

707 | REPORTER

MADE IN CANADA MATTERS | Volume 66 Number 1



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REPORT FROM THE **EDITOR** TIM BATKE

Sisters and Brothers,
As you are getting this edition of the 707 Reporter summer will be heating up, and the retool of the plant will be 14 months into construction at the Ford Oakville Assembly Complex. Please refer to the Plant Chairperson, Skilled Trades Chairperson, Body Committeeperson, Chassis Committeeperson and the Health & Safety Reports for updates on the construction at OAC.

Congratulations to Brother Marc Brennan on your new role as the Automotive National Staff Rep. Your work ethic and dedication were something to behold while I worked with you as Plant Chairperson, and previous terms as the Chassis Committeeperson. Happy to see you will continue to represent Local 707 in automotive at the National.


Also, congratulations to Brother Jason Del Buono on winning the election as Plant Chairperson. Look forward to working with you as our chairperson.

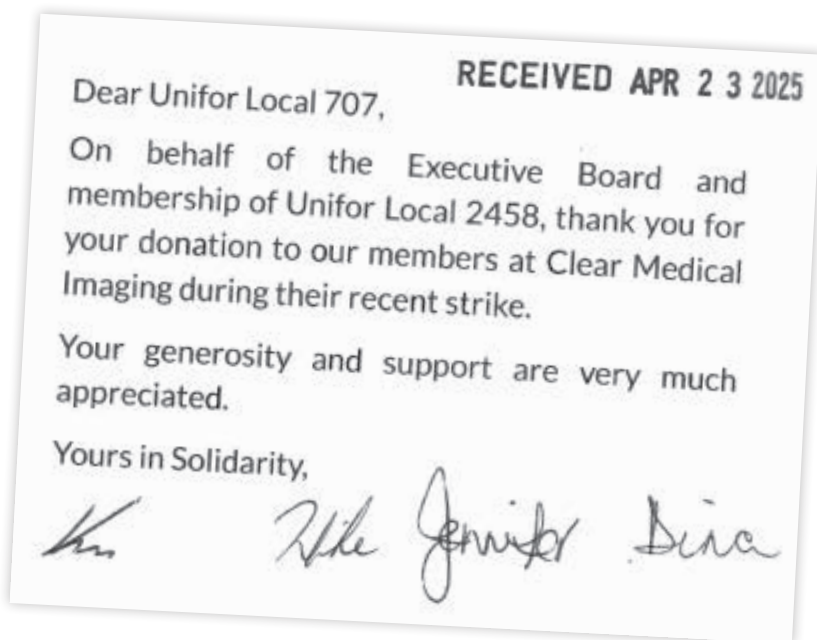
The cover of this edition is with Brother Satnam Khatkar, Brother Del Buono, Brother John Mullin, Brother Phil Carreira with several of our skilled trades members who have been diligently working the retool construction in all areas at Ford OAC. Thank you to all the trades and construction workers for their hard work and commitment for getting the plant prepared for the Ford Super Duty to be built in 2026.

Please note in the Benefit Report that once our members have exhausted their SUB credits, they need to apply for IMP. All members qualify for

IMP until the end of this collective agreement or until they are recalled into the plant.

I hope everyone has an enjoyable summer with their friends and family.

In solidarity,
Tim Batke
editor@uniforlocal707.ca 



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REPORT FROM THE **PRESIDENT** MARK SCIBERRAS

The State of Our Auto Sector and the Impact of Tariffs

As many of you are aware, our automotive sector continues to face serious challenges due to tariffs and ongoing uncertainty in the North American market. These pressures have led to reduced production, paused projects, lower sales and profits, and widespread layoffs across both vehicle operations and parts suppliers.

Despite these difficulties, construction at our Oakville plant and stamping facility remains on schedule—an encouraging sign in an otherwise unstable climate. The Ford Motor Company has once again reiterated its long-term commitment to our operations in a letter dated April 30, 2025, from OAC Plant Manager Kyle Cruji, who stated:

“Ford investment decisions are made for the long term, and we are confident in the Ford+ plan that includes our operations.”

