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

* MADE IN CANADA MATTERS | Volume 62 Number 6



EDITOR'S REPORT | Tim Batke

Cisters and Brothers,

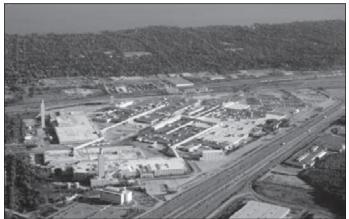
Too often the word historic gets thrown around, but 2020 will truly go down as a historic year. The COVID-19 pandemic has been unprecedented in modern history, as it has been a century since the Spanish influenza pandemic from 1918-1920. The United States Presidential election has also been unprecedented for too many reasons to mention here in this small report. Articles, screenplays, books will be written about the pandemic and/or the U.S. election for years to come. Finally, the 2020 negotiations between Ford Motor Company and Unifor was also historic. Thank you to our Local Master Bargaining Committee for your efforts to help deliver us an excellent agreement during such uncertain economic times.

As the weather gets colder and the COVID-19 cases grow in our country please remain diligent wearing your mask, social distancing, washing your hands, and when possible not touching your face. Our members should be commended for the job they have done since their return in the spring to stay safe while building a quality vehicle. Alas, it looks as winter arrives the cases are now higher than they have been since the beginning of the pandemic. Please be safe, not only in the workplace but on the home front as well.

My sincere hope is all of us have the best Christmas shutdown possible during these trying times. The Holidays can be a struggle for many, and due to the pandemic, this may be exacerbated. If you need help please do not hesitate to contact someone in union leadership to assist you, you are not alone.

Peace be with you,
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
Stephen Cardoso | Trustee
Scott Cruikshank | Sergeant-at-Arms
Joe Amato | Guide
Arnie DeVaan | Retirees Chairperson

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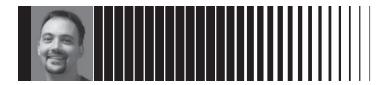
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Editorial board: Scotty McColeman | Heather Longer | Jamie Norton | Jason Luscombe Official publication of Local 707 Unifor Published four times a year.

'Authorized as third class mail by the Post Office Department Ottawa. and for payment of postage in cash.' Printed by Thistle Printing Limited

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2020 Bargaining

With the final ratification of the General Motors Agreement, Unifor has delivered on a Canadian automotive investment through Ford, FCA and GM of almost 5 billion dollars. The largest investment of 1.8 billion, I am proud to say, belongs to Oakville. We have secured our future and will be in a position to become world export leaders in the new technological based automotive industry. This was no small achievement, as only months ago, our industries footprint and our jobs were on the edge of fading away.

This historic agreement was the result of unity within our Membership, Leadership and National Union. It included the Federal and Provincial Governments, who understood the importance of the Auto Industry in Canada. It was encouraging to see these political parties working together and what can be accomplished when we are all striving to achieve a common goal.

I would like to thank the National Staff and the entire Local Bargaining Committee for their solidarity and dedication to ensure we could bring back a collective agreement, that respected our members and the work you perform.

As Local President, in a pandemic, going into my first set of negotiations with the Ford Motor Company, I was appreciative of our Local Bargaining Committee, especially our current Ford Council Vice Chairperson Marc Brennan and previous Vice Chairperson Bob Scott. Their assistance and guidance throughout the bargaining process was essential to our success.

Importance of the Automotive Industry in Canada

Until recently, the Canadian Auto Industry was not always recognized for the importance it has in our country. Below, are a just a few facts that reflect its importance to our economy, and why the Federal and Provincial investments are more than warranted.

- In 2019 Auto and parts manufacturing contributed \$16 billion to Canada's GDP
- In 2019 Ontario, auto industry exports represent 28 per cent of all provincial exports—the lead export of all industries
 - Sources: Statistics Canada, Industry Canada, Trade Data Online; Statistics Canada, CANSIM table 36-10-0434-02
- In 2020 the total direct and indirect jobs in Canada amount to 603,950

PRESIDENT'S REPORT

MARK SCIBERRAS

• The automotive industry supports services that people in Canada depend on, such as health care, education and community services. In 2019, autoworkers contributed more than \$2.6 billion to government coffers through payroll, sales, income and property taxes—equal to more than \$7 million each day.

Sources: Unifor Research; Custom Data Table, Statistics Canada, LFS (CMA data); Unifor calculations: Statistics Canada, Census of Population; Statistics Canada, Survey of Household Spending, CANSIM table 203-0021; Statistics Canada, Government finance statistics, statement of government operations and balance sheet, CANSIM table 385-0032; Fraser Institute, Tax Freedom Tables 2019; Canadian Tax Foundation, Finances of the Nation; Employee contributions to CPP and El (2019 rates).

General Membership and Retire Chapter Meetings

I am often asked, when will we once again resume meetings at our Local Union Hall. That decision will be determined by Provincial and Municipal health guidelines and the length of the pandemic.

I would like to resume normal meetings, just as many of you would, however at the time of writing this article Halton guidelines for events and gatherings in staffed facilities are limited to a maximum of 50 people indoors. These restrictions may be further limited as COVID-19 cases in Peel, Halton and the Province continue to increase. We require a minimum of 50 people for a quorum for these meetings. Unfortunately, in the case of our General Membership Meeting we would not even be able to include all of our elected leadership, as we would be in excess of the maximum allowable at an indoor meeting.

A few members have asked for our meetings to take place via Zoom, similar to our ratification meeting.

While our online ratification meeting, was a success, putting it together was a very complicated and costly task that was required so we could ratify our contract. Due in part to the size of our Local, there are many problems with trying to adapt this platform to a General Membership meeting, and is therefore not a viable option at this time.

In the absence of General and Retire Chapter meetings, we have continued our Executive Board Meetings, Inplant Committee Meetings and now Stewards Council Meetings. On our Local website we have posted reports and notices weekly, which receive an average of over a thousand views per day. Our picnic Committee was creative this year, and had an outdoor Labor Day Picnic at our Local Union Hall, which was well attended. We are



and will continuing to find new ways to effectively communicate with our new Union1 platform which will give us the opportunity to create emails for every member and modernize Union communications.

1526 c

Everyone in the Ford Unit should know (article 15.26c) of our Master Agreement which indicates; Seniority rights of an Oakville employee shall cease, if the they fail to report for duty for five (5) consecutive working days, without satisfactory reason for their absence.

More members are terminated for this reason, than any other and it is something that should be completely avoidable. During the last year and throughout negotiations the Company has focused on absenteeism. I do not anticipate this to change in the future, especially with expected decreases in manpower needs. Therefore, if you are absent for any reason call in to report your absence. If it is for medical reasons, make an appointment with a physician as soon as possible (at minimum within 5 days) and provide documented medical proof from the Doctor that you were unable to work. If you are confused as to what is required contact Human Resources or your Union Representative.

2020 Retirements

With changes in the commuted value pension and our work environment, many members chose to retire 2020. For those members, I wish you nothing but the best in retirement and encourage you to stay involved by participating in our Retiree Chapter when the pandemic ends. It's a great opportunity to stay involved in your community, socialize and connect with other Local 707 retirees.

Happy Holidays

This was a difficult and challenging year and not one that will be easily forgotten. With the pandemic, it will be difficult to celebrate our usual holiday season year, so when you can't visit make sure you make that important phone call to friends and family and stay connected.

When I reflect on 2020, it will be with mixed emotions. however, what I will choose to remember is what we able to achieve by working together.

Have a Merry Christmas and Happy Holiday Season. In Solidarity,

Mark Sciberras

Unifor Local 707 President

Introducing our New Unifor Legal Service Plan Lawyers

Peter Kazman, Managing Lawyer

Peter is the new Managing Lawyer of the Oakville. Unifor Legal Services Plan Staff Office.

He has joined Unifor after years of practicing law in the private sector in both Toronto and in Western Canada since 2012.

Currently Peter's practice is focused on helping clients in the areas of Litigation such as property damage and service contracts disputes. Wills and Estates. Real Estate law and Estate Litigation. Peter makes sure to take the time with clients to fully explain the legal issues they are facing as well as information regarding the short term and long-term strategies clients can utilize in dealing with their legal issues.

Outside of the office. Peter is an avid sports fan playing hockey and golf whenever he can. He brings the same active approach to his legal files as he does when hitting the ice. making sure that clients are not sitting on the sidelines of their legal matters by keeping them updated with what is going on and what they need to know about their legal matters as they move towards completion.

Peter has argued cases at multiple levels of Court and in numerous Court Houses in the Halton. Peel and Toronto Regions.

While Peter is comfortable using the court system as a useful tool to reach resolution and is prepared to use it in the appropriate circumstances. it is only one tool he uses regarding his files and it may not be the right approach for each client. Every client's matter is different and requires a different legal route. Peter assists his clients to find the right path to reach a satisfactory conclusion based on their individual circumstances.

Peter works hard for his clients, taking time to listen to their concerns and giving them the tools to make informed decisions about how to proceed with their matter. He gets satisfaction in being able to support his clients through their legal matters and in providing useful advice to make sure his clients can make the best decisions possible regarding their specific situations.

Nicole John, Staff Lawyer

Nicole is an experienced family lawyer committed to supporting her clients through arguably one of the most trying periods of their lives. Understanding that no two cases are identical. Nicole is guided by her strong sense of advocacy. compassion, and desire to protect family relationships.

She has combined her love for both law and travel by living and studying in the United Kingdom for five years. Upon returning to her hometown of Toronto. Nicole was admitted to the Ontario Bar and practiced in several mid-sized law firms. Her practice areas include family law. wills and estates law. real estate. and personal Injury law.

In her spare time Nicole enjoy learning about other cultures. watching documentaries and trying new restaurants.

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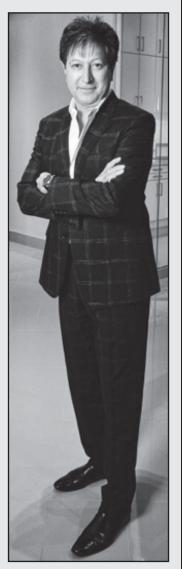
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DR. VINEET BHANDARI

BSc, DIH, DDS

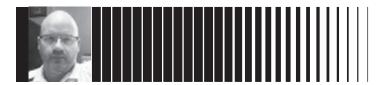




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Cisters and Brothers,

This year has been like no other. I would like to thank the membership for showing their support in my 2 bids at running for Vice President this year. In years gone by, that would be reason enough to be overly thankful.

Elections took place in March right before the plant shut down due to COVID-19 and most of the elections were completed at that time... EXCEPT for 3 that took place later on after we returned from the COVID shutdown.

Did I mention COVID-19? This has rocked the entire planet. It is real folks. We have seen issues around the world that have devastated millions of people's lives – our members lives as well. Employment Insurance for some, Canadian Emergency Response Benefit (CERB) for others. El paid a maximum benefit of \$573 a week which is taxed and a member at this rate should receive \$505 per week. CERB was different – it paid someone \$2000 per month which equals \$500 per week and is a taxable benefit. Oh ya, we all got SUB during this time also. SUB is not recognized by Service Canada at this point with those who are on CERB and we may see issues down the road with paying penalties on our CERB collections. The government did say that people who are collecting CERB would be able to make up to \$1000 per month with no penalty. Our SUB payments would be higher – our Union has been fighting at the Local level and the National level to try to ensure that SUB recipients would not be penalized.

... Then we still have the Canadian Emergency Wage Subsidy or CEWS. As a Canadian employer who has seen a drop in revenue due to COVID-19, you may be eligible for a subsidy to cover part of your employee wages, retroactive to March 15. This subsidy will enable you to re-hire workers, help prevent further job losses, and ease you back into normal operations. Our employer qualified during one of the periods that was covered and paid retroactively and eased our members back to work. So, the weeks of April 12 – June 8 is when our members would see change retroactively and eventually paid out in September for 75% of their wages for the weeks in which they were laid off during that time frame. Are you still following along? This was a nightmare set up from the get go and a pandemic has certainly had its influence on all of our lives.

I want to take a moment to get away from all of the layoff and pandemic talk to speak about our collective bargaining procedure. At the end of January this year we held our amendments meeting. Thanks to all who partici-

VICE PRESIDENT'S REPORT

Dave Millar

pated and gave direction to the Local bargaining team as to which direction our members felt important for the future agreement. Many amendments were submitted and brought to the Ford Council to look at to take to the company as our demands.

In August, things started getting busy with bargaining and due to restrictions as to how many people could be in a room, PPE's, locations etc., Local bargaining began here at our Union Hall. This had the 8 elected representatives from our Local sit down with the company Locally to go over Local demands. We then did our strike vote online and we had 96.4% of our members vote in favour of a strike if a deal could not be reached with the company.

September we all awaited the announcement following Labour Day as to who would become the "target" and Ford was selected. With a strike looming right up until very late in the bargaining process, Brother Sciberras notified me that there was to be an extension given as a deal was imminent. A posting went up on our Local website at approximately 11:40pm to notify everyone to remain on their jobs until further instruction was given. A tentative agreement was announced the next day at approximately 11 am by Brother Jerry Dias.

For the first time ever, a ratification vote was done online. The Union Hall was open for those who were experiencing difficulty either getting online for the presentation or for the vote itself. While following protocols from the governments Locally, provincially and federally the vote recorded our highest voter turnout in memory with over 80% of our members voting and just over 79% voting in favour. This was a huge turnout and also a huge show of support for the brothers who bargained on our behalf.

Personally, I want to thank Brothers Marc Brennan, Mark Sciberras, Bob Scott, Darrin Caerels, Keith Grist, Chris Simpson, Joe Oliviera and Scott McColeman for the work that they put in to ensure we have a future here in Oakville and to help secure funding for other Ford Bargaining units as well.

Being the lead for the Strike Authorization Vote as well as the Ratification Vote was a daunting task in itself. Without the assistance of Sister Janet Creet, I feel I would still be collecting names and email addresses to make it work. With over 3500 members coming from our Local alone we saw what positive work we can do when we come together for the betterment of our union.

Vice President's Report | Continued

RETIREE CORNER

I would like to congratulate those who have retired this year after a long career within our plant as members of in some cases UAW, CAW and UNIFOR Local 707.

I was speaking with Brother Roger Arsenault who retired in August after 48 years in the plant. This in itself is quite an accomplishment and I want to wish Roger and all that have retired all the best in their retirement years. Brother Arsenault made mention of his father Edmond Arsenault who is coming up on his 40th anniversary of his retirement. Edmond retired in March of 1981 and is now 98 years of age. Edmond is a retired auto worker and also a retired veteran who served his country in battle. I want to salute you brother for your hard work, your dedication to your union and your dedication to your country.

I would like to acknowledge retirees who have been retired for over 30 years and are still with us to talk about days gone by. Please feel free to send in names to me so that I can send out a blurb about them in coming 707 Reporters.

