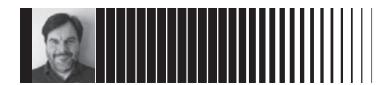
707 | REPORTER |||||||||||||||||

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Local 195 · Local 240 · Local 698 · Local 1285 Local 199 · Local 444 · Local 707 · Local 1324 Local 200 · Local 584 · Local 815 · Local 1459 Local 222 · Local 636 · Local 1087 · Local 1498





EDITOR'S REPORT | Tim Batke

Cisters and Brothers,

As your editor I must speak to why you are receiving your first edition of the 707 Reporter in the summer and not several months sooner. First, back in the winter we delayed the first edition due to the triannual elections. Secondly, the moment those elections were completed it was the beginning of the biggest global pandemic in over one hundred years. To put out an edition during the beginning weeks of COVID-19 would have been very challenging since information was changing daily, sometimes minute by minute.

Since Ford OAC started back up in late May, early June it has been inspiring to see our Local members take on the new challenges of the pandemic and continue to produce a quality vehicle for our customers.

Right before the pandemic hit, we lost an active leader in our Local. Shawn White passed away on March 7, 2020 the day before his 57th birthday. Brother White was my first steward when I started full-time at Ford back in 1997, and he was a great rep with a great sense of humour. The last day I saw Shawn was 8 days before his death, we left each other laughing about something I do not have the space to speak on here. But if you loved Brother Shawn White like I loved him ask me some time and I will tell you. Thank you, Shawn White for all you did for our Local, we were lucky to have you as a rep and a friend.

Peace and Love,
Tim Batke
editor@uniforlocal707.ca







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Dave Millar | Vice-President
Janet Creet | Recording Secretary
Brett Lefebre | Financial Secretary
Kinder Sidhu | Trustee
Heather Longer | Trustee
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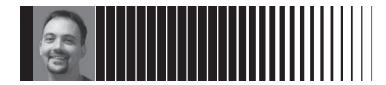
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With the events of the last few months, our Local elections seem like a distant memory now. However, it's been awhile since our last 707 Reporter and therefore I think it is important to again, thank the membership for my acclamation to the office of President for Local 707. Throughout these difficult and unprecedented times, it continues to be an honour and a privilege to have the trust of my peers as I represent the needs and interests of this membership.

We have and will continue to face many challenges this year, however if the COVID-19 pandemic has shown me anything, it is that we are all dependent on the community that surrounds us. If we are to be successful in our endeavors, all of us, each and every one must do their part. With that said, I would like to recognize the efforts of some Local 707 members who have done their part and more.

Election Chairperson Kevin Forbes and the Election Committee of Local 707, for successfully carrying out our Triennial Elections and Run-off Election, under the most difficult of circumstances.

A thank you to our In-plant Committee and Health & Safety Representatives whose efforts ensured a safe return to work after our COVID-19 lay-offs. Last but not least, you, the membership who have returned to work, each and every day even in the heat of this pandemic and have diligently followed all Health & Safety protocols. It is your daily effort that strengthens our Local and future.

Bargaining

When opening bargaining and passing on all our amendments, we made it clear to the Ford Motor Company, that the most important issue is to secure a product and future for the Oakville Assembly Complex. Our Local 707 membership, has proven we have the ability to overcome challenges and continuously deliver a quality product for the Ford Motor Company and our customers. We are looking for Ford to make the long-term commitment, that we have earned, so that we can continue to make a quality Canadian vehicle, for decades to come.

As, I have a lot to cover in my report, I would strongly encourage your to read the following articles, Ford Council Vice Chairperson Mark Brennan, goes into further detail about the challenges the Canadian Auto Industry faces as we enter into Negotiations, and OAC Plant Chairperson Bob Scott, who explains some of our Local issues and where we are today.

PRESIDENT'S REPORT

MARK SCIBERRAS

CEWS

As posted in my Presidents Report on June 17th and July 27th. Retroactive to Sunday April 12th and to June 6th 2020 the Ford Motor Company has applied and qualified for the Canadian Emergency Wage Subsidy program. As a result of discussion with Unifor, the company has agreed to issue 75% of an employee's 40-hour gross earnings to all members who were on a COVID-19 lay-off for periods, between April 12th to June 6th. This will result in members having to make repayments of Employment Insurance and CERB benefits collected during this time period.

Originally is was projected the Retroactive Wage Subsidy payment would be issued in July, unfortunately due to the complexity of issues with the payment it has been delayed until late August. While I am disappointed with this delay, I am somewhat encouraged that the company is trying to ensure these Wage Subsidy payments are issued properly.

Prior to the payment the Company will send out further correspondence about the Wage Subsidy payment.

CERB/Employment Insurance

Once you have received your Retro-Active Wage Subsidy payment from the Ford Motor Company; I strongly encourage you to use this payment to repay all CERB and/or Employment Insurance Benefits received for lay-offs from the April 12th to June 6th 2020 period. All repayments should be made prior to December 31st 2020 to ensure you are not paying unnecessary taxes on E.I. and/or CERB payments on your 2020 income tax filing.

CERB Repayment Example: If you were laid off for 7 weeks during this period you would be required to repay \$500.00 per week X 7 weeks equaling a total of \$3,500.00 to the federal government.

E.I. Repayment Example: If you were laid off for 7 weeks during this period you would only be required to pay back the net amount you received from Service Canada which would be a maximum of \$505.00 per week X 7 weeks equaling a total of \$3,535.00.

Important note by paying back your Employment Insurance payments prior to December 31st 2020 you will not be required to repay the income tax on each payment which would \$68.00 per week and a total of \$476.00 for a 7-week period.

Speaking to a few members, I understand through no fault of their own they may have received double payments of CERB or Employment Insurance and CERB. If



you were double paid for any week through the COVID-19 lay-offs, again I strongly encourage you to return payments you were not entitled to receive prior to December 31st 2020 to avoid tax implications on your 2020 income tax filing.

CERB and our Negotiated Supplemental Unemployment Benefits (SUB)

While I have said this before it is worth mentioning again, creating the Canadian Emergency Response Benefit was the right thing to do for Canadians who don't qualify for Employment Insurance. However, it should not punish the hard-working Canadians that pay premiums to support the Employment Insurance program and have negotiated a Supplemental Unemployment Benefit Plan with their employer.

It is understood the federal government quickly put together this economic program, without the usual care and consideration for all circumstances.

However, what can never be understood is why after creating CERB/EI Emergency Response Benefit in a matter of weeks, that the federal government still has not corrected legislation to allow SUB to be considered an extension of CERB and not earnings, similar to Employment Insurance. As a Local we have brought our concerns to several different MP's and the National Union has discussed this issue with several federal Cabinet Ministers, Unifor members have signed petitions and sent letters. Still this government refuses to act. If the matter is not resolved, after negotiations, I will endeavor to re-start the campaign at our Local, as this legislation can not be accepted and must be changed.

Bargaining preparations

The COVID-19 pandemic has caused municipal. provincial and federal governments and health authorities to enact certain restrictions and measures in an effort to contain the virus. This has created some challenges for the Unifor Ford Council team, both at a Local and National level.

Strike Mandate Vote

As we look to secure a future for the Oakville Assembly Complex, this year more than ever we need a strong Strike mandate to show the solidarity of the Local 707 membership.

As all members should know, a strike mandate vote is not a vote to strike. Rather, it is a vote to show the employer that you support your Local 707 Bargaining Team and the amendments we've developed together over the past 9 months. By giving your Bargaining Team a mandate to call for a strike at some point in the future, it provides us with the necessary solidarity and strength to secure

future product for OAC and an acceptable contract.

History shows that a high "YES" vote in strike mandate reduces the likelihood that a strike will be necessary, as Companies are always more willing to work with a bargaining team, that has the full support of their membership behind them. The opposite also applies, as low or weak strike mandates can result in prolonged negotiations, concessions and strikes as the employer is emboldened with the belief that the membership does not support the amendments put forth or it's bargaining committee.

Sunday, August 30, 2020 we will conduct our strike vote. I encourage all members to participate in this important event which is part of the bargaining process.

During past Local 707 Strike mandate votes we have called a Special Membership Meeting (in person), where the bargaining committee would address the membership and request a strike mandate. Normally this process would last only a couple of hours.

However, due to COVID-19 provincial restrictions, it is expected that we will not be able to have more than 50 people in the Local 707 Union Hall at one time. Therefore, we will not be able to have our traditional Special Membership Meeting. Instead, in coordination with the National Union and the D3 Canadian Automotive Local Unions we will have an online Strike Mandate vote. In the weeks leading up to August 30th 2020, you will receive an information package, mailed to your address on file. This information package will provide you with a personal password and information about how you can cast your Strike Vote. The Local 707 Bargaining Team, recognizing the importance of connecting with the membership and will posting a message about August 30th 2020 prior to the Strike Vote.

If you do not have online access or need assistance voting. Our Election Committee will be available at our Local 707 Union Hall, on August 30th throughout the day from 9:00 am to 5:00pm, to ensure you are able to cast your vote.

While voting takes place the Local Bargaining Committee and I will be at the Local 707 Union Hall to speak to members in small groups for those that have questions about the process and the importance of 2020 bargaining to OAC. To effectively manage everyone's Health & Safety if you have to visit the Union Hall to vote or ask questions it is important to note we will be practicing social distancing and so once you've asked your question and/or voted please exit the building to allow others their chance to vote. To avoid crowding please don't linger. Further details on our Strike Mandate vote will be posted on our website, and in-plant boards.

Ratification Vote

A Ratification vote, will be an even greater challenge in this COVID-19 environment, given circumstances provided by Provincial and Local Health authority mandates. The D3 Canadian Automotive Locals of Unifor are working with the National Union and are looking to repeat the practice of online voting for the ratification vote. We will keep you informed of the plan, as a tentative ratification date becomes closer.

Shawn White

As many of you know Shawn White passed away in early March. My thoughts and prayers continue to go out to Shawn White's family. My father and I both knew Shawn well, worked with him for many years and were taken aback when we heard he suddenly passed. Shawn made a great contribution to this local as our TPT Coordinator, a Union Steward in Trim and as a member of several Local 707 Bargaining Committees, he will be truly missed by this Local and all who knew him.

In Solidarity, Mark Sciberras Unifor Local 707 President ■





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Local707



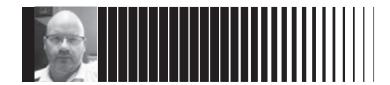
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Welcome to 2020 Sisters and Brothers. It has been a year like no other.

First off, I would like to thank the membership for showing faith in me by electing me twice since January to the position of Vice President. It is my wish to help members with their issues as they arise to the best of my ability. Feel free to call me direct at 905-844-6431 or email at VP1@uniforlocal707.ca with your concerns.

The position of Vice President requires the wearing of many different hats, and an understanding of a broad range of issues. Working closely with Brothers Sciberras and Lefebre at the Union Hall, I believe strengthens our union to support the excellent representation you have in the Plant. Saying that I "look forward" to working with and for you would be out of time as we are now 7 months in to me being in office, so I will say instead...It has been an interesting start to my term of office with a pandemic thrown in to the mix and filled with a lot of ups and downs. Know that working for you is my top priority.

The Local has been very busy regardless of COVID-19. Your Local 707 Executive officers continued to deal with issues as they arose during the pandemic and are always here to help with your concerns. Special thanks to the Benefit office for the efforts put in to help members with their many concerns with CERB, EI and SUB issues. These concerns will continue to be worked on by both Paul Ivey and Tim Batke.

