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SUPER DUTY

F-Series proud return to Oakville with the Super Duty



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REPORT FROM THE
EDITOR
TIM BATKE

Sisters and Brothers,
As the 707 Reporter is delivered to your homes another historic and unique year has come to an end. The events of this year will be reported in detail by the leadership in this edition. Please continue to keep an eye on our Local 707 website for any updates that may apply to you while on layoff.

At the time of writing this report the Labour Minister Steven MacKinnon reported the special federal mediator has decided to temporarily suspend mediation between Canada Post and CUPW, as they parties remain too far apart on critical issues for mediation to be successful at this time.


CUPW went on strike with Canada Post over major issues on health and safety, gender equality, and preserving full-time jobs. Many of our members, including myself have taken an opportunity to stand in solidarity with CUPW to fight for a safe, equitable and good middle-class jobs.

On November 8th some of our Unifor 707 hiking group joined in the Halton and Ontario Health Coalition protest at Oakville Trafalgar Memorial Hospital. They joined in the protest with other unions and activists to urge the provincial government to invest in our public health care and revoke their private for-profit surgeries and diagnostic testing. Joining the very visible and fitting Trojan Horse from our Local was Dave Shepherd, Tina McMullin, Rob Campbell, Cindy Learn and Nichole Brennan. Also, Judy

Rivard from our Union Hall joined us at the protest. This is an ongoing and important fight to keep healthcare available to all Ontarians regardless of pay scale. No one should have to mortgage their home to get a necessary surgery in Canada.

I want to congratulate all the members who have retired in 2024 and to all the members in the future who will decide to retire during this agreement with the incentive. I want to thank Keith Grist, Chris MacDougall, Dave Gmeterick and Anne Luyten for their service to our membership. All of you will be missed.

I want to wish everyone a Merry Christmas and Happy Holidays.

In solidarity,
Tim Batke
editor@uniforlocal707.ca 



UNIFOR
Local707

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Editorial board:
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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
www.uniforlocal707.org



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REPORT FROM THE **PRESIDENT** MARK SCIBERRAS

Brothers & Sisters, **July 18th Announcement of Ford Super Duty production at OAC & additional re-tool provisions**

While it seems some time ago now, the announcement of the F-Series Super Duty production, a new Stamping Plant and additional re-tool provisions were all welcome news for Local 707. As the F-Series Super Duty is a flag ship vehicle for the company it has and will continue to provide many commercial opportunities.

Equally as important Unifor and your Local Bargaining Committee re-negotiated additional provisions during the re-tool period to ensure all Ford Unit 707 members would have income supports during this layoff.

If you have not already, visit our Local 707 Layoff Resources page and read brother Marc Brennan's report for details on all these additional re-tool provisions. We will continue to update the membership about ongoing OAC construction at our General Membership meetings and provide periodic reports in the 707 Reporter and our website.

DB CAAT Seminars

In October we held two seminars at our Union Hall as part of the company's 2023 contract obligations to all members hired on or after November 7th, 2016. These members will be transferring from a Defined Contribution plan to a much-improved CAAT DB Plus plan on **January 1st, 2025**.

If you're one of these members and missed these two and the online seminars, I encourage you to visit their website that is specifically designed for our members in this plan <https://caatpension.ca/ford>.

EI/SUB Seminars

As many members continue to exhaust Employment Insurance Benefit Entitlements, we are continuing to provide educational EI/SUB Information Seminars for the membership.

Ensuring that when current EI benefit entitlements are exhausted, members understand they are required to re-apply for EI and then provide necessary documentation

to the company showing they have either started a new EI claim or been denied due to not having enough insurable hours to requalify.

These EI/SUB Seminars have been attended by over 600 members already and have helped ensure they understand and are following the proper process in re-applying for Employment Insurance benefits and obtaining the necessary information from their My Service Canada account, to receive proper SUB entitlements on an ongoing basis.

Thus far we have had 2 such seminars in October and have scheduled a third for Wednesday December 11th.

Retirement Incentive Seminars

We hosted two retirement seminars on November 14th & November 21st for members that were retirement eligible prior to July 1st, 2024. We were once again able to obtain Unifor Legal Services Lawyer Paul Kazman to provide a presentation on Wills and Estates and Service Canada to provide information about Canada Pension Plan and Old Age Security.

Members that are part of this canvass that choose to retire with the incentive must retire prior to March 1st, 2025.

At the beginning of the 2025 year, a new canvass with the \$50,000.00 retirement incentive will be presented for members that became retirement eligible under normal and regular early retirement after July 1st, 2024. The company will mail these Retirement Incentive offers to those eligible in the mail, so please ensure that your address is up to date.

Unifor Halton Action Centre

On November 6th the Halton Action Centre hosted a Wellness Fair, where approximately 150 members, retirees and surviving spouses attended. Those in attendance enjoyed the event, visiting booths from local medical providers, fitness providers and community programs. Listening to advice from speakers on addiction, mental health and fitness. There were over 8 draws for prizes including a 3-month gym membership at Good Life and 3 draws for over \$700.00 in fitness equipment.

The Action Centre continues to be busy with many courses provided for the membership such as Resume Writing, Basic Computer Courses, CPR training/certification and a Working at Heights program.

Draw Winners of 2024 Unifor Local 707 Scholarships for Dependent Children

Three (3) winners of our Unifor Local 707 annual \$1000.00 scholarships for dependent children, that were drawn at our November 17th General Membership Meeting.

Congratulations to:

- Leah Ritchie – daughter of Local 707 member Duncan Ritchie
- Leila Pilatzke – daughter of Local 707 member Kevin Pilatzke
- Michael Whitell- son of Local 707 Retiree Mike Fisher


Changes to the following 2025 Membership Meetings which are normally held the 3rd Sunday of the month.


- From February 16th to **February 23rd, 2025** (moved to accommodate Family Day weekend)
- From April 20th to **April 27th, 2025** (moved to accommodate Easter weekend)
- From May 18th to **May 25th, 2025** (moved to accommodate Victoria Day Long weekend)
- From June 15th to **June 22nd, 2025** (moved to accommodate Fathers Day)
- From September 21st to **September 7th, 2025** (moved to accommodate team in Terry Fox Run)




*Note: If not listed here, the monthly General Membership meeting will remain the 3rd Sunday of the month.

As this is our final issue of 2024, I would like to wish you, your family and friends a Merry Christmas, Happy Holidays and a great New Year.

In solidarity,
 Mark Sciberras
 Unifor Local 707 President 



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REPORT FROM THE

VICE PRESIDENT

DAVE MILLAR

October was a busy month. The first two weeks were mostly spent in Windsor negotiating the new 3-year Collective Agreement for our members in the Leadec Unit. Brother Dan Bachmeier, Sister Amanda Basso, and I were joined by Unifor National Representative Kat Leonard and the Bargaining team from Unifor Local 200 as we sat down to negotiate an agreement.

After receiving a 96% strike mandate, we knew that we had the backing of our membership leading into negotiations. We faced many challenges as we do not have a full workforce at present due to the plant retooling. With only half of the workforce being active, we anticipated the company coming after us for concessions.

With great pride we are pleased to announce to our membership that we were able to come back with the best agreement that the Leadec membership has ever seen. We were able to negotiate raises of 10%, 3% and 3% respectively over the next 3 years. Benefit improvements in many areas were also achieved.

Coming out of Big 3 Bargaining in 2023, we were able to negotiate a letter from Leadec to review the DBCAAT pension plan within the next year. Improvements to the RSP contributions from the company were also agreed upon.

We brought this agreement to our membership, and they overwhelmingly supported the agreement in Oakville by a unanimous vote of 100% to ratify. Congratulations to our members.

The week after completing bargaining with Leadec, I was once again joined by Kat Leonard from Unifor and MPS Unit Chairperson Emerson Velasco as we went to negotiate with MPS. For those wondering who MPS is, they are the unit that you never see within our local that take care of the wastewater in the plant. They are a skilled workforce that you would only hear about if something goes drastically wrong. Our members in this unit work diligently to ensure that all wastewater is properly treated before it leaves our facility so there are no related issues in the outside environment.

Like our Leadec membership, we were looking for some substantial gains during this round of negotiations and similar to Leadec, we were able to achieve great results. Our members in the unit are going to be making wages that are comparable to their counterparts in other facilities for the first time since unionizing.

Wages will increase from what they currently receive by 18% in year one followed by an additional 2% in year 2 and

an additional 2% in year 3 of the agreement. We fought to ensure that in the event of a layoff our members were able to receive a payment to top up their wages while on Employment Insurance. We were able to secure such language.

Dental coverage was improved significantly. An addition of Personal Days off with pay were negotiated and a signing bonus of \$6000 was also achieved. Although a smaller unit of members, we were once again able to secure a 100% ratification vote to solidify a new CBA for the next 3 years. Thanks Kat and Emerson for your hard work in ensuring we got the best agreement possible.

Seeing as this is the last Reporter of the year, I'd like to remind retirees and active members alike from our Ford Unit that when travelling to make sure you bring your health card and Green Shield ID with you. In the event of an emergency make sure to call the out of province coverage phone number on the ID card and get a claim established immediately if you require emergency treatment while away.

Reminder to all who need to stay in an Ontario hospital – we do not have benefit coverage for hospital stays under our plan. You are only covered under OHIP for a ward room if admitted. You must notify the hospital that you have **NO** benefits that cover hospital stays. If you are admitted to a semi-private or private room by the hospital, it becomes the responsibility of the hospital to cover the costs. You must never indicate that you have coverage under a benefit plan because we do **NOT** have coverage for hospital stays.

2024 has been an interesting year for our membership with many trials and tribulations. We hope that 2025 brings us closer to getting back to normal. I do want to recognize the Halton Action Centre workers for the efforts that they have put in to helping our members during the layoff period. These members have worked diligently to help with all things EI and Service Canada related. Under the leadership of Joe Oliveira and Romesh Gentles, the Action Centre has helped over 300 members each and every week since the layoff commenced in May. They have put on courses almost weekly and have addressed the requests and needs put out on the surveys sent out to help provide support where our members have asked for it.

Trevor Mason and the EFAP program is also a valuable asset for our members who require assistance. The office is always busy and with financial hardship and economic downturn, we often see a rise in calls for help. Calls can be

made for a variety of reasons. No judgement from anyone and your anonymity is respected and kept confidential. Whether dealing with substance abuse issues, marital issues, mental health or a variety of other issues, please utilize Trevor and/or Jeff Watson if you need assistance. They are here to help.

Wishing everyone a safe and happy holiday season. My family celebrates Christmas so I do want to wish those who celebrate Christmas a very Merry Christmas. However, I also want to wish all who celebrate holidays other than Christmas a very festive holiday season.