RETIREES have not been able to meet since February as we had to cancel all meetings in mid March and this has

been a troubling time for many retirees. I want to make sure that Retirees know that we are still here if you need any help. My direct number is (905)844-6431 if you would just like to call and chat about an issue or you can email me at vp1@uniforLocal707.ca

Our Local webpage was recreated this summer. We are now working with a company called UN1ON that hosts our webpage, our database and as some of you may be aware – our new emails for all of our active members. Retired members will also be able to request an email address through our Local as well if you would like to see what is going on with active members and

activities. The new email address will be needed if you want to participate in upcoming events, union meetings, town hall phone calls possibly and much more. It will be a great experience when we get more people involved. The email address will also be a login to get in to the new app for phone users. Be more involved in your union – sign up today. There is a link to login on our webpage. Use it!!!

At this time, I would like to wish everyone a Merry Christmas and Happy Holiday to all. Whatever your religious background is and whatever your reason for celebration, my wish is for you to enjoy time with your loved ones and that you are all well in to the coming year. May 2021 be filled with joy and hopefully we can move past COVID-19 as soon as humanly possible.

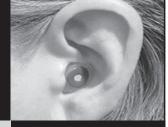
In Solidarity, Dave Millar

Vice President

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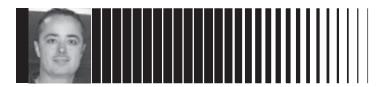




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Brothers and Sisters,
This is my first report since we ratified our new collective agreement, so I would like to thank our membership for their support and confidence during this set of negotiations. I want to acknowledge our In-plant reps who covered the offices while the Bargaining Committee was at negotiations.

2020 Negotiations

The main objective going into 2020 bargaining was to ensure meaningful investment to secure the future of the Oakville Assembly Plant. With securing a \$1,800,000,000.00 investment to transition our plant by 2026 to a Battery Electric Vehicle Assembly Plant (BEV) we have secured our future for a very long time. Having seen FCA follow pattern bargaining and ratify their contract, with investment in a BEV, I will argue that this set of negotiations ensured Ontario would continue to be a major player in the Auto Industry for years to come.

It was important to see that both the Federal and Provincial Governments recognized the importance of our industry to the economy. On Thursday, October 8th our National President Jerry Dias and John D'Agnolo, the Chair of Ford Council were in Ottawa with the Prime Minister & Federal Government while Assistant to the National President Shane Wark and I were in Oakville with the Premier & Provincial Government attending the joint announcement of \$295,000,000.00 investment from each level of Government. This investment was key to securing the future of Oakville and the Auto industry in Ontario.

Below is a list of quotes of support for the investment negotiated for our plant from industry insiders. The quotes can also be found on Auto Talks 2020.

"We've had a lot of healthy investments in existing plants. This one is transformational. It allows us to tell our story differently. Before our pitch was potential. Now our pitch is reality. What better endorsement of everything we can potentially do than Ford Motor Company saying. 'Fine. let's do it."

Flavio Volpe, President, Automotive Parts
 Manufacturers Association (Windsor Star. Sept. 29, 2020)

VICE CHAIR OF FORD COUNCIL AND CHASSIS COMMITTEEPERSON'S REPORT

Marc Brennan

"It's terrific news that Ford of Canada and Unifor have reached a tentative agreement on a threeyear national labour contract... I believe the pivot to electric vehicle production will prove to be historic. a 'homerun.' as Unifor President Jerry Dias called it."

 Rob Burton, Mayor, Town of Oakville (Office of the Mayor Statement, Sept. 22, 2020)

"It's not just Ford's supply chain... This will enable other producers to locate electrified vehicles in their plants in Canada as well."

 Kirstin Dziczek, Center for Automotive Research (Globe and Mail, Sept. 22, 2020)

"We are in the game in a way that we haven't been in a long time."

- Dmitri Anastakis, Professor, University of Toronto (Globe and mail, Sept. 22, 2020)

"This is the linvestment! that says if we're ever going to emerge as one of the main players or as the leader in EV production. this could very well serve as the catalyst for that."

 Brendan Sweeney, Managing Director, Trillium Network for Advanced Manufacturing (Automotive News Canada, Sept. 24, 2020)

"By introducing battery electric vehicle production at Oakville Assembly Complex. we are cementing our Canadian operations as a leader in advanced automotive manufacturing."

 Dean Stoneley. CEO. Ford Motor Company of Canada (Company statement, Sept. 28, 2020)

The investment was the key part of the negotiations. Being able to make gains regarding our economic package and benefit package was extremely important. Ensuring our members were recognized for their hard work and



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

commitment to the Ford Motor Company was important to the Bargaining Committee.

Truck Production Returns to Oshawa

When Jerry Dias made the announcement of a 1.3-billion-dollar investment in to the GM Oshawa Assembly plant, that they would once again be building the Chevrolet Silverado it sent shockwaves through the auto industry. I want to congratulate Jerry Dias, the National Union, Tim McKinnon Chair of GM Master Bargaining Committee and the entire GM council for their part in securing a future for Oshawa once again. This announcement is evidence that persistence by the Union and building solidarity can make a difference for our members and the communities we live in.

Plant Management Changes

During the month of November there will be a change in our Plant Manager and Assistant Plant Manager. Ron Prahin will be leaving the Plant and will be replaced by Tony Savoni. Tony is currently the Site Manager at the Windsor Engine Plants. Our Assistant Plant Manager John Shui is retiring and will be replaced by Jason Shackelton currently our Quality Manager at OAC. We in the Local Leadership are hoping the transition will be smooth.

Chassis Rebalances

The Company is currently in the process of starting a rebalance because we are no longer producing Australian, New Zealand, China and EU Diesel units. As always during rebalance periods make sure you follow your OIS (Operator instruction sheet). Any changes to your job, the company is obligated to notify you of the changes the day prior to the job change and the day shift will be the lead shift for all job changes.

I along with the In-plant committee have been attending meetings with the Company to minimize the negative impact that this will have. Our goal is to save as many jobs as possible and to police any and all rebalances that the Company implements. The Company is obligated to follow article 15:31 of the CBA in conjunction with statements in our Local Exhibit 'B'. Everyone that is reduced will have a unique pathway to their new job depending on factors like seniority, previous department and previous classification as well as available openings.

Retirements

Congratulations to all our members who have decided to retire. Although your experience and knowledge will be missed, we wish you well with your future endeavors.

Down Weeks

On Monday, October 26th I was informed by Ron Prahin that the weeks of January 4th and January 11th of 2021 will be layoff (down weeks) for the Oakville Assembly Complex. At this point those two weeks are the only scheduled down time for the first half of the year.

COVID-19

The Coronavirus COVID-19 has continued to consume our daily lives. As numbers continue to rise and our day to day activities continue to be altered COVID-19 fatigue can easily settle in. This is a reminder that we must continue to do our part in the work place and outside the workplace to help minimize the spread of this virus.

Happy Holiday

This year will be considered one of the most challenging we have faced. But it is important to consider that even during a pandemic that we were able to achieve a real future for ourselves. Without a doubt for many the holiday season maybe a little different, with having to be more selective with holiday get togethers. However, I do want to wish everyone a Merry Christmas and Happy Holiday Season.

In Solidarity
Marc Brennan
Vice Chair of Ford Council and Chassis Committeeperson's
Ext. 3335
1(289)681-7654
mbrenn 10@ford.com
■



Chair of Ford Master Bargaining John D'Agnolo and Vice Chair Marc Brennan discussing issues during bargaining.

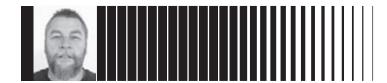


News conference where Unifor National President announced a tentative agreement between Ford and Unifor including 1.8billion-dollar investment to the Oakville Assembly Plant.





October 8th was an historic day for Canada's auto sector. Unifor's Marc Brennan. Vice-Chair. Master Bargaining Committee along with Shane Wark. Assistant to National President, appeared with Premier Doug Ford. Dean Stonely. President of Ford Canada, and Vic Fidelli. Ontario Minister of Economic Development at a landmark funding announcement in Oakville to secure thousands of jobs for decades to come. (From left to right Marc Brennan. Dean Stonely. Doug Ford. Shane Wark. Vic Fedelli)



2020 Bargaining

This round of bargaining was unlike any other round. COVID-19 restrictions created new challenges to keep pressure on the company in order to achieve gains for members. After following all the social distancing rules, time and meeting size restrictions, negotiating with masks on proved very difficult, but after all was said and done, we were able to achieve a lot.

- Windows relief language removed entirely
- Full utilization (work ownership)
- 5% and 10% shift premiums regained
- 20% differential achieved
- 75 new apprentices
- Appendix J totally rewritten to improve the Apprenticeship Program
- New Master Skilled Trades Committee
- Increase for Green Patch safety boots
- CTO program now includes Trades
- New Tech Committee language reaffirmed
- Planners maintained
- Wage increases and bonuses

OAC has a bright future and the Skilled Trades will play a big part in making this new investment successful.

Apprenticeship Program

It was a united effort at bargaining to improve the Apprenticeship Program at Ford. With many different issues at both sites, it was a combined focus to fix the wage issues, tuition and other wrong interpretations of language. At 2020 bargaining, Appendix J was a total rewrite and now all wages, tuition and any related school costs are covered at both locations. A Masters Skilled Trades Committee was negotiated to ensure the program is going as planned. 75 new apprentices will be divided as needed between Oakville and Windsor. Good luck to all in achieving success in becoming a Journey Person in the future.

SKILLED TRADES CHAIRPERSON'S REPORT

Darrin Caerels

Christmas Shutdown

Talks have begun regarding this Christmas shutdown period and after the last down week in October, the Skilled Trades have proven that we can perform very big jobs.

The paint shop Ecoat booth and Prime scuff booth alterations were a complete success. All Skilled Trades that were involved, proved our workforce is capable of performing any work that was previously contracted out. New Full Utilization language will benefit our membership in all future shutdowns and production down weeks. Work Ownership has never been more important.

In Closing

Thank you to the Skilled Trades for ratifying this new collective agreement. Changes are always hard to accept but they were needed in order to secure future product. We are the first plant in Canada to have investment commitments for Battery Electric Vehicle (BEV) assembly. I wish everyone who has elected to retire a long and healthy retirement. Welcome to the many new hires and congratulations to everyone who was successful in their bids on new jobs. Wishing everyone a safe and Happy Holiday Season.

Stay Safe,
Darrin Caerels
Skilled Trades Chairperson





PROUD SUPPORTER OF LOCAL 707 AND ITS MEMBERS

THANK YOU LOCAL 707 MEMBERS

for supporting the staff at Oak-land Ford Lincoln and their families with the opportunity to provide for them through your hard work and efforts.

We would like to offer all current and retired Ford employees a special discounted labour rate and **15%** off all Ford parts. We also now offer **Free** valet service pick up to all Ford employees at The Oakville assembly plant.





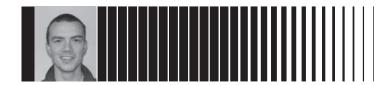
Over 44 years in service!



570 Trafalgar Road, Oakville at the QEW **905 944 3273**







A New 3-year Agreement that secures our FUTURE!

Congratulations are in order for the entire membership! I would like to thank and congratulate President Mark Sciberras, Plant Chair Bob Scott, Ford Council Vice Chair Marc Brennan, Skilled Trades Chair Darrin Caerels, Committee people Keith Grist, Scott McColeman, Joe Oliveira and Chris Simpson as each one of them put forth a tremendous amount of time and effort in the bargaining process to get us a great deal while securing a bright future here in Oakville.

I would also like to thank those individuals who assisted the Local in preparing for our strike and ratification processes. Vice President Dave Millar and Recording Secretary Janet Creet were instrumental in ensuring that the strike vote and ratification votes were as well run as they were. Jan Smith and Linda Asselin were the strike coordinators and did a fantastic job that was, thankfully, not needed in the end. Thank you for your hard work sisters!

Financial State of the Local

We had prepared, financially, for 2020 to be an expensive year as we were going into our Ford unit negotiations and would also conduct the Local Executive and Ford unit elections. The election was conducted in March with the runoff taking place in June. These were both conducted in a modified manner to ensure the safety of our membership. The total cost for our elections were over \$186,000.00. This included all supplies, lost time and the services of an outside company who assisted with ballots and the counting of the ballots. Expenses for the election were higher this year compared to 3 years ago as we needed to purchase and supply safety items for each balloting station but mostly, they were up due to lost time. Lost time was higher as many of the in-progression members were making a higher hourly rate than they were 3 years earlier.

Our bargaining expenses were not nearly as high as four years ago because of COVID restrictions (The final tally for this expense has not yet been determined at the time of writing this.).

The Local continues to be in a good financial situation even with the effects of COVID on our bottom line. Our income from our typical sources (dues and rental incomes) will be down as compared to the previous year but the expenses for this year will be less, outside of the election costs. The rental income will see a big drop as we have not had a banquet hall rental since February 29th and the bar has been closed since mid-march. Fortunately, we were able to rent out our parking lot more than usual to the Rider

FINANCIAL SECRETARY'S REPORT

Brett Lefebre

Unifor Local 707 Funds For The Month Ending July 2020					
3	,	Current Month	Year To Date		
General	Revenue for the period	400,693.63	1,714,922.83		
	Expenses for the period	(222,678.02)	(1,634,617.55)		
	Equity(Deficit)-End	178,015.61	80,305.28		
Education	Revenue for the period Expenses for the period	347.10 0.00	2,406.90 0.00		
	Equity(Deficit)-End	347.10	2,406.90		
	_1) ()				
Sports & Recre					
	Revenue for the period	69.42	14,183.64		
	Expenses for the period	0.00	(500.00)		
	Equity(Deficit)-End	69.42	13,683.64		
Political Educa	ation				
i olitical Educa	Revenue for the period	347.10	2,406.90		
	Expenses for the period	0.00	0.00		
	Equity(Deficit)-End	347.10	2,406.90		
_			_		
Retirees	Revenue for the period	(889.29)	17,405.59		
	Expenses for the period	(132.47)	(3,707.06)		
	Equity(Deficit)-End	(1,021.76)	13,698.53		
New Members	Revenue for the period	0.00	1,470.00		
	Expenses for the period	0.00	0.00		
	Equity(Deficit)-End	0.00	1,470.00		
ъ	D				
Picnic	Revenue for the period	2,950.35	21,458.65		
	Expenses for the period	0.00	0.00		
	Equity(Deficit)-End	2,950.35	21,458.65		
Building & Bu	ilding Corp				
ŭ	Revenue for the period	11,538.24	78,373.35		
	Expenses for the period	(9,167.48)	(153,356.01)		
	Equity(Deficit)-End	2,370.76	(74,982.66)		
Watch	Revenue for the period	867.75	6,017.25		
	Expenses for the period	(2,304.67)	(4,898.07)		
	Equity(Deficit)-End	(1,436.92)	1,119.18		
Strike	Revenue for the period	347.10	2,406.90		
	Expenses for the period	0.00	(2,050.00)		
	Equity(Deficit)-End	347.10	356.90		
Human Rights	Revenue for the period	69.42	481.38		
Traman ragna	Expenses for the period	0.00	0.00		
	Equity(Deficit)-End	69.42	481.38		
Womens' Committee					
	Revenue for the period	69.42	481.38		
	Expenses for the period	0.00	0.00		
	Equity(Deficit)-End	69.42	481.38		
Total Funds		182,127.60	62,886.08		

Financial Secretary's Report Continued

Training Institute to conduct their motorcycle training which has worked out well for both parties.