RETIREES - New and Experienced

Our retirees have not been able to meet since February. The monthly retirees chapter meeting is a place where retirees come to hear what is going on but also to just meet up with a lot of brothers and sisters that they have worked with, and in some cases have not seen in many years. As Vice President, the main group I deal with is the retirees. Wanting to make sure every one of you has direct contact with me if you need to have any issues dealt with, I am here. My email, phone and text messages all get through to me. I'll do my utmost to get back to each and everyone of you as quickly as possible.

Recently, many of our active members have chosen to retire. I want to wish them all a long, happy life in retirement and all the best in their future endeavours. Unfortunately, with the pandemic protocols put in place, I will not be able to wish most of you best wishes in person but please remember that your local union is still here after retirement.

LEADEC

Since April, Leadec has hired 72 new members to our Local membership. It's important for you to know that Fuad

VICE PRESIDENT'S REPORT

Dave Millar

Hassan, is the Leadec Chairperson, he works on the dayshift in the Final area. He is available to discuss any of your issues that need to be addressed. Before going to Fuad the protocol is to see your shift Steward. They include:

- #1 Shift Scott Shappitt
- #2 Shift Kunel Aliwalia
- #3 Shift Stewart (Paul) Miller

These brothers are your first point of contact for your concerns with the collective agreement and the workplace.

ABEDNEGO

Abednego members: Having spoken to your Chairperson, I look forward to getting together to meet with you in the coming months.

AWOC Committee

On July 31, 2020 the AWOC Committee Chair Constance Brown led the initiative regarding the 2020 Civil Rights Movement. We are pleased to attach our Local's name to the list of supporters during this period of time. We ordered approximately 250 black Civil Rights T-shirts to be distributed between members who were looking to get involved in support. Thanks to all who participated.

UNIFORLOCAL707.ORG Webpage

After approximately 4 months of work, we have launched our new website.

As you will see in the coming months, this is more than just a refreshing of our Local 707 website. We will soon be able to change the way we communicate and conduct Local Union business.

Our goal is to have our Union Hub App available to only our members after negotiations. To get access to our new app, you will be required to register for @707members.ca email. With this Union Hub and our website; we will be able to effectively improve communication and access to information moving forward. With our new platform, posts will go up as soon as need be and you will be able to sign up for push notifications. When the new app and Union Hub become available, we encourage you to register, as we believe that this tool will further strengthen our leadership and the solidarity at Local 707.

Looking forward to seeing you all in a safe environment in the coming days, weeks and months and remember to check the website for accurate up to date information with respect to bargaining and Strike Vote.

In Solidarity,

Dave Millar

Vice President

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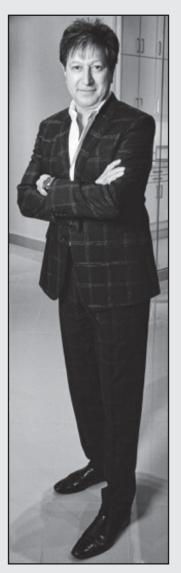
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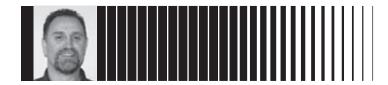




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Prothers and Sisters:

${f B}_{\sf Summer}^{\sf Summer}$ Vacation Shutdown:

I would like to take this opportunity to welcome everyone back from a well-deserved summer vacation. Our members got to enjoy two weeks back to back vacation for the first time in several years. Mother Nature cooperated with our members during this summer shutdown and gave us amazing weather for families to enjoy.

While the plant was down for summer vacation, Leadec conducted an extensive cleaning of the plant including power washing of the washrooms.

Upon return from vacation, I received hundreds of calls, emails and text messages from members who expressed their satisfaction regarding the cleanliness of the plant and hopes that it will stay this way.

2020 Detroit 3 Bargaining:

On Thursday July 16, 2020 our Bargaining Committee kicked off Local bargaining with Gillian Briscoe (H/R Manager-OAC), Richard Smith (L/R Manager-OAC), and Ron Prahin (Plant Manager-OAC).

Mark Sciberras (President, Unifor Local 707), recited our opening statement and presented our Local amendments to Gillian Briscoe. In our opening statement Mark, notified the Ford Motor Company that our work force is second to none and it is imperative that the Ford Motor Company recognize the efforts of our members and Union Leadership over the past 4 years and especially during the 2020 COVID-19 Pandemic. During the difficult times surrounding COVID-19 our Local Union worked leniently with the Ford Motor Company to best protect the health and well-being of our members, and any other person working in our plant while making sure our customers received a quality product.

Mark explained that with no product being allocated to OAC after 2023 our #1 bargaining priority is to secure a future platform for Oakville Assembly Complex and Local 707 members.

I have been elected to the Ford Bargaining Council since 2009 and have witnessed each round of bargaining being extremely different from the other. 2009 bargaining was the year that the government forced us to re-enter bargaining due to the global economic meltdown which caused several businesses to close and put millions of people out of work around the world.

2012 bargaining presented us an opportunity for investment and a 3rd shift in Oakville hiring approximately 2,500 new members, allowing hundreds of our mem-

OAC CHAIRPERSON'S REPORT

Bob Scott

bers who lost their jobs due to the closing of the S.T.A.P, Auto Modular and indefinite layoffs in Windsor engine plant to be offered a transfer to OAC.

2016 bargaining provided a product allocation at Windsor engine, along with this product allocation language was negotiated to allows several OAC members to transfer back to their home base. Wage increase improvements were made to the Grid allowing an improved pay structure for members in progression and moderate gains were bargained for all members.

2020 bargaining will be different and difficult to say the least. Due to COVID-19 many things we are used to doing and the way we meet has changed drastically, these changes have forced us to change the way we bargain as well as the way we think. One thing that has not changed is that our #1 priority will be to secure a product and a future for the OAC. As I have mentioned in several past reports, this is your future, don't be fooled or misguided by Social Media keyboard warriors who have zero interest in your future, they will tell you that it is wrong for the Union to bargain for product. Unfortunately, without an Auto Pact and having global manufacturing, bargaining future product is the way of the world today. It would be totally irresponsible of the National Union to enter bargaining with the belief that the Detroit 3 are just going to hand Canada investment. We must open our eyes to the politics in the U.S. demanding built in the USA. We as Canadian Auto Workers must lobby and demand both Federal and Provincial government engage and invest in Canadian manufacturing protecting or auto industry.

Entering 2020 bargaining it is important that our members understand that Ford Council is 100% United having a clear direction heading into 2020 bargaining. Ford Council has no doubt that our National Union President Jerry Dias will put up the fight of his life to secure a fair C.B.A. for all the Ford locations, including and especially a future product for OAC. The National Union staff has full support of the Ford Council lead by Chairperson: John D'Agnolo (200) and Vice Chairperson: Marc Brennan (707).

It seems that Unifor cannot catch a break when it comes to D3 bargaining, COVID-19 has put us in a very difficult bargaining position. National President Jerry Diaz has sent a loud clear message to the D3 that Canada will not be disadvantaged and left behind due to COVID-19. Recognizing the difficulty of bargaining a fair share Collective Agreement during good times when

OAC Chairperson`s Report | Continued

the Company is making record profits keeps me focused on what is important to our members, Our Future.

Unifor National Communications Department is setting up a web page for posting bargaining updates and information for our members across the Detroit 3. This web page will include a general overview including dates and bargaining timelines -ex. "notice to bargaining", "formal opening", "contract expiry", "strike vote information" as well as "ratification votes" in a manner which adheres to government and public health agency regulations.

Local 707 President Mark Sciberras, will be posting updates on our Local web page along with regular updates from our Local Bargaining Committee during this process.

Oakville Assembly Plant at Risk of Closing?

On June 15,2020 at approximately 9.30pm, I was sent a video and a media release article from an auto analyst claiming that Ford Oakville Assembly Plant was at risk of closing due to the possible cancelation of the Ford Edge and the Lincoln Nautilus moving to China in 2023.

I started receiving many text messages, phone calls, and emails from our members in panic mode wanting to know what was going on, is this Fake News or Fact?

I contacted our National Union Director of Auto Dino Chiodo to find out if Ford Motor Company has had any dialogue with the National Union with regards to this issue. Dino assured me that Ford has NOT shared this type of information with the National Union.

On June 16, 2020 at 8.30 am Marc Brennan and I contacted Ryan Kantautus V.P. Human Resources Ford of Canada and talked to him about this LEAK. Ryan indicated that Ford Motor Company did not make any formal announcement to the media regarding their operation plans. Ryan stated that he could not confirm or deny that any of this information true or false.

On June 16, 2020 our National President Jerry Dias had a conference call with our Ford Council Master Bargaining Committee to discuss the leak of this information and the devastating impact this would have on the auto industry in Canada as well as the Community and surrounding Communities. The loss of these jobs in Canada would be a shame, Jerry stressed the fact that the National Union was preparing for the battle of their lives, to put all their strengths and focuses on securing a viable future for Oakville Assembly Complex. Jerry reconfirmed that the National Union will stand in Solidarity with the Ford Bargaining Committees across Canada and send a loud clear message to the Ford Motor Company, Oakville

Unifor Local 707 must have a product allocation, we will accept nothing less.

John D'Agnolo: President of Local 200 and Chairperson of Ford Council stated that the Ford Council focus will be on securing a product allocation for Oakville, he also stated that Local 200 members stand united with Local 707 members to make sure this happens.

The uncertainties the world has brought to us due to COVID-19 pandemic creating devasting financial burdens on the world could not have happened at a worse time for Unifor.

Key Dates:

- End of Production Dates:
- Program U540 China October 15, 2020
- Diesel Balance out October 20, 2020
- ILVS commodities being insourced to OAC during Diesel balance out – October 2020

Ford will be changing their rebalances to the beginning of the model year.

Approx. date of Feb 5, 2021 would be the start of the 100 day Letter. 2021 Job 1 (January 25, 2021) plus 10 days.

If you have any questions or concerns, please contact me:

bscott27@ford.com bscott@uniforlocal707.ca

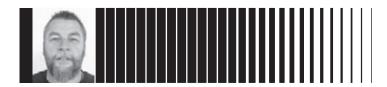
office: 905-845-2511 ext. 3350

cell: 905-483-1475

In Solidarity,
Bob Scott

OAC Plant Chairperson, Unifor Local 707 ■





Elections

Now that the elections are over and this being the first report, I would like to thank the Skilled Trades membership for electing me as the Skilled Trades Chairperson. I would like to congratulate Chris Herbst, Chuck Paladino and Colin Somers as your Skilled Trade Stewards and Jason McPherson, Duane Finley and Mark Broughton as your Alternate Skilled Trades Stewards. Looking forward to working with all and having a united Skilled Trades Leadership, to better serve our members.

2020 Summer Shutdown

With COVID-19 protocols, the summer shutdown was very different from other shutdowns. The contractor activity was at minimal capacity resulting in minimal overtime, but on the bright side, the Skilled Trades work force did the majority of the work performed during this period. At times it was incredibly hot to work, but we came out with no major injuries, ensuring our members could go home safely every day.

COVID-19

I would like to thank the entire Skilled Trades work force who helped make this plant safe for everyone to return to work. Somedays it is very hard in the heat to follow all the protocols, but with some effort and determination we can all get through it. Due to COVID-19, our Skilled Trades Apprentices who were scheduled to go to trades school were deferred and hopefully the college can figure out a safe way for everyone to continue. I wish them good luck and I look forward to hearing about their experiences.

