



seven-o-seven REPORTER



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SEASON'S GREETINGS

*To all Local 707
members and their families
from your Unifor Local 707
Executive Board*

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 Arnie DeVaan — Retirees' Chairperson

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The Editor's Report

By Tim Batke



Sisters and Brothers,

This year at the 18th Annual Activist Awards Dinner the Oakville & District Labour Council (ODLC) honoured me with the Barney Banovac Award.

Barney Banovac was our Local 707 first Union Campaign Coordinator (UCC) for the United Way, and he was the UCC for many years. Thanks to the UCCs I had the privilege to work with Sue Teepell, Steve Gardiner, and Shauna Thorne-Zarin. Also, thanks to Dave Millar, Rita Thompson and Ken Robertson from Local 707 for all their support in my time with the United Way. And to all of the canvassers, past and present, thank you for all your hard work. And finally thank you to all of our members who donate to the United Way, without you there would be no way.

Over this past decade as a loaned representative, canvasser, and board member with the United Way I have seen first hand how it is an essential pillar of the social service agencies in our communities. One in three people utilize a United Way funded agency at one time or another, and it is the second largest fundraiser for social services to the government. After the terrible news coming out of General Motors in Oshawa, many of our fellow sisters and brothers from Local 222 who have contributed to the United Way in the past may now need to utilize UW funded programs in the future. Many of the reports in this edition discuss the announcement of GM in Oshawa. We all stand in solidarity with our sisters and brothers from Local 222.

Hope all of our members have a Happy Holiday and enjoy some well-deserved time with your family and friends.

Merry Christmas,

Tim Batke

editor@uniforlocal707.ca



President's Report

By Dave Thomas



Brothers and Sisters:

Where has the year gone! Another one almost done and as always at this time of year we try to reflect on the year past.

Let's look back to the start of 2018. Unifor National made some difficult decisions and decided to disaffiliate our relationship with the Canadian Labour Congress. Many meetings were held trying to repair the relationship between the CLC and Unifor but unfortunately still to this date a mutual agreement has not been reached and we remain in limbo. We have had a long-standing partnership for years not only with the CLC but also the Oakville District Labour Council. Great work has been accomplished through these labour affiliates and it's a shame a settlement can't be reached, maybe 2019 brings new hope.

Restructuring

Remembering back to May of 2018 Ford Motor Company restructured its top management as Mark Fields the previous CEO was replaced by Jim Hackett. Mr. Hackett brought with him a whole new focus and vision for Ford Motor Company. A decision to stop producing passenger car vehicles and focus more on SUV and CUV type vehicles was one of the revisions the Company made. I think the biggest vision Mr. Hackett implemented was his commitment to electric and autonomous vehicles. Ford is pouring tons of money into research and development expecting to be a leader in this technology. Stay tuned into 2019

as we pay close attention to further developments.

Continuing on Ford's restructuring plan Ex-Plant Manager Brent Merritt was replaced with new PM Ron Prahin. Ron brings with him a whole different style of management skills. We find him to be fair, respectful, and most of all he has a willingness to work with the union leadership to solve problems not create them. He is certainly a welcome change from the constant clashes we had with the previous manager. Labour Relations Supervisor Virginia Swindall resigned and was replaced internally by Richard Smith.

65th Anniversary

2018 marked the 65th anniversary for Local 707 and Ford Motor Company in Oakville. Ford opened the doors of Oakville Assembly in 1953 and shortly after that Local 707 was born.

We started out affiliated with the United Auto Workers in the U.S. and in 1985 then President Bob White had a vision and the Canadian Auto Workers Union was formed. In 2013 CAW merged with Communications, Energy and Paperworkers Union of Canada or (CEP) and Unifor was formed.

Local 707 has a rich heritage and tradition and we have been a leader amongst Locals since our inception. We have had

a few special celebrations marking this historic event and I am sure our legacy will continue to grow.

Website And App

The Executive Board of Local 707 has continually tried to find new ways to get as much information out to the membership as fast as possible. We have totally revamped our website and phone app and I am hopeful most of you would agree with me the product speaks for itself. Kudos to Brother Will Kelly as he put in endless hours of personal time to make the new site a success. We are still working through a few minor glitches with the app portion but a resolve is forthcoming. I would like to thank the membership for all their positive input we are noticing more and more members visiting the site on a daily basis.

Politics

Sorry Sisters and Brothers but I cannot get through a report with touching on our inane political leaders. Let's start in the U.S. President Trump has almost completed his second year in office and if nothing else has certainly provided the world with lots of entertainment. His egoist style of leading is something the world has never seen before and some of his knee jerk reactions are off the wall to say the least. Closer to home we have seen a majority Liberal government fall and a majority PC government takeover. From the flames into the fire only time will tell. As union activists we certainly have our work cut out for us.

USMCA

The now defunct NAFTA deal which was never good for Canadian Manufacturing was re-negotiated with the newly signed United States Mexico Canada Agreement. Negotiations went on for months with the three countries lobbying and positioning themselves trying to negotiate the best deal possible for the countries they represent. Early indi-

President's Report

– Continued on Page 4

Dates To Remember

JANUARY

Wednesday, January 16	Retirees' Membership Meeting
Sunday, January 20	General Membership Meeting

FEBRUARY

Sunday, February 17	General Membership Meeting
Wednesday, February 20	Retirees' Membership Meeting

MARCH

Sunday, March 17	General Membership Meeting
Wednesday, March 20	Retirees' Membership Meeting

President's Report

...continued from Page 3

cations show this agreement might be favourable for auto manufacturing in Canada. Tariffs on aluminum and steel issues still remain and hopefully a resolve comes quickly. As I am writing this report it does not seem as if the new agreement is favourable to our Brothers and Sisters in Oshawa. I am sure by now everyone knows GM has announced there is no product allotment for their plant. I have told Local 222 President Colin James and Plant Chair Greg Mofatt they have the full support of Local 707 and should help be needed we are only a phone call away.

Launch

I started working for Ford in September of 1984. I have been through many new product launches in my time and unfortunately this one might be the worst I have ever witnessed. Management decided to delay the launch by three months ensuring everything was tried and true and ready for a successful transition. Then boom start with labour unrest in the U.S. causing parts shortages, the lift gate flash issues and the problems keep piling up from there. We seem to take one step forward and two steps back. None of this being any fault whatsoever of the membership. The membership of Local 707 has gone over and above trying to do everything possible to rectify problems on a daily basis. My message to upper management has never changed, Oakville has the best workforce in the world and given the proper tools and resources build vehicles second to none. That being said there has been an abundance of overtime opportunities for all members, not a bad time with Christmas right on the doorstep.

Membership

I would like to take a minute to thank the entire membership of Local 707. It has been said that Local 707 lacks the solidarity it once had, I have always denied that fact. We have more people involved on committees and volunteering their time than ever before. No longer do we need to search for members to help out or ask to get involved we have lineups of brothers and sisters eager to get involved. All of our standing committees are operating on a monthly basis with more and more members getting involved. All chairpersons are do-

ing a fantastic job with their respective committees. When I was first elected as President, we had a hard time getting a quorum for union meetings now we average between 150-200 people per meeting, still a far cry from what I would like to see but numbers are continually growing.

Leadership And Executive Board

I would be remiss if I did not take this opportunity to thank the leadership for their hard work and dedication to the Sisters and Brothers of Local 707. These are very difficult jobs we do on a daily basis sometimes with little or no recognition. We spend a lot of time away from our families and sometimes I am sure you find yourselves asking whether it's all worth it or not. Remember we are all union activists and we do this for the wellbeing of others. You are all leaders

Fleming, Joe Amato, Steve Gebel and of course Arnie De Vaan (Retirees Chapter Chairperson). There is lots of work left to do and I look forward to 2019.

I would like to take this opportunity to thank all members of Local 707 for the support you have shown me this past year. We have had some turbulent times but together we have worked through them. There will always be naysayers it's the nature of the environment we work in. We are growing stronger everyday our solidarity is at an all-time high. Leave the negatives behind, together we will move onward and upward. Once again thank you all for your solidarity and dedication to Local 707.

Retirees

I can never say enough about the founders of our union. I truly enjoy the monthly membership meetings. It is always great to hear the retirees reminisce



At the December 6th Candlelight Vigil.

and have been elected in your respective jurisdictions for a reason. Keep up the good work and on behalf of everyone I would like to thank you for your dedication.

Executive Board

Thanks to the Local Executive Board for all their hard work and dedication. We have done a lot of good work over this past year. You are all true professionals and it has been a pleasure to work with all of you this year.

Thanks to Mark Sciberras, Bob Scott, Mark Luey, Mary-Ann Durdin, Brett Lefebvre, Janet Creet, Kinderpal Sidhu, Kate Penkett, Heather Longer, Scott Cruickshanks, Zeina El-Masri, Iain

stories about the past. You are an integral part of the Local and I appreciate the support you continually show me. I will always do my best to support all the undertakings of our retirees. On behalf of the active membership I would like to thank all of you for your sacrifices and commitment over the years.

Staff

The staff at the Local union hall do a fantastic job for us on a daily basis. Most of you do not know these people as they are behind the scenes but believe me, they are the backbone of what makes the Local hall run. Thanks to Gail Jones,

President's Report

– Continued on Page 5

President's Report

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Carol Dubois, Gilroy Lucassen, Charlie Sciberras, Stu Brennan and Tessa Smith. Your dedication is greatly appreciated.

On a final note the holidays are fast

approaching. Please take some time to enjoy them with friends and family, we work hard throughout the year and deserve some time to spend with loved ones. From my family to yours I would

like to wish everyone a very Merry Christmas and a Happy New Year.