The Local Executive and the Locals Building Corporation Committee continue to have discussions about the state of the building. We continue to monitor some of the issues with the building and have taken action on some items that needed to be addressed. The fire monitoring systems, fire prevention systems and some of the exterior doors for the building are either being repaired or replaced.

Helping our Community and the United Way

The annual United Way canvass has begun within the Plant. This year will be a year that they will need any and all help that we can spare. With the pandemic in its 8th month and still affecting our lives the need is greater now than ever. More and more people and families are struggling with finances, mental health and addictions.

The Executive Board continues to meet and, through our Social Justice Fund, make donations to community groups that have a need for assistance. As reported previously we have made donations to shelters, food banks and help centers. We most recently have donated \$5,000.00 to the Oakville Fareshare Food Bank, \$2,000.00 to Halton Women's Place, \$250.00 to Courageous Companions and a \$7,500.00 donation to the United Way of Halton and Hamilton.

The Local is planning to hold a plant gate food drive on Friday Dec. 4th. If you want to donate cash or food, we will have members at each gate for the start of each shift.

December 6th- National Day of Remembrance and Action on Violence Against Women

This year will mark the 31st year since the brutal slaying of 14 women at Ecole Polytechnique in Montreal. They were gunned down simply for being women. Join me in wearing a white ribbon to commemorate this terrible event but also as a statement of commitment to end violence against women.

COVID-19

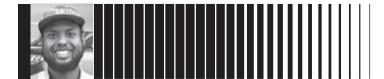
The second wave seems to be taking place throughout much of the country and here in Ontario with many of the largest communities being placed back into a modified Stage 2. Halton region continues to fare well during this second wave but we all need to remain vigilant by continuing to wear our masks, keeping our physical distance from others and washing our hands.

The Local Executive and our staff continue to work for you at the Union Hall. Since the beginning of this pandemic we have made ourselves available to the membership and retirees. 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.

Please enjoy yourself and the time with family while staying safe over the Christmas holiday!

In Solidarity, Brett Lefebre Financial Secretary 905-844-8830 • Finacial1@uniforlocal707.ca ■





rothers and Sister,

D I just want to remind everyone; we will be starting our United Way Campaign very soon. We had set a new record in donations last year; I would like to take this opportunity to thank everyone who donated last year. Please keep in mind, every year you must renew your commitment to donate as it cannot continue without your renewal each year. Given the fact we have been affected by COVID -19 this year, I am hoping everyone can find a little money on their pay cheques to donate to such a helpful, wonderful and useful cause.

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

LEADEC CHAIRPERSON'S REPORT

Fuad Hassan

This year has been a whirlwind, I for one am glad that is finally coming to an end. I want to congratulate all of you who are celebrating 5 years' seniority here at the Oakville Assembly Complex. I want to take this opportunity to also wish everyone a Merry Christmas and hope you have an opportunity to enjoy all the love and peace that family time gives all of us. May the New Year bring good health and prosperity for all. Merry Christmas and a Happy New Year!

In solidarity,

Fuad Hassan

Chairberson

Kunal Ahluwalia-Vice Chairperson-

#2 committee

Stewart "Paul" Miller

#3 Committee

Scott Shappit-

#1 committee



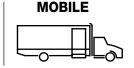
PROUD SPONSOR OF UNIFOR LOCAL 707 MEMBERS, THEIR FAMILIES AND FRIENDS. VALID AT ANY WORK AUTHORITY RETAIL LOCATIONS.

Cannot be combined with any other offer or discount. Must present coupon at time of purchase or ID required.

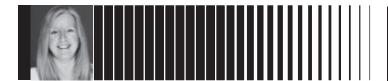
FOR STORE LOCATIONS NEAR YOU VISIT US AT **WORKAUTHORITY.CA**



RETAIL







RECORDING SECRETARY'S REPORT

Janet Creet

Brothers and Sisters,
Congratulations are in order. First and foremost, to our membership. You stepped up and provided support to our Bargaining team and this gave them the strength to forge forward to secure an amazing agreement for our Local. We can now look forward to a future with technological advancements that will secure product for years to come.

Thank you to everyone, from our members to our Bargaining committee and everyone in between. I am beyond excited for our future here at OAC.

In the age where technology is ever changing we have found ourselves adapting to that change. This online vote was a first for our Local and overall, it was a success. There were some hiccups along the way but we managed to get through them and move forward. Our total vote count came in at 80% and those numbers prove we are on the right track moving forward.

I would also like to take this opportunity to wish everyone a Merry Christmas and a Happy New Year. Here's hoping that 2021 is a little more "normal" for us all.

Love and Solidarity,

Janet Creet

PAUL A. LAFLEUR, B.A., LL.B.

Barrister Solicitor Advocat
General Practice for over 20 years
Real Estate Land & Tenant Law
Civil Litigation Personal Injury Criminal Law

Former 16 year Ford Worker – Local 200 Unifor Legal Services Planholders Welcome

411 Guelph Line.....Burlington (905) 632-3842 Fax.....(905) 632-1930



TRUSTEE'S REPORT

Kinder Sidhu • Heather Longer • Stephen Cardoso

To all Local 707 members,

First off, we would like to take the opportunity to congratulate the members for ratifying a new contract that gives OAC a bright and electric future! A job well done to the bargaining committee for making this happen.

At time of writing this the trustees have not yet completed the third quarter audit but have scheduled it for December 7th, 2020. We will also be completing the year end audit later this year. After reviewing all of the information we will release the details of the audits once completed.

Although gatherings with friends and loved ones has changed during these Covid-19 times may your holiday season still sparkle with love, laughter and good health. Merry Christmas and Happy Holidays!

Best wishes,

Kinder, Heather and Stephen

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?

We Can Help!!

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

Sigvaris - covered by your Green Shield health plan

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Green Shield Preferred Provided

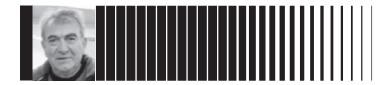
Serving Ford Motor Co. employees since 1982



Oakville Foot Clinic & Orthotic Centre

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

905-844-0680 www.oakvillefootclinic.com



RETIREES SPORT AND RECREATION REPORT

Val Bodiroga

Prothers and Sisters,

Last year 2019 was very good for sports and recreation activities, we had two dinner dances, the summer picnic, tai-chi, the golf league, but what happened in 2020 was pretty hard on all of us. Everything was cancelled.

Our Golf League never stopped we were very successful and our golfers had more fun then ever. The end of the year tournament had 66 people; the best turnout ever. I'm happy to report that nobody got sick or even got Coronavirus. Yes, we followed the rules and regulations. My thanks to our supporters, sponsors, our union Local 707. Thank you, brothers and sisters, our national union Unifor. Thanks as always Kevin Forbes, Chairperson for the 707 Sports and Recreation active and national Unifor Chairperson. Kevin is always on our side.

Other community sponsors from Oakville include Cornwall Hearing, Daniel Burns. I was his client week of October 1st, brothers and sisters, comrades you will have the best service possible.

My thanks to my comrades Ted Deluca, Les Kwapich, Dominik Rosatti, Branko Vuckovich, Dave Simpson for a very successfully run golf league.

Ted Deluca will give additional report for the winners. *In Solidarity*

Val Bodiroga

Retirees' Sports and Recreation Chair





WE SHALL REMEMBER

Adolph Dentremont	Retired	July 24. 2020
Ted Koprowski	Retired	Aug. 1. 2020
Eustace Brown	Retired	Aug. 10. 2020
James Larmour	Retired	Aug. 10. 2020
Carmello Tatone	Retired	Aug. 11. 2020
Bernard Leduc	Retired	Aug. 13. 2020
Yvon Chatelain	Retired	Aug. 14. 2020
Fred Lymburner	Retired	Aug. 14. 2020
Dale Bird	Retired	Aug. 16. 2020
James Chiasson	Retired	Aug. 17. 2020
Michael Mcbride	Retired	Aug. 17. 2020
Frank Giles	Retired	Aug. 20. 2020
Donald Simms	Retired	Aug. 26. 2020
Marian Dominik	Retired	Aug. 27. 2020
Manuel Silveira	Retired	Aug. 29. 2020
Richard Anderson	Retired	Aug. 30. 2020
Doug Macdonald	Retired	Sept. 2. 2020
Richard Lanois	Retired	Sept. 5. 2020
Gerhard Schwarzkopf	Retired	Sept. 10. 2020
lgor Ivanisevic	Retired	Sept. 16. 2020
Frederick Buzza	Retired	Sept. 20. 2020
Maurice Mcgregor	Retired	Sept. 21. 2020
Joe Gaal	Retired	Sept. 27. 2020
Kerry Cooke	Active	Oct. 13. 2020
Raimondo Battistone	Retired	Oct. 9. 2020
Pedro Machete	Retired	Oct. 16. 2020
Czeslaw Sobolewski	Retired	Oct. 17. 2020
Leslie Evans	Retired	Oct. 18, 2020
Achille Filice	Retired	Oct. 28. 2020
Renato Palleschi	Retired	Oct. 28. 2020
J. Mackay	Retired	Oct. 30. 2020
Gunter (John) Hauser	Retired	Nov. 3. 2020
Pavle Zivkovic	Retired	Nov. 7. 2020
Czeslaw Lotkowski	Retired	Nov. 11. 2020
Jacob Veerman	Retired	Nov. 15. 2020

UNIFOR - FORD OF CANADA B A R G A I N I N G R E P O R T SUMMARY OF THE 2020 TENTATIVE AGREEMENT BETWEEN UNIFOR AND FORD OF CANADA



HIGHLIGHTS

- \$1.95 billion in investments
- General wage increases
- \$7,250 Productivity and Quality bonus
- Inflation Protection Bonuses
- Improved New Hire Program
- Benefit improvements
- Three-year term
- Reduced health deductible for all retirees

YOUR UNIFOR FORD OF CANADA 2020 BARGAINING COMMITTEES



JOINT MESSAGE TO ALL FORD OF CANADA MEMBERS

MAKING HISTORY IN CHALLENGING TIMES

n September 8, 2020, we made the decision to select Ford Motor Company to establish the pattern agreement for 2020 negotiations with the Detroit Three. In preliminary talks with each of Ford, GM and FCA prior to bargaining, it was Ford that demonstrated a vision for Canadian manufacturing most closely aligned with our own. A future built on the principles of both environmental and economic sustainability; a future that saw Canada as a global auto sector leader.

On September 22, 2020, after weeks of intense bargaining, and despite the challenges posed by the COVID-19 pandemic, we announced a tentative agreement that delivers \$1.95 billion in investment alongside significant economic gains for Unifor members. It is an agreement that the Ford Master Bargaining Committee is incredibly proud of.

The agreement includes a \$148 million investment commitment from Ford to introduce a new engine derivative to the Windsor operations, securing work in that facility for years to come.

Most significantly, Ford committed to invest \$1.8 billion to retool our Oakville Assembly Complex (OAC) to produce Battery Electric Vehicles (BEV), following the phase out of the Edge. This retool is scheduled to begin in 2024, with the first BEV vehicles forecasted to roll off the assembly line in 2026, and hopefully sooner.

This is one of the most significant investment announcements in Canadian automotive history, and is a game-changer for the Canadian auto sector.



JERRY DIAS



LANA PAYNE
National Secretary-Treasurer



JOHN D'AGNOLO Ford Master Bargaining Chair

Through this conversion, Oakville will become the first mass production BEV plant in Canada – and one of only a few currently in North America. Ford's investment is also the biggest single facility investment in the auto sector since 2015 in Canada. This is good news for Unifor members, their families, our communities, and Canada's auto industry as a whole.

Our ability to secure this massive new investment, with support from government, is the product of our collective power as a union, power that we have been building for seven years as a loud progressive voice for working people. The fact is that until now, Canada has not seen one dime of the more than \$300 billion in global investments announced for electric vehicle production.

Today, Canada is back in the game.

Apart from investment, this three-year agreement makes good on many of the core commitments we made to our members.

(continued on page 2)

JOINT MESSAGE TO ALL FORD OF CANADA MEMBERS CONTINUED FROM PAGE ONE

The deal includes two general wage increases, a \$7,250 Productivity and Quality bonus, inflation protection bonuses, a special skilled trades wage adjustment, significant changes to the New Hire Program, including a shortened wage progression, and many more fringe and health care benefit improvements. You can read about these and other details in this summary document.

Your Master and Local Bargaining Committees worked in solidarity throughout bargaining, never losing focus of the priorities established by our members: job security and economic progress for all.

The commitments and significant economic gains in this agreement will set the pattern for Unifor members across the Detroit Three, and beyond.

The settlement also improves on other important areas, including health and safety, skilled trades, local facility improvements, and equity issues.

The Master Bargaining Committee also demonstrated their commitment to social unionism by pursuing and securing new language on paid domestic violence leave and racial justice, and making improvements in the areas of equity and employee and family assistance.

Unifor is incredibly proud of the work of all Master and Local Bargaining Committee members. We also appreciate the support received from the members throughout this challenging period. We stand in solidarity with the Unifor Ford Master Bargaining Committee in recommending this tentative agreement for your ratification.

In solidarity,

Jerry Dias, Unifor National President

John D'Agnolo,Ford Master Bargaining
Committee Chair

Lana Payne, Unifor National Secretary-Treasurer

WAGE INCREASES AND BONUSES FOR TRADITIONAL MEMBERS (hired before September 24, 2012)

WAGE TABLE

Wage increases: 2.5% in years 1 and 3.

All members at full rate of pay will receive a 4% lump sum bonus in year 2 of the agreement.

The current accumulated cost of living allowance of \$0.61 remains unchanged. The quarterly COLA adjustment will be suspended until June 5, 2023, at which time the adjustment will be reactivated.

WAGE GAINS: PRODUCTION AND SKILLED TRADES				
Hourly Earnings	Production	Trades	Bonuses	
Current earnings (does not include COLA)	\$35.53	\$41.88		
Year 1 wage increase	2.5%	2.5%		
Skilled trades adjustment		\$0.38		
Year 1 Wage (does not include COLA)	\$36.42	\$43.31		
Productivity and quality bonus			\$7,250	
Year 2 (4% lump sum)	4% of earnings			
Year 2 inflation protection bonus			\$2,000	
Year 3 wage increase	2.5%	2.5%		
Skilled trades adjustment		\$0.38		
Year 3 inflation protection bonus			\$2,000	
Year 3 wage (does not include COLA)	\$37.33	\$44.77		

Note: Job classifications above are for illustrative purposes only.