Stand United

Over the last few months, your Local Executive Board and new National Staff Representative, Marc Brennan, met with federal Liberal MPs in the Golden Horseshoe to raise concerns and advocate for our sector. We’ve also held discussions with provincial Conservative officials regarding our Action Centre and tariffs, and we’ve maintained ongoing engagement with the Oakville Mayor’s Office.



What Can You Do?

Now more than ever, we must all play a part in supporting our industry. Buying Canadian helps sustain businesses that invest in our country and employ Canadian workers. Supporting union, provincial, and federal actions that protect jobs ensures our voices are heard and our priorities are acted on.

Above all, we must remain united—because only together can we defend our industry, protect our livelihoods, and build a stronger future.

The April 26th rally in Windsor served this vital purpose—to demonstrate our unwavering commitment to protecting Canadian jobs and make it clear that we will not back down.

I would like to extend my sincere thanks to the Local 707 members and retirees who showed up and made a statement. A special acknowledgment goes to retiree Pat Marino, who, at 87 years old, dedicated the full 12 hours to rally in defense of our jobs—an incredible act of solidarity and resilience. Local 707 has thrived for 73 years because of the determination of members and retirees like Pat, who take action to ensure our voices are heard and our future is protected.



PRESIDENT'S REPORT | CONTINUED

Retirements, Transfers & Incentives

Congratulations to those who chose to retire between December 2023 and March 2024 with the Retirement Incentive. I wish you all a well-deserved, long, happy, and healthy retirement.

If you'd like to stay involved in retirement, I encourage you to join our Retiree Chapter, which meets every third Wednesday of the month (except July & August), or attend one of our two annual Local Retiree Dinner Dances to reconnect with old friends and coworkers.

At the time of writing, another round of \$50,000 Retirement Incentives is being offered for members who became or will become eligible under regular early or normal retirement between August 1, 2024, and December 2025.

All the best to our members who recently chose to transfer to Windsor, Casselman or Leduc.

Unifor Halton Action Centre

In April, the provincial government renewed the contract for our Unifor Halton Action Centre until March 31, 2026. This extension allows our Local 707 coordinators and peer helpers to continue assisting members affected by the OAC retool layoff with income maintenance programs (EI/SUB/IMP), communications, events, and training.

I strongly recommend that members continue to visit our Local 707 website for layoff resources and course information available through the Unifor Halton Action Centre.

Income Maintenance Plan (IMP) Seminars

In April, we concluded our series of EI/SUB seminars that began in October. We are now shifting focus to the Income Maintenance Plan (IMP), which becomes applicable after SUB credit entitlements are exhausted.

As many members hired after 2004 will soon exhaust their SUB entitlement, the Union Benefit Office and I will be hosting brief IMP seminars at the Union Hall. These sessions will cover eligibility, duration, and application procedures. Dates and times will be posted on our Local website.

We will also offer members an opportunity to register for a United Way course on financial budgeting during a layoff, as many will need to adjust to the 10% reduction in income.

Please note: If you have a seniority date prior to 2004, we kindly ask you not to attend these seminars, as seating is limited and you are likely to have sufficient SUB entitlement to carry you through the retool period.

Automotive National Staff Rep – Marc Brennan

I have worked with Marc in various leadership positions at Local 707 for over 20 years—from steward to committeeperson, and most recently, as Plant Chairperson.

In the 2020 negotiations, he served as Ford Council Vice Chairperson on our Economic Committee and was instru-



PRESIDENT'S REPORT | CONTINUED

mental in securing a future for our plant beyond 2023. In the 2023 negotiations, he played a crucial role in achieving one of our highest wage increases, establishing income supports for the retool period, and securing the F-Series Truck for Oakville.

On the Ontario Regional Council Executive Board, he raised the profile of the auto sector and encouraged all of us to stay active and engaged at the federal and provincial levels.

That is why, for the first time in over 30 years, I am proud to say that a member from Local 707 has been appointed to a National Staff position in the Automotive Sector.

While Marc will be missed in our Local, I am confident he will continue to represent us with the same dedication and passion in his new role. He will also help strengthen our relationship with the National Union.