In Solidarity,

Dave Thomas

President Unifor Local 707

NAMES IN THE NEWS 2018

Across

3. Former Local 707 H&S Rep Emil
4. Aubrey Drake Graham
6. NAFTA's new name
8. Ariana
10. New Toronto Raptor leading light Kawhi
13. Don's sidekick Ron
15. Kidding comic actor Jim
17. Game of -----

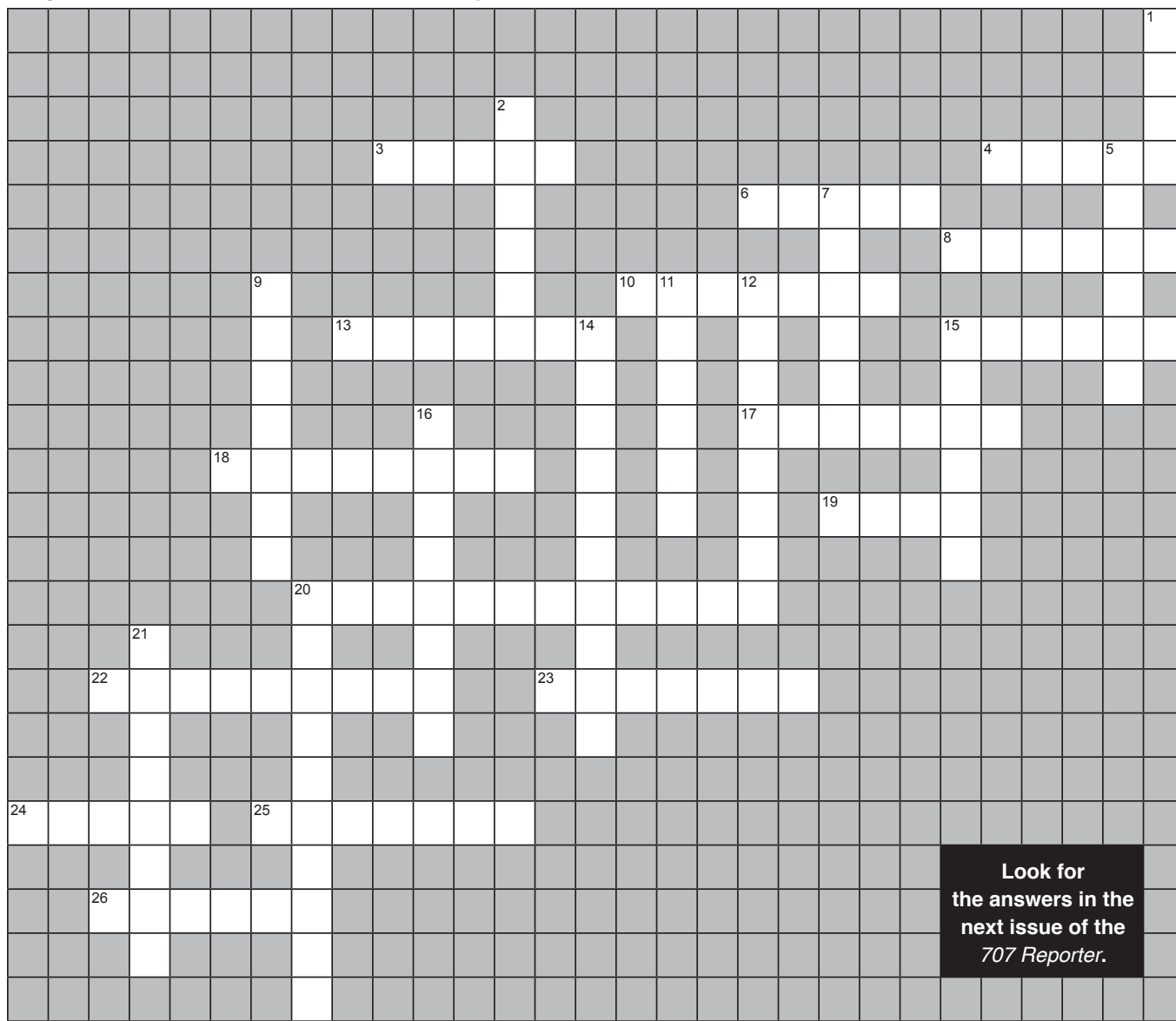
18. A Star is Born (two words)
19. the other Canadian Olympic opening ceremony flagbearer Scott
20. Canada's newest astronaut (two words)
22. The ----- Tale
23. Queen's Freddy (Farrokh Bulsara)
24. Juno awards host Michael
25. Movie streaming service

26. Most popular internet search site

Down

1. SUV model assembled in Oakville
2. Canadian Olympic opening ceremony flagbearer Tessa
5. Superman's Margot
7. Maple Leafs magician Mitch
9. The ----- theory (two words)

11. Super Bowl Champions from Philadelphia
12. new name for the MKX
14. The ----- (traditional Christmas ballet)
15. Coach's Corner Don
16. von Sketch Show
20. Grey Cup champions from Calgary
21. Formula One Champion Lewis



Look for
the answers in the
next issue of the
707 Reporter.

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October 27th – Retiree Health Fair

Vice-President's Report

By Mark Sciberras



Our first Retiree Health Fair on October 27th was a success. Thanks in part to our special Retirees who made this possible: Rita Thompson and Arnie De Vaan.

We were able to provide our Retirees' Chapter with presentations from the following;

- McMaster University on optimal aging
- The Regional police force on how our retirees can protect themselves from Fraud & Scams
- Mary Kerr from Green Shield Canada, on Long Term Care & Nursing/ Personal Support Workers and our Contract, and
- George Vona from Unifor Legal Services, on wills and estate planning

We also had booths from community seniors' programs, health care providers in the area and finished the fair with a healthy lunch for all in attendance.

vided a presentation on wills and powers of attorney and related legal issues. Financial Planners from Momentum Credit Union gave a detailed presentation focusing on a personal financial plan for retirement. Retiree Barb Bowman and Arnie De Vaan explained their retirement experience. The course finished with a presentation on our negotiated Defined Benefit Pension from Union Benefit Rep Paul Ivey.

I would like to thank all those who made the event possible. Our Education Chairperson Zeina El-Masri for organizing with the National Union, Local 707 Benefit Representatives Paul Ivey and Alternate Tim Batke for preparing

the pension estimates and last but not least our own Local 707 Gilroy Lucassen who ensures events at the Union Hall are properly set up and successful.

This seminar was focused on the members approaching retirement that were part of the Defined Benefit Pension Plan. In the late winter or early spring, we plan to shift our focus on a "Planning Your Future" course for members hired on or after September 24th, 2012 and are part of the Hybrid Pension plan. Further

Vice-President's Report

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By-Law Changes

As the Local 707 By-laws Chairperson, I have met and reviewed with the Committee and together we have proposed changes that we feel will improve our by laws and strengthen our Local.

After reading the proposed changes at the November General Membership Meeting, for the first time ever, we posted them in their entirety on our website. This ensures everyone has an opportunity to review the proposed by-laws before the December General Membership meeting. Where they will be discussed and voted on in accordance with Article 13 of our by-laws.

November 24th – Planning Your Future – Pre-Retirement Course

Local 707 Planning Your Future Courses have returned to our Local Union Hall with an impressive amount of interest. A total of 90 members and some of their spouse's, registered and attended the seminar. The high attendance was mostly due to the ease of registering online from our website and for the first time a personal pension estimate was provided and at the seminar.

The seminar included a presentation from Service Canada on CPP and OAS benefits. Unifor Legal Services Plan pro-



Scholarship award winner Nicholas Kearns with Mother Leslie Beck and Vice President Mark Sciberras.

Vice-President's Report

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details will be posted on the in-plant boards and our website in the New Year.

Oshawa Assembly Plant

As most of you have heard, General Motors (GM) announced they have no product allocated to the Oshawa Assembly Plant past December 2019. This means unless this decision is reversed, 2,200 Unifor members in Oshawa could lose their jobs along with thousands of additional spin off jobs.

This announcement is truly disturb-

ing news. This will not just effect those in Oshawa, due to a plant closure, but would ripple through the Canadian auto industry. Local parts suppliers will be scrabbling to survive with a great loss in sales, which in turn will make the cost of producing vehicles in Canada more expensive, not good for any of us.

I encourage you to stay informed on events the National Union and Unifor Local 222 have planned to fight the closure. Go online at SaveOshawaGM.ca or the Local 222

website www.local222.ca. and help any way you can. Write your Local MP and Local MPP stressing the importance of the Auto Industry in Ontario, to us, our families, friends, neighbours and the community at large.

In closing, I would like to wish everyone a Safe Happy Holiday and a Merry Christmas.

In Solidarity,
Mark Sciberras
Vice President
Unifor Local 707

Unifor Legal Services Plan

ATTENTION

Unifor Local 707 – Leadec Workers

Starting January 1, 2019 Your Benefit Coverage Increases

From Entry Level Plus to Mid Level

Effective January 1, 2019 you will still have coverage for:

- ✓ wills and powers of attorney
- ✓ estate administration and estate litigation
- ✓ consultation/advice for all other personal legal matters except appeals
- ✓ two-hour limit per consultation/advice case

And you will also have coverage for real estate matters.

BUT, please note the following important date restrictions:

There is no coverage for

- 1. real estate transactions, if the agreement is signed before January 1, 2019.**
- 2. mortgages, if the commitment was signed before January 1, 2019.**
- 3. for real estate litigation, if you hired the lawyer before January 1, 2019.**

No matter which lawyer you choose, it is important to **CALL THE PLAN FIRST**. Prior to seeing a lawyer, you must contact our Intake Department to determine your eligibility and to obtain the appropriate paperwork.