Production is illustrated by Assembler 1 wages. Trades is illustrated by Electrician wages.

4% lump sum payment applies only to production and skilled trades members at full rate.



Skilled Trades Special Adjustment

A two-step Skilled Trades special adjustment of \$0.38 in years 1 and 3 will reinstate the 20% base wage differential.



COLA enhancement

The COLA calculation has been adjusted to better reflect increases in the cost of living over a three-year period.

RECOMMENDATION

Your Master Bargaining Committee and Local Bargaining Committees unanimously recommend this tentative agreement.

We urge you to vote in favour.

THREE-YEAR TERM

Unifor has negotiated a **three-year agreement** that expires at 11:59 p.m. on Monday, September 18, 2023.

WAGES

- 2.5% wage increase, effective September 28, 2020.
- 4% lump sum payment, based on previous twelve months' earnings, effective September 27, 2021.
- 2.5% wage increase, effective September 26, 2022.

ECONOMIC SUMMARY

ECONOMIC GAINS FOR TRADITIONAL PRODUCTION MEMBERS

Table for illustrative purposes only.

Increase	Year 1	Year 2	Year 3	Total
Productivity and quality bonus	\$7,250			\$7,250
Inflation protection bonus		\$2,000	\$2,000	\$4,000
Wage increase	2.5%		2.5%	
Estimated annual value of wage increases	\$1,850	\$1,850	\$3,750	\$7,450
Lump sum		4%		
Estimated annual value of lump sum		\$3,000		\$3,000
Total value	\$9,100	\$6,850	\$5,750	\$21,700

Note: Value for a traditional production member working 2,080 hours of straight time per year.

OPERATIONAL CHANGES

Automatic Short Work Week Benefit

Short Work Week will be applied as per Appendix R of the collective bargaining agreement. It will be paid based on 40 compensated hours per week.

Absenteeism

Extend the time period to apply progressive discipline for infractions pertaining to culpable absenteeism from twelve (12) to eighteen (18) months.

TEMPORARY PART-TIME

Temporary part-time workers will receive the following increases and changes:

- \$500 bonus upon ratification.
- Pay rate adjusted to 65% of the prevailing rate.
- Wage adjustments in line with all negotiated general wage increases.

PRODUCTIVITY AND QUALITY BONUS: \$7,250

Unifor has negotiated a Productivity and Quality Bonus. On the Monday following notice of ratification, active employees and members on the inactive roll who performed work for the company between January 2, 2020 and the Monday following the notice of ratification will receive a one-time **\$7,250** Productivity and Quality Bonus, including those who retired prior to ratification (this excludes TPTs). The company will provide an option for employees to have payment of the bonus directed to the Unifor-Ford Savings Plan.

INFLATION PROTECTION BONUS: 2 X \$2,000

A lump sum bonus of **\$2,000** will be paid to each employee prior to the Christmas Holiday period in the following months: December 2021, December 2022.

This bonus is available to active and inactive members who performed work for the company in the respective payment year.

Employees hired on or after the effective date of the agreement will receive a prorated bonus in his or her first year of employment starting with the month following hire date.

The company will provide an option for employees to have payment of the bonus directed to the Unifor-Ford Savings Plan.



NEW HIRE PROGRAM (hired on or after September 24, 2012)

A critical priority in 2020 negotiations was to improve the New Hire Program for current members and future hires.

Enhancing the Wage Progression

The New Hire Wage Progression has been improved in substantial ways:

- The grid has been shortened to 8 years.
- The base percentages in the grid have been improved at every step. For example, a new hire will earn 65% of the prevailing rate. Previously, the percentage was 61.25% of the 2012 base rate.
- The catch-up year has been eliminated.
- Members will now receive the prevailing rate upon completion of their 8th year of seniority.
- Wages will now adjust with negotiated increases.

Improving other program elements

- The afternoon (5%) and night (10%) shift premiums have been reinstated for all workers.
- Eligibility for the Supplemental Unemployment Benefit (SUB) has been accelerated to 3 years' seniority.
- The shortened wage progression accelerates the timeline for members to access the following benefits:
 - COLA
 - Dependent Tuition Program
 - Retirement Health Benefit Contributions
 - Legal Services Plan

WAGE PROGRESSION					
		PRODUCT	ON MEMBER EXA	MPLE	
Seniority	Current Progression	Current Hourly Rate	New progression	Year 1: 2.5% GWI	Year 3: 2.5% GWI
	% of base	касе	% of prevailing rate	Hourly rate	Hourly rate
Start	61.25%	\$20.92	65%	\$23.67	\$24.26
1	64%	\$21.86	69%	\$25.13	\$25.76
2	66.75%	\$22.86	73%	\$26.59	\$27.25
3	72%	\$24.59	77%	\$28.04	\$28.74
4	76%	\$25.95	81%	\$29.50	\$30.24
5	80%	\$27.32	85%	\$30.96	\$31.73
6	84%	\$28.69	90%	\$32.78	\$33.60
7	88%	\$30.05	95%	\$34.60	\$35.46
8	92%	\$31.42	100%	\$36.42	\$37.33
9	96%	\$32.78	100%	\$36.42	\$37.33
10	100% Old Base Wage	\$34.15	100%	\$36.42	\$37.33
11	100% Prevailing Wage	\$35.53	100%	\$36.42	\$37.33

NEW HIRE PROGRAM CONTINUED

ECONOMIC GAINS FOR IN-PROGRESSION MEMBERS					
	Enhanced progression.		Inflation Protection Bonus		
	Enhanced progression: the new wage income* you will receive over 3 years will be	Productivity and Quality Bonus	Year 2	Year 3	Grand total new money over 3 Years
	0-1 Yr. \$21,803	\$7,250.00	\$2,000.00	\$2,000.00	\$33,053
If on the date of ratification	1-2 Yrs. \$23,333	\$7,250.00	\$2,000.00	\$2,000.00	\$34,583
your seniority is	2-3 Yrs. \$23,975	\$7,250.00	\$2,000.00	\$2,000.00	\$35,225
	3-4 Yrs. \$23,729	\$7,250.00	\$2,000.00	\$2,000.00	\$34,979
	4-5 Yrs. \$25,147	\$7,250.00	\$2,000.00	\$2,000.00	\$36,397
	5-6 Yrs. \$27,323	\$7,250.00	\$2,000.00	\$2,000.00	\$38,573
	6-7 Yrs. \$31,525	\$7,250.00	\$2,000.00	\$2,000.00	\$42,775
*Calculation does not include overtime or shift premium.					

UNDERSTANDING WAGE GAINS FOR MEMBERS IN THE ENHANCED NEW HIRE PROGRAM

Current hourly rate: \$25.95	
2020	
Scale adjustment (Sept.)	= \$27.66 (+\$1.71)
Prevailing wage adjustment (Sept.)	= \$28.78 (+\$1.12)
2.5% increase to prevailing rate (Sept.)	= \$29.50 (+\$0.72)
Step increase on anniversary (Oct.)	= \$30.96 (+\$1.46)
Total 2020 increase	= +\$5.01 per hour
2021	
Step increase on anniversary (Oct.)	= \$32.78 (+\$1.82)
Total 2021 increase	= +\$1.82 per hour
2022	
	= \$33.60 (+\$0.82)
2.5% increase to prevailing rate (Sept.)	- \$55.00 (+\$0.02)

INVESTMENT AND PRODUCTION

FORD OF CANADA PRODUCT AND INVESTMENT COMMITMENT LETTER

Mr. J. Dias National President Unifor 205 Placer Court Toronto, ON M2H 3H9

Dear Mr. Dias:

During 2020 negotiations, Unifor leadership clearly stated their desire to maintain a strong Canadian manufacturing footprint, particularly with respect to investment and product allocation at Oakville. The parties acknowledged that this is a period of significant change in the automotive industry with the rapid development and implementation of new technologies such as electrification, autonomous driving, and connected vehicles. In the context of such change, the company and union agreed that a viable and thriving automotive industry in Canada is predicated on both competitive operational practices and government support in order to build a strong business case for future investment. As a result of these discussions the company outlined its planned commitment for the Canadian operations to the union.

Windsor Operations:

In addition to the expected continued production of the 7.3L engine throughout the life of the agreement, a new 6.xL engine is planned to launch in 2022 at Windsor Engine Plant (WEP).

The company confirmed its intention that the Essex Engine Plant will remain the sole source for all 5.0L engine assembly and current component machining, and any potential derivatives from its base architecture.

The company also confirmed its intention to continue production of the Nano cylinder heads at the WEP Annex for the duration of this collective agreement.

Expenditures related to Windsor investment: \$148,000,000.00 (CAD).

Oakville Assembly Complex:

Notwithstanding the previously discussed balance out of the Nautilus planned for the 2nd quarter 2023, the company confirmed the expected continued production of the existing FWD Edge through the 2nd quarter 2023 and the AWD Edge through the life of the collective agreement.

Contingent on necessary agreements made in partnership among the company, the union and federal and provincial governments - including implementation of this collective agreement and government incentives to support facility re-tooling, installations and re-arrangements - the company plans to transform OAC from traditional internal combustion engine (ICE) vehicle production into a battery electric vehicle (BEV) assembly facility for the future production of BEVs, currently planned to commence in 2024, with plans to launch the first BEV in 2026. The total impact of this plan is estimated at up to 3,000 new or secured jobs at OAC by 2027 and approximately **\$1,800,000,000.000 (CAD)** of expenditures or investment.

Other Locations:

The company advised the union that it plans to sell the existing Bramalea Parts Distribution Centre during the life of the collective agreement and exit its warehousing operations at that facility. The Company will lease two (2) new parts depot facilities for its warehousing operations, one west of the Greater Toronto Area (GTA), and the other in the Ottawa, Ontario area.

When considered in totality, the planned investment provided by the company in its Canadian operations will be approximately **\$1,948,000,000.00 (CAD)**.

The parties recognize that for the Canadian automotive manufacturing industry to remain competitive, contributions from Industry, Unions and Government are necessary. Accordingly, the union agreed that it would partner with the company to approach provincial and federal governments to obtain financial incentives that will support the business case and contribute to the success of this vision as set out in the letter.

Yours very truly,

FORD MOTOR COMPANY OF CANADA, Limited

R.J. Kantautas

Vice President, Human Resources

INSURANCE

INSURANCE BENEFITS

On ratification, all life and disability program benefits, including Survivor Income Benefits, are increased for active employees as at the new hourly rates of pay.

The following table illustrates the improvements after the application of the general wage increases over the term of the agreement:

INSURANCE EXAMPLE For illustration purposes only					
	Current	Sept. 2020	Sept. 2022		
Assembler	\$35.53	\$36.42	\$37.33		
S&A	\$870	\$900	\$915		
EDB under 10 years	\$3,075	\$3,165	\$3,225		
EDB 10 or more years	\$3,380	\$3,480	\$3,550		
AD&D	\$40,500	\$41,750	\$42,500		
Group Life	\$81,000	\$83,500	\$85,000		
Tradesperson	\$41.88	\$43.31	\$44.77		
S&A	\$1,025	\$1,055	\$1,090		
EDB under 10 years	\$3,670	\$3,740	\$3,865		
EDB 10 or more years	\$3,985	\$4,115	\$4,215		
AD&D	\$47,750	\$49,500	\$51,000		
Group Life	\$95,500	\$99,000	\$102,000		

SICKNESS AND ACCIDENT PROGRAM

The company will provide sickness and accident benefits for up to 5 days following completion of a residential substance abuse treatment program for transitioning to aftercare, if recommended by the treatment facility doctor.



For employees hired on or after September 24, 2012 the employer will make an hourly contribution toward postretirement health care benefits upon completion of the New Hire Program.

Contributions (to a maximum of 2,080 hours) will be phased in to \$1 per hour over four years as follows:

- \$0.50/hour contribution in Year 1
- \$0.50/hour contribution in Year 2
- \$0.75/hour contribution in Year 3
- \$1.00/hour contribution in Year 4

Contributions will be directed to an Employee Life and Health Trust (ELHT) subject to agreement on feasibility of such a Trust for this purpose.

HEALTH BENEFITS



Increased coverage reimbursement levels by \$50.00

• Single vision lenses \$270.00 Bi-focal lenses \$325.00 Multi-focal lenses \$395.00 Contact Lenses \$280.00 \$450.00 Laser eye surgery

Increased vision examination reimbursement by \$25 to a maximum of \$110.



PARAMEDICAL

Psychologist Treatment benefits are increased to \$75 per visit and annual maximum increased to \$700 per benefit year, per participant.



Occupational Therapy benefits added for dependent children not otherwise covered by provincial healthcare, up to annual maximum of \$500 per year.



DURABLE MEDICAL EQUIPMENT

Coverage for Continuous Glucose Monitoring systems added to an annual maximum of \$1,600.



MEDICAL CANNABIS

Annual limit of \$500 where prescribed by physician due to illness or medical condition. Following conditions need to be met prior to approval: Age 25 or over; suffering from chronic neuropathic pain or spasticity due to MS or nausea due to chemotherapy, and deemed last resort treatment for above.



DENTAL CARE

Increased annual maximum by \$200 to \$3,000.

Increased lifetime orthodontics maximum by \$200 to \$3,800.



RETIREE HEALTH CARE **DEDUCTABLE**

The health care deductible is reduced by 50% for all retirees and surviving spouses.

PENSION BENEFITS

The terms of the current pension plans remain unchanged including the terms of the Hybrid Pension Plan. The lifetime pension and the 30-and-out Special Allowance and Supplement will continue in their current amounts.

LEGACY DEFINED BENEFIT (DB) PLAN

The DB Plan will be maintained at current levels for Basic, Special Allowance and Supplement under the Legacy DB and Hybrid DB pension plans.

DEFINED CONTRIBUTION (DC) PLAN

The union and company agreed to explore transferring DC plan members (anyone hired on or after November 7, 2016) to the College of Applied Arts & Technology (CAAT) new DBPlus plan. The CAAT DBPlus provides a lifetime DB pension including survivor benefits, indexation and early retirement options.

COMMUTED VALUE (CV) OPTION IMPROVED

The company has agreed to permit roll-over transfer of the cash portion of the commuted value (CV) in excess of CRA maximums directly to individual RRSP, once the new Ford payroll system is launched.

RETIREMENT INCENTIVE

The company will provide a one-time \$40,000 lump sum retirement incentive for up to 350 employees (including 20 skilled trades) in early 2021. The parties will meet to discuss implementation across Unifor locations.