Marc will remain engaged with our Local as he oversees all Canadian Ford facilities in the Automotive Sector, including our Leaded and MPS units at Local 707, as well as affiliated independent parts suppliers and Unifor Action Centres across Ontario.

Unifor has recently strengthened its Auto Sector team by increasing National Auto Sector Staff Reps from one to three. Marc is one of two new appointees. These additions will help all locals address sector-specific concerns and further improve preparation for future negotiations.

Newly Elected OAC Plant Chairperson – Jason Del Buono

Congratulations to Jason on his election as OAC Plant Chairperson. Over the past few years, he has proven to be a valuable asset to both the in-plant team and our 2023 Local Bargaining Committee. With his unique approach, experience, dedication, and work ethic, Jason is well-equipped for this important role.

Local 707 has always faced its share of challenges—and always will—but with Jason stepping in as Chairperson and Marc in his new role, we are well-positioned to meet those challenges head-on. With strong leadership and continued membership support, we can achieve great things together.

Ford Council & Auto Council

In June, meetings will be held in London to discuss our respective locations and the impact of tariffs on our industry. A new Ford Council Vice Chairperson will be elected to fill the vacancy left by Marc Brennan's appointment as National Staff Representative for the Automotive Sector.

JANUARY - JUNE | 2025

Elections

Following Jason's election as OAC Chairperson, a by-election has been posted to fill the Paint/MP&L/Pre-Delivery IQ Committee position.

We've also posted the notice for the upcoming Leaded Triennial Elections.

For both elections:

- **Advance Poll:** Friday, June 20
- **Election Day:** Saturday, June 22, during our General Membership Meeting

Additionally, we expect to post the Alternate Employment Equity & Women's Advocate position in September, as the role has recently become vacant.

Local 707 Community Involvement

At our second annual **Unifor Local 707 Coldest Night of the Year Walk**, we raised \$4,321 to support **Food for Life**, a Halton and Hamilton-based food rescue and security charity. This nearly doubled our original goal and exceeded last year's total. Your continued generosity makes a real difference.

A special thank you to Nichole Brennan for organizing the February 28th event and to all who participated or donated.

The **Women's Committee's Pop Can Tabs Challenge** for the *Robert Hampson Tabs for Kids Fund* continues to succeed thanks to ongoing member support. For details, see the Women's Committee Report.

Local 707 will once again participate in the **Terry Fox Run** in Oakville on **September 21st** to raise funds for cancer research. Details on how to join our team will be posted closer to the date. I encourage you to bring family, friends, and coworkers—last year's participants enjoyed a great day walking, running, or biking for a good cause.

Dates to Remember

- **July 13** – Local 707 Picnic at Wonderland (see back of 707 Reporter for details)
- **September 1** – Hamilton Labour Day Parade
- **September 7** – General Membership Meeting
- **September 21** – Terry Fox Run
- **October 19** – General Membership Meeting
- **November 16** – General Membership Meeting

In solidarity,

Mark Sciberras

Unifor Local 707 President 🇺🇸



REPORT FROM THE

VICE PRESIDENT

DAVE MILLAR

Health Care Audits

To those members who have retired on a CV pension and took the cash value of their pension to orchestrate your own finances, this is for you. Make sure that when you receive an audit that you fill out the form and send it back in by the required dates in order to maintain your benefit package with the company. I have spoken to over 200 members since March 1 that "had their benefits cut off". That is because of a multitude of possible reasons. The most common reason is that you didn't fill it out and thought it was junk mail from Ford. Some had issues due to the postal strike at the end of 2024. Be aware that you need to check and fill out audits immediately. For the Health Care audit, it is sent out in the fall of every even numbered year.

Dependent child audits for those who have a disability and remain on parent's benefits must be filled out in the spring of the odd numbered years (2025, 2027, 2029 etc.). These audits are a nuisance to our members, but it is required by the company to ensure that the child is still in your care and still required on the benefits.

Dependent Child Audits come up in the fall when your over age dependents are over 18 and attending post-secondary school. A copy of paid tuition and registration is required.

