

# INTERNATIONAL WOMEN'S DAY



# #BreakTheBias

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REPORT FROM THE  
**EDITOR**  
TIM BATKE

**S**isters and Brothers,  
While writing this article on March 11, 2022 for the 707 Reporter it is the second anniversary since the World Health Organization declared COVID-19 a pandemic. Hopefully the largest pandemic in a century becomes more endemic as soon as possible, reducing the number of deaths, and those suffering from long term COVID symptoms. Canada thus far has lost 37,000 plus to COVID. Condolences to our members who have lost family and friends to COVID, as well as those suffering from long term symptoms and/or impairments.

While working on this edition Russia invaded Ukraine on February 24, 2022. It is the largest conflict seen in Europe since World War II in 1945. Thoughts and prayers to all of those suffering from the war, and my heart goes out to all of our members of Ukrainian decent, and their families. The President's & Financial Secretary's Report makes reference to a Local 707 donation to Canadian Red Cross – Ukraine Humanitarian Aid.

The front cover of this edition with members with their arms crossed represents International Women's Day to #BreakTheBias - investing in Women and Girls. The toll of two years of COVID-19 has been especially heavy for

women, who are experiencing much higher levels of burnout than men. According to a recent Lean and McKinsey & Co. Women in the Workplace report in late 2021, one in three women indicate they have considered downshifting their careers or leaving the workforce. More can be found on #BreakTheBias in the Women's Committee Report.

**Here's how your donations have helped women and girls in the past year through the United Way Halton & Hamilton:**

- Invested in 30 programs solely helping 17,747 women and girls
- Distributed 130,000+ free menstrual products locally through Period Promise
- Worked with groups to tackle local issues and empower women

Please read the United Way Report to see how your generosity has helped so many in our community. Thank you for your continued support.

*In solidarity,*  
Tim Batke  
[editor@uniforlocal707.ca](mailto:editor@uniforlocal707.ca)



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**Tim Batke** | Editor | [editor@uniforlocal707.ca](mailto:editor@uniforlocal707.ca)

Editorial board:

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Official publication of  
Local 707 Unifor  
Published four times a year.

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

Local 707 Unifor  
475 North Service Rd. East  
Oakville, Ontario L6H 1A5  
(905) 844-9451, (905) 844-6431  
or 1-800-313-8707  
[uniforlocal707@uniforlocal707.ca](mailto:uniforlocal707@uniforlocal707.ca)  
[www.uniforlocal707.org](http://www.uniforlocal707.org)



591G 707



REPORT FROM THE  
**PRESIDENT**  
MARK SCIBERRAS

## Ford Motor Company's Mandatory Vaccination Policy

The Local 707 bargaining committee continues discussions with management about our concerns with the Ford Motor Company of Canada Vaccine policy. At the time of writing this article Ford of Canada has indicated that they will continue to move forward with their mandatory vaccine policy, despite provincial changes on March 1st, 2022.

Ford of Canada has indicated that employees who are not fully vaccinated or do not have an approved accommodation will be placed on an unpaid leave effective March 28th 2022.

It continues to remain the position of Local 707 Bargaining Committee that we do not support the Ford Motor Company's Vaccination Policy in its current form. As we cannot support a policy that would terminate our members for not being vaccinated, which includes any form of undefined unpaid leave.

***For Local 707 members that are placed on unpaid leave by the Ford Motor Company effective March 28th 2022.***

### ***Individual Member Grievances***

The Union Hall will be available from Monday, March 28th though to Friday, April 1st, 2022 for members affected to file individual grievances for any unjust unpaid leaves.

- Members affected can register and schedule an individual appointment prior to March 28th on our Unifor Local 707 website, under the title "Unpaid leaves – Specific scheduled appointment for Grievance".
- We must insist that each member that wishes to file a grievance, schedule a physical appointment, prior to April 1st, 2022 to ensure time limits are met to file the grievance.
- If you have issues registering online for an appointment, please contact our Local Union Hall and speak with Judy our staff Office administrator, who will be able to assist.
- Appointments will be no longer than 20 minutes in length and require each member to sign their grievance.
- As we anticipate a high volume of grievances; we will not be able to accommodate any unscheduled walk-in appointments.

As the March 28th deadline approaches, tension and frustration will no doubt increase, therefore I would ask that all members be respectful of an individual's choice. For members that may be placed on unpaid leave by the company, do not take any actions that could jeopardize or end your employment, such as creating work stoppages, or any threats or violence against fellow union members or company management.

## Local 707 General Membership and Retiree Chapter Meetings

With the end of capacity limits and the Ontario vaccination certificate system effective March 1st 2020. Under the *current* Reopening Ontario Act, we are now able to meet inclusively with our entire membership.

This will allow for all Local 707 members who wish to attend, the opportunity to be present as one membership.

This month's meetings at our Union Hall are as follows:

- Retiree Chapter Meeting: Wednesday, March 16th at 10:00am
- General Membership Meeting: Sunday, March 20th at 10:00am

Note: All members are required to wear masks in these indoor meetings in accordance with the Reopening Ontario Act.

In April, it is hoped that our monthly Union meetings will continue with the worst of the pandemic behind us. These union meetings have many purposes and it has been difficult for leadership, membership and retirees to conduct regular Union business without them. It provides members the opportunity to regularly meet: learn about the union, communicate ongoing issues, events, socialize with fellow members, exchange ideas, engage in orderly debate and make decisions that benefit our union and community.

Finally, participation is encouraged and necessary, however for meetings to be productive and effective it is essential that all debate be respectful and as positive as possible.



## Six-day Ambassador Bridge Blockade

The Six-day Ambassador Bridge blockade, created estimated losses to cross border automotive trade ranging from \$3 million to \$1 billion. While total losses to employee's personal income have not been estimated, it clearly compounded the personal financial losses for our membership and all employees in the Canadian Auto Industry that have already been struggling as a result of part shortages layoffs throughout this pandemic. Despite these losses, there was even greater risk to the future of the Canadian Auto Sector had the blockade continued or should it happen again. We are employed in a highly competitive industry, where countries are constantly fighting for investment.

With Global supply chain issues beyond our control, United States protectionism in the form of tax incentives and a monumental shift in vehicle manufacturing to the BEV, we need to ensure our Canadian industry remains a viable and productive climate for automotive vehicles and part supplies.

With reports that 50% of the financial aid that supported this blockade was linked to Republican organizations and donors in the United States, one has to seriously question what was the purpose of these American donations? Was it to support Canadian Citizens and their protest against government mandates, or was it to help create a narrative of an unstable economy and that future investment in important industries, should be made in the United States?

I believe it was the later.

The importance of our industry in the Canadian economy should never be discounted and nor should the need for all Canadians to protect it.

## Invasion of Ukraine

On Thursday, Feb. 24, 2022, Russian forces invaded Ukraine with a full assault. Like most, I was deeply disturbed and concerned with the horror and onslaught of this unprompted invasion and support the necessary measures from NATO and all Government leaders to ensure the independence, democracy and freedom for the people of Ukraine.

Within days of Russia's invasion into the Ukraine, Unifor donated to the Red Cross a total of \$100,000.00 from the Social Justice Fund, \$25,000.00 from the national union, \$5000.00 from the provincial councils, Local 707 has donated \$500.00 to assist with its humanitarian efforts in the Ukraine. These donations will be matched by the Federal government up to ten million dollars. If you would

like to donate personally you can do so online, by going to "Unifor donates \$150,000.00 to help Ukraine and you can help too" and clicking on the link in the article.

My thoughts and prayers go to the members and retirees in our Local who may have friends and family in the Ukraine, who are undisputedly fighting for their very survival in this conflict.

## Ford Council

In early March the Ford Council Bargaining Committee met to discuss issues affecting our members at each of our Local's.

Later this summer, Delegates for the Unifor Constitutional Convention will vote for the election of our next National President.

The Global Supply chain and resulting part shortages continue to be a major issue for all vehicle assembly plants, parts suppliers and parts depots. For the past 2 years, parts issues have limited production and caused unexpected temporary layoffs throughout all locations. Long term, we are hopeful that these issues will be resolved. Unfortunately, at present there is no easy fix, as these supply chain issues can even include the raw materials necessary for automotive parts. As a result, it is anticipated that the instability in supply chains will continue to have an impact our industry, at least in the near future.

To ensure Canadian investment and employment, Unifor is once again updating our automotive policy, to ensure it remains relevant and adaptable to current and future circumstances and opportunities.

*In Solidarity,*

*Mark Sciberras*

*Unifor Local 707 President* 



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REPORT FROM THE

# VICE PRESIDENT

DAVE MILLAR

I would like to take a moment to send a sincere message of congratulations to those who have retired over the past few months. May your retirement be long, healthy and prosperous and may you spend your glory years with those you love most.

As I write this report, the price of gas this morning was \$1.85/L and the next few weeks do not look much brighter in terms of bringing the cost back down. Unbelievable costs. Did the Provincial Conservatives not campaign on reducing the price of gas last election? Where is the buck a beer promise too? Before I get accused of bashing the Conservatives, I want to remind everyone that these were both on the platform that included:

- Reducing hydro bills by 12%
- Reducing gas prices by 10 cents/per litre, eliminating Ontario's carbon tax and suing the federal government for relief from the requirement for Ontario to put a price on carbon
- Lowering taxes and eliminating red tape for businesses
- Cutting income taxes by 20% for the second income-tax bracket
- Creating a 75% refundable tax credit for child care costs for children aged 0 -15

As a trade union activist, I have always been an NDP'er. Yes, at times I have had some concerns about where the party is going and how they are going to get there but many of our members who refuse to vote for the party whether it's Provincially or Federally based on "Rae Days" while never seeming to recall all of the issues that we are left to clean up from both Conservatives or Liberals when they are in power at either level. Federally, we have never seen an NDP government, yet "Rae Days" get blamed. As we ready ourselves for a June election provincially, take a look at the 2018 promises before heading to the polls and see what party is best for you and your family. Yes, I support the NDP. No, not all of our members do. I would argue that more vote for other parties. We are all still Brothers and Sisters regardless of our political affiliations. Some refuse to vote. We can all still co-exist without the venom being sprayed and angst towards one another. This June I encourage everyone to get out and participate in

the Provincial Election. Our Local does not tell our members how to vote. As per every election, Brother Fleming will be keeping the membership up to date on the election and up to speed hot topic items that will be of interest to our members.