2020 Bargaining

Entering into 2020 bargaining, everyone knew we had our work cut out for us now add a global pandemic with many restrictions. Only being able to meet in small groups, social distancing and sitting across from the company wearing masks will create additional challenges. The one thing that hasn't changed is the determination to strengthen the Local and Master Language and most importantly secure a product for 707 members to have a bright future! MADE IN CANADA MATTERS!

Retirement & Job Postings

This has been a very hard time for some with everything going on in not only our workplace, but also our world. I offer my sincere condolences to anyone who has lost someone during this time.

SKILLED TRADES CHAIRPERSON'S REPORT

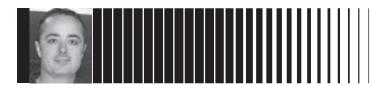
Darrin Caerels

Many of our members are electing to retire. I thank you for your hard work and say enjoy, you've earned it! With all the retirements come job postings. This gives members a chance to exercise their seniority to move to a job they prefer. Many jobs have not been filled and we will be hiring. If anyone has a family member or knows of someone looking for a job in trades, bring in a resume and hand it in to Labour Relations.

In closing, everyone enjoy your vacations and please stay safe.

In Solidarity, Darrin Caerels Skilled Trades Chairperson ■





rothers and Sisters,

Without a doubt the start of 2020 year has been like no other year. Our Local membership has had to deal with the balance out of the Ford Flex and Lincoln MKT. This brought on the reduction of the third shift in Body and Paint, as well as the elimination of jobs in the Final departments. Because of these actions our most junior members were put on indefinite lay-off, and many other members were reduced from their classifications and departments. Added to this already difficult situation was a world-wide pandemic. Production at our plant, like most of the economy in Canada was suspended for over two months. The economic impact of COVID-19 has been felt by many in the short term and likely will be felt for a long time to come. During this difficult time the Bargaining Committee has continued to prepare for 2020 Bargaining while dealing with the day to day issues in the plant.

Detroit Three 2020 Bargaining

As Unifor enters bargaining with the Detroit Three each of the Bargaining Committees (Ford, GM & FCA) have challenges that are shared as well as their own unique set of issues. Your Ford Council has been in constant communication with the National Union, GM and FCA Bargaining committees.

Since 2016 bargaining the Detroit Three membership has shrunk by over three thousand members. This is no surprise with GM- Oshawa no longer assembling vehicles, FCA - Windsor Assembly losing the #1 production shift and Ford — Oakville balancing out the Flex & MKT. This reduction in the auto assembly workforce only underscores the importance of securing meaningful investment to ensure a secure future for our members.

Since the abolition of the auto pact we have seen the auto industry in Canada and more specifically in Ontario erode. Many assembly operations in this Province have been shutdown only leaving a handful of Assembly Plants in Ontario. The jobs that our members preform on the assembly lines day after day, and night after night are not easy. In fact, they are at times some of the most challenging work a person can do. But these jobs have proven to be important jobs for our members their families and the communities we live in. These jobs are worth fighting for. Watching auto companies invest over three hundred billion dollars in EV's (Electrified Vehicles) around the world as the auto industry trends in that direction; it is concerning to many that we have not seen any of that

VICE CHAIR OF FORD COUNCIL AND CHASSIS COMMITTEEPERSON'S REPORT

Marc Brennan

investment here in Canada. 2020 bargaining is an opportunity for us to ensure we are not left behind.

On July 16th we opened Local Bargaining with the company. During the opening your Local Bargaining Committee presented the company with a copy of amendments put forth by our membership and stressed the importance that the Ford Motor Company make a long-term commitment to the membership of Local 707. We ensured that the hard work and dedication of our membership was at the forefront of the discussions Your Local Bargaining Committee will be meeting with the Company on a regular basis during the weeks to come.

Some important dates for our membership to know as we move through the bargaining process.

July 16 Local 707 opened Local bargaining August 12 the Detroit Three have their formal bargaining openings

August 29 & 30 Local strike votes will take place September 8 the strike target will be selected September 21 strike deadline date

Over the next few months there will be many rumors on the shop floor and on social media. It is extremely important that we as a Local Union membership stay united and not fall into the trap of believing and or spreading rumours. The bargaining committee will be bargaining for all our members best interest. The National Union and the Local Union will send out accurate updates when appropriate.

Chassis Department Overview

The Chassis department has had ten members retire since June 1st. There have been more Chassis members signing up for September 1st and October 1st retirement dates. I want to congratulate everyone on their retirement and wish them all the best as they enter the next stage of their lives.

The Company has notified the Union that the China Units/ Diesel Units/ R/H drive Units will be phased out sometime towards the end of the third quarter. The loss of these options and content will result in some job reductions. I have meetings set up with the company to discuss the reductions and work to minimize the members who could be affected.

Due to the retirements and some manpower moves due to past job postings there will be some open Chassis jobs being posted. Please refer to the job ad boards on a regular basis to keep up to date with any and all job postings. I along with the In-plant Committee have been

Vice Chair of Ford Council and Chassis Committeeperson's Report | Continued

having ongoing meetings with the company regarding the manpower shortage in the plant. We continue to argue that with such a high attrition rate that the company will need to offset the retirements with recalling some of our laid-off members.

To this point there has been no known cases of COVID-19 in the Chassis department or at the Oakville Assembly Plant. During our production restart prior to shut down and after our plant has produced some of the best quality, and productivity in North American. This is directly because of the hard work of our members, and their willingness to follow the new protocols put into place since our return. If there are any opportunities to make improvements, please let your Union rep know.

The Chassis department currently has seven jobs under dispute. The Chassis Stewards along with the Time Study Committeeperson are aware of the jobs that are under dispute and will be working to push the company resolve the job issues.

In Closing

I want to thank those who have given words of encouragement to the Bargaining Committee as we enter these difficult but important set of negotiation. Now more than ever we must support one another and stand United as a membership.

In Solidarity
Marc Brennan
Vice Chair of Ford Council and Chassis Committeeperson's
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■

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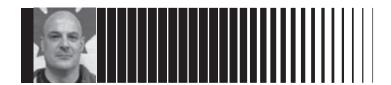
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Drothers & Sisters,

Local Bargaining was kicked off on July 16th with the Company. This set of bargaining will be difficult as we work towards securing a favorable sourcing decision for product. Although this will not be our only focus as we work towards other gains, product allocation for our Plant/ Local must be our #1 priority. I believe our membership has displayed time and time again the ability to overcome any day to day problems and deliver an outstanding product for the Company. Thus, deserving of a new product for Oakville. Being a long-standing member of our Local, both as a rank and file member, as well, an elected Union Representative, I understand the frustration that is felt regarding the release of information while bargaining is taking place. The reason information is unable to be released is because the bargaining process is fluid and ongoing. Thus, any early release of information may be misleading and detrimental to the bargaining process.

I would like to encourage our members not to engage in the exchange of mis-information on social media or in the plants as it erodes our solidarity and undermines our collective efforts.

MSC

We were notified prior to July vacation shutdown that the MSC will be moved back to the main plant come December / January. With this action, the company notified us they intend to do a transfer of operations into MP& L.

We are currently working through job ownership issues and determinations to understand how many of our members from the MSC qualify for a transfer into MP&L. Unfortunately, those members who do not qualify for a transfer will become a pending posting if they do not elect to bid on any job postings between now and the closing of the MSC.

As more information becomes available, we will share it with our members.

Body Build

To date we have successfully argued for the recall of 50 Body members, 14 between January – May and 36 members in June to help with summer vacation requests. Although the 36 members recalled for summer vacation requests were to be displaced from Body come September 8th. We are hopeful to keep some of these members due to job openings caused by retirements and successful job applicants. Please note that members are recalled into our base classifications as listed in Exhibit B of our Collective Agreement, 383B and 301B. All other classification jobs are required to be posted.

BODY COMMITTEEPERSON'S REPORT

Keith Grist

There have been a great many of our brothers and sisters who have elected to retire. I would like to take this opportunity to wish everyone all the best in their future endeavors. It has truly been a pleasure to have known you.

<u>May</u>: Kristine Bouchard, Paul Boutilier, Dave Couture, Chris Morrison and Carl Slade.

<u>June</u>: Aldo Bracco, Kartar Brar, Allan Brown, Brian Burns, Sam Carducci, Mike Cote, Steve Gallant, Mike Hamilton, Dave Hawkins, Dave Kozack and Kevin Marino.

<u>July</u>: George Costa, Ed Dodich, Bill Judd, Rick LeBlanc, Teodor (Ted) Malyga, Ed Quan, Joe Radice, Mauro Santi, Rick Staley, Zarko (Mark) Starcevic, Ed Stec, Paul Taggart, Walter Wieczorek and Peter Yeomans.

In Solidarity, Keith Grist

Body Committeeperson



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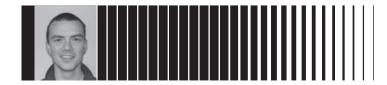
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FINANCIAL SECRETARY'S REPORT

Brett Lefebre

COVID-19

As we are all well aware of this pandemic has led to many new issues and circumstances for our members and the people of Ontario and Canada. Many individuals and families have been forced to work from home, while also being a parent, and a teacher to their children. I know this has been a struggle for many of our members just as it has been, at certain times, in my own home.

The effects of the decisions made by our Governments during the last 5 months will not be known for sometime as things like the economy, schools and workplaces slowly begin to open up again. As I write this, Halton, and most of the Province, is about to enter into Stage 3 which allows for more people to interact and more venues and businesses to open up. Time will tell what our communities will look like going forward. Personally, I haven't agreed with every decision each level of Government has made but look to other jurisdictions and believe that they have made better decisions than most. For now, we must continue to protect ourselves, our families and the people that we work with.

Since the beginning of this pandemic your Local Executive Officers have made themselves available to the membership and retiree's. As you would assume, we are required to set up Health & Safety practice in this COVID-19 environment, just as the Ford Motor Company. Therefore, we ask that whenever possible please call to schedule an appointment when in need of assistance. This will allow you to be aware of our Health & Safety practices, ensures we are available, which will prevent members unnecessary waiting in our lobby while we are assisting another Local 707 member or Retiree.

As part of our Health and Safety practices, you will be asked to give your name and contact information, then asked a series of questions followed by a temperature scan and as per the Region of Halton's newest bylaw, you will be required to wear a mask when inside the building. All of these measures are to protect you and the staff here at the Hall.

