

HAPPY HOLIDAYS



CHRISTMAS FOOD DRIVE 2021

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REPORT FROM THE
EDITOR
TIM BATKE

Sisters and Brothers, 2021, like 2020 has continued to be very challenging for our members and their families due to the COVID-19 pandemic. Through it all our members continue to go above and beyond, not only by building quality vehicles, but also through our philanthropy, volunteerism, and activism to help make our community a better place. Be it be through our donations to many worthwhile charities referenced in the Financial Secretaries Report (p.21), including the United Way (p.35-36). Most recently seen in the Christmas food drive gate collection on the cover, and referenced on the Community Services Report (p.35). Though we have been laid off more in the last two years, since 2005-2006, the generosity of our members has not been diminished.

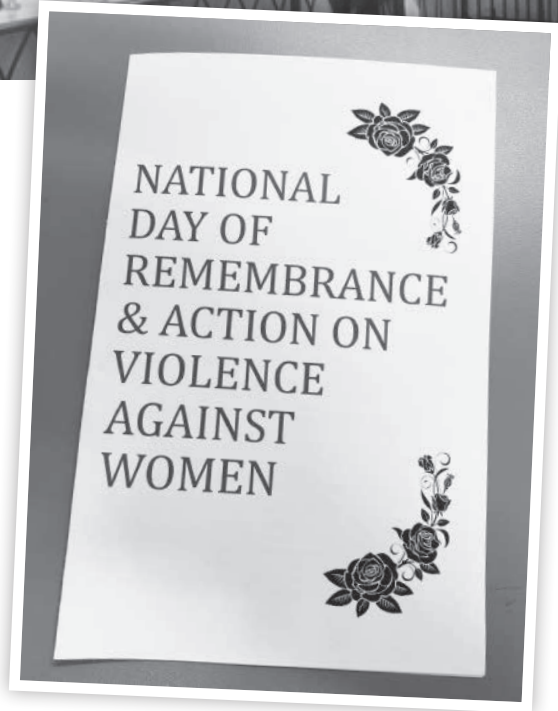
The activism of our members is seen in many Local Standing Committees, noted in this edition with the AWO Report (p.33), Environment Report (p.34), Education Report (p.33), and Women's Report (p.32) which along with the United Way Halton & Hamilton put on a National Day of Remembrance and Action on Violence Against Women with a Candlelight Vigil for the 14 women murdered at the Montreal massacre in 1989. The vigil returned to our Hall this year, after an online vigil in 2020 due to the pandemic.

Hope all of our members stay staff over the holidays.

In solidarity,

Tim Batke

editor@uniforlocal707.ca



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Local707

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REPORT FROM THE **PRESIDENT** MARK SCIBERRAS

U.S. tariff like- electric car policy

Unifor is continuing to lobby the Federal government to ensure they combat the recent U.S protectionism that has appeared, which is in direct conflict with the USMCA agreement that was ratified by all three countries.

As you may be aware, President Joe Biden introduced a plan that would offer a \$12,500 US tax credit for American residents purchasing electric vehicles and batteries made by unionized labour in the United States.

As U.S residents make up the vast majority of our vehicle sales, this tax credit or tariff on any electric vehicle built outside the United States would have a devastating impact on the future of our BEV manufacturing in Oakville. We would be at a staggering cost disadvantage to our American Unionized counterparts in 5 years when the buy American portions of this law would come into effect, and we would be building 5 battery operated vehicles.

It is evident to all of us that the pandemic has been devastating on the global supply market, especially within the North American Auto Industry. I cannot understand why, at a time, when the US and Canada should be partnering with our shared North American interests to protect our integrated Auto Industry and part supply chains, they would consider protectionism from Canada and a possible tariff war.

The bill has not passed through the US Senate, so it is hoped that the Prime Minister's recent meeting was effective in reminding the U.S President that our continued integrated North American automobile production creates jobs and wealth on both sides of the border, and that Canada mines will be producing many of the essential minerals needed to produce EV batteries.

Company Vaccine Policy

Our Local has remained firm and clear that we will not accept any Company vaccine policy that includes termination of employment. As posted in leaflets and on our website your Local leadership and National Union have been in continued discussion with the Ford Motor Company to demand a Company vaccine policy that would be fair and reasonable, for all members.

Through these meetings the Company has addressed our major privacy concern, and provided an option for mem-

bers to only give vaccination documentation to the onsite medical staff, which would prevent this documentation from going on a server in the United States. Which to date, is the method that I believe the majority of the membership have chosen to use.

However, at the time this article was written the Company has not provided an alternative to discipline, that would include termination of employment for the those that are vaccine hesitant. As a result, we continue to challenge their policy as we will not accept any decision to terminate our members under the guidelines of their vaccine mandate and will use the afforded grievance process should we be unable to find a fair and reasonable resolution.

The Company's vaccine policy has become a divisive issue in the plant and has created a polarizing and conflicted environment. I would ask that regardless of your thoughts on vaccination, you show the respect and understanding of the stresses that others may be dealing with at this time.

As a result of this policy in its current form, some members have expressed their anxiety and despair as they may be forced to make difficult personal life changing decisions. If you have health concerns and are in need of assistance, help is available through negotiated benefits and programs in the Union EFAP, Employment Equity and/or Benefit Office.

Auto Council

In November, Auto Council was able to meet in person for the first time since 2020 negotiations.

Along with Company Vaccine Mandates and Lay-offs, representatives of Vehicle Operations and Part Supplier Local's all discussed the impact the disrupted global supply chain has had on the Canada Auto industry and our respective members. It is imperative that we establish a Canadian part supply chain to support the future of the BEV. To this end, Unifor has created an Auto Policy Working Group to lobby the federal and provincial government to ensure Canada has a proper part supply chain to sustain our vehicle operations.

Unifor Local 707 Scholarships for Dependent Children

Congratulations to the two winners of our Unifor Local 707 annual \$1000.00 scholarships for dependent children;



Nicole De Matos daughter of Local 707 member Jose Matos



Logan Quinn son of Local 707 member Brandon Quinn


2021

As this year ends we are all still struggling to deal with the ongoing issues this pandemic has raised directly and indirectly, such as inflation, unemployment, isolation, mental illness and global supply chain issues. 2021 has been a difficult year for all of us, some more than others. As we enter the holiday season, I hope you are able to reconnect with family and friends and share some special moments and that the new year brings a sense of normality, unity and an end to this pandemic.

To all members of Local 707 and their families Merry Christmas and Happy Holiday season.

In Solidarity,

Mark Sciberras

Unifor Local 707 President 

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REPORT FROM THE

VICE PRESIDENT

DAVE MILLAR

I would like to wish our entire membership a safe and happy holiday season. In this edition of the Reporter, I want to address some of the questions related to travel as many members have reached out to either myself or the Benefit office to inquire about travel. I have highlighted some of the most important info you need for travel but the link in case things changed is:

https://support.greenshield.ca/SupportCentre/GreenShield/Home/DocumentsByTopic/region_coronavirus

Where can I access the latest travel updates specific to COVID-19?

First and foremost, we strongly encourage you to review the official Government of Canada travel advisories. There, you will see that, on October 21, 2021, the Government of Canada discontinued the global travel advisory specific to COVID-19 that has been in effect since March 13, 2020.

At this time, an advisory is still in place to avoid all cruise ship travel outside of Canada, and you should also be aware that country-specific or region-specific health advisories may be updated at any time. **However, if you do decide to travel, it's important to understand your travel coverage and what's expected of you.**

Review the information published by the Travel Health Insurance Association (THiA) of Canada, including the Golden Rules of Travel Health Insurance and other resources in their:

- Consumer section
- COVID-19 FAQ

In terms of **GSC-specific travel information**, you are in the right place! The Support Centre continues to be the best source of our most up-to-date information.

What are the newest travel requirements announced by the Government of Canada?

Several announcements have been made this year, including the lifting of the global advisory specific to non-essential travel on October 21, 2021 and certain exemptions for eligible fully vaccinated travelers which came into effect in July 2021. The rules can change quickly so it is important to review the Government of Canada information when planning to travel, prior to departure, during your trip, and before returning home.

You can find information on the latest rules, with details as they are provided, by visiting the Government of Canada's COVID-19: Travel, testing, quarantine, and borders information. This includes the requirements upon your return to Canada, such as using the ArriveCAN mobile app to reduce wait times and limit contact at the border.

The Government of Canada's global travel advisory, in effect since March 13, 2020, has been discontinued as of October 21, 2021. What does this mean for my travel coverage?

This means that COVID-19 would no longer be an excluded condition under your GSC coverage, as long as a Government of Canada advisory does not apply to your travel plans. While the global advisory has been lifted, at this time there is still advice to avoid all cruise ship travel outside of Canada, and changes may be made at any time to country-specific or region-specific advisories.

In other words, medical emergencies related to COVID-19 are included in standard GSC coverage for all travelers (subject to all other terms and conditions of your plan), except when a Government of Canada travel advisory specific to COVID-19 applies to your trip.

What if I choose to cruise outside of Canada or travel to a country with a travel advisory in place due to COVID-19? Am I still covered?

While we continue to view the Government advisory as the primary guideline, we understand that plan members will make their own choices around travelling. In these situations, we firmly believe that providing peace of mind is the right thing to do.

GSC has previously announced coverage under our standard travel plans* that would be available on a temporary basis for COVID-19 related medical emergencies, even if a travel advisory is in place. That coverage remains available to travelers. Here are the key coverage details:

Emergency medical expenses related to COVID-19

Standard GSC travel plans* include coverage for emergency medical expenses related to COVID-19 for the period of August 15, 2020 through December 31, 2021, up to the existing maximums and limitations within each plan.

From January 1, 2022 to June 30, 2022, emergency expenses related to COVID-19 will be included in standard GSC travel plans* for Fully Vaccinated Travellers only (see definition, below).

Fully Vaccinated Traveller – The Definition

For the purposes of the COVID-19 emergency medical expenses and quarantine benefit, a Fully Vaccinated Traveller is someone who is eligible for and has completed the recommended vaccine treatment considered by the Canadian government (typically two doses) at least two weeks prior to departure.

You can visit travel.gc.ca to determine if you are considered fully vaccinated by the Government of Canada. Travellers who are not able to receive a vaccine in Canada based on age or medical condition will be considered a Fully Vaccinated Traveller for the purpose of this quarantine coverage.

This additional coverage is applicable to all destinations globally – regardless of a COVID-19 travel advisory being in place or reason for travel (i.e. leisure, work, school) – and is subject to all other terms, conditions, and limitations of your benefits plan, including the day limit, the requirement that you must be symptom free, in good health, and that all pre-existing conditions must be stable for 90 days prior to departure.

Quarantine benefits

Going a step further, **effective August 1, 2021**, standard GSC travel plans* which include the COVID-19 medical coverage described above also provide some quarantine benefits for **Fully Vaccinated Travellers only** (see definition above) who are unable to return home as planned due to a positive COVID-19 test pre-departure, resulting in the requirement to quarantine outside of their province of residence.

This coverage extension will be in effect **until June 30, 2022** and applies to all travel, regardless of whether a Government of Canada travel advisory is in effect.