Looking forward to continuing to work alongside our membership next year and hopefully seeing a lot of you at monthly membership meetings, retiree membership meetings, Halton Action Centre events or just a visit to catch up. The local union hall is open from 9-5 pm daily and the Halton Action Centre is open from 8am-4pm daily. Feel free to reach out via email at vp1@uniforlocal707.ca or my direct line at (905)844-6431 if you want to come by for visit. Brothers Sciberras, Lefebre and myself are all available as well as your Area Committeepersons, H&S Reps, WSIB Reps and the Benefit office.

In solidarity,
 Dave Millar
 Vice President



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REPORT FROM THE

OAC CHAIRPERSON AND VICE CHAIR OF FORD COUNCIL

MARC BRENNAN

Brothers & Sisters,
It is hard to believe that 2024 is coming to an end. As we continue to deal with the challenges of going through this retool period at Oakville it is important that members continue to check our local webpage on a regular basis <https://uniforlocal707.org/>. Our website will only provide accurate and relevant information for our members.

Plant Re-Tool Progress

Since the Ford Motor Company made the announcement in July that Oakville Assembly Plant would no longer be re-tooling to produce EVs but would be building Super Duty Trucks starting in mid-2026, there have been significant changes to the future site layout. As of November, the Company has shared the plant layout for the Body Shop, Paint Shop and the new Stamping Plant. There has not yet been a review of future site manning levels, however we anticipate being able to review manning levels very soon. Body 2 is no longer slated to be the battery plant and will remain a part of the Body Shop. The site of our old Paint Shop that was decommissioned in 2004 will now be the site of our new Stamping Plant. Starting the week of December 2nd work will begin on building the Stamping Plant facility.

Retirement Incentive

As per the negotiated terms of the amended Transition Blueprint, a re-canvass of existing retirement eligible production employees has been initiated. This re-canvass is for those members who did not elect to retire when provided the opportunity under the terms of the 2023 retirement incentive program. Important to note that any member who declines the retirement incentive will be ineligible for any future retirement canvasses under the terms of this agreement.

Further retirement canvasses for those production members who become retirement eligible will begin no later than January of 2025 and continue through mid-2026. Members will be canvassed once to determine their interest in accepting a retirement incentive. Important to note, just like those who are being re-canvassed, any member who declines the retirement incentive will be ineligible for any future retirement canvasses under the terms of this agreement.

For those considering retirement, I encourage you to attend a retirement seminar at the Union Hall. Valuable information is provided to help you with your decision.

CERB Claw-back

The negotiated CERB claw-back program is active. Members who have provided validation of receiving CERB and subsequently re-paying the monies received have received their negotiated CERB claw-back payment. Only members who paid back CERB monies received for the weeks of March 23, 2020, March 30, 2020, April 6, 2020, and August 24, 2020, are eligible for the claw-back. CERB re-payments outside of the indicated weeks are not eligible for the CERB claw-back program.

I want to acknowledge and thank the Benefit Office and In-plant committee for helping our members through the process of getting the required validation from Service Canada.

Canada Council

On September 27, 28 and 29 I attended Canada Council. I had the privilege to be a part of a group of delegates appointed by the National President to the Resolution Committee for the council. We previewed the resolutions submitted to the council and made recommendations to the council floor regarding the resolutions.

There was a common theme to many of the resolutions regardless of what region of Canada or economic sector the resolution was from. Made in Canada matters and supporting Canadian products is vital to a strong economy for all. Ensuring that all levels of government looking to procure goods and services support Canada first.

EV Consultation Submission

It is important that we as a Local Union support and promote the auto industry here in Canada and we need to continue to advocate for a strong, sustainable Auto industry.

I and other local leaders were invited to consult with the National Union on their submission to unfair Chinese trade practices in the electric vehicle sector. The intent of this submission was to protect and preserve our manufacturing jobs here in North America and specifically Canada. Our jobs are under threat from China each day. We recommended in the submission that the federal govern-

OAC CHAIRPERSON AND VICE CHAIR OF FORD COUNCIL | CONTINUED

ment match the tariffs that the US Government put on Chinese imports and are encouraged by the action taken by the federal government on this issue.

Trinational Auto Delegation

On November 17th to November 20th, I joined senior Unifor Leadership from the Auto sector at the Trinational Auto Summit in Mexico City. With the upcoming review of the USMCA agreement in 2026 and the election results from the USA, there were significant issues to discuss. The three main topics of discussion were.

- Bargaining in the Auto Sector in Mexico, Canada, and the United States
- Confronting trade and strengthening workers' rights in the upcoming review of the USMCA.
- Organizing auto workers in Mexico, Canada, and the United States

The summit had five Unions participating and providing insight on the three topics identified. The five Unions were Unifor, UAW, SINTIA, SITIAVW, and SITAUDI. These meetings are important for the future of workers. Being able to connect globally and share experiences and information is so important in a globalized economy.



Unifor Local 88 / Cami Negotiations

I want to congratulate Local 88 on the ratification of their new agreement. In September Local 88 ratified their new contract at 95% in favor. This agreement was in line with the pattern setting agreement from 2023 bargaining. Local 88 was able to successfully negotiate a two-year contract term that will align Local 88 CAMI members with the Detroit Three negotiations starting in 2026.

Merry Christmas and Happy Holidays

I want to wish all our members and their families a Merry Christmas and a safe and Happy Holiday season. All the best for the New Year!

In solidarity,


Marc Brennan

OAC Chairperson and Vice Chair of Ford Council

Office Phone # (905)845-2511 ext # 3350

Company Cell# (289) 681-7654 | Union Cell# (905) 407-0475

Union Email: mbrennan@uniforlocal707.ca

Company Email: mbrenn10@ford.com 

Transition Blueprint

In July of this year, we extended and enhanced the transition Blueprint provisions because of the extended down time. The information below is posted on our webpage as well.

Transition Blueprint & Additional Re-tool Extension Provisions

July 2024

SUB Credits

- SUB benefit rate will be maintained at 70% during the retooling period consistent with existing eligibility guidelines. Eligible employees with one (1) but less than three (3) years seniority will receive a top-up to thirty-eight (38) credits, or the EI maximum, whichever is greater.

Income Maintenance Benefits (IMP)

- Employees who have completed a minimum of one (1) year of seniority and who exhaust their SUB credits, during the retooling period will be eligible for Income Maintenance Plan (IMP) Benefits. These IMP benefits will continue through the re-tooling period or until September 20, 2026, whichever is sooner.

EI Repayment

- The Company will reimburse employee repayment of Employment Insurance benefits should annual net income exceeds the annual maximum income threshold as outlined by the Government of Canada.

OAC CHAIRPERSON AND VICE CHAIR OF FORD COUNCIL | CONTINUED

Defined Contributions

- Company mandatory contributions to the DC pension plan (or CAAT plan if applicable) will continue throughout the re-tooling period or until September 20, 2026, whichever is sooner.

Vacation

- Prorated number of hours required to qualify for full vacation in calendar year (CY) 2025 and 2027 based on available months of production in (CY) 2024 and 2026 respectively.

Furthermore, the company and the union have agreed to amend the OEVC "ICE to EV Transition Blueprint" to include the following additional items, which will remain in effect through the re-tooling period or until September 20, 2026, whichever is sooner.

Retirement Incentives

The Company will provide one \$50,000 retirement incentive for each eligible employee, who qualifies for a normal or regular early retirement, with no cap on available packages predicated on operational requirements.

- A re-canvass of existing retirement eligible employees will be conducted, as per the terms of the 2023 retirement incentive program.
- Such employees who do not elect to retire will be re-canvassed once more prior to January 2025. If any of these employees decline to accept the retirement incentive, they will be ineligible for any future retirement canvasses during this period.
- Commencing in January 2025, only employees who become retirement eligible on or after January 1, 2025, will be canvassed. Such employees will be canvassed once to determine their interest in accepting a retirement incentive.
- The parties will meet to discuss the process for conducting the retirement canvass for newly eligible employees.

Voluntary Termination of Employment Program (VTEP)

- as per the terms of the Collective Agreement.

Preferential Hire Opportunity

- Production opportunities for Oakville employees – Production transfer Opportunities for Oakville Employees in Windsor.

Retirement Healthcare Contributions (for employees hired after September 24th, 2012)

From July 8, 2025, through September 20, 2026, (or the end of the retooling period, whichever is sooner), the Company will make retirement healthcare contributions based on forty (40) hours per week for employees hired on or after September 24, 2012, who remain on layoff.



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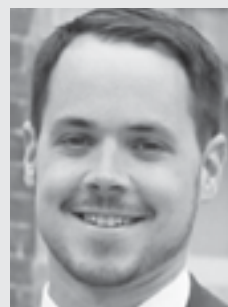
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REPORT FROM THE

FINANCIAL SECRETARY

BRETT LEFEBRE

Credit Union Merger

The merger between the Local's financial institution, Momentum Credit Union, and FirstOntario Credit Union has been voted on, approved and finalized. The last steps of this merger took place as of October 21st. Anyone who was a member of Momentum would have been notified of the changes and then received all merger information leading up to the changeover.

This transition will give our members better service and more banking options as there are more branches and services that can be accessed now. Importantly, the Maple Grove Branch will remain open.

Canadian Council 2024

Canadian Council was held in Montreal back in September of this year. Almost 2,000 delegates were in attendance for 3 days discussing the previous year's events, current issues and future goals of the National Union. One of the wins over the last year came from the organizing department which was successful in organizing a Walmart warehouse in Mississauga.

The Secretary Treasurer's report contained the year end 2023 information. The National union has made some significant changes over the last few years by reigning in some of their spending. The National Union Funds, as reported by Brother Len Poirier, are healthy and in good shape. One financial item that did draw some discussion was the deficit to run the Family Education Centre in Port Elgin, but the discussion was shut down after former CAW President Ken Lewenza spoke on the matter. Ken passionately supported the Centre, defending the deficit and stating that we should look at that as an investment in our union! Which received a standing ovation...well said Brother Lewenza!

Helping our community!