Swift Actions

The Executive Board reacted swiftly when the pandemic first hit. We immediately discussed and approved donations to community groups that could help, not just our members, but the greater community. Donations were made to the Oakville Fareshare Food Bank (over \$7,000.00), Reach out Centre for Kids (\$1,000.00), Halton Women's Place (\$1,000.00), United Way Halton & Hamilton (\$1,000.00), Renascent (\$1,000.00), Westover Treatment Centre (\$750.00), Hope Place Centre (\$500.00) and the Eva

Unifor Local 707 Funds For The Month Ending May 2020							
J	,	Current Month	Year To Date				
General	Revenue for the period	(11,452.82)	857,862.80				
	Expenses for the period	(154,023.07)	(1,067,000.38)				
	Equity(Deficit)-End	(165,475.89)	(209,137.58)				
Education	Revenue for the period	338.20	1,709.30				
	Expenses for the period	0.00	0.00				
	Equity(Deficit)-End	338.20	1,709.30				
Sports & Rec	reation						
·	Revenue for the period	67.64	14,044.12				
	Expenses for the period	0.00	(500.00)				
	Equity(Deficit)-End	67.64	13,544.12				
Political Edu	cation						
1 Officer Edd	Revenue for the period	338.20	1,709.30				
	Expenses for the period	0.00	0.00				
	Equity(Deficit)-End	338.20	1,709.30				
	1) ()						
Retirees	Revenue for the period Expenses for the period	3,624.17 0.00	8,442.58 (3,574.59)				
	Equity(Deficit)-End	3,624.17					
	Equity(Delicit)-End	5,024.17	4,867.99				
New Members Revenue for the period		1,450.00	1,470.00				
	Expenses for the period	0.00	0.00				
	Equity(Deficit)-End	1,450.00	1,470.00				
Picnic	Revenue for the period	2,874.70	15,529.05				
	Expenses for the period	0.00	0.00				
	Equity(Deficit)-End	2,874.70	15,529.05				
Building & B	uilding Corp						
	Revenue for the period	7,379.05	56,409.16				
	Expenses for the period	(13,392.20)	(129,319.81)				
	Equity(Deficit)-End	(6,013.15)	(72,910.65)				
Watch	Revenue for the period	845.50	4,273.25				
	Expenses for the period	0.00	(2,470.23)				
	Equity(Deficit)-End	845.50	1,803.02				
Strike	Revenue for the period	338.20	1,709.30				
	Expenses for the period	0.00	(2,050.00)				
	Equity(Deficit)-End	338.20	(340.70)				
Human Right	ts Revenue for the period	67.64	341.86				
	Expenses for the period	0.00	0.00				
	Equity(Deficit)-End	67.64	341.86				
Womens' Con	nmittee						
	Revenue for the period	67.64	341.86				
	Expenses for the period	0.00	0.00				
	Equity(Deficit)-End	67.64	341.86				
Total Funds		(161,477.15)	(241,072.43)				



Rothwell Centre (\$500.00). These were done as we knew that these Charitable services would be hit hard (loss of funding) and would be needed most while individuals and families struggled during the lock down.

2019 Year End Audit

The 2019 Year End Audit has been completed by BDO. It was a different and longer process than it usually is due to COVID-19 but we managed to get it done. The 2019 year end consolidated reports were completed by the external auditor, presented to and gained unanimous approval from the Local Finance Committee and the Executive Board on July 20 2020. All findings within the report were completed and found to be good overall with no discrepancies to report.

Congratulations and Thank you!

Congratulations to the newly elected and reelected leadership of 707! The membership has put its faith in you to lead by example and fight for them. Good luck to you all!

Lastly, I want to thank the membership for putting your trust in me for another 3-year term as your Financial

Secretary. I have enjoyed my time in this role and will continue to work hard on your behalf!

In Solidarity,

Brett Lefebre

Financial Secretary

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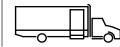
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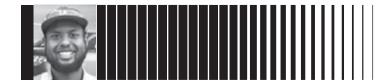


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Cisters and Brothers.

Wow what a start to 2020. After coming off a successful winter shut down, the world as we knew changed because of COVID-19. Like most Canadians this epidemic has interrupted our day to day lives, with the plant closing and all members being laid off, except for a few members. We would like to thank the sisters and brothers of Unit #1 workers who helped with disinfecting and cleaning the work stations, and to the Leadec brothers and sisters you have gone above and beyond to make sure that the workplace we all share is clean and safe from any of the issues millions of people around the world are suffering from due to COVID-19.

It has been a challenging year for all of us with limited interactions due to COVID-19, with many vacations and family events being either cancelled or postponed. This year summer shutdown period is over I am glad to report that it was successful, as there have been no health or safety incidents other than the extreme heat we experienced the 2nd week of shutdown. I would like to also take this opportunity to welcome the new hires; as many of you are aware some of the new members came from Ford and some are new to OAP, let's welcome them to our Local 707 family. Sisters and brothers the daily grind and work that you do does not go unnoticed, with that being

said I know there are many issues that need to be addressed with the company mainly with overtime issues, mass posting, and pressure from management. I want to assure you that vour committee members and I are in constant communication with company to address an issue as soon it arises.

Also, this year we have witnessed a call for change and end to systemic racism and discrimination within today's society. Despite progress being made, many of our brothers and sisters who are POC face barriers that still exist in today's society. It's important that as a community and a union

LEADEC CHAIRPERSON'S REPORT

Fuad Hassan

that we come together and continue to fight in solidarity, support and encourage others to look beyond race, gender and sexual orientation. Hate isn't something that we are inherently born with, hate is what we learn from our family, peers and friends. It's upon us to action and speak up and not just demand change but also, we must change within ourselves, "Injustice anywhere is a threat to justice everywhere." Martin Luther King, Jr.

In solidarity,

Fuad Hassan

Chairperson

Kunal Ahluwalia-Vice Chairperson-

#2 committee

Stewart "Paul" Miller

#3 Committee

Scott Shappit-

#1 committee



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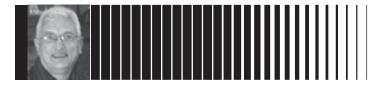
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707 RETIREES CHAPTER REPORT

Arnie De Vaan

Greetings retirees, I hope this report finds you all in good health and that you're enjoying the summer months.

On a good note the retirees golf league is doing awe-some despite COVID-19 and the special rules in place. Our turnout has been between 45 to 60 golfers. Thank you, brothers Ted Deluca, Val Bodiroga, Branco Vuckovich, Les Kwapich and Dave Simpson for leading this successful retiree charge. If you want to join us contact brother Ted Deluca at tjdeluca@rogers.com or 905-578-2666.

The COVID-19 pandemic has pretty much shut everything down with regard to retirees. All retiree meetings have been cancelled. Please stay tuned to either the 707 website, my Facebook or call into the hall in September to see if there is a chapter meeting. If we do have one in September, we will be having retiree Executive Board elections and Area Council elections. All Retired Workers Council Executive Board meetings have been held by conference call. Retired Workers Council in Port Elgin was also cancelled this year. All the lobby Groups that we are affiliated to such as USCO, National Pensioners Federation we're also cancelled, the only exception was the rescheduled OFUR conference. The others will resume in the year 2021.

Bargaining will be starting shortly and it is my hope that we will see something for the retirees. It is certainly getting more difficult for retirees to meet their financial commitments.

The Local Executive Board has been working at a new system of communications. I will be working with brother Dave Millar to look into options that will best help communications to retirees. I will update that in future reports.

Please stay safe and hopefully I will see you on September 16 at this time tentatively scheduled chapter meeting.

In Solidarity Arnie De Vaan Retirees' Chapter



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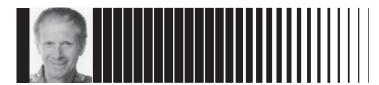


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The COVID-19 pandemic has shown many sides of human behaviour.

The Good:

- The general positive collaboration of all levels of governments and opposition parties to help citizens and business.
- Less traffic, better air quality.
- Spending less money.
- The work of real-life heroes; doctors, nurses, janitors, paramedics, store clerks, truck drivers, personal support workers and volunteers at food banks to name a few.
- At long last, a discussion about the value of a living wage.

The Bad:

- Lack of social interaction.
- Long hair.
- Governments passing omnibus legislation in the guise of emergency help.
- Treatment of temporary seasonal farm workers who put food on our tables.
- Grocery store chains for discontinuing the \$2.00 per hour subsidy for their workers.

COVID-19: The Good. The Bad and The Ugly

Ken Robertson

- High cost of food and excessive profits by big food chains.
- The reliance on foreign suppliers to provide the basic protection needed for front line workers.
- Job losses.

The Ugly:

- The disaster at long-term care homes that showed the horrific conditions that existed before the pandemic and the subsequent death of over 1,800 of the most vulnerable citizens in our society.
- The uncalled-for attack on Asian Canadians.
- Spousal abuse magnified by the stay-at-home order putting many in a life-threatening situation.
- Certain foreign world leaders whose inactions and denials continue to result in the deaths of hundreds of thousands of their citizens.

While this pandemic is very serious, it is something we can and will deal with. What concerns me is how will society handle another health or natural disaster? Let's hope our political leaders, business leaders and citizens have learned our lessons from COVID-19 and become better prepared for the next one with more good, less bad and no ugly.

SHAME ON Individuals and companies that price-gouged the public in time of need and shame on our government for allowing it to happen. In a crisis, governments should ration essential goods to prevent profiteering.

SHAME ON People who plate-shame and damage vehicles from out of province. That car may be plated elsewhere but owned by your neighbour, never judge a book by its cover.

SHAME ON Doug Ford's government for kicking Conservative MPP, Belinda Karahalios, out of caucus for voting against Bill 195. This is the same Doug Ford who said, during the 2018 Campaign, "I believe everyone has the right to vote the way they believe."

SHAME ON The Federal government for giving bailout money to companies that operate in off-shore tax havens. In 2014, the Canada Revenue Agency reported that Canadian corporations avoided paying between \$9 to \$10 billion in taxes.

SHAME ON The Alberta government for cutting off funding to the only safe-consumption site in Lethbridge. The opioid crisis is real with thousands dying – safe-consumption sites save lives.

SHAME ON The courts for only imposing an 18-month sentence on a Richmond Hill woman for her 3rd impaired driving charge in 5 years. Her 2nd offence in 2015 she killed a cyclist. This person needs professional help but she also needs to be accountable for her actions and 18 months for this repeat offender is totally is unacceptable.



Trying Times at OAC

Safety Report

What trying times we have all been through these past few months. Right after being elected our first task at hand was dealing with COVID-19. If, as the saying goes, "calm seas don't make very good sailors," I think it is safe to say that your union safety representatives will come out of this stronger with some valuable experience.

This is our first safety report since our return to the plant after the COVID-19 shutdown. We have had no confirmed COVID-19 cases at the time of writing this report. Upon returning to the plant, Ford came up with a playbook on policies and procedures to abide by in order to prevent any spreading of the virus. This playbook was changing day to day, and it has been altered/updated 26 times thus far. This pandemic is new to everyone and we are all learning constantly. "Err on the side of caution" has been our approach. At the end of the day, all the regulations, policies and procedures that were put into place would have meant nothing if it was not for our membership. Our members have shown the company that we have the best work force, second to none.

COVID-19 Safety

Personal Facemask

We never thought we would get used to wearing a PFM (personal facemask) but that is the situation we currently find ourselves in. One complaint our office constantly receives is that people are not wearing their PFM properly. We cannot stress enough the importance of wearing it properly (i.e. covering the nose and mouth). The only time you are permitted not to be wearing a PFM is when you are drinking, eating or smoking.

Working from home was not an option for our membership. Therefore, another important part of working safely is maintaining "Social/Physical Distancing" (6 feet). When this cannot be achieved then barriers need to be put into place. As you have seen, tables were fixed with plexiglass, shields put up in strategic areas and signage added on floors.

Spray bottles are all over the plant filled with bleach/water mixture. This mixture was .1 % bleach to 99.9 % water. The new playbook has changed it to .2 % bleach with 99.8% water mixture to ensure the effectiveness of the mixture. There are also 5-gallon orange refill jugs placed all over the facility.

The facility has been given three deep cleans. The first one when the plant was shut down due to COVID-19. A

HEALTH AND SAFETY REPORT

John Mullin

second time before everyone came back after the pandemic shutdown. Then a third time over our 2-week summer shut down. This has raised the standard of cleanliness in the plant.