***Note: if you are unsure if the details above apply to your plan (i.e. whether you have a standard GSC travel plan), you can:**

- Contact the GSC Customer Service Centre (1888-711-1119)
- Speak with your plan sponsor – (Benefit office in the plant for active members and Vice President's office for Retired members)

Additionally, we encourage you to review Government of Canada travel information for the latest updates, including travel advisories for other reasons, in addition to require-

ments upon your return to Canada, such as using the ArriveCAN mobile app to reduce wait times and limit contact at the border.

If you do travel and COVID-19 symptoms arise, contact GSC Travel Assistance immediately for support. You can find the phone number on the back of your ID card (and on your electronic ID on GSC's mobile app). Remember that travel coverage is for emergency treatment that cannot be delayed until you return to your home province.

When travelling for work, prior to seeking medical treatment outside of Canada, the expectation is that the employer be contacted to initiate a claim with Worker's Compensation.

If I'm not fully vaccinated, what does that mean for my coverage for emergency medical expenses related to COVID-19?

- **Prior to January 1, 2022**, if you are **not** fully vaccinated and choose to travel to a location for which there is a Government of Canada advisory in effect for COVID-19, standard GSC travel plans* include coverage for emergency medical expenses related to COVID-19, up to the existing maximums and limitations within each plan.
- **As of January 1, 2022**, if you are **not** fully vaccinated and choose to travel to a location for which there is a Government of Canada advisory in effect for COVID-19, you will **not** have coverage for medical expenses related to COVID-19.

What should I do if I experience COVID-19 symptoms ahead of upcoming travel?

Keep in mind that, per the Government of Canada advisory, regardless of your health status, all non-essential travel to countries that are the subject of a travel advisory should be avoided. As with all pre-existing medical conditions, you may not be covered for medical treatment if you experience symptoms prior to travelling. Please refer to your benefit booklet for more details on pre-existing conditions/being "stable" to travel.

While all standard GSC travel plans* will include coverage for emergency medical expenses and quarantine benefits related to COVID-19 **for Fully Vaccinated Travellers** until June 30, 2022, the requirement to be symptom free, in good health, and that all pre-existing conditions must be stable for 90 days prior to departure, means that having COVID-19 symptoms ahead of travel will result in **no travel coverage** for COVID-19 related expenses.

If I still decide to travel, is there anything else I should do before I leave?

If you make the choice to travel, we strongly recommend that you complete the Registration of Canadians Abroad with the Government of Canada as another source of timely information.

Refer to the Government of Canada's "Travel, testing, quarantine, and borders" information to learn more, including requirements for travelers returning to Canada. Travelers are encouraged to use the ArriveCAN mobile app prior to arrival to reduce wait times and limit contact at the border.

If I travel, am I covered for the cost of a required COVID-19 test to return to Canada?

If you make the choice to travel, the cost of a COVID-19 test to return to Canada is not covered through your GSC travel coverage or through your benefits plan. It would only be covered through a health care spending account or personal spending account – to which we do not have through our plan. As of time of print, the rules of air travel and land travel are ever changing so please ensure that you check in with the most up to date test requirements to re-enter the country.

Under GSC's quarantine benefit for Fully Vaccinated Travelers, effective August 1, 2021, you may include the cost of the repeat COVID-19 test (for a quarantined traveler when required for returning home) in your claim.

The COVID-19 antibodies test is not covered through your GSC travel coverage or through your benefits plan.

If I travel, am I covered for the cost of the COVID-19 vaccine if I chose to get one while I'm outside of Canada?

If you make the choice to travel, the cost of a COVID-19 vaccine is not covered through your GSC travel coverage or through your benefits plan.

Flights are being cancelled and/or re-scheduled, and I'm worried about quarantine rules and other entry restrictions at my destination and/or when I return to Canada. Will my trip cancellation and interruption insurance cover these types of things?

It's important to know your policy before booking your travel plans. The situation around the world continues to change rapidly. You need to consider the day limit of your coverage to ensure that you are not away longer than you are covered by your plan. Your coverage will not be

extended beyond your plan day limit if you are denied boarding or your flights are cancelled.

Trip cancellation coverage depends on many factors such as:

- When you bought your insurance and whether the trip cancellation/interruption wording excludes trips booked when a travel advisory is in effect,
- Whether your policy excludes claims for trips cancelled or interrupted due to an event or cause that is already known (such as COVID-19, a global event which has been in the news cycle daily for many months), or
- Whether trip cancellation/interruption for COVID-related events is excluded entirely.

Note: *Trip cancellation benefits are not included in GSC's standard travel plans.*

My travel supplier cancelled my trip due to COVID-19 and I have been issued a travel credit or voucher for future travel. Can I claim a refund under my trip cancellation benefit?

If you file a claim for a trip that was cancelled due to COVID-19, and you have the trip cancellation benefit as part of your GSC travel coverage, your claim will only be eligible for pre-paid travel expenses that are non-refundable or non-transferable. A credit or voucher for future travel is deemed a refund, and some credits or vouchers are valid for one or two years and some do not expire. You must be at a loss to have a claim considered under the trip cancellation benefit, and you must provide proof that you have surrendered or forfeited your rights to a travel credit or voucher if one was made available to you.

Note: Trip cancellation benefits are not included in GSC's standard travel plans.

Leadec

Leadec Members came out in full force to show their support during the entire negotiation process. From Amendment meetings, to Strike Mandate Votes to Ratification Votes. The 2021 bargaining process was completed after ratification of the agreement at 83%. Many gains were delivered to the members who have been very pleased with what was achieved by the Bargaining Committee. Brothers Fuad Hassan and Kunal Ahluwalia were both on top of their game during bargaining as well as Unifor National Rep Robin Dudley. I was pleased to work with all 3 of them to deliver this agreement. For Leadec members, one of the most pressing issues was monetary gains and they were pleased with the gains that were made. There is

always room for improvement and regardless of who is going to bargain the next agreement, I feel that there was good work put in to show the Company that we were both willing to work with them to make the agreement a fair contract but they also are fully aware that we can also find room to deliver more to our members in the future as well. Thank you Leadec Members for having faith in your Bargaining Committee.

MPS (formerly Abednego)

MPS Group members ratified at 100% during their recent negotiations. Brother Emerson Velasco, myself and Robin Dudley from Unifor negotiated remotely with the Company and we did so about a month earlier than the expected termination of the existing contract. Brother Velasco brought a lot of passion in to bargaining and he was well prepared for this set of negotiations. Financial gains, a reduction of the grow in for new members and working conditions were amongst the many gains achieved during this set of negotiations. Congratulations to the entire membership on your new deal and it was a pleasure working for and with you all during bargaining.

Holiday Season

As a person who has grown up with Christian beliefs and values, I want to wish everyone a very Merry Christmas. To those Brothers and Sisters who do not celebrate Christmas but do celebrate a different religious Holiday, I want to wish you and your loved ones a very special holiday as well. Happy Holidays to all.

In Solidarity,
Dave Millar
Vice President



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REPORT FROM THE

OAC CHAIRPERSON

BOB SCOTT

Current Roll:

Production: 2778

Trades: 309

Medical: 314

Plant Down Time:

2020 and 2021 have been extremely difficult years for Local 707 members due to OAC experiencing approximately 33 weeks of down time related to semiconductor and other parts supply issues. At the time of this report Tony Savoni and Kyle Cruji stated that they are hopeful that OAC will be provided enough parts to continue running on straight time hours for the month of December. We can only hope and pray that 2022 proves to be a more prosperous year for all.

COVID -19 Pandemic:

To say that this pandemic has taken its toll on all our members would be an understatement and with Ford Motor Company of Canada announcing a Mandatory Vaccination Policy, things just got much more difficult and stressful for not only those who are vaccine hesitant. It has become an absolute nightmare for your Local Leadership.

On Thursday October 14, 2021 Gillian Briscoe requested a meeting for 8.00 am regarding a press release that would be going out at 11.00am regarding a Mandatory Vaccination Policy.

Marc Brennan, John Mullin and Bob Scott attended this meeting, Gillian Briscoe informed us that there would be a press release at 11.00am that Stellantis and GM of Canada were going to announce a Mandatory Vaccination Policy in all their Canadian operations.

She informed us that the Ford Motor Company of Canada was not going to follow the same path, the direction Ford of Canada would take, was to ask their employees to voluntarily submit to the Company their vaccination status. Gillian informed us that the other Ford of Canada locations would be notified at 9.00am of the press release and Ford of Canada decision to follow a different path.

At 8.45am we contacted John D'agnolo President of Local 200 and President of Ford Council to share this information. John informed us that their meeting was slated for 9.00 am.

At approximately 9.30 John called us back and told us that his information was different than the information shared with us at Oakville. The Windsor Location was told that Ford Motor Company was going to release a statement to the press that they would be implementing a Mandatory Vaccination Policy along with their competitors.

I immediately requested a meeting with Gillian Briscoe to urge Ford Motor Company to continue their original course and do the right thing for their employees. We suggested that the Ford Motor Company of Canada be a leader that respects their employees, our members.

We cautioned the Ford Motor Company that following this direction would have a divisive effect on their employees, our members creating a severe negative moral issue. During this we argued every possible legal, medical, moral and mental health issue we could think of. Their position would not be altered. They released their notification to our members of their intent to mandate their policy.

Your Local Union, Ford Council, National Union and Auto Council have continued arguing with the companies that we do not agree with a Mandatory Vaccination Policy that does not offer alternatives to our members that either cannot or are hesitant to be vaccinated. We also cannot support a Mandatory Vaccination Policy that disciplines or terminates the employment of our members.

At the time of this article, we are still having open dialogue with the Ford Motor Company to make fair and appropriate changes to their Mandatory Vaccination Policy to accommodate all our members.

Over the past several weeks our Local Leadership has been under attack by a group of concerned members, accusing us of failing to represent them, allowing the Company to violate our Collective Bargaining Agreement and accusing us of breaking the law. These accusations are false. We understand that people are frustrated, scared and concerned for their livelihood. Do not allow people who really do not have your best interest in the forefront to direct you down the wrong path. We understand that as Elected Representatives we are open to criticism, but false statements or slanderous regard of your elected Leadership is not fair. Your Bargaining Committee understands our legal responsibilities to represent our members and will continue to do so.

Failure to Report:

Brothers and Sisters; we are seeing 15.26c terminations on the rise due to our members failing to report their absences. It is extremely important that all members understand that when we are off work due to sickness and accident, it is our responsibility under the Collective Bargaining Agreement to report our absence to the Ford Motor Company. Failure to report will result in termination. Reporting sickness and accidents correctly and on time not only avoids termination it also avoids unnecessary delays in our sick and accident benefits.

Article 15.26 (c) If an employee fails to report for duty for five (5) consecutive working days. For the purpose of this section 15.26 (c), "five (5) consecutive working days" shall not include Saturdays, Sundays, and the holidays specified in section 25.01. (This clause shall not apply if the employee furnishes satisfactory reasons to the human resources department for such failure).

Leadec Members of Local 707:

It has been brought to my attention from both hourly and salaried members of Leadec that there have been comments made to Leadec 707 members by some upper-level managers of Leadec that the Plant Chairperson is constantly complaining about the job that Leadec workers do. This is an **absolute lie** and your management team should be ashamed of themselves for not having the courage or ability to take responsibility for their lack of management.