The Local and its members have continued to support many organizations within our community. We have heard from members who are actively helping community organizations and volunteering to help make our community better. Through membership action we have financially supported United Way Halton & Hamilton (\$5,000.00), Fare Share Food Bank Oakville (\$4,000.00), Halton Women's Place (\$1,000.00), Renascent Foundation (\$1,000.00), Hamilton Regional Indian Centre (\$1,000.00), Wounded Warriors (\$1,000.00), Eva Rothwell Centre (\$500.00), The Princess

Unifor Local 707 Funds for the Month Ending May 2024

		Current Month	Year To Date
General	Revenue for the period	117,679.98	1,483,213.41
	Expenses for the period	-170,384.23	-1,284,874.89
	Equity(Deficit)-End	-52,704.25	198,338.52
Education	Revenue for the period	95.90	1,293.00
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	95.90	1,293.00
Sports & Recreation	Revenue for the period	19.18	25,258.60
	Expenses for the period	0.00	-6,318.97
	Equity(Deficit)-End	19.18	18,939.63
Political Education	Revenue for the period	95.90	1,293.00
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	95.90	1,293.00
Retirees	Revenue for the period	3,172.34	16,158.45
	Expenses for the period	1,398.42	-11,822.90
	Equity(Deficit)-End	4,570.76	4,335.55
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	815.15	10,990.50
	Expenses for the period	-1,000.00	-1,649.96
	Equity(Deficit)-End	-184.85	9,340.54
Building & Building Corp	Revenue for the period	12,934.91	70,889.05
	Expenses for the period	-33,968.55	-174,862.66
	Equity(Deficit)-End	-21,033.64	-103,973.61
Watch	Revenue for the period	239.75	3,232.50
	Expenses for the period	-13,328.35	-16,369.94
	Equity(Deficit)-End	-13,088.60	-13,137.44
Strike	Revenue for the period	95.90	1,293.00
	Expenses for the period	-200.00	-900.00
	Equity(Deficit)-End	-104.10	393.00
Human Rights	Revenue for the period	19.18	258.60
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	19.18	258.60
Womens' Committee	Revenue for the period	19.18	258.60
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	19.18	258.60
Total Funds		-82,295.34	117,339.39

Margaret Cancer Foundation (\$250.00), Distress Centres of Greater Toronto (\$250.00), Canadian Cancer Society (\$250.00), Courage for Freedom (\$250.00) and Douglas Coldwell Layton Foundation (\$200.00).

In addition to the above noted donations the Local successfully put teams together to participate in the Terry Fox Run, The UPS – United Way Plane Pull and Halton Women's Place- Hope in Every Step events. These 3 teams raised over \$12,000 to support these charities.

The Food Drive and Candy Drop off events, run out of the Unifor Halton Action Centre, were successful and further show our members' willingness to support our community.

LEADEC & MPS


Congratulations to our Leadec and MPS members who recently voted in favour of their new CBAs! Each units bargaining team, led by Vice President Dave Millar, went out and got a great deal done. Each CBA made significant gains in hourly wages and substantial bonuses. Congratulations to the bargaining team members Dan Bachmeier (Leadec), Amanda Basso (Leadec), and Emerson Valasco (MPS)!

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

This year will mark the 35th year since the brutal slaying of 14 women at Ecole Polytechnique in Montreal. They were gunned down simply for being women. Join me in wearing a white ribbon to commemorate this terrible event but also as a statement of commitment to end violence against women. The Local hosted a candlelight vigil on Thursday December 5th – Information was posted on the Local's website leading up to the date.

Hall Rentals

If you or anyone you know is interested in renting some space at our facility, whether it is a small group of 10 or 15 or a large group of up to 500, we have the spaces and can set up to suit your needs. Members do get preference, and a discount as compared to private rentals. Feel free to contact me to discuss.

In solidarity,
 Brett Lefebvre
 Financial Secretary
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REPORT FROM THE

OAC SITE #3 SHIFT COMMITTEEPERSON

SCOTTY MCCOLEMAN

OAC Site Demolition

I hope everyone is doing well, the demolition of the plant is moving along. Our trades and contractors are tearing out pretty well every single nook and cranny off our shop floor. Many of you and your families witnessed this when you were at the Ford Family plant event this past September.

Machinery is arriving along with other tooling around the end of November 2024.

They will begin construction of our Stamping facility to build our F-Series Trucks, Oakville will soon be building the highest quality trucks once again.

I would like to congratulate Rob Tassone on his election to Committeeperson for the Body Department. I look forward to working with him.

All the departmental committeepersons and some stewards are getting ready for departmental layouts including future manning for each department. A new job posting system is being set up to replace the prehistoric one we have had for decades. Any questions feel free to contact them or myself.

Retirement Seminars

The Union Hall hosted two retirement seminars in November our Local President Mark Sciberras along with Paul Ivy have done a great job sharing the information with members and spouses to make an informed decision.

The Company has sent out letters for all retirement eligible members providing a onetime \$50,000 retirement incentive for each eligible employee who qualifies for a normal or regular early retirement.

Being part of a union like Unifor it's not just shopfloor problems that impact our members and their families, what the government decides can have massive consequences. It's also important to question them as well. Regardless of party affiliation.

Ontario government Law and Order platform by hiring more police as they waive tuition costs and eliminate the post-secondary education requirement for individuals to pursue careers in law enforcement with free training in Ontario's police services; this government initiative contributed to the largest graduating class in Ontario Police College history in 2023.

It leads to the question the province has serious nurse and doctor shortages as well many other important occupations why not give free tuition to all Ontario residents at all accredited schools. The government is giving away numerous deals to developers at bargain basement prices; the sell off of the Ontario Science Centre comes to mind. If this government had some better foresight to invest in all Ontario residents maybe we would have not shortages with nurses, doctors, skilled trades and the list goes on. If the government just do it, we might have record high graduating classes in those occupations to make province a better place.

Beer Store

This summer Ford Government announced that while an exclusive deal with The Beer Store, the previous 10-year deal was set to expire in 2025.

This Ford Government made sweetheart deal that convenience stores could start selling alcohol a year earlier. As part of that deal, the government agreed to reimburse the Multinational conglomerate Beer store owners up to \$225 million of our dollars. If the Ford government would have waited one year to implement Ontario would not have been on the hook to pay up to \$225 million dollars. So much for fiscal responsibility! We should be using those dollars to improve the healthcare crisis and affordable housing for first time Ontario residents. Not in the pockets of multinational conglomerates. Bottomline beer at corner stores was inevitable, particularly when the Liberals opened the door to grocery stores earlier. The issue is could it have been done without paying such a high price to other multinationals at the expense of hard-working Ontario taxpayers.

A challenge to Ford Government actions was put into the province's Financial Accountability Office, it has decided to launch an investigation into the decision. Let's see what comes from it.

I don't pick favourites my next article I will be questioning our governments actions.

I will be attending the Ford, Auto Bargaining and Ontario Councils in December 2024 I will report back on my next report.

OAC SITE #3 SHIFT COMMITTEEPERSON REPORT | CONTINUED

Final word

I would like to congratulate all our members who chose to take retirement. I hope you're all able to use your pensions or lump some for decades, best of luck in your retirement.

Leadership retirements

With a heavy heart to see some reps to elect to retire both WSIB Reps Ian Parry and Chris McDougall, shopfloor Stewards Anne Luyten, Dave Gmeterick, Mike Fisher (Fish) all made a better life for the members on the shop floor.

Mike Nunes, Bob Scott and I started out in the union offices pretty well same timeline we had many good conversations he worked hard defending our people when the chips were down very few were any better than Mike Nunes to protect our fellow workers. Keith Grist is the only shop-floor representative in the history of Local 707 to be elected steward and committee-person positions at both plants OTP and OAC. Keith Grist, Mike Nunes and I shared a special friendship and bond with our previous OTP/OAC Plant Chairperson Pat Carducci whom we miss every day. I always knew Keith would be there to back you up no matter what. They definitely broke the mold with him.

In closing thank you for getting involved , all of you made an impact on behalf of the people, all the best for the future on well deserved retirement.

In solidarity,

Scotty McColeman

OAC Site #3 Shift Committeeperson


Master Bargaining Committee

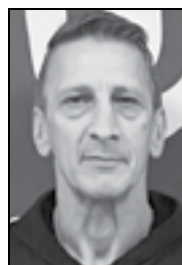
905-845-2511 ext 3350

Union cell 289-681-7647

Union email: smccoleman@

uniforlocal707.ca

Ford email: smccolem@ford.com 



REPORT FROM THE TRIM COMMITTEEPERSON CHRIS SIMPSON

At the time of this writing there are not many updates pertaining to the Trim shop currently.

The main plant demolition has been completed for the most part and construction and work is still ongoing.

I would like to thank all those at the Action Centre at the Local Union Hall for your hard work and service to our members. I would suggest that all members stop in if you have not already done so to answer any EI questions or concerns you may have.

Please continue using the Company's website for all questions and forms that you may need. <http://azureford.sharepoint.com/sites/oevccare>.

The Local has their own website with all the current and accurate information that pertains to us. <https://uniforlocal707.org>

All the Trim Department representatives Al, Brent, Dennis, Jim, and Gurps would like to wish everyone a safe and Happy Holidays.

Merry Christmas and Happy New Year to you and your families.

In solidarity,

Chris Simpson 



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REPORT FROM THE
CHASSIS COMMITTEEPERSON
 ROY DE MATOS

Dear Brothers and Sisters,
 It's hard to believe that it has been over 7 months since the last Edge rolled off the line in Chassis. I hope all of you are doing well and managing the down time despite the challenges it undoubtedly brings. Please continue to check our local website frequently at www.uniforlocal707.org for updates and layoff resources and I strongly encourage everyone to visit the Unifor Halton Action Centre at our Union Hall and website where you can find important information and links to upcoming events and workshops. I would like to thank our peer helpers, leadership and member volunteers for their fantastic work supporting and assisting our membership during this time.

With the change of product allocation for our plant, the company has been working to finalize the cycle line layouts. Demo and construction work continues, and I expect in the very near future to have a better idea of what the Chassis manpower is anticipated to look like for the launch of the F250 Super Duty product. As this becomes clearer, your leadership will continue to communicate any new information with you as we become aware it.

Work has been ongoing with the new job advertising system. The user interface is complete, and we have been testing the latest version and going through a mock posting cycle. We will use this testing period to address any issues that may arise or any possible shortcomings with the system. So far, we are encouraged by the progress and feel we are on a good path to creating and implementing a modern, user-friendly system for our members.

As a part of the Re-Tool Extension Provisions, a re-canvass of existing retirement eligible employees was conducted, as per the terms of the 2023 retirement incentive program. Retirement incentive letters were sent to those employees that were retirement eligible up to July 1st, 2024. The deadline for these letters to be returned to the company was No-

vember 1st, 2024. Retirement seminars for those receiving this letter were held at our Union Hall on Thursday November 14th and Thursday November 21st. I would like to thank and congratulate all those members that elect to retire and wish them nothing but the best.