For those on LTD (Long term Disability) you also get audited every 2 years. Proof of disability and doctor visits etc. are required to keep your payments from Canada Life and your benefits active.

I do recommend you keep the following email and phone number to contact the Ford Benefit Program if you need to find out about your benefits being active or not in the future.

**Ford Benefits Centre: 1-866-376-9501 or e-mail at
FordCanadaBenefits@hroffice.com**

Leadec Unit

The Leadec unit currently has 41 members on roll working. This number has been higher and has been slightly lowered since the beginning of the re-tool.

Our members have been committed to showing up and doing the best they can to help facilitate a cleaner facility during the re-tool.

Leadec Elections take place at the June Membership meeting. At time of writing this report, postings have gone

up for nominations and we await the names of those interested in running. The leadership in this unit over the past 3 years has been great to work with on behalf of all of the members of the unit and I am proud of the work that they contribute to helping build the membership of this unit.

Thank you, Dan Bachmeier, Amanda Basso, Bernadita Linawan, Eva Vallejos as well as Romesh Gentles and Marco DiScopio for your commitment to helping defend the membership of your unit for the past 3 years and I look forward to working with you or anyone else who may get elected in June for the next term.

Constitution Convention

The triennial Constitution Convention will be held this coming August in Vancouver for the 5th Constitution Convention. I want to thank the membership for putting faith in me to represent you at the convention. This will be my 3rd Constitution Convention after attending 2 previous conventions in Toronto. I will report on the convention in the next 707 Reporter following the convention.

Out of Province Travel Insurance

The Out of Province health insurance has not changed in many years. The same leaflet that was used when Allianz was the provider can still be used today with CanAssist as the new provider since 2024. The brochure is available on our website at www.uniforlocal707.ca under the CBA/Benefits tab near the top of the home page. Print out a copy if you leave the country just to have but it is important that if you do have a medical emergency while out of the province that you contact the phone number on your Green Shield card immediately to make the filing of the report easier and quicker on getting resolved. Bring your GS card and your OHIP issued health card with you on any trip you take to be safe.

Physiotherapy for Seniors over 65

To our valued retirees (or active members) who reach 65 years of age, please be aware:

You do not get physiotherapy as a covered benefit from Green Shield after 65. This sounds awful but in fact it is better with OHIP coverage for those over 65. You do need a prescription from your doctor, but you now have more treatments available to you at no cost through OHIP as

VICE PRESIDENT'S REPORT | CONTINUED

long as you attend an OHIP PHYSIOTHERAPY CLINIC in the city you live in.

OHIP covers physiotherapy ONLY at designated government-funded physiotherapy clinics and you have to meet some eligibility criteria. Treatment is entirely covered by OHIP, which means it's always free to the patient. OHIP covers the cost of in-clinic and virtual physiotherapy for youth, seniors, and other patients to address a new injury, fall, accident or surgery, or situations where symptoms have become worse and affect function. OHIP funded physiotherapy is not designed to address the long-term rehabilitation needs or ongoing management of chronic disease.

Plant Chairperson

As most of you know, Marc Brennan has been taken from us to become a National Staff Rep at Unifor. Marc has been a long-time rep from the floor representing our members since the early 2000's. Marc is a long-time friend of mine personally and I want to wish him nothing but the best with his new challenge that he is undertaking.


With Marc's departure, comes new opportunities to elect a new Plant Chairperson. Congratulations to Jason Del Buono on his election victory to become the new Chairper-

son. Jason comes out of the Paint Shop and then MP&L where I have had him personally represent me as a Steward. My belief is that Jason will be, as he always has been, a strong advocate for the members of our Local – regardless of what position he holds and I look forward to working with him at this next level of his leadership endeavors.

***Wishing everyone a safe and healthy summer.
Go Jays Go!***

*In solidarity,
Dave Millar
Vice President*





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REPORT FROM THE

OAC CHAIRPERSON

JASON DEL BUONO

Marc Brennan

It was an honour and a privilege to work closely alongside Marc Brennan since the 2023 election. I didn't know Marc well before then, but it didn't take long to see how deeply he cares about the membership. He set a high standard for representing people—not just through his words, but through his actions.

