



2021

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REPORT FROM THE **EDITOR** TIM BATKE

Sisters and Brothers,
As this edition goes to print, we are in another lockdown in Ontario with some of the worst numbers of COVID-19 cases per capita globally. Hope all of our members and their families, active and retired are safe by following proper health and safety measures, and by getting their vaccinations as soon as they become available to them. If all Ontarians follow COVID-19 protocols then by the next edition we will see some significant improvements on the pandemic front here in Ontario. Which we need to not overburden our healthcare system and risk the health and safety of our first responders.

Working in the Benefit Office with Paul Ivey, I have met with hundreds of members looking to see their pension estimate before making their decision on whether or not to retire. Unfortunately, due to COVID-19 protocols in the workplace and layoff weeks over the past two years, many of our members have not been able to be given the send off they deserved. Regrettably, this includes the absence of retirement photos from inside the Plant in the 707 Reporter. Please note the Retirement Incentives section in the President's Report as the Executive Board is looking to celebrate all of the retirees who retired during the pandemic, once it is safe to do so again. Congratulations to all the members who will be retiring in 2021, may the road rise to meet you, may the wind be at your back.

Errors, Omissions, Corrections: There was an error on the Calendar on the back page of the last edition (September – December 2020) In PP46 it was shaded Blue for the "B" Shift but it was correctly noted as "A" Shift, it will be shaded red for the "A" shift will be corrected on the back of this edition.

In solidarity,
Tim Batke
editor@uniforlocal707.ca 



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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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REPORT FROM THE **PRESIDENT** MARK SCIBERRAS

COVID-19

The 3rd wave of the pandemic is upon us, it appears these new COVID-19 variants are tragically taking their toll in Ontario, with higher infection rates that are testing the limits of our healthcare system. Exhausted Doctors and Nurses are continuing to fight the pandemic, and essential workers continue to put themselves at risk to ensure our communities continue to have food, utilities and other necessities.

COVID-19 continues to have a lasting impact on us all, with another lockdown upon us it's hard to be positive. While I know everyone is frustrated and fatigued, as more and more vaccines become available there is reason for hope on the horizon, as we just need to do our part by making every effort to follow proper protocols to prevent the spread and get vaccinated when our opportunity arises.

At the time of writing this article Unifor continues to lobby the provincial government for paid sick days, to ensure our membership and all essential workers across Ontario are given the opportunity to get vaccinated quickly as possible and/or don't continue to lose essential needed income when they experience COVID-19 like symptoms. Paid sick days have the support of the medical community as they believe it is an effective tool in reducing the spread.

Retirement Incentives

The extended production canvass for the \$40,000.00 retirement incentives is expected to be completed by the end of April, with the company announcing all successful applicants in early May. For those that choose to retire I offer my congratulations, and wish it could be under better circumstances. At the end of the pandemic, we would like to provide our recent retirees with a proper send-off, as such we will later invite all members that retired April 2020 through to the end of this pandemic to join us for a social gathering at the Local Union Hall. Keep an eye on our website for dates and times, once the pandemic subsides and restrictions on social gatherings are lifted.

Covid-19 Downtime Paid Absence (CDPA) Overpayment

The company made an error in the calculation of the CDPA payment, which has resulted in an overpayment for hourly unionized members across Ford of Canada.

As you recall, due to the unique circumstances at the start of the COVID-19 pandemic, the company temporarily suspended many of its operations in the 2nd quarter of 2020, resulting in layoffs.

Recognizing these special circumstances, the company and the union came to an understanding outside the parameters of the 2016 collective agreement whereby eligible seniority members who were laid off from Monday April 12th through to June 6th 2020 due to COVID-19 were paid forty (40) hours at 75% of the member's hourly wage rate under this special CDPA, which was supported by the provisions of the federal government's Canada Emergency Wage Subsidy (CEWS) program.

This retro-active CDPA payment was issued last year by the company in pay period 38.

While all net Supplementary Unemployment Benefits were deducted from the payments, due to a processing error at the time of payment, deductions for Union Dues, third party garnishments (i.e: Family Court), Optional Life Insurance & Dependent Life Insurance premiums were not recovered as they should have, which have resulted in overpayments for almost all those in receipt of these CDPA payments.

In most cases the total amount of the overpayment is less than \$75.00 (representing union dues not recovered). Accordingly, most members will see only one deduction of \$75.00 from their weekly paystub during a designated week in June.

Note: \$75.00 weekly deduction is in line with the maximum deduction for any Supplemental Unemployment Benefit Overpayment.

For those with Optional Life Insurance & Dependent Life Insurance payments or third-party garnishments that were not deducted from their CDPA payments and the overpayment is expected to be in excess of \$75.00 total, the maximum deduction from any one pay-cheque will

continue to be \$75.00 and will continue each week until the full overpayment is recovered.

The Company notified the Local Union of the overpayment prior to the end of 2020. However, the Local insisted that due to financial concerns surrounding lay-offs and expected complications for members surrounding tax filing, no overpayments were to be deducted until June 2021.

Expected Questions & Answers

Q. Who was affected by this overpayment?

A. All production and skilled trade hourly unionized members throughout Ford of Canada who received the CDPA payments and did not have union dues, OLIP/DLIP or 3rd party garnishments recovered.

Q. Will the Overpayment amount for Union dues be provided to the Local or National Union?

A. No. All overpayments are a result of the Company issuing an excess of the CDPA payment (40 hours at 75% of the member's hourly wage rate) and as a result, all overpayments deducted will remain with the Ford Motor Company of Canada.

Q. Are there any income tax implications as a result of this overpayment?

A. No. This is a net (after tax) deduction and there are no income tax implications.

Q. How do I know how much I was overpaid?

A. Your overpayment amount is the sum of the following deductions on your 2020 SUB statements between PP17 and your return to work:

- (a) union dues;
- (b) 3rd party garnishments (e.g., Family Responsibility payments); and
- (c) OLIP/DLIP

Q. My SUB statements are not accessible, how else can I find out how much money needs to be recovered?

A. Please contact OAC Human Resources or Payroll Office. They will have an employee listing of the overpayment information.

Unifor Local 707- Racial Justice Advocate

I would like to congratulate Local 707's first appointed Racial Justice Advocate; Constance Brown. She has been an active member of our Local Union's standing committees and as our AWOC Chairperson.

I am confident Constance will continue to be a positive influence in our Local Union and Community in this new roll. She will be listening, actively participating and advancing issues of Black, Indigenous and Racialized members. She will be working with our Local & National Union, OAC management, in different levels of government and a variety of partners to bring about meaningful change. We are confident that when called upon she will be there to support the Local and National Union in its effort to develop racial justice initiatives.

Executive Board Meetings

In the absence of General Membership meetings, your Executive Board continues to ensure our Local is addressing the needs of our membership and community by making appropriate donations and maintaining the daily maintenance requirements at the Union Hall. For more information about this I ask that you read Brett Lefebvre's Financial Secretary Report which provides further details. It should be noted that we have once again been forced to postpone the annual Local 707 picnic due to provincial restrictions and guidelines.

March 4th 2021 - Auto Council Meeting

Last month the Master Bargaining Committee, consisting of Marc Brennan, Bob Scott, Darrin Caerels and I attended our online Auto Council meeting, where we discussed a variety of issues in our industry which are covered in Marc Brennan's Ford Council Vice Chairperson report, which I also encourage you to read.

In Solidarity,

Mark Sciberras

Unifor Local 707 President 



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REPORT FROM THE

VICE PRESIDENT

DAVE MILLAR

Leadec Members

Leadec Members will be negotiating a new contract in 2021. Leadec Chairperson Fuad Hassan, #2 Shift Committeeperson Kunal Ahluwalia and myself will be going to the table in the late summer/early fall with Leadec leadership. Leadec has had a change of upper management within the plant and replaced Ron LeClerc with Derek Powers. Derek has a long history as to how the plant works from his extensive career at Ford before retiring to take on new challenges. Derek has a different style of leadership than his predecessor and we are all adjusting to that now. We look forward to working on a new deal that will benefit our members for the incredible work they have done and continue to do not just during the current pandemic situation we are all faced with but also before and after.

As this report goes to print in April, I want to make sure all Leadec members are made aware of the upcoming amendments meeting that will probably be taking place in either June or July this summer. Go through your collective agreement and take notes on what article and page you want to see changes made through negotiations. All amendment forms should be given to Brothers Hassan, Ahluwalia, Miller or Shappit prior to June 1st. From there, the leadership will sit down and go over all of the proposed amendments and vote on which ones will be supported by the leadership as we take it to the membership. An amendments meeting will take place virtually this year for the first time in Leadec history so please make sure you sign up for our online portal/email address system. We seem to be having some issues getting Leadec members signed up but it is our intention to have 100% of our Leadec members signed up prior to the Amendments meeting as we will be meeting for Amendments, Strike Vote and Ratification most likely online.

Please pay close attention to our website as we will be notifying members of what is going on through the site at uniforLocal707.org

Website and Portal

Members have been steadily signing up for the Local Union email addresses. Keep in mind that there are still shirts available for the first 1,000 members to sign up. Our team at Union Marketing have created 2 options for active members to choose from if you sign up.



This system for emails is set up only for active employees at this point in time. Retirees will be able to request access to a 707member.ca email address hopefully by the end of the year. Keep in mind for all of you that do sign up that 99.9% of the issues that arise are coming from human error. Sometimes we don't know our master number or we put the K in front of the number. If it asks for your GID# it is a 9 digit number with a space between every third number if you are a Ford Member and it differs if you are a Leadec or Abednego member. Read under the line that you are filling out for how you are required to insert your data. Any issues, there is a help line that you can email for assistance – IF THAT FAILS: contact me and I will help you out. My contact information is at the bottom of this report.

Retirees Corner

It has been very difficult times for retirees during this ever-increasing pandemic. Retirees are kept from seeing family members as it is in the best interest of their own health for the most part but it is having detrimental impact on their lives.

The retirees have the ear of the Executive Board and we are here to help via phone call and email for the most part. We have some new retirees since the last reporter due to the retirement incentive. The Local union thanks you all for the work that you did to help make our workplace one of inclusion, diversity and solidarity. May you enjoy the fruits of your labour in a long and prosperous retirement.

Sister Janet Creet has done a piece that was put up on our webpage in March (also found here on Page 19) on retiree George Markow who turns 100 years of age in April. George has walked 100km in his walker to help raise much needed funds for two hospitals in the GTA. Kudos George on keeping up the fight brother and after reading the report on the internet, you have accomplished, seen and done more than many of us will ever see or want to see. Wishing you well brother.

