members only (union card mandatory and Picture ID)

Buy-in Information

You are eliminated from the tournament when you lose **all** your chips. The tournament will not stop, except for short breaks, until one player holds all the chips. That player will be declared the First Place Finisher.

The last player eliminated will be the Second Place Finisher; the second-last player eliminated will be the Third Place Finisher, etc.

During the **first hour** of the tournament you may 're-buy' after you have lost all your chips for \$30.00. Only one re-buy per player per tournament.

Late players: If you have reserved a seat but do not show up in time, you will be assigned a seat and chips. Your blinds will be posted in your absence.

DEADLINE FOR ENTRIES:
Monday, November 12, 2018

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Please Note:

All Participants will be obligated to sign a Release of Liability, Waiver of Claims, Assumption of Risks and Indemnity Agreement prior to the start of their first game.

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Do you find our new uniforlocal707.org website helpful? Please Explain.



Donna Warren

"Yes, I found it useful for finding the instructions to file for E.I. It was nice to have that resource."



Ross Correia

"I do use it and find it helpful receiving messages from the Executive Board."



John Teckoe

"No, I don't find it helpful because the notifications do not work. I would also like an instant support link."



Lynn Turnbull

"I found the website useful when looking for E.I. information as well as CBA language."



Jason McClean

"Yes, it gives us access to lots of information"



Mike Longer

"Information is the key and the website is a huge step in the right direction.."

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NOVEMBER 25, 2018