RESTRUCTURING PACKAGES

The company commits to making available retirement incentive packages during the life of the agreement consisting of a \$60,000 lump sum (Non-Skilled Trades) and \$70,000 lump sum (Skilled Trades) and a \$20,000 vehicle voucher to mitigate the impact of indefinite layoffs that will not result in recall.

SKILLED TRADES



APPRENTICESHIPS

In these negotiations Ford has committed to hiring up to 75 apprentices, between the Oakville Assembly Complex and the Windsor powertrain facilities.

The split between the facilities will be determined by the requirements at each location and by the Skilled Trades Master Committee.

APPENDIX J

Total rewriting of this language in order to correct, update and align the apprenticeship program at both locations.

APPENDIX T

Skilled Trades Work Ownership

The committee reversed attempts by Ford to make detrimental changes to this language.

This important language was strengthened and maintained during this difficult round of bargaining.

Skilled Trades Differential

There are two new special adjustments to reflect the Skilled Trades hourly wage differential in years 1 and 3 (see page 2).

Skilled Trades Master Committee

A new Ford/Unifor Skilled Trades Master Committee is established to deal with trades-related issues.

Skilled Trades Union Education Program

Funding has been secured to continue this valuable program.



HEALTH, SAFETY, ERGONOMICS AND THE ENVIRONMENT

The Health and Safety Sub-Committee negotiated a number of changes that will help create safer and healthier work environments at all Ford facilities. These changes will ensure the union and employer stay current with important evolving workplace issues.

Leadership COVID-19 Statement

The Company and the Union reflected on the collective journey taken to help ensure everyone's safety at Ford facilities. Through dedication, collaboration and innovation, Unifor and Ford of Canada remain committed to address the continuing challenges posed by COVID-19.

Enhanced Workplace Environment Representative Training

During the 2020 negotiations, the Company and the Union had extensive discussions relating to the advantages of having a Unifor Workplace Environmental Representative and their positive impact in the workplace. Additional training will be offered to the workplace environmental representatives related to Global Plant Action.

Unifor Involvement in Emergency Preparedness

During the 2020 negotiations, the parties agreed that the local JHSC will participate in the evacuation planning discussions for their locations and provide recommendations for improvements.

Promotion of CPR AED Training

The parties recognized the contributions of CPR and AED to the survival rate of victims. As such, the parties will promote awareness and encourage participation in the volunteer program across the sites.

Commitment to Training

As a result of these negotiations, the company recognizes the value of ongoing training, including:

- Unifor/Ford Working at Heights Training Program
- Unifor/Ford Ergonomic Surveillance Tool Training
- Annual Health and Safety/Ergonomic Conference
- LEC member skills
- New equipment buyoff checklists and standards
- JHSC knowledge on safety standards

New Emerging Technologies

During the 2020 negotiations, the parties discussed emerging technologies like artificial intelligence, the role of JHSCs and the understanding of applicable safety standards, regulations and required safety prevention controls prior to their implementation.



Industrial Hygiene

The parties reaffirmed the role of the workplace health and safety representatives and the need to further their skills to prevent injuries and illnesses.

During the life of the collective agreement, the JHSC and MHSC members will receive enhanced training on provincial regulations, permissible exposure limits, hierarchy of controls, effective communication of sampling results and other topics as agreed to by the MHSC.

Psychological Health and Safety

The Company and the Union discussed psychological health and safety including the CSA Z1003 Psychological Health and Safety in the Workplace Standard. During the term of the collective agreement, the MHSC will review the Standard with the local JHSCs and discuss its application to local work practices and communications.

Health, Safety, and Ergonomic Training

The parties recognized the value of Health and Safety and Ergonomic representative training and its positive effect in the workplace. Procedures are now in place to ensure increased participation of additional representatives at the Annual Health and Safety/Ergonomic Conference during the life of the collective agreement.

Training Programs to be Reviewed and Modified

The parties agreed to update training videos for all facilities.

Safety Shoe Allowance

The annual safety shoe allowance increased to the following amounts:

• Blue tag \$125.00

• Green tag \$150.00

PAID HOLIDAY SCHEDULE: October 2020 - September 2023

Monday, October 12, 2020	Thanksgiving
December 24, 25, 28, 29, 30, 31 2020	December Holiday Period
Friday, January 1, 2021	December Holiday Period
Friday, April 2, 2021	Good Friday
Monday, April 5, 2021	Monday after Easter
Friday, May 21, 2021	Friday before Victoria Day
Monday, May 24, 2021	Victoria Day
Friday, July 2, 2021	Canada Day
Monday, August 2, 2021	Civic Holiday/Heritage Day
Friday, September 3, 2021	Friday before Labour Day
Monday, September 6, 2021	Labour Day
Monday, October 11, 2021	Thanksgiving
December 24, 27 – 31, 2021	December Holiday Period
Friday, April 15, 2022	Good Friday
Monday, April 18, 2022	Monday after Easter
Friday, May 20, 2022	Friday before Victoria Day
Monday, May 23, 2022	Victoria Day

Friday, July 1, 2022	Canada Day
Monday, August 1, 2022	Civic Holiday/Heritage Day
Friday, September 2, 2022	Friday before Labour Day
Monday, September 5, 2022	Labour Day
Monday, October 10, 2022	Thanksgiving
December 26 - 30, 2022	December Holiday Period
Monday, January 2, 2023	December Holiday Period
Friday, April 7, 2023	Good Friday
Monday, April 10, 2023	Monday after Easter
Friday, May 19, 2023	Friday before Victoria Day
Monday, May 22, 2023	Victoria Day
Friday, June 30, 2023	Canada Day
Monday, August 7, 2023	Civic Holiday/Heritage Day
Friday, September1, 2023	Friday before Labour Day
Monday, September 4, 2023	Labour Day



Your Master Bargaining Committee and Local Bargaining Committees unanimously recommend this tentative agreement.

We urge you to vote in favour.

EQUITY

To enhance the equity work undertaken by Unifor, gains were achieved in this round of negotiations, including:

RACIAL JUSTICE

Through negotiations, Unifor and Ford have agreed to develop an ambitious Anti-Racism Action Plan, that includes the establishment of a new Racial Justice Advocate position.

This new Racial Justice Advocate will work through the Employment Equity rep and offer support to those who face anti-Black and anti-Indigenous discrimination.

Additionally, the parties agree to recognize March 21 – the International Day for the Elimination of Racial Discrimination – each year, to organize actions and a moment of silence.

DOMESTIC OR SEXUAL VIOLENCE LEAVE

If a Unifor member is ineligible for S&A benefits, the company will provide up to 10 paid days of leave when an employee or an employee's child has experienced or been threatened with domestic or sexual violence.

WHITE RIBBON CAMPAIGN

The union secured an increase in funding to the White Ribbon Campaign, which seeks to end male violence against women and girls, promote gender equity, healthy relationships and a new vision of masculinity.



OTHER PROVISIONS

CHILD CARE BENEFIT

The Child Care Benefit has been expanded to include coverage of for-profit regulated and registered daycare facilities. Total increases are \$4 on the Full-Day benefit for ages 0-6, \$3 on the Half-Day benefit, and \$600 on the annual maximum.

LEAVE ALLOWANCE

Amend the duration of Family Medical Leave allowance (top up) to align with the duration of the Employment Insurance Benefit or as per the ESA whichever is longer.

LEGAL SERVICES PLAN

The Legal Services Plan provides coverage for all employees upon completing the New Hire program until retirement and clarifies funding language to reflect current practice (pay-as-you-go) around funding.

SCHOLARSHIP PROGRAM

Expanded to add coverage for certificate programs at accredited schools in the United States and Canada. The program provides coverage for seniority employees hired on or after September 24, 2012 upon completing the New Hire program.



Reset Normal

Since the onset of the pandemic, our lives have changed significantly! We now have NEW: standards, rules, laws, regulations, policies and procedures. There have been so many changes we even have a new way of thinking. This has created the New Normal that we are living in today. The guidelines we are using remains a living document, which means it is constantly changing and being modified. That is why it is very important when completing your daily COVID-19 attestation to read it carefully first. This is a living document that is constantly changing.

Now that we are into the second phase of COVID-19, we need to stay the course in order to come out of this successfully. We spend a fair bit of time researching, trying to stay up to date on this virus. A couple of websites we visited often are the CDC (Centers for Disease Control and Prevention) and PHAC (Public Health Agency of Canada). These websites stay up to date on procedures and guidelines we can follow to help protect our families. Everyone at OAC has a role to play in his or her responsibilities to help minimize the spreading of this virus. Some daily habits we should do to help protect each other are avoid closed spaces, crowds, stay within your small social group especially at work. Limiting the number of people you interact with daily is very important. Wearing your facemask properly and social distancing (6 feet) are crucial. Extra care must be taken when making contact with areas such as door handles, stair railings, chairs, tables, shared tools, carts, toilets, faucets, etc. Washing your hands and using hand sanitizer after such contact is your best line of defense. Our common goal is to avoid contact with another person's respiratory droplets or touching contaminated surfaces and then touching your mouth, nose or eyes. One of the most important steps that needs to be taken is seeking medical attention if you have symptoms. Symptoms such as dry cough, fever, tiredness, aches and pains, diarrhea, nasal congestion, pneumonia, runny nose, sore throat that you normally do not experience means you should be seeking medical attention.

Contact Tracing

What is the procedure if someone test positive for COVID-19 at Oakville Assembly Complex?

Since our last report, we have had positive confirmed COVID-19 cases in the plant. We felt it was imperative for the company to notify our members. Therefore, we requested a field visit by the Ministry of Labour for a consultation on notifying the membership. You will see copies of this

HEALTH AND SAFETY REPORT

John Mullin

field visit posted on bulletin boards in the plant. According to the Ministry of Labour, the Company only has to notify the individuals that could have been directly infected. They also reviewed what steps the Company undertakes when there is a positive COVID-19 case.

The Company has a response plan in the Playbook we talked about in the previous issue. When we have a confirmed COVID-19 case there is a reaction that takes place. First, the area will go through a deep target sanitization that the employee works in as well their path of travel and the areas of the Plant the employee visited. The Joint Health & Safety Committee JHSC then performs a "Risk Assessment" on each case. This is very detailed and includes a very essential element which is contact tracing. The Company will contact the employee, investigate, and identify everyone that had close contact for 15 minutes or more during the time they were infectious. They will also go back to the previous 48 hours before confirmation, then notify people of potential exposure, and instruct them to get a test done and stay at home and self-quarantine until the results are given. If you were in minimal contact with the confirmed case, you could be asked to self-monitor yourself for symptoms. Keep track of whom you interact with daily; even keeping a diary of this would be very helpful. That is why it is so critical to keep your family's social circle small and your interaction with other employees limited.

NON-COVID SAFETY ITEMS

We have had some "Near Misses" in the MP&L department. The JHSC reacted on these safety concerns by launching a 90-day challenge. This program consists of weekly SPLs (Single Point Lessons) and carrying out more PJOs (Periodic Job Observations) to help tighten up safety procedures.

As we mentioned in our last report regarding the skywalk from P9 staircase to Tim Hortons. This is now open and has helped significantly in reducing pedestrian traffic interaction with PMHVs. The thing that is most energizing about this safety improvement is that it was done without a near miss or injury having occurred beforehand. The JHSC highly encourages everyone to use it.

The company has transferred two routes over to the main plant from our Materials Sequencing Centre (MSC). This has resulted in an increase in traffic of Motrecs pulling top hats (trailers) in TCF (Trim, Chassis and Final). The plans are to have the entire MSC transferred over by the new year (January 2021). As a reminder, please be sure to communicate with drivers by means of eye contact, hand gestures and or verbal communication.

Health and Safety Report | Continued

In our last Emergency Evacuation Drill, we had an issue with alarms inaudible in labour relations. The problem has since been corrected and tested. This is the purpose of doing these drills, to correct and ensure everything is working. Please give the JHSC any feedback you might have.

Many of the safety items we find are rectified for our members through the efforts of our Trades. Therefore, I would like to take a moment and recognize them for an outstanding job they recently completed. There are two booths in the Paint department that required major changes. Trades were given the task of reversing station layout for the WWS (walking working surface) in the Prime and Ecoat Scuff booths. This was a very complex and difficult job with various hazards. Our trades completed the work keeping safety at the forefront. Using a JSA (Job Safety Analysis) and looking out for each other, everyone went home to their families in the same manner they came to work.

As we move into the colder months of the year, please take extra care when walking in parking lots and sidewalks. If your job requires you to go outside regularly, please be sure you have your cold weather PPE.

We would like to congratulate our alternate Health and Safety representative on the B Shift on his recent certification. Steve Gardiner has now been certified in Level 1 and 2 in Manufacturing and Fabricating Sector. Congratulations Steve, well done!

Now to end on a positive note, which is hard to find during these New Normal days. We pay close attention to people's actions and habits on a daily basis. There is one thing we have observed since we have returned from the COVID-19 shutdown. When using the washrooms at OAC, people will notice another person in the washroom and after washing their hands, they will leave the water running. This is not only considerate but also extremely effective on reducing the ability of the virus to transfer. It is like holding a door open for someone. On that note, your union safety representatives would like to take this time and wish our entire membership a safe and happy holiday season. Merry Christmas and Happy New Year!

In Solidarity,

#2 Shift, John Mullin

#3 Shift, Mike Gibson

Alternates:

Steve Gardiner, B shift

Merv Griffen, A shift

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

IT'S YOUR CHOICE



Moving Forward Together

Brothers and Sisters,

A big thank you to our 707 Bargaining team for all their hard work and tireless efforts during 2020 negotiations. They were successful in securing product, and more specifically a future for all of us here at OAC. This is both fantastic news and a huge accomplishment!

Following ratification, I had the opportunity to attend an Equity Conference in London. Employment Equity reps from surrounding auto plants gathered safely to discuss contract language, amendments and policy along with global issues including cultural diversity and social inclusion. The conversation also involved some detail about the new Racial Justice Advocate. This appointed position is part of an anti-racist action plan and will entail working on racial justice initiatives as well as coordinating with coalition partners. Stay tuned for additional information

As many of you know, December 6th is the National Day of Remembrance and Action on Violence against Women. Jack Layton was one of the co-founders and visionaries of the WRC, back in 1991. He felt men had to have both a role and responsibility in working to end violence against women, that we needed to step up our efforts in promoting gender equality, and be accountable to challenging the most harmful aspects of masculinity (Todd Minerson). The COVID-19 pandemic has consistently challenged us to think of alternative ways to celebrate, acknowledge and remember. In the interest of safety and like many other events this year, our annual white ribbon campaign will run a little differently. In lieu of handing out ribbons at the gate on December 6th, a donation will be made to White Ribbon, a registered charitable nonprofit. The negotiated funds typically allocated to purchase ribbons will be redirected to the organization itself to help support programming to engage men and boys in preventing gender based violence and in promoting gender equality and healthy masculinities. You can read more about current projects, campaigns and publications at www.whiteribbon.ca. Please refer to the Women's Committee report to read further about how we intend to commemorate the anniversary of the École Polytechnique massacre in 1989.