I would like to congratulate Rob Tassone on being elected the Body Shop Committeeperson and welcome him to our In-plant Committee. I look forward to working alongside Rob.

As we near the holiday season, I just want to wish the entire membership of Unifor Local 707 a very Merry Christmas and Happy Holidays. I hope everyone enjoys a safe and festive time with their loved ones and I send my warmest wishes for the New Year.

In solidarity,
 Roy De Matos
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REPORT FROM THE

PAINT / MP&L / QC / IQ COMMITTEEPERSON

JASON DEL BUONO

Plant Construction Progress

As of this report, installation work is still ongoing throughout the main plant and in the paint department. Following Ford's announcement in July to shift focus to F-Series Super Duty production, the company had to reassess and adjust the layout of several departments. In the paint department, certain cells were originally designed exclusively for EV production, so they have paused other installations for the time being.

I expect to see updated line layouts before the end of the year, which will help us better understand our roles and tasks in each department moving forward. If history is any guide, things will likely move quickly once more details are shared from the company, though, as always, that information isn't always easy to come by. So, stay tuned and we appreciate your patience—by the time you read this, the situation may have changed.

Job Ad System

The new Job Ad System we've been working on with the team from Labour Relations and Dearborn is almost ready for launch. We're currently in the final month of testing, and so far, we've identified and addressed any issues, helping the technical team fine-tune the user interface to ensure it's both functional and user-friendly. If the test phase goes as planned, this will be the last step before we move on to future enhancements to make the system even better.

2025 Calendars

Every December, Stewards take it upon themselves—at their own expense—to order and print calendars for the upcoming year to distribute to all our members. Since we won't be able to hand them out in person this year, if you'd like a 2025 calendar, just send me a text with your email address, and I'll send you a digital copy for easy access or printing.

Congratulations & Holiday Wishes

I'd also like to congratulate those who, by the time you're reading this, have made the decision to retire. Wishing you all the best in the next chapter of your lives.

As we approach the holiday season, I want to extend my warmest wishes to you and your families. Have a very Merry Christmas and a safe, Happy New Year! 2025 will bring new challenges but facing them together will help us continue moving forward and building a brighter future.

In solidarity,

Jason Del Buono

Paint/QC/MP&L/IQ Committeeperson

jdelbuon@ford.com

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REPORT FROM THE
**BODY SHOP OAC
 COMMITTEEPERSON**
 ROBERT TASSONE

Brothers and Sisters,
 I would like to take this opportunity to thank everyone who made it out to vote in the Body Shop Committeeperson election the turnout was especially impressive with the plant being down. It was also great to catch up with many of you at the September open house.

As things progress in the plant we will do our best to keep you updated with information as it becomes available.

On behalf of myself and the Body Shop Union Stewards Lucky Sandal, Joe Simopoulos, Paul Finelli, and the Alternate Stewards Lindsay Hinshelwood, Jamie Norton, and Gary Shedden we would like to wish everyone a Merry Christmas and Happy New Year.

In solidarity,
 Robert Tassone
 Body Shop OAC Committeeperson

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As a token of our appreciation, we would like to offer all current and retired Ford employees a special discounted labour rate and 15% off all Ford and Lincoln parts.



In solidarity with local 707 and its members





REPORT FROM THE

707 RETIREES' CHAPTER

ARNIE DE VAAN

Good day everyone!

It has taken us a while to get back to a good crowd at our Retiree Chapter meetings. It is great to see some of our most recent retirees join us. If you haven't come out to a meeting, that's keeping you away from meeting some of your old work friends...the brothers and sisters that you spent so much of your life with. We meet every third Wednesday of the month at 10 am, at the Union Hall. Hope to see you there. At the November 20 meeting we have a speaker coming in from McMaster. At our December 18 meeting we will have a Christmas lunch served to us by our Local Executive Board. One thing I will continue to say is that we get a lot of support from them through the year.

Our newly elected Retiree Executive Board is jelling well and are a very active group that are not afraid to put in some hard work on your behalf. Just recently Brother John Teixeira was re-elected to the board as your Sergeant at Arms. It's good to have John back in that capacity. This past October four of our Retiree Executive Board Dave Tremblay, George Muldoon, John Teixeira, and Harry Aire attended the OFUR Conference on your behalf. Once again congratulations to brother John Teixeira on getting elected to their Executive. Brother Tremblay has been busy getting us a speaker in the last little while. It is also really good to have brothers Harry Aire and John McCabe on the board as they give us a new view from the perspective of the trades.

The position of Retiree Sports and Recreation Chair became open recently and I am happy to say that brother Andy Kiss was acclaimed to that position. Andy also runs the Tai Chi for us. Thank you, Andy, as I know you will do a great job working with brother Brett Lefebre, the Golf Committee, Euchre and dance functions.

In September your retiree delegates attended Retired Workers Council. Brothers Tremblay, Muldoon, Teixeira, Aire, Robertson, MacDonald, and myself. Once again sister Lana Payne our National President came to speak as well as Terri Sheehan from the Federal Labour Ministers office. Both speakers were asked some very pointed questions by the delegates.

Canadian Council was in October and the resolution on benefits for all, a resolution we passed through our chapter and General membership in 2023 came up under the national financial secretary's report, brother Len Poirier. A workgroup has looked into it and under further debate they will continue to look into this matter. This does not affect 707 but will affect any Unifor people that have no benefits.

Speaking of dances...we just had our Fall dance which went very well. The food was fantastic...thank you Doulios. The music was done by Ken Small assisted by Heather Piggot...thank you to them. It sure looked like everyone had a great time. Our next dance is our Spring dance and the date for that is April 12. We hope to see you there...bring a friend if you like...or another retiree...the more the merrier.


At the beginning of December, I will be attending Ontario Regional Council with the Retired Workers Executive which will also meet for two days prior to ORC. Again, another resolution that we passed through our chapter and general membership; to add a retiree member at large to the Ontario Regional Council Executive to be the voice there on behalf of all Unifor retirees in Ontario. If and when this passes it will be historical for a retiree to sit there. The retiree that was elected to that position is brother Tony Sisti. Tony is a very hard worker on behalf of retirees, and I know he will do his best for us in that position.

I would also like to wish everyone a very Merry Christmas and a Happy and safe New Year.....enjoy your family through the festive season.

Our next chapter meetings are scheduled for Nov 20/24, Dec. 18/24, Jan. 15/25, Feb. 19/25, Mar. 19/25, Apr. 16/25, May 21/25, June 18/25.

Our next retiree Executive Board meetings are scheduled for, Dec. 4/24, Jan. 8/25, Feb. 5/25, Mar. 5/25, Apr. 2/25, May 7/25 and June 4/25.

Area Council meetings are scheduled for Dec. 2/24, Mar. 3/25 and Jun 2/25.

*In solidarity,
Arnie De Vaan
Retirees' Chapter* 





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

Summer is over. 2024 was year of sports events: Euro Soccer cup, Paris Olympiad.

There was a lot to see many competitions. Canada did better than ever. We all stand for you. Bravo!

I retired July 1st 2004 and my first retiree union meeting was September 2004. Bill Van Gaal was Chairperson for Retiree Chapter.

Bill nominated me for Sports and Recreation Chairperson to succeed old Doug McDonald, I accepted and since then I served three chairmans: Bill Van Gall, Charlie Goode and present Arnie De Vaan. I was very satisfied working with my comrades. In 2005 we started the 707 Golf League and this is the 20th year. Young guys it will be up to you now to continue and you will love it!

My thanks to our Nation Union CAW then Unifor now and our Local 707 with great support and help.

Our 707 Chapter having 2 dinner dances annually spring and fall, Tai Chi Thursdays.

Participating in the annual picnic.

The Wednesday every month retiree union meetings are well attended.

After 20 years of my satisfaction working with all of you, I decided to step down.

This September meeting we can elect a new blood.

Job is easy, need help I will be there.

In solidarity,

Val Bodiroga

Retirees' Sports and Recreation Chair 



REPORT FROM THE
**SENIOR GOLF LEAGUE
 CO-ORDINATOR**
 TED DELUCA

Brothers and Sisters; As a league, we celebrated our 20th Year of great fun and comradery as retired members of Local 707, enjoying our leisure time outdoors along with the rest of our fellow retirees.

As a league this year, we had a very successful golf season, with 89 members participating. Concluded by our year-end Bert Hofman Memorial Golf Tournament with 72 golfers having taken part in it. In the attached picture is the whole group with our 20 Year Anniversary Cakes. It was a great day of fun for everyone who attended.

We want to thank our many Sponsors and Supporters, including, Arnie DeVaan and The Retiree's Chapter Executive Board for their financial and moral support over the past years. As well as Kevin Forbes who also has supported us through the Local Sports and Recreation Fund from Local 707 financial support for our year-end tournament. Thanks to Dave Miller for his support and donations of prizes from Local 707, as well as John Aman from the National Union for the prizes that they donated for our Tournament. Also we thank some of our members who also donated some prizes. In addition, we would like to thank Daniel Burns of Connect Hearing, Oakville office, for his sponsorship of the Par 3 Closest-to-the-pins prizes.

The winner for the BEST GROSS SCORE was Chico Santos with a score of 81 (9 over par) and the winner for the BEST NET SCORE was Jamie Malek with a Net Score of 67 (5 under par). We also had a prize for BEST HONEST GOLFER who was Jens Albrethsen.

Again, we would like to thank everyone for a great day and are looking forward to the 2025 Season. It will again be at Chippewa Creek Golf Club in Mount Hope (by Hamilton Airport). If any of the recent retirees or past retirees would like to join our League to have lots of fun on the golf course, please feel free to contact me either by email at tjdeluca@rogers.com or by phone at 905-515-0838, or contact any of our current members if you are interested to join our league for a great time on the Links. We play on Wednesdays, 8:45am start.

Special thanks to two great ladies, Jane DeLuca and Connie Rosati, who help us to do the bookkeeping for the league. We appreciate all they do for us.