The past 2 years have been difficult for all of us. A pandemic that refuses to go away has brought very different perspectives out from some of our closest friends and family members. Regardless of "what side" you may have been on we need to keep it respectful and hopefully we will all unite again soon realizing that we do not need to hate one another because of different views or stances politically, personally or in any other way.

The Ontario Regional Council met virtually March 9 and 10. With the end to mandates being on the horizon, I hope to see more in person conventions resuming in the coming months. The Canadian Council has been cancelled both of the last 2 years. Getting back to meeting in person will be a nice change of pace this August for Constitution Convention where we will be electing the second Unifor National President.

After a long pause the Retiree Chapter will resume meetings on March 16th, 2022. There will be a notice of motion passed by Brother DeVaun calling for elections to replace the existing Retiree Executive at the April Retiree Chapter Meeting. Retirees have always had the biggest turnout at their monthly chapter meetings and I personally am looking forward to seeing a lot of old friends come April meeting after such a lengthy pause. Retirees do take a lot of pride in their long history of working in the plant but some take even more pride in how long they have been active in retirement. Thank you, Brothers and Sisters of the Retiree Chapter, for your strong support throughout the pandemic. We look forward to meeting with you again.

Membership meetings will also be resuming on March 20, 2022. Due to the Provincial mandate related to the Re-opening Ontario Act, it has been incredibly difficult for us to host membership meetings safely under the terms put in place by the government. Our objective was clear- We wanted to have ALL of our members under one roof! We are glad that restrictions were lifted on March 1, 2022 allowing us to resume our membership meetings again all united as one. We may differ in thoughts and opinions and

# VICE PRESIDENT'S REPORT | CONTINUED

that is ok. The membership of 707's safety has been the priority from day one of the pandemic and ensuring we can all meet safely together and legally has been where we have run in to roadblocks along the way. That said, I am sad that I am going to miss the membership meeting in March as my family will be away on a long-planned vacation but I look forward to seeing you all again in April, if not sooner.

*In Solidarity,  
Dave Millar  
Vice President* 🇺🇸



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REPORT FROM THE

# OAC CHAIRPERSON

BOB SCOTT

## Current Roll:

Production: 2787  
Trades: 309  
Medical: 314  
New Hires: 50 to 100  
TPT: 68

## Thank You 707 Members:

Our membership deserves a commendation on the outstanding work and sacrifices they have made over the past two years. In March 2020 the Ontario Government deemed the Auto Sector an essential to protect the economy from crashing during the COVID-19 pandemic. OAC Unifor/Ford Leadership had daily COVID-19 meetings to discuss and make recommendations regarding the Ford Motor Company Play Book. During these discussions many collaborative recommendations were made, and protective measures were put in place to safeguard all people entering OAC.

After two long years of adhering to these safety measure many of our members have become very frustrated with this so called COVID-19 normal. While the Ontario Government is starting to relax COVID-19 restrictions in the province, many members have expressed their frustration to Local 707 Leadership that the Ontario Government has left it up to employers to relax/amend COVID-19 restrictions at their discretion/ leisure if at all. We are also listening to many members who are concerned that they feel it is too early for protective protocols to be reduced or ended and request that the Union encourage the Company to leave measures in place. Regardless if you are for or against these measures, I am sure that we can all agree that we wish this pandemic comes to an end, and our lives return to some form of normality.

## Down Time Continues/ Operational Requirements:

As mentioned in my last report our members have suffered many weeks of lay-off and short work weeks over the past couple of years. It appears that 2022 will be no different from 2020 and 2021 if January and February are the indicators. OAC was on lay-off one week in January and one week in February with several weeks of Short

Work Week. With all the of the part shortages due to COVID-19, snowstorms and semi-conductor issue our members can't seem to catch a break.

Weekly meetings are held with Tony Savoni (Plant Manager) Kyle Cruji (Assistant Plant Manager) Ron Derhodge (Human Resource Manager) Will Edgar (Labour Relations Supervisor) to discuss operational requirements. We have expressed our concerns regard the short notice that we are receiving regarding lay- off, Short Work Week and Scheduled Hours of Work.

Tony and Kyle have both expressed these concerns to their superiors recognizing a need for better communication and preparation. However, they also expressed that due to global parts issue it looks like our schedule is a day-to-day issue. OAC is operating on a regular schedule with little to no overtime and assembling what we need as parts permit.

## Alternate Work Schedule:

Tony Savoni and Kyle Cruji have started discussions with the Union regarding possible implementation of A.W.S. to align with vehicle demands. We will keep the membership informed as decisions are made.

## Unifor Training:

Even with all the down time and COVID-19 restrictions regarding social distancing and classroom sizes, our Unifor trainers have once again managed to do a great job modifying classes and making accommodations to allow for 2,260 of our members to complete this training. At the time of this article, our trainers completed the 2020 segment along with running the 2021 segment, we have 800 members remaining to complete this segment of Unifor training. We are optimistic that this segment will be complete by the time the 2022 segment is ready to roll out.

## Plant Surveyors:

Over the next several months you may notice visitors touring our plant, Ford land and guests will be reviewing/ surveying every inch of space both inside and outside of OAC to properly calculate what is needed to accommodate the B.E.V. which was negotiated in 2020 bargaining for the future on OAC.

## OAC CHAIRPERSON REPORT | CONTINUED

As information is provided to Local 707 Leadership regarding developments around the B.E.V. we will share with our membership to keep you as informed as we are.

Ron Derhodge, has notified us that Ford of Canada has made applications to the Region for future construction work at OAC site to accommodate the needs for the B.E.V. some of the applications are for new buildings to be constructed.

Keep in mind that Ford has not yet completed the survey of OAC and those applications do not necessarily mean that new building will be built. Ford must submit the applications so that they are approved if needed.

### Summer Vacation Shutdown:

As per our C.B.A Ford Motor Company notified us on February 1, 2022 that the Summer Vacation Shutdown would be two weeks this year: **Monday July 4, 2022 to Sunday July 17, 2022.**

Keep in mind that due to the vacation period being two weeks, 80 hours of your vacation entitlement will be allocated to this period unless you are required to work.

*Bob Scott*  
OAC Plant Chairperson  
Unifor Local 707  
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REPORT FROM THE

# SKILLED TRADES CHAIRPERSON

DARRIN CAERELS

## JAC (Joint Apprenticeship Committee)

I'd like to welcome Ed David to the JAC. He joins Chris Tupper and Dave Jones at a very important time. The JAC will be working through the different stages of the selection process for the 2022 group of apprentices. We hope they will be signed up by end of year. I think with the commitment of the Union, the Ford Management Team, and the new Ford Master Apprenticeship Committee it will be completed seamlessly. Good luck to the applicants.

## Ford Council

On March 5th the members of Ford Council met and discussed in depth, the issues surrounding the chip shortage and the COVID-19 restriction changes. The Council is working hard to find a way to resolve ALL our member's concerns. We can only hope 2022 brings normality back into our lives.

## Hiring

As reported in September we were given approval to hire 21 new trades. As of March 5th, we have only been able to hire 6 new trades. We have more senior members electing to retire. This number is constantly changing, making it very tough to cover all jobs. I would urge everyone to keep your eyes on the job ad system if you are wanting to bid on a job in another department.

## Apprenticeship Program

With a new group about to begin, I am happy to report that the 2019 and 2020 group of apprentices have once again been able to attend school. Restrictions are lifting making it is easier to sign up for school. After the March 21st semester, the

entire 2019/20 group of apprentices will have completed basic and 9 will have completed intermediate training. Keep working hard and before you know it you will achieve Journeyman status.

## Retirements

In closing, I'd like to thank all the trades that are retiring for their hard work over their careers at Ford to get us to the stage of a bright future building BEV (Battery Electric Vehicles). Good luck and enjoy your retirement Brothers Chris Dudek, Les Walancik, Steve Strzalkowski, Jose Trujillo, Steve O'Rourke, Fil Josic, Jim Donaghy, Rob Trayner, Tony Kerkhof, Myron Pecaric, Glen Matthews, Robert Protomanni. My hope is that you all have many years of good health and relaxation in your retirement.

*In Solidarity,*

*Darrin Caerels*

*Skilled Trades Chairperson* 



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REPORT FROM THE

# VICE CHAIR OF FORD COUNCIL AND CHASSIS COMMITTEEPERSON

MARC BRENNAN

**B**rothers and Sisters, Our membership like most in the Auto Industry since the start of the pandemic have been dealing with inconsistent work schedules. Not knowing if you are working week to week. In 2021 our Plant had nineteen weeks of down time. This has been followed by two more down weeks already in 2022. As production volumes fluctuate daily, the hours of production each day varies based on parts availability. We communicate daily with Plant Management regarding our parts supply and the affect it will have on our production schedules. This issue has been and will continue to be fluid but there is hope that as the year progresses the parts supply chain will become more stable.

## Change in Labour Relations

In late 2021 the Oakville Assembly Plant Labour Relations department had a change in management. Ron Derhodge has assumed the responsibilities of Human Resources Manager, position previously held by Gillian Brisco. In addition to having a new Human Resource Manager at OAP there is also has a new Team Manager. Will Edgar as of January has replaced Richard Smith. Both Ron Derhodge and Will Edgar had been in Oakville previously, before taking positions at different facilities.

## Oakville Assembly Plant Site Planning

You may have noticed some unfamiliar faces around the Plant recently. Although information is limited, the planning and preparations to transform Oakville Assembly Plant as negotiated during 2020 bargaining is underway. As information becomes available to us regarding timelines and more, we will ensure the members are updated.