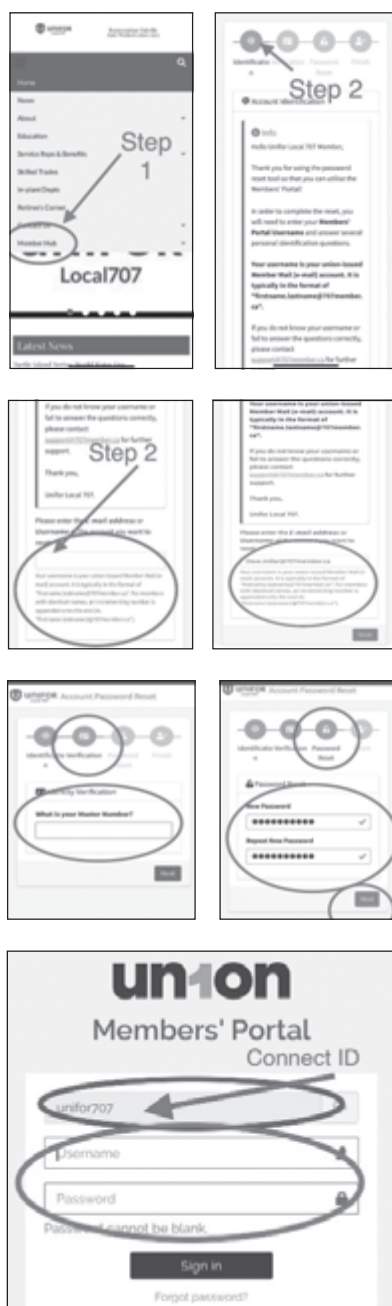
Abednego Unit

The Abednego unit will be entering into bargaining during the 2021 year as well. We do ask that all members sign up similar to the Leadeq group for the email service provided by the Local. It will make it easier for us to have secure discussions via video conference due to complications with the current pandemic situation. Emerson and I will be meeting with National Rep Robin Dudley when the time comes to sit down with the company to bargain the best possible agreement for our members.

Navigating through the Email sign up and Portal

I have put together some screen shots to help those who are having difficulty in getting their email set up. In order to successfully register, you must use the most up to date info that has been provided by you to the union. In some cases, members have notified the employer of a move, change of phone number or email address but haven't informed the union. We only have the info that you have provided. In the case of not having a valid email address – use whatever name is on your pay cheque. In some instances, we have members with the same name. Contact support or me directly for help if you need any help.

Please keep in mind that your Steward's have not been trained on this system so



they might not be able to help you with concerns. My email is vp1@uniforLocal707.ca if you have any specific issues or I can be reached directly at (905)844-6431.


Website News

Our website has been up and operational since July 17, 2020. It has as of March 20, 2021 had over 750,000 visits. We have had visitors from over 30 countries around the world which tells us that we either have a lot of retirees that have moved to another country or we have vacationing members looking to stay up to date as to what is happening at the Local union. Personally, I feel it is the first point rather than the second as we haven't had too many opportunities to travel during 2020 or 2021 so far. Hopefully that will change once the vaccinations are proven to be effective.

Elections

Wishing Brothers George Cook and Mike Bailey all the best in their upcoming retirements. With two members of the leadership retiring, it will generate 2 elections as well as the Committee elections that were postponed in October due to the issues we faced (and continue to face) caused by COVID-19. Every effort is being made to find a way to hold the by-elections in the safest manner possible. The Election Committee Chairperson will be meeting with the President in the coming weeks to determine the best way to accomplish what we need to get done.

Wishing everyone a safe and happy spring. I look forward to keeping in touch with all active and retired members.

In Solidarity,
Dave Millar
 Vice President 



REPORT FROM THE

OAC CHAIRPERSON

BOB SCOTT

Production and Trades:

- Active Roll- 3301
- Indefinite Lay-off – 85

Rebalance:

2021 model launch 100-day letter started on February 18, 2021

Manpower:

The company is complaining that they are over staffed 150 to 180 heads each day, vacation request and personal leaves are low due to excessive down time due to part shortages and launch related issues. Each week the Plant discuss the possibility of indefinite lay-off, our Local Leadership has creatively and safely found ways to maximize Union Awareness classes to avoid lay-off. Our Local Union has arranged that the National Union train the trainers on the next Union Awareness segment on

April 7, 8, 9 at our Local Union hall, they will then roll it out to our members.

Preferential hire letters were sent out on March 1, 2021 to OAC indefinite lay-off members (85) requesting interest in transfer to Windsor Assembly.

Retirement Incentives:

Congratulations to all that have chosen to retire, we wish you a safe and healthy retirement.

OAC currently has 117 members who have accepted retirement incentive packages, the plant is releasing members based on operational needs.

157 new letters were sent out on February 25, 2021 requesting interest in retirement incentives.

COVID-19:

Our plant has been doing an excellent job with COVID-19 safety protocol measures since March 23, 2020.



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At the beginning of the COVID-19 pandemic our Local In-Plant and Safety Committee met daily with the Oakville Operating Committee and Risk Manager discussing Playbook protocol. The Playbook is a live document that changes with the current events including the daily questioner, these changes are in place to better protect people who are required to work in our plant. During these meetings our In-Plant Committee made many recommendations for consideration working closely with the OAC management team to make our facility as safe as possible. The COVID-19 safety protocols have been put in place to protect us and keep us out of harm's way. These protocols are mandatory and must be followed by everyone.

The company has informed us that several members have been by-passing the temperature scan and being dishonest when answering the surveys, they notified us that employees that are being dishonest and jeopardizing the health and safety of other employees will be dealt with. We currently have members who have been terminated by the Ford Motor Company for dishonesty and violating safety protocols, these risks are not worth losing your job and more important not worth risking the health of others and their family members. We understand that this pandemic and the protocols put in place make it extremely uncomfortable to work but these measures save lives. We must follow the rules.

New CEO:

On Thursday March 11, 2021 our In-Plant Committee had the opportunity to briefly meet with Bev Goodman CEO of Ford of Canada. Bev stopped by our Union office to introduce herself and to express her gratitude to the men and women at OAC for their continuous hard work and dedication to the Ford Motor Company especially during these very difficult times over the past year.

Plant Lay-off and Production:

Our plant has seen a lot of uncertainty/down time this year due to many factors with possibly more to come.

- PP2102 - layoff
- PP2103 - layoff
- PP2104 - layoff
- PP2105 – SWW – Robo call
- PP2106 – layoff
- PP2107 – Worked
- PP2108 – Worked
- PP2109 – layoff
- PP2110 – layoff.

2020 Bargaining Dispute:


This should be no surprise to our members, just a few short months after Collective Bargaining our Local Union is having a very serious disagreement with our New Plant manager and Human Resources manager which will have a negative effect on our members regarding the application of Article 20.08 of our master CBA. The Ford Motor Company has administered this language the same way for 40 plus years at several locations and now notifies the Union they intend to change the way they administer this language. The Union understands the history and believes that this language is being administered as it was bargained, the Plant manager does not understand the history and cannot explain what triggers 20.08. Our Master bargaining Committee is arguing this language, we will keep you informed.

Bob Scott

OAC Plant Chairperson

Unifor Local 707

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REPORT FROM THE

VICE CHAIR OF FORD COUNCIL AND CHASSIS COMMITTEEPERSON

MARC BRENNAN

Brothers and Sisters,
It is hard to believe that it has been over a year since Ford Motor Company made the announcement to cease production at its North American operations because of the COVID-19 virus on March 18th, 2020. Since that announcement our members have endured 19 weeks of layoffs. We also ratified a new Collective Agreement in September of 2020. Each of our members have had to deal with challenges because of COVID-19 in the workplace and in our personal lives during the past year. I remain hopeful that we will soon get back to living normal lives.

Auto Council

On March 4th Mark Sciberras, Bob Scott, Darrin Caerels and I attended an online Auto Council meeting. During this meeting we covered many topics. Our Unifor Director of Research Angelo DiCaro gave the Council a presentation on understanding the shift to EV's (Electric Vehicle). As of February 2021, the Auto Makers have committed to investing the following to EV's. Volkswagon – 86 billion, General Motors – 27 Billion, Ford Motor Company- 15 Billion & 7 Billion on autonomous vehicles. When you couple all these investments with government policies that are mandating a greener economy, the analysts predict that EV passenger vehicles will outsell your traditional ICE (internal combustion engine) vehicles by 2035.

We also discussed the CAAT DB plus pension plan. Our National Director of Pensions and Benefits Corey Vermay has been in ongoing discussions regarding the CAAT pension program to facilitate an opportunity for our non-legacy members to build a more secure retirement. There will be more info on this program to come.

There was discussion and updates given regarding the recently ratified CBA at Ingersoll with Unifor Local 88. As previously reported the National Union and Local 88 were able to secure a 1-billion-dollar investment to transition the Ingersoll facility into producing BEV cargo delivery vans.

Ford Motor Company of Canada Executives

On February 1st the Ford Motor Company named a new CEO & President of their Canadian Operations Bev Goodman, who has replaced Dean Stoneley. On March 11th

Bev came into the Plant to take a tour and met with the In-Plant Committee. She acknowledged the hard work and dedication the members of Local 707 have shown during the past year to build quality vehicles while enduring the challenges that COVID-19 has created.

We have also been informed that Ryan Kantautas will be leaving the Ford Motor Company. Ryan was VP of Human Resources for Ford of Canada and their lead negotiator during 2020 Bargaining. At this time, we have not been made aware of his replacement.

OAC Management Changes

After only five months as the Oakville Assembly Complex Assistant Plant Manager Jason Shackelton, has been reassigned to fill the role of Assistant Plant Manager at Kansas City Assembly. Jason, will be replaced by Kyle Cruji, who over the last couple of years has been the Final Area Manager.

There has been a change in Chassis A shift Team Manager. Raman Judge, is the new Team Manager for the A shift. He has replaced Mirdash Gishto, who has moved to the Paint Shop as the Team Manager for that department.

100 Day Letter

The Company notified our Production Standard Committeeperson that the 100-Day Letter will be in effect as of February 18th, 2021. During this period the Company will be looking to reduce jobs and add work to jobs. As a reminder of the process that is to be followed.

- Day shift is the lead shift for any job changes
- The operator receiving new work allocations must be given 24 hours' (shift prior) notification.
- Operator must be given new updated OIS to review
- Operator is to get proper training on new elements of work
- If there are any issues on the job, make sure you notify your supervisor as they have an obligation to work to resolve issues. If you continue to have problems, contact your Union Representative.