It is no secret that the work that Leadec employees do was once a part of the Ford/Unifor bargaining unit and the members of our unit desire that this work be sourced back to our unit. Unfortunately for our membership this has not happened, but history shows that when we insource jobs, we have always considered the workers of those units.

It is also not a secret that between 3 and 4 thousand people a day use the facilities in the Plant and our members expect these facilities to be kept clean.

When we receive complaints regarding the lack of cleanliness of the facilities it is our responsibility/duty to our members to find out why.

On many occasions I have met with Leadec managers and regional managers with concerns of the lack of manpower due to lay-offs or cutbacks. I have always put the onus on Leadec and never 707 members. I have paid many compliments to these managers regarding the Leadec 707 workforce and have made special mention and personally thanked Leadec members for the outstanding

job that they do, their pride shows in their work. Do not be fooled by people who are not capable of managing.

Incomplete Vehicles:

As we are all aware OAC built 11,500 incomplete vehicles and stored these vehicles around our site while waiting for the parts to complete them.

Over the course of 2021 the Plant continued to complete these vehicles as parts became available.

Tony Sovoni and Kyle Cruji notified us that these vehicles have been completed and shipped off to the dealerships so they would have inventory on the lots for year end.

All of the work done to complete these vehicles was performed by Local 707 members mostly during layoff weeks.

Tony and Kyle commended our members for a job well done, we should be proud of the efforts we put forward and the pride we take in our work.

Another job well done by Local 707 members.

Elections:

Congratulations Lisa Allen- Dennis - elected Alternate - Ergo rep.

Congratulations Gaige Bastien – elected Alternate Steward - Chassis 7 – B-Shift

Congratulation Gary Shedden – Acclaimed Alternate Steward - Body 1 – B shift

Merry Christmas and Happy Holidays:

In closing, I would like to take this opportunity to wish you and your families a Safe and Happy Holiday.

Bob Scott
 OAC Plant Chairperson
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REPORT FROM THE
SKILLED TRADES CHAIRPERSON
 DARRIN CAERELS

Apprenticeships

A few weeks ago, the first ever Ford Master Apprenticeship Committee met to discuss the next influx of apprentices into the Ford Oakville Windsor chain. In the very near future, both sites will issue a request of production people who would like to pursue the opportunity of joining the apprenticeship program of Ford. I would urge anyone in production that is interested in the chance of going forward to prepare a resume and prepare for testing and interviews. Good luck to anyone who might be successful.

Hiring

After many meetings and discussions, I was successful in convincing the Ford Motor Company to hire 21 skilled trades. With the looming layoffs due to chips and parts shortages, this task is not easy. We are slowly hiring trades into the millwright, electrician and pipe fitter classifications. Hopefully by year end, we can achieve our goal. The Ford Motor Company has agreed to post a call out to anyone who holds a skilled trade COQ (certificate of qualifications) in anyone of the groups of appendix (H). Good luck to anyone who may apply.

Ford Council

With COVID-19 restrictions, we were able to go to Ford Council for the first time in many months. It felt good to hear reports from other Locals as to what was going on in the Ford chain. In my report, I laid out the importance of hands-on training. With a new technology focus, it seems many companies are pushing to do online training. I stressed the importance of doing hands on training like we did in the past to make sure everyone is able to go home safe to their family at the end of a shift. I would urge anyone that has questions or concerns to point them out to a member of management; in order to have any help or required training to ensure their safety. Please everyone, I can't stress enough, please lock out correctly.

Auto Council

In early November I was able to attend my first ever Auto Council as your Skilled Trades Chairperson. This Council is made up of representatives from every Local in the Auto Sector for Unifor. After many Local reports, the commonali-

ty was layoffs due to chip and parts shortages. The issue of a COVID-19 mandatory vaccination policy is the focus across the board of all Locals. Unifor and all Locals are cohesive working to challenge any company vaccine policies that are not fair and reasonable for all its members.

Christmas Shutdown

With the Christmas shutdown approaching, I have had many discussions over possibilities of work opportunities over the Christmas shutdown. Unfortunately, with the recent production layoffs, many of the projects that would normally be performed during the Christmas shutdown, were carried out during this period in order to avoid skilled trades layoffs. I would like to thank the hard work of the 707 Skilled Trades workforce for successfully completing a project ahead of schedule during a production layoff week. I have received emails from maintenance supervisors with outright gratitude for the hard work of everyone involved in completing our tasks. We have proven that if we PLAN, PREPARE, PERFORM, we can be very successful in completing any project that Ford Motor Company assigns us. This strengthens my argument that our workforce can be successful in outperforming any contractor of the past. On behalf of the Skilled Trades union office, I would like to wish everyone a Merry Christmas and a Happy New Year.

In Solidarity,
 Darrin Caerels
 Skilled Trades Chairperson

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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 2021 is ending. As a Local we have continued to deal with the challenges that have been brought due to COVID-19. In the past two years our membership has had thirty-three weeks of down time directly related to COVID-19 and supply chain issues. At this point we expect to see more down time as we move into 2022. How much or exactly when that down time will come is unknown at this point.

Vaccination Policy

As COVID-19 continues to be at the forefront of what we deal with daily it now includes probably one of the most polarizing issues. Vaccinations, and vaccination policies. The debate over this issue has created divide within families, extended families, the communities we live in and without a doubt our workplace. Local 707 represents well over three thousand active members, who have different opinions and beliefs on the issue. When Ford Motor Company made the unilateral decision to introduce their mandatory vaccination policy not surprisingly it sparked many different reactions. Some members were relieved, some were indifferent and some upset and angry.

As Leadership we have been working to represent all our members concerns surrounding the issues related to COVID-19. We have been steadfast in our position that we will not accept any decision to terminate our members under the guidelines of the workplace mandate. To date we have had many meetings. These meetings have been held with the highest levels of Ford of Canada management with the purpose to have the Company alter their policy to be fair and reasonable. We have presented options pertaining to their policy that we believe would help satisfy the needs and beliefs of all our members.

Auto Council

On November 4th the Local Master Bargaining Committee attended an Auto Council meeting in London. The first order of business was to elect a new executive for the Council. The election results are as follows. Auto Chairperson – John D'Agnolo Local 200, Vice Chairperson – Jason Gale Local 222, Financial Treasure – James Stewart Local 444, Trustees – Marc Brennan Local 707, Mike VanBokel Local 88, Danny Price Local 1285.

During the Auto Council we heard reports from all D3 locations represented by Unifor. The common theme during the reports and discussions from all locations were transition to BEV, supply chain issues, and vaccination policies.

When adding up the total combined down weeks that all our Unifor Auto facilities have incurred it is well over one hundred weeks and counting. During these difficult times the importance of the negotiated Supplementary Unemployment Benefit Plan (SUB) in our contract has been extremely beneficial for our members. This benefit helps our members sustain a certain level of income during these difficult times. Without this benefit many of our members and their families would be put in a very challenging position.

Canadian Auto Policy Needed

The Auto Industry in Canada is second largest export industry. Canada ships well over forty billion dollars' worth of vehicles. Maintaining but also expanding the Canadian footprint in the Auto Industry will benefit our members, and anyone working in the Auto Industry here in Canada. As the industry shifts to Battery Electric Vehicles (BEV) we need to ensure that the decision makers understand the importance of our industry but also the potential to create a stronger economy with more opportunities.

There have been so many challenges and changes that have affected our industry. The renegotiation of North American Free Trade Agreement (NAFTA) now called The United States-Mexico-Canada Agreement (USMCA), the acceleration to BEV, aggressive US trade policies and major supply chain issues to name a few. Our members have shown the ability to build world class vehicles proving we should be a global leader in the Auto Industry.

As the Auto Industry shifts to BEV Canada needs to take advantage of our natural resources that are needed to produce the next generation of vehicles. Those recourses need to be leveraged to expand Canada's role within the industry. We need a policy that will help grow not only auto assembly but also grow every aspect of the industry including research and development, parts suppliers, semi-conductor production and production of vehicle powertrain to mention just a few.

100 Day Letter

You can reference page 439 of our Collective Agreement to find the language that speaks about the 100-day letter starting 10 working days after the first unit of the model year has been produced. During this period of the 100-day letter the Company will be looking to reduce jobs and add work to other jobs. The process the Company is obligated to follow.

- 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

It is important to inform your Supervisor of all concerns you have with your job. To help resolve job issues and to stop premature discipline we have the 10 Step procedure that was negotiated in 1976. You can find the language on page 11 of Exhibit B of our CBA. If at any time you have questions about the process, please contact your Union Representative.

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

Chassis Election

There was a by-election held at the Union Hall in November for the position of Alternate Steward in Chassis 7 (engine line & in-sourcing) area. I want to thank those that ran in the election. I

want to congratulate Gage Bastien, on being elected and welcome him to the Chassis Office.

Pat Carducci

It is with heavy heart that I recognize the passing of a long time Union Representative and former Plant Chairperson of both the Ontario Truck Plant and Oakville Assembly Complex Pat Carducci. I learned many valuable lessons from Pat and his contributions to our Local Union and our membership were substantial. I pass my deepest condolences on to all of Pat's family and many friends.

Holiday Season

As we head into the holidays and the New Year, I would like to wish all members of Local 707 and their families a happy Holiday season, Merry Christmas a prosperous New Year.

In Solidarity,

Marc Brennan

*Vice Chair of Ford Council and Chassis Committeeperson's
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REPORT FROM THE
**PAINT, PRE-DELIVERY, INCOMING
 QUALITY AND MP&L COMMITTEE**
 PERSON
 JOE OLIVEIRA

Brothers and Sisters,
 Here we are in the 21st month of dealing with COVID-19, there are many theories out there from numerous media outlets, politicians, medical doctors, infectious disease control experts, the neighbour down the street, relatives and so on. The reality is that things have changed, are still changing and the question remains when does normalcy return?

The new vaccination policy put forward by Ford Motor Company, GM, Stellantis, branches of the Government and many other industries is one of the changes that we see happening all over the world and here at home. Your Leadership, while supporting vaccination has been lobbying and arguing certain aspects of this policy since the announcement on October 21st, 2021. We have made our position very clear that any policy mandating termination of our members that are vaccine hesitant is a policy that we do not and cannot accept! At this time there still is ongoing discussions with the Corporation on said policy. This Leadership has mandated this Company to install every precaution on safety revolving around COVID-19 for the last 21 months, members have worked side by side while maintaining safety protocols and producing quality vehicles for this Company. Now this Company wants to impose a policy that terminates our members? If this Company does not change their position on this policy mandate, grievance or grievances will be filed.

PMHV Safety

I would like to take this opportunity to speak on PMHV safety as it must come first above any other aspect of being a PMHV driver. There have been several near misses and someone getting injured by a PMHV is unthinkable, I stress to all drivers that your safety and the safety of others should be the focus while operating these PMHV's. Make sure you have a valid driver license and if you don't then you need to inform your supervisor, that is their job and responsibility to supply you with the proper tools and training. Stay within the speed limits, come to full stops, don't cut corners, it just takes a second for an accident to occur and change someone's life for the worse. Pedestrians also need to be observant and wary of where they're at before crossing in front or walking behind a PMHV vehicle, make sure you make eye contact with the driver. Safety is all our responsibility.