At the time of writing this report the timelines indicated during ratification for the Plant re-tool have not changed. During 2020 bargaining the Company indicated that the Lincoln Nautilus would be produced at our Plant until mid-2023 and that the Ford Edge would be produced at our Plant until the summer of 2024. Although there have been many rumours and speculation, the Company to this point has not indicated any change to the timelines given. If the timelines given during 2020 ratification change, that information will be shared with the membership.

## John Savona Visit

The Company has notified Local 707 Leadership that John Savona Vice President, Manufacturing and Labor affairs is planning to visit our Oakville site sometime in April. This visit will give the Master Bargaining Committee an opportunity to discuss issues currently affecting our workforce such as parts shortages and reduced production. It will also allow us the opportunity to talk about the future of our site and the change over from currently assembling ICE (Internal Combustion Engines) vehicles to BEV (Battery Electric Vehicles) production.

## (AWS) Alternative Work Schedule

The Company has approached the Bargaining Committee about moving to an AWS schedule at some point in 2022. The AWS was negotiated during 2020 bargaining. Before implementing AWS, the Company is working out details with suppliers to ensure they can handle the schedule change for delivery of parts. Also, the Company needs to update their pay system to reflect the negotiated language for the AWS regarding overtime, vacation pay, holiday pay, jury duty pays, CTO program and more. When the timing to change over to AWS has been determined we will ensure that it is properly communicated to all and that the contractual obligations by the Company are met.

## Chassis Rebalance

The 100-day letter is set to end on March 9, 2022. The Chassis department did have jobs rebalanced during this rebalance period. Chassis had one Leader (301U1) reduced per shift, six assembler ones reduced (301B) per shift, one on-online inspector (335B) per shift and a transfer of one general repair person (352B) per shift. Those that have been affected by the rebalance will be given an open job list in accordance with article 15.31 of the CBA and Exhibit B. If there are any questions or concerns regarding the open job canvass, please notify your rep. The departmental Union reps' police the canvass to ensure that it is done correctly.

Reminder to anyone that has had work added to their job.

- Day shift is the lead shift for any job changes
- The Operator receiving new work allocations is to receive 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

Any issues or concerns you have with your job make sure you inform your supervisor right away. A concern could be training, job station layout, tooling issues, time issues, ergonomic issues, or safety issues. As I have mentioned in past reports if there are issues on the job, we have the 10 Step procedure that was negotiated in 1976. The language was negotiated to help resolve job related issues and stop premature discipline.

## Ford Council

On March 3rd and 4th Ford Council Bargaining Committee met to discuss on going issues affecting our members at each of our locations. The parts shortage has affected both the Windsor operations and the Oakville operations. Both locations have had issues with inconsistent schedules and day to day changes in hours. At the Bramalea Parts depot our members are dealing with the uncertainty of the transfer to the two new locations. The members are waiting for a canvass to be completed to understand what their future will look like. Will they have an opportunity to work at the New Paris Parts depot or will they be making the decision to transfer to the Ottawa area Parts Depot.

Ford Council also discussed the upcoming Unifor National President election. Delegates for the Unifor Constitutional Convention have a vote where the election for the National President will take place.

## Ontario Regional Council

On March 9th and 10th, the ORC (Ontario Regional Council) will be meeting virtually. During this council meeting the delegates will have an opportunity to discuss issues affecting the Auto Industry and every economic sector represented by Unifor. Discussions will include issues affecting the communities that our members live and work in across Ontario. There will be open debate on the political and strategic direction the Council will take. This Ontario Regional Council as mentioned will be virtual because of the restrictions that have been in place in Ontario because of COVID-19. I am hopeful and optimistic that our next council will be able to take place in-person.

## Summer Shutdown

As contractually negotiated the Ford Motor Company is obligated to notify Unifor Local 707 members no later than February 1st of the summer vacation shutdown period. This year the summer vacation shutdown period will be two weeks, Monday July 4 to Sunday July 17, 2022.

## Russia invasion of Ukraine

Seeing the horrifying videos and pictures and hearing the reports coming out of Ukraine because of the Russian invasion is disturbing to say the least. I believe that decisive action needs to be taken by our World leaders to stop this aggression and restore peace. My thoughts and prayers go to the people of Ukraine and all their family and friends.

*In Solidarity,*

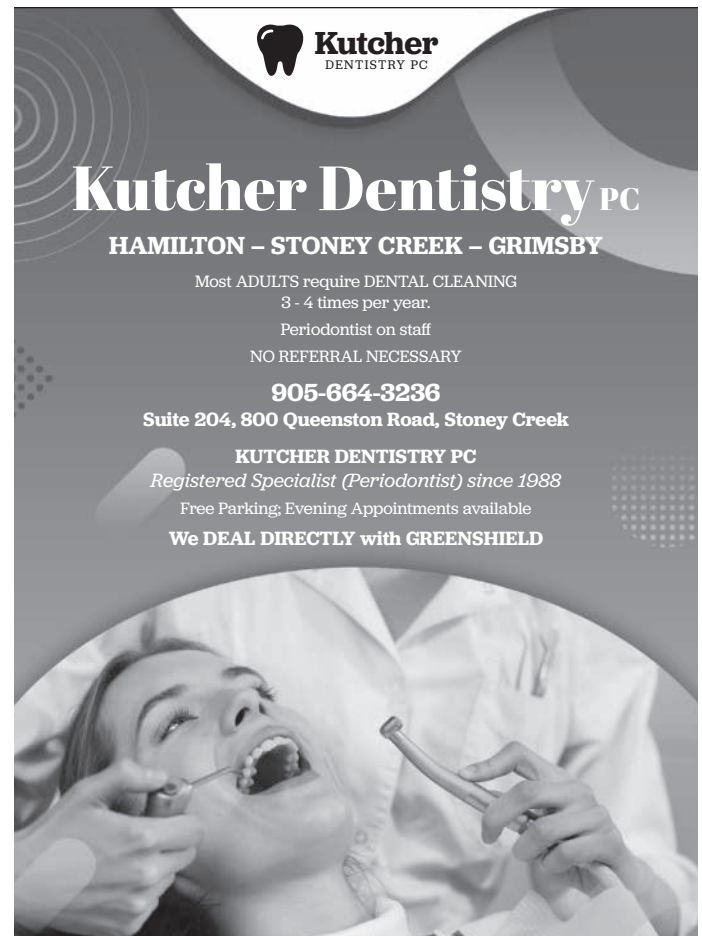
*Marc Brennan*


*Vice Chair of Ford Council and Chassis Committeeperson's*

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*mbrenn10@ford.com* 



  
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## REPORT FROM THE **CHIEF STEWARD**

STEVE GEBEL • ROY DE MATOS

### **VACATION**

Vacation Shutdown has been posted. The plant will be on a 2-week shutdown beginning July 4. To qualify for our full vacation with pay allotment we must perform at least 1,000 hours of work for the company during the qualifying period. Vacation forms for the remainder of the year are being printed and will be handed out. It is very important that we submit our preferences by the deadline.

### **REBALANCE**

The 100-day letter started November 29th and will be ending March 9, 2022. This is always a very difficult and stressful time for our members. It is important that we follow the OIS and perform the job as written. If the Company changes your job it is the Company's responsibility to give you 24 hours' notice, provide you with an updated OIS sheet and give you proper training. If you find yourself being sat down for a Step-1 be sure to inform your supervisor of all the issues you are experiencing on your job.

### **LATES AND ABSCENTS**

The Stewards on a daily bases 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). 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.

*In Solidarity,*  
Steve Gebel and Roy De Matos

## REPORT FROM THE **LEADEC CHAIRPERSON**

FUAD HASSAN

**B**rothers and Sisters,  
By the time the Reporter goes out to print and online, the Ontario government would have relaxed much of the COVID protocols that were in place for almost 2yrs. Gyms, restaurants, and sporting events have gone back to full capacity unfortunately, here at the Oakville Assembly Plant much of the COVID protocols that have been in place including masking, vaccination, and social distancing will be in place. As things get back to normal for most of us some of our Brothers and Sisters both in Leadec and Ford are worried for friends and families back home in Ukraine. As we offer our prayer and thought to the people of Ukraine most importantly, we will continue to support the incredible strength and determination of the people of Ukraine have shown in the face of the Putin-led invasion has been an inspiration to the world. Visit [uniforlocal707.org](http://uniforlocal707.org) for more information on how you can donate.

I would like to take this moment to inform you of the upcoming Leadec in plant **union** election, this is a 3-year term position in which fellow members vote for 1 chairperson, 3 committeeperson, and 3 alternate committeepersons for each shift. As we look back on the last 3 years, we had faced new challenges, not just in our work environment but also in our everyday life. Your committeeperson's faced new challenges in ways where we weren't prepared but through your patience and understanding we were able to represent each and every one of you in ways the Company wasn't prepared for and we saw when it came to contract ratification and we were able to show that solidarity during contract negotiations we were able to secure a great wage increase and not give an inch. More information regarding the upcoming election with dates and time will be posted shortly in each department.

On behalf of Unifor Local 707 I would like to introduce to you all our new Racial Justice Advocate Brother Stewart Miller, some of you know brother Stewart as the shift #3 Committeeperson. I would like to thank all who were interest in applying for the Racial Justice Advocate opportunity that was recently posted in the plant. There were a few Brothers and Sisters who applied for this position which attests to the fact our Local is still strong and our membership is still very active.

As always, I have saved some great news for last as some of you aware this year was another successful and record-breaking United Way campaign. If you remember last year, the 2020 campaign was also a record breaker and this couldn't have been possible without your generous donations and contributions throughout the year. **Leadec & Unifor Local 707 are being recognized as an Inspiring Local Love Award Recipients.** This couldn't have been possible without your hard work and commitment to the United Way campaign.

*In Solidarity*  
Fuad Hassan



REPORT FROM THE

# FINANCIAL SECRETARY

BRETT LEFEBRE

## Helping our Community

I want to congratulate and thank the membership for its continued support of the United Way Halton & Hamilton. This year's member campaign total was an amazing \$328,914.20 (\$325,421.20 Ford Members & \$3493.00 Leadee Members) with an additional \$6,761.65 being raised from special events! Bravo!!