Once the rebalances have been completed, there will be an open job canvass for those members in the classifications effected and that have been displaced.

Job Postings

Keep looking at the job ad boards on a regular basis. Open jobs in classifications not effected by the rebalance will be posted. Many jobs that have been posted were to replace our members who decided to retire with the incentive packages that were negotiated during 2020 bargaining.

Parts Issues

Parts shortages have affected the Plants ability to create a stable long-term schedule and has impacted production hours daily. At the time of writing this article the Company announced a three week lay-off. This most recent announcement is because of a shortage of semiconductors. The part shortages that have affected our Plant have not been limited to one supplier or for one reason. That said the shortage of semiconductors has had the greatest impact to Ford production. Until the parts supply chain stabilizes, we will continue to see fluctuation in our production schedule.

The parts shortages created a need to build vehicles without certain Modules. Questions about what will happen with the units

- Currently being stored on site
- When stored our 707 members will complete work required to ensure integrity of new vehicles are maintained
- Once modules for vehicles arrive (TBD) those units will be brought back into the Plant with modules to be installed and processed through pre-rolls, toe-in/ headlight aim, rolls test and CAL line

Local Leadership will continue to monitor the situation to ensure our members continue to do the work belonging to our bargaining unit.

Indefinite Laid-off Members

As per our Collective Agreement the Ford Motor Company has completed a preferential hire canvass of our indefinitely laid-off members for employment at the Ford Windsor operations. Best of luck to the members who accepted the offer. For the laid-off members who did not accept the offer your Local 707 Leadership are continuing to try and find solutions to get you back to work.

Finding solutions to this point has been difficult because the Plant has had a surplus of manpower since the start of the year. With the surplus of manpower, the Union Leadership had the Company agree to run multiple Union Awareness classes to help offset the extra manpower.

Running these additional classes have helped to avoid more indefinite layoffs. To this point almost everyone in the Plant has been through the Mental Health and Pensions classes. Starting in mid-April the new curriculum for 2021 will be ready to be presented by our trainers.

COVID-19 Daily Survey

This is a reminder of the importance to complete your COVID-19 daily survey accurately prior to your shift each day. The Company has discovered that some of our members were not accurately answering their daily COVID-19 survey questions and have taken those instances very seriously. This survey is a part of a multi layered strategy to reduce the risk of transmitting COVID-19 in the workplace.

Retirements

Congratulations to everyone who has decided to retire in the first half of 2021. I want to personally thank each retiring member for their contributions to this Union over the years. There have been many ups and downs throughout the years and although we are currently dealing with challenges, our future at Oakville is bright and it is because of the sacrifices of our retirees. I would also like to acknowledge and thank George Cook for his hard work and dedication to our members. George has been a long time Chassis B Shift Steward who has chosen to retire. Best of luck to all our new retirees.

In Solidarity,

Marc Brennan

*Vice Chair of Ford Council and Chassis Committeeperson's
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REPORT FROM THE

SKILLED TRADES CHAIRPERSON

DARRIN CAERELS

Apprenticeships

Discussions have started around 2020 bargained Apprenticeships at Oakville and Windsor locations. Congratulations to Chris Tupper, Dave Jones and Rob Tryner who were successful in their applications to the JAC (Joint Apprenticeship Committee). I know they will do as great a job as they have in the past. A meeting will be held with the Unifor Master Skilled Trades Committee to allocate how many Apprentices for each location. Hopefully testing can start soon.

Training

Many changes are happening with traditional training due to many restrictions like COVID-19 and new policies. The traditional ECPL (Energy Control and Power Lockout) 4-hour refresher course still exists and anyone who does not feel they are comfortable with the new refresher can request to go for training to guarantee their safety.

Anyone who wishes to receive CPR (Cardio-Pulmonary Resuscitation) Training can request the company to schedule this. At the time of writing a union member was in trouble in the parking lot and without hesitation, brothers and sisters came to his aid. Skilled Trades Safety Trainers John Kimman and Chris Belton along with Brent Droppo and Maiken Foxcroft Griffin from Production were on scene to administer CPR. Heroes among us.

Job Canvasses

With many of our senior Trades electing to retire, it brings a constant movement around jobs. It has been a battle to maintain some preferred jobs when build numbers decrease. Many jobs are created with the launch of a new vehicle and the company is very reluctant to continue with these preferred jobs during tough times. I believe we have good arguments to be successful in keeping as many of our preferred jobs as possible.

Retirement Incentives

At 2020 Bargaining, \$40,000 retirement incentives were negotiated. 20 were allocated to Ford Global Skilled Trades. Oakville was successful in many Skilled Trades being

offered and 6 were secured. Congratulations to all and anyone electing to retire in the coming months. Good luck and enjoy your future. Stay safe everyone!

In Solidarity,

Darrin Caerels

Skilled Trades Chairperson 



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FINANCIAL SECRETARY

BRETT LEFEBRE

Helping our Community & the Social Justice Fund

The Local Union Executive Board has continually discussed and approved donations to community groups in need. Some of these requests come from the organizations themselves, some are groups we have a longstanding relationship with and others are brought to our attention by members who are affiliated with the organizations. In the recent months we have donated \$350.00 - SAVIS of Halton, \$500.00 - Canadian Fallen Heroes Foundation, \$250.00 - Men Street Ministry, \$750.00 - Westover Treatment Centre, \$250.00 - United Way Halton Hamilton, \$500.00 - Unity Hopeful, \$250.00 - Heartache2Hope and \$250.00 - Threads of Life.

We typically hold a plant gate collection every year just before Easter. This year it was decided to forego this and instead donate, using our Social Justice Fund, directly to the Oakville Fare Share Food Bank (\$4,000.00), Food for Life Halton (\$500.00) and the Eva Rothwell Centre (\$500.00).

Union Hall

The Local Union Building Corporation's duty is to look after our building and we are continually monitoring and maintaining as best we can. We have continued to deal with and maintain any issues that arise with our HVAC systems. We recently replaced two exterior doors and the hardware on most of the older exterior doors were adjusted or replaced. The alarm system was updated as well as the fire suppression panel and some of the suppression equipment. These were all necessary changes that ensure the building is safe and, in some cases, save the Local money in the long run.

We have requested and reviewed a few different quotes to have the stucco exterior of the building repaired or replaced as well as renovating our washrooms in the banquet hall and foyer. The stucco has come up as something which needs to be addressed because the original application was done incorrectly. We are now dealing with some sections of the stucco that are loose, not adhered to the side of building or nearly falling off which is a major liability issue. With the chance these sections could fall it has become imperative that this project be done in the very near future. The four washrooms in the main hall and foyer have seen better days. They were poorly laid out back in the 50's and need to be updated with accessible doors and fixtures. These projects

Unifor Local 707 Funds for the Month Ending November 2020

		Current Month	Year To Date
General	Revenue for the period	281,076.48	2,764,652.63
	Expenses for the period	(225,316.48)	(2,739,905.72)
	Equity(Deficit)-End	55,760.00	24,746.91
Education	Revenue for the period	338.00	3,772.30
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	338.00	3,772.30
Sports & Recreation	Revenue for the period	67.60	14,456.72
	Expenses for the period	0.00	(5,500.00)
	Equity(Deficit)-End	67.60	8,956.72
Political Education	Revenue for the period	338.00	3,772.30
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	338.00	3,772.30
Retirees	Revenue for the period	5,163.30	40,040.53
	Expenses for the period	(117.21)	(9,583.54)
	Equity(Deficit)-End	5,046.09	30,456.99
New Members	Revenue for the period	10.00	1,500.00
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	10.00	1,500.00
Picnic	Revenue for the period	2,873.00	43,064.55
	Expenses for the period	0.00	(9,147.54)
	Equity(Deficit)-End	2,873.00	33,917.01
Building & Building Corp	Revenue for the period	11,356.95	129,734.95
	Expenses for the period	(10,680.94)	(238,286.76)
	Equity(Deficit)-End	676.01	(108,551.81)
Watch	Revenue for the period	845.00	9,430.75
	Expenses for the period	0.00	(12,832.56)
	Equity(Deficit)-End	845.00	(3,401.81)
Strike	Revenue for the period	338.00	3,772.30
	Expenses for the period	(50.00)	(2,150.00)
	Equity(Deficit)-End	288.00	1,622.30
Human Rights	Revenue for the period	67.60	754.46
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	67.60	754.46
Womens' Committee	Revenue for the period	67.60	754.46
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	67.60	754.46
Total Funds		66,376.90	(1,700.17)

will have a cost, of course, but the money has been set aside over the years giving the Local the ability to pay for repairs and renovations without taking a loan/mortgage out. We will continue to keep the membership updated as to the details of these particular projects.

The Union's Banquet Hall has had very little action and no rentals since February 29, 2020. This will continue until most of the population is vaccinated or the regulations within Halton change as they currently only allow for 10 people indoors. The Rider Training Institute (RTI) have begun renting our parking lot again. They used it quite a bit last year and we have agreed to rent it to them as much as we can again this year.

2020 Year End Audit

The Local's Year End audit, which is conducted by an external auditor, will begin the week of April 19th. We have used BDO for the last several years and have retained their services once again. This audit is performed on a yearly basis and is in accordance with the National Constitution.

Unifor Constitution Article 15 H: Audits

1. Local Unions shall submit their financial records for audit by Local Union Trustees quarterly, or have a professional Chartered Accountant audit their Local Union books annually.

Our Local Union not only conducts the external audit annually but we have the three Trustees complete quarterly audits of financial records and a year-end inventory audit.

April 28th – Day of Mourning

The National Day of Mourning is not only a day to remember and honour those lives lost or injured due to a workplace tragedy, but also a day to collectively renew our commitment to improve health and safety in the workplace and prevent further injuries, illnesses and deaths. As the day approaches, we will be sure to post any information about events that will take place to commemorate the day.

Stay safe and stay well sisters and brothers!

In Solidarity,

Brett Lefebvre

Financial Secretary

905-844-8830 • Finacial1@uniforlocal707.ca 

DAY OF MOURNING | APRIL 28

Canada's deadliest jobs. Three industries account for over half of all work-related deaths.

CONSTRUCTION – 21.8% of fatalities.

MANUFACTURING – 20.7% of fatalities.

GOVERNMENT SERVICES – 13.2% of fatalities.

Because one is too many.

*Based on 2015 data from AWCBC.