Rebalances

Currently we are in a launch rebalance and the Company is looking at possibly a total of 10 cuts in Paint, possibly 3 in QC and no task reduction in MP&L. With departments being already emaciated in jobs, where they want to make more cuts remains to be seen at this point but again keep all distractions away from your job stations as they continue to look around for their next cut.

Job postings

We currently have 29 open jobs in paint, 6 open jobs in QC and 13 open jobs in MP&L, all openings are currently posted and going through the posting procedure. Again, you need to have a CDSID to bid on jobs and if you have any concerns or need help on the bidding process please do not hesitate to reach out to your reps.

**Reporting of 3 FEL (Family
 Emergency Leave) days**

When a member chooses to use a FEL day you must call the absence hot line and send an email to OAPLR@ford.com stating that you are requesting a FEL day, that's it, no reason needed just an email stating I am taking a FEL day. Please ensure these steps are followed when reporting FEL days so there is no unwarranted disciplinary action through the Absence Policy.

In closing I would like to wish you and your families a very Merry Christmas, Happy Holidays and New Year.

In solidarity
 Joe Oliveira 🇺🇸





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THANK YOU LOCAL 707 MEMBERS

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

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REPORT FROM THE

BODY COMMITTEEPERSON

KEITH GRIST

Brothers & Sisters,
I would like to welcome everyone back after yet another week's layoff, year to date the membership has been faced with 19 weeks down time thus far.

Rebalance Period:

With the launch of the new model year the Company has indicated that it will be reducing one (1) job in Body Build. Although, this can possibly change through the rebalance period.

Since this model change would be considered a carry over model change (current model). The Company will be allowed to do allocation changes and rebalances for a period of 100 calendar days, following 10 days after the first unit of the new model is produced.

If the Company intends to do allocation/ workload changes to your job. The Company must give prior days notice to the operator (both shifts) with the day shift being the lead shift, to start the changes.

The Company is required to do an ergonomic checklist prior to the allocation of new work. Operator Instructions Sheets (OIS) must be updated and reviewed with operators, prior to allocation/ work being done on new operation.

If you should feel after a reasonable attempt at doing the new work, working at a normal pace and following the prescribed method that you have an unfair workload notify your supervisor.

Your supervisor must follow steps, one (1) and two (2) of the ten step (10) procedure.

Step One: Supervisor to review employee's job performance and discuss any concerns that the employee may have, documenting concerns. Supervi-

sor will make every reasonable attempt to address employee's concerns, following up with employee.

Step Two: If job concerns continue (workload etc.) Supervisor will discuss concerns with employee and employee's Union Steward to resolve employee's concerns, following up with employee.

After following this process, if you believe that you still have an unfair workload you can place your job under dispute as outlined in our Collective Agreement, Article 30 Production Standards. Your Steward can give you guidance once, step two is completed.

Your job will be time studied by the Company which will be scrutinized by the Union Time Standards Committeeperson, in order to come to a resolution and establish a standard on the job, fair workload.

15.26(c)

Seniority rights of an Oakville employee shall cease for any one of the following reasons: if the employee fails to

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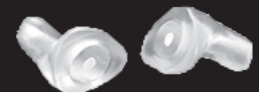
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report for duty for five (5) consecutive working days. For the purpose of this section 15.26 (c), "five (5) consecutive working days" shall not include Saturdays, Sundays and the holidays specified in section 25.01. (This clause shall not apply if the employee furnishes satisfactory reasons to the human resources department for such failure)

Should you need to miss time from work, please notify the Company. Using their A&L reporting system and seek medical advice / coverage on the same or following day of absence.

Company's Vaccine Policy:

The Union has been working hard trying to resolve to our concerns as well those of our members with this policy. No one in our Union Leadership believes, that any of our members should lose their employment due to this policy.

As these talks continue, not to distract from these conversations I would advise all those who may have not reported their vaccine status to the Company yet, to do so upon return from layoff, the week of November 29th, 2021.

If you are fully vaccinated, you can report your status to the Medical Department. Which gives our members an option not to disclose personal medical information to Labour Relations or shared state side through the reporting portal.

Our members who may be vaccine hesitant, partially vaccinated, waiting to become vaccinated or undecided, they will be required to report through the Company's portal.

Pat Carducci:

On October 2nd, 2021 we lost Brother Pat Carducci, who long served the membership. First being elected in the Ontario Truck Plant, Pat held many positions. Steward, Committeeperson, Plant Chairperson until the closure of the Truck Plant. He continued to serve the membership, after being elected Plant Chairperson for Oakville Assembly Complex. Afterwards Pat decided to not seek re-election and became a weld inspector in the Body Build department.

There are many fond memories for all those who had the pleasure to know Pat, with his quick wit and sense of humour. He always made time to lend a helping hand or support to those who sought advise or his help.

His greatest joy was his family, which he always spoke of fondly. He will be truly missed, God Bless Brother Carducci.

Representation Changes:

I would like to personally thank Erwin Burggraf, for all his hard work and dedication shown towards the membership as Steward, B -Shift. He decided to take another path and continues to serve our members as OAC, GFPS Coordinator/ Overseer.

Lucky Sandal, was acclaimed to replaced Erwin and Gary Shedden was also acclaimed to Alternate Steward. I believe

both will work equally as hard as Erwin did for our membership.

In closing, on behalf of all your Body Build Union Representatives, we would like to wish all our members, Merry Christmas, all the best to you and your families over the holidays.

Mike O'Shaughnessy, Alternate Joe Simpolous, Ann Luyten, Alternate Tom Hill, Peter Douliou, Alternate Rob Tassone, Lucky Sandal and Alternate Gary Shedden.

In solidarity

Keith Grist 

THE UNIFOR/FORD EMPLOYEE & FAMILY ASSISTANCE PROGRAM

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

FOR HELP OR INFORMATION CONTACT:



Trevor Mason

Unifor Representative

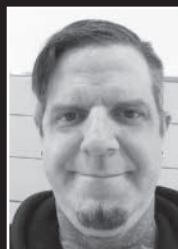
Cell: 905-467-3008

Email: tmason20@ford.com

In the Plant:

845-2511 Ext. 3277

Union Office: 844-9451



Alternate Representative:

Jeff Watson

IT'S YOUR CHOICE



REPORT FROM THE
CHIEF STEWARD
STEVE GEBEL • ROY DE MATOS

Representation Results

Congratulations to Gaige Bastien, newly elected B Shift Chassis 7 Alternate Steward, Gary Shedden, newly elected B Shift Body 1 Alternate Steward and Lisa Allen-Dennis, newly elected Alternate Ergonomic Rep. We look forward to working with you.

Inflation Protection Bonus

The \$2000 lump sum inflation bonus will be paid out pay period 50. This bonus is available to active and inactive members who have performed work for the Company in 2021. Employees hired on or after the effective date of the agreement will receive a prorated bonus in his or her first year of employment starting the month following their hire date.

All unused vacation will also be paid out pay period 50.

Lates and Absences

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 employee is entitled to leave. If, you need to use a family emergency day you have to remember to email Labour Relations.

We would like to wish everyone a Merry Christmas and all the best in the New Year. Enjoy your time with family and friends and have a safe holiday season.

In Solidarity,
Steve Gebel and Roy De Matos 🇺🇸



REPORT FROM THE
LEADEC CHAIRPERSON
FUAD HASSAN

Sisters and Brothers,
As the holidays are upon us, let's take a moment to reflect on the year we've had. We started the year with layoffs and LeadeC management changes with Derek Power, replacing Ron LeClerc, as FM. As mentioned, we've experienced a tremendous amount of downtime, as of time of writing we've experienced 17 weeks of layoffs and numerous weekends being cancelled. Not all this year had been dark and gloomy, in October we were able to negotiate and ratify a new CBA with the Company in which we saw wage increases, great benefits and we didn't give up anything in return. As the year comes to an end with uncertainty it also begins with uncertainty, all we can do now is spend time with our loved ones during these difficult times, we look forward to a New Year and a new start. I hope you all have a healthy, safe holiday and we look forward to seeing you all next year.

In Solidarity
Fuad Hassan 🇺🇸



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REPORT FROM THE

FINANCIAL SECRETARY

BRETT LEFEBRE

Helping our Community!

The Local has continued to support organizations within our community over the last few months. It is still quite difficult for many of our neighbours and, unfortunately, I know it is still a difficult time for many of our members. That being said we have contributed financially, using our Social Justice Fund, to organizations such as the United Way Halton & Hamilton (\$5,000.00), Oakville Fareshare Food Bank (\$2,500.00), Halton Women's Place (\$2,000.00), Pathways to Education (\$750.00), Canadian Red Cross – In support of the BC Flood victims (\$500.00), Royal Canadian Legion – Ontario (\$290.00), Hamilton Health Sciences Foundation (\$250.00), Canadian Cancer Society (\$250.00), Veterans Voices of Canada (\$250.00), Prostate Cancer Fight Foundation – Ride for Dad (\$250.00) and Courageous Companions (\$250.00).

We have also begun allowing some small community groups back in to the Hall providing they follow the Reopening Ontario Act. Our retirees Tai Chi group has begun on Thursday mornings and the Oakville Navy Cadets (12- to 18-year-olds) is back on Tuesday nights.

If you have some organization or event(s) that you are involved with and are looking for support, financially or otherwise, you can send a request to the Executive Board for review and consideration.

2020 Year end Audit

The external auditor, BDO, met with the Local Finance Committee (Three Trustees & Financial Secretary) to go over the results of the 2020 Year End Audit. We reviewed the findings and discussed the year-over-year changes (increases and decreases primarily taking place due to COVID, Elections and Bargaining). The 2020 Year End consolidated reports were completed, then presented and finally approved by the Committee and the Local Executive Board. All findings within the report were complete and found to be good overall with no discrepancies to report.

Hall Rentals

As noted in my report already we have a few groups back in the Hall providing they follow the Reopening Ontario Act. Beyond that we have no rentals until March of 2022 but we

Unifor Local 707 Funds for the Month Ending September 2021

		Current Month	Year To Date
General	Revenue for the period	312,743.61	2,397,215.63
	Expenses for the period	(236,222.96)	(1,932,743.28)
	Equity(Deficit)-End	76,520.65	464,472.35
Education	Revenue for the period	318.10	2,910.60
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	318.10	2,910.60
Sports & Recreation	Revenue for the period	63.62	582.12
	Expenses for the period	(2,440.00)	(4,440.00)
	Equity(Deficit)-End	(2,376.38)	(3,857.88)
Political Education	Revenue for the period	318.10	2,910.60
	Expenses for the period	(705.48)	(705.48)
	Equity(Deficit)-End	(387.38)	2,205.12
Retirees	Revenue for the period	8,770.21	18,993.01
	Expenses for the period	(295.80)	(3,394.67)
	Equity(Deficit)-End	8,474.41	15,598.34
New Members	Revenue for the period	0.00	0.00
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	0.00	0.00
Picnic	Revenue for the period	15,270.85	37,307.10
	Expenses for the period	(5,255.26)	(8,837.31)
	Equity(Deficit)-End	10,015.59	28,469.79
Building & Building Corp	Revenue for the period	12,447.18	96,089.20
	Expenses for the period	(27,337.72)	(201,448.61)
	Equity(Deficit)-End	(14,890.54)	(105,359.41)
Watch	Revenue for the period	795.25	7,276.50
	Expenses for the period	(3,017.10)	(14,843.68)
	Equity(Deficit)-End	(2,221.85)	(7,567.18)
Strike	Revenue for the period	318.10	2,910.60
	Expenses for the period	0.00	(400.00)
	Equity(Deficit)-End	318.10	2,510.60
Human Rights	Revenue for the period	63.62	582.12
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	63.62	582.12
Womens' Committee	Revenue for the period	63.62	582.12
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	63.62	582.12
Total Funds		75,897.94	400,546.57

are hopeful that we can start to have more events and groups come in again.