As we approach the years end, many of us are inclined yet perhaps skeptical to reflect. In a year immersed in stress, uncertainty and apprehension we must continue to stay strong, persevere and appreciate. Undoubtedly, 2020 has been a year like none other. I implore you to consider

EQUITY COMMITTEE REPORT

Stacy Pooler · Leah Douglas

and embrace at least one aspect of your personal journey during these past 12 months. Something positive. For me, social isolation allowed the rare opportunity to spend a surplus of quality time with family. I was reminded of how truly grateful I am and also to never take life for granted. This experience has also allowed for a renewed sense of perspective.

With the festive season quickly approaching, we would like to wish everyone a Happy and Healthy Holiday. However you choose to celebrate, please enjoy safely. All the best in 2021!

In solidarity,

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

'Acknowledging the good that you already have in your life is the foundation for abundance.'

Eckhart Tolle

Days of Observation

Nov. 11th - Remembrance Day

Nov. 14th - Diwali

Nov. 25th – International Day for the Elimination of

Violence against Women

Dec. 6th – National Day of Remembrance and

Action on Violence against Women

Dec. 10th – Human Rights Day

Dec. 10th - Dec. 18th - Hanukkah

Dec. 25th - Christmas

Dec. 31st – New Year's Eve



I would like to start this report with a Congratulations and Thanks to our bargaining team for securing a great contract. I had stated in my last report that I had confidence in their abilities, and I was not let down. In this agreement we have secured coverage for CGMs (Continuous Glucose Monitoring systems). This is a huge gain for those with diabetic issues. There are also increases to coverage for dental, child care, and counselling. Though we always look for more, we have not seen gains and increases to this extent in many years. It is nice to see an upward trend begin in the Auto Industry.

I would also like congratulate all those that have retired or are set to retire this year. At the time of writing this report there have been approximately 235 members retired in 2020. If you have been thinking about retirement you may be aware that there are changes coming to the formula used to calculate Commuted Value. This change has been implemented by the government and will take affect December 2020. This means that anyone retiring after December 1, 2020 will be subject to this NEW formula. If you are set to retire December 1, 2020 then the current or OLD formula will used. The Bargaining team also negotiated 350 (includes 20 Skilled Trades) \$40,000 retirement incentives. Details on this incentive package are not yet hammered out but we hope to have information by December 2020.

It is important if you are unable to work for any reason that you call in to the OAC Absentee Hotline to inform the Company of your absence. If you cannot work due COVID, here is where to look for payment. If you have COVID-19 (if you tested positive) then you should apply for S&A benefits and Canada Life will pay your lost time. If you are forced to quarantine because of COVID then you can apply for EI Sick benefit. If you open an EI Sick claim or your El claim is open and you have continued your reports this is how to report. When asked if you worked during the reporting period, you report NO (look closely at the dates they are asking for and only answer NO if you did not work; YES if you did work). Then when asked were you ready, willing, and able to work each day, you answer NO and when asked the reason why you state "Illness/Injury" (Illness includes quarantine).

The CEWS repayment issue continues to be hit and miss with Service Canada. The Benefit Office has been continually seeking to work the wrinkles out with the government. We have been in contact with Service Canada, MPs and the Minister of Employments Office to help assist our members. The letter we posted on our

BENEFIT REPRESENTATIVE'S REPORT

Paul Ivey • Tim Batke

Local 707 website was the process that the government wanted us to use in order to repay any monies owing. For some members this process has worked smoothly, for others it has been challenging. Service Canada and the Canadian Revenue Agency have had challenges in relaying the information required to all agents to assist our members in a timely manner. There is confusion over CERB payments and payments from EI proper. Please be patient with the agents, we are working on getting these Service Canada agents the information required to assist you.

If you were paid by El; that is, if you received \$505.00 weekly or \$1010.00 biweekly then the important factor to this process is to amend you report for the timeframe of April 12 to June 6. Anyone that reported \$0 earnings in between PP17 and PP24 should amend their report with El. You should let Service Canada know that Ford Motor Company has paid you a retroactive CEWS payment. This will generate an overpayment. El will calculate the overpayment and send you a statement with details on how much you owe and how to repay.

If you received CERB payments; that is, \$500.00 weekly or increments of \$500.00 then repayment is a little easier. You can go into your bank and tell them that you were overpaid CERB and wish to repay. Review your records and determine how many weeks between PP17 and PP24 that you received money from the government and multiply by \$500. For most this will be 7 weeks, so \$3500.00.

If you claimed the \$7250.00 Productivity and Quality bonus when doing you reports, El may contact you or ask you to contact them. They will be looking for clarification. You can inform El that the bonus was a payment for the pay periods prior to ratification. That is September of 2016 to September of 2020. You did not have to report the P&Q bonus to El so, If you did not report the \$7250.00, it will be OK.

It looks as though we will be seeing more layoffs in the months ahead. As always, if you have an open EI claim, you can report your return to a full-time work or you can continue to report every 2 weeks. My suggestion is to report return to work. I say this because EI has automated their system and by reporting full-time work, you avoid any errors or late reporting. When you close your EI claim it remains active but dormant. You simply make a new application when laid off again to re-open or wake the claim up. If you choose to not follow my advice and keep your claim open and continue your bi-weekly reports, just ensure you continue to report on time and without error. Do not forget to report.

BENEFIT REPRESENTATIVE'S REPORT | Continued

IMPORTANT NOTE – many members began their El claim in January 2020. If you recall, we had a one-week layoff PP3 this year. El claims once started have a 52 week window. This means that if we are laid off in January of 2021, you will have to serve a one week waiting period. As this layoff will occur immediately following Christmas Holidays, you may want to prepare yourself financially for a possible week without pay.

It has been a wild rollercoaster ride of a year. Yet we have seen some light in the darkness. COVID-19 may have put a damper on our everyday lives but our future looks bright. I hope you can enjoy the Holidays in whatever fashion you are able. Be safe. Stay healthy. Merry Christmas and Happy Holidays for you and your families.

Paul Ivey
Unifor Benefit Representative
Tim Batke
Alternate Benefit Representative

In solidarity,





FORD EMPLOYEES WELCOME!

Do Not Pay Over Your Insurance Coverage On Any Non-Designer Frame And Lens Package! We'll Bill Your Insurance Company Right From Vision Clinic!

Bring In This Coupon And Get

\$100 OFF

A Complete Pair

If Choosing A Designer Frame Or Upgrading To Specialty Lenses!

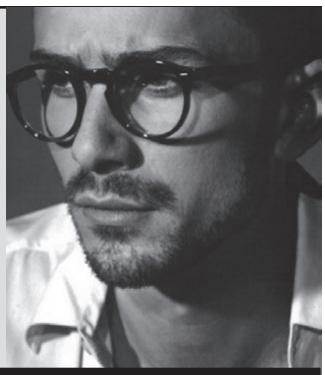
Ford Safety Glasses, Eye Glasses, Contact Lenses And Sunglasses Available — All Fitted By Licensed Opticians! Eye Exams Available On Site By Doctor Of Optometry!

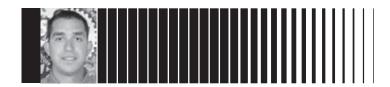
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The Best of Times at the Worst of Times 2020 Bargaining

Having our 2020 negotiations amid a pandemic, the outcome for Local 707 could have been a disaster. With companies, including auto, suffering a massive cash crunch as a result of nation-wide lockdowns and staggering unemployment, the future of Auto Assembly in Oakville faced its biggest challenge and vulnerability since the Great Recession of 08-09. With the news that the future of the Edge could be cut short as soon as 2023 (thanks for the heads up Auto Forecast Solutions!) made this round of negotiations crucial to obtain a favorable outcome. In the end it was the perfect storm of opportunity, first with the selection of Ford to lead bargaining, then subsequently, the Federal Liberal and Provincial Conservative governments committing, during the bargaining process, to invest in excess of \$500 million into the Oakville facility for future Battery Electric Vehicle assembly. Although some changes were implemented for efficiencies, the economic gains, long term job security and gains for junior members by reducing the grid to a straight 8 year from 11 was an unimaginable outcome. The numbers speak for themselves with over 80% voting in favour of the agreement, the proof is in the pudding that this agreement was a huge success, even if we were in the best of times. Congrats to the Bargaining Committee for a job well done.

Canadian Politics

There has been a considerable amount of change on the federal scene since my last report. Over the summer an exhaustive amount of time was spent by the Federal Conservatives on the WE scandal (prior to a prorogation of Parliament). Though it was disclosed by the Trudeau government that payments from the WE charity were made to his mother, wife and brother to attend speaking engagements on behalf of the charity, the only conflict of interest, in my opinion, is not the money that was paid for these speaking engagements, but that Trudeau did not recuse himself during the discussions regarding the Student Summer Employment Program. A poor sense of judgement presided over this affair by both the Trudeau government as well as Finance Minister Bill Morneau, who has subsequently resigned and been replaced with former Deputy Prime Minister Chrystia Freeland.

However, this pales in comparison when looking at the response by the Federal Liberals to the pandemic, their focus on human life over the economy when instituting

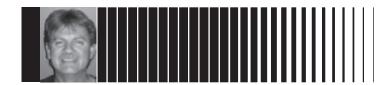
UNION IN POLITICS COMMITTEE REPORT

lain Fleming

public health measures, the temporary implementation of a Universal Basic Income style program the Canada Emergency Response Benefit (CERB) and other progressive programs instituted to help small, medium and large sized businesses demonstrate quick action. Although surprising that such a political blunder would be made (with the WE program) while the Trudeau Liberals were enjoying record high polling due to their pandemic response, it is unfortunately true to form when looking back at previous Liberal administrative mistakes that have been made over the years. These include McGuinty's Provincial Liberals when it came to the Gas Plant scandal and the Chretien Federal Liberals scandal with the Sponsorship Program prior to the election of the Conservatives under Stephen Harper in 2006.

Luckily this time common sense prevailed under NDP Jagmeet Singh in capitalizing their minority power (as opposed to defeating the Liberals on a confidence vote as of time of writing) many NDP priorities were secured in the upcoming budget. Through political negotiations the Liberals have bowed to the NDP demand of 10 mandated federal sick days, the enhancement of the revised EI program and with a National Child Care Program and Pharmacare Program now on the political horizon, time will tell how many more, progressive, mixed policy platforms will emerge from this minority parliament to benefit Canadian society for generations to come.

Till Next Time, Iain Fleming



Let me begin by congratulating Local 707 Bargaining Team in negotiating a contract that benefits all active 707 members here at Ford Oakville, a job well done by all.

It has been a trying and difficult time in dealing with your workplace injuries due to the pandemic. The difficulties in seeing your physician and closures of health clinics left injured workers dealing with the stress of trying to get better without proper treatment. Having to do doctors' appointments over the phone and having home exercise programs prescribed left workers with inadequate treatment and longer healing times. As we move forward, we can only hope that we get back to the norm and the betterment for all.

On site physio had ceased since the pandemic but have had recent talks with the Risk Team Manager, and the hopes of starting back up in the near future, you will be kept posted of the opening and procedures of the office. Although this service is offered you have the right to choose where you attend for treatment. Make sure that all appointments are conveyed to your process coach and that documentation is handed in to substantiate your attendance so any lost time can be reviewed for payment.

ACCOMMODATIONS: If you have restrictions that prevent you from doing your job the company will offer suitable employment to help you back to work and maintain full earnings. A return to work plan will be drafted up by the company D/C'S that will outline your precautions and a suitable job plan. A copy is given to you and a copy sent to the department and should be followed. In some cases, changes may need to be made due to manpower but the work must remain in line with your medical precautions. It is also the responsibility of injured workers to work in line with the precautions and follow the plan outlined for them. A case management meeting is held weekly to go over these plans and attended my all parties to review and discuss these plans.

COMPLIANCE: In the past we have had a number of claims that would be determined NFA (no further action) due to the lack of communication or follow up by the injured worker. This has reduced and claim decisions in most cases rendered in a timely fashion. Maintaining communication with the WSIB and the company will only assist you in establishing a claim and entitlement.

FORMS: All forms that you receive by WSIB must be completed in full, signed and returned in a timely manner to the WSIB. These could be treating Physicians, Health Care provider, or your own forms, and the office is always here to assist in completing and sending to the board.

A-SHIFT WSIB REPORT

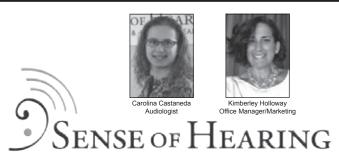
Ian Parry

REPRESENTATIVES: As elected representatives and an injured worker advocate, we are here to assist all Local 707 members in handling and dealing with the difficult situations of your claim. It is imperative that you sit with your representative and review your claim so he or she can direct you to ensure that proper information has been sent to claim file.

In closing as this is the last report of a crazy year we would like to say, stay safe not only at work but in your daily routine with family and friends. Enjoy the holiday season to the fullest. We wish you all a Merry Christmas, Happy Holiday Season and a very prosperous New Year. *In Solidarity*,

Ian Parry

Paul Seguro



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Let's face it, it has been a bizarre year.

A new contract, and a "Zoom" meeting for ratification and electronic balloting for ratification of the agreement, all unchartered territory for our Local. I've heard a lot of good comments on the floor about the process and how it was dealt with given the situation due to COVID-19 restrictions. It may not have been perfect, but it was a step forward. We have a future in Oakville to move forward into, kudos to the bargaining team and you the membership.

COVID-19 has had a huge impact on society as a whole however it has created significant challenges for injured workers who were or are trying to get medical treatment both on and off site.

For a long time, we have had on-site physiotherapy treatment in the plant. This has proven over the years to be helpful to both the hourly and salary employees in the plant. My thoughts on this are very clear, if a person can get some type of treatment in the very early stages of an injury the chances are a quicker recovery. Any treatment early on is better than no treatment at all. Although that physiotherapy had limited resources and time availability, it was often helpful it did not work for everyone for varied reasons, but it was helpful to many. That on-site physiotherapy was closed in March of this year due to COVID-19 restrictions and as of the writing of this article it remains closed and unavailable to our members.

TIME LIMITS

Without a signed Direction of Authorization, WSIB will not inform the Local or our office of any decision on a claim. A Direction of Authorization is a very simple form that allows the Union to legally represent you on a claim, it is not an automatic thing, you have to sign the form. When WSIB makes a decision there are always time limits to appeal that decision. If you get mail from WSIB let us know to ensure time limits are met.

WSIB BENEFITS

There are 2 basic, albeit very different WSIB benefits an injured worker may be entitled to.