REPORT FROM THE

PAINT COMMITTEEPERSON

JOE OLIVEIRA

Brothers and Sisters;

It has been one year since this pandemic began, I personally never thought it would last this long and change the way we live and go about our daily routines. We have become accustomed to the way we wait in lines at supermarkets, make doctors' appointments, how our kids go to school or not go to school, our children's sport activities are at a complete stop. Outdoor dining in restaurants when not in lock down, limited socializing with our friends and neighbors are completely different and we are no longer able to travel. For those of us who have elderly parents or family members that are at high risk keeping them safe has become a priority. Many can relate that these have been stressful times and hopefully we can come out of this pandemic sooner than later.

This pandemic has brought new protocols, safety measures and in general changed how we come into our workplace and do our work. I cannot begin to emphasize the importance of filling the online COVID attestation or the written attestation at the temperature scanning stations correctly and truthfully. It is a legal binding document that Ford Motor uses for contact tracing in case of any outbreak or positive case in the Plant. Public health will contact Ford Motor Co. if a member tests positive for COVID-19 for the purpose of contact tracing, Ford will then go back to that individual/member's attestation and see if there are any inconsistencies to what Public Health has notified the Company. Let me be very clear on this, read the attestation as the questionnaire changes periodically, I cannot emphasize enough to answer this truthfully!

When doing your online survey if you are experiencing any symptoms on the questionnaire which are unrelated to other underlying medical conditions you must answer yes or you will be putting yourself at risk of a dishonesty charge and/or putting others that you work with at risk. Once you get notification on the online survey that you cannot go to work, you then need to call the absence hotline press option 4 to record your COVID absence and someone from HR will contact you. In order to return to work you must consult your doctor through phone consultation as most doctors will not allow you to have an in-office consultation with COVID symptoms. If your doctor feels that you can return to work, then the next day

you must go to Labor department and sign a self-declaration form that you consulted with a physician and are able to return to work. Keep in mind that the Labor department in some cases will contact your doctor's office for verification and The Company will not hesitate to terminate a member for dishonesty!

Rebalances

Currently Paint, MP&L and QC departments are going through rebalances but with the amount of attrition across the plant no one will be reduced from their home department. Every year they have a 7% reduction and our members need to keep in mind The Company looks all year long at how our members do their jobs. I hear it on a steady basis from managers that watching people taking short cuts on their jobs gives them ideas on how to reduce, please be careful on the short cuts you take as there is always someone watching.

Thank you for taking the time to read and do not hesitate to contact your reps with any questions on any concerns.

In solidarity

Joe Oliveira 



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REPORT FROM THE

CHIEF STEWARD

STEVE GEBEL

LATES AND ABSENTS

The Company is stating that they have a surplus of manpower. Historically, when the workforce has additional people The Company pays close attention to attendance. The stewards on a daily basis are working to help minimize discipline. If you are unable to come to work or you will be late for work please make sure you follow the Ford Motor Company's A&L policy. You must notify The Company when you are going to be late or absent **1(647)943-0126**, even if you have a doctor's note, you need to call the above number. It is your responsibility to hand in your doctor's notes to Labour Relations upon your return. You can also email the documents to **OAPLR@ford.com**.

15.26(c) is very clear: Seniority rights for an employee shall cease if an employee fails to report for work for five consecutive working days excluding weekends and holidays.

Make sure you see a doctor within the first 24 hours of your first day absent.

In a calendar year, an employee has 3 days unpaid

'family responsibility leave'

(illness, injury, medical emergency or urgent matter relating to certain family members). The employer may require reasonable evidence that an employee is entitled to leave. If, you need to use a family emergency day you have to remember to email Labour Relations.

COVID-19

COVID-19 has changed the way we do business. Ford Motor Company and your Union Local have worked hard to put a number of safeguards in place to help protect everyone. It is extremely important that

you read the attestation and answer all the questions properly. Also when entering the plant you must go through the scanning.

REBALANCE

The 100-day letter started February 18 and will be ending early June. We need to stay positive. The Company has chosen to eliminate jobs, which causes stress on our membership. If The Company changes your job it is The Company's responsibility to give you 24 hours notice, provide you with a new OIS sheet and give you proper training.

CONGRATULATIONS

I would like to congratulate all the Brothers and Sisters who have decided to retire. Thank you for all your hard work. Wishing everyone a long, happy and healthy retirement.

In Solidarity,
Steve Gebel U



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Neck Pillows, Stress Balls



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REPORT FROM THE EMPLOYEE ASSISTANCE PROGRAM

TREVOR MASON • JEFF WATSON

Brothers and Sisters

The first day of spring has officially arrived and with it some beautiful sunshine. I hope that everyone has been able to take advantage of the sun for some much-needed vitamin D. Seasonal Effective Disorder (SAD) affects many individuals through the winter. Add in the stressors from COVID-19 and it becomes a perfect storm, especially for those struggling with mental health challenges.

One fact that many of us forget is that our mental and physical health is intrinsically linked. It is possible to slow and relieve a panic attack through control of breathing and heart rate. It is also possible to effect clinical depression through exercise. Being aware of these links can help us maintain a better overall level of wellness in our busy lives. Self-care is extremely important, so please take the time to schedule some for yourself. When you are thinking of spring cleaning; include your mind.

If you are having issues in your life substance abuse or mental health, the Employee Family Assistance Program is available. Just give us a call and we will do our best to assist, as always in a confidential manor.

In Solidarity,

Trevor Mason

Cell: 905-467-3008

Email: tmason20@ford.com

In the Plant: 845-2511 Ext. 3277

Union Office: 844-9451

Jeff Watson, Alternate 



REPORT FROM THE RECORDING SECRETARY JANET CREET

Brothers and Sisters

I would like to introduce you to Local 707 Retiree, Brother George Markow!

George was born April 14, 1921 in Russia to Finnish parents. He was conscripted into the Soviet military and subsequently caught by the Nazi's and spent 2.5 years as a prisoner of war,

spending time in solitary confinement across various concentration camps. The atrocities that George dealt with are beyond words, but nevertheless he persevered.

In 1950 George immigrated to Canada and started a family and on March 15, 1955 he signed his official application for membership with Local 707. Starting in the paint shop he was assigned to the pin striping job and on July 1, 1986 after 31 years he retired.

Fast forward 35 years! Brother Markow who will be celebrating his **100th Birthday** on April 14th is on a mission! He has set a goal to raise \$100,000 by walking 100 km before his birthday. In September 2020 he crossed the 100 km finish line but he is not quite finished yet. He is still hoping to reach that elusive \$100,000 which will be donated to Sunnybrook and Southlake hospitals to help fund research for COVID 19.

"There is a determination that emanates from him" says his daughter Sylvia. He wants nothing more than this world to be a better place for this generation and for all of our future generations.

If you would like to donate to the fundraiser that George has initiated, please click the link below for George's Go Fund Me.

<https://gofund.me/f7a1afa4>

Wishing you well Brother Markow!

On behalf of Local 707,

Janet Creet

Recording Secretary 





REPORT FROM THE

HEALTH AND SAFETY

JOHN MULLIN

If you collected up every Sars-CoV-2 virus particle in the world, it would fit inside a pop can, writes the mathematician Christian Yates. (BBC.COM)

Over the past year, we have seen many people turn into epidemiologist -- people who study how diseases happen and spread in communities. As the BBC quote indicates, the virus we are fighting is extremely small. We have done a remarkable job here at OAC keeping our positive cases minimal. Through the collaborated effort of the members of 707, however, we have proven this virus can be defeated. Remember to maintain physical distancing of 6 feet and stay away from congregated settings whenever possible. If you are required to be in such an area, please be sure to wear safety glasses/face shield along with your mask.

If you carpool with someone who is not in your immediate circle, experts recommend the following: washing your hands before entering/exiting the vehicle, increase cleaning and disinfecting of high – touch surfaces, wear a mask, open vehicle windows, practice proper respiratory etiquette when you sneeze or cough and practice physical distancing in the vehicle.

As part of Ford's Playbook, facilities are to stagger shifts/departments whenever possible. We have received some feedback indicating people sometimes cut through other people's workstations while they are still on the job. We ask you to please use walkways or permitted crossings and not cut through another person's workstation.

We've also been made aware of damaged dividers on tables. If you have a divider that is damaged please inform your process coach to have it repaired. If you are not seeing any results please contact the Unifor Safety Office.

When someone is a confirmed case, they will be instructed to a 10-day quarantine, when someone is deemed close contact a 14-day quarantine is required. The reason the "Close Contact" has a longer quarantine period is the incubation period. The time it takes someone to become symptomatic of the virus ranges from 2 – 14 days after infectious exposure.

As previously mentioned, your daily attestation is a live document. It has changed a few more times since our last report. There are now six questions at the time of writing this report and much more detailed on symptomatic and signs of the virus.

If someone does not pass the temperature check, they will be asked to step out of line and given written instructions regarding next steps. They will not be allowed to enter the plant past the temperature scanner checkpoint.

When we have a positive case in the plant, a critical part of the Risk Assessment is "Contact Tracing". If your phone number has changed, please inform Labour Relations (LR) and update this information.

One question we are often asked is "Can I answer NO to all the questions on the Attestation if someone close to me is waiting results of a COVID-19 test?" The answer depends if the person close to you has gone on their own to get the test and are non-symptomatic. If that is the case then that does not affect your answers on the attestation. If the person close to you was symptomatic and instructed by a Public Health Authority (PHAC) or by a family doctor then you will not be able to return to work until results are received. Upon returning, you will be required to report to Labour Relations and complete a self-declaration.

With the warmer weather upon us, people are asking if cooling fans can be used? The answer is yes, as per Ford's playbook, fans can be used. That being said; please take a look at your fan make sure it is clean and working properly. If it needs attention, please inform your process coach.

Ongoing non-COVID-19 Safety Issues

We had the Ministry of Labour (MOL) in the Plant in February on a complaint in the MP&L Department. A complaint was filed regarding PMHV drivers split forking (Butterflying) stock while transporting material/racks through the plant. That means transporting a load on each fork! This is not an approved practice within Ford or by OHS regulations. MP&L drivers should be aware of the capacity specification plates on their Powered Material Handling Vehicle. Please follow and adhere to the training you received.

Getting items painted in the Plant can be challenging at times, especially on the floor. The reason is water: as the

floor must be completely dry to apply the paint. Lately, we have been able to get more amounts of painting done in the plant by taking advantage of the down weeks. Please remember that “RED ZONES”, areas in the plant are deemed for PMHVs only. They are marked with two solid red double borderlines. These are restricted areas of the plant that pedestrians are not permitted.