The Rider Training Institute (RTI) who hosts motorcycle training in our parking lot has reached out and secured the use of our lot for their courses in 2022. They will be here for most weekends beginning in mid-March to November.

Staff Changes at the Hall

Recently our long-time bookkeeper, Gail Jones, retired. Gail has been a loyal and hard-working staff member for the Local and the membership for 25 years. She has been a huge help to each Executive during her tenure and, on a personal note, I am very grateful for her and her work ethic during our time together. Thank you and we wish you all the best in your retirement Gail!

We have a new staff member because of Gail's retirement. Sharon Lewis joined our team in October and has been a great addition! Welcome Sharon!

Have a safe and enjoyable Christmas with your loved ones!

In Solidarity,
 Brett Lefebvre
 Financial Secretary
 905-844-8830 • Financial1@uniforlocal707.ca 



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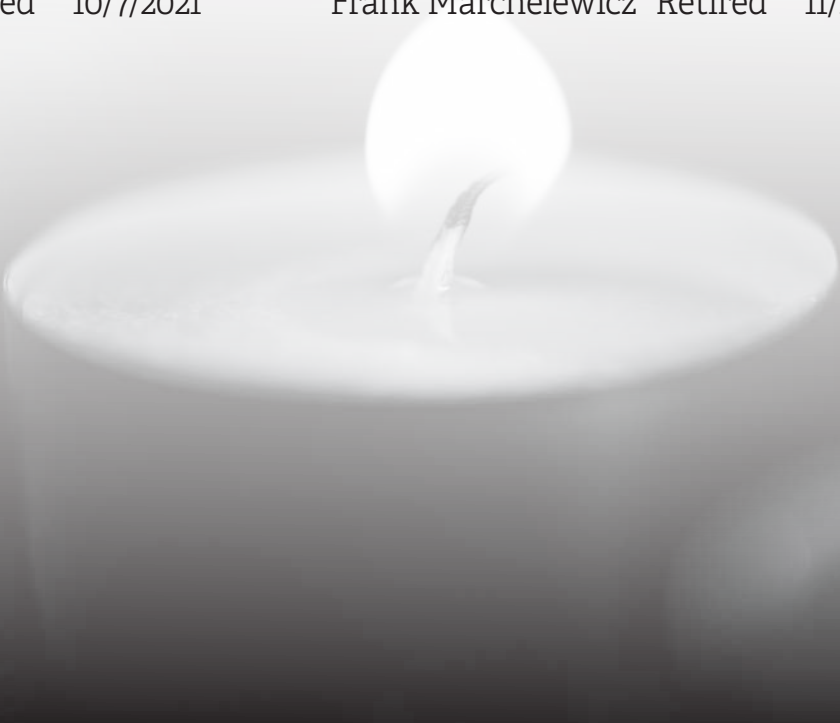
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Fill in and return to your Steward, Committeeperson, or Union Office:
Unifor Local 707, 475 North Service Rd. E., Oakville, ON L6H 1A5
or online at uniforlocal707.org – under “Contact Us”



WE SHALL REMEMBER

Robert Wry	Retired	2/24/2021	Anthony Karaim	Retired	10/9/2021
Milan Ivie	Retired	4/6/2021	Ambrose Blank	Retired	10/10/2021
Dragutin Pavisic	Retired	7/6/2021	Fritz Bosse	Retired	10/14/2021
Francesco Pallotta	Retired	7/15/2021	Anton Mesich	Retired	10/16/2021
N. D'Aurizio	Retired	7/16/2021	Dragoljub Nikolich	Retired	10/20/2021
Alphonse Brons	Retired	8/17/2021	John Aerts	Retired	10/21/2021
Fortunato Carbone	Retired	8/20/2021	George Muise	Retired	10/28/2021
Andy Lipiec	Retired	9/27/2021	Giacinto Paoli	Retired	11/1/2021
Pat Carducci	Retired	10/1/2021	Walter Wydysz	Retired	11/11/2021
Michael Albrich	Retired	10/1/2021	Mario Gagliardi	Retired	11/16/2021
Wayne Johnson	Retired	10/4/2021	Russell Brown	Retired	11/18/2021
Hratch Bedrossian	Retired	10/7/2021	Frank Marchelewicz	Retired	11/22/2021





REPORT FROM THE

707 RETIREES' CHAPTER

ARNIE DE VAAN

I hope that this report finds everyone well. The COVID rules and restrictions continue to change our lives. At this point, and after two Retiree Chapter meeting attempts, our Local Executive Board has made the difficult decision of suspending all General Membership and Retiree Chapter meetings until further notice. This decision did not come easy and promoted a lot of discussion. Our Retiree Executive Board which is now up and running regular meetings is taking care of any retiree business that comes along until such time as we come back to having chapter meetings. The Retiree Executive Board also after a lively discussion unanimously supported the decision of the Local Executive Board. For those of you that came out to our two chapter meeting attempts, thank you. I hope one day soon we can get back to regular business. There are some things like elections that must be done at a chapter meeting. Until then your Retiree Leadership will be status quo.

Unfortunately, it was not easy to communicate to retirees who don't look at our website, that our Retiree Chapter meeting in November was canceled. We will collectively work on different methods of communication in the future and will continue to try and do the best that we can to increase more direct communication with our retirees. All we have is the Reporter, as a lot of our retirees are not computer savvy or own a computer. However those of you that do, the most important thing I can tell you is to pay attention to our Local 707 website news updates in the Presidents messages and or the Retiree Corner. I will also post a link to it on my personal Facebook page and on the Unifor Retiree page.

For those of you that have the technology to access the internet I will steer you towards our 707 webpage for updates, where your Retiree Executive Board posts updates. We have our own dedicated corner for retiree specific events. To access our page type <https://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 implant leadership.



Retiree's Corner

At Unifor retired workers are an important part of the political and community activities. The Retired Workers department provides assistance to the Retired Workers Chapters and Retired Workers Area Councils to keep them involved in the campaigns and activities of the union.




Also check where the President updates and messages. <https://uniforlocal707.org> Look under Latest News.

FOR THOSE OF YOU THAT DO NOT HAVE ACCESS TO A COMPUTER. A Retiree Chapter meeting is every third Wednesday of the month. Our General membership meetings are every third Sunday of the month. Prior to coming to the hall check and see if the meeting is on or not by calling the hall.

The face of retirees is changing quickly and we have to soon join the digital age, in order to keep up to date in a timely matter. As we get newer retirees joining the fold, I see that they are very computer literate. So at some point I feel we need to start in the digital world, even though we won't be able to include everyone. It is also encouraging to see some of our older retirees are computer literate. Part of our new communications system at the hall has the capability to get a message out quickly through either email assigned to everyone individually or through a robo call. For this you would need to be put into the system which is a huge task, as we have almost 6,000 retirees. Your Retiree Executive will work towards resolving this issue, with your help.

In closing I want to wish you and your families a very Merry Christmas/New Year season and be safe, hope to see you all soon.

In solidarity,
Arnie De Vaan
Retirees' Chapter 



REPORT FROM THE
**RETIREES' SPORT
 AND RECREATION**
 VAL BODIROGA

Hello Brothers and Sisters (all my comrades)
 This 2021 year is gone a better future is ahead for all of us. This year we did not have our spring or fall dinner dance, haven't seen each other for a while, some called and asked me when are we getting back to normal?

What could I say? Soon! Hopefully 2022 should be that normal.

In my last report I mentioned the success of our 707 Golf League and the 707 Labour day picnic all well done again. I commend our organizers and volunteers on a great and very successful job. Our Union Local Executives and staff are doing a superb job at this most difficult time. My Retiree's Executives with comrade De Vaan fantastic job done.

Comrade Kevin Forbes congrats for reelection, we are pleased to work with you on many Sports and Recreation activities.

Lastly let me give you our winners from the 2021 707 Golf League

Best Gross: Orlando Cico Santos

Best Net: Pat Marino.

I wish you all and your families a Happy New Year for 2022 and a very Merry Christmas. Long life to all of us.

In solidarity,

Val Bodioga

Retirees' Sports and Recreation Chair 🇺🇸

RETIREES MEETING
Wednesday, January 19, 2022



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REPORT FROM THE
**RECORDING
 SECRETARY**
 JANET CREET

Brothers and Sister
 I would like to wish everyone a very Happy Holidays
 Enjoy your time with friends and family.
 Stay safe and healthy.

In Solidarity
Janet Creet
Recording Secretary



Dr. Kelvin Fung
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REPORT FROM THE
**LOCAL 707
 GUIDE**
 JOE AMATO

Hello Brothers and Sisters,

Membership Meetings:

The October Membership meeting was quite challenging. Your Local 707 Union Hall, in having to abide by the Reopening Ontario Act we were unable to have a normal meeting in which all members could attend regardless of their vaccination status. Doing our best under the circumstances to accommodate all members turned out not to be good enough. Seeing how it is unfair to have meetings where only some Brothers and Sisters are allowed in the hall due to Provincial regulations, your Executive Board had to make the hard decision to cancel the November meeting. This wasn't an easy decision, and came with much debate, though in the end felt it to be the best choice.

I truly enjoy everything about our membership meetings, from healthy debate, to getting fully updated as to what is going on in the Plant in all departments, from the Plant Chairperson's report right up to the President's report. But what I miss the most, is seeing Brothers and Sisters take time out of their busy Sunday to come to membership meetings to stay informed and of course the camaraderie that comes along with seeing fellow members.

LEADEC:

A huge congratulations to the Bargaining Team headed by our VP Dave Millar and Fuad Hassan, and our Leadec, Brothers and Sisters on the ratification of their new contract. Well done.

The Holidays are quickly approaching, and in closing I would like to wish Everyone a safe and happy HOLIDAY SEASON. Cheers!

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



REPORT FROM THE

TRUSTEE'S

KINDER SIDHU • HEATHER LONGER •
STEPHEN CARDOSO

To All Local 707 members,
Your Trustees and Local Financial Secretary met with BDO to go over the 2020 Year End Audit. There were no issues or discrepancies. As of writing this we still have to complete the third quarter audit which will be completed in the coming weeks.

When it comes to sharing laughter and joy, the best gifts don't always come in a box. They come wrapped and treasured in the heart! Happy Holidays and Merry Christmas to you and your loved ones.