Marc expected results and preparation in every scenario, because that's how prepared he always was himself. I want to personally thank Marc for his friendship, guidance, and constant advice, which have made me a better rep. His intense work ethic and passion are why I believe that, in his new role within the National Union—always keeping our membership's best interests at heart—Local 707 will continue to benefit immensely.

Congratulations, brother!

Election

Thank you to Scotty and Mike for your respectful and fair campaigns. I look forward to continuing to work closely with both of you.

To all of you, thank you for your support during the election. I am grateful for the confidence you've placed in my ability to represent you as your Plant Chairperson. I will continue to work tirelessly with the same passion and dedication I've shown since my first day in office.

As we prepare for the future of Oakville Assembly, the strength of our leadership remains crucial in ensuring a smooth and successful return to work. I'm confident in our leadership team, and as we've done in the past, we will continue to lean on each other's experience and commitment to always prioritize the membership—because without you, there is no future production.

For those I haven't yet had the opportunity to represent, I'm always available. Please don't hesitate to contact me.

With nominations currently underway for the Paint/MP&L/QC/IQ Committeeperson at the time of this writing, I'd like to wish all nominees the best of luck and say that I look forward to working with whoever is elected.

Future State

Facility upgrades continue to move quickly, and by the time you read this, things will likely already have changed.

Across the site, lighting upgrades, floor resurfacing, and painting have been underway for weeks as part of mod-

ernization efforts. Earlier this year, you could walk the floor in Body 1 and 2, or in Final, and see from wall to wall. Now, as construction ramps up, work is happening everywhere. This is progress—and it's exactly what we want to see. I know from talking with many of you that it's also what you want to hear.

At the Stamping Facility, foundation work has been progressing over the past month, with continued concrete work on the floors and the walls beginning to go up. We anticipate a significant increase in construction activity and resources through the summer.



Paint Department

During 2023 negotiations, we secured commitments for major improvements to cooling efforts in the Paint Shop. The engineering plans for these upgrades have been completed and hardware improvements approved. I will be reviewing these plans with the Paint Department to ensure that what we envisioned during bargaining is fully realized for the Super Duty production layout.

Additional facility upgrades have already been made to help alleviate the heat issues that have historically affected this area. We hope to begin reviewing cycle line layouts by the end of June and, from there, finalize manpower planning as we move closer to the mass bid.

Retirement Incentive

As per the amended Transition Blueprint, a canvass has been conducted for newly retirement-eligible production

REPORT FROM THE OAC CHAIRPERSON | CONTINUED

members—specifically, those who became eligible or will become eligible between August 2024 and December 31, 2025, and were not previously offered this option.

If you received a letter, please understand that it is an interest letter only. I encourage anyone who received it to attend a retirement seminar to get all the information available. It's helpful not only for making immediate decisions but for future planning as well.

Transfers

The most recent transfer opportunity was communicated to all production employees on indefinite layoff on April 4. As a result, 12 members chose to transfer to Windsor on May 26, and 3 members chose the Casselman transfer, effective June 2.

We will continue to advocate for and explore transfer opportunities at Ford sites across Canada for our laid-off members whenever the company identifies a need for additional manpower.

I would like to wish you all and your families the best with your move and in your new surroundings at work.


Full SUB Waiting Period – PP16

In PP16, nearly 900 members were not paid SUB as they should have been. While the issue was eventually resolved, it took five weeks for the company to correct the error—an unacceptable delay.

There is never a good time for anyone's pay to be short. During layoffs, it's an especially difficult time for this to happen. Ford's payroll system is complex and, like any system, not immune to glitches. While smaller, isolated SUB pay issues do happen occasionally and are usually resolved by the next pay period with help from our Union Benefits Office, this larger delay was entirely avoidable.

Again, PP16's delay was unacceptable. While we can't always guarantee immediate responses from the company, especially in urgent situations, I promise that this leadership team will continue to act with persistence and tenacity to fight for timely and fair resolutions on behalf of our members.