At the time you are reading this article, you should notice a big difference when you see the top hats (multi-level stock trailers) going by you in T.C.F. The company has ordered new trailers with foam-filled tires that have proven successful in other plants on reducing noise exposure. We have been working on this issue for some time now.

When it comes to production related equipment not working properly, i.e. stock tables excessive force to turn, do not just accept it. Inform your process coach; if nothing gets resolved please ask for Union Health and Safety.

We have recently installed a bulletin board outside the Unifor Safety Office. On this board, you will find such communications as MOL visits, S.P.Ls (Single Point Lessons) and other valuable safety information.

In closing, during these difficult times it is so reassuring to see many selfless acts committed by the great people of this Plant. There have been a number of remarkable acts of kindness, but in the interests of privacy, we will not go into too much detail. Special thanks go to Brent Droppo and John Kimman for their pure acts of heroism during a critical issue. Howard Sporbeck and Maiken Griffin acted in such a thoughtful manner while another member was in a crisis. Their precise, swift and compassionate actions were truly amazing to witness. We would also like to recognize Jon Champ for contacting plant protection immediately so that our Emergency Response Team (ERT) could respond efficiently. Finally, yet importantly, our Plant's ERT that responded quickly and demonstrated the highest-level of proficiency during this emergency.

In Solidarity,

#2 Shift, John Mullin

#3 Shift, Mike Gibson

Alternates:

Steve Gardiner, B shift

Merv Griffen, A shift 🇺🇸



SHAME ON- Molson Coors Brewery in Toronto for locking out 300 employees while negotiations were on going. Another profitable corporation who demands 2-tier wages and reduced pensions.

SHAME ON- People who harass and assault store employees who are requesting patrons to abide by Provincial COVID-19 rules by wearing a mask. Front line workers have a tough enough job without these attacks from irresponsible people.

SHAME ON- Northern Pulp Mill in Nova Scotia for strapping taxpayers with a \$19 million tab for the clean up of sludge in Boat Harbour. Another example of corporate abuse of both the environment and taxpayer and Government's lack of courage to protect both.

SHAME ON - Individuals who attack/assault Asian Canadians blaming them for the COVID-19 pandemic; this has nothing to do with COVID-19 but has a lot to do with racism.

SHAME ON- Senior members of our Armed Forces and the RCMP for turning a blind eye to sexual assault and harassment. In 2021 this should not be an issue; the Government needs to act aggressively to stop this unacceptable behaviour.

SHAME ON- People who think it is ok to toss bottles from the 35th floor of a Toronto Condo building. A charge of attempted murder would be appropriate to discourage future reckless behaviour.



REPORT FROM THE

BENEFIT REPRESENTATIVE

PAUL IVEY

Unifor/Ford Benefit Council Chairperson

I would like to thank the Unifor Benefit Council for the confidence in unanimously electing me as the Unifor/Ford Benefit Council Chairperson. As Chairperson, I will discuss benefit administration issues directly with Ford of Canada, organize annual benefit meetings with our Union Council and the Company to educate and resolve any benefit administration issues.

Annual Benefit meeting between Unifor and the Ford Motor Company

Our annual benefit meeting between Unifor and the Ford Motor Company took place virtually February 17, 2021. In this forum we discussed changes and updates to our benefit package. We spoke specifically about the changes and additions with Green Shield. We have requested, that Green Shield provide a detailed outline on the procedure for the new products and coverage. At the time of writing this article, I have yet to receive the information, however once received I will share with the membership.

Green Shield

Medical Cannabis – If you have been waiting to hear about the new medical cannabis coverage, I can tell you that the process for potential coverage starts with having your doctor complete a Conditional Drug Special Authorization Request Application. You can get a form from the Benefit Office or from your pharmacy. I will look to put this form on our Local website as well. In short, you must meet one of the following criteria to be approved:

- For the management of multiple sclerosis-related spasticity after adequate trials of 2 other therapies
- For the management of severe nausea and vomiting associated with cancer chemotherapy
- For the management of chronic NEUROPATHIC pain following an adequate trial of other potential medications.

CGM – coverage for the Continuous Glucose Monitor systems is now in effect. When claiming for this benefit please make sure you are using the proper Green Shield Medical Equipment Authorization form. Claims put

through a pharmacy as a pharmaceutical or drug may be denied, as the Continuous Glucose Monitor System is identified as medical equipment. You will need to get a pre-authorization for your initial purchase of these products and supplies. As previously indicated, I am expecting to receive a detailed outline from Green Shield to assist our membership in this process, once received I will post to our Local 707 website.

Sickness & Accident Insurance

As the new Chairperson of the Unifor Ford Benefit Council, I was able to lock down a virtual meeting on February 22, 2021 to discuss and go over administration policy and procedure with respect to Canada Life and our Sickness & Accident coverage. It was a good start toward making long needed changes. There are still issues that we will face but I am hopeful that significant changes for the better are coming in the very near future. One ongoing issue we pursued was an improvement to our existing Sickness and Accident application and Supplementary forms. The Unifor Benefit Council through discussion with the Ford Motor Company, have clearly explained that our current forms do not accurately prompt treating physicians to provide information needed to process claims, such as a detailed treatment plan or restrictions and limitations that prevent a member from performing their job. This in turn, inevitably costs our member money as they are forced to go back to their treating physician for more medical information and can delay the processing of claims. We hope to have a resolution to this issue, with NEW Canada Life Sickness and Accident forms over the next few months.

Employment Insurance- T4E issues

There have been many calls and emails regarding T4E issues. I can tell you that the Government has made some errors. The many branches of the government do not always communicate with each other and even when they do, they do not always do so in a timely fashion. Many T4Es were issued prior to accounting for CEWS repayments. If this happens to be your case, then you should look to call the Canadian Revenue Agency (CRA) and let them know that you believe your T4E is incorrect and why. In most cases, members that have had issues and called

have been told that a revised T4E will be issued. However, CRA may have no record of your payment and request that you call Service Canada. Again, most that have followed this process have been able to resolve their issue.

Employment Insurance (EI) Reporting

As I started this report by saying, 2021 has started out just as wild a ride as 2020. It looks like we may see more layoffs. It is up to you if you continue reporting to Service Canada with your existing EI claim or report that you have returned to a fulltime job. If you continue your reports and indicate that you have NOT started a fulltime job, then just ensure you accurately report all earnings and keep your reports up to date. If you reported a return to fulltime work and are later laid off again, you will only be required to re-apply with a new application and wait for your personal access code before reporting.

Retirements

Congratulations to all those able to take advantage of the \$40,000 retirement incentive. The initial canvass has been completed and there are still some packages left. The second canvass is now underway and in progress. I realize that retirement can be a big decision for anyone so if you are faced with the decision or just looking ahead feel free to call the Benefit Office.

Optional Life Insurance Enrollment Period

Please note that the annual Open Enrollment for Optional/Dependent Life Insurance program (OLIP/DLIP) for our members is scheduled for May 1 to May 31, 2021. If you would like to participate in this Open Enrollment or require information about your current status, please contact the Ford Benefit Office at (905)845-2511 ext: 3630. The Company Benefit reps, Phyllis Spagnuolo or Debi Hughes, will assist you. Enrollment forms will be made available in Labour Relations. Please also note that Ford will require the original signed copy so please ensure to provide it to the Company Benefit Representative in Human Resources.

In solidarity,

Paul Ivey

Unifor Benefit Representative

Tim Batke

Alternate Benefit Representative 

we asked...

Have you checked out our new webpage and registered for the member portal?

What are your thoughts?

Yes, I have been on the webpage and I will definitely register for the member hub. Being able to download forms and receive current up to date information is a great tool.

Laura Labanich



This will be a very useful tool for our brothers and sisters in future. I am looking forward to getting my new 707 shirt!

Matty Coolich

I have signed up and find the webpage very informative and a quick resource for the CBA.

Darryl Morphet

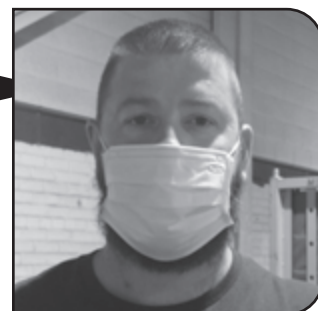


No, I haven't signed up yet but I am excited about the new and improved platform.

Rob Vivani

I have not registered for the member portal but I will! I am looking forward to instant access to updates and information.

Jay Harley





REPORT FROM THE

EQUITY COMMITTEE

STACY POOLER • LEAH DOUGLAS

Greetings Brothers and Sisters,
As we continue on this rollercoaster of inconsistency and unpredictability, we must do our best to look ahead with hope and optimism. Better days are upon us – warmer weather is on the horizon coupled with prospects of spending time with those we have missed most during social isolation.

APPENDIX O

The office has seen a surge in allegations related to discrimination, harassment and bullying behaviour. Please reach out with equity related concerns as each can be evaluated and dealt with accordingly. It's best to diffuse matters before they have a chance to escalate. If a prohibited ground is deemed present (human rights violation), the process could be informal (internal procedure) or formal (joint investigation). This often depends on parties involved along with specific elements of the claim. Recognize that conversations, remarks or jokes could be offensive for any number of reasons. If a complaint does not involve a prohibited ground, there are alternative options available for resolution. Having said this - let's be mindful and show a little extra empathy as we continue to navigate these trying times together.

SOCIAL MEDIA

Concerns continue to surface with regard to social media activity. Groups intended for members are regulated by their own set of administrators. When using these platforms please engage in constructive conversation and positive exchange. If you are unsure, don't post. If you disagree, scroll past.

Don't antagonize or mock others on a public forum. And again, do not post any offensive or derogatory material. Recognize that social media is an extension of the workplace and inappropriate conduct could be addressed formally.

RACIAL JUSTICE ADVOCATE

As per Appendix Q of the new Collective Agreement [Section 8] the Local named Sister Constance Brown as Racial Justice Advocate. As mentioned in the last report, this position is part of an anti-racist action plan and involves working on racial justice initiatives as well as coordinating with coalition partners. Congratulations on your appointment and best of luck in your new role.

DIVERSITY & INCLUSIVITY (D/I)

As referenced in an earlier communication released on the 707 website - education, engagement and advocacy are

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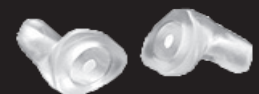


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a few progressive strategies that are commonly used to help improve D/I. The equity office is committed to promoting and supporting endeavours related to creating and sustaining both of these practices. We are united by diversity and strengthened by inclusivity.