PMHV drivers raised a serious safety concern about fogged up safety glasses and vision impairment resulting from wearing PFMs. After raising the issue to upper management, Ford purchased anti fog glasses. They are available in general stores if you require them.

Hand washing stations were installed and strategically set up throughout the plant to help prevent the spreading of COVID-19. Washing your hands for 20 seconds to remove those pathogens is required according to the World Health Organization. Twenty seconds is a long time to stand and wash your hands. Most common advice is to wash your hands and sing the Happy Birthday song twice. You could also choose other songs that have a 20-second chorus that would help pass the time.

Hand Sanitizer Stations have been placed in all the key areas of the plant. More stations are being set up as needed.

Hand Sanitizer Facts (Source: https://telanganatoday.com/how-does-hand-sanitizer-work)

The main ingredient of these sanitizers is alcohol, usually ethanol (which is the same kind of alcohol you need if you're brewing a drink like beer or wine), isopropanol (often found in rubbing alcohol, though some formulas have ethanol in rubbing alcohols instead), or N-propanol. Additionally, different manufacturers add ingredients like water, fragrances or ingredients that keep the alcohol from drying out your hands.

It's the alcohol that does the job, though. When an alcohol-based sanitizer comes in contact with bacteria, a process called denaturation occurs. During denaturation, the alcohol unfolds and inactivates the important proteins and the outer coat of the bacteria. This process makes it impossible for the microbe to stay together, effectively rendering it useless, or killing it.

NON COVID RELATED SAFETY ISSUES

Safety does not stop for COVID-19, so we are still dealing with many other safety issues on a daily basis.

The JHSC along with Body Committeeperson Keith Grist observed high volumes of vehicle traffic/pedestrian interaction inside the roadway near Gate 4. The safety issue was vehicles not complying with the STOP signs. We approached the company and had 3 full speed bumps installed. It has been very effective in correcting this safety issue.

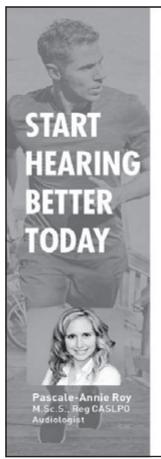
Health and Safety Report | Continued

There is a skywalk being installed from Trim Line 4 to Tim Hortons to reduce PMHV (fork trucks)-pedestrian interaction on Bloor Street. When this is completed, we would like to encourage everyone to use it for your own safety. The Company is hoping to have it completed in the next month.

Water bottle filling stations are now being set up throughout OAC. These filling stations are UV light equipped to kill any bacteria that could be in the water.

In closing, if something does not feel right it probably isn't. If you see any potential safety issues please do not hesitate to contact your Union Health & Safety office at extension 3362.

In Solidarity, #2 Shift, John Mullin #3 Shift, Mike Gibson Alternates: Steve Gardiner, B shift Merv Griffen, A shift





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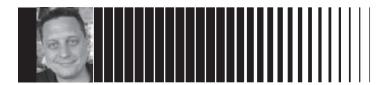






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Brothers and Sisters,
What a which is What a whirlwind the last few months have been, and still the landscape is ever-changing. We have had CERB thrown at us, there is a CEWS coming our way, and a change to the Commuted Value formula that has heads spinning. The recent drop in interest rates, the weeks of layoff, and the new safety protocols surrounding COVID-19 has been a catalyst for an increase in pension estimates. From April to present we have had close to one hundred members retire or begin the process. In these unprecedented times we are witness to the biggest change in our society since the World Wars, and all of this in a contract year.

CEWS

This is the Canadian Emergency Wage Subsidy (CEWS) program put forth by the Government of Canada. Ford has applied, qualified and been approved for this program from April 12th to June 6th, 2020. This means that we will be getting 75% of our wages paid by Ford Motor Company as opposed to 65% of our wages (EI + SUB). There are many calculations to make and this is a large undertaking, therefore it will take time to process the payment. We are looking at a possible payment date in late August.

Ford will calculate any company monies you may have received during this period of COVID-19 lay-offs (SUB). Holiday Pay, Vacation pay, Wages and SWW) and deduct it from the amount of the 75% wage payment.

Any week that a member worked and earned over 75% of their wages during this COVID-19 lay-off period, will not qualify for a wage subsidy payment from the company.

IMPORTANT NOTE: Any money you have been paid by the government will be your responsibility to repay.

The use of the CEWS program at OAC is a good thing, reducing 2020 tax implications, eliminating potential EI clawback's and increasing our overall yearly income. However, it would have been nice if the government would have introduced this program earlier, and we didn't have the need to apply for Employment Insurance and SUB for this period and now go through the process of repayments.

El and CERB repayment for COVID-19 lay-offs from April 12th to June 6th, 2020

I hope that everyone has kept track of EI and/or CERB payments from the government. Although the Federal Government may have done the right thing by paying the population immediately and without guestion (in most

BENEFIT REPRESENTATIVE'S **REPORT**

Paul Ivev

cases), the CERB program has caused great financial concern for our members and for many others across Canada. If you have not already read the President's Article with regards to this, I encourage you to do so.

The use of the CEWS program at the Ford Motor Company from April 12th to June 6th, ensures all our members have the ability to receive a 10% increase in gross wages while on lay-off during this period. Provides members in receipt of CERB during this time, the opportunity to repay payments during the 2020 calendar year, and not deal with the financial fall-out upon filing their 2020 income tax return with the CRA. It should be noted that all payments received from Employment Insurance and CERB for this time period will be required to be re-payed back to the Federal Government prior to December 31st, 2020. Failing to do so will only further your financial burden upon filing your 2020 income tax return. As you are waiting for your Retro Active Wage Subsidy payment, accurately calculate what you collected from CERB and/or Employment Insurance during the COVID-19 lay-off period from April 12th to June 6th 2020, so you are able to effectively make repayments with the Wage Subsidy payment you receive from the Ford Motor Company.

Employment Insurance Reporting

Many of you are reporting a return to full-time work and that is a good thing. This should simply stop your claim for the moment. If we are laid off again then you need to make a new application online and your claim will be re-opened. If you would rather continue to report every two weeks, then you can continue to do so. Either way is ok but often reports are forgotten which leads to a delay in reporting and EI will put a hold on your claim. Any future claim due to lay off would have to be corrected before it would be renewed.

I must also note that when many people are reporting a return to full-time work, they have been met with a warning that more information is required and are prompted with a number to call to explain. If this happens to you and you cannot reach Service Canada, then let your steward know and we can work to send an explanation for you.

Commuted Value Changes

Commuted Values are calculated using a formula created by the Canadian Institute of Actuaries. This formula has recently been updated. The NEW formula was to be implemented August 1, 2020. However, due to

BENEFIT REPRESENTATIVE'S REPORT | Continued

the COVID situation, implementing the change to the formula was postponed until December 1, 2020.

This has caused much speculation and rumour. The truth is we cannot say for certain how the new formula will impact our members. From everything I have read and learned, the overall amount of a Commuted Value may decrease. I do not know this for sure; it is just a guess.

So, If you are pension eligible, and if you have been seriously considering retirement, and if you were seriously considering the Commuted Value option, then you may seriously want to think about retirement before December 1, 2020.

Please note that there has been an influx of retirements lately and this has slowed the process. If you are ready to retire you must make an appointment with the Company Benefit Reps. You can do this by calling ext 3630 or ext 2190. Due to the current high volume of retirements, it can take up to 3 months to process. If you are eligible to retire, you can still retire on the first of any month you choose but payment may not be able to process for the date of your retirement. There could be a delay of payment of up to 2 months.

S&A

Great West Life is now called Canada Life. It is the same company just a different name. I cannot stress enough the importance of providing details and information when applying for S&A. It is up to us to provide adequate proof of disability when we apply for and continue an S&A claim. The three most basic questions to have your doctor answer are 1) What is wrong (Diagnosis), 2) What are you doing to get better (Treatment plan) – include any and all medications with the dosage plus any therapies or other treatment, 3) Why can't you work (Restrictions) – what is preventing you from working.

Maternity/Parental Leaves

Just a reminder that if you are thinking of taking Maternity or Parental Leave, remember that by contract we are required to give two weeks written notice of such a leave. Tim and I can assist you with the leave and the corresponding EI application, we just need to set an appointment and meet with you with enough time to properly administer all paperwork. A month in advance of your leave is usually adequate and gives us enough time to gather all pertinent information.

Contract Talks

I want to express my full confidence in the bargaining team. In these uncertain times, our team will need our support as securing a future for Oakville Assembly Complex, is paramount. This COVID crisis has been devastating for many outside of our profession. There have been many jobs lost, many organizations downsized, and there is a slow down to the economy in general. The landscape has changed and continues to evolve, and we must try to keep our feet planted while the ground beneath us it is shifting. Yet, we have a great group taking into contract talks and, as I have said, the bargaining team has my full support.

In solidarity,
Paul Ivey
Unifor Benefit Representative



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First, I would like to congratulate Kate Penkett on being elected as the B-Shift Alternate WSIB Representative. Kate is eager and willing to learn and do the work and I believe will be an asset to our office in the coming years. To those who ran and won their elections, congratulations, to those who were not elected please stay involved and active in the Local.

There have been some significant challenges injured workers have faced due to the impact of COVID-19. One of the biggest has been some workers who have suffered an injury do not feel comfortable going to their local hospital emergency department or local clinic when they suffer an injury. Let's get back to basics, if you suffer an injury it is so very important that you report that injury, reporting your injury to first aid is simply not enough. You need to report it to a medical practitioner who can start the initial paperwork for WSIB. You ask what is a medical practitioner? It is a Doctor, Chiropractor, Physiotherapist or other professional medical person who uses their professional training, qualifications and experience to assess your injury and report the injury to WSIB on a Form 8, basic first aid treatment does not cover it.

Part of the struggle due to COVID-19 has been workers inability to see their treating medical practitioner or therapist due to hours of operation and closures. This has been an incredible challenge for people seeking treatment, WSIB is aware of this and has been very reasonable about bridging treatment. Bridging treatment is when for whatever reason there is a gap in a treatment plan and then it has to be restarted. Some injured workers were in treatment programs when the COVID-19 shutdown hit and they were given home exercises, for some people this worked well and yet not so much for others who have needed more active treatment. If you were in a program and it was halted due to the shutdown don't just assume it is over. If there is a need for treatment, please feel free to reach out to us and we can assist you with getting the treatment restarted.

As we all adapt to the challenges since the impact of COVID-19 it has changed the way we work in the plant and live our daily lives. The experience of this spring/

WSIB REPORT

Chris McDougall • Kate Penkett

summer also changed how medical offices, practices, treatment centers, clinics and hospitals operate. This may lead to longer wait times for appointments, treatment and care and this can be quite frustrating. Please don't give in to that frustration and ignore your injury thinking it will just get better on its own, more often than not they do not. Try to remember those medical people who are attending to your needs have had drastic changes to their workplaces as well as the changes you have had to deal with.

As we head towards late summer please be safe but, enjoy the weather and reconnecting with the people in your lives as the province opens up, just be safe and good to yourself.

In Solidarity, Chris McDougall, B shift Kate Penkett, Alternate B shift

A Worker's Guide

TO REPORTING A WORKPLACE INJURY/ILLNESS

SEEK IMMEDIATE MEDICAL ATTENTION

First aid, Family Doctor, Clinic or Hospital Emergency Dept.