For Further Information

please call our office in Oakville at 1-800-465-9701 or 905-842-3101



Unifor Local 707 Funds For The Month Ending July 2018

		Current Month	Year To Date
General	Revenue for the period	338,409.46	2,289,095.87
	Expenses for the period	(284,192.42)	(1,847,295.17)
	Equity (Deficit) – End	54,217.04	441,800.70
Education	Revenue for the period	443.30	3,027.30
	Expenses for the period	0.00	(75.00)
	Equity (Deficit) – End	443.30	2,952.30
Sports & Recreation			
	Revenue for the period	88.66	25,605.46
	Expenses for the period	(3,000.00)	(17,068.47)
	Equity (Deficit) – End	(2,911.34)	8,536.99
Political Education			
	Revenue for the period	443.30	4,187.30
	Expenses for the period	0.00	(580.00)
	Equity (Deficit) – End	443.30	3,607.30
Retirees	Revenue for the period	7,353.93	27,829.08
	Expenses for the period	(4,684.94)	(18,801.43)
	Equity (Deficit) – End	2,668.99	9,027.65
New Members	Revenue for the period	135.00	1,185.00
	Expenses for the period	0.00	0.00
	Equity (Deficit) – End	135.00	1,185.00
Picnic	Revenue for the period	3,768.05	39,482.05
	Expenses for the period	(21,138.63)	(33,620.70)
	Equity (Deficit) – End	(17,370.58)	5,861.35
Building & Building Corp			
	Revenue for the period	19,044.91	105,388.71
	Expenses for the period	(17,968.07)	(196,129.15)
	Equity (Deficit) – End	1,076.84	(90,740.44)
Watch	Revenue for the period	1,108.25	7,568.25
	Expenses for the period	(1,635.18)	(6,810.24)
	Equity (Deficit) – End	(526.93)	758.01
Strike	Revenue for the period	443.30	3,027.30
	Expenses for the period	0.00	(100.00)
	Equity (Deficit) – End	443.30	2,927.30
Human Rights	Revenue for the period	88.66	605.46
	Expenses for the period	0.00	0.00
	Equity (Deficit) – End	88.66	605.46
Womens' Committee			
	Revenue for the period	88.66	605.46
	Expenses for the period	0.00	(2,055.34)
	Equity (Deficit) – End	88.66	(1,449.88)
Total Funds		38,796.24	385,071.74

Respectfully submitted
Brett Lefebvre
Financial Secretary
gj cope 343

Financial Secretary's Report

By Brett
Lefebvre



Giving

Our Local and its members have continued to show support for our community. We have had groups participate in charity walks, sports tournaments, runs, growing moustaches, bake sales and toy drives.

Your generosity did not stop there. Every single time there was a plant gate collection you routinely gave both money and food which goes directly to the Oakville Fare Share Food Bank. Our latest collection raised over \$5,300! This will be combined with the \$3,500 (received from Unifor National) which will help many families have a great holiday!

The United Way campaign has wrapped up with the membership once again donating hundreds of thousands of dollars. The United Way funds dozens of agencies in our communities because of your generosity. I was fortunate enough to visit a few of the agencies that receive this funding along with some United Way Staff Reps, Local 707 canvassers and representatives from the Ford Motor Company. We visited the Milton Community Resource Centre (MCRC), Food for Life and Community Living Burlington. These sites had an impact on everyone attending and helped us to understand what and where and the reason for this important fundraising.

I had a personal connection to the MCRC visit. My wife and myself used their services about eight years ago when we had just moved to Milton and had our first child. She was able to attend some of their free programs and develop a friendship with other women in the same situation (first time mothers in a new community with little to no social interactions). This relationship went beyond the four walls and some have led to lasting friendships. I was shocked with the expansion that has taken place. They now hold more classes (one in particular was the American Sign Language seminars) and also have the only infant food bank in the area. Rest assured your donations do make it into the hands of these charities and some really fantastic work gets done because of your generosity!

Financials

Below are some key financial comparisons from the
Financial Secretary's Report
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Financial Secretary's Report

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Financial Statements for the months ending July 31, 2018 and July 31 2017.

	2018	2017
Dues Paying Members	4,433	4,616
Income YTD	\$2,507,607.24	\$2,648,247.61
Expenses YTD	\$2,122,535.50	\$2,388,552.12
Net Income YTD	\$ 385,071.74	\$ 259,695.49
Term Deposits	\$ 951,546.47	\$ 889,890.98

As shown above our membership numbers have gone down which reflects upon the YTD income. The Executive has done a good job of decreasing our expenses so that we show a sizable increase in Net Income YTD as compared to the year earlier. Our term deposits (GICs) have increased from the year previous due to interest payments. These numbers do not show that we have deposited another \$400,000 into term deposits this year. These were established after July ended and will be reflected in the statements that are presented at future General membership meetings.

2018 Is Coming To An End

As we approach the end of 2018 something we should all

be thinking about as we enter 2019 is this... **The Auto Industry Is Cyclical!** This means the sector can experience some really big highs and then some really bad lows. The two-week layoff we experienced this year should be a warning to us.

The news of the GM closure planned for the Oshawa plant is also a harsh reminder this is an industry with ups and downs. This also highlights the fact it is going through some significant changes. Over the next year we will be watching this very carefully.

Hall Rentals

Our Banquet 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 from a small group of 20 all the way up to 500!

Discounts are available for our members!

Contact me to book your next event at 905-844-8830 or financial1@uniforlocal707.ca

Enjoy your loved ones and be safe! Happy Holidays Everyone!

In Solidarity,

Brett Lefebvre



Scholarship award winner Emmanuel Aguilar is pictured along with Father Roberto Aguilar and family as well as Roberto's Steward Wayne Michie and Financial Secretary Brett Lefebvre.

- Active Roll – 4,314
- TPT Roll – 159
- Layoff – 0

Plant Chairperson's Report

By Bob Scott



Hiring Practices

It has been Ford's practice for many years that any person applying to work here must have a minimum of a Grade 12 education. Ford then adopted a practice that all candidates interested in full-time hourly hiring must write and successfully complete an aptitude test in order to be considered. For the past three years our Leadership has been trying to convince the Company to abolish the aptitude testing, but leave the Grade 12 requirement intact.

Over the past several years our Local has agreed with the Company regarding the need to expand the TPT program to better suit both the needs of the Plant and our members. When hiring full-time, the Company would canvass our TPT poll to see if these members were interested in transferring to full-time status. TPT's who were interested in full-time status were to write the test and those who were successful in scoring high enough were offered full-time status and those who did not score high enough went back to the TPT poll and in some cases working full-time hours.

Our Union Leadership does not agree with this practice, we requested meetings with all levels of Senior Ford management to plead our case. We explained to Senior management we believe the best aptitude/interview was to work in the TPT poll as hands on experience is the best education in this industry. We also eluded to the fact that Ford does not require an aptitude testing for management and gave examples of people who have written the test to work at OAC as an hourly worker and failed the test. These individuals were hired by Leadec as a service supplier and then hired as Ford management in OAC.

After all these meetings and conversations to our surprise/shock, our Human Resource Manager informed us the Company has now decided all TPTs must write and pass an aptitude test to be hired with **no** guarantee of working any hours.

Unfit At Work

Brothers and Sisters, reporting to work unfit will not be tolerated by the Ford Motor Company and will not be condoned by the Union Leadership or our fellow members. I have received a rash of calls from members who are concerned for their safety as well as the safety of others. These members have asked their Plant Chairperson to send a loud clear message on their behalf to tell our members to stop coming to work unfit. It is our right to a safe work place and these rights should not be taken away by the carelessness of others. If you are a person who suffers from an addiction and has no control over your substance, **we can help you.** Contact our EFAP office Trevor Mason or Jeff Watson at 905-845-2511 ext. 3277 or 905-467-3008 or tmason20@ford.com, or jwatso93@ford.com. With the holiday season quickly approaching many people suffer more during these times; reach out and ask for help. Do the right thing and keep all of our members safe at work.

China Production

As we all know Ford Motor Company has a Plant in China that builds an Edge for their Country.

On November 15, 2018 Ford Motor Company announced China will now be building a Lincoln MKC for their Country. The Lincoln Nautilus for China will still be built in OAC currently approximately 5.5 per hour.

Weekend Production

When Ron Prahin took the assignment to OAC as Plant Manager, Ron agreed he would not post Mandatory Saturday and give our members the option to volunteer through canvassing the work force. Ron stated if he agreed to canvass, he would require the assistance of the leadership and if the canvasses do not acquire a sufficient work force to build the proper number and a quality vehicle, he would be forced to return to Mandatory Saturdays vs Voluntary Saturdays. As I stated at our November membership meeting, if you are canvassed and say yes, then you have committed to the work opportunity and must come to work. If you have not been canvassed and believe you should have been canvassed or concerned as to why you were not canvassed, notify your Process Coach that you are available and willing to work, do not sit in the bush and wait or you will be disappointed.

On Friday November 23, 2018 at approximately 12.30 pm, Ron Prahin met with Mark Luey and myself regarding a parts issue that was affecting our production. Ron notified us the Plant was put in a position that he would have to cancel production on Sunday November 25, 2018 to protect the part supply to be able to run production the week of November 26, 2018. Unfortunately, these unavoidable things do happen from time to time.

GFPS Production Coordinator

During 2012 bargaining there was much discussion regarding the implementation of Global Ford Production System Continuous Improvements (GFPSCI) and the need for Union involvement. The Union had several concerns regarding this program but agreed in principal that if GFPSCI was going to be implemented then we must have a Union voice in a Lead role. The Company agreed with the Union's vision and agreed it would be beneficial for the Plant to post a new position in Oakville Assembly Plant; **GFPS Production Coordinator**. The agreement with the Company was that this job would be posted, all applications would be viewed by the Plant Manager and the Plant Chairperson, who would then mutually agree upon who would be accepted to the next level of the process for interview. After interviews were conducted the Plant Manager and the Plant Chairperson would then decide who was best suited for this job and a selection would be made.

Terminations

In October our In-Plant Committee resolved 17 of 21 termination grievances bringing 14 members back to work. We currently have two terminations on the Pre-Arbitration and two termination grievances in discussion.

I want to thank the In-Plant Committee for all of their hard work and dedication on successfully returning these members to work.

Retirement Seminar

On Saturday November 24, 2018, I attended a retirement seminar at our Union Hall facilitated by our National Union

Plant Chairperson's Report
– Continued on Page 12

Plant Chairperson's Report

...continued from Page 11

Representative Dean Lindsay. Approximately 75 other members attended this seminar as well as five members from Unifaith Locals.

This seminar provided me some extremely valuable information which I believe will be necessary when making My decision with my wife regarding our retirement. Thank you, Zeina El-Masri for all of your hard work arranging this seminar for our members.

Merry Christmas

Wishing you and your families a Safe and Happy Holiday.
In Solidarity,

Bob Scott

OAC Plant Chairperson

Unifor Local 707

905-845-2511 ext. 3350



October 16, 2018

To: All Ford of Canada Salaried Non-Bargaining Unit Employees

Subject: Federal Legalization of Recreational Marijuana Use

While the federal government is legalizing recreational marijuana use as of October 17, 2018, use of marijuana will continue to be subject to applicable provincial laws and regulations, including restrictions on the use of marijuana in workplaces and on working or driving while impaired.