Fraternally,

Ted DeLuca – Co-ordinator Local 707 Senior Golf League 

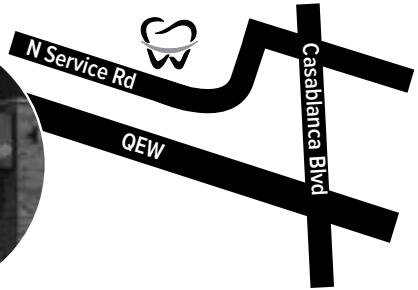
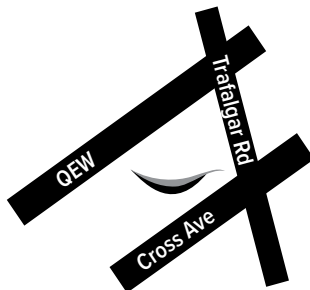
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Nikola "Nick" Dragun	2024-06-17	2004-07-01	Peter Sherbanow	2024-09-21	1985-06-01
Numo Meyer	2024-06-20	1993-11-01	Donald Langille	2024-09-22	2008-04-01
Mark Chensue	2024-06-22	2019-09-01	Arthur St. Laurent	2024-09-23	2003-05-01
Thomas Ferguson	2024-06-25	1998-05-01	Cecil Parrell	2024-09-23	1989-11-01
Gerald Maitland	2024-06-27	2004-07-01	Wiebe Terpstra	2024-09-24	1982-08-01
Charlie Whelan	2024-06-28	2008-12-01	Roy Farrell	2024-09-28	1991-05-01
Melville Daley	2024-07-01	1996-10-01	Reg Brown	2024-10-01	1985-05-01
John Bastasich	2024-07-03	1983-02-01	Roger Gibson	2024-10-02	2004-01-01
Lorenza Mcfarlane	2024-07-03	2004-07-01	Abel Peixoto	2024-10-02	1994-11-01
David Armstrong	2024-07-11	2000-07-01	Guiseppe D'Alesio	2024-10-03	1993-05-01
Tom Wortley	2024-07-16	2004-07-01	Serafin Da Silva	2024-10-09	1994-11-01
Jean St. Pierre	2024-07-21	2013-12-01	William Rudge	2024-10-09	2004-07-01
J. Schwieg	2024-07-22	2004-07-01	Mirko Kozjak	2024-10-09	2004-07-01
Marsilio Petrucci	2024-08-01	1987-11-01	Dan Senson	2024-10-10	2017-05-01
Gordon Mathieson	2024-08-01	1988-04-01	Giovanni Marcantonio	2024-10-14	1994-11-01
Robert Dougherty	2024-08-01	1985-01-01	Gennaro Saraco	2024-10-15	2001-11-01
H. Elhage	2024-08-07	1993-11-01	Peter Vidovich	2024-10-15	1992-01-01
Dennis Sararas	2024-08-12	2020-09-01	Robert Granby	2024-10-30	1983-09-01
Ronald Coates	2024-08-14	1997-05-01	Khalid (Mohammad) Taj	2024-10-31	2008-10-01
Ronald Smith	2024-08-15	1990-07-01	Giovanni Martinello	2024-11-01	2000-01-01
Fritz Greifenberg	2024-08-16	2000-01-01	Peter Dunn	2024-11-04	2004-07-01
Alan Milligan	2024-08-22	2010-11-01	Hector Carlino	2024-11-05	2000-10-01
Anibal Sousa	2024-08-30		Michele Sputore	2024-11-05	1999-06-01
Gregory Hastic	2024-09-04	1988-07-01	Pat Smith	2024-11-08	2008-09-01
Frank Kessler	2024-09-05	1990-05-01	Louis Scretas	2024-11-14	1988-07-01
Leon Libawski	2024-09-10	1989-01-01	John Mackinnon	2024-11-19	2000-10-01
Haroza Mihaljevic	2024-09-10	2000-02-01	Allan Hardiman	2024-11-27	1994-11-01

LOCAL 707 RETIREES

Tracy Aubin	2024-07-01	Dave Gmeterick	2024-07-01	Aigbokhae Otote	2024-07-01
Ron Baker	2024-07-01	Annemarie Graham	2024-07-01	Stan Petric	2024-07-01
Sharon Bassett	2024-07-01	Keith Grist	2024-07-01	Stefan Petrov	2024-07-01
Leo Bastien	2024-07-01	Leftis Hatzis	2024-07-01	Damir Podnar	2024-07-01
Ted Beckstead	2024-07-01	Tammy Hawrychuk	2024-07-01	Joe Presti	2024-07-01
Peter Bell	2024-07-01	Richard Hogg	2024-07-01	James Pullin	2024-07-01
Edward Botting	2024-07-01	Petr Hruda	2024-07-01	Domenic Ragno	2024-07-01
Kenrick Cameron	2024-07-01	Maria Isla	2024-07-01	Wayne Reid	2024-07-01
Clarence Carman	2024-07-01	Krzysztof Kania	2024-07-01	Mario Romano	2024-07-01
John Carreiro	2024-07-01	Simon Kwong	2024-07-01	Dale Sanderson	2024-07-01
Randy Chabot	2024-07-01	Agostino Lagana	2024-07-01	Erick Sese	2024-07-01
William Crumb	2024-07-01	Dean Langille	2024-07-01	Sunil Sharma	2024-07-01
Jack Daoust	2024-07-01	Dave Little	2024-07-01	Daniel Sharp	2024-07-01
Bruno Dellapenta	2024-07-01	Dave Lucken	2024-07-01	John Spanik	2024-07-01
Peter Desbiens	2024-07-01	Brian Macdonald	2024-07-01	John Spiliopoulos	2024-07-01
Stephen Dick	2024-07-01	Joseph Malek	2024-07-01	Dennis Sterling	2024-07-01
Thanh Do	2024-07-01	Tim Martin	2024-07-01	Kevin Stevens	2024-07-01
Peter Doyon	2024-07-01	Chris McDougall	2024-07-01	Don Swales	2024-07-01
David Draper	2024-07-01	Steve McEwan	2024-07-01	Paul Therriault	2024-07-01
Michelle Dubiel	2024-07-01	Dwight Mckenzie	2024-07-01	Manuel Tulio	2024-07-01
John Dunbar	2024-07-01	Stephen Mcphail	2024-07-01	Edwin Tupe	2024-07-01
Ebenezor Edusa-Eyison	2024-07-01	Malcolm McPherson	2024-07-01	John Vanoostveen	2024-07-01
Dale Eldridge	2024-07-01	Nicole Medos	2024-07-01	Eugene Wachnik	2024-07-01
Jim Elhage	2024-07-01	William Morrison	2024-07-01	Jamie Whaley	2024-07-01
Mike Fisher	2024-07-01	Owen Murtagh	2024-07-01	Boleslaw Wilczynski	2024-07-01
Wayne Kyle Foster	2024-07-01	Jerzy Musialski	2024-07-01	Gary Williams	2024-07-01
Giuseppe Furiato	2024-07-01	Stewart Myers	2024-07-01	Beata Wojtkowiak	2024-07-01
Glenn Gilby	2024-07-01	Rob Myles	2024-07-01	Darrell Wright	2024-07-01
Balraj Gill	2024-07-01	Phil Natale	2024-07-01	Italo Zavarella	2024-07-01
Manjit Gill	2024-07-01	Antonio Neskovic	2024-07-01		

Congratulations and Enjoy a Long and Happy Retirement.



REPORT FROM THE

BENEFIT REPRESENTATIVE

PAUL IVEY

Exhausting EI and Re-Application

What to do when your EI stops paying. Re-apply. You must re-apply and either establish a NEW EI claim or get denied based on insufficient hours. If you establish a NEW claim, then your EI will continue, and SUB will continue. It is important to let the company know that you have re-applied, and a NEW claim established so that any waiting periods can be aligned. If denied you must provide the company with the denial letter to get FULL SUB. If denied, you must look to re-apply every 12 weeks to continually show the company you are denied.

Vacation PP50

Just a reminder that any outstanding vacation will be paid out in PP50. You must report all vacation earnings to EI. If you have more than 40 hours of vacation paid to you in PP50 then you must allocate 40 hours and the earnings to each week after PP50. For example, if you have 40 hours remaining and are paid 40 hours in PP50 then you would report 40 hours and the earnings to EI for the week Dec 1-7, 2024. If you have 80 hours remaining and are paid out 80 hours in PP50 then you would report 40 hours and your earnings in PP50 (Dec 1-7, 2024) and 40 hours with the earnings in PP51 (Dec 8-14, 2024).

If you have more than 120 hours' then your reporting to EI will need to go into 2025. For example, if you have 240 hours paid out in PP50 then you must report 40 hours and the earnings in PP50, 40 hours and the earnings in PP51, 40 hours and the earnings in PP52, 40 hours and the earnings in PP01 (in the year 2025), 40 hours and the earnings in PP02, 40 hours and the earnings in PP03. Also note that all hours must be reported. If you have 72 hours remaining, you will report 40 hours and the earnings in PP50 and 32 hours with the earnings in PP51.

The exception to this process is if you have scheduled your vacation in PP51 or PP52 then you would report your earnings according to the week you had scheduled. For example, if you had scheduled 40 hours in PP52 and you are paid 40 hours in PP50 then you would report \$0 in PP50 and when reporting PP52 you would claim the 40 hours and earnings in PP52 (Dec 15-21, 2024).

CERB Letters

Many of you are receiving letters from the Integrity Department of Service Canada. These letters may be a precursor to a Notice of Debt. The letter will probably state that after a review it looks like you did not report earnings correctly in 2020 and you may owe money. As a reminder of what happened at the time, COVID hit in 2020 and the plant was laid off March 22 to June 6, 2020. Ford Motor Company applied for CEWS (Canadian Emergency Wage Subsidy) for that down time. They were eligible from April 12-June 6 for this government benefit. The company paid us a lump sum in September (September 17, 2020, would be the deposit date). This lump sum was a retroactive payment and was allocated to April 12-June 6. The government has reviewed and will be looking for you to repay the CERB you were paid at that time. The Notice of Debt would probably be between \$2000 and \$3500.

Some have told me that they have already repaid \$2000 but this is likely the \$2000 mistake the government made when they introduced this CERB program. Service Canada suspended EI and moved anyone applying for a new EI claim to CERB. They paid out \$2000 to keep the economy rolling then realized they also paid \$500 per week of layoff and so wanted the initial \$2000 back. If this is what you have repaid, then the Notice of Debt you are now getting is not the same as the \$2000 error.

Benefit Letter

The company recently mailed out an information letter regarding benefits during the layoff. This is a generic letter of the most basic information. To sum it up, you will continue benefit coverage (except for Legal Service, which is 18 months from date of layoff) for the amount of SUB credits you had in effect **at the time of layoff**. During this time you have benefits. Once your SUB runs out you will be able to apply for IMP. While receiving IMP, you have benefit coverage. Our bargaining team was successful in doing everything they could to ensure that we will have SUB or IMP coverage during this retool period and therefore have benefits throughout for you and your family.