I want to also thank the United Way Canvassers. Shauna Thorne-Zarin, Laura Panther, Sarah Cox, Maiken Griffen, Nadine Wildgen, Cynthia Anderson, Michelle Taylor, Hayley Sofia, Ken Small, Luke Alphonso, Angelo Serafini and Leadee Chairperson Fuad Hassan did an amazing job for the campaign and should be proud of their efforts!

The Local Union Executive Board has continually discussed and approved donations to community groups in need. In the recent months we have donated to Canadian Red Cross – In support of the BC Flood victims (\$500.00), Canadian Red Cross – Ukraine Humanitarian Aid (\$500.00), Milton Community Resource Centre – Supporting the Infant Food Bank (\$500.00), Learning Disabilities Association of Canada (\$250.00), The Women's Centre of Halton (\$250.00) and Sai Dham Canada – supporting their drive to secure sleeping bags for those in need (\$250.00).

The Local Executive and the Retirees Executive both agreed to become sponsors for The "Un" Dinner Party put on by the Women of Halton Action Movement (WHAM) which takes place on International Women's Day (March 8th). The event raises awareness and funds to support Sexual Assault and Violence Intervention Services of Halton (SAVIS) and Canadian Women for Women in Afghanistan (CW4WA).

The Local's Community Service Committee is now planning to host an Easter Gate Collection in support of the Oakville Fareshare Food Bank which is set to take place on April 8th.

## 2021 Year End Audit

The Local's Year End audit, which is conducted by an external auditor, will begin the week of April 18 2022. We have used BDO for the last several years and have retained their services once again. This audit is performed on a yearly basis and is in accordance with the National Constitution.

## Unifor Local 707 Funds for the Month Ending November 2021

		Current Month	Year To Date
<b>General</b>	Revenue for the period	109,270.25	2,745,337.98
	Expenses for the period	(254,735.74)	(2,438,268.73)
	Equity(Deficit)-End	(145,465.49)	307,069.25
<b>Education</b>	Revenue for the period	315.70	3,543.80
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	315.70	3,543.80
<b>Sports &amp; Recreation</b>	Revenue for the period	63.14	708.76
	Expenses for the period	(5,300.00)	(9,740.00)
	Equity(Deficit)-End	(5,236.86)	(9,031.24)
<b>Political Education</b>	Revenue for the period	315.70	3,543.80
	Expenses for the period	0.00	(705.48)
	Equity(Deficit)-End	315.70	2,838.32
<b>Retirees</b>	Revenue for the period	3,577.07	26,701.23
	Expenses for the period	(357.25)	(3,751.92)
	Equity(Deficit)-End	3,219.82	22,949.31
<b>New Members</b>	Revenue for the period	0.00	10.00
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	0.00	10.00
<b>Picnic</b>	Revenue for the period	2,683.45	42,689.30
	Expenses for the period	0.00	(8,837.31)
	Equity(Deficit)-End	2,683.45	33,851.99
<b>Building &amp; Building Corp</b>	Revenue for the period	9,631.48	118,098.12
	Expenses for the period	(36,357.64)	(250,549.08)
	Equity(Deficit)-End	(26,726.16)	(132,450.96)
<b>Watch</b>	Revenue for the period	789.25	8,859.50
	Expenses for the period	(2,820.48)	(21,065.46)
	Equity(Deficit)-End	(2,031.23)	(12,205.96)
<b>Strike</b>	Revenue for the period	315.70	3,543.80
	Expenses for the period	0.00	(400.00)
	Equity(Deficit)-End	315.70	3,143.80
<b>Human Rights</b>	Revenue for the period	63.14	708.76
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	63.14	708.76
<b>Womens' Committee</b>	Revenue for the period	63.14	708.76
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	63.14	708.76
<b>Total Funds</b>		(172,483.09)	221,135.83

**Unifor Constitution Article 15 H: Audits**

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

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

**Upcoming Events**

- April 8th – Plant Gate Collection supporting the Fareshare Food Bank
- April 28th – Day of Mourning
- May 1st - International Workers' Day
- June 1st - Injured Workers' Day

**Union Hall**

**Rentals**

The Union Hall has begun to see an increased interest from groups looking to rent spaces. We will see the motorcycle training group, Rider Training Institute (RTI) return to

using our parking lot again (They offer a discount for Local 707 members!), Retiree Tai Chi is back on every Thursday morning @ 10 AM and I am discussing the return of regular meetings for the Oakville Sea Cadets.

A privately organized event, **Back to the Galaxy III**, is set to take place on May 6th. This has been a great event in the past and raises funds for the Canadian Cancer Society.

Information regarding privately organized events which are open to the public can be found on the Galaxy 707 Banquet Hall Facebook page (@Galaxy707hall).

**Job Opportunity**


The Union Hall is also looking for an individual who would be able to work, on a part-time basis, as a Host/Custodian. A job posting for the position(s) and the job requirements can be found within the Reporter. If you are interested, please forward a resume to [uniforlocal707@uniforlocal707.ca](mailto:uniforlocal707@uniforlocal707.ca).

*In Solidarity,*

*Brett Lefebvre*

*Financial Secretary*

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# WE SHALL REMEMBER

William Keenan	11/20/2021	Retired	Raymond White	1/26/2022	Retired
James Stanoulis	11/26/2021	Retired	John Ashley	1/28/2022	Retired
Thomas Wunder	11/29/2021	Retired	Jan Klucznik	1/30/2022	Retired
Walter Wieczorek	12/1/2021	Retired	Brian Powell	1/31/2022	Retired
Alvin Smith	12/6/2021	Retired	Harold Mateika	2/1/2022	Retired
Malkiat Gill	12/10/2021	Retired	David Kubik	2/3/2022	Active
Franklyn White	12/11/2021	Retired	Robert Mahalec	2/9/2022	Retired
Djuro Dubaich	12/19/2021	Retired	Mike Vukcevic	2/9/2022	Retired
Ignacy Jarosz	12/22/2021	Retired	James Stunden	2/12/2022	Retired
Wayne Chambers	12/27/2021	Active	Vernon Boone	2/13/2022	Retired
Thomas Mothe	1/7/2022	Retired	Ronald Kinnaird	2/16/2022	Retired
Dolphy Banton	1/10/2022	Retired	Ludvigs Geske	2/21/2022	Retired
Petar Muhar	1/13/2022	Retired	Rocco Carnevale	2/21/2022	Retired
Walter Iwer	1/14/2022	Retired	Antonio Columbro	2/22/2022	Retired
Djuro Divjak	1/14/2022	Retired	Danilo Suka	2/25/2022	Retired
John Dovey	1/16/2022	Retired	Brian Walsh	2/25/2022	Retired
Emir Muminagic	1/19/2022	Active	Washington Sardena	3/3/2022	Retired
Leonard Rabatich	1/20/2022	Retired	Douglas Mcwhirter	3/3/2022	Retired
Clayton Smith	1/22/2022	Retired	Ante Budak	3/4/2022	Retired
Carl Davidson	1/24/2022	Retired			





REPORT FROM THE

# 707 RETIREES' CHAPTER

ARNIE DE VAAN

**W**e are looking forward to finally getting back to live meetings, and get some of our long overdue business completed, such as our elections. Hopefully this makes it before it happens but live meetings are back starting March 16 at the Hall at 10:00 am. We will be moving a notice of motion to hold an election for Area Council Delegates and Executive Board Officers for balance of term. Election to be held at the April 20 meeting.

On behalf of the retirees the Retiree Executive Board have donated \$500 to each of two groups.

One group was the Ontario Health Coalition which does endless work on our health care, especially lately in regards to Long Term Care.

The other group is called WHAM (Woman of Halton Action Movement). A group that supports SAVIS (Sexual Assault and Violence intervention Services of Halton) and CW4WA (Canadian Women for Afghanistan Women).

At the March meeting there will be a recommendation to donate \$500.00 to the Red Cross for the Ukraine and will be matched by the Federal government.

I am registered to attend the Ontario Regional Council on March 9 to 10 at the expense of the Retired Workers Council Executive.

I will be attending Retired Workers Council Executive (RWCE) meeting March 23 to 25.

May 11 is our retiree Ontario Regional Conference in Ingersoll at Local 88. All Retiree Executive Board members have been asked to attend, mileage and per diem, will be covered.

The OFUR Conference is June 14 to 16 and will be a virtual one. We will be sending delegates. If anyone is interested, please see me after the meeting.

The CURC Conference will be held June 22 to 23. It is a

virtual conference. We will be sending delegates. If anyone is interested, please see me after the meeting.


I will be attending RWCE in July and it may be live, dates are TBD.

The Constitutional Convention is August 8 to 12 I have asked for two credentials for retirees and at the May meeting there will be an election for them. At this point the Convention is live. I will be attending this convention at the expense of the RWCE.

Retired Workers Council may be live and will be held September 4 to 9, 2022. If live at the June meeting we will be holding an election for ten delegates and spouses.

All election dates are subject to change.

ALSO BEFORE COMING TO MEETINGS CHECK THE 707 WEBSITE OR CALL THE HALL TO MAKE SURE THE MEETING IS ON.

*In solidarity,  
Arnie De Vaan  
Retirees' Chapter* 

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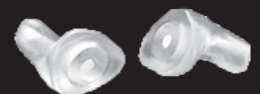
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REPORT FROM THE  
**RETIREES' SPORT  
AND RECREATION**  
VAL BODIROGA

**H**ello Brothers and Sisters,  
Wishing you and your families much better health and life in this 2022 year which looks very good to me and everybody I spoke to.

This winter is excellent, yes, it is cold with a lot of snow but no rain. Let's hope for the best. The spring dinner dance is not scheduled yet.

To my golfers according to Ted Deluca's email sent earlier we will be playing Wednesdays instead of Thursdays at the same golf courses Chippewa Creek Golf at Mount Hope.

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Check out their website for directions.