The use and/or possession of marijuana or marijuana-containing products while on Company premises is a violation of the Ford of Canada General Rules. **Marijuana use and/or its possession will continue to be prohibited at Ford of Canada.**

Further, to help ensure a safe workplace for everyone, it is a requirement under the Ford of Canada General Rules that employees report to work fit. Employees who have consumed marijuana and report to work unfit can be a hazard to themselves and others.

Employees who contravene the "Ford of Canada General Rules" are subject to discipline up to and including termination.

Medical marijuana use continues to be subject to different rules than recreational marijuana with the production and sale of medical marijuana regulated by the federal government. If you require an accommodation for the medical use of marijuana, please contact your HRBO Representative. Employees seeking assistance are also encouraged to contact our Employee and Family Assistance Program provider (Shepell) at 1.800.387.4765 or www.workhealthlife.com for help.

Yours very truly,

A handwritten signature in black ink, appearing to read "M. Hyland".

M. Hyland

Manager, Labour Affairs and Personnel Relations

Skilled Trades Chairperson's Report

By Mark Luey

Appendix T



There has been a steady stream of projects put before the Skilled Trades union leadership on a weekly basis. Every project that comes across the table is discussed to see what portion will be performed by OAC Skilled Trades.

The decision to perform the work is based on the acceptance by OAC Skilled Trades on the 14-day canvass sheets. We can only take on these projects if enough Skilled Trades accept the work opportunities on weekends.

With the launch of the Lincoln Nautilus and the rebalance period a considerable amount of work station rearrangements kept trades busy for several months. Body Shop had their rebalance projects approved later which will see all trades being fully utilized through the Christmas shut-down period into the New Year.

The dimensional control building will be receiving some much-needed new equipment which will be installed commencing the middle of December. With this new equipment and Technology, I have requested a training schedule for the Plate layout Inspectors.

All of this work with more coming should keep OAC Skilled Trades very busy.

Apprenticeships

The selection of the first intake of OAC apprentices is in sight. The Joint Apprenticeship Committee, consisting of three hourly and three salary have done tremendous work to bring back Integrity and Credibility to the selection process. Members of this committee must not be an elected union representative or a member of the Labour Relations Department as stated in Appendix J of the collective agreement.

Once the candidates are selected, they will be assigned to their trade of choice if available and then registered with the Ontario Ministry of Skills and Development Apprenticeship Branch.

There have been some recent changes to the Ontario College of Trades by the Ontario Conservative Party but we are not expecting it to have any effect to the level of training for OAC

Apprentices.

I will introduce the selected apprentices next report.

Difficult Year

The year 2018 was an extremely difficult one for all trades with the passing of several active tradespeople. All of these trades were far too young and went far too suddenly.

The month of November saw Ricky Carvalho (EWRT) pass away suddenly at home not long after celebrating his 39th birthday. Ricky was a pleasure to know, always smiling and joking and when you talked to him he was always positive. He was a success story within the Ford Motor Company apprenticeship program and was truly a mentor to new trades coming into the Body Shop. He will be missed by the many work friends, personal friends but mostly by the family left behind.

Gord Cosby (Pipefitter) another tradesperson was taken far too early. Gord will always be remembered wearing his signature Bib n Braces coveralls and dragging behind him his meals on wheels which we would always joke that they were just a few snacks to get him through the day. Gord was a towering presence but was never without a smile. He was a competitive powerlifter, even winning the Canadian Championship. Hence the large lunch pail. He along with all those who have passed in 2018 and before will be sadly missed by all.

This is a trend that needs to be stopped. All of these young active members being taken too early from family and friends is concerning.

Skilled trades are known for working weekends and excessive shifts due to the nature of the job. With previous administrations decisions around manpower the ranks of the Skilled Trades in my opinion have been cut too deep in the name of Lean Maintenance.

Time off the job is important but without the ability to cover head count jobs without putting additional working time on others, getting that additional time off is difficult. Lack of sleep due to long hours, long commutes, lack of exercise and erratic eating schedules are the norm for trades. We all think we are invincible and can push through the daily aches and pains but warning signs of heart and stroke issues should not be taken lightly.

I encourage all members if you experience any unusual occurrence in your daily life to visit the Medical Department in the main OAC building or seek advice from your family doctor. We all have a responsibility to our families and loved ones that our health and wellness is as important to them as it is to us.

The Ford Motor Company must look at the well-being of its workforce and understand that the very people that repair and maintain the equipment are as important as the profits made for shareholders.

In Closing

This is the last *Reporter* of 2018 and on behalf of all Skilled Trades I would like to extend our best wishes of the Holiday season to the families of those taken from us this year.

To all the Skilled Trades at OAC spend time with your families and loved ones. From Darrin Caerels, Colin Somers, Chuck Paladino, Anton Mesich, Chris Herbst, Andy Zimmer and myself have a safe and Happy Christmas and a prosperous New Year.

Respectfully,
Mark Luey

Unifor Local 707 Skilled Trades
Chairperson
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Leadec Plant Report

By Mary-Ann
Durdin



Brothers and Sisters,

It has been a busy year that is finally coming to an end. I want to congratulate all of you who are celebrating 10 years' seniority here at the Oakville Assembly Complex.

I am hoping that everyone had a great time at the Anniversary Dinner that was put on by the Company.

We are going through some changes in upper management as Jinel Salvary is no longer the Facility Manager and Derek Power has stepped in for the interim until a new Facility Manager is hired. Let's all hope that this change will bring a better year to 2019.

I want to take this opportunity to wish everyone a Merry Christmas and hope you have an opportunity to enjoy all the love and peace that family time gives all of us. May the New Year bring us good health and prosperity to enable us to keep up the hard work that we do here. Merry Christmas and a Happy New Year!

In Solidarity,

Mary-Ann Durdin

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707 Retirees' Chapter Report

By Arnie De Vaan

Health Fair

Our Health Fair went very well....thank you to everyone that attended to make it a success. We will be planning another one for next year independent of our regular meeting.



Convention Elections

Note: Any of the elections below are subject to change. The plan is to hold the following elections on these dates:

- January 16, 2019 – Two delegates to the United Senior Citizens of Ontario
- February 20, 2019 – Two delegates to the Constitutional Convention
- March 20, 2019 – 10 delegates to Retired Workers Conference
- April 17, 2019 – Two delegates to the National Pensioners Federation

A Letter To Jerry Dias On Pensions

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. After 7 weeks we received a response from Shane Wark. Generally, it states, we are way ahead of the bargaining process but he is willing to sit down with all of us to discuss the issue. That should be coming up in the near future.

Retiree Dance

Our Fall dance was on October 27, 2018 and it went extremely well, without a hitch or a complaint. Thank you to those who support our dances, including the active members who come out to have a fun night. I hope in the future more members both retired and active come out to enjoy this great evening of solidarity with your partner and join the fun. Tickets can be pur-

chased at the Union Hall at the front desk. Tickets for this event are \$15 dollars each for retirees and \$25 each for non-retirees and friends are welcome. This is a great event and I hope to see you at our Spring dance.

December 19th Meeting

I think at the time of delivery this will be late but just in case. We will be having our Christmas dinner at this meeting served by the Local Executive Board.

We will also have a turkey draw... 40 envelopes with \$40 in them.

We will also have a food drive... please bring dry foods only or cash... it will be collected in the foyer entrance.

I Need Your Personal Story

I ran this in my last report and am running it again as the response was not as strong as I anticipated, and I know there are issues out there. This is important.

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 it's buying power and how that 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 Union Hall.



Health Fair held at Union Local 707 hall on October 17, 2018. Photo by Arnie De Vaan.



Health Care Rally held on October 23rd at Queen's Park in Toronto. Photo by Arnie De Vaan.



Retirement Sandra Doherty – 30 years –
October 2018.

UNIFOR LOCAL 707 RETIREEES

Name	Date	Name	Date
Gord Begert	Sept. 2018	Randy Peer	Oct. 2018
Craig Gaal	Sept. 2018	John Beazley	Nov. 2018
Stephen Bach	Oct. 2018	Giuseppe Devito	Nov. 2018
Chris Cancian	Oct. 2018	Zbigniew Majewski	Nov. 2018
Marnie Dunham	Oct. 2018	Karl Smith	Nov. 2018
Gordon Murphy	Oct. 2018	Mark Stickel	Nov. 2018



Pre-retirement seminar held at Union Local 707 hall on November 24, 2018. Photo by Arnie De Vaan.

WE SHALL REMEMBER

Name	Status	Date	Name	Status	Date
Danny Caldwell	Retired	Oct. 18, 2018	William Motrich	Retired	Nov. 8, 2018
Richard Carvalho	Active	Oct. 29, 2018	Tony Murgic	Retired	Oct. 2, 2018
Gord Cosby	Active	Nov. 18, 2018	Victor Newell	Retired	May 6, 2018
Victor Costello	Retired	Nov. 3, 2018	Antonio Notocampanella	Retired	Oct. 30, 2018
Wacek Czerenko	Retired	Oct. 6, 2018	Robert Parry	Retired	Oct. 10, 2018
Bruno Esposito	Retired	Nov. 5, 2018	Richard Plummer	Retired	Oct. 16, 2018
Maurice Featherstone	Retired	Oct. 26, 2018	Kenneth Reid	Retired	Nov. 15, 2018
Jaime Ferreira	Retired	Oct. 11, 2018	Steve Richards	Retired	Nov. 2, 2018
Ronald Gamble	Retired	Sept. 23, 2018	Horace Rixham	Retired	Oct. 27, 2018
Zdzislaw Granasiuk	Retired	Oct. 26, 2018	Marcel Rozon	Retired	Sept. 30, 2018
John Irving	Retired	Oct. 15, 2018	Stylianios 'Steve' Samothrakis	Retired	Oct. 13, 2018
Alexander MacDonald	Retired	Oct. 24, 2018	Earl Sporbeck	Retired	Oct. 11, 2018
Leszek Marczewski	Retired	Sept. 7, 2018	James Stanaway	Retired	Oct. 6, 2018
Lionel Marion	Retired	Nov. 7, 2018	Quang Truong	Active	Nov. 11, 2018
Robert Mellow	Retired	Nov. 20, 2018	Marcel Villemaire	Retired	Mar. 24, 2018
Milford Moore	Retired	Mar. 27, 2018			



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Retirees' Editorial Committee Report

By Ken Robertson

How Did We Get Here?