The 1st is Health Care Benefits - This includes but is not limited to the following; physiotherapy treatment, chiropractic treatment, access to Specialty Clinics, faster access to diagnostics, various other medical treatments, travel expenses, braces, casts, crutches etc.

B-SHIFT WSIB REPORT

Chris McDougall · Kate Penkett

The 2nd is Loss of Earnings this is lost wages paid by WSIB to injured workers who are unable to work in any capacity due to a workplace injury. WSIB pays 85% of net average earnings but these are tax free. There is a max amount that can be paid though.

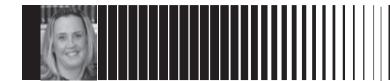
Far too often an injured worker's claim is allowed for Health Care Benefits however the Lost Time is denied. This is often due to a lack of clinical finding that support that the injured worker did not have the functional capacity to be at work. The injured worker receives the treatments WSIB supports in order to restore their health. However, the clock is ticking from the date the decision is made and if we do not have a signed Direction of Authorization and actually read the decision letter, we cannot address the issues or guide you. If the time limits are missed the injured worker will be unable to challenge the decision to get the loss of earnings that injured worker may be entitled to under the Act.

Hopefully now you can see the importance of the Direction of Authorization, Time Limits and the involvement of our office in your claim. We are here to help.

As difficult as it is to get medical treatment due to the COVID-19 situation we cannot stress enough that you stay in contact with your family doctor and/or whomever is treating you. Moving forward if you have appointments and they conflict with your shift, reach to our office as these can more often than not be resolved. It is paramount that if you have an appointment no matter if you are at work or not that you attend the appointment

As this will be our last report for the year, we would like to wish all of you and your families a great holiday season and a very happy new year.

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



WOMEN'S COMMITTEE REPORT

Kate Penkett

Hello Brothers and Sisters,
The Women's Committee would like to thank
everyone who donated items to the Halton Women's Place
over the course of this pandemic. Domestic violence has
unfortunately skyrocketed. It is an epidemic in Canada as
victims are confined to their homes with their abusers, it is
a pandemic on top of a pandemic, and shelters were at
compacity. Thank you so much for the needed items.

16 Days of Activism against Gender Based Violence is an international campaign that runs from November 25th, 2020 - December 10th 2020. #OurActionsMatter. November 25th is International Day for the Elimination of Violence Against Women, December 6th is National Day of Remembrance and Action on Violence Against Women, December 10th is World Human Rights Day. Become an ally by:

Listening Believing Speaking Out Intervening

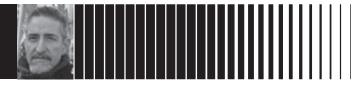
Acting.

Every year we have a Candle Light Vigil at our Local Union Hall, honouring and remembering the 14 young women that were brutally murdered at École Polytechnique in Montreal in a shocking act of gender-based violence. This senseless act that targeted women led Parliament to designate December 6th as The National Day of Remembrance and Action on Violence Against Women. We all have a role to play to ensure that tragedies like this never happen again. This year unfortunately because of the pandemic we cannot have the vigil, but we will still be remembering by wearing purple and having a video playing on all of the TVs around the plant.

On December 6th we remember:

Genevieve Bergeron, Helene Colgan, Nathalie Croteau, Barbara Daigneault, Anne-Marie Edward, Maud Haviernick, Maryse Laganiere, Maryse Leclair, Anne-Marie Lemay, Sonia Pelletier, Michele Richard, Annie St-Arneault, Annie Turcotte, and Barbara Klucnik-Widajewicz

In solidarity,
Kate Penkett
Women's Committee
Chairperson/Trustee



LOCAL 707 GUIDE

Joe Amato

ello Brothers and Sisters,

I would like to take a moment to congratulate our Local 707 bargaining team for a job well done. I am super excited for the future ahead, to be a part of building BEV's at OAC. We have a lot to look forward to.

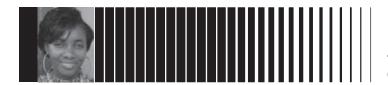
Membership Meetings:

I still have many members asking me when are we going to get back to having regular monthly membership meetings at the Union Hall. Unfortunately, due to COVID-19, we still cannot hold meetings while keeping in line with the Ontario Health regulations.

I would like to wish all the Brothers and Sisters a happy and safe Christmas/Holiday shut down!!

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





AWOC CHAIRPERSON'S REPORT

Constance Brown

n September 1st the Oakville plant began talks about culture and diversity in the workplace in light of the social injustice across Canada and the U.S. A working group was formed with employees, management and the union to develop a plan to create more awareness around systemic racism and further address the effects that racialized employees experience in relation to systematic racism and unfair treatment in the workplace. Please stay tuned!

On September 21st many organizations across the country including Ford Motor Company took part in International Day of Peace to commemorate and strengthen peace above all differences and to contribute to building a culture of peace (un.org/peaceday). Furthering this day's mission, the company created a large peace poster that signified the word 'peace' in multiple languages around the world.

On September 30th we recognized Orange T-shirt day in honour of the Indigenous community and children who were impacted by the residential school system. The significance of bringing awareness to the day is important as the Indigenous community is still healing from the historical trauma. There are a great deal of stories and meaningful conversations that will never be forgotten but need to be told. As a union, we wore orange on this day to show our support.

October 11 & 12 marked a special day for Unifor members and migrant workers who are still affected from COVID-19 and without jobs. Unifor 707 and other locals were invited to participate in Windsor's migrant workers Thanksgiving Day meals on wheels. Collectively, we prepared meals and bought groceries and gift packages to the migrant workers and Christine Maclin, Unifor Human Rights Director & Unifor National donated \$5000 towards the cause. We delivered a total of 500 hot meals to migrant workers that day. Equally important, is the organizer of the event, Joan Grey, who started this cause over 10 years ago. Her goal was to expand on welcoming new migrant workers into the surrounding cities of Windsor and to build a sense of community.

In final, I would like to say thank you to our national President Jerry Dias and our bargaining team at Local 707, who have worked very hard to ensure that doors at Ford Motor Company remain open for so many workers who believe in the work that they do, not only because it impacts the current generation of automotive workers but also for the future workers.

In Solidarity,

Constance Brown

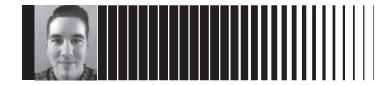












EDUCATION CHAIRPERSON REPORT

Bryce Thompson

Sisters and Brothers,

With the ongoing pandemic and the restrictions that surround it, the ability to hold in-person classes has been unattainable these past few months. While it has been difficult to get used to, we have fortunately been able to continue with courses through online web platforms such as Zoom and Cisco Web-Ex.

Our Unifor-McMaster Labour Studies program is currently running its fall schedule fully online. This unique opportunity has given us the ability to run classes with several other Unifor locals at the same time, giving us a great amount of perspective and discussion in our sessions. Our winter semester will most likely be held in the same fashion, as we do not believe it will yet be safe to run in person classes by January. Keep an eye on the 707 website for upcoming classes and instructions on how to register.

Similar to the Labour Studies program, our National Union has been unable to hold any in-person Area School courses or programs at Port Elgin. In order to continue to deliver courses, Unifor National has been delivering a variety of courses online for all Unifor members to take. These courses cover a variety of subjects, and tailor specifically to the knowledge and skill-sets that we as union members need. To learn more about these classes, or to register to take one, you can visit www.onlineeducation. unifor.org to get started!

As we continue to navigate through the pandemic and its many challenges, I hope that all of you are staying safe and diligent. Together, we can get through these difficult times. We hope to see many of you back in the classroom in the near future.

Hope everyone has a wonderful holiday season.

In Solidarity,

Bryce Thompson

Education Chairperson

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707 | REPORTER



isters and Brothers, WOW! We have a bright future at OAC building Electric Vehicles! I commend the Bargaining Committee's efforts in bringing about this historic investment to Oakville. We will be involved in the transition to a greener future with this announcement, and I am so proud to be a witness to this incredible journey! With this Agreement we will meet our economic needs; but also, the needs of our communities both locally and globally in the fight against Climate Change.

At the time of this report the Ontario Government has just released a new proposal to dramatically change how recycling is handled Province wide, including EPR or Extended Producer Responsibility. Stay tuned as this is a contentious but necessary component of recycling and waste diversion strategies.

I wanted to bring attention to the Water Bottle Refill Stations that you may have noticed around the Plant... these Refill Stations are touchless and therefore safe and sanitary for our members to use as we work within our COVID-19 protocols. I'm happy to report that the Refill Stations are also great environmentally! An audit of the Refill Stations was done the week of October 5th/20 to determine the number of plastic bottles saved to date; the

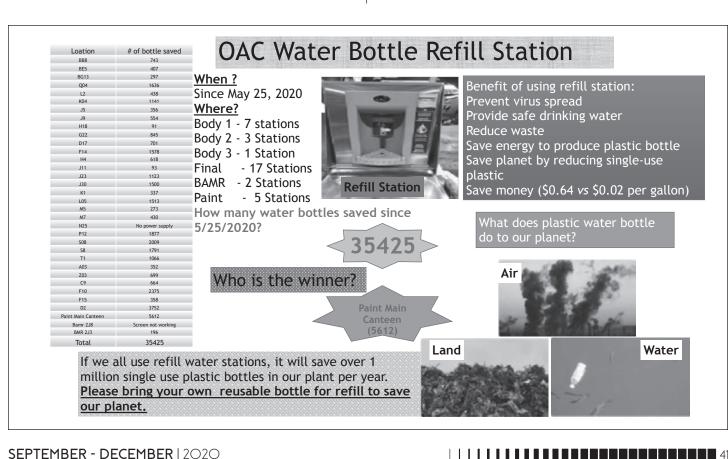
ENVIRONMENT COMMITTEE REPORT

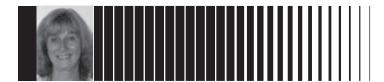
Cyndy Anderson · Sonia Brown

diagram shows the Column Location of the Refill Stations and the data shows we have already saved 22,468 plastic bottles!! By simply bringing in your own bottles to Reuse and Refill at these stations, we are doing our part to reduce greenhouse gases and plastic pollution.

A big **SHOUT OUT** to those members working near Column SOB in Chassis... You have saved the most plastic keep up the good work!!! I encourage all members to bring in your own reusable water bottles and give those Refill Stations a work out!

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





COMMUNITY SERVICE REPORT

Jan Smith

isters and Brothers

It has been a very different year 2020, COVID is still with us and it has changed our lives in more ways than we could have ever imagined.

First off, I would like to congratulate our Bargaining Committee on bringing a contract to the membership that will ensure a future for all workers at the Oakville Assembly Complex, job well done Brothers!

Part of the duties of the Community Service Committee is to prepare in case we go on strike, with COVID things changed and we had to find a way to get our members signed up for strike duty and I am happy to say that we have now computerized this and for future you will be assigned strike duty online through our Local 707 website.

This was not an easy task but Kudos to my co-chair Linda Asselin for being the computer whiz in getting our over 3400 members online. Thanks to our Financial Secretary Brett Lefebre, for all his guidance and help. To Shauna Zarin and Kevin Forbes for preparing on September 21st our strike deadline to ensure that we were prepared. Other members that helped with meeting and logistics, Roy DeMatos, Steve Gebel, Dave Millar, Chuck Paladino and Chris

out how to help, check your local community newspapers to see what agencies need help. Buy one of those \$10.00 bags of groceries at your local grocery stores to donate to your community food bank. Most churches and agencies are holding winter clothing drives, donate to a women's shelter, check on the elderly in your neighbourhoods to see if they need help, our children's schools may be doing drives or donate to The United Way Campaign. They help so many different people and agencies in our communities.

I guess what I am trying to say is "Giving is better than receiving, try to brighten someone's day and help out the less fortunate, I know I will be.

Since this will be the last reporter before the Christmas Season, the Community Service Committee would like to wish our Sisters and Brothers and their families a very safe and happy holiday season. Be safe and enjoy the time with your loved ones.

In Solidarity and Peace, Jan Smith Community Service Committee Chairperson

Since we were unable to do our Thanksgiving Food Drive at the gate, the Local donated \$5,000.00 to the Oakville Fair Share Food Bank.

Herbst, thank you

Brothers.

We have decided that we will do a Christmas Food Drive at the gates and that will take place on Friday, December 4th, 2020. All precautions due to COVID will be taken and a flyer will be put on all boards in late November to remind the membership.

Speaking of donating to those in need, because of COVID the need in every community has increased. To find





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Thank You!

2020

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PICNIC REPORT 2020

What a difference a year makes, I hope all of our member and their families are staying healthy and safe. We felt it was important to have a celebration of our Labour Day and the decision was made to have an event together safely. The day was a success with every one social distancing and sanitizing making it a needed gathering with family and friends. The food trucks were wonderful in making the food fast and delicious and we will be asking for them to come back for future events. As soon as we get the ok for larger group gatherings the planning will start for next year's picnic if possible. Please stay safe over the winter, let's support each other and all in our community by wearing our masks and social distancing. The picnic when it returns will be welcomed back with excitement. "FUN WAS HAD BY ALL"







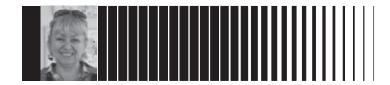








SEPTEMBER - DECEMBER | 2020



Congratulations to both the Master and Local Bargaining Committees on securing the investment for the Oakville Assembly Complex in these extremely difficult times.

With the investment from Ford, the Federal and Provincial Governments; we as workers now have the ability to continue to invest in the communities in which we work and live.

Thanks to your support last year, the United Way Halton & Hamilton helped over 200, 000 people in our community access the help they needed.

Thank you!!

As we are sure you're aware, our community is facing many challenges. COVID-19 has stretched the community safety net and local programs to their limits, pushing some of our most vulnerable friends and neighbours even further into crisis. As the demand for social services continues to climb across Canada, increasing by 42% since the beginning of the pandemic, it is clearer now more than ever; these individuals need your help. Locally the demand for both food and income supports in

UNITED WAY REPORT

Shauna Thorne-Zarin

Halton and Hamilton has increased by 13%. We have seen 74% of United Way funded agencies experience an overall increase in demand for services (essential items like food, counselling & support programs). As our community begins to recover from this crisis, people and families are going to need our help more than ever. Together, we can help ensure a bright future for our community. To learn more, please visit uwhh.ca.

This year's OAC campaign began on Monday, October 26th with the canvassers following all safety protocols to ensure everyone stays safe and healthy throughout the campaign.

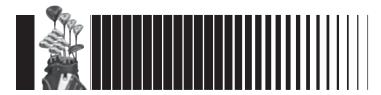
Please remember when the canvassers come to see you that this is your opportunity to spend a few minutes to ask questions and truly consider making a difference in our community.