<https://www.chippewacreekgolf.com/>

Hopefully price and other conditions will remain the same.

Best wishes to you all,

*In solidarity,*

*Val Bodiroga*

*Retirees' Sports and Recreation Chair* 🇺🇸



REPORT FROM THE  
**COMMUNITY  
SERVICE CHAIR**  
LINDA ASSELIN

**W**ith the start of 2022 the uncertainty for Ford is still with us due to parts shortages at all plants and production disruptions. This makes it challenging to plan and stay on top of bills. The cost of living is rising daily putting more pressure on families. We are planning a Food Drive for April 8 to meet the growing need in the community. I want to thank our members in advance for all the food donated and monies collected. Our members always understand the community and give what they can spare making me proud to be a 707 member. We are coming out of these difficult times and look to the future and the investment that will be coming to the plant securing the future for our younger members.

Thank you again for all donations and stay safe.

*In solidarity,*

*Linda Asselin*

*Community Service Chair* 🇺🇸







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REPORT FROM THE  
**RECORDING SECRETARY**  
 JANET CREET


**B**rothers and Sisters  
 2022 has certainly come in like a lion. COVID issues persist. Whether it be vaccinations, mandates and/or health care. We are into year 2 of this pandemic and call me an optimist but I think we are finally heading in the right direction.

Health care workers have struggled immensely through this pandemic. They have been instrumental in saving the lives of so many. Bill 124 was introduced and became law in November 2019. This bill puts a 1% total annual compensation cap for a total of 3 years. This encompasses the entire broader public service, including our health care workers. There is a petition you can sign at [www.unifor.org](http://www.unifor.org) to repeal Bill 124. Our health care workers deserve better.

Sadly as the world begins its recovery from this pandemic we are faced with new challenges. As I write this article the Ukraine is under attack. This attack was unprovoked and is spearheaded by Russian leader Vladimir Putin. I think it is safe to say that the entire world stands with the people of Ukraine. Local 707 members have always shown extreme amounts of generosity when called upon. The Executive Board is now calling on our members once again. The Canadian government has announced that they will match all donations made to the Red Cross from February 24th to March 18th up to a maximum of \$10 million dollars. This funding is in addition to the \$50 million in funding for development and humanitarian aid and the \$620 million in sovereign loans that Canada has offered the Ukraine. The innocent people of Ukraine desperately need our help. You can find the direct link on our website. [www.uniforlocal707.org](http://www.uniforlocal707.org).

In local news Unifor Local 1256 which represents Oakville Transit drivers and maintenance workers started strike action on Thursday February 17th. An agreement was reached but rejected and no talks were scheduled. On March 3rd they ratified a new agreement which saw wage increases and job security. Congratulations to all of Local 1256.

We are counting down to the deadline for Ontario to sign the federal child care plan. Ontario is the only jurisdiction in Canada that has not signed. This program will provide an average of \$10 a day regulated child care spaces for children 6 years of age and under, within the next 5 years. This will also include a 50% reduction in average fees by the end of 2022. The deadline is March 31st and if not signed will forfeit the first year of funding totaling \$1.2 billion. It is time for Doug Ford to do the right thing for the families of Ontario.


*In Solidarity*  
 Janet Creet  
 Recording Secretary 



REPORT FROM THE  
**LOCAL 707 GUIDE**  
 JOE AMATO

**B**rothers and Sisters,  
 There are always issues to discuss here at Local 707, but as I was putting pen to paper to write my report, all I could think of was Russia's unprovoked attack on the Ukraine.

So, in the wake of these recent attacks, I would like to extend my thoughts and prayers to all of our Ukrainian brothers and sisters here at Oakville Assembly Complex and to their Families. It is my hope that by the time you are reading this, that this war came to a quick and peaceful end.

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



REPORT FROM THE  
**WOMEN'S COMMITTEE**  
 KATE PENKETT

**H**ello Brothers and Sisters,  
 Hope everyone is doing well and keeping safe.


With things starting to open up and the nice weather ahead of us, we can all start to get back to some normalcy.

February 23rd was "Pink Shirt Day", although we know wearing a pink shirt will not abolish bullying, we hope it will educate and bring awareness. This year's theme was "lift each other up", have greater acceptance, respect and inclusion for everyone.

On March 8<sup>th</sup> we celebrated International Women's Day, unfortunately in person events were still not taking place but many virtual programs and events took place around the world.

This year's theme is "Break the Bias". A gender equality world, a world that's free of stereotypes and discrimination, a world of inclusion and non judgement. We can break the bias, at work, schools, and in the community when we come together.

To all who joined the movement we thank you.

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



REPORT FROM THE

# TRUSTEE'S

KINDER SIDHU • HEATHER LONGER •  
STEPHEN CARDOSO

To All Local 707 Members,

Once this arrives in your mailbox we will be creeping up to spring. Longer days and warmer temperatures are what we look forward too.

In the first quarter your Trustees completed the year end counts of 2021. In the month of February, we also did the fourth quarter audit reporting no discrepancies.

So far this year Oakville Assembly Complex has started off on a better foot in regards to the parts shortages which slowed our production down considerably last year. Let's hope this year provides more sustainable work opportunities for our members.

*Best regards,*

*Kinder, Heather and Stephen* 🇺🇸



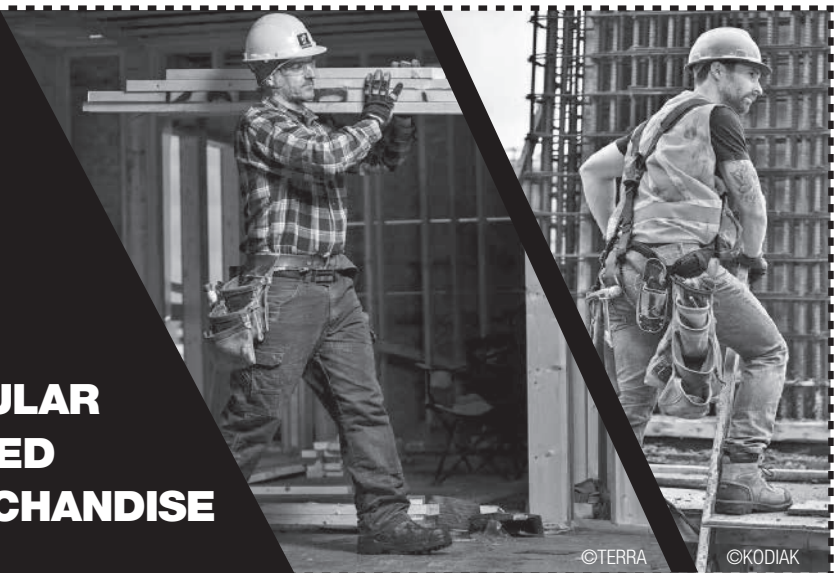
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REPORT FROM THE

# HEALTH AND SAFETY

JOHN MULLIN

## Endemic

Despite all the division in our world, the one thing we can all agree on is that we all are looking forward to living our lives as we did in the pre-pandemic days! As we write our Safety Report this pandemic looks like it is finally winding down. Recently many epidemiologists have been increasingly of the view that the endgame to the COVID-19 pandemic would be the disease retreating into the back-ground as an endemic illness. While viruses such as smallpox and polio can be stamped out through aggressive vaccination, COVID-19 is simply too infectious to be eliminated entirely.

During the first half of this pandemic our Plant experienced 77 positive cases. After the roll out of the vaccines, we saw our cases decline and even stop for a while. After the Omicron variant surfaced, we witnessed our case counts going back up during this high transmission period. Case numbers are now returning to few over a week period with many days of no reported cases. The Plant currently has had just under 200 confirmed positive cases since the start of this pandemic which includes all FORD employees at O.A.C. (Approximately 3200 Ford Employees).

## Murphy's Law

We have all heard about Murphy's Law; "Anything that can go wrong, will go wrong." That is exactly what happened back in January at our Plant. It was one of the coldest days of the year and the heating systems in T.C.F. (Trim, Chassis and Final) along with Body 1 & 2 went down. This created below normal temperatures for our members to work in. Our office was busy going around to areas taking temperatures in our members workstations. Ford has a legal obligation of maintaining a temperature of 18 C under the O.H.S.A. (Regulation 851 -Industrial Establishments, Section 129 (1) b. In some of the colder areas in the Plant it resulted in members exercising their right and initiating Work Refusals. Cold weather PPE was also issued to many members on this day. Our maintenance team were able to get the system back online.

## Critical Injury

In January one of our members was walking into the Plant on the #2 Shift and slipped on black ice in the

parking lot. This fall unfortunately resulted in a critical injury. We have recently spoke with them and they are in good spirits and doing well. We wish them a full recovery! Walking and working surfaces safety remains a challenge during the winter months.

## M.O.L. Field Visit

We had the Ministry of Labour in the Plant in January on various COVID-19 complaints.

The inspector investigated the complaints with no orders written on the conclusion of his investigation. These visits are posted on the Plant's bulletin boards. If you ever want to see a copy or require clarification, contact your Union Safety Representatives.

## Snow Mountains

Our Plant has a new snow contractor this year and has caused some safety issues with the way they have handled the snow clearing. They were placing it in huge piles taking prime parking spots but more importantly it was creating blind spots for drivers/pedestrians in the parking lot. Thanks to Bob Scott – Plant Chairperson and the Leadership, we were able to resolve this safety issue and remove the snow making the parking lot much safer.

## Follow ups on Hygiene Test and Noise Survey

### Hygiene Testing (O.E.L.)

As written in our last report the Plant had its annual hygiene testing at O.A.C. We have received the reports back from this testing in December and would like to note that all results are within the Occupational Exposure Limits. That being said, we can always strive to make our workplace safer. Writing your MPP- Member of Provincial Parliament and MP-Member of Parliament and informing them that you want them to lower OELs in the workplace. Let your MPP and MP know that you want to work with lower exposure limits and less durations of exposure. You are their constituents, and they are your voice to the level of government that sets these standards. Our Union has been engaging with various governments across the country (including Ontario's) on this issue as well.