The holiday season is a time of cheer and goodwill, unless of course you work for General Motors. General Motors decided to give a lump of coal to the thousands of workers and their families in Oshawa this year by announcing the closure of the plant in 2019.

Upon hearing of this announcement I had a flashback to May 1965 when I made a decision to go to Oakville instead of Oshawa for employment in the auto industry. Living in Willowdale I was halfway between Oshawa and Oakville but opted for Oakville because my dad drove a Ford. Both companies were hiring but I didn't know why or care why they were hiring, I just wanted a good paying job with benefits.

What I didn't realize was I was one of tens of thousands of workers who benefited from a new trade deal called the Auto Pact. This new deal expanded or opened auto manufacturing in numerous communities in our province, including the Ford Assembly in St. Thomas.

Corporations had an issue with this Auto Pact that assured investment based on product sold and offered limited flexibility in moving operations and bargaining collective agreements.

After collaborating with the Conservatives, Liberals, Republican and Democratic political parties, the corporations proposed regressive trade deals such as Free Trade Agreement (FTA), North American Free Trade Agreement (NAFTA) and the new United States Mexico Canada (USMC) to replace the progressive Auto Pact. This process took some time but by the early 2000s, the Auto Pact was dead and so were tens of thousands of jobs.

By 2004 the plant in St. Thomas

closed and I, along with hundreds of others in Oakville, were asked to retire to preserve jobs for our younger members. Many of the auto operations that expanded or opened in the 60s and 70s were downsized or shut down affecting families, communities and the economy.

Global trade should be a good thing, where workers are paid a good wage and safe working conditions. Instead, corporations have set the rules for global trade where the profit margin and the shareholders are far more important than an auto worker's family who receives a plant closure notice at Christmas.

Pathetically, our politicians, Mr. Trudeau and Mr. Ford, look up in the sky and say we can do nothing.

WALL OF SHAME

SHAME ON

the Ford Ontario

government for cancelling the Basic Income Pilot project. Hundreds of CEOs recognize the importance of this pilot project and are urging the Ford government to reverse this decision.

SHAME ON

the Ford Ontario

government for even considering taking over the Toronto Transit Commission (TTC). This will definitely be the first step to privatization – remember the 407 fiasco.

SHAME ON

the Ford Ontario

government for unveiling signs "Open for Business" on highways and border crossings at the same time GM announced the closing of the Oshawa plant in 2019. Elitist politicians have no compassion for the thousands of families affected by this announcement.

SHAME ON

the Canadian government

for importing 12 percent of our oil imports from Saudi Arabia despite the Saudi Arabia's Human Rights abuses. Until Canada gets renewable energy sources in order, Alberta could use the 12 percent increase in oil production.

SHAME ON

the Ford Provincial

government for eliminating the post of the French-Language Services Commission that oversees the delivery of government services to Franco-Ontarians. Kudos to Conservative MPP, Amanda Simard, for standing up for her constituents against her own government.

SHAME ON

the Canada Pension Plan

Investment Board (CPPIB) for investing in private United States prisons, Core-Civic Inc. and Geo Group Inc. These two facilities house migrant families and CPPIB should find other ethical means to invest our money.

Chassis Committeeperson's Report

By Marc Brennan



Brothers and Sisters,

As 2018 comes to a close there have been significant challenges that we in the auto industry have dealt with.

At the Local level we have had to deal with the challenges of launching our 2019 products, an aggressive rebalance and parts and supplier issues. We have dealt with down weeks and weeks of maximum overtime.

On a broader scale, we have been watching the NAFTA 2.0 trade talks and trying to better understand the USMCA agreement and how it affects our future in manufacturing and more specifically how it affects the auto industry. The fact is that this new trade agreement has done nothing to ensure job security.

Case in point is the announcement coming out of General Motors that the Oshawa plant will have no product slated to be built there past December of 2019.

We need our governments both Federally and Provincially to come up with a strategy that will keep our auto jobs here in Ontario.

Open Job Canvass

The open job canvasses for those members that were displaced due to rebalances have been completed. The classifications in the Chassis Department that were affected by the reductions were 301U1 (Leader), 301U2 (Relief person), 301U3 (Absentee Allowance), 301B (Assembler), 334B (Transfer Lineup/Sub Assembly). At the time of writing this report, I have been in meetings to have the remaining open jobs within the Chassis Department posted prior to the New Year. The postings will create more job churning and subsequent rounds of job postings.

Pay Issues

Members being improperly paid by their supervisors has been on the rise in the Chassis Department. The Chassis representatives on both the 'A' and 'B' shifts have brought this issue to upper management. The Company expects us to show up to work and do our jobs. I do not think it is too much to ask that our members be paid for the work they do. If your pay is short, the first person you need to notify is your supervisor as they are the person responsible to pay you. If your supervisor does not deal with your pay issue contact your union represent-

ative. Although your union representatives do not pay you we will work to help resolve your issue.

Job Disputes

The 100 day rebalance period ended September 30th. Chassis currently has 11 jobs under dispute and that number is growing as our JPH (jobs per hour) continues to increase. The jobs that are under dispute are being disputed for either time or ergonomic issues.

All the jobs were put under dispute during the 10 step procedure, specifically during step 2 when the employee was sitting down with both their Steward and Supervisor. You can find the negotiated 10 Step Procedure on page 11

of our Exhibit B (Oakville) Supplement Agreement.

Production Weekends

The automotive industry changes so fast. We go from layoff weeks to maximum overtime in a matter of a month. The Company schedules production shifts for the weekend then cancels them. Voluntary production shifts are scheduled only to have the Company try to make them mandatory. The local leadership took the position that the Company was unable to change a voluntary work opportunity to a mandatory production Saturday. We were successful in our

Chassis Committeeperson's Report

– Continued on Page 22



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Chassis Committeeperson's Report

...continued from Page 21

argument but I have no doubt this issue will come up again.

Just when we think we know what is going on things change so fast and so drastically. There are many factors creating these changes. Demand for our product, the ability of our suppliers to supply good parts, and having enough of the workforce accept the work opportunity to have sufficient manpower. It has been the position of the In-Plant Committee that having voluntary canvasses rather than mandatory production Saturdays is in the best interest of our members and for the Company. Having a workforce that wants to be at work, working the overtime is more productive. This is why it is important that if you do accept a work opportunity that you show up for your shift. This ensures that those who want to work will have an opportunity and those who do not want to work the overtime will not be forced to do so.

Vacation Request Forms

The vacation request forms for the first few months of 2019 should be out

in early December. As soon as the Company announces the shutdown for 2019 a second vacation scheduling form will be handed out for the remainder of the year. The Company is obligated to notify the Union no later than February 1st as to the dates of shutdown. This language can be found in the master agreement on page 115 Article 26.09 (a).

Vice President Of Manufacturing

On Thursday November 27th the Master Bargaining Committee will have an opportunity to meet with Ford's new Vice President of Manufacturing John Savona. It will be interesting to get his perspective on the future of manufacturing specific to Oakville Assembly.

Plant Washrooms

The In-Plant Committee has been discussing with the Company on a regular basis the state of the washrooms in the Plant. We have fielded many complaints and have done tours on a regular basis and have found the standard of clean-

liness is not up to the standard that our members deserve. Leadecc (Company responsible) has brought in new managers in order to try and fix this issue. We will be monitoring to ensure there are major improvements to the conditions of our washrooms.

Holidays

The Chassis Department will be canvassing for inventory reduction purposes. The canvass as always will be conducted in accordance with the language set out in Appendix M. We expect to see repairs, drivers, toe-in, rolls and some supplements have any opportunity to work over the holidays.

The auto industry is typically a feast or famine industry. There is either too many hours to work or not enough. When given the chance, take advantage of time you can spend with Friends and family. I want to wish everyone a Merry Christmas and Happy Holiday season.

In Solidarity,

Marc Brennan

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Chief Steward's Report

By Steve Gebel



An Up And Down Year

Sisters and Brothers,

2018 has been an up and down year. Going from having a couple of down weeks, to having multiple weekend production opportunities 2019.

I want to personally congratulate all of the members who have been fortunate enough to retire this year, and wish them a long and prosperous retirement with their family and friends.

15.26(c)

Once again, I feel the need to remind our members you must notify the Company when you are going to be late or absent 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 CLR2@ford.com. 15.26(c) is very clear: Seniority rights for an employee shall cease if an employee fails to report for work for five consecutive working days exclud-

ing weekends and holidays. Make sure you see a doctor within the five days and have proper coverage.

GM

Shocking: The announcement coming from General Motors about the closing of the Oshawa Plant. Shows there is no loyalty from a Company to its employees and the Canadian tax payers. It is very important for us to continue to build the best quality product for our customers with the tools and time provided. Solidarity with our Sisters and Brothers at Local 222.

Launch

With the large volume of repairs coming off the end of the line, it shows it is hard to launch a quality vehicle while re-

balancing. While the In-Plant Committee continues to fight the Company on some of their unrealistic job reductions it is very important that we all stick together. If you have not seen your OIS sheets please ask your supervisor for them. It is their responsibility to sit down with you and explain how the job is to be completed.

In Closing

I would like to wish everybody a very Merry Christmas and Happy New Year. Enjoy your much deserved time with your family and friends. Let have a great 2019!

In Solidarity,
Steve Gebel
Chief Steward
Unifor Local 707



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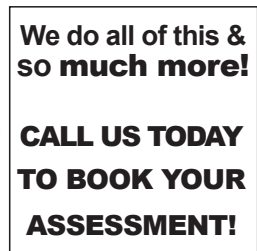
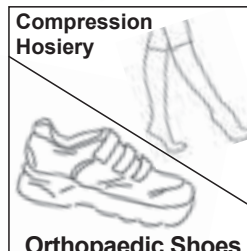
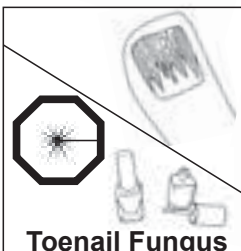
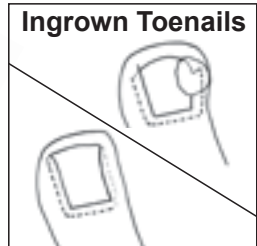


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**Todd
Caird**
#2 Shift

Health And Safety Report

By
and

**Mike
Gibson**
#3 Shift



Ministry Of Labour Visits

The Ministry of Labour has made several visits due to anonymous calls coming from members on the floor. In all cases, the MOL investigated and did follow up visits leaving NO orders to the Company.