Thank you once again for your continued support. United our community will recover from COVID-19. In solidarity,

Shauna Thorne-Zarin

Employee Campaign Coordinator





Drothers and Sisters,

As retired members of Local 707, we have enjoyed another great year of golf despite COVID-19 restrictions. This year, we as retirees, still managed to have another great year golfing at Century Pines, near Copetown.

We have approximately 70 golfers, golfing every Wednesday morning. We also welcomed some current members, even though they are still working. Playing in our league is a good way to see what it's like, and most of them will surely join our league once they retire.

We had a very good year, ending with our "Bert Hofman Memorial" Year-end Tournament on September 23rd, with 66 golfers taking part. Our league, which was started in 2004 by a group of Retirees, Bert was one of the original organizing committee members, has grown from 20 players to presently over 70. We anticipate this number to grow big time in the coming years.

The winners this year were:

Best Gross Score – Chico Santos (78)

Best Net Score – Pat Marino (72)

Top 5 Unifor Cup (Similar to Fedex Cup PGA)

- 1 Bob Bergstrand (42)
- 2 Chico Santos (39)
- 3 George Santos (34)
- 4 Vlad Bodiroga (28)
- 5 Fernando Garcia (27)

Closest to The Pin Winners

- 1 Will Marshall
- 2 George Santos
- 3 Jerry Nelligan
- 4 Lucky Sandal

Many thanks to
Daniel Burns from
Cornwall Hearing on
Cornwall Road in
Oakville who donated
the Cash Prizes for
Closest To The Pin.

The above members were the Grand Winners, but we are all winners because we are out there enjoying Life After Work.

We would like to thank Local 707



Pat Marino. Val Bodiroga. Chico Santos

LOCAL 707 SENIOR GOLF LEAGUE REPORT

Ted Deluca

Executive Board and the Retiree's Executive Board for their continued support of our Retiree's Golf League.

SPECIAL THANKS to brother Kevin Forbes Local 707 Sports and Recreation Chairperson for his continued support and participation in our League.

FINAL WORD

The Local has had many retirements this year, many of them retiring in the past few months, of which many have joined our league. I would like to extend the same invitation to all who have retired, or will be retiring next year, to join our league. Just contact me or any of other the Organizing Committee Members.

Your can email me at tjdeluca@rogers.com or Telephone 905-578-2666.

Ted DeLuca, Co-ordinator
On Behalf of The Organizing Committee
Vlad Bodiroga, Les Kwapich, Dominic Rosati
Branko Vuckovich & Dave Simpson



Dr. Kelvin Fung

D.D.S., D.Perio.

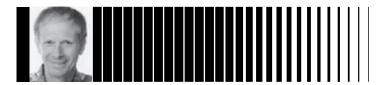
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overnments have been encouraged from the medical field, unions, and community advocacy groups to help make our lives safer and healthier. Progressive legislation has helped keep our workplaces safe, so when you get up at 5:00 am and drive to work for a ten-hour shift, you will be able to arrive home safe for dinner and an evening with your family.

What shouldn't be an unsafe condition is that drive to and from work everyday, sure there is bad weather and an unfortunate accident that can slow the drive but traffic laws are designed to help keep our roads safe and they do a relatively good job.

That is why the recent decision by the Ontario Government to reduce some impaired charges to a \$1,000 fine for careless driving is mind boggling. Enabling irresponsible people, who drive while impaired, is unacceptable and blaming COVID-19 for a case backlog in the courts is a cop out. Sure, there are provisions in the proposed Alcohol Impaired Driving Resolutions, but these are mere speed bumps for lawyers.

Let's be honest, our drinking and driving laws are way too lax, look no further than the individual who killed a cyclist while impaired and was granted day parole in 2018 a year after a Judge sentenced her to serve 7 years, with no remorse, this person was arrested again for impaired in June 2020. Unfortunately, this happens all too often

Ken's Corner - Life is Precious

Ken Robertson

where those charged get their sentences reduced.

The Attorney General needs to send a strong and clear message that driving a vehicle while impaired is on par with attempted murder or murder charges in the case of a death.

Tens of thousands of family members have lost love ones over the years due to the selfish and irresponsible behaviour of impaired drivers. The government has a responsibility to make our roads safe and they could enact tougher legislation that you can drink all you want but, when you pick up a drink you put down the keys or you will do the time if you endanger a precious life.



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SHAME ON The Ontario Government for scraping seniority rules for hiring teachers – this could result in nepotism.

SHAME ON Doug Ford for scraping the Ranked Ballot in Municipal elections – this is the same system that gave him a Conservative leadership.

SHAME ON The Alberta Government for proposing to cut 11,000 hospital workers – this is the last thing the people of Alberta need in a health crisis.

SHAME ON Whole Foods for banning their employees from wearing poppies at work – after a public outcry, this insensitive decision by management was overturned.

SHAME ON The Canadian Revenue Agency for forgiving \$20 million in false tax deductions to Fiera Foods – imagine if you asked CRA to forgive you if you made a false tax deduction?

SHAME ON The Toronto School Board for handing out \$2.4 million to Principals and Vice-Principals as a thank you for their work during COVID-19 – another example of management getting rewarded while the frontline teachers and support staff get snubbed.

SHAME ON The group of men who plotted to abduct Michigan Governor Whitmer – this group should be tried as domestic terrorists.

we asked...

What are your thoughts on our Unifor *I* Ford 2020 contract agreement?

Great news for future generations. Bonus on reducing the grow-in from 11 to 8 years!

Joe Oliveira





After being laid off and COVID-19 it's nice to have something positive come out of 2020!

Krysta Sullivan

I think this was great for the progression members and considering with what's going on with Covid 19 it's not a bad contract overall.

Henry Lopez





I thought it was a great contract. We managed to get product plus raises. Awesome!

Alessandro Di Lorenzo

The future is bright for OAC and this contract brings great opportunity!

Fitz Guevarra





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- attractive smile •
- comfort & safety
 - convenience •

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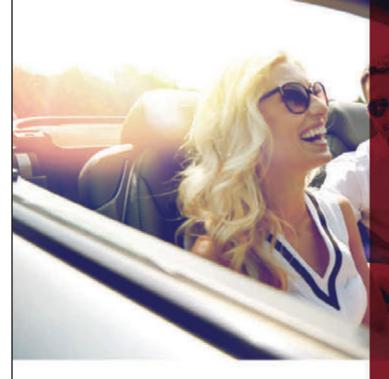
LOCAL /O/ RETIREES											
Manuel Araujo	Sept. 2020	Matthew Yancan	Sept. 2020	Phillip Hague	Nov. 2020						
Brad Blake	Sept. 2020	Paul Allain	Oct. 2020	Mike Holubowsky	Nov. 2020						
Gurdeep Braich	Sept. 2020	Larry Brodie	Oct. 2020	Randy Kobryn	Nov. 2020						
Mark Comeau	Sept. 2020	Paul Brule	Oct. 2020	Kevin Mcauley	Nov. 2020						
Petra Cumming	Sept. 2020	Tad Cieklinski	Oct. 2020	Frank Moniz	Nov. 2020						
John Geraldi	Sept. 2020	Robert Czegeny	Oct. 2020	Mauro Muccini	Nov. 2020						
Stuart Hamilton	Sept. 2020	Rick Daoust	Oct. 2020	Rick Parry	Nov. 2020						
Stuart Kennedy	Sept. 2020	Pharalad Dass	Oct. 2020	Marc Piccolotto	Nov. 2020						
Jerzy Kott	Sept. 2020	Michael Gray	Oct. 2020	Dino Pirri	Nov. 2020						
Deborah Leostic	Sept. 2020	Warren Lo	Oct. 2020	Danuta Prorok	Nov. 2020						
Jaroslaw Lotko	Sept. 2020	Angelo Machado	Oct. 2020	Leonard Rabatich	Nov. 2020						
Santokh Malhie	Sept. 2020	Naeem Mohammad	Oct. 2020	William Tweedie	Nov. 2020						
Gord Marsh	Sept. 2020	Robert Montgomery	Oct. 2020	Iwona Vacheresse	Nov. 2020						
David McMahon	Sept. 2020	Paul Morgan	Oct. 2020	George Vanderkooi	Nov. 2020						
Joe (Jose) Melo	Sept. 2020	William Neal	Oct. 2020	Octavio Vieira	Nov. 2020						
John Metherell	Sept. 2020	Luis Neves	Oct. 2020	Wayne Wickert	Nov. 2020						
David Murphy	Sept. 2020	Stanley Palka	Oct. 2020	Penny Wilkins	Nov. 2020						
Robert Pastusiak	Sept. 2020	Shirley Patrick	Oct. 2020	Ken Williams	Nov. 2020						
John Phair	Sept. 2020	Janet Phair	Oct. 2020	Mike Annibale	Dec. 2020						
Jeff Placidi	Sept. 2020	Alex Pinheiro	Oct. 2020	Stuart Carless	Dec. 2020						
Ron Poirier	Sept. 2020	Marek Puzio	Oct. 2020	Joseph Coyle	Dec. 2020						
Cedo Radinovic	Sept. 2020	William Shaw	Oct. 2020	Darren Culetta	Dec. 2020						
Amarjit Reehal	Sept. 2020	Patrick Stewart	Oct. 2020	Peter Duncanson	Dec. 2020						
Owen Rodney	Sept. 2020	Jozef Szwed	Oct. 2020	Steve Gelanyi	Dec. 2020						
Dave Sandham	Sept. 2020	Robert Van Cleef	Oct. 2020	Larry Goheen	Dec. 2020						
Dennis Sararas	Sept. 2020	Vinod Verma	Oct. 2020	Tad Grabowski	Dec. 2020						
Joe Schierholtz	Sept. 2020	Danny Vicentijevic	Oct. 2020	Don Grondin	Dec. 2020						
Linda Schock	Sept. 2020	(Dion) Jay Busuttil	Nov. 2020	Greg Hisey	Dec. 2020						
Zbigniew Sowinski	Sept. 2020	Chris Campbell	Nov. 2020	Heather Little	Dec. 2020						
Cindy Stratford	Sept. 2020	David Causer	Nov. 2020	Clifford Mack	Dec. 2020						
George (Jerzy) Szczesiu	l Sept. 2020	Kevin Creelman	Nov. 2020	Alex Manych	Dec. 2020						
Andrezej Szymanski	Sept. 2020	Giuseppe Delvecchio	Nov. 2020	Nick Piccirillo	Dec. 2020						
Stephen Thomson	Sept. 2020	John Didio	Nov. 2020	Craig Snider	Dec. 2020						
Brad Vago	Sept. 2020	Gord Dunn	Nov. 2020	David Tasi	Dec. 2020						
Nick Van Der Lelie	Sept. 2020	John Fitzpatrick	Nov. 2020	Stephen Turnbull	Dec. 2020						
Jane Vandervliet	Sept. 2020	Shaun Gallagher	Nov. 2020	Stuart Yaeck	Dec. 2020						
Dave Woodland	Sept. 2020	Alexander Gurney	Nov. 2020	Mike Zizza	Dec. 2020						

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2021 LOCAL 707 SHIFT CALENDAR

						<i></i>	_ / _				C/ \L					ı	
			J	ANUAR	Υ								JULY				
PP	Mon	Tue	Wed	Thur	Fri	Sat	Sun		PP	Mon	Tue	Wed	Thur	Fri	Sat	Sun	
1	28	29	30	31	1	2	3	В	27				1	2	3	4	Α
2	4	5	6	7	8	9	10	Α	28	5	6	7	8	9	10	11	В
3	11	12	13	14	15	16	17	А	29	12	13	14	15	16	17	18	В
4	18	19	20	21	22	23	24	В	30	19	20	21	22	23	24	25	Α
5	25	26	27	28	29	30	31	В	31	26	27	28	29	30	31		Α
FEBRUARY												1	AUGUST	Γ			
PP	Mon	Tue	Wed	Thur	Fri	Sat	Sun		PP	Mon	Tue	Wed	Thur	Fri	Sat	Sun	
6	1	2	3	4	5	6	7	Α	31							1	Α
7	8	9	10	11	12	13	14	Α	32	2	3	4	5	6	7	8	В
8	15	16	17	18	19	20	21	В	33	9	10	11	12	13	14	15	В
9	22	23	24	25	26	27	28	В	34	16	17	18	19	20	21	22	Α
									35	23	24	25	26	27	28	29	А
				MARCH								SE	PTEMB	ER			
PP	Mon	Tue	Wed	Thur	Fri	Sat	Sun		PP	Mon	Tue	Wed	Thur	Fri	Sat	Sun	
10	1	2	3	4	5	6	7	Α	36	30	31	1	2	3	4	5	В
11	8	9	10	11	12	13	14	Α	37	6	7	8	9	10	11	12	В
12	15	16	17	18	19	20	21	В	38	13	14	15	16	17	18	19	А
13	22	23	24	25	26	27	28	В	39	20	21	22	23	24	25	26	Α
14	29	30	31					Α	40	27	28	29	30				В
				APRIL								С	СТОВЕ	R.			
PP	Mon	Tue	Wed	Thur	Fri	Sat	Sun		PP	Mon	Tue	Wed	Thur	Fri	Sat	Sun	
14				1	2	3	4	А	40					1	2	3	В
15	5	6	7	8	9	10	11	А	41	4	5	6	7	8	9	10	В
16	12	13	14	15	16	17	18	В	42	11	12	13	14	15	16	17	А
17	19	20	21	22	23	24	25	В	43	18	19	20	21	22	23	24	А
18	26	27	28	29	30			Α	44	25	26	27	28	29	30	31	В
MAY												NO	OVEMBI	ΞR			
PP	Mon	Tue	Wed	Thur	Fri	Sat	Sun		PP	Mon	Tue	Wed	Thur	Fri	Sat	Sun	
18						1	2	Α	45	1	2	3	4	5	6	7	В
19	3	4	5	6	7	8	9	А	46	8	9	10	11	12	13	14	А
20	10	11	12	13	14	15	16	В	47	15	16	17	18	19	20	21	А
21	17	18	19	20	21	22	23	В	48	22	23	24	25	26	27	28	В
22	24	25	26	27	28	29	30	А	49	29	30						В
									DECEMBER								
PP	Mon	Tue	Wed	Thur	Fri	Sat	Sun		PP	Mon	Tue	Wed	Thur	Fri	Sat	Sun	
23	31	1	2	3	4	5	6	Α	49			1	2	3	4	5	В
24	7	8	9	10	11	12	13	В	50	6	7	8	9	10	11	12	Α
25	14	15	16	17	18	19	20	В	51	13	14	15	16	17	18	19	А
26	21	22	23	24	25	26	27	Α	52	20	21	22	23	24	25	26	В
27	28	29	30					А	1	27	28	29	30	31			В
		General	Members	hip Meetin	g		Retirees	` Me	embe	rship Mee	eting		Ford Pai	d Holiday			

Deadline for submissions for the next issue is Monday, March 22, 2021