By now you have likely seen and possibly participated in a D/I survey that was available on cards given out at the screening gates. Participation is/was voluntary and anonymous. Information gathered will allow for some insight into the general perceptions members/employees hold relative to diversity and inclusion at OAC. This brief survey is intended as a benchmark indicator to help gauge feelings in terms of cultural awareness, personal value and collective experience. Feedback will be reviewed by a joint D/I advisory committee allowing for a balanced approach, collaborative effort and continued improvement moving forward. Stay tuned.

RETIREEES

We would like to recognize all those that have 'graduated' to their respective next chapters. Happy Retirement! The office would like to offer our extensive congratulations and wish all of you the very best - Stay safe, healthy and enjoy!! Well wishes also go out to those leaving us over the next few months.

In closing, we wish to commend some of our extraordinary brothers and sisters. These folks have gone above and beyond with assisting and showing support to fellow members. We have seen some hardship over the past few weeks and these acts of kindness do not go unnoticed. We know the pandemic has compounded pre-existing challenges and added extra stressors to many of us. Please don't hesitate to reach out to the office if necessary. We must continue to stay strong and stick together – better times ahead.

In solidarity,

Stacy Pooler - Equity Rep & Women's Advocate

Leah Douglas - Alternate Equity Rep & Women's Advocate

Days of Observance & Awareness

April 2021

- Diversity Month
- Sikh Heritage Month
- 2nd – Good Friday
- 5th – Easter Monday
- 7th – World Health Day
- 12th – Ramadan Start
- 14th – International Day of Pink

May 2021

- Asian Heritage Month
- Mental Health Awareness Month
- 2nd – Orthodox Easter
- 3rd-9th – Mental Health Week
- 11th – Ramadan End
- 17th – International Day Against Homophobia, Transphobia and Biphobia
- 21st – International Day for Cultural Diversity for Dialogue and Development

June 2021

- Indigenous History Month
- Pride Month
- 21st – National Indigenous People's Day



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REPORT FROM THE

A-SHIFT WSIB

IAN PARRY

Brothers /Sisters

Once again, we are having to advise you on the importance of reporting workplace injuries in a timely fashion. If you sustain a workplace injury or illness you must report to the Company (Process Coach or Medical Department) and seek immediate medical attention generating a claim for your injury or illness.

You must share your medical information with WSIB and only your function abilities with the Company. Failure to do so can result in claims being delayed or denied. If you sustain an injury and require restrictions, they should be presented to the Medical Department so they can implement your restriction profile and assist in returning to safe and suitable work. The Company employs a group to handle claims from Canada Life and they manage your claim in plant. You may be requested to have a meeting to discuss your placement and or return to work program with the Disability Coordinator, these people DO NOT make decisions on claim entitlement. Decisions on claim entitlement for loss of earnings or health care are made strictly by Adjudicators at the WSIB.

Our office is here to assist you with your claim, but you must have a Direction of Authorization form signed for us to discuss your claim with the WSIB. We can then call on your behalf to gather any information and assist in claim entitlement. We can forward any documents on your behalf and assist in return-to-work meetings with the Board and the Company.

With the recent job reductions in the Plant, workers have gone from jobs they have been accustomed to doing to jobs or having new elements added to their jobs that require different physical activity resulting in new reports of injuries. Be sure you receive adequate training and make sure you follow the 015 sheet on the job. If your job requires you to use PPE, hoist, lift assist, or special tools make sure to use them as it could help in preventing an injury to yourself and even a coworker.

Claim Entitlement: If you lose time from work due to your workplace injury you must be deemed totally disabled from performing any duties as a direct result of the injury. The Company will offer modified work and we encourage you to participate in early and safe return to work that may be offered to you. If your treating physician

suggests you are not able to work due to your injury the WSIB will review and adjudicate entitlement to the lost time, and follow up with your representatives to assist with this issue. If you require Health Care (physiotherapy/chiropractic) for your injury, make sure you present your claim number to the treating facility and ensure that a Program of Care has been authorized by the WSIB. If not authorized by the Board, you may be responsible to pay for any treatment you may have received. With all the work interruptions we have encountered there is a concern when dealing with claims loss of earnings.

The WSIB has policies in place and you must meet the criteria to receive payment. The office will assist in seeing you through this process.

Appointments for Health Care should be booked with the least amount of time lost from work. You have the right to choose your treating facilities and attend the booked appointments assigned to you, if they conflict with work ensure that you submit all times to the office and also to the supervisor to accommodate with releasing for appointments. If you opt to do physio in house do not let supervisors try to change your booked times without your permission and cooperation. You are responsible for your claim and to cooperate with all parties to ensure claim entitlement has been adjudicated properly.

In closing, be sure to report YOUR workplace injury and enlist the assistance of our office to direct and assist you to ensure you get the correct advice on dealing with your claim

In Solidarity,

Ian Parry

Paul Seguro 



REPORT FROM THE

B-SHIFT WSIB

CHRIS MCDUGALL • KATE PENKETT

What a year it's been

As of the writing of this article it has been 12 months since the Plant was shut down due to the COVID-19 pandemic. For many of you who were injured in the workplace this presented some very unique and occasionally difficult challenges in getting the appropriate healthcare for your injury. As we have adapted as a society there have, as you know, been some huge changes in how healthcare is accessed. I know these changes have been frustrating to some of you and it is tempting to throw up your hands and say why bother. Our advice is to do whatever you need to do to access those services, don't just give up. If there are conflicts with your work schedule by all means call us and we can assist and make sure you are given the appropriate time away from work to attend appointments.

Retirements

There are a great number of you who have elected to retire this year, we would like to wish you health, happiness and a long life as you move forward into the next chapter of your life. Congratulations! Some of those who have elected to retire may have issues pertaining to a current or old claim, by all means reach out we can help and give you direction. Just because you are no longer an employee of Ford does not necessarily mean your claim is closed or ends.

Paperwork

I know I sound like a broken record but please Sisters and Brothers, when you get correspondence from WSIB please do not ignore it. IT IS NOT JUNK MAIL! That mail is about you, your injury & your claim, ignoring it will invariably have a negative effect on your claim. We are here to help, bring the mail in and we will help. Speaking of mail, WSIB has been mailing workers who have suffered an injury a PIN # that they can use through WSIB's website to file forms and upload documents. This may be a good thing for you in order to be reimbursed for certain things however we still maintain that when it comes to forms you have to fill out that you reach out and we will assist you. The reason for this is that the wording you may naturally use on your forms or a lack of detail you share with WSIB may have a negative effect on your claim.

Privacy

You have a right to privacy when it comes to a WSIB claim. If you choose to share medical information in regard to an injury with the medical department or your managers, that is ultimately your decision. What your employer is actually entitled to is, the details of how you were injured and your functional abilities in order to facilitate returning you to safe and suitable work. Functional abilities are what you are able to do and what you are not able to do. Did you notice that the diagnosis of an injury is not listed? This is because your employer is not actually entitled to know what the diagnosis of the injury is. You have a right to your privacy! The reality is when it comes to WSIB claims, with the exception of functional abilities, you are not required to furnish your employer with test results or diagnostics. Further measures have also been legislated to ensure your privacy. The Occupational Health and Safety Act (OHSA) states clearly

"No employer shall seek to gain access, except by an order of the court or other tribunal or in order to comply with another statute, to a health record concerning a worker without the worker's written consent. R.S.O. 1990, c. O.1, s. 63 (2)."

This seems to spell it out rather clearly.

We would like to take this opportunity to express our thanks to the Security/E.M.T. staff that work in our plant. When an event happens that requires them to act, they do it incredibly quickly with the utmost of care and competency. They are our Union Brothers & Sisters and they are second to none!

In closing we wish that as the weather has changed from winter to spring and summer is in the air allowing us to more freely be outdoors please take the opportunity to reconnect with those in your lives that you have not been able to due to the pandemic and the winter season.

In Solidarity,

Chris McDougall, B shift

Kate Penkett, Alternate B shift 



REPORT FROM THE

RACIAL JUSTICE ADVOCATE & AWOC REPORT

CONSTANCE BROWN

In 2020 our union made history in negotiations with the Detroit Three automakers – Ford, Fiat Chrysler and General Motors in recognition of societal racism and to advance the critical racial justice work within our communities and workplace. Each automaker will have a Racial Justice Advocate representative who is an individual of the Black, Indigenous or racialized community.

I would like to thank the Unifor Local 707 President and the Local 707 Master Committee for my appointment to the Unifor Local 707 Racial Justice Advocate position; it is an honour to be the first appointed Local 707 member to this position. It's an excellent chance to bring together members and community organizations who care about creating an inclusive and diverse community at Ford. The National and Local Union have been working collaborative in monthly meetings with the Ford Motor Company to discuss issues of diversity, equity, and inclusion and we've seen some indications that we are moving in the right direction.

The Unifor mandate will address systemic barriers towards employment for all members by hosting forums/training focused on anti-racism, review best practices, developing tools and strategies to advocate for inclusive employment/equity language in all of our collective and bargaining agreements, and establishing measures to evaluate the process of equity and anti-racism efforts.

Unifor Action Plans Underway:

- Organize anti-racism forums that will coincide with the regional council meetings including community organizations to make change within the community
- Conduct research and literature reviews and compile best practices from other unions for developing anti-racist tools, educational resources, and strategies at the local level
- Work on an educational plan to create anti-racism racial justice training
- Develop a sample model of employment equity language which targets the four major groups; BIPOC, members with disabilities, women, and LBGTQ+ that ensures fair employment equity is put in place and barriers are removed for individuals within these four major groups.

- Develop anti-racism educational framework materials/training to all national executives, staff, local leaders
- Develop racial discrimination tracking and evaluation tools available to all workplaces and union locals that tracks all racial complaints and incidents within the workplace on a grievance level
- Develop regional strategies and that will eliminate barriers for BIPOC people and all equities

AWOC Report

The month of February has always been one of the shortest months of the year and as you can imagine, the month-long celebration and recognized contributions from historical Black figures should not go unnoticed, so let's continue to celebrate black cultural heritage not just for the month of February but also throughout the whole year as we continue to spend time and do the activism work in having these difficult conversations about race, accountability and reconciliation. That said, this year the AWOC committee highlighted important Black North American figures on various social media channels within our workplace (i.e. posters were posted on the website and tv's around the plant). In addition, we also invited our Unifor Local 707 members, executives, and operating committees to take part in a video campaign that would help promote their ideas, quotes, and stories in recognizing Black History Month, what it means to them. And for me, it was quite amazing to see how many of our brothers/sisters wanted to participate and show their support, especially, one of our Local brothers, Ken Small, who worked diligently with me to get the posters, images, and video completed.