BENEFIT REPRESENTATIVES REPORT | CONTINUED


Pension Estimates/Incentive Canvass

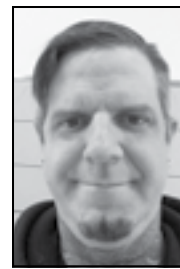
The new pension system is now operational. However, due to the nature of the new system, I no longer have access to generate estimates. This means that we must request estimates from the company creating a time lag. Also, the estimates are currently unavailable to anyone on the inactive roll. In short, they cannot generate an estimate if you are not currently at work. In order to generate estimates for anyone being offered the incentive, they must manually put them back into the old pension system to create an estimate. We continue to work toward access to estimates and push the company to ensure anyone looking to retire can get an estimate in order to make an informed decision. We will look to host future Pension Seminars as well to help the membership where we can.

Halton Action Centre

I would like to acknowledge the volunteers and helpers at the Halton Action Centre located at the 707 Local Union Hall. They are a tremendous help to our membership and certainly help the Benefit Office on a daily basis. The Action Centre has been established to help our Local and the community with EI issues, job search and much more. Thank you all.

To end this report, I would like to wish everyone a Merry Christmas and Happy New Year. Enjoy your Holidays and stay safe.

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



REPORT FROM THE EMPLOYEE ASSISTANCE PROGRAM


TREVOR MASON • JEFF WATSON

Brothers and Sisters

I do hope everyone enjoyed the summer and all the outside activities in the warmth. Writing this at the start of November, just prior to the wellness fair presented by the Halton Action Centre at our Local 707 Union Hall, makes this an opportune time to talk about overall wellness. There are many facets to overall wellness-physical/ emotional/ mental/ spiritual/ financial. Taking care of all of these might seem an overwhelming task, but please understand that small actions are cumulative. If you take one small step at a time and stay on track, the end results can be very rewarding. Stretching, exercise, eating well and proper rest can go a long way to address the physical. Connection, talk therapy, and meditation can really improve mental/spiritual health. The financial piece may currently be the hardest. The reduction in income along with inflation has made things extremely difficult for many. There are community services that we normally support, possibly needing to be accessed by the membership. If you need it- please use it. One thing we know is there is product slated for us. This retool will be completed and it will be time to get back to building quality vehicles. A bright future- if still a bit over the horizon. Until then- as best you can- care for yourselves and your families.

The Employee Family Assistance Program is available if you are struggling. Confidential direct assistance as well as referral to appropriate supports in your community. Please call or email if you want to know more.

As this is the last report before the holidays, we would like to wish everyone a Merry Christmas and Happy New Year.

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

HEALTH AND SAFETY

JOHN MULLIN • STEVE GARDINER

Super Duty F-Series

We can all agree that 2024 has been quite a year, with the ever-changing developments for our plant. The last Edge rolled off the line in May and then we moved into demolition of the facility. The company is now moving into the reassembly and modernization of the plant. The Super Duty F-Series will be the largest vehicle we have ever built in Oakville! This vehicle will have some specific questions to deal with (just getting in and out of the vehicle is a task). The JHSC are working to get ahead of issues by assessing the other two plants that are currently manufacturing these units, they are Kentucky Truck Plant (Louisville, Kentucky) and Ohio Assembly Plant (Avon Lake, Ohio).

Demolition

There has been over 20,000 tons of material removed during demolition at our facility. Now that this phase is complete, the company will focus on modernization and upgrades to the plant. The focal point now being the installation of new equipment.

New Equipment – Pro Tagging

When it comes to bringing in new equipment the company uses a defined system, called Pro-Tag. This system has color-coded stages to identify the status of equipment readiness. They have now moved away from paper and to a digital version of this system. It will now allow you to use a phone and scan a QR Code that will show equipment status. If you ever have any questions regarding the status of new equipment, please do not hesitate to contact our office.

Construction Regulations OSHA

The JHSC has been working under the Construction Projects – Reg 213/91 as opposed to our Industrial Establishment – Reg 851. The MOL Construction Inspector has been on site for assorted reasons ensuring the regulations are being upheld. We would like to explain what checks and balances we are using to ensure everyone’s safety. PTAs (Pre-Task Analysis) and DTAs (Daily Task Analysis). These documents are live and can change at any moment. Issues or concerns are captured and identified with instructions to minimize any hazard. They are similar to what we use in the Industrial Regulations in the form of JSA (Job Safety

Analysis) and our OIS (Operator Instruction Sheet). Just like in our industrial environment, we remain focused on eliminating complacency and put the emphasis on safely completing the task at hand. Under the OSHA – Construction Projects, there must be a JHSC (Joint Health and Safety Committee) that includes all contractors. Each contractor must include a worker representative and a company representative. We meet once a month and do monthly audits of the facility.

Tripping Hazards

WWS (Walking Working Surfaces) hazards have multiplied in the plant during the demolition. Once all the equipment was removed, we were left with an infinite amount of tripping issues with - STUDS sticking up through the floor. Each one must be painstakingly cut out with a torch; they could not bull doze them as it would result in ripping up the cement floor. This task is now completed, and we will constantly be auditing for any that might have been missed.

New High Bay Lighting

The plant is looking much brighter these days. Our Skilled Trades have been busy changing out the Duro Site LED High Bay Fixture lighting to a much better Lithonia LED High Bay Lighting. There will be over 5,600 lights required to be changed throughout the facility.

Beautification Project

The company has taken on a massive project known as the “Beautification Project”. The scope of work is to paint every column, truss, and beam in the plant - a bright white! In addition to the new lighting mentioned previously, you should notice that our plant will be a much brighter work environment.

Paint Department – New dual stage gas burners

They are installing new high efficiency dual stage gas burners in the Paint Department. One of the reasons this is great news for our membership is that in the fall and spring the burners turn on and off constantly trying to regulate temperatures from the outside. This new system should now eliminate this issue.

BENEFIT REPRESENTATIVES REPORT | CONTINUED

Plant Improvements

Some other plant improvements that have taken place are Gate 4 – (Body1/Paint) has a new paved parking lot. There are new cement side walks going from the 3 flags parking lot to the Gate 12 parking lot. Massive roof replacement and repairs which should correct the leaks in the plant.


Saint John Ambulance First Aid / CPR / AED Training

Saint John Ambulance Training is a high-quality valuable course that everyone should have. We would like to see as many of our members receive this training as possible. The company continues to offer it for people that are still working. The members that are on lay off also have an option with our Workers Action Centre. They have had 2 classes in the fall (both full) and will be offering more in 2025. If you go on our local's website: <https://uniforlocal707.org/> and click on the **Unifor Halton Action Centre**, it will list upcoming classes. If you have any questions, please reach out to:

Joe Oliveira - Coordinator at Halton Action Centre
Cell 905-699-8366
email: joe@haltonactioncentre.ca

In Closing

Our plant's future looks extremely bright with positive changes happening daily. There are some state-of-the-art technologies coming that should help ensure our workplace is safe. Also, some new departments developing such as the Frame Line and a Stamping Plant. We have a great amount to reflect on over the past year. That being said, this is a very special time of the year so please take advantage and spend time with your families and friends! From our homes to yours, we (**John, Steve, Rob, and Pat**) would like to wish everyone the warmest Christmas wishes and a Happy New Year, all the best in 2025!

In solidarity,
John Mullin, #2 Shift Co Chair JHSC
Steve Gardiner, #3 Shift Representative
Alternates:
Pat De Stephanis, "B" Shift Alternate
Rob Kehoe, "A" Shift Alternate 

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KEEP YOUR TEETH



REPORT FROM THE
B-SHIFT WSIB
 CHRIS MCDUGALL

Brothers & Sisters,
 A long time ago, when I was first hired at Ford, I was kind of disillusioned by the Union and maybe some of my reps at the time. To be fair, transparent, and honest, I was opinionated and believed I knew best, as young men often do. Then one night, I had a conversation with then afternoon shift Chairperson Ted DeLuca, who challenged me to quit my complaining and act. Get involved in the Union and then run for a Local leadership position, get elected and start making a positive impact on my fellow workers lives. Trust me, this was all easier said than done. Regardless, I took Ted's advise, it was one of the best decisions I have made.

I got involved, elected, re elected and acclaimed a few times and have had the great opportunity to represent our local and help my fellow workers for over two decades. The harder the challenges that presented themselves the greater the reward/satisfaction and I am grateful for the time I had and the opportunity to make a difference.

My sincerest thanks to Brother Ted Deluca for challenging me and getting me to change my mindset and do something positive with my life at Ford.

As I moved towards retirement age the decision was made to leave quietly without fanfare, as that is not my way. My wife and I sold our home and moved into our retirement house by the lake. Life is good! I look back at my involvement with the local union with warm thoughts, yes there were struggles, some grief and to be honest I do not miss the place, but I do miss the people.


Oakville Local 707 Autoworkers ARE the BEST IN THE WORLD, and it has been my greatest privilege to represent our local.

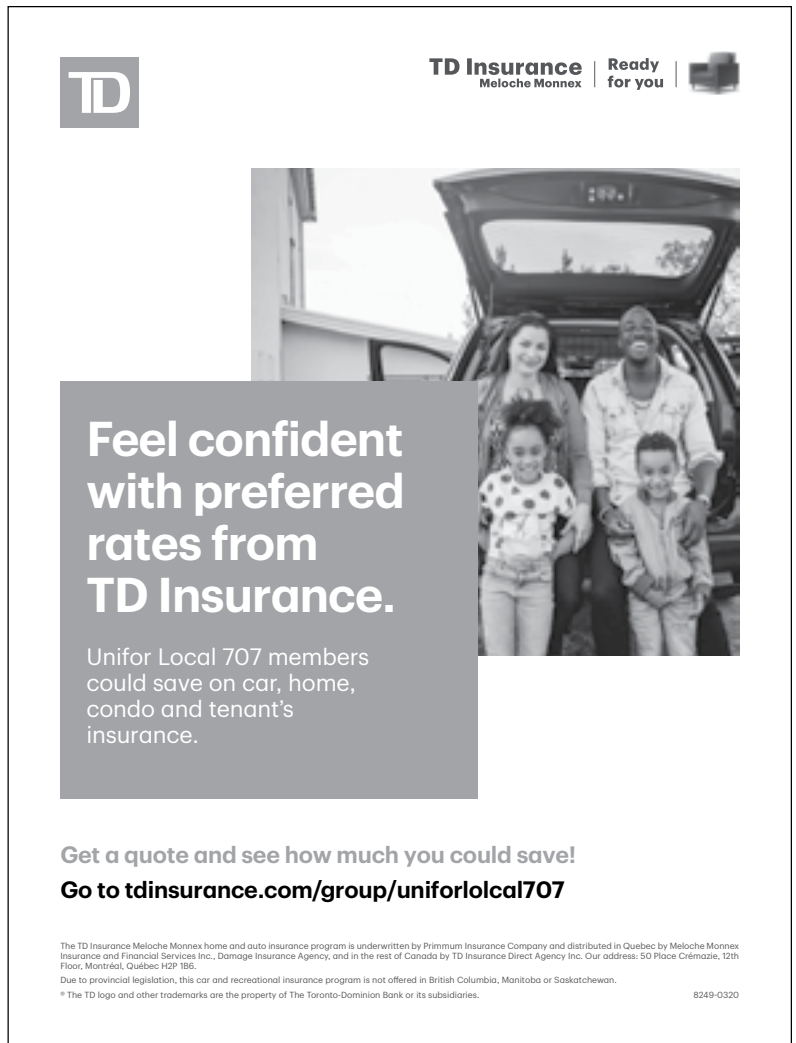
The future of the W.S.I.B. office


Although I did not support Heather Longer when she ran for the fulltime A-Shift W.S.I.B. position. She has proven to me countless times since she was elected, that I was wrong. She is incredibly smart and has a great work ethic, she is more than willing and able to do the work required, to represent our membership in this role. She is determined and

resolves issues, never backing away from a fight, does the work and research to find solutions! She able to tell workers the truth about an issue and not just be a "good news bear" as the old expression goes. All my dealings with Heather have shown she does the work daily to ensure successful outcomes for workers.