REPORT IMMEDIATELY

Report all workplace injuries/illnesses to your employer Reporting a minor injury can help prevent future injuries

SEEK ASSISTANCE

Consult your workplace/Local Unifor Representative to determine next steps, including filing a Worker's Comp Report

DOCUMENTATION

Obtain copies of all documents including employer's, worker's and doctor's reports

CO-OPERATE IN A EARLY & SAFE RETURN TO WORK PROGRAM Seek assistance from your workplace/Local Unifor Representative



unifor.org/healthandsafety





We Are Stronger Together

Greetings Brothers and Sisters,

I hope all of you are staying safe and healthy as we continue adjusting to ever evolving circumstances due to the ongoing COVID-19 pandemic. Since this is the first publication post election, I would like to express my thanks to the membership for the opportunity to function as Full Time Equity Rep and Women's Advocate. I want to thank Sister Lina Rondeau for her past contribution and dedication to the office. My congratulations to Sister Leah Douglas on her successful bid for Alternate, I look forward to working together.

The following are a few matters of interest concerning the Equity Office as we continue to manage daily activity both in and out of the plant.

- Personality Conflicts: Everyday we co-exist and contend with different personalities, perspectives and attitudes should an issue present, work it out constructively. Communicate be open, agree to disagree, walk away, move on or seek assistance if necessary. Remember there are at least 3 sides to every story and what starts out as a minor disagreement can quickly escalate into something much worse causing compounded stress, hardship and/or division. Further, the end result is often undesirable. Alternatively, should you have an issue with management, there are avenues to explore depending on specific circumstances.
- Confidentiality: A reminder to maintain confidence when dealing with office issues. Whether you or someone you know has contact with the Equity Office, please respect measures of confidentiality. In accordance with policy, this helps preserve the integrity of the process while protecting individual privacy. Also avoid gossip as this often contributes to a toxic work environment. Be aware that a breach of confidence is serious and could be subject to consequence.
- Social Media: Facebook is a great platform to stay connected and exchange information but please take into consideration individual risks and responsibilities.
 Do not post any inappropriate material or comments that may be offensive or demeaning to anyone. There is a lot happening in the world today and while it's fine to have a personal opinion on issues be sure to show respect when engaging online.

EQUITY COMMITTEE REPORT

Stacy Pooler · Leah Douglas

• Dress Code: We are well into the summer months and yes, it's hot! To help protect the safety of yourself and others while reducing the risk of conflict, please continue to respect mask policy and plant dress code. Wear appropriate attire that is both safe and comfortable however please ensure clothing provides adequate coverage, nothing too loose or transparent. And please, refrain from wearing hats or shirts that display offensive/insensitive language or images.

We also want to take this opportunity to remind everyone how important it is to stand behind our Local bargaining committee as we move into contract negotiations. As if this year hasn't been stressful enough, we need to remain strong, with a show of support and solidarity while our leadership fight to secure a future for each and every one of us here at OAC.

In closing, we wish to once again acknowledge how proud we are of the membership. This journey has been - and continues to be - challenging, a unique experience affecting all of us in very different ways. As we continue to navigate these uncharted waters together please remember the Equity Office is always here to support members in need.

In solidarity,

Stacy Pooler - Equity Rep & Women's Advocate Leah Douglas - Alternate Equity Rep & Women's Advocate **=**

'When this ends. may we find that we have become more like the people we wanted to be. we were called to be. we hoped to be and may we stay that way - better for each other because of the worst.'

(When This is Over, Laura Kelly Fanucci)



EAP REPORT

Trevor Mason • Jeff Watson

Brother and Sisters

At time of writing we are half way through a summer of terrific hot and sunny weather, back from shutdown and heading into 2020 bargaining. COVID-19 has changed the way we work, the way we shop, the way we interact with each other, every aspect of our lives. Change is hard at the best of times, and these are far from that. It seems that as a country or even as a species we are more polarized over issues than ever. Masks vs no masks, defunding police departments, BLM and racialized violence. There has been

unprecedented turmoil, conflict and challenges so far this year which is fueling a crisis in mental health. Anxiety and depression can be overwhelming and debilitating. The stigma around speaking up and getting help is slowly being address, but many people still suffer in silence, afraid to admit 'weakness' or stuck in the thought that 'I can do this on my own'. The Employee Family Assistance Program is here to confidentially assist members in need, either

directly or helping guide to community-based supports. Please call at any time and remember that as individuals, we can have healthy respectful debate, then agree to disagree, without hate or prejudice.

In Solidarity, Trevor Mason Jeff Watson, Alternate ■

THE UNIFORIFORD EMPLOYEE & FAMILY ASSISTANCE PROGRAM

Many members are negatively affected by addiction, directly or through members of their families. Asking for help is difficult. The EFAP can assist you with this. The EFAP office is a confidential resource dealing with more than addiction and it finds members the necessary assistance to get well. If you have questions and/or need assistance, don't hesitate to call. Your well-being is our primary concern and confidentiality is our priority.

FOR HELP OR INFORMATION CONTACT:

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

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

Alternate Representative - Jeff Watson

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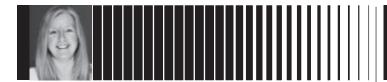




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RECORDING SECRETARY'S REPORT

Janet Creet

Brothers and Sisters
Hope you are all

D Hope you are all doing well and staying safe. These are definitely unprecedented times we are living in. As we are all treading new water it is imperative that we treat each other with kindness and respect, oftentimes when we are out of our comfort zone, we lose sight of the simple things.

I would also like to take this opportunity to say thank you for entrusting me with the role of Recording Secretary for another term. It is an absolute privilege to be a part of this amazing Local.

As always, my door is open should have any questions or concerns.

In Solidarity, Janet Creet ■



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LOCAL 707 GUIDE

Joe Amato

Brothers and Sisters,

D I'd like to start off by congratulating all the Brothers and Sisters who were successful in their bid for their respective positions.

There is little doubt that the past few months have been difficult on all of us. Being home was really nice, but I'm sure as I felt, you also felt anxious to get out and back to work. It seems that the transition to the new "normal" went smoothly for most. New protocols aren't easy to accept at first, but we as a whole, in my view, have stepped up and collectively come together to make this work.

Membership meetings

Unfortunately until..in my guesstimation, the Ontario government opens Oakville up to public gatherings of 200 or more people, we will not be able to host Monthly Membership Meetings. Check the new website for updates, which leads me to my next topic.

In closing I'd like to mention that we are entering negotiations and our Bargaining team is hard at work. I believe we as a membership have to come together to fight for the best possible contract, and in doing that we need to stand behind the team.

In Solidarity, Joe Amato Local 707 Guide (Aka, HPJ) ■



TRUSTEE'S REPORT

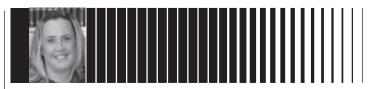
Kinder Sidhu • Heather Longer • Stephen Cardoso

To all 707 members active and retired, Welcome back from shutdown. We hope you are enjoying this lovely summer. It's been a hot one! Let us just say "WOW" what a year 2020 is shaping up to be. We have only completed half the year so far and so much has changed in our daily working lives as well as in our homes. The members of Local 707 have done a great job at the plant to do what it takes to help stop the spread of COVID-19.

A little update as to what your Trustees have been up to. On July 20th we met (virtually) with BDO and the Financial Secretary Brett Lefebre, to review the fiscal 2019 financial statements. We also completed the first quarterly audit of 2020 and there were no discrepancies found.

Kinder and I welcome the new edition to our Executive Board and fellow Trustee Stephen Cardoso. As OAC moves forward to finish off the remainder of the year let's keep positive, stay safe and practice social distancing when possible.

In Solidarity, Kinder, Heather and Stephen



WOMEN'S COMMITTEE REPORT

Kate Penkett

Hello Brothers and Sisters, Welcome back, hope you are all well and are now adjusted to being back at work. What a year it has been for everyone.

Thank you to everyone involved in making us feel safe upon returning to work after the time off because of the pandemic.

Halton Women's Place is now taking donations and are desperately seeking them, thank you to everyone that has donated and are still donating, if you would like to donate please let me know and I will give you the address of the drop off location.

Bargaining is now upon us, and we all know it is never an easy feat, please stand behind our Bargaining Committee as I'm sure they will do the best they can for us.

"Alone we can do so little, TOGETHER we can do so much"

In solidarity,

Kate Penkett

Women's Committee

Chairperson/Trustee

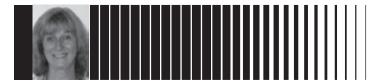
CHANGE OF ADDRESS... ARE YOU MOVING? Effective Date _____ GID _____ Master No. _____ | Active Member Retired Member Surviving Spouse First Name _____ Last Name. ____ | Apt. No. ___ Street ____ | City _____ Prov. ____ Postal Code ____ | Tel. No. ____ Fill in and return to your Steward, Committeeperson, or Union Office: Unifor Local 707, 475 North Service Rd. E., Oakville, ON L6H 1A5

or online at uniforlocal 707.org - under "Contact Us"