As the Racial Justice Advocate, I am looking forward to working with our members and union towards eradicating racism in all forms within and outside of the workplace. With the help of other Racial Justice Advocates within Unifor, we will continue to see the commitment and transformative works underway to address deep-rooted racism & inequities within the workplace.

*If you're seeking information or require support on matters related to racial discrimination and racial violence, please contact me at constance.brown@707member.ca



SUPPORT THE UNITED WAY


March 21, 2021 – This day in history marks the International Day for the Elimination of Racial Discrimination and is observed annually not only by the United Nations General Assembly but also by members around the world. This day is a call for our community to increase its efforts to eliminate all forms of racial discrimination after the senseless killings of 69 people who were shot in South Africa in 1960 by police when they opened fire at a peaceful demonstration in regard to apartheid pass laws in Sharpeville. Additionally, in recognition of this day Ford Motor Company and Unifor took action by having a moment of silence on March 19, 2021 at 11am.

AWOC Events

10th Annual Migrant Workers Dinner

June 20, 2021

The 10th Annual Migrant Workers Dinner will take place on June 20, 2021 to support the needs/services and social opportunities of migrant workers in Windsor, Essex County, area. Unity Hopeful has been in operation for over 8 years and have served over 3,000 migrant workers from the Caribbean and Latin America area. Based on financial donations and gifts, the goal is to bring over 1000+ hot meals to the workers through hot delivery due to COVID-19. The event is open to the public, and Unifor Local 707 will be purchasing some tickets in recognition for the essential migrant workers and all that they do during the unprecedented times of COVID-19.

In Solidarity,
Constance Brown 

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REPORT FROM THE

707 RETIREES' CHAPTER

ARNIE DE VAAN

Well, what a year. I hope this report finds everyone well. We as retirees have limited options to stay in touch and COVID restrictions have taken an option away. We are further limited by technology and how many of us have access to the internet. Right now, the 707 Reporter is our only clear means of delivering a retiree message. With COVID I believe we have to move towards the internet to be able to communicate with you efficiently and successfully lay the groundwork for future retirees.

The Internet

For those of you that have the technology to access the internet I will steer you towards our 707 webpage. We owe much thanks to Brother Dave Millar who puts retiree stuff on our page. We have our own little corner for retiree specific events. To access our page type www://uniforlocal707.org in your search bar. When the page comes up scroll to Retiree Corner and click on the red box that says "Learn More". You are now on the "Retiree Corner" cover page where you will see our affiliate groups and your Retiree Executive Board. You will also see a blue button with the words "RETIREE UPDATES" click on that button and it will reveal current information as it becomes available. Also, cruise around the rest of the site for reports from the In-plant leadership.

Also look at all the past posts at the bottom and click on them for information. Through brother Millar I will be posting available webinars for those that have the technical capabilities.

Our Retiree Golf League is Starting shortly. There has been a change in courses due to costs. This year our league will be at Chippewa Creek in Mt. Hope, 2km past the airport. The confirmed start up is on March 25 at 10am. Then the following week April 1st at 9am start until June (weather permitting). To register please contact brother Ted Deluca by email tjdeluca@rogers.com or by phone 905-578-2666.

Meetings

Tentatively we hope we can have a Chapter meeting in September which we will kick off with a meet and greet luncheon, of course pending COVID restrictions at that time. When we have our first Chapter meeting there will also be a notice of motion to have our retiree Executive

and Area Council delegates election at the following meeting.

We have held one retiree Executive Board Meeting to clear up some necessary business. They are online meetings and although a little bumpy worked. For now, they are on an as needed basis.

Thanks to Brother Dave Millar who has created a logo for retiree Chapter use, it was needed as we were a sponsor of the International Women's Day (un) Dinner virtual event. The logo was displayed on their virtual event website. Also, a thank you to Mark Sciberras and the Local who redid the Charter wall as you come into the office area it has new Retiree and Local Logo plaques hanging beside the Retiree and Local Charter plaques.

I would also like to mention a retiree that is to be commended for his determination and hard work. Brother George Markow. George will turn 100 on April 14. He has taken on a personal project to raise \$100,000.00 proceeds to go to COVID research. He is asking for donations for a completed task of walking 100kms which he has completed. George has raised almost \$70,000.00 towards his goal. You can help and can donate through his GoFundMe page www://gofund.me/f7a1afa4 His history can be read on the retiree corner updates page.....amazing activism. Thank you, Janet Creet, for bringing him forward (Janet's article found on Page 19).

Regular Area Council and Retired Workers Council Executive meetings have been online using Zoom meetings.

At this time, I am still waiting to hear from the RWCE, as to our motion there regarding a meeting with the 13 Detroit three chairs and the National Bargaining Committee regarding bargaining.

All other retiree recreation and functions are suspended until further notice.

In Solidarity

Arnie De Vaan


Retirees' Chapter 



John Filice - Retired March 1st 2021



Jeff Grasley - Retired March 1st 2021


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REPORT FROM THE

RETIREES' SPORT AND RECREATION

VAL BODIROGA

Greetings my Retiree Comrades' Brothers and Sisters
If you like I hope this winter is gone, looks like spring might be beautiful. Another problem looks like we are not yet out of this coronavirus pandemic, but we will be soon. I would like to inform you all, that our spring April dinner dance is cancelled due to COVID-19. One late October dinner dance will depend on government rules and regulation. I like to inform you all we are moving our 707 Golf League from Century Pines Golf Club to Chippewa Creek Golf Club.

Reasons- Century Pines increased the rate by over 30% to our league after 11 years being with them. We quit them.

Chippewa Creek is as good as if not better than Century Pines but 40% cheaper.

Ted Deluca will inform m all of you by email or for more information call me at 905-335-1597.

In Solidarity

Val Bodioga

Retirees' Sports and Recreation Chair 



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WE SHALL REMEMBER

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Robert Coates	Retired	Nov. 11, 2020	Luigi Tacconelli	Retired	Jan. 24, 2021
Nick Spiliopoulos	Retired	Nov. 15, 2020	Gordon Nickerson	Retired	Jan. 25, 2021
Henry Worth	Retired	Nov. 19, 2020	Sergio Biagioni	Retired	Jan. 25, 2021
Michael Pawluk	Retired	Nov. 26, 2020	Peter Waldram	Retired	Jan. 27, 2021
Philip Lemieux	Retired	Nov. 27, 2020	Urbano Curto	Retired	Feb. 4, 2021
Harold Tanner	Retired	Nov. 27, 2020	Marco Schiraldi	Retired	Feb. 10, 2021
Richard Opitz	Retired	Nov. 27, 2020	Steven Szabo	Retired	Feb. 11, 2021
Richard Hedger	Retired	Nov. 30, 2020	Dragutin Bukovcan	Retired	Feb. 11, 2021
Edmund Kubesheskie	Retired	Dec. 1, 2020	Giuseppe Radice	Retired	Feb. 12, 2021
Terry Mcaleese	Retired	Dec. 4, 2020	Jack Pearson	Retired	Feb. 13, 2021
Zeljko Pirsic	Retired	Dec. 7, 2020	Burnie Champis	Retired	Feb. 15, 2021
Steve Vestrocy	Retired	Dec. 7, 2020	G. Gaudet	Retired	Feb. 16, 2021
T. Costantini	Retired	Dec. 10, 2020	Lou Melanson	Retired	Feb. 20, 2021
Giovanni Di Domenico	Retired	Dec. 11, 2020	Medric O'Hagan	Retired	Feb. 22, 2021
Ivan Maganja	Retired	Dec. 15, 2020	Eric Bernard	Retired	Feb. 23, 2021
Roger Desrosiers	Retired	Dec. 15, 2020	Robert Pouliot	Retired	Feb. 24, 2021
Jose Jacinto	Active	Dec. 18, 2020	Robert Wry	Retired	Feb. 24, 2021
Arnaldo Berardocco	Retired	Dec. 24, 2020	Walter Turyk	Retired	Feb. 27, 2021
Mariano Pacheco	Retired	Dec. 24, 2020	Manuel Loureiro	Retired	Feb. 27, 2021
Marcon John	Retired	Dec. 27, 2020	Patrick Dunn	Retired	Mar. 8, 2021
Ronald Wilke	Retired	Jan. 1, 2021	Claude Hodge	Retired	Mar. 8, 2021
Lawrence Holburn	Retired	Jan. 2, 2021	Nicola Pirone	Retired	Mar. 8, 2021
Joseph Andrews	Retired	Jan. 3, 2021	Matthew Slaunwhite	Active	Mar. 11, 2021
Walter Delija	Retired	Jan. 7, 2021	Vincent Dimario	Active	Mar. 19, 2021
Duilio Conte	Retired	Jan. 16, 2021	Ivan Leko	Retired	Mar. 23, 2021
Richard Held	Retired	Jan. 16, 2021	Vytautas Grabauskas	Retired	Mar. 24, 2021
Silvano Perhat	Retired	Jan. 17, 2021	Darryl Jefferson	Active	Mar. 26, 2021
Hermann Schiele	Retired	Jan. 20, 2021	Angelo Stramaglia	Retired	Mar. 27, 2021



REPORT FROM THE **UNION IN POLITICS COMMITTEE** IAIN FLEMING

Buy America? Don't Worry About it!

The shift in political parties in the U.S, from the unstable and unpredictable administration under Trump, to a new refreshing one with the election of Joe Biden, does warrant a collective sigh of relief. What a finish it was, with an insurrection on the U.S Capital to top off 4 years of political turbulence, the grand finale was Trump's attempted coup d'état siphoned from an undemocratic strategy that if he had pulled it off, would have made Trump the first dictator of the United States of America.

However, the refreshed change with Biden's election comes some policies that have not changed and, indeed for Canada and in particular Alberta, have brought change for the worse. The announcement of the Keystone XL pipeline cancellation brings a devastating blow to the Alberta economy that relies so heavily on the continued exportation of their crude raw bitumen. Fortunately, the solution to the problem often can be solved by the problems themselves and this is especially true also with the regurgitation of the Buy American Act on infrastructure spending that was reinforced by Biden as one of his first Executive Orders. The solution, though obvious and simple (in my opinion), seems a daunting task for politicians here in Canada to grasp and that solution is for a Buy Canada Act here at home.