## Noise Survey

In our last report we informed the membership of a “Noise Survey” in November at the Plant. This survey is conducted every 5 years. The JHSC asked the Anderson Group to complete the survey on a ten-hour T.W.A. (Time Weighted Average) to err on the side of caution because our members could be put on ten hour shifts at any time. We have received the results back from this survey and it identified some areas of concern. Due to the results, as a precautionary measure some of our members will be put into OHSIM (Occupational Health and Safety Information Management) so medical can monitor their hearing annually. This means that close to your birth date you will be summoned by medical to have your hearing tested. If you would like to know if your job was identified, please contact your Union Safety Office. The J.H.S.C. recommends wearing noise P.P.E. (earplugs) daily to help protect your hearing while other methods of noise control are being investigated.

## Rotating Tools

The Company has been installing Teflon sleeves on all rotating tools. This is an extremely important safeguard that must be in place. This helps to prevent traumatic injuries/amputations involving rotating spindles. Having these protective measures in place helps in preventing entanglement and injuring our members. Safety sleeves which fit over the extension and/or socket reduce the potential to become entangled with rotating parts and shall not be removed or modified. If you have long hair be sure to have it secured before using any rotating tools. This can be done with the use of hair ties, rubber bands or hair clips. If the sleeve has been removed or is not there when you start your shift contact your Process Coach immediately. Please ensure that you are wearing (red) tear away gloves as an I.C.A. (immediate corrective action) and the power cord should have “Red Tape” visible (FAS-08) on it to identify there is no corrective sleeve in place.

## Skilled Trades (Electricians) SPL

We would like to assure that all our Skilled Trades-Electricians have received the Single Point Lesson on **not using the Fluke 8x Multi-meter**.

Product Safety Alert: Fluke Corporation has identified a potential safety issue affecting certain Fluke 83V, 87V and 88V Digital Multimeters (Fluke 8x V series DMMs). As a precautionary measure, Fluke has decided to alert customers to the potential safety issue, and request that users perform a simple check to verify the unit is not impacted

by the safety issue. Issue Description: Fluke 8x V series DMMs in the affected serial number range may have plastic material intrusion in the COM input terminal. In rare cases, the plastic has sufficiently covered the wall of the input terminal such that it can inhibit proper contact. This has been observed at specific orientations of the test lead plug within the input terminal when used with the “split core” TL75 test leads that shipped with certain regional variants of the product. If using the Fluke 8x V series DMM for the purpose of confirming the absence of voltage this may result in a non-hazardous voltage reading when hazardous voltage is present, thereby creating a potential safety risk. We have also ensured that this item is no longer available in our General Stores.

## Arc Flash Training

In January our Skilled Trades Trainers attended a week of training in Windsor for the Company’s new arc flash training. This training has not been updated for some time now. It has now combined NFPA 70E (American Standard) with Z462 (Canadian Standard) and is the most up to date Arc Flash training offered in the industry. The Company are intending to roll out this training to all the electricians in the Plant beginning in March. On that note, we would like to take this opportunity and congratulate Justin Bailey (Electrician – Paint) on being selected as an additional Safety Trainer for the Skilled Trades.

## Channels of Communication

When it comes to identifying safety concerns, we need to communicate the potential hazards through the proper channels. Informing your Process Coach on a potential safety hazard and having the issue corrected before someone gets injured is our common goal. This is also a very important part of your Process Coach’s daily responsibilities. They have been trained to follow Ford’s GRASP program (Guidelines, Responsibilities and Safe Practices). If you find your safety concern is not being addressed or just want to make us aware of an issue, please contact our office (Ext. 3362). We receive numerous calls daily on a variety of safety matters and would like to thank the members that take this initiative.

## Train the Trainers – MP&L – PMHV Drivers

In January there was an outside Company (A-Lift) that came into the Plant to certify 18 of our PMHV drivers in MP&L. The drivers that were selected and certified bring a wealth of valuable knowledge and experience to the MP&L

practical training. We would like to thank these members for stepping up and being part of the process. This helps to ensure our members get the best training available to do the job.

## National Joint Committee on Health and Safety

We participated in a 3-day WebEx Safety Professional Orientation Training with the N.J.C.H.S in January. This was a great opportunity to hear from Safety Reps all over North America. There were some valuable discussions and teachings exchanged over the 3 days on how we can make our workplaces safer.

## S.S.I.

There were a couple of S.S.I.'s (Significant Safety Incident) in February in the Ford system. We would like to share these with you because there are valuable lessons to be learned.

### CONTRACTOR 02/07/2022 - Michigan Assembly Plant (United States) - Forklift Truck Rollover – No Injuries

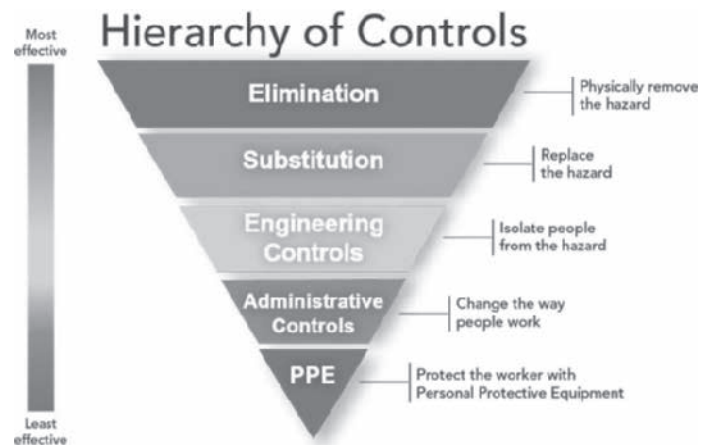
A service contractor employee was driving a forklift forward on an outdoor roadway at the facility. The forklift driver swerved when a driver in a production Bronco approached



from around a corner in the same lane. The forks were approximately 5 feet off the ground with no load. The evasive maneuver and the raised forks caused the forklift to be unstable and it rolled on to its side. The driver of the forklift was wearing a seatbelt and was uninjured.

### 02/06/2022 - Frenchtown Warehouse (United States) – Basket Fell from Trailer and Struck Contractor Employee – Fractured Fingers

A switching contractor employee was opening the doors to a trailer when a fully loaded basket fell and struck their head and right hand. The contractor employee had three fractured fingers and minor lacerations.



## In Closing

### Creating Safety Cultures

As you can see in the chart above, we use many different controls from design/engineering to substitution ensuring our workplaces are safe. We all need to make safety a work habit that we use every day. Phil La Duke who is a Production Safety Consultant writes in his book – Safety Never Sleeps "Creating a safety culture is all the rage today, and whether you are a snake oil shyster or an organizational psychologist, working in safety everyone seems to agree that we need to create cultures of safety to be successful in reducing injuries. I don't know about you, but I get more than a bit nervous when everyone agrees on a single course of action."

*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

**G**reetings Brothers and Sisters, While we understand this is a complicated and unpredictable time, we hope this year has brought some degree of renewed health and goodness for members. Regretfully, these reports seem to be consistently preoccupied with continued hardship brought on by the latest phase of the pandemic.

## APPENDIX O?

Amid increased levels of tension and anxiety, the office saw steady progression in call volume related to personality conflicts in addition to allegations of discrimination and harassment. Vaccination status is not a prohibited ground under Canadian Federal law, Ontario Human Rights legislation nor the Collective Agreement. Merits of the policy/mandate are not (and have not) been jointly investigated under Appendix O. Where other parties are named, the situation is (has been) handled as necessary. Specifically, claims of intimidation, bullying and/or threats of violence related to vaccination status or any other circumstance – have and continue to be taken seriously, reviewed and addressed accordingly. Concerns are evaluated on a case-by-case basis and could involve informal or formal resolution.

## BE MINDFUL

The pandemic has had an overwhelming impact on mental health directly elevating stress, anxiety and other dark emotions. Opinions around vaccines/mandates have bred additional conflict between family, friends and coworkers. Conversations coupled with publicly shared views on social media have created an even more troubling dynamic. Please be mindful on and offline. As mentioned, this has and continues to be, a challenging time for many. We are here to help.

## DIVERSITY, EQUITY & INCLUSIVITY (DEI)

As referenced in previous reports, the office is working with several parties to promote DEI awareness through visibility, education and engagement. The intent here is to leverage understanding in effort to achieve positive and meaningful change. To do so effectively, continued commitment and collaboration are necessary. This allows for

both transparency and accountability across the board. Though it has been difficult to convene these past few months, there has been some marked progress.

## MOVING FORWARD

A March DEI calendar was built and posted on culture boards and TV's around main entryways along with content that integrates awareness and inclusion. While we do our best to encompass DEI dates, the monthly calendar is not exhaustive. We are still learning - ideas/suggestions are both welcome and encouraged. March saw heightened resources and activity around Women's history, Int'l Women's Day, Int'l Day for the Elimination of Racism and Day of Transgender Visibility. More on the horizon as we continue to grow.

## CLOSING

At the time of reading, it is likely that considerable change and subsequent readjustment has again occurred in some capacity. Empathy, patience and consideration are all factors in successfully navigating our way past hardship. As we welcome April showers and May flowers, focus on yourself. Clear your mind, take a nature stroll and enjoy a double dose of sunshine.

*In solidarity,*

*Stacy Pooler - Equity Rep & Women's Advocate*

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

*"Hope is being able to see that there is light despite all of the darkness."*

**Desmond Tutu**





## REPORT FROM THE **EMPLOYEE ASSISTANCE PROGRAM**

TREVOR MASON • JEFF WATSON

**B**rothers and Sisters,  
At time of writing, we are in the heart of February, with some blistering cold mixed with unsettled weather and rain. Seasonal affective disorder (SAD) is prevalent during this time, so adding some vitamin D to your morning routine is generally not a bad thing. As well as remembering that spring is just a few weeks away with the return of sunshine and outdoor activities that don't require so many layers. As much as the world is full of uncertainty and unrest, our personal mental health is internal and can be regulated with effort. Mindfulness is a tool I use on a regular basis to help individuals and myself deal with anxiety, depression and even substance use disorder. There are many readily available publications that can help in the learning of this 'focusing of the mind'. What are you doing in your life for self-care and emotional regulation? Taking a personal inventory is a helpful tool- even creating a gratitude list. Acknowledging the small positives in life that add up to happiness is key. I remind myself to remain centered with the serenity prayer. If you are not familiar- "God, Grant me the serenity to accept the things I cannot change; the courage to change the things I can; and the wisdom to know the difference." We all only have so much energy- physical, emotional and spiritual. Make sure you are spending it wisely.