We would like to remind everyone to involve us before making a call to the MOL. As we saw in the past number of months every anonymous call was returned to the Joint Health and Safety Committee to handle through the IRS (Internal Responsibility System). This does not take away your right to call the MOL at any time if you choose to do so but we would like to ask you to give us a chance to handle it... which in most cases we can.

Changes In Management

We are still going through growing pains with all the retirements, quitting, and relocation of management in all departments! On top of this, Gord Stevenson has retired. Dave Mackay has taken over for Gord as Risk Manager at OAC. Marc Murphy has been covering the #3 shift for the Company, Derek Dawson and Dave MacKay have been sharing duties on the #2 shift for the Company safety reps. The Company needs to get their safety coverage more firmly established.

#2 Shift Unifor Health And Safety Representative Elections

We had four members step up to the challenge of running for the #2 shift Safety Rep position.

This is a very challenging position due to the ever-changing safety world within our Plants. I would like to thank all four for their interest in running for Health and Safety.

Todd Caird was successful in winning this election and I would like to congratulate him in his new role. Please give him your full support as we grow into a new era in the union safety office.

Hopefully by the time you read this, the elections have been held for the A shift Alternate Health and Safety Representative.

We will all work together to improve working conditions and enforce the Occupational Health and Safety Act and get the new Alternate the training she/he needs to be competent and represent the membership.

In closing, we would like to congratulate Emil Mesic in his new role with the National Union. He will still be involved

with Health and Safety at the National level, and has offered to help as a resource if need be! We would also like to thank him for the years and tireless hours he put in to keep us all safer in the work place!

We would like to wish everyone Happy Holidays and hope everyone has the opportunity to enjoy the time off to spend with your families.

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

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Paul Ivey
Benefits
Representative

**By
and**

Tim Batke
Alternate
Benefits Rep



Benefits Reps' Report

On multiple occasions it has been brought to the attention of the Benefit Office our members are receiving a letter from Service Canada requesting them to attend a workshop.

These letters are sometimes generated randomly but most likely they are being sent out because you are continuing your biweekly reports.

In the past, you were required to keep your claim open by reporting. However, with current online technologies, it is easier to report your return to full-time work once back from any temporary layoff.

Once you returned to work, you should state in that bi-weekly report "Yes I started a full-time job during the period of this report." This will stop your claim and you will no longer be required to complete further reports of income. Please note: Your claim is not closed. It remains "inactive" but can be re-activated if you apply for E.I. benefits again within a year of your claim's start date.

If you have received a letter to attend the workshop, **DO NOT IGNORE**. You must call Service Canada and politely inform the representative you have started a full-time job with Ford Motor Company. You must ensure you have also reported your return to full-time work as stated above. You will not be required to attend their workshop to look for other employment as you are working full-time.

On November 16th the Union Benefit Representatives from Windsor, Bramalea and Oakville met with the Ford Motor Company at the Annual Benefit Meeting. Representatives from Ford Motor Company, Great West Life and Green Shield were also in attendance.

Discussions with Ford Motor Company focused on audits. Overage dependent audits will continue on a yearly basis. Totally and permanently dependent audits will occur every two years. Once established, we will only be required to provide proof of residence and notice of determination from the CRA and/or Disability Tax credit information. If there is an expiration date listed on the Notice of Determination from the CRA, you will be required to update and provide proof of total disability again. Retirees will have an audit every two years as well in order to keep up to date.

With Great West Life (S&A) we discussed mental health, the adjudication of claims, and the need for an update to the current form structure. The Union voiced many concerns and expressed how unhappy we are with the current adjudication of our claims. Far too often do we see the requests

for more information that result in ever increasing costs and undue hardship to our members to try to provide proof of disability in order to have a claim pay out. A change to the current application and supplement form is overdue in order to help streamline the process and keep costs down for our members. The Company was receptive to this and a meeting is being setup to discuss further.

Green Shield presented us with an overview of their administration policy and guidelines and changes that have occurred over this past year. One such change is to the coverage for compression stockings. In short, in the past, providers were able to bill for a full leg stocking and give our members knee length. Now Green Shield requires the compression as well as the length in the prescription from the doctor. They have set the cost and reimbursement accordingly. OHIP+, as most are aware, provides pharmacy coverage for anyone under 25 years old. OHIP+ was to be considered the first provider and Green Shield the secondary provider. New legislation is in discussion to reverse this process and we will no doubt see Green Shield become our primary provider once again in the near future.

There are other changes that are available but are not part of our negotiated plan. An example would be new and improved Continuous Glucose Monitors (the FreeStyle Libre, in particular). There are products that Green Shield has accepted and recognized as viable and cost effective but because our plan does not yet allow for them, our coverage does not include them. These changes will have to come about at bargaining. Medical Cannabis is another example. This is an item where research has shown that under certain conditions it can be a covered benefit. However, because this is not considered a pharmaceutical drug it will have to be a negotiated item.

In closing, I want to wish everyone a very Merry Christmas and Happy New Year. I hope everyone has a safe and happy holiday.

In Solidarity,
Paul Ivey



SUPPORT THE UNITED WAY



**"A" Shift
Ian Parry**

WSIB Report

By
Chris McDougall



A Worker's Guide

A Worker's Guide

SEEK IMMEDIATE MEDICAL ATTENTION

This can be done through First Aid Department, Family Physician, Clinic or Hospital Emergency Department.

REPORT IMMEDIATELY

Report all workplace injuries/illnesses to your employer. Reporting even a minor injury can help in preventing future injuries.

SEEK ASSISTANCE

Consult your Unifor Representative to assist in determining your next steps in filing a Workers Compensation Report.

DOCUMENTATION

Obtain copies of all documents including Employer's, Physician's and Workers reports and share with your representative.

CO-OPERATE IN AN EARLY & SAFE RETURN TO WORK PROGRAM

Seek assistance from your Local Unifor Representative in regards to a return to work plan that returns you to safe and meaningful work.

Following the above guidelines will assist you in generating a workplace injury claim. If you delay in reporting to your employer, seeking immediate medical attention or participating with WSIB, your claim could be denied causing pos-

sible delays in medical treatment and being accommodated at work.

Communicating with all parties is imperative in the decisions of claims. If you are prescribed treatment; physiotherapy, chiropractic, or massage; give your

claim number to the provider and ensure you are covered under your claim for a program of care before starting. If not, you will be responsible for the payment of any treatment you may have received.

If you are prescribed medication, give your claim number to the drug store and ask if you are covered. In some cases, they will bill direct. **Do Not** use your personal benefits as it cannot be recovered under the WSIB'S policy of third-party billing. Keeping in contact with your local representative can assist in any problems you may come across when dealing with your injury and your rights under the Workplace Safety and Insurance Act. The office has had an influx in injuries partly to job changes and methods. Follow your 015 sheet if you are required to perform your job with specific tools or equipment then use them as it may prevent an injury to yourself or a co-worker. The office will be attempting to set up an information page on the 707 site with information on claims and changes that are taking place with WSIB Legislature and Policy. It has been a long trying year with changes occurring almost daily.

We would like to take this opportunity to wish you, your family and loved ones a warm and safe holiday season. Merry Christmas.

Ian Parry, Chris McDougall

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**Lina
Rondeau**
Employment
Equity
Rep

Employment Equity Report

By
and

**Stacy
Pooler**
Alternate
Employment
Equity Rep



Season's Greetings Brothers and Sisters.

I am sure everyone is looking forward to some well-deserved time off.

It's been a tough fall; we have lost some good friends and will always remember the ones we lost just a year ago. Working 10 hours production, weekends scheduled and cancelled and of course all the others issue we all have to face on a daily basis make for some potentially stressful times.

I just would like to caution you all that regardless of your daily life it does not excuse bad behaviour. The Equity office has been trying to get the message out there to our members that "shop talk" is not OK. Discussions about inappropriate topics is not OK.

Our members are getting suspended and/or terminated for saying things they ought to know are not proper in our workplace. Knowing your audience is not enough it seems. If someone is saying something inappropriate please tell them to stop and if it continues then contact your union rep. Let us try to change and educate the members out there that need cautioning so they do not potentially lose their job.

Negativity, It Brings Us All Down!!!

I know I sound like a broken record so I think I will share a good news stories with you (google good news stories and voila they come up).

"Young man befriends elderly woman in McDonald's." Yes, I shed a tear because it is so easy to befriend someone and be a stellar human being. We need to hear more stories like that.

"People are good." Check out the video. I am not a country music fan (sorry y'all), but love this video. Oh, the tears of joy!!! Check out the 15-year-old girl on Alaskan Airlines who helps a hearing and a visually impaired man. Such goodness out there. Let us see it here.👉

Tis The Season But The Season Should Be All Year, No?

As we approach the New Year some of us will try to make positive changes in our lives. My advice if you want it, do not set unreachable goals and do not come down on yourself if you stumble. Good change in life is sometimes hard to do.

Stacy and I would like to thank this membership for their continued support and wish all those who celebrate a Merry Christmas and happy New Year.

In Solidarity,

Lina Rondeau and Stacy Pooler

Your Employment Equity Reps and Women's Advocates



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Door #1, Door #2, Or No Door At All

Union In Politics Committee Report

By Iain Fleming



As the USMCA concluded shortly after the last edition of the *Reporter*, a sense of relief swept through the Southern Ontario auto manufacturing heartland. It seemed as though the importance of the auto industry superseded the slight derogation of the Dairy Supply Management Program.

Our National President Jerry Dias touted the agreement as being the best North American trade agreement since NAFTA was first enacted back in 1993. It was a stressful time to be an auto worker during these discussions watching our livelihoods being threatened by a populist and unstable U.S. Administration which was threatening 25 percent tariffs on Canadian autos should the negotiations not conclude.