LOCAL 707 RETIREES

A., 4.,	D = 2010	David Dialaga	M2020		11.2020
Antonio Benjamin	Dec. 2019 Dec. 2019	Paul Riebot	May 2020	Dave Palmateer	July 2020
Alain Brisson		Carl Slade	May 2020	Stephen Pollock	July 2020
Floyd Ellwood	Dec. 2019	Darryl Van Gaal	May 2020	Allen Pumputis	July 2020
lan Sala	Dec. 2019	William Belzun	June 2020	Ed Quan	July 2020
Ted Stulp	Dec. 2019	Rick Biggley	June 2020	Joe Radice	July 2020
Stephen Summerhayes	Dec. 2019	Aldo Bracco	June 2020	Paul Redmond	July 2020
Todd Francoeur	Jan. 2020	Kartar Brar	June 2020	Anne Rizzo	July 2020
Rosemary Marlor	Jan. 2020	Allan Brown	June 2020	Stan Rudziejewski	July 2020
Ivan Pitre	Jan. 2020	Brian Burns	June 2020	Mauro Santi	July 2020
Les Belyea	Feb. 2020	Sam Carducci	June 2020	Vince Scavo	July 2020
Kenneth Bonnar	Feb. 2020	Mike Cote	June 2020	David Sherfield	July 2020
Heinz Brandtner	Feb. 2020	Bozena Dorosz	June 2020	Richard Staley	July 2020
Fred Brockbank	Feb. 2020	Christopher Filipowicz	June 2020	Zarko Starcevic	July 2020
Andrew Clark	Feb. 2020	Douglas Finnie	June 2020	Ed Stec	July 2020
Jorge Demelo	Feb. 2020	Steve Gallant	June 2020	Fred Stuart	July 2020
Andrzej Dolegowski	Feb. 2020	A (Tony) Giardino	June 2020	Paul Taggart	July 2020
Wayne Gibbons	Feb. 2020	Peter Girard	June 2020	Derek Tilly	July 2020
Greg Jaroszynski	Feb. 2020	Jovan Graovac	June 2020	Walter Wieczorek	July 2020
Ziggy Jovanic	Feb. 2020	Mike Hamilton	June 2020	Robert Wiersma	July 2020
Frank Mcbrearty	Feb. 2020	David Hawkins	June 2020	Peter Yeomans	July 2020
Wayne Muir	Feb. 2020	Robert Hojnic	June 2020	Roger Arsenault	August 2020
Chris Newbury	Feb. 2020	Anthony lamundo	June 2020	Ken Belford	August 2020
Jovan Stojkovic	Feb. 2020	David Kozack	June 2020	Jan Cecha	August 2020
John Trost	Feb. 2020	Kevin Marino	June 2020	Derek Chensue	August 2020
Ben Vanden Hoogenband	Feb. 2020	Terry Moore	June 2020	Brad Childs	August 2020
Dean Walker	Feb. 2020	Krzysztof Moskwa	June 2020	Chris Craft	August 2020
David Walters	Feb. 2020	Randy (Ranjit) Padda	June 2020	Ted Dadinis	August 2020
Cliff Wussow	Feb. 2020	Alexander Rea	June 2020	Laura Dolson	August 2020
Colin Black	March 2020	Thomas Ryan	June 2020	Robert Dolson	August 2020
Sean Drake	March 2020	Sandor Vad	June 2020	Michael Dovey	August 2020
Colin Foster	March 2020	Paul Allain	July 2020	Jason Drumm	August 2020
Richard 'Rick' Freier	March 2020	Paul Babineau	July 2020	Branco Ferenac	August 2020
Donald Macadam	March 2020	Darren Brasseur	, July 2020	Jerry Guagliano	August 2020
Anthony Pytlak	March 2020	Morgan Carswell	, July 2020	Robert Haas	August 2020
Scott Campbell	April 2020	George Costa	, July 2020	Grzegrz Latus	August 2020
James Davis	April 2020	James (Jim) Cumming	, July 2020	William Malley	August 2020
Satinder Dyal	April 2020	Ed Dodich	July 2020	Denise Millar	August 2020
Darryl Johnston	April 2020	Jan Garbowicz	July 2020	Randy Parry	August 2020
Terry Mcaleese	April 2020	Douglas Handy	July 2020	Chris Parry	August 2020
Tom Moore	April 2020	Steve Irwin	July 2020	Steven Parry	August 2020
Lynda Moore	April 2020	William Judd	July 2020	Paul Robertson	August 2020
Pascual Policarpio	April 2020	Mike Kelley	July 2020	Glenn Rowley	August 2020
Andrew Przybysiak	April 2020	Bogdan Kilar	July 2020	Belinda Royer	August 2020
Neil Travis	April 2020	Wade Kinnear	July 2020 July 2020	Cliff Saigeon	_
Connie Zimmer-Tardif	April 2020	Rick Leblanc	July 2020 July 2020	Javed Sheikh	August 2020
Kristine Bouchard	May 2020	Daniel Lomonaco	•		August 2020
Paul Boutilier	•		July 2020	Glen Taylor	August 2020
	May 2020	Teodor Malyga	July 2020	Normand Toulouse	August 2020
Dave Couture	May 2020	John Martino	July 2020	Richard Watts	August 2020
Cindy Darlison	May 2020	Mike Molnar	July 2020	Tracey Zadro	August 2020
D. (Jim) Darlison	May 2020	Frank Natale	July 2020		
Chris Morrison	May 2020	Mariano Pacheco	July 2020		

Congratulations And Enjoy A Long And Happy Reitrement.



COMMUNITY SERVICE REPORT

Jan Smith

Cisters and Brothers,

This is the first report for the Community Service Committee since the COVID-19 virus has affected us all. We hope that you and your families are staying healthy and safe, this is a different time for us all.

In December of 2019 we held the "Share the Warmth" campaign filling Edges and boxes around the plant to donate new and used winter clothing, mittens, gloves and clothing and the outpouring of support was amazing. We were able to help the following agencies, Eva Rothwell in Hamilton, Saftey Net in Oakville and both Oakville and Burlington Community Living. Thanks to you the membership for your generosity.

We also held our Christmas food drive and were able to raise over \$5,000.00 for the Oakville Fair Share Food Bank and over 15 carts of food.

When the COVID-19 hit us in March of 2020 we were unable to do our Easter Food Drive but with the help of our Local's Executive Board we were able to donate to the following agencies Oakville Fair Share Food Bank, The Rock in Burlington, Halton Women's Place and The United Way of Hamilton and Halton, and Eva Rothwell in Hamilton. (See Financial Secretary's Report for amounts donated).

As this virus continues to affect us all in one way or another, please remember the less fortunate and try to help in your communities wherever you can.

Please take care of yourselves and your families, we can get through this together.

In Solidarity,

Jan Smith

Community Service Committee Chairperson

DO YOU SUFFER FROM



- Tired, aching legs? Sore Calf Muscles?
- Swelling in legs, feet or ankles? Unsightly veins?
- Poor circulation?
- An athlete wanting to improve performance?

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707 | REPORTER



isters and Brothers. Welcome Back! Hope everyone had a restful vacation. I'll start by doing some catch-up...

I would like to congratulate Constance A.K.A. Sonia Brown as the newly elected Alternate Environment Representative. I have enjoyed working with Sonia for many years and I look forward to the energy and passion she will bring to the Environment Office.

Returning to work amidst the COVID-19 crisis has been challenging as we adopt and change many of our routines and practices to flatten the curve. The impact of COVID-19 on the environment has also been dramatic in many ways; there was a significant reduction in air and water pollution, especially in urban centers as seen in satellite images from around the globe, indicating that human activity does negatively impact our environment. However, we cannot stay in a suspended state to ensure these gains. There will be enormous challenges as governments begin the recovery stage of their economies, however, now is the time to re-think how we do things and many including the former Governor of the Bank of Canada are advocating for a Green and Just Recovery. It can definitely feel overwhelming with an ongoing climate crisis amid a pandemic.

don't give up... we are stronger together!

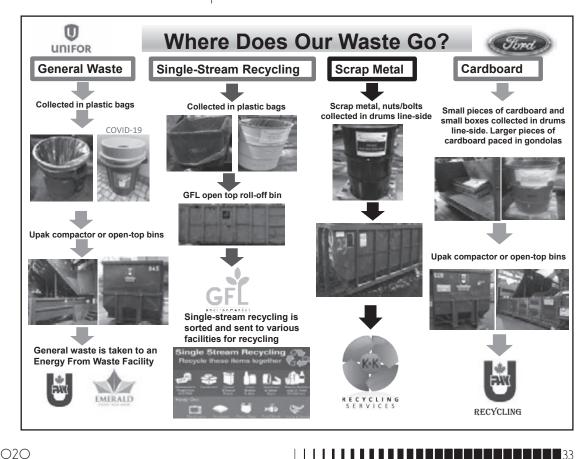
I have included in this report a map of "Where does our Waste go?" This chart shows how the waste we produce in our facility is dealt with. The separation of waste streams is important to REDUCE the amount of general waste and to allow for more material to be recycled. The general waste we produce goes to an energy from waste facility (incineration) including the PPE(masks). Ford now has a SINGLE STREAM method for our blue recycle bin, this means all allowable recycle

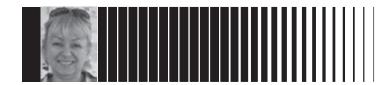
ENVIRONMENT COMMITTEE REPORT

Cyndy Anderson · Sonia Brown

material can go into the SAME Blue bin. The clear plastic liners in the bins are to enable Leadec employees to collect material in a safe and sanitary way and to also visually confirm material to ensure it goes to the proper collection point. The material from the Blue bins will be sorted at the recycling facility. As you will see from the chart, we have Yellow drums for Plastic material (bags, ties, caps, etc.), Black drums for all metal scrap and Blue drums for small cardboard. These drums are situated throughout the plant, however, if you need any of these collection drums near your workstation to better collect material, please contact your process coach or the Environment office.

In Solidarity, Cyndy Anderson, Environment Representative Alternate, Sonia Brown





At the end of the 2019 United Way campaign nine months ago; the canvassing team discussed themes for this year's campaign. The first choice was "A Clear Vision for 20-20". Who could have predicted at the time the irony of that theme? The view has been pretty foggy so far!

What we do see clearly is the challenges that our communities and United Way funded agencies are facing. In March the WHO recognized COVID-19 as a world-wide pandemic, prompting the Canadian government to allocate a pandemic relief fund for the most vulnerable members of our society. The government entrusted the United Way to disperse the funding based on the Community Impact studies that the United Way conducts on an ongoing basis.

Two of the biggest areas of concern are for youth and seniors. We know that there are children in our communities that rely on meal programs in schools as their primary source of nutritional needs in order to thrive and learn. Since children have not been to school since March the concern is for the many children living in low income situations that are already so far behind their peers. Looking forward it will be important to secure long term donations to ensure sustainability for these youth programs in our communities.

The challenges facing our seniors are not only in Hamilton and Halton but all across Canada prompting the Federal government to allocate \$9 million in funding for vulnerable seniors. I have enclosed the announcement in my report as I feel it is important to know the important work United Way is doing for our parents and loved ones.

Government of Canada announces \$9M for vulnerable seniors funding to United Way Centraide Canada

United Way Centraide Canada welcomes the Government of Canada's \$9M funding announcement from the New Horizons for Seniors Program. Canadian seniors are at great risk of poor health outcomes due to the ongoing COVID19 pandemic. Vulnerable seniors, such as those living in social isolation or poverty, are at even greater risk.

The COVID-19 pandemic is an unprecedented crisis affecting all Canadians and putting many at risk due to increased isolation and economic uncertainty, both of which impact low-income Canadians more acutely. Demands on community support programs are growing rapidly and placing major demands on our front-line community services. Significant challenges are emerging as front-line staff work to adapt and deliver services while

UNITED WAY REPORT

Shauna Thorne-Zarin

practicing social distancing. This is happening at a time when the number of volunteers for outreach programs are diminishing, and donations and other revenues for all charities are declining.

"In this time of unprecedented global crisis, it is critical that all sectors of society work together to support the most vulnerable in our local communities. Not only are seniors at higher risk, but they are also much more likely to be affected by the increased social isolation required during this time. Through this partnership with the Government of Canada, we will be able to quickly deploy funds to social service providers who are on the front lines of community serving vulnerable seniors and ensure they can be supported through this challenging time."

– Dan Clement, President and CEO, United Way Centraide Canada

Help is on the way.

Seniors concerned about being cut off from their support systems, getting groceries, or filling their prescriptions will benefit from service continuity and enhanced service through the New Horizons for Seniors Program, ensuring they have the supports they need. This funding will support services and supports for isolated seniors in all parts of Canada, including rural and remote communities.

This investment leverages United Way Centraide's existing local capacity to quickly address vulnerable seniors' most urgent needs by solidifying the capacity of the front-line agencies that serve them. To do that, United Way Centraides across Canada will work alongside municipalities, local public health, community agencies and foundations to ensure funds are going to where they are needed most. Our national network, serving more than 5,000 communities, has standing funding relationships and practices, ensuring funds are distributed efficiently and with the highest accountability. This will ensure rapid and flexible response on a community basis.

This funding is the first step the Government is taking to put in place a program of supports for vulnerable Canadians and charitable sector organizations.

The New Horizons for Seniors Program (NHSP) supports the Government of Canada's overarching social goals to enhance the quality of life, and promote the full participation of individuals, including seniors, in all aspects of Canadian society.

Quick Facts

• If infected by COVID-19, Canadians aged 65 and over, and those of all ages with compromised immune

United Way Report Continued

systems or underlying medical conditions, are at an increased risk of more severe outcomes.

- United Way Centraide Canada (UWCC) is a charitable, not-for-profit organization that serves to improve people's lives and build strong communities across Canada. One stream of the organization's work is to promote the healthy aging of Canada's older adults.
- UWCC is the largest funder of community-based services in Canada outside of government. Each year United Way Centraide supports over 500 senior specific programs in communities across Canada.