I have now been retired for a few months but feel good about retiring and leaving the office to Heather. As I am 100% confident, she will continue the work and build on the credibility of the office that her predecessors instilled.

All the Best,
 Chris McDougall
 (Retired W.S.I.B. Representative B-Shift) 



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REPORT FROM THE
A-SHIFT WSIB
 HEATHER LONGER

Brothers and Sisters, the WSIB office would like to send out a heartfelt thank you and congratulations to Chris McDougall on his retirement. After 30 years of service with many of those serving the membership in different roles, Chris always provided dedication and integrity. I had the privilege of sharing an office with Chris for the past year and half. During that time I gained a tremendous amount of knowledge from him. Thank you, Chris, for everything you did for this office and the membership, we wish you all the best in your retirement!

What's happening in the WSIB office since the retooling began? We all know that injured workers don't just automatically heal once you are no longer working. There are lingering effects, ailments, and treatments that continue even if the plant is not running. I must remind our membership that when you are in receipt of WSIB benefits there are co-operation obligations that must be adhered to. If an injured worker does not fulfill these obligations, the worker's benefits may be reduced or suspended. Notice is given verbally (if possible) and confirmed in writing for every case. If you receive one of these letters, please contact the office.

Leaving the province for vacations with an open claim – The WSIB allows up to 3 weeks of vacation per year, provided the vacation period does not interrupt a workers healthcare treatment or return to work activities. If you plan on leaving the province for an extended amount of time, you should notify the WSIB of any travelling plans.

Exposure Incident Reporting Forms – For our members who continue to work in the plant during the retooling period, please be cognisant of the environment in which you are working in. The WSIB provides workers an opportunity to voluntarily report an unexpected workplace incident exposure from a leak, spill, rupture, unanticipated emission, or release of a dangerous chemical or an



infectious substance or biological agent. This form helps the Board gather information about the exposure so they can process your claim faster if you experience an illness or disease in the future. You should only submit this form if you experience an unexpected exposure. **If you are experiencing an illness and need medical attention, as a result of the incident, you should file a WORKER'S REPORT OF INJURY / DISEASE.** If you need clarification or have any questions regarding the forms, please don't hesitate to reach out to the Union WSIB office.

We would like to take this opportunity to wish you, your family, and loved ones a warm and safe holiday season. Merry Christmas and a Happy New Year!

In solidarity,
 Heather Longer A-Shift 🇺🇸

Hearing Well Matters!
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Unite Local 707
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We look forward to meeting you in our clinic to assess your hearing. Having led Canadian operations of a global hearing aid manufacturer with hearing loss myself, we can offer useful insights into customizing the best hearing solutions for you.

Rob Hamilton, Hearing Healthcare Professional

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REPORT FROM THE
EQUITY COMMITTEE
 STACY POOLER • LEAH DOUGLAS

Greetings Brothers and Sisters,
 We hope everyone is doing their best to stay safe and healthy while prepping for the holiday season. As most continue to navigate layoff, please consider available resources offered through the Action Centre as well as local communities. A reminder the office remains accessible for both active and laid off members needing personal guidance/support.

Harassment/Discrimination

As demolition work and construction continue, the office has seen a decrease in formal complaints around B111 harassment policy and appendix O language. With the reduction in plant population, most activity is 'informal' in terms of address and resolution measures.

Accommodation

Any (shift) accommodation requests can be reviewed once more information around shift operations is available. Without knowing what production looks like, Labour Relations will not commit to pre-authorized scheduling at this time.

Advocacy

While sexual violence remains a pervasive issue, we make it a priority to participate in community initiatives where possible. Local 707 members joined Take Back the Night (TBTN) festivities in both Hamilton and Oakville recently. TBTN is a global movement dedicated to a world free of sexual violence. Both events were well attended and included various speakers, community support and a solidarity march.

Hope in Every Step Campaign

Thanks again to both the membership and executive for supporting sponsorship of the Hope in Every Step Fundraiser that took place November 2nd. The event included a walk to end violence against women with funds going directly to Halton Women's Place (HWP). The shelter provides critical support and resources to survivors of domestic violence. Thanks to all participants and anyone that donated to the campaign.

Education

An annual Equity Conference took place this past November which drew attendees from both the union and company. Specifically, reps from 707, 584, 200, 240 and 1324 along with management, labour reps and staff from People Matters, CHQ.



EQUITY COMMITTEE REPORT | CONTINUED

Constructive discussion topics included cultural competence, subconscious bias, transformative justice and mental health in a shared space.

Mental Health

A reminder to check on your friends and practice selfcare for yourself. While a joyful time for many, the season can bring added challenges for some including compounded stress, loneliness and/or financial pressure. Strategies like maintaining a regular sleep schedule, getting outside during daylight hours and exercising can help manage these seasonal challenges.

In Closing

Congratulations to those retiring throughout the layoff. All the best in your next chapter!

We also want to wish everyone a safe and healthy holiday celebration. Enjoy your time with family and friends. Cheers to good health, renewed energy and personal growth in the year ahead.

In solidarity,

Stacy Pooler - Equity Rep & Women's Advocate

Leah Douglas - Alternate Equity Rep & Women's Advocate 🇺🇸

Dates of Observance & Awareness

- Dec. 3rd – International Day of Persons with Disabilities
- Dec. 6th – National Day of Remembrance and Action on Violence Against Women
- Dec. 10th – Human Rights Day
- Dec. 18th – International Migrants Day
- Dec. 25th – Christmas Day
- Dec. 25th (to Jan. 2nd 2025) – Hanukkah
- Dec. 26th (to Jan. 1st 2025) – Kwanzaa
- Jan. 1st – New Year's Day



REPORT FROM THE LOCAL 707 GUIDE JOE AMATO

Hello Brothers and Sisters,
H Membership meetings:

Since we've been laid off, I'm seeing new faces and greater numbers attending our membership meetings, looking forward to seeing those numbers increase. As always, it's a great way to get updates from the Plant Chairman and President's Report. Also, you'll get updates about what's going on with the re-tool.

I'd also like to talk about the RETIREEE CHAPTER MEETINGS. As I'm on layoff, I've had the opportunity to attend the Retirees meetings. They are scheduled for the third Wednesday of the month. These meetings generally get a great turnout, I'd like to reach out to the NEW RETIREEES to let them know that this is a great way for them to mingle and chat with other retirees. You'll also get updates as to what is happening in the plant. If interested, there are many ways that old and new retirees can get involved with their local. There are also many activities and events throughout the year, including two yearly dinner dances, one in the spring and one in the fall. (Which are always a good time, with great food and even better company). On that note, I wish to congratulate all the Brothers and Sisters who have recently chosen to retire. All the best in your future endeavors.

As this will be my last report prior to the Christmas Holidays, I would like to wish all our Brothers and Sisters a safe and happy holiday season.

In solidarity,

Joe Amato

Local 707 Guide

(AKA Scanner Joe) 🇺🇸

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REPORT FROM THE
**BIWOC
 REPORT**
 CONSTANCE BROWN

Brothers and Sisters,
 I would like to thank our Union/Executive team for keeping us connected. With that said, the BIWOC Committee was able to reach out and support various communities within the past year. The committee supported the Fort Erie Native Centre in a Unity Walk in recognition of the National Day for Truth and Reconciliation as well as collecting Halloween candies for the children at the centre which is dedicated to the families who have been impacted by the residential school movement.

Members of our Local 707 committee participated in the recent 2024 BIWOC Conference at the Unifor Family Education Centre, which was extremely powerful, and inspiring. Our National Union works to apply and negotiate language throughout Canada to dismantle any type of systemic racism experienced in our workplaces.

The BIWOC Committee continues to work with the Migrant Workers Alliance while the National has released the following statement.

Unifor does not favour any program of labour migration that fosters a climate of precariousness and fear for a large segment of Canada’s workforce. As such, the union recognizes that the core tenets of the Temporary Foreign Worker Program (TFWP) are flawed. A comprehensive reassessment of the TFWP is needed with meaningful consultation and an evidence-based approach to reform. Real change requires the government to view the TFWP through a progressive lens – one that emphasizes equitable rights and protections for migrant workers and a well-designed program that is coherent with Canada’s immigration processes. As such Unifor recommends, undertaking a comprehensive reassessment of the Temporary Foreign Worker Program (TFWP) through an approach that emphasizes equitable rights and protections for migrant workers and appropriate integration with Canadian immigration processes.

As the year is ending, I would like to thank the BIWOC Committee, local members who have and continue to participate in our BIWOC events, our Local and National Leadership who together strengthen the solidarity of the Union movement. When we stand united together, we can collectively defend the rights of all workers.

In solidarity,
 Constance Brown, BIWOC Chair 





REPORT FROM THE
UNITED WAY
 LAURA PANTHER

The United Way Halton Hamilton commenced this year's campaign with their annual plane pull at UPS, Hamilton Airport, in Mount Hope, ON.

We had an amazing team of volunteers show up for our early pull time. We might not have had the fastest time but we had an amazingly fun morning together.

Raising over \$1900 for our community.

Way to go team!!!

At the October General Membership meeting we held our first monthly 50/50 draw.

We sold tickets \$2 each or 3 for \$5, raising a total of \$235.

The winner, Sister Sue Smith won \$117.50 with the other \$117.50 going to the United Way.

Maybe you can be next month's winner.