With the recent mid-term elections south of the border concluding, an interesting dynamic has arisen on the future of the tentative USMCA trade document. With the House of Representative now in Democratic hands (the Senate remains in Republican), the first time since Obama's midterm loss of this House in his first term as President, now creates a political landscape where the negotiation of this agreement hangs in a balance.

Should the new Democratic House of Representatives turn down this agreement it will die on the table which would then revert back to the old NAFTA, which is still in force until the

new USMCA agreement is ratified by both the U.S. Senate and House of representatives.

Enter Door # 1: Should the Democratic House pass the new agreement along with the Republican Senate (a foregone conclusion as a puppet of the Trump administration) then the new USMCA would become the new blueprint for North American trade for the next generation.

Enter Door #2: Although this scenario was one that was touted to be the best in securing our domestic auto industry here in Canada, with a higher North American content requirement and 40 percent of total value added to be from high-wage jurisdictions, recent developments with General Motors announcement of the closure of the Oshawa assembly plant bring serious doubts on the effectiveness of the new proposed USMCA auto language.

The fact of the matter is that General Motors does not care which trade agreement is in place. Either Door #1 or Door #2, it still makes a favorable business case for them to close five plants; one in Canada and four in the U.S.

This is a slap in the face to both the Canadian and U.S. governments, without whose support they would have foreclosed just a decade ago. No facilities were announced to be shut in Mexico, a country that exports one million General Motors vehicles a year for the U.S. and Canadian markets.

Perhaps, in hindsight, a much bigger threshold should have been put on the high-wage total value-added content that was negotiated at the USMCA trade talks.

With Jerry Dias calling for mass actions at General Motors facilities in Canada and the U.S. and the imposition of tariffs on General Motors vehicles coming from Mexico, to both the Federal Government and the United Auto Workers Union, brings a faint hope of a multi-national Labour Movement action against a corporate movement (motivated by shareholders) to strip global wealth from the population and consolidate it in the hands of a few.

It is time to do what should have been done 10 years ago, should the Federal Government fail to live up to a demand by our Union to take action on the General Motors closure announcement, through tariffing Mexican-made vehicles.

It is time to engage, plan and implement a mandatory General Strike across the country until retributive, collateral action is taken at the National level to protect our domestic interests.

For, without a decisive action by both our Federal Government and National Union the General Motors Workers in Oshawa, will have No Door for auto employment to open without a job or a plant to go to.

Till Next Time,
Iain Fleming



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Young Workers Committee Report

By Bryce Thompson



Sisters and Brothers,

At the October membership meeting, members of both the Women's and Young Worker's Committees assembled Halloween treat bags for donation to Women's shelters in the area.

We were overwhelmed by the support and amount we were able to donate, and I am positive Halloween was made better for all those involved. Thank you to Sister Kate Penkett and the Women's Committee for offering the Young Workers Committee the opportunity to serve this great cause.

The first ever Ontario Regional Young Workers Conference took place on November 29, 2018 in Toronto. This event highlighted issues that workers aged 18-35 face in various industries. In attendance were over 50 Unifor members and featured guest speaker Jason Hayward, a young worker and President of the Bermuda Public Service Union. Brother Kulwinder Dhillon and I were able to contribute to discussions on issues such as ageism, the decline of benefits and pensions and more recent developments such as the fight for 15 and fairness and worker's rights at risk under the current provincial government.

The most important thing we took away from the conference was the need for greater union involvement from our

younger members. Here at Local

707 we continue to make up a sig-

nificant portion of our workforce, and we will play a vital role in the strength of our union. There are many ways to get involved, and it's easier than ever to stay in the loop with constant updates on our website and mobile app.

Our committee runs Young Workers meetings monthly following the general membership meeting on every third Sunday of the month. If you are a young member looking to get more involved, or if you want to learn more about the union, we invite all young members to attend. We look forward to meeting some new faces at future meetings.

Hope everyone has a safe and happy winter shutdown. Merry Christmas and Happy Holidays Sisters and Brothers.

In Solidarity,

Bryce Thompson

Young Workers Chairperson

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Sharon McKeown
Provincial President

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Unifor Representative
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Jeff Watson
Alternate
Representative



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Brothers and Sisters

Another year is coming to an end and the holiday season is almost upon us. Some changes have happened in Canada last month with the legalization of recreational use of cannabis. Although this may change what you do at home, it should no way affect your day to day in the plant. Alcohol has always been legal, but never been allowed on the property, just as cannabis is not now allowed at work either. Please don't make the mistake thinking it is ok to bring intoxicants onto the property. I have been quoted saying that there is nothing wrong with **recreational** use of intoxicants. **Work** is not **Recreation**. If you cannot keep it out of your workday,

then perhaps calling the EFAP office for some assistance is your best option.

The EFAP office is here to help. Although it is not a crisis service, we strive to answer your call or get back to you quickly. We deal with more than just substance abuse as well. If you are having personal struggles in your life, we will try to guide you to the appropriate assistance within our benefit coverage as well as link you with community supports. This is all done with confidentiality as a primary concern. You are **Not Alone** so please don't continue to struggle in isolation.

Have a Merry Christmas and Happy New Year.

Trevor Mason / Jeff Watson



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Community Service Committee Report

By Jan Smith



Greetings Sisters and Brothers

Thank you to “you the membership” for the tremendous outpouring of support for our Christmas Food Drive.

We raised over \$5,300 and 18 carts of food which will help the Fareshare Food Bank make the Christmas season brighter for the less fortunate.

A Big Thank You to all the wonderful volunteers at the gate also to Ford for taking part.

A Great Big Thank You to Greg Sofia and his helpers for making and putting up the signs around the plant.

In closing on behalf of the Community Service Committee we would like to wish you and your families a safe and wonderful holiday season. Enjoy your time.

In Solidarity,

Jan Smith

Community Service Chairperson



Christmas Food Drive \$5,000 donation.



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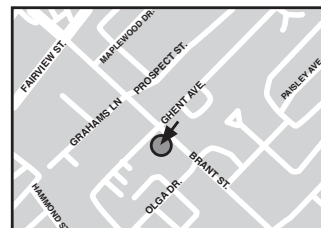
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United Way Report

By Shauna Thorne-Zarin

Lots Of #LocalLove!!!



Once again, the membership of Unifor Local 707 have chosen to be “Life Savers” by giving generously to the United Way Campaign! Thank You! Thank You! Thank You!

It was a very busy campaign with lots of events happening throughout the duration of the campaign.

It started off with our second annual “Band Aid” event that raised almost \$10,000 thanks to members of the Plant

donating their time and musical talents to the event. We would like to thank Unifor Local 707, Unifor National, Whiskey Concussion, Dean Langille, Peter Mar- anji, El Presidente, Arnie De Vaan and everyone else who helped make this

event a huge success.

During the campaign, the canvassing team were able to visit some of the agencies that receive much needed funding from the United Way. We visited Milton Community Resource Centre where we learned about the Infant Food Bank that supports an average of 40 families per month who require 200 diapers, four boxes of cereal, 120 jars of baby food, and four cans of formula at each visit. The canvassers, along with our Financial Secretary Brett Lefebvre, decided to participate in their “Fill a Crib” campaign and donated \$300 to purchase some of the items needed to support some of these families in need. Thank you so much for your continued generosity!!!

We had a very eye-opening experience when we toured Living Rock Ministries in downtown Hamilton where we saw first-hand the support we are providing by helping to fund the evening program that helps youth ages 13 to 25 stay off the street for at least a period of time each day.

On November 20th the canvassers, along with some members of salary were able to tour Community Living Burlington and the Food for Life agency housed in the same facility. We participated in a food sort where we were able to sort over 3,000 lbs. of food to share with our neighbours in need.

During the campaign, we also held a Boot Drive where we asked our membership to donate new or gently used boots to be donated to Threshold School of Building. These boots will be given to youth that are enrolled in the 12-week Ready to Work program; a United Way funded program that gives youth on hands training in carpentry, plumbing, drywall and electrical with onsite work experience at a Threshold Community building project. Thanks to you, the membership, over 50 people now have work boots and are able to enroll in this program!

Each year the task of completing a
United Way Report
– Continued on Page 34



Cheque presentation of \$5,000.00 to the United Way from the Social Justice Fund. Left to right: Janet Creet, Tim Batke, Rita Thompson, Brett Lefebvre, Shauna Thorne-Zarin and Carol Dubois

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United Way Report

...continued from Page 33

canvass of over 4,500 members is a daunting one but the canvassing team takes it on with enthusiasm and heart because they truly believe in the concept that a community is not truly great until it is great for everyone. I cannot thank the United Way Canvassing team enough for the hard work and dedication they put into the campaign each year... Thank you to Linda Asselin, Chris Herbst, Laura Panther, Steve Batke, Lisa Beadle, Ken Small, Constance (Sonia) Brown, Mary McClounie, Tony Palumbo, Fred Otterstein and Zach Lascelle.

As I began to write this article to report on the generosity of our workforce, I heard the tragic announcement of the closure of General Motors Oshawa and the loss of over 2,500 jobs. I can only begin to imagine the devastating effect this will have on the entire community of Oshawa. There are hundreds of programs that are funded by the United Way based on the yearly campaign held in the GM Plant. This announcement cannot help but to remind us how important it is to support these community-based pro-

grams as we are all only one announcement away from needing some of these vital services ourselves.

Thank you once again for your generous contributions to the United Way!!!

In Solidarity,
Shauna Thorne-Zarin
Employee Campaign Coordinator
United Way Halton & Hamilton



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WE ASKED YOU:

What are your thoughts on the General Motors Oshawa closure? What do you think we could do to help?



Blue Lac

"It is very sad news. We are all in the same industry and understand how hard it must be. We should help anyway we can!"



Donna Ross

"I am totally crushed. We should show our support by standing with them whether it's holding a gathering or even a rally out in Oshawa."



Bruno Dellapenta

"We the tax payers bailed them out and this is the thanks we get! GM should be ashamed of themselves."



Dax Stockford

"It is horrible news, not only for G.M. but also for all the spin off jobs. We could help by rallying beside them."



Kara Scali-Kassabian

"This is awful that there was no notice and also terrible timing. As for helping we could pull solidarity by going to the governments as a strong union."