Simply put, to counter the Buy America policies we need to put in legislation of our own content requirements for infrastructure spending that must meet a certain threshold of Canadian content in order to qualify for governments grants and subsidies. If the U.S isn't going to share their infrastructure projects then neither should we here in Canada. Our Government should take a formulated approach to our infrastructure spending that Canadian taxpayers' money should be invested in domestic businesses and industries which in turn re-invest again back into the Canadian economy. The difference between Canada and the U.S is that here in Canada we will get the money out the door when the time comes for economic stimulus through infrastructure spending. In the U.S, any likelihood of a bi-partisan deal on infrastructure spending is likely a long shot after the US Relief bill was passed through the reconciliation process with no Republican support in either the House of Representatives or the Senate.

On the Alberta front, the solution is again found in the problem, they have the oil but no pipeline to move it to the

U.S refineries in Texas, so why not just build our own refineries here in Canada! Not only will it add Canadian jobs through the engineering and construction of the refineries but also, in the long run, through the high value-added jobs that come with the refining process. After all, if we can get a pharmaceutical company to create a factory in Montreal to produce COVID 19 vaccines (Novavax), surely, we can create a competitive process to have refineries built right here in Canada through creating a business model that would get these companies to sign up. It's called national building, it's not a new concept it's just one that needs to be embraced once again in supporting the economy of today and preparing for the economy of tomorrow.

*Till Next Time,
Iain Fleming* 



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REPORT FROM THE

WOMEN'S COMMITTEE

KATE PENKETT

Hello Brothers and Sisters,
It's hard to believe that it has been year since the Pandemic started. It has definitely been a trying year for everyone. Please reach out if you need to talk or need assistance.

On February 24th we celebrated National Day of Pink. A day where we bring awareness and education about bullying. Unfortunately bullying is an ongoing issue, we need to break the cycle that creates and perpetuates this damaging behaviour.

International Women's Day was also celebrated on March 8th, a day that we celebrate how far women have come and how far we still need to go. We celebrate all of our achievements, raise awareness against bias and take action for equality.

The Women's Committee usually attends a dinner every year on IWD, but due to the pandemic it was canceled. We

were still able to donate money and listen to the amazing speakers. We also nominated fellow Sister Jan Smith to be put on the "Hall of Honour". Jan Smith has been an amazing activist, advocate, mentor and friend to many sisters in our plant. Always willing to help and lend a hand. Jan has and always will be a fundamental part of Unifor Local 707.

"Too often we underestimate the power of a touch, a smile, a kind word and listening ear, an honest compliment or the smallest act of caring, all of which have the potential to turn a life around"

#BEKIND #CHOOSETOCHALLENGE

In solidarity,

Kate Penkett

Women's Committee

Chairperson/Trustee 

CHANGE OF ADDRESS...

ARE YOU MOVING?

Effective Date _____ GID _____ Master No. _____

☐ Active Member ☐ Retired Member ☐ Surviving Spouse

First Name _____ Last Name _____

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Tel. No. _____

Fill in and return to your Steward, Committeeperson, or Union Office:

Unifor Local 707, 475 North Service Rd. E., Oakville, ON L6H 1A5

or online at uniforlocal707.org – under "Contact Us"



REPORT FROM THE **UNITED WAY** SHAUNA THORNE-ZARIN

This is the first report that I have written since the 2020 United Way campaign ended in December, I feel very proud of the fact that we were able to carry out a one-on-one canvass during such unprecedented times and am thrilled to announce that the membership raised over \$350,000.

It is so heartwarming to know that we have a membership that understands the need to support our communities even when they may be facing their own personal challenges.

Thank you to the amazing canvassing team that took on every challenge necessary to complete a safe and successful campaign Laura Panther, Chris Herbst, Constance Brown, Maiken Griffin, Ken Small, Luke Alphonso, Frances Katotikidis, Michelle Taylor, Fred Otterstein Cyndy Anderson and Zach Lascelle.

Thanks to the Local Executive Board for providing us with gifts from the Local to give out to our membership during our "Show Your Local Love" initiative. Thanks to Local 1285, Local 195 and Roshan Rego, District Manager, Pioneer Food Services Limited for also providing us with gifts to be given to our membership.

Looking ahead to a time when we are all able to return to our own definition of normal please remember that for many in our communities their normal lives rely on the generosity of those who are able to give back.

I am so very thankful that this membership continues to be the most generous.

Thank you once again and please continue to stay safe.

In solidarity,

Shauna Thorne-Zarin

Employee Campaign Coordinator 



The Bronte Village Mall Dental Office

for your

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



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- *removal of teeth under sedation*
- *the ability to improve the appearance of any smile*
- *one hour tooth whitening*

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KEN'S CORNER -

REBUILDING TRUST

KEN ROBERTSON

Telling the truth has its merits and drawbacks and can be confusing. Whether it be a family member, a friend, the media or the government, you expect to hear the truth when you are spoken to, saying that there are some minor exceptions:

- Like giving the right answer if your spouse asks your opinion on clothes, weight, dinner... you know what I mean.
- Your child has a passion for the trumpet, but you tell them to keep working hard even though you wish it were bedtime.
- You are listening to iTunes while driving and you tell the officer you were only 10 over not 20.




People are very cynical today and with good reason due to the misinformation fed to us everyday on the Internet, the media, and politicians. A lot of blame goes to the past President of the USA and some Cable News networks but that is a cop out, misinformation and the breakdown of public trust goes back decades and there seems to be no desire by the authorities to rebuild the public trust:

- Both the Vietnam War (Gulf of Tonkin incident) and the invasion of Iraq (Weapons of Mass Destruction) were both justified to the public by false claims and through the endorsement of the media.
- Politicians, like our current Prime Minister, who got elected promising Electoral Reform and Pharmacare but reneged on both once elected.
- Corporations negotiate concessions from workers to keep plants open but, like GM in Oshawa, betray the workers and the community and close anyway.
- Corporations and governments sign trade deals promising good paying jobs that never materialized.
- Governments say the economy (Companies) cannot afford a minimum wage of \$15 per hour but say nothing when CEO's rake in millions.
- We have all heard the economy is booming with the Dow Jones at all time highs but as Bob White use to say, "Mary Jones on Main Street must choose between rent and food for the kids, her economy is bombing."

- A young child buys a chocolate bar and pays GST while the wealthy can park their millions in tax havens at home and abroad.
- The single mother of that young child must go to a Same Day Pay Day lender and pay exorbitant high interest because of the structure of our banking system.

People work hard and all anyone asks is the ability to earn a liveable wage, have decent medical care, have a shot at affordable housing and proper education and above all, trust our authorities to rebuild our trust.

(Note; Wall of Same found on Page 21)

Carolina Castaneda
Audiologist

Kimberley Holloway
Office Manager/Marketing

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• Port Credit • Waterdown • Welland • Guelph •
 • Vineland • Etobicoke • Stoney Creek •
 • Kingston • Hamilton •

www.senseofhearing.ca

LOCAL 707 RETIREES

Richard Banks	January 1, 2021	Kelly Hrozjak	March 1, 2021
Kevin Fulford	January 1, 2021	Andrzej Jacyniak	March 1, 2021
Paul Colbourne	February 1, 2021	Milorad Janjanin	March 1, 2021
Chris Cooper	February 1, 2021	Adam Kulig	March 1, 2021
Nick Dragone	February 1, 2021	Ed Labuckas	March 1, 2021
Ken Hedderston	February 1, 2021	William Lake	March 1, 2021
Pat Longo	February 1, 2021	Ziggy Malek	March 1, 2021
Paul Osahlo	February 1, 2021	Tony Martins	March 1, 2021
Martin Reibl	February 1, 2021	Mark Masonovich	March 1, 2021
Mike Seeton	February 1, 2021	(Kenneth) Shane Mcpherson	March 1, 2021
Mark Waldram	February 1, 2021	Len Miller	March 1, 2021
Janusz Adamski	March 1, 2021	Bryce Mirrlees	March 1, 2021
Andrew Allison	March 1, 2021	M. Mundi	March 1, 2021
Mike Aquino	March 1, 2021	Luong Nguyen	March 1, 2021
William Asselin	March 1, 2021	Steve Nicholson	March 1, 2021
Donald Barclay	March 1, 2021	Veronica Nizich	March 1, 2021
Vladimir (Walter) Bene	March 1, 2021	Gary Nother	March 1, 2021
David Betts	March 1, 2021	R. Vince Palframan	March 1, 2021
Andrew Bigda	March 1, 2021	Shahid Pervaiz	March 1, 2021
Alan Blanchette	March 1, 2021	Walter Pyle	March 1, 2021
Tom Bojovski	March 1, 2021	Dwight Quinn	March 1, 2021
E. Richard Cote	March 1, 2021	Zdzislaw Radon	March 1, 2021
Greg Coubrough	March 1, 2021	John Rate	March 1, 2021
Edward Crozier	March 1, 2021	John Reis	March 1, 2021
Joe Di Francesco	March 1, 2021	Tim Rumble	March 1, 2021
Otto Doering	March 1, 2021	Anthony Salvatore	March 1, 2021
C. Ducki	March 1, 2021	Lee Shackelton	March 1, 2021
Mike Farkas	March 1, 2021	Balhar Singh	March 1, 2021
John Filice	March 1, 2021	Bill Skinner	March 1, 2021
Peter Filipowicz	March 1, 2021	Bronislaw Smieszek	March 1, 2021
Rick Filman	March 1, 2021	Mario Suppa	March 1, 2021
Pat Fitzpatrick	March 1, 2021	J. Szaja	March 1, 2021
Brian Gautby	March 1, 2021	Michael Terlecki	March 1, 2021
Paul Gebhart	March 1, 2021	Lidia Terlecki	March 1, 2021
Gerry Gervais	March 1, 2021	Mary Ticzer	March 1, 2021
Jan Gumieniak	March 1, 2021	Richard Zablocki	March 1, 2021
Brett Harrison	March 1, 2021	Peter Zachariou	March 1, 2021
Brian Hinzman	March 1, 2021		

Congratulations and Enjoy a Long and Happy Retirement.

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For Ford Employees



START SAVING TODAY!

You should be **SAVING UP TO 40%** on your home & auto insurance because you are a **Ford Employee.**

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WE ALSO GIVE BACK!

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2021 LOCAL 707 SHIFT CALENDAR

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



General Membership Meeting



Retirees' Membership Meeting



Ford Paid Holiday

**Deadline for submissions for the next issue is
Monday, May 31, 2021**