Best regards,

Kinder, Heather and Stephen 🇺🇸

LOCAL 707 RETIREES

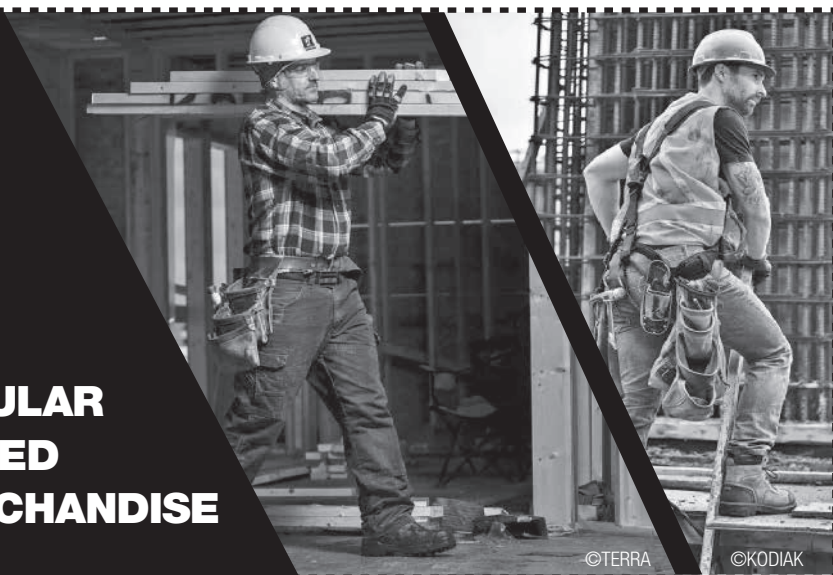
Trevor Brigden
November, 2021

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REPORT FROM THE

HEALTH AND SAFETY

JOHN MULLIN

Very Sad News

It is with great sadness that we will begin our report by informing the membership of two recent accidental workplace deaths in the Auto Industry. We cannot go into too much detail to respect the families of the victims and the ongoing investigations. The first fatality occurred in October when a Skilled Trades person was working on production related tooling at a GM engine/transmission plant in St Catharines, Ontario. The second fatality was at Ford's Lima Engine plant in Ohio in mid-November. In this case a Skilled Tradesperson was also working on production machinery when the accident happened. We believe this accident was a result of machinery that was not properly locked out. The sad and frustrating part of both these cases are, they were both so preventable. We can take valuable lessons from both fatalities, so they do not have to happen again! Our deepest condolences to the families on your great loss. Our thoughts and prayers go out to you during this very difficult time.

COVID-19 Safety

We have all gone through so many struggles together during this pandemic and this membership has done everything that was asked of it! Wearing facemasks, washing our hands (for 20 seconds), coughing/sneezing into our elbows, social distancing (6 feet), sanitizing our workstations/equipment, thermal scans (which they got rid of???) and the daily attestations just to name a few. The Plant has kept its positive case count numbers down to a minimum, 77 at the time of writing this article. That number includes all salary, Leadec, Skilled Trades, MPS (Wastewater Treatment), and all our membership in production. Then the Company came out with its mandatory vaccine policy? Union Safety contacted the M.O.L. when the Company's vaccine policy came out arguing that it violated the O.H.S.A., only to be informed that the policy was allowed under three categories including:

- Ontario Regulation 364/20 under Reopening Ontario (A Flexible Response to COVID-19) Act, 2020, publicized at O. Reg. 364/20: RULES FOR AREAS AT STEP 3 AND AT THE ROADMAP EXIT STEP (ontario.ca), section 2(2.1) under "general compliance".

- Instructions From the Medical Officer of Health (of HPH), effective on September 10, 2021 publicized at HE-MOH-workplace-instruction-2021-09-07.aspx (halton.ca), article 11)
- HPH MOH's recommendations to employers in establishing a workplace vaccination policy, publicized at COVID-19-Vaccination-recommendations-guidance-for-employers-August-26-2021.aspx (halton.ca)

During this pandemic we have always argued on the side of caution when making any decisions that affect our members' health and safety. We agree with the need for a vaccine policy, but we DON'T agree with this policy in its current form! You can be assured; the entire Local Union Leadership is challenging this policy daily.

Industrial Hygiene Testing OAC (Air Quality)

There is regular industrial hygiene (air quality) testing that takes place in the Oakville Assembly Complex. Over the past 20 months these tests have had to be rescheduled due to down weeks. Ford Corporate Safety will be conducting this annual hygiene testing at the end of November. For the testing to achieve accurate results, we need the plant to be operating at full production.

OAC has recently completed the Plant's Sound Survey in November. This survey is completed every 5 years and identifies noisier areas in the Plant. Robert Anderson Group Inc. performed the survey and will provide Ford with suggestions on how Ford can reduce decibel levels in the identified areas.

Challenging Safety

When closing our last safety report, we wrote "we must avoid complacency and continuously challenge existing conditions and activities". That is exactly what just happened in November! Back when we started in the 90's Work Refusals was the route people would be forced to take for their safety issues. The problem with this method is the Ministry of Labour comes in and rules "Likely to Endanger" or "Unlikely to Endanger". If the ruling is "Unlikely to Endanger" than the Company is no longer obligated to do anything. Most times the MOL needs to see "Clear and Present Danger" to rule "Likely to Endanger".

We encourage using the Internal Resolution System because it allows our members a voice and to participate in resolving their safety concern. The other advantage to using the IRS, is it gives our membership credibility if we are required to bring in the MOL on a Work Refusal. Recently we had two very complex safety concerns that members raised to the JHSC. Using our IRS (Internal Resolution System) on a Stage Two Safety Concern, we requested the Ministry of Labour to come into the Plant for consultation on these safety matters. The MOL Inspector was very impressed by the participation from all parties involved. We got the members together with Management and Union Leadership so they could participate in the process. It's this type of exercise that keeps challenging safety protocols which prevents complacency from setting in! Along with the members that raised the concerns, many key people were involved to help find a solution. We would like to thank our Plant Chair (Bob Scott) for his involvement and support in helping resolve these issues. Other people involved were the MP&L Area Manager, Risk Manager, Skilled Trades Chairperson (Darrin Caerels), Department Committeeperson (Joe Oliveira) along with JHSC. Exercising this process, ensured all the items of the concern were discussed, resulting in many different solutions and commitments given. Thank you to the members involved for making safety a priority!

Sleep Deprivation and Safety.

Our members are required to work very demanding shift work and hours. This can affect everyone's sleep patterns and the amount of rest you get. Also, having a lack of sleep can result from many issues such as stress, anxiety, depression, illness, social outings, work, sleep disorders or too much caffeine. Your ideal sleep duration can range from 7 to 9 hours according to the AASM (American Academy of Sleep Medicine). When you don't get enough rest, it impairs your ability to pay attention, working memory, long-term and decision making. Harvard Health reports that inadequate rest has been linked to several major disasters on the job, including the Chernobyl nuclear accident and the fatal space shuttle Challenger explosion. One of the best ways to stay safe is getting the required rest you need so you stay at the best of your ability.

Elections

We would like to congratulate the following members on their elections. Kerry Kang, who was elected the Full Time Ergo Representative. Lisa Allen-Dennis on her election for the Alternate Ergo Representative. Chassis 7 B Shift had

elections for their Alternate Steward, congratulations Gaige Bastien. Body 1 B Shift also has a new Alternate Steward, congratulations to Gary Shedden. Our office looks forward to working with them in helping our membership!

Don't Assume the Worst

Sometimes we have O.F.D (Oakville Fire Department) and/or E.M.S (Emergency Medical Services) on site, this normally gets a lot of attention from our members. First assumption is there was a serious accident, but sometimes it is due to someone's personal medical condition.

Letting Us Know About Incidents

In closing, as a reminder when an accident first occurs, report it to your Supervisor and make sure Union Safety is notified immediately no matter how trivial it may seem. This is because it could indicate a hazard that should have been addressed. On that note, your Union Health and Safety Reps would like to take this opportunity to wish our membership a Merry Christmas and hoping everyone has a safe and healthy New Year!

In Solidarity,

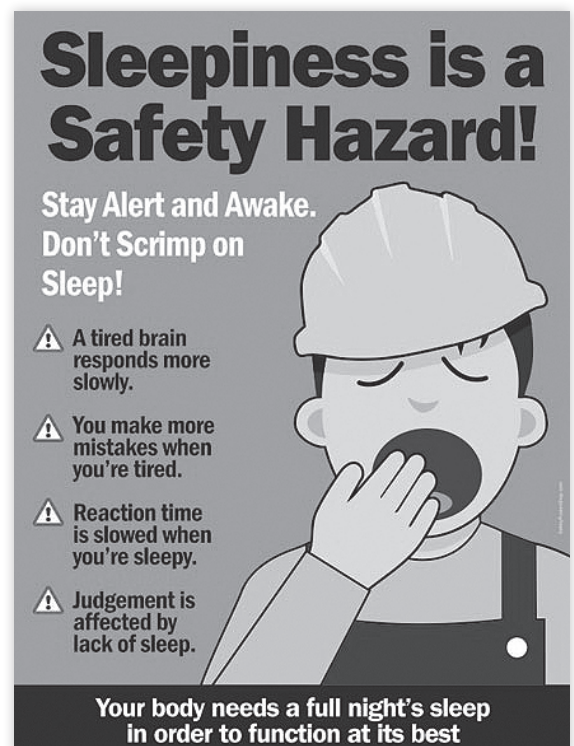
#2 Shift, John Mullin

#3 Shift, Mike Gibson

Alternates:

Steve Gardiner, B shift

Merv Griffen, A shift 🇺🇸





REPORT FROM THE

EQUITY COMMITTEE

STACY POOLER • LEAH DOUGLAS

Greetings Brothers and Sisters,
 Another year has come and gone. Trials and tribulations relative to fighting the pandemic continued through 2021. At the time of writing our Bargaining team remain active in conversations around the implementation of the Company mandated Vaccination Policy (and the reasonableness or lack thereof). This leg of the journey has been highly stressful and extremely challenging for many due to the sensitive nature. As such, it has been disheartening to observe the exhaustive toll taken on the membership. At the time of reading, we hope current circumstances have improved. If necessary, please contact the office for guidance.

Ontario Human Rights Commission

For those interested, please refer to the OHRC policy statement on COVID-19 vaccine mandates and proof of vaccine certificates released on Sept. 22nd 2021. The statement gives insight on organizational mandates and could provide some clarity on privacy, duty to accommodate and personal preferences/singular beliefs in relation to the mandate.

http://www.ohrc.on.ca/en/news_centre/ohrc-policy-statement-covid-19-vaccine-mandates-and-proof-vaccine-certificates

Time

With the excessive amount of downtime, investigative timelines have once again become an issue. Should you submit concerns through the Equity Office, we will do our best to expedite the process. At times this is outside our ultimate control. Please understand that not all harassment allegations evolve into joint investigations. Specifically, complaints outside the prohibited grounds are navigated through Labour Relations and independent of the office. We will however, continue to do our best to monitor the process and assist with procedural accountability where possible.

Advocacy

December 6th is the National Day of Remembrance and Action on Violence against Women also known as White Ribbon Day. This past year ribbons were available at attestation tables and other high traffic areas around the plant. Participation signifies an effort to bring awareness to

gender-based violence (GBV), promote gender equity and healthy relationships. Since the outbreak of COVID 19 there has been a dramatic increase in cases of both domestic and gender-based violence. Though victims are more often women, men can also suffer from intimate partner and/or sexual violence. Help is available for those in need.

In Closing

Amid the hardship, we hope all of you were able to disconnect, reflect and celebrate in some way over the holiday season. As the impact of COVID continues to linger, we urge you to focus on what's most important - your health and happiness and that of your family and friends. As mentioned, 2021 was a difficult year however we must stay strong and persevere. It is imperative that we collectively strive for a renewed sense of solidarity moving forward.