The Employee Family Assistance Program is a confidential service available to help individuals with any personal struggles. If you have any questions or concerns, please call ext. 3277.

*In Solidarity,*  
Trevor Mason  
Cell: 905-467-3008  
Email: tmason20@ford.com  
In the Plant: 845-2511 Ext. 3277  
Union Office: 844-9451  
Jeff Watson, Alternate



## REPORT FROM THE **PICNIC CHAIR** LINDA ASSELIN

**W**e look forward to getting back to regular membership meeting starting in March. The committee will be continuing to plan our picnic that will be like past picnics together having fun with our families and friends. It will likely be held in June with lunch provided. We ask for everyone to register when requested to make sure we have enough food for our members.

There will be races again for the kids and tug of war weather permitting. This picnic will be a great way to celebrate our lives starting to get back to normal. Information will be posted on the boards and the Local 707 website.

*In solidarity,*  
Linda Asselin  
Picnic Chair

## **LOCAL 707 RETIREES**

Andrzej Kowalczykowski	12/1/2021
John Armstrong	1/1/2022
Andrew Farkas	1/1/2022
Glen Matthews	1/1/2022
Bryan Norris	1/1/2022
Jens Albrethsen	2/1/2022
Ron Cascagnette	2/1/2022
James Donaghy	2/1/2022
Chris Dudek	2/1/2022
Kerry Huard	2/1/2022
Filip Josic	2/1/2022
Jamie Malek	2/1/2022
Michael Norman	2/1/2022
Myron Pecaric	2/1/2022
Robert Protomanni	2/1/2022
Rob Traynor	2/1/2022
Les Walancik	2/1/2022
Liliana Barbiero	3/1/2022
Mark Campbell	3/1/2022
Anthoney Kerkhof	3/1/2022
Stephen O'Rourke	3/1/2022
Steve Strzalkowski	3/1/2022
Jose Trujillo	3/1/2022

**Congratulations and Enjoy a  
Long and Happy Retirement.**



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

## POLITICAL UNREST

As the dust settled on the streets of Ottawa following the 24 day occupation by the Freedom Convoy which descended on the streets of Ottawa on January 27th an eerie semblance of a police state remained. Although many participants that were there were there to protest legitimate concerns such as vaccine mandates for public spaces, lockdowns of schools and small businesses, employer mandatory vaccine policies (which have resulted in terminations for those who did not comply) and most importantly, mandatory vaccination for truck drivers crossing the U.S border (a move by the Trudeau government that led to the capability of such an occupation to happen) other bad actors and event organizers involved in this occupation had alternative motivations including ties to white nationalism and the overthrowing of the Canadian government (Chris Barber, Pat King, Tamara Leich).

Although our democratic constitution allows for peaceful protest and is a pillar of our democratic society what happened in Ottawa as well as at the borders of Windsor (Ambassador Bridge), Coumts, Alberta, Emerson, Manitoba and Surrey BC may have started as a protest, but it quickly became clear that it was far beyond that.

In Ottawa's case, it was quickly apparent that what was transpiring was a well-financed (50% of financing has been linked to Republican organizations and donors in southern U.S. states) and strategically planned occupation, spear-headed by massive machines, to engage in political blackmail of government and at the borders, as a means of economic sabotage. When it came to police action at both the borders and in Ottawa, it is fair to say that they were completely unprepared for these illegal actions, and unwilling to logistically dismantle them.

At the Ambassador bridge, a blockade that lasted 6 days and cost the economy \$3 billion in trade between Ontario and the U.S, the fangs quickly came out from politicians across the border. Michigan U.S Congresswoman Debbie Dingell was the first to lunge using the occupation and illegal blockade at the Windsor border as an excuse to launch the narrative that Canada is an unreliable society and trading partner, and that Canadian auto jobs and supply chains must be relocated to the U.S as part of their Buy American strategy. Along with this she also criticized

Canadian police for not arresting more citizens and being prepared for such an event. I mean talk about the height of hypocritical criticism as just one year ago the U.S Capital and Congress buildings in Washington D.C were breached and suffered an insurrection by an angry mob incited by their own president which could have led to the assassination of the entire U.S government (a scenario that was possibly narrowly avoided).

With the Trudeau government enacting the Federal Emergency Act (formerly the War Measures Act) on February 14th (passed in the House of Commons on February 21st and rescinded on February 23rd) came from scrutiny by the federal Conservatives as well as some provincial leaders (the same leaders in which some of the border blockages had occurred and which they were unable to dismantle AKA Jason Kenney of Alberta). Whatever the criticisms, it led to a final conclusion of the occupations and border blockades that had disrupted the Canadian population and economy for far too long.

In conclusion, when comparing to other jurisdictions around the world that have dealt with similar protests, the Canadian response was one that reflected Canadian values and respect for democratic freedoms until it was apparent and undeniable, that the line had been crossed from peaceful protest to illegal occupation that held the citizens of Ottawa hostage as well as Canadian economy (particularly auto). Time will tell where this political movement will lead but one thing that is certain, is that the sooner this pandemic is over, the sooner we as a society, will all be able to put behind us the divisiveness that it has brought with it.

*Till Next Time,*  
*Iain Fleming* 



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

**H**ello Brothers & Sisters,  
 When we talk about food, I instantly think about making connections. This could be through social gatherings where we share some form of a meal or simply by sharing a recipe. One of the things that has made COVID-19 so hard over the last 2.5 years, is the way some of us have lost those connections with each other because of restrictions and distancing measures. My hope is to bring us back together and share a meal, even if it is virtual!

This is an authentic Jamaican recipe that was passed down to me from my dad and uncles who believed in the Rastafarian philosophy that natural foods from the earth were filled with nutrients and vital to our health. Growing

up on such traditional foods, I believe sharing this recipe with you reinforces the value of being strongly connected with our family and friends but also, it highlights the importance of healthy eating and living.

For this Jamaican recipe - it's simple and inexpensive and you won't need a lot of ingredients. It's an easy and yummy way to experience Jamaica in your kitchen!

\*If you decide to try this recipe, send us a picture through our member hub here:

[Constance.brown@707member.ca](mailto:Constance.brown@707member.ca)

*In Solidarity,*

*Constance Brown* 

JAMAICAN  
 ONE-POT  
 ITAL SOUP



You'll be surprised at how conveniently you can make this soup at home.

Ingredients

- 3 Stalk celery
- 4 Cloves garlic
- 1/4 lb Pumpkin
- 1 Tbsp shredded ginger
- 2 Stalk scallion
- 1 Ripe plantain
- 2 White potato
- 2 Sweet potato
- Grace spicy soup mix (non-spice option available)
- 2 Stalk thyme
- 3 Leaves Bok choy
- 2 Carrot
- 2 Cup black eye peas
- 1 Scotch bonnet pepper
- 5 Okra



**Directions**

1. Wash and cut up all vegetables into cubes and put aside in bowl.
2. In a medium stock pot, on medium heat, add 4-6 cups of water, black eye peas, thyme, garlic, ginger and bring to boil for 15-20 mins.
3. Add all the remaining vegetables with another 2cups of water and 1 scotch bonnet pepper (\*Put it in the whole pepper). Once it has been boiled for at least 15mins, add 1-2pks of grace spicy soup mix (which you'll find in your local grocery store) and boil for another 15-20mins depending on how smooth you would like your soup,
4. Add some more scallion and thyme to taste more of the authentic spice, then serve and enjoy at your desirable temperature.

*One Love!*





REPORT FROM THE  
**ENVIRONMENT REPRESENTATIVE**  
 CYNDY ANDERSON

**G**reetings Brothers and Sisters  
 The days are getting longer, the sun is shining stronger and spring is here!

I meet with the Core Environment team at OAC each month to review Environmental compliance to Federal, Provincial and local regulations. This meeting involves Ford Motor Co's. Plant Environment Control Engineer (PECE), Management from each Dept., Leadedc & TWM to share Enviro concerns, targets and initiatives. Results from Q4 2021 Audit show compliance along with an observation of labelling. **Reminder:** all containers within OAC must be labelled appropriately. Waste containers need to have a **green WASTE label** filled out with date and contents; please contact your supervisor for Waste Labels when necessary.