The Bronte Village Mall Dental Office

for your



- dental health •
- attractive smile •
- comfort & safety •
- convenience •

At the Bronte Village Mall Dental Office, we know you want to keep your smile healthy and attractive throughout your lifetime. Our team's focus is to help you do just that. We provide all aspects of dentistry so you can feel confident you are receiving complete dental care



To our team, complete dental care means:

- on site specialists; including oral surgeon and periodontist
- effective programs for the prevention of dental disease
- up to date restorative options, including dental implants
- removal of teeth under sedation
- the ability to improve the appearance of any smile
- one hour tooth whitening

New patients are always welcome.

Located on Lakeshore Road, just south of the QEW, our office is just minutes from anywhere in the Burlington-Oakville area and free parking is plentiful.



To work with your busy schedule, we are happy to offer extended appointment hours, including Saturdays.

We will assist you with processing your insurance claim.

2447 Lakeshore Rd. W., Unit 2
Oakville, Ontario L6L 1H6

905-825-1102

www.brontedental.com



UNIFOR LOCAL 707



SUPER BOWL PARTY!!!



brought to you by your Local 707 Recreation Committee

Open to ALL Members, family and friends!

Join us at the Local 707 Banquet Hall for an awesome big screen...big sound SUPER BOWL experience!!!

Sunday February 3, 2019

Tickets are \$25 each or 2 for \$40 (cash or email transfer)

\$30 at the door – so buy early!!

Included in your SUPER BOWL viewing experience

~ dinner ~ door prizes ~ football grid

and so much more!!

Beer tickets \$4.00 each, Mixed drinks \$5.00 each

****Designated Drivers will receive FREE non-alcoholic beverages**

Throw on your game shirt, grab a few friends, and come on out!!

Doors open at 2 p.m.

Tickets available at Union Meeting Sunday January 20, 2019

Ticket Sellers ~ Lisa Dennis (A shift door line) or email for tickets lisadennis1@rogers.com

Maiken Griffin (A shift, Trim Line 7) or email for tickets mfoxcroft@gmail.com

Kevin Forbes (Body 1 C Shift)

Sarah Cox (Trim Line 5 B Shift)

Jan Smith (Education Office)

Bryce Thompson (BAMR B Shift)

Stephen Cardoso (Body 2, A Shift)

Arnie De Vaan (Retiree)

Picnic Report By Linda Asselin

The 65th anniversary picnic will be held in June 2019.

Come relive your childhood and have Fun for the day with Family and Co-workers.

Date and location will be posted on the boards and website in April.

Fun Will Be Had By All!

In Solidarity,
Linda Asselin
Picnic Chair



Past Picnic Pictures on Page 39.

**WE
GET
LETTERS!**



Thank You From Fare Share Food Bank (Oakville) Inc.

Dear Members of Unifor Local 707

Wow another big thank you to Unifor Local 707! Your very generous donation of \$6,350 will most certainly help us to re-stock our shelves this autumn. With rising food costs, it is wonderful to receive such a generous financial donation. As you know from prior donations, your contribution truly goes directly to helping those in need in Oakville.

Fare Share Food Bank has noticed that the need for our support grows each month.

Each month, Oakville Fare Share Food Bank provides food for over 400 families, which includes over 450 children. Without this support, clients would go without proper meals and food. We strive to provide clients with a selection of food including fresh fruit and vegetables.

The Fare Share Food Bank has been operating in Oakville since 1988 and is a completely volunteer run organization. We depend entirely on the generous support of the community. We do not solicit nor receive funding from any level of government.

On behalf of the volunteers at Fare Share, thank you for always thinking of us and our clients. Sincerely,

Stephen Rowe
Director



Glenashton Dental Centre

Family & Cosmetic Dentistry
Implants • Orthodontics • Periodontics



Dr. Harbans Singh Bamrah, B.Sc., D.D.S. & Associates
Family & Cosmetic Dentistry

Dr. Mandeep Sood, BDS, MDS, Ph.D
Certified Specialist in Orthodontics

Dr. Nasser Derakshan D.D.S.
Certified Specialist in Periodontics & Implants

Dr. Haissam Kanaan B.Sc., D.D.S., Dip. OMS, FRCD (C)
Certified Specialist in Oral & Maxillofacial Surgery

COMPLETE DENTAL CARE

Services:

- Root Canals • Dentures • Braces/Invisalign (Clear Braces) • Crowns • Bridges
- Wisdom Teeth Extractions • Implants • Gum Treatments • White Fillings
- Teeth Whitening/Zoom • Bonding • Porcelain Veneers • Mouth Guards
- Night Guards • Sedation/Nitrous (Gas)



Watch TV or DVD During Your Treatments
Special Care & Attention is Given to
Children & Seniors

Electronic Insurance Processing

Walk-in and Emergency patients
are seen promptly

New patients always welcome!

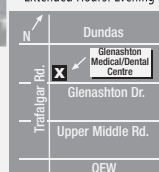
905-842-5500

333 Glenashton Drive, Unit 3
NE Corner of Glenashton & Trafalgar

www.GlenashtonDental.com

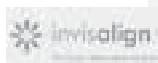
Located in Glenashton Medical/Dental Centre

Extended Hours: Evening and Weekend Appointments available



Office Hours
Monday 9:00am - 8:00pm
Tuesday 9:00am - 6:00pm
Wednesday 9:00am - 6:00pm
Thursday 9:00am - 6:00pm
Friday 9:00am - 8:00pm
Saturday 9:00am - 3:00pm

Free Parking



Zoom!
Whitening

FAMILY PRACTICE/WALK-IN MEDICAL CLINIC & PHARMACY

Recording Secretary's Report

By Janet Creet

Brothers and Sisters

Christmas has always been one of the most joyous times of the year for me. The closeness of friends, the comfort of home and the beauty of family always fills my heart.

I would like to take this opportunity to wish

you and your families health, happiness and love this holiday season.

Merry Christmas and Happy New Year!

In Solidarity,

Janet Creet



Trustees' Report

On behalf of the Trustees we would like to wish you and your family a wonderful holiday season filled with love, peace and joy!

All the best in 2019.



Heather Longer



Kate Penkett



Kinder Sidhu

10% off your next catering order of \$25 or more.



384 Iroquois Shore Rd., Oakville • (905) 849-7827

Adults and youth (ages 13 and older) need an average of 2,000 calories a day, and children (ages 4 to 12) need an average of 1,500 calories a day. However, individual needs vary.

Expires 30 April 2019. Valid at participating Canada restaurants for in-restaurant orders only, excluding kiosk orders. No cash value. Not for sale. Coupon must be surrendered with purchase. One time use. One coupon per qualifying item(s). Cannot be combined with promotional offers. Void if transferred, sold, auctioned, reproduced, purchased or altered, and where prohibited. Subway® is a Registered Trademark of Subway IP Inc. ©2018 Subway IP Inc.

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Chiropractor/Foot Specialist

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- Swelling in legs, feet or ankles? Unsightly veins?
- Poor circulation?
- An athlete wanting to improve performance?

We Can Help!!

We are authorized suppliers and fitters of medical grade compression therapy stockings and socks by

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CALL FOR YOUR APPOINTMENT NOW

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& Orthotic Centre

627 Lyons Lane, Suite 205, Oakville, ON L6J 5Z7

905-844-0680

www.oakvillefootclinic.com



■ General Membership Meetings
 ■ Retirees' Membership Meetings

2019

■ Ford Paid Holidays

JANUARY								FEBRUARY								MARCH								APRIL							
PP	M	T	W	T	F	S	S	PP	M	T	W	T	F	S	S	PP	M	T	W	T	F	S	S	PP	M	T	W	T	F	S	S
2	31	1	2	3	4	5	6	6					1	2	3	10					1	2	3	15	1	2	3	4	5	6	7
3	7	8	9	10	11	12	13	7	4	5	6	7	8	9	10	11	4	5	6	7	8	9	10	16	8	9	10	11	12	13	14
4	14	15	16	17	18	19	20	8	11	12	13	14	15	16	17	12	11	12	13	14	15	16	17	17	15	16	17	18	19	20	21
5	21	22	23	24	25	26	27	9	18	19	20	21	22	23	24	13	18	19	20	21	22	23	24	18	22	23	24	25	26	27	28
6	28	29	30	31				10	25	26	27	28				14	25	26	27	28	29	30	31	19	29	30					
MAY								JUNE								JULY								AUGUST							
PP	M	T	W	T	F	S	S	PP	M	T	W	T	F	S	S	PP	M	T	W	T	F	S	S	PP	M	T	W	T	F	S	S
19			1	2	3	4	5	23						1	2	28	1	2	3	4	5	6	7	32				1	2	3	4
20	6	7	8	9	10	11	12	24	3	4	5	6	7	8	9	29	8	9	10	11	12	13	14	33	5	6	7	8	9	10	11
21	13	14	15	16	17	18	19	25	10	11	12	13	14	15	16	30	15	16	17	18	19	20	21	34	12	13	14	15	16	17	18
22	20	21	22	23	24	25	26	26	17	18	19	20	21	22	23	31	22	23	24	25	26	27	28	35	19	20	21	22	23	24	25
23	27	28	29	30	31			27	24	25	26	27	28	29	30	32	29	30	31					36	26	27	28	29	30	31	
SEPTEMBER								OCTOBER								NOVEMBER								DECEMBER							
PP	M	T	W	T	F	S	S	PP	M	T	W	T	F	S	S	PP	M	T	W	T	F	S	S	PP	M	T	W	T	F	S	S
36							1	41		1	2	3	4	5	6	45					1	2	3	49							1
37	2	3	4	5	6	7	8	42	7	8	9	10	11	12	13	46	4	5	6	7	8	9	10	50	2	3	4	5	6	7	8
38	9	10	11	12	13	14	15	43	14	15	16	17	18	19	20	47	11	12	13	14	15	16	17	51	9	10	11	12	13	14	15
39	16	17	18	19	20	21	22	44	21	22	23	24	25	26	27	48	18	19	20	21	22	23	24	52	16	17	18	19	20	21	22
40	23	24	25	26	27	28	29	45	28	29	30	31				49	25	26	27	28	29	30		1	23	24	25	26	27	28	29
41	30																							2	30	31					

Web Site: uniforlocal707.org

DEADLINE
FOR THE JANUARY - MARCH 2019 707 REPORTER
FEBRUARY 18, 2019