"Choose to be optimistic, it feels better." **Dalia Lama**

We wish all of you peace, prosperity and good fortune in the coming months.

In solidarity,

Stacy Pooler - Equity Rep & Women's Advocate

Leah Douglas - Alternate Equity Rep & Women's Advocate 

Days of Observance & Awareness

January 2022

- 1st – New Year's Day
- 6th – Epiphany
- 7th – Orthodox Christmas
- 13th – Lohri
- 14th – Orthodox New Year
- 16th – World Religion Day
- 16th -17th – Tu BiShvat
- 27th – Int'l Holocaust Remembrance Day

February 2022

- Black History Month
- 1st – Chinese/Lunar New Year
- 14th – Valentine's Day
- 20th – World Day of Social Justice
- 21st – Family Day
- 22nd – Nat'l Human Trafficking Awareness Day
- 23rd – Pink Shirt Day



REPORT FROM THE
BENEFIT REPRESENTATIVE
 PAUL IVEY

Child Care Benefit

Eligibility

- During 2020 negotiations the child care benefit was discussed, it was agreed employees hired on or after September 24, 2012 will be eligible for this benefit after acquiring one year of seniority. The benefit will be made available to active employee for dependants as defined in the Collective Agreement and who are enrolled for health care benefits (ie. not to retirees).
- Provide a subsidy of **\$16.00** per full day for child care for dependent children, age 0 through 6 but not after August 31st of the year n which the age 6 is attained. Licensed under the Day Nurseries Act.
- For Half day care, the company will provide a subsidy of **\$9.00** per day.
- Provide a subsidy to a maximum of **\$9.00** per day for dependent children ages 3 up and including age 10 who do not qualify for half day or full day subsidy for the use of licensed before school, after school, or both and before and after school care.

Child Care Facilities

- **NEW** prior to this agreement the child care agency had to be a licensed non-profit facility. The benefit will now apply equally to all licensed child care centres and services, including in-home care.

Reimbursement

- The maximum **half-day reimbursement is \$9.00 per day**. A half-day is defined as a minimum of four hours to a maximum of six hours, or where the parent is being charged a half-day rate by the childcare facility.
- The maximum **full-day reimbursement is \$16.00 per day**. A full-day rate is defined as a minimum of 6 hours, or where a parent is being charged a full-day rate by the childcare facility.
- The maximum reimbursement is limited to 50% of the childcare facilities usual and customary billings and payable after all applicable government funding has been accessed.

Maximum benefit

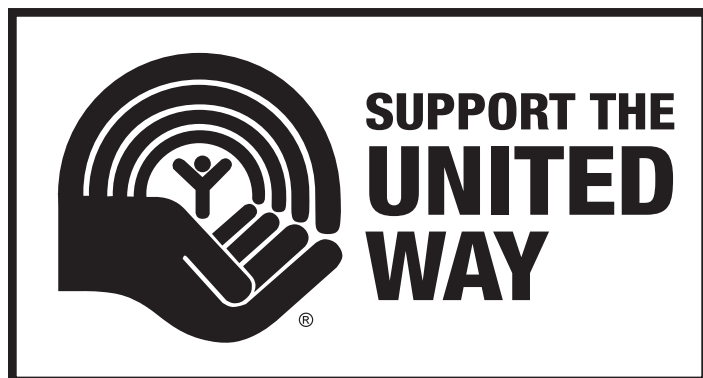
- A **maximum of \$3,000.00** will be covered from January 1st to Dec 31st for each eligible child.
- If both parents are Ford employees, benefits may be coordinated.
- If eligible employee passes away while covered by child care benefit, child care benefits will be provided to the surviving spouse and eligible dependents. Coverage will continue for the same length of time as survivor coverage under the healthcare benefit.

Applying for Childcare benefit

- Send a **Green Shield Childcare claim form** along with the **original receipts** of childcare expenses to Green Shield for reimbursement. In this case the payment will be made directly to you.
- You may find **Green Shield Childcare forms** at www.greenshield.ca, in the Union Benefit Office or in the Ford Benefit Office found in Human Resources.

Hope you can enjoy the Holidays in whatever fashion you are able. Please continue to be safe and stay healthy. Merry Christmas and Happy Holidays for you and your families.

In solidarity,
 Paul Ivey, Unifor Benefit Representative
 Tim Batke, Alternate Benefit Representative 





REPORT FROM THE
A-SHIFT WSIB
IAN PARRY

Claim Decisions

If you have reported a work-related claim and have complied with the process of filing a claim a decision will be rendered by an eligibility adjudicator. They will compile the information received by the employer (Form 7) your treating Physician (Form 8) and your report of injury (Form 6) . You will in most cases receive a call to discuss your injury and they may or may not give you a decision over the phone, but must also send you a written copy outlining your claim entitlement ie; health care, loss of earning or if claim is denied. Each decision is based on the merits of claim and if denied has time limits that must be met to appeal any part of the claim that is denied. If you have signed Direction of Authorization form a copy will be sent to representative on file who will be able to assist with the objection process. It is imperative you keep in contact with our office on your claim to assist in completing forms or direction to entitlement.


PPE

We have stressed in previous reports the importance of using PPE and following your OIS to hopefully prevent injuries to yourself or co-workers. If you have a hoist or a lift assist USE it as it is there because your job requires it under our health and safety standards or to prevent injury under our ergonomic standards. We see this everyday on jobs and unfortunately is accepted by not only the operators on these jobs but also by management. You are responsible to work safe and ensure that you leave at the end of a shift to your life outside of this factory.

Return to Work

You will be requested to attend a return to work meeting with the employers agent (Canada Life) in regards to your function abilities. We suggest you attend the meetings if possible and contact our office if you have issues or concerns that may differ from your treating physician. The company's position is they always have work for anyone injured at work in line with their limitations.

In closing we would like to wish all 707 members and their families a Very Merry Christmas Happy Holiday and Prosperous New Year

In Solidarity,
Ian Parry
Chris McDougall
Paul Seguro
Kate Penkett 




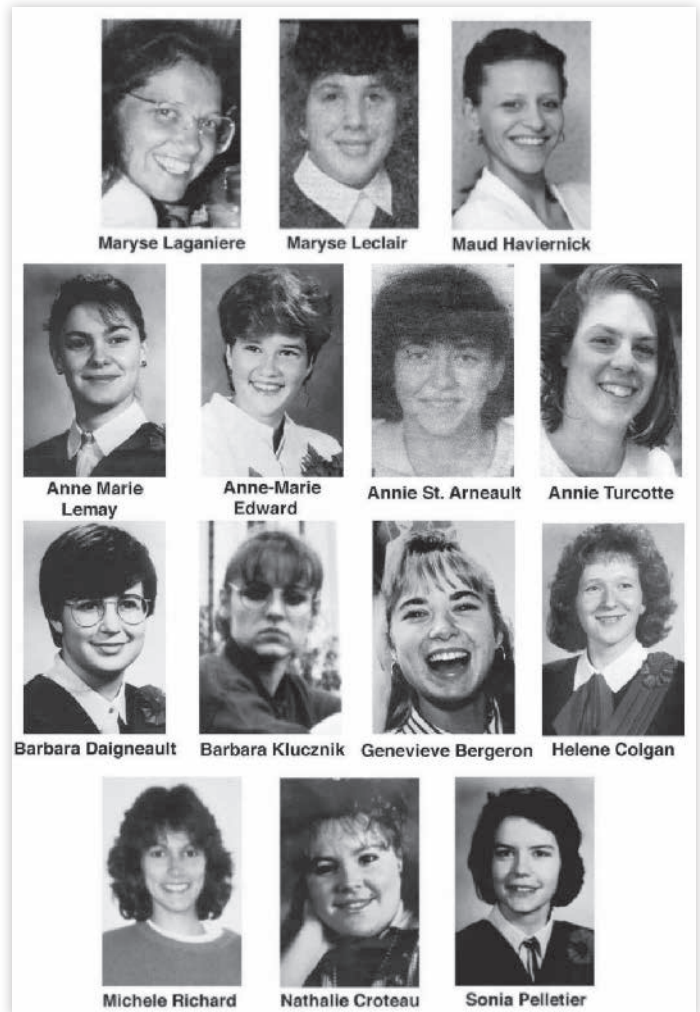
REPORT FROM THE
WOMEN'S COMMITTEE
KATE PENKETT

Hello Brothers and Sisters,
I hope everyone is doing well as we are still experiencing these unpredictable, unprecedented times.

We would like to thank everyone who came out to the Candlelight Vigil for the National Day of Remembrance and Action on Violence Against Women. It is always an important day to honour the 14 women that were taken from us on December 6th, 1989.

The Women's Committee will be involved in many things in the upcoming year, and we want to wish everyone a safe and healthy Christmas and a happy new year.

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





REPORT FROM THE
**EDUCATION
 CHAIRPERSON**
 BRYCE THOMPSON

Sisters and Brothers,
 First off, I would like to congratulate Sister Jennifer Little and Brothers Tim Batke, Trevor “Shaggee O’Brien and Ray Pelusi on being elected to the Education Committee. The Union offers so many different opportunities for education, and I look forward to hearing your input and collaboration on how to continue to empower our membership through education. I would also like to congratulate all those who put their names forward for the committee elections, it’s so great to see the level of involvement from our membership towards our common goal of building a strong local union.

**UNIFOR MCMMASTER LABOUR
 STUDIES PROGRAM**

The 2021 Fall Semester for the Unifor McMaster Labour Studies program has come to an end. Thank you so much to all of those from Local 707 who participated in classes this past semester. Every class was well attended by members from locals across the province, and we are looking forward to seeing continued success in the upcoming winter semester.

Please keep an eye out for the Winter course schedule coming soon on the Unifor Local 707 website. If you have any questions about the program or would like to sign up for a course, please reach out to me directly by email (bnwt94@gmail.com) or by phone at (226) 802-1914.

ONLINE EDUCATION OPPORTUNITIES

As part of Unifor’s commitment to continuing to empower the membership through Education, Unifor has released a series of short, online courses available to all members of the union. These courses are between 30-90 minutes in length, and can be completed on your own, anytime, and anywhere at no cost! You can complete these courses at your own pace, meaning you can finish it all in one go or come back and finish the course later! There are classes currently available on Anti-Harassment, Duty to Accommodate and Bargaining.

To enroll in any of these courses, please visit the website at www.uniforknowledgebase.org/online-education/

If you have any questions or need assistance, please contact me and I will be happy to assist you.

I wish all the Sisters and Brothers of Local 707 a safe and happy holiday season.


In Solidarity,
 Bryce Thompson
 Education Chairperson 



REPORT FROM THE
**RACIAL JUSTICE
 ADVOCATE &
 AWOC REPORT**
 CONSTANCE BROWN

Hello Brothers and Sisters,
 The AWOC Committee once again joined thousands of non-profit and charitable organizations in recognizing Orange Shirt Day, however, due to unforeseen circumstances with layoffs, we were unable to meet as a collective to participate in the day within the Plant. However, we used it as opportunity to still create a platform where employees, union members and plant management could still contribute to the cause and as a result, \$3,421 was raised in Orange Shirt Day sales and has been donated to the Indian Residential School Survivors Society in British Columbia. In addition to this, the AWOC Committee was also invited to attend an Orange Shirt Day event in Peterborough at the Nogojiwanon Friendship Center. The AWOC Committee had the opportunity to participate in the readings that examined the key issues facing Indigenous peoples historically and in contemporary Canada as well as a Smudging Ceremony performed in Indigenous cultures.