As we head into March, I encourage you to participate in the Global movement of Earth Hour on March 26, 2022 at 8:30-9:30pm. This year the focus will be **The State of Nature and Biodiversity** and to highlight the need for action. Switch off for One Hour in Solidarity with the Planet:) #CONNECT2EARTH

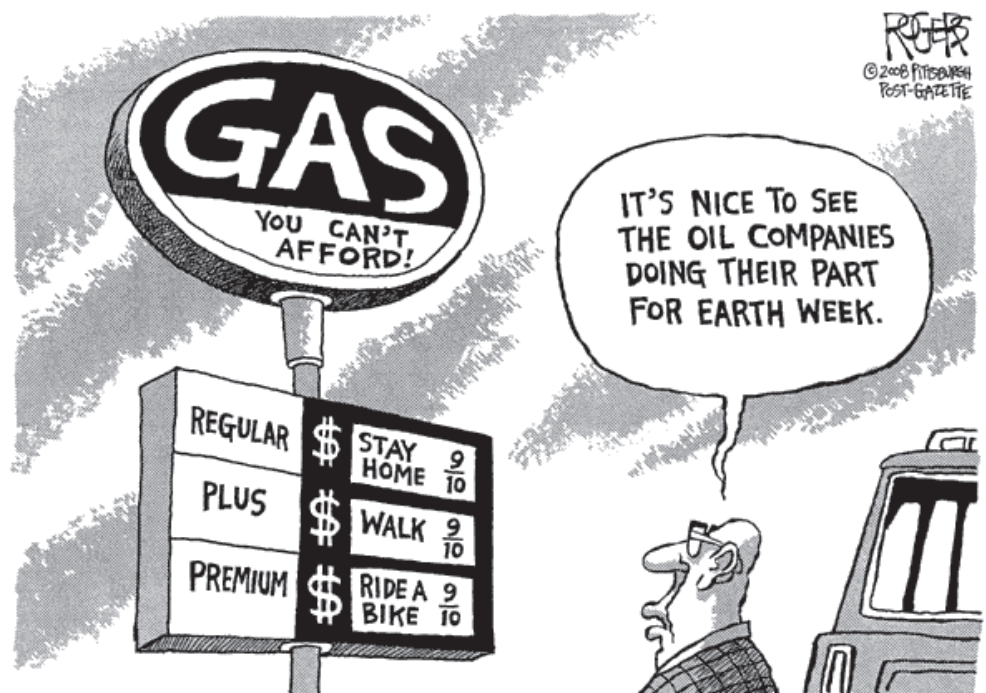
**EARTH DAY** is fast approaching on April 22, 2022.

The theme this year is: **INVEST IN OUR PLANET** to preserve and protect our health, our families, our livelihoods; we need to act boldly, innovate broadly and implement equitably together in a partnership for the planet. Keep an eye out for a **Litter-Less Lunch contest** you can participate in at OAC in the month of April; I will post information as we approach Earth Day on the contest details & dates and hope you will join in to win a prize!

Recently, in my role with the Unifor West GTA Regional Environment Council; I have been involved with a local group [StopSprawlHalton.org](http://StopSprawlHalton.org) who were tireless in their effort to (Successfully!!) save 5000 acres of prime farmland in the Halton Region.

They held online rallies, sent emails to local councilors & gave out lawn signs to those who supported a Zero Boundary Expansion decision that was before the Halton Regional Council. Over 75 people delegated at the Halton Regional Council meeting on Feb. 16/22, pretty amazing & with very passionate speakers. There are similar groups in Hamilton and Peel who have seen the unending paving over of the best prime farmland in Canada and now demand Municipal Planning decisions to be made within the existing boundaries (thousands of acres are already slated for development). The goal is to provide affordable housing by building healthy, sustainable, efficient and low-carbon communities. If you support limiting Urban sprawl and saving farms, wetlands and Natural Heritage areas check out the websites of [StopSprawlHalton.org](http://StopSprawlHalton.org), [StopSprawlHamOnt.ca](http://StopSprawlHamOnt.ca), [StopSprawlPeel.ca](http://StopSprawlPeel.ca) and [StopSprawlOrillia.ca](http://StopSprawlOrillia.ca).

*In Solidarity,*  
 Cyndy Anderson  
 Environment Rep 🇺🇸





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

The 2022 United Way Campaign presented many challenges. The ongoing pandemic, part shortages and more than 20 weeks of downtime meant that we had to lower our expectations for our fundraising efforts. We made the difficult decision to lower the goal by \$25,000, hoping to raise \$325,000 at OAC.

That being said, once again the membership of Unifor local 707 rose to the challenge, surpassing the goal by over \$20,000 raising \$347,829!!!

It just goes to show that even in the most difficult times, you recognize the need to give back to those facing even more difficult times.

We would like to extend our thanks to everyone who donated hockey sticks to be sold and items to be auctioned off in our 1st OAC online auction.

During the campaign, the canvassing team are not only busy on the shop floor talking to the members about the agencies and programs that their contributions support, they are also out in the community volunteering at some of the agencies funded by your generous contributions. This year we volunteered at Food for Life and the YWCA Hamilton.

Food for Life has rescued over 26 million pounds of food by collecting surplus perishable food (fruit and vegetables, dairy, meat and prepared foods) from both retail and wholesale food suppliers and grocery stores. They are the largest food rescue organization in Halton and Hamilton.

YWCA Hamilton strengthens women's and girls' voices, broadens their choices, builds dynamic leadership and provides essential and meaningful services that promote safe, inclusive, and equitable communities.

Any time we can go out in the community and see where your donations are going and actually get our hands dirty is very worthwhile. We welcome any questions you may have on where your contributions are making an impact or how you too can volunteer at any of these agencies.

On February 25th some of the Canvassing team participated in the Sleepless in our Cities event, raising funds and awareness about homelessness in our communities.

Thanks to all those who donated to our team "Sleeping on the Edge" helping us raise over \$2,000.

Again, we can't say Thank you enough to this membership for your ongoing support and continued commitment to sharing your local love.

Thank you, Thank you, Thank you

**Your United Way Campaign Canvassing Team:**

Shauna Thorne-Zarin, Laura Panther, Luke Alphonso, Maiken Griffin, Sarah Cox, Angelo Serafini, Ken Small, Nadine Wildgen, Michelle Taylor, Hayley Sofia and Cyndy Anderson.

*In solidarity,*

*Shauna Thorne-Zarin*

*Employee Campaign Coordinator* 





# NOTICE



## **UNIFOR LOCAL 707 & GALAXY 707 BANQUET HALL PART-TIME/OCCASIONAL POSITION AVAILABLE**

Unifor Local 707 & the Galaxy 707 Banquet Hall are looking for an individual to join our team as a part-time occasional Custodian and Host. Ideally, we would like to fill both roles with one person as many of the responsibilities are similar.

### **Summary of Responsibilities as the Host/Custodian:**

At the Galaxy 707 Banquet Hall your responsibilities and essential job functions include but are not limited to the following:

- Maintain cleanliness and organization of venue and offices
- Comply with and act in accordance with Health and Safety Regulations
- Table and room preparations
- Lift and store tables, chairs and staging efficiently and safely
- Maintain adequate supplies and/or equipment and assist catering and service staff
- Ensure that the staff is working in a safe manner and complete their assigned tasks
- Report any customer dissatisfaction to the supervisor
- Report any deficiencies and/or damage to any equipment or facility
- Ensure the Caterer/Renter Rules are followed
- Additional duties as assigned or required

### **Qualifications:**

- Fluent in the English language; both verbal and written
- Strong organizational skills with the ability to manage a variable workload, ensuring safe, timely and accurate completion of assigned work
- Able to work independently, and as part of a team
- Able to listen and follow instructions
- Able to lift up to 50 lbs.
- Presentable and Respectful
- Available to work mornings, evenings or weekends

**NOTE:** The Host/Custodian position is a part-time/occasional position. As the Host you would typically work Friday and Saturday evenings. The Custodian role would primarily be Monday – Friday w/some weekends filling in when our full-time staff member takes holidays or is unavailable. The schedule of events is usually known well in advance but the Host/Custodian may be required to work on short notice.

**Interested applicants should submit their resumes with qualifications and background experience to:**

**[Uniforlocal707@uniforlocal707.ca](mailto:Uniforlocal707@uniforlocal707.ca)**





**SHAME ON** – the Workplace Safety and Insurance Board (WSIB) and the Ontario Government for paying Deloitte Consultants \$22 million to run the province’s COVID-19 paid sick leave program. WSIB claims they don’t have enough in-house staff. WSIB hiring more staff would see most of that \$22 million in the hands of people in need instead of a billion-dollar company.

**SHAME ON** – Prime Minister Boris Johnson for allowing staff parties at 10 Downing Street in midst of a government-imposed lockdown and on the eve of Prince Phillip’s funeral – another example of entitled and tone-deaf politicians.

**SHAME ON** – Insurance Companies who may want to do a “soft credit check” on someone’s credit to save money on their home insurance. This is a privacy issue, another company overstepping its boundaries.

**SHAME ON** – tennis star Novak Djokovic by making false statements about his travel and isolation after contracting COVID-19 prior to the Australia Open. Rightfully this privileged individual was sent home.

**SHAME ON** – the three opposition leaders of the Green’s, Liberals and the NDP who said they would not work with Doug Ford if he received a minority mandate in the upcoming June 2nd election. If we want democracy to work, we must respect the results and work collaboratively.

**SHAME ON** – Doug Ford for introducing Bill 37 which in effect removes “the commitment by government to promote the delivery of long-term care home services by not-for profit organizations,” thousands of new licences will go to for-profit, where the bottom line will supersede quality care.

**SHAME ON** – Employment and Social Development Canada for failing to issue a single fine to trucking companies despite 4,800 complaints from long-haul truckers for unpaid wages.

**SHAME ON** – protesters who targeted Chapman’s Ice Cream for their offer to store vaccines in their sub-zero storage freezers. Chapman’s is an employer who treats its employees fairly and donates millions to the health and well-being of the community.

# **GENERAL MEMBERSHIP MEETING**

## **Sunday, April 24, 2022**





# we asked...

What are your thoughts on having a two-week summer shutdown?  
With easing restrictions do you have any plans?

## *What are your thoughts?*

I'm looking forward to a two-week shutdown. With restrictions lifted I'm hoping to get together with old coworkers to celebrate life of other coworkers that passed during this time.

**Shannon Mulrooney**



I am very excited about a two-week shutdown. I plan on doing some camping and hopefully a trip to Kelowna to visit my daughter.

**Debbie Traina**



I like two weeks, but because of all the previous downtime it didn't give me much to work with for other weeks of the summer for when I need the time off. However, any time off for me is good as I get to spend it with my three wonderful boys.

**Veronica Elliott**



I'm looking forward to the two-week shutdown. It gives my family and I enough time and opportunity to go camping. I feel very relieved that the restrictions are being lifted, but I still feel we need to be cautious in public settings.

**Jason Keuning**



2 week shutdown is perfect, especially when planning a trip to Italy which is where I'll be going.

**Angelo Serafini**



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For Unifor Local 707 Members & Retirees



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**CAA MEMBERSHIP\***

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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, May 16, 2022**