This year due to the plant being down for retooling, our United Way campaign is considerably different then in years past. We have our awesome canvasser Tim Fahey in the plant canvassing all active hourly employees, consisting of active skilled trades and union reps.

Our campaign goal this year is \$20,000.

If during this down time you or someone you know, requires some help, please don't hesitate to reach out, you can call or text 211,

"211 is available by phone for those looking to speak to a friendly voice or by text, online search, email or chat for those looking for convenience or who feel the stigma of asking for help. This makes the service available to all people of Ontario regardless of their level of digital understanding or ability to access the internet."


<https://211ontario.ca>

Thank you all, for your continued support.

In solidarity,

Laura Panther, Employee Campaign Chair

Linda Benkel, Co-Chair

Maiken Foxcroft-Griffin, Co-Chair 





REPORT FROM THE
**RECREATION
 COMMITTEE**
 LISA ALLEN-DENNIS

The 2nd Annual Co-Ed Softball Tournament was another huge success!

Thank you to our 4 amazing teams. You all made this event one to remember!!!

Thank you to all the players, families, +1s, umpires and spectators.

A special shout out to Neville Mueller for inviting GM Local 199. What an incredible group of people who raved about our 707 Sisters and Brothers being so welcoming, fun, generous and social. They can't wait for next year!

To our "Voluntolds" Wally Post, Heather Piggott, our kids...YOU ARE ALL AMAZING and all of your hard work is beyond appreciated.

Congratulations to our Local 707 sister, Crystal Stevens, the 50/50 Draw Winner of \$325 and her charity of choice, The Eva Rothwell Centre.

In solidarity,


Lisa Allen-Dennis

Recreation Committee Member 🇺🇸



Carolina Castaneda
Audiologist

Kimberley Holloway
Office Manager/Marketing



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REPORT FROM THE
**PICNIC
 COMMITTEE**
 MAIKEN FOXCROFT

On Saturday, July 6th, over 700 members, family and friends attended Unifor Day at Canada's Wonderland. The weather was beautiful and lunch was delicious! It was great to see everyone having a good time! Thank you to everyone who attended and got a Unifor crossbody bag.

We are looking forward to starting the planning for next year!

We hope everyone has a fun, safe and Happy Holiday with family and friends!

*In solidarity,
 Maiken Griffin, Janet Creet, Laura Panther,
 Sarah Cox, Heather Piggot
 Unifor Local 707 Picnic Committee*





REPORT FROM THE

PRIDE COMMITTEE

LAURA PANTHER

Brothers and Sisters:
The internet is an amazing instrument in this 21st century, an encyclopedia, right at our fingertips or voice command. All you do is say “Hey Alexa/Siri” and each time it answers providing amazing facts about history, recent news and the weather. Social media allows us to stay in touch with friends and family around the world, in ways that we never could decades ago.



However, it also has a darker side that can spread hatred in the form of harassment and discrimination. Harassment is unwelcome conduct that is based on race, color, religion, sex (including sexual orientation, gender identity, or pregnancy), national origin, older age (beginning at age 40), disability, or genetic information (including family medical history).

Discrimination includes bullying or harassment in the workplace, or online (example: for being an LGBTQ+ person).


Hurtful words are the quickest way to harm/hurt people and can often have devastating long lasting effects on our coworkers, friends and family. Whether intended or not, hurtful words often communicate that you don't care about the other person, their feelings, hopes, and dreams. When you are on the internet or talking with another, carefully take the time to reflect on what you're saying and how it may be interpreted by a another.

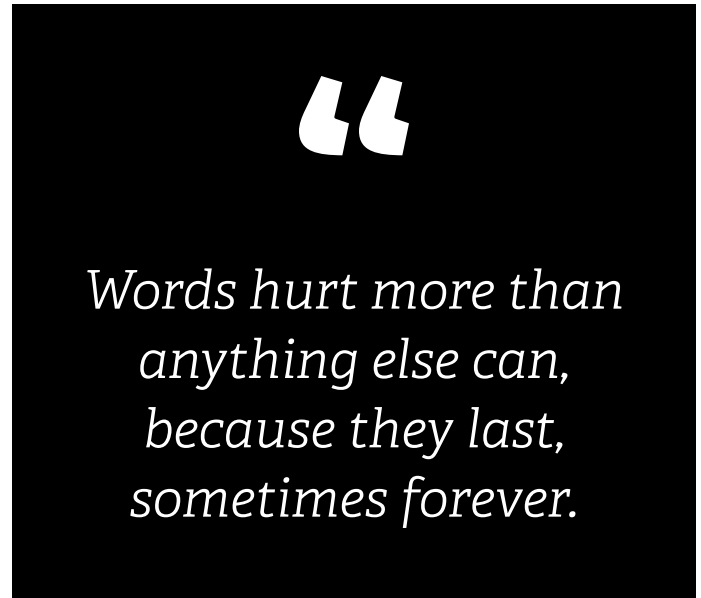

As Rainbows are more than just a symbol of the LGBTQ+ community. Rainbow crosswalks express diversity, inclusiveness, and support for the LGBTQ+ community. They have become a way for towns, cities and employers to show support and acceptance for the queer people they live and work with. They provide hope and acceptance for the LGBTQ+ community, that we matter, have human rights and are an important part of our communities.

To our allies, your voice continues to matter, as you can actively support for the rights of a minority or marginalized group, without identifying as such.

Practice allyship and speak out against all discrimination.

I wish all Local 707 members, their families, and friends the very best during the holiday season and remind you to be kind to one another and choose your words (verbally or in print) with care.

*In solidarity,
Laura Panther
Pride Committee Chair* 

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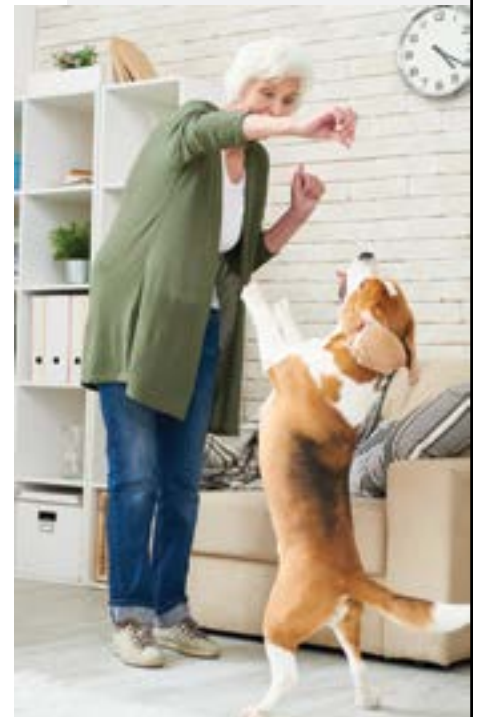
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2025 LOCAL 707 SHIFT CALENDAR

JANUARY								JULY									
PP	Sun	Mon	Tue	Wed	Thur	Fri	Sat	PP	Sun	Mon	Tue	Wed	Thur	Fri	Sat		
1	22	23	24	25	26	27	28	B	28			1	2	3	4	5	B
2	29	30	31	1	2	3	4	A	29	6	7	8	9	10	11	12	B
3	5	6	7	8	9	10	11	A	30	13	14	15	16	17	18	19	A
4	12	13	14	15	16	17	18	B	31	20	21	22	23	24	25	26	A
5	19	20	21	22	23	24	25	B	32	27	28	29	30	31			B
FEBRUARY								AUGUST									
PP	Sun	Mon	Tue	Wed	Thur	Fri	Sat	PP	Sun	Mon	Tue	Wed	Thur	Fri	Sat		
6	26	27	28	29	30	31	1	A	32					1	2	B	
7	2	3	4	5	6	7	8	A	33	3	4	5	6	7	8	9	B
8	9	10	11	12	13	14	15	B	34	10	11	12	13	14	15	16	A
9	16	17	18	19	20	21	22	B	35	17	18	19	20	21	22	23	A
10	23	24	25	26	27	28		A	36	24	25	26	27	28	29	30	B
MARCH								SEPTEMBER									
PP	Sun	Mon	Tue	Wed	Thur	Fri	Sat	PP	Sun	Mon	Tue	Wed	Thur	Fri	Sat		
10							1	A	37	31	1	2	3	4	5	6	B
11	2	3	4	5	6	7	8	A	38	7	8	9	10	11	12	13	A
12	9	10	11	12	13	14	15	B	39	14	15	16	17	18	19	20	A
13	16	17	18	19	20	21	22	B	40	21	22	23	24	25	26	27	B
14	23	24	25	26	27	28	29	A	41	28	29	30					B
APRIL								OCTOBER									
PP	Sun	Mon	Tue	Wed	Thur	Fri	Sat	PP	Sun	Mon	Tue	Wed	Thur	Fri	Sat		
15	30	31	1	2	3	4	5	A	41			1	2	3	4	B	
16	6	7	8	9	10	11	12	B	42	5	6	7	8	9	10	11	A
17	13	14	15	16	17	18	19	B	43	12	13	14	15	16	17	18	A
18	20	21	22	23	24	25	26	A	44	19	20	21	22	23	24	25	B
19	27	28	29	30				A	45	26	27	28	29	30	31		B
MAY								NOVEMBER									
PP	Sun	Mon	Tue	Wed	Thur	Fri	Sat	PP	Sun	Mon	Tue	Wed	Thur	Fri	Sat		
19					1	2	3	A	45						1	B	
20	4	5	6	7	8	9	10	B	46	2	3	4	5	6	7	8	A
21	11	12	13	14	15	16	17	B	47	9	10	11	12	13	14	15	A
22	18	19	20	21	22	23	24	A	48	16	17	18	19	20	21	22	B
23	25	26	27	28	29	30	31	A	49	23	24	25	26	27	28	29	B
JUNE								DECEMBER									
PP	Sun	Mon	Tue	Wed	Thur	Fri	Sat	PP	Sun	Mon	Tue	Wed	Thur	Fri	Sat		
24	1	2	3	4	5	6	7	B	50	30	1	2	3	4	5	6	A
25	8	9	10	11	12	13	14	B	51	7	8	9	10	11	12	13	A
26	15	16	17	18	19	20	21	A	52	14	15	16	17	18	19	20	B
27	22	23	24	25	26	27	28	A	53	21	22	23	24	25	26	27	B
28	29	30						B	1	28	29	30	31				A

 General Membership Meeting
 Retirees' Membership Meeting
 Ford Paid Holiday

SAVE THE DATE
April 12th

RETIREE
DANCE

Doors & Bar Open at 5:30
Dinner at 6:30
Dance to DJ Music 8 – 11:30 pm