When the fog does lift on 2020 I have faith that our membership will continue to recognize the needs in our communities and be as generous as they were last year. Last year's campaign was a great success raising \$402,000. I encourage you to go on UWHH website and watch the community impact report. It will show you how the money raised from our workplace campaign is being used in our communities.

I have enclosed a picture of the member who received a gift donated by Local 707 for simply making a payroll contribution to the United Way Congratulations to Matthew Neggers and thank you for supporting the United Way.

Thank you to my canvassing team, the local leadership and especially to the membership of Local 707 who never cease to amaze me with their ongoing generosity. Thank you, Thank you, Thank you.

Stay safe and healthy! If at any time you or your family need assistance please use the United Way service 211.

In solidarity, Shauna Thorne-Zarin Employee Campaign Coordinator ■



August 2020

Dear Unifor 707 Members.

Thank you so much for your continued support of our communities throughout the years. Last year your membership committed to donating over \$380,000 to help our agencies provide life changing care for the most vulnerable in our communities.

The past few months have tested all of us in ways we could have never imagined. Local individuals and families living in poverty are among some of those impacted the most. The need in the communities has continued to grow, with 74% of local agencies having seen an overall increase in demand for services (essential items like food, counselling & support programs).

As a result of COVID-19, more people are now on the edge of crisis, facing significant barriers. The immediate impact of COVID-19 led to the suspension of essential day programming for many of our partner agencia that support youth and the elderly. With the pandemic came an echo-pandemic of increased social issues like isolation, domestic violence and mental health crisis. We know that 42% of Ontario's adults having increased their substance or gambling use since the pandemic started; 28% having experienced increased tension in the household; and 45% of Ontarion's reported that their mental health has deteriorated since COVID-19 begun (IPSOS).

With this increased need in our community, the demand for these essential programs will only grow in the future. United Way's mission has always been to help the people and places who need help the most, and with your support, we will bring stability to the community agencies that rely on United Way funding. As we move through the months ahead, we are guided by one simple goal: to do everything we can to ensure that much-needed support reaches the people who need it the most. Thank you for your unwavering commitment to building stronger and healthier communities. Please stay safe and keep well.

Jennifer Loke

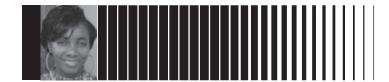
Vice President, Resource Development United Way Halton & Hamilton

United, our community will recover from COVID-19



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Over the past few months, Unifor Locals across Canada have been working together to fight systemic racism in Canada.

On June 27, 2020, Unifor National held a virtual AWOC conference. Unifor AWOC members in Canada participated in the conference where discussions on resiliency and finding ways to communicate about racial injustice within our local unions and workplaces was discussed. Some of the other topics touched on included assessing and re-establishing racial justice policies/ procedures, mental health and economic justice for racialized people.

Similar to the June 2020 report, racial injustice against people of colour is not something new, however, it has posed as a significant challenge in the wake of the coronavirus pandemic. We cannot ignore the effects it has had on Black, Indigenous and other racialized people when it comes to health, economic, and other racial injustice struggles.

As a committee, we recognize that these are important setbacks that racialized people are dealing with everyday and having the pandemic thrown into the mix is just another layer of complexity. We also recognize that we need to continue to challenge our own unions by fostering more dialogue on matters of race but also by highlighting the issues surrounding injustices within our own workplaces.

Juneteenth: Ford Motor Company, along with our union recognized June 19th as a day of celebration for ending slavery in the US in 1865 and to honour lost lives. On June 19th Ford Motor Company stopped production for 8mins and 46seconds in honour of George Floyd. It was an important opportunity for the company and the union to commemorate his life but also recognize other important racialized people who have lost their lives due to police brutality and racial injustice. As the AWOC Chair, I am thankful it was done.

Day of Action on July 31st: Unifor National organized a Day of Action

AWOC CHAIRPERSON'S REPORT

Constance Brown

on July 31st to recognize racial injustice. This day included educational events, sharing educational materials and a moment of silence for Black, Indigenous, and racialized people. In honour of this day, our Local 707 ordered 250 t-shirts for our brothers/sisters to support the cause. Following this, the Unifor National President, Jerry Dias and Human Rights Director, Christine Maclin, created a video addressing racial injustice and the inequities that have taken place in our communities in which we live and work. Ford's Communication department helped promote these videos within the plant and on the Local website to highlight the importance of the Day of Action.

In Solidarity,

Constance Brown



we asked...

Share a positive experience during the Covid-19 pandemic.

A positive experience for me was being able to help my friends and co-workers by crocheting ear savers for the masks to alleviate irritation.

Debbie Traina





From a safety point of view. the plants standards in cleanliness has been raised. We also got to show Ford that Oakville members can take on any challenge.

John Mullin

I as well as 35O+ motorcycles (True Wheels Toronto Social Club) participated in drive by salutes for frontline workers in an effort to show our support

Kasey Fisher





My positive experience was spending so much extra time with my family to totally reconnect.

Vern Wooley

WE SHALL REMEMBER

Richard Kovanchak	Retired	Sept. 12. 2019	Henk Kuypers	Retired	Mar. 14. 2020
Stanley Socha	Retired	Sept. 13. 2019	Arthur Poirier	Retired	Mar. 15. 2020
Herbert Pfeffer	Retired	Sept. 18. 2019	Roland Baldazzi	Retired	Mar. 15. 2020
Anthony Vendittelli	Retired	Sept. 20. 2019	Fred Klein	Retired	Mar. 21. 2020
Vincent Chamberlain	Retired	Sept. 21. 2019	Herbert Nichols	Retired	Apr. 2. 2020
Wayne Tom Boudreau	Retired	Sept. 24. 2019	Alonzo Cormier	Retired	Apr. 3. 2020
Gerhard Rentz	Retired	Sept. 27. 2019	James Kirchin	Retired	Apr. 5. 2020
Dennis Posavad	Retired	Oct. 19. 2019	Joseph Filipovich	Retired	Apr. 6, 2020
Jayson Mask	Active	Oct. 20. 2019	Frank Pavlovic	Retired	Apr. 6, 2020
Isidor Lakoseljac	Retired	Oct. 22. 2019	James Muir	Retired	Apr. 12. 2020
Joe Brozovich	Retired	Oct. 23. 2019	Martin Peric	Retired	Apr. 16. 2020
Fred Van Humbeck	Retired	Oct. 23. 2019	Michael Curran	Retired	Apr. 16. 2020
George Zinko	Retired	Oct. 25. 2019	Domenico Monardo	Retired	Apr. 19. 2020
Blaz Kutlesa	Retired	Nov. 4. 2019	Daniel Dunleavy	Retired	Apr. 19. 2020
Michael Francone	Retired	Nov. 29. 2019	Daniel Labrie	Retired	Apr. 20. 2020
Emery Racz	Retired	Dec. 8. 2019	Domenic Zoccoli	Retired	Apr. 24. 2020
Steven Zagmester	Retired	Dec. 19. 2019	Mario Calcagni	Retired	Apr. 25. 2020
Aug.o Roiati	Retired	Dec. 22. 2019	Vito Maiurro	Retired	Apr. 26. 2020
Denis Guiney	Retired	Dec. 23. 2019	Donald Marques	Retired	Apr. 29. 2020
Pavao Podnar	Retired	Dec. 30. 2019	Chris Amato	Active	Apr. 30. 2020
Rob Mccoy	Active	Jan. 3. 2020	Henry Dilney	Retired	May 4. 2020
Peter Vanderkooi	Retired	Jan. 4. 2020	Giovanni Boem	Retired	May 7. 2020
Brian Doucet	Retired	Jan. 5. 2020	Charles Ferrell	Retired	May 7. 2020
Roger Guindon	Retired	Jan. 6. 2020	lan Cairns	Retired	May 9. 2020
Michele Rizzi	Retired	Jan. 9. 2020	Joseph O'Quinn	Retired	May 14. 2020
Lambert Brugmans	Retired	Jan. 9. 2020	Edward Hall	Active	May 15. 2020
Mike Esposito	Retired	Jan. 14. 2020	Donald Watson	Retired	May 19. 2020
Ivan Ruzic	Retired	Jan. 16. 2020	Albert Williams	Retired	May 19. 2020
Edward Flis	Retired	Jan. 20. 2020	Alfons De Cock	Retired	May 20. 2020
Eric Carter	Retired	Jan. 21. 2020	Abdul Butt	Retired	May 25. 2020
Barry Maclean	Retired	Jan. 21. 2020	Harold Robson	Retired	Jun. 3. 2020
Lucien Beaudin	Retired	Jan. 24. 2020	Christine Nixon	Retired	Jun. 4. 2020
Antonio Raponi	Retired	Jan. 30. 2020	Frank Nixon	Retired	Jun. 4. 2020
John Wilson	Retired	Feb. 4. 2020	Francois Louis Herve	Retired	Jun. 7. 2020
William Sheppard	Retired	Feb. 5, 2020	Alex Imrie	Retired	Jun. 9. 2020
J. Paul Fournier	Retired	Feb. 6, 2020	Laimons Ozols	Retired	Jun. 21. 2020
John Andrusyshyn	Retired	Feb. 6, 2020	A. Tomson	Retired	Jun. 25. 2020
Jose Pinheiro	Retired	Feb. 7, 2020	Milan Brozich	Retired	Jun. 27. 2020
Nick Draak	Retired	Feb. 8, 2020	Fred Carlino	Retired	Jul. 1. 2020
Osman Yumerof	Retired	Feb. 11. 2020	John Sadecki	Retired	Jul. 8. 2020
L. Mark Diluzio	Retired	Feb. 12. 2020	Joseph Warcholak	Retired	Jul. 9. 2020
Victor Grlj	Retired	Feb. 13. 2020	Harley Callan	Retired	Jul. 12. 2020
Fiorello Quarin	Retired	Feb. 14. 2020	Kasmir Sierszula	Retired	Jul. 17. 2020
Fred Leschinsky	Retired	Feb. 16. 2020	Sam Simonetti	Retired	Jul. 21. 2020
Vytautas Dubickas	Retired	Feb. 20. 2020	Martin Kempf	Retired	Jul. 23. 2020
Craig Phillips	Active	Feb. 22. 2020	Jose Martins	Retired	Jul. 24. 2020
Frank Eves	Retired	Feb. 29. 2020	Doug Patrick	Retired	Jul. 25. 2020
Thomas Gillingwater	Retired	Mar. 1. 2020	Goodwin Young	Retired	Jul. 27. 2020
Erwin Bauer	Retired	Mar. 4. 2020	Nicola Dorazio	Retired	Jul. 29. 2020
Shawn White	Active	Mar. 7. 2020	Denis Cooke	Retired	Aug. 1. 2020
Larry Crotty	Retired	Mar. 9. 2020			J
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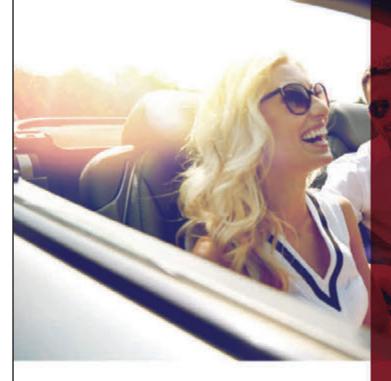
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Deadline for submissions for the next issue is Monday. October 19. 2020