Brothers and Sisters, we thank you for your support and let us continue to support BIPOC communities in our work as we consider how the BIPOC community is differently situated in the racial hierarchy and affected by issues differently than others in society.

In Solidarity,
 Constance Brown 





REPORT FROM THE
ENVIRONMENT REPRESENTATIVE
 CYNDY ANDERSON

Sisters and Brothers,
 I have to be honest, it's very difficult to write a report on what is a crisis within a crisis; as we are inundated with negative news from every direction...

There was a Global Day of Action on October 22/21 in advance of the Climate Summit COP26 in Glasgow, Scotland which took place Nov. 1-12 2021. COP26 was an important gathering of World Leaders, Scientists, Academics and concerned citizens/activists who are negotiating policies and establishing targets to stop the threat of Climate Change from progressing further. The IPCC declared a "code red for humanity" and the Glasgow Climate Pact recognized the Global Climate Emergency along with the utmost concern that human activities have caused approx 1.1 Degree C of global warming to date; we have watched in horror the forest fires, flooding & heat-waves impacting so many regions.

Within the Ford Facility, Environmental efforts have been ongoing:

The plastic recycling pilot project was successful! The purpose of the plastic diversion project was to reduce the volume of waste going to WTE facilities and to create a recycling stream for plastic scrap car parts generated in the manufacturing process. This new recycling process will save 75,000KG of plastic from OAC's waste stream along with some cost savings that will keep the project viable and contribute to a circular economy.


Storm Water Retention Ponds C&D received extensive maintenance & remediation work recently including replacing gate valves and installing new Hickenbottom systems to ensure management of storm water on Ford property. Part of the process entailed draining ponds, therefore, Biologists were onsite to safely move fish/turtle species and return the wildlife back to the remediated ponds upon completion of the work.

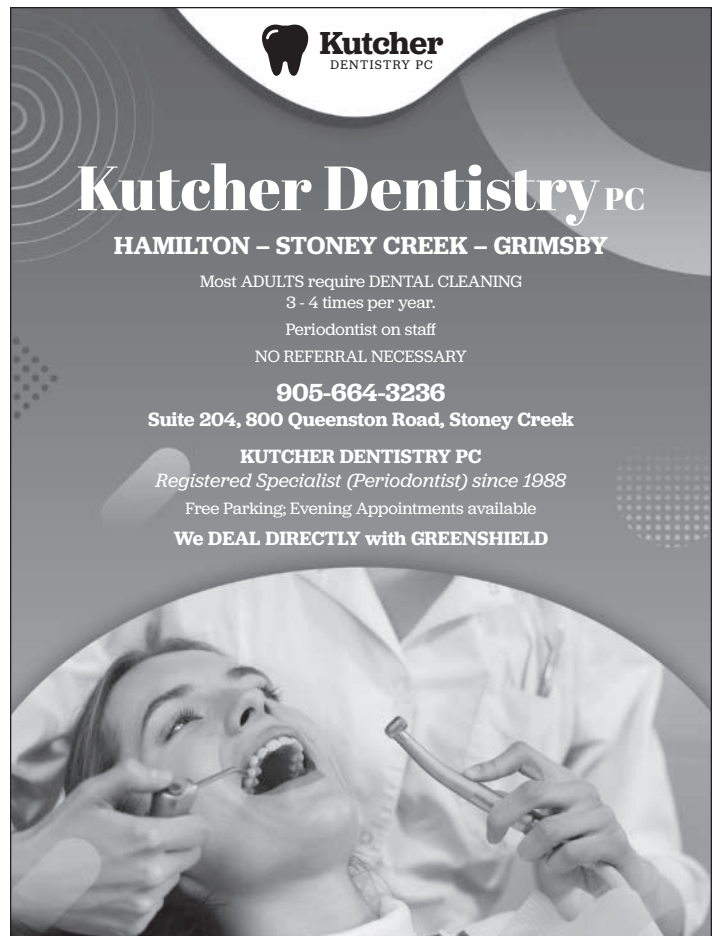
I have recently had the opportunity to attend conferences, which were very informative. In Oct. Unifor held its H&S, Ergonomic and Environment Meeting for Ford facilities. In Nov. the JWEC Conference included Ford, GM & Stellantis. At this conference, each Auto group gave a power point presentation of the Environmental initiatives


within their respective facilities. The Unifor National Rep gave a presentation on Unifor's attendance at COP26 and the importance of having a voice for Labour in the negotiations for Climate Change action.

With the multitude of changes experienced due to COVID-19, it has been a very tough and stressful time. Trying to balance the need for improving/reducing our impact on the Environment in our daily lives, while staying safe has been challenging to say the least.

However, action is needed wherever you can - make a change

In Solidarity,
 Cyndy Anderson
 Environment Rep 




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REPORT FROM THE
COMMUNITY SERVICE CHAIR
 LINDA ASSELIN

Brothers and Sisters

I want to wish all our members a happy and safe holiday season.

The past two years have taken a toll on everyone young and old and the needs in the community are growing daily. At the time I am writing this I'm waiting to find out if we are working next week and able to have our Christmas Food Drive on Dec 3. I would like to thank the Executive Board for donating \$2,500 for the Thanksgiving Food Drive last month many in the community appreciate all we can contribute.

I hope we will be back to work on a regular schedule getting the stability back in our lives soon. Our membership has always found ways to help and I want to thank everyone in advance for all they contribute. Thanks to the volunteers and leadership for their cheery presence at the gates during our Food Drives we couldn't do it without you.

The new community services co-chair is Teresa Gagliardi and I look forward to working together giving back. Let's remember to be kind to each other we are all going through difficult times and stay safe.

In solidarity,
 Linda Asselin
 Community Service Chair



**SUPPORT
 THE
 UNITED WAY**



REPORT FROM THE
UNITED WAY
 SHAUNA THORNE-ZARIN

Thank you for your support last year, the United Way Halton & Hamilton helped 310,296 people in the community, through 125 agencies involving 226 programs. Please see the 211 Ontario graphic on the next page to shed light on how it can assist our members and their families.

Thank you once again for your continued support. Please continue to stay safe.

In solidarity,
 Shauna Thorne-Zarin
 Employee Campaign Coordinator

Please see the 211 Ontario Graphic on the next page (p. 36)

DO YOU SUFFER FROM



Silvia Araujo,
 B.SCI(Hons), D.Ch
 Chiropodist/Foot Specialist

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211 Ontario can help you find support during COVID-19



- Do you feel **overwhelmed** or **anxious** about COVID-19? Do you want information on mental health services to manage those feelings?
- Do you have **money needs** because of self-isolation measures?
- Do you have questions about applying for **Employment Insurance**?
- Do you need help getting **groceries** or **running errands** while you are at home sick or self-isolating?

211 Ontario is here to help

Our calls, chats and emails are answered by caring and professional staff who can help you understand and access programs available to you.



Speak with us by phone. Dial 2-1-1 on your cell phone or home phone to speak with us. Our phone service is available 24 hours a day, 7 days a week and in 150 languages.



Chat with us online. Visit www.211ontario.ca and click the 'Live Chat' button. Chat service is available 7am to 9pm Monday to Friday.



Search our online listing. Visit www.211ontario.ca and search by location and topic. We regularly add new programs, services and financial supports to the listing as we learn about them.

211 is a telephone helpline and online database of Ontario's community and social services. The service is free and confidential and is available during COVID-19 and beyond – whenever you need the support!



Help Starts Here



KEN'S CORNER -

A PRIVATE AFFAIR

KEN ROBERTSON

Recent events surrounding highway construction and garbage collection have renewed the debate between private and public delivery of services and projects.

Over the last few decades politicians have preached that the private sector is better equipped in delivering services and building projects, with little proof that it is in fact true.

What is a fact is that governments, at all levels, see the benefit in contracting out to the private sector. They like not having to bargain a Collective Agreement with their employees, no worries about purchasing or maintaining a fleet of vehicles, they just prefer to sign a contract with a company to build highways or hospitals and deliver services, and in their mind the public good will be well served at great savings to the taxpayer, unfortunately we soon find out, and rightfully so, the private sector likes to make money and lots of it.

Sorry to use this misleading phrase again but why do politicians have this on-going affair with private business?

Some reasons are obvious, like when the public asks questions from the Provincial Transportation Minister why the government didn't pursue the billion-dollar penalty to the 407, her reply was they are a private company and they make their own decisions. Great cop-out for a politician to avoid accountability.

The most sinister reason why politicians will continue to betray the public good is the windfall derived from this love affair. Come election time the coffers of said politician/party are filled up with donations of \$1000-a-plate dinners. The gift of privatization keeps on giving when the politician gets defeated or steps down and enjoys a perky board position like former Ontario Premier, Mike Harris, who reportedly has \$7 million in holdings with Chartwell Retirement Residents, Mr. Harris isn't alone, many of our past political leaders have lined their pockets because of their past love affairs with the private sector. **U**

SHAME ON employers who are pushing governments for more temporary foreign workers to fill jobs. Employers, if you pay a liveable wage, that will solve your problem

SHAME ON Doug Ford for creating a new position, Ministry of Legislative Affairs, for MPP Paul Calandra that comes with a \$27,000 raise. This is the same government that limits increases for many public sector workers to only 1%.

SHAME ON the individual who murdered a United Kingdom Member of Parliament at a community meeting. There are many ways to peacefully protest and if you want to get rid of a politician do it at the voting booth.

SHAME ON the New Brunswick government for banning government employees from reciting Indigenous Land Acknowledgments due to ongoing litigation, regardless, there is no denying who was here first.

SHAME ON the behaviour of politicians in Ottawa who sat in the House for the first time since the election. We have an economic and environmental crisis right now and Canadians expect and deserve mature leadership.

SHAME ON the Canadian Armed Forces and the government for the on-going sexual misconduct in the Military. Our men and women, serving their country, deserve a safe environment, the enemy should not be within.

we asked...

How do you feel about the U.S.A's \$12,500 tax credit for U.S. only made B.E.V.'s that was advanced to the Senate this year?

What are your thoughts?

I want the tax credit extended to include Canada! We will be building B.E.V.'s, we should benefit also.

Balvir Kaur



I feel that they are trying to undermine the Canadian automotive industry, I sincerely hope our Government takes steps to protect us.

Tara Gervais



I feel it to be a protectionist threat on Canadian Manufacturing, We need Trudeau to push back by reminding the U.S.A that we have the resources they need to build the Batteries.

Brad Ibrahim



I feel it's unfair, I believe that the incentive should apply to Canadian built vehicles

Nancy Braga



I disagree with it. We are such good trading partners that I don't understand how he could do this to Canada!

Steve Menezes



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2022 LOCAL 707 SHIFT CALENDAR

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

General Membership Meeting
 Retirees' Membership Meeting
 Ford Paid Holiday

**Deadline for submissions for the next issue is
Monday, February 21, 2022**