I hope you and your families have a safe and enjoyable summer. Hope to see you at the picnic at Canada's Wonderland in July.

In solidarity,
Jason Del Buono
OAC Chairperson
Cell: (905) 351-3737
Office Phone: (905) 845-2511 ext. 3350
Unifor Email: jdelbuono@uniforlocal707.ca
Ford Email: jdelbuono@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.

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.



REPORT FROM THE

FINANCIAL SECRETARY

BRETT LEFEBRE

2024 Year End Audit

The external auditors have completed the 2024-year end audit. The Finance Committee reviewed the findings with the external auditors discussing the year-over-year changes (increases and decreases in expenses & revenue and the accounting processes & procedures. The 2024 Year End consolidated reports were completed, presented and finally approved by the Committee and the Local Executive Board. All findings within the report were complete and found to be good overall with no discrepancies to report.

Helping our Community!

The Local and its members have continued to support charitable organizations within our community. We have heard from several members who are actively volunteering or participating in fundraising efforts to help make our community better. Since the last reporter the Local has contributed financially, using our Social Justice Fund, to organizations such as Westover Treatment Centre (\$1,500.00), The Royal Canadian Legion Dominion Command Poppy Trust Fund (\$500.00), Food for Life Canada (\$500.00), Easter Seals Ontario – Robert Hampson Tabs for Kids Fund (\$250.00), Special Olympics Ontario (\$250.00), Cornerstone Community Church - The Farmworkers Hub (\$250.00), The Lighthouse Program for Grieving Children (\$250.00), Threads for Life (\$250.00), Lions Foundation of Canada Guide Dog Program (\$250.00), Men Street Ministry (\$250.00), and the Multiple Sclerosis Society of Canada (\$250.00).

Retirements and Transfers

I want to congratulate each member who has decided or will decide to take the plunge into retirement as well as the 15 members who took the opportunity to transfer to Windsor or Casselman. I wish each of you health and happiness!

Special thanks and congratulations go out to our former Plant Chairperson, Marc Brennan. Marc has taken on a role with the national union and will represent Ford and auto parts workers. Marc, you served this local with intelligence, tenacity and passion. Thank you!

Unifor Local 707 Funds for the Month Ending December 2024

		Current Month	Year To Date
General	Revenue for the period	287,657.51	2,626,943.10
	Expenses for the period	-214,079.49	-2,456,149.70
	Equity(Deficit)-End	73,578.02	170,793.40
Education	Revenue for the period	293.30	3,076.20
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	293.30	3,076.20
Sports & Recreation			
	Revenue for the period	58.66	25,615.24
	Expenses for the period	0.00	-15,895.52
	Equity(Deficit)-End	58.66	9,719.72
Political Education			
	Revenue for the period	293.30	3,076.20
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	293.30	3,076.20
Retirees	Revenue for the period	5,910.12	43,217.61
	Expenses for the period	-12,326.28	-45,528.49
	Equity(Deficit)-End	-6,416.16	-2,310.88
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	2,493.05	39,684.70
	Expenses for the period	0.00	-34,735.42
	Equity(Deficit)-End	2,493.05	4,949.28
Building & Building Corp			
	Revenue for the period	3,779.63	159,189.12
	Expenses for the period	-75,024.95	-369,169.55
	Equity(Deficit)-End	-71,245.32	-209,980.43
Watch	Revenue for the period	733.25	7,690.50
	Expenses for the period	0.00	-32,579.79
	Equity(Deficit)-End	733.25	-24,889.29
Strike	Revenue for the period	293.30	3,076.20
	Expenses for the period	0.00	-6,045.80
	Equity(Deficit)-End	293.30	-2,969.60
Human Rights	Revenue for the period	58.66	615.24
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	58.66	615.24
Womens' Committee			
	Revenue for the period	58.66	615.24
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	58.66	615.24
Total Funds		198.72	-47,304.92

FINANCIAL SECRETARY'S REPORT | CONTINUED

Congratulations are also in order for Jason Del Buono who won the recent by-election for Plant Chairperson.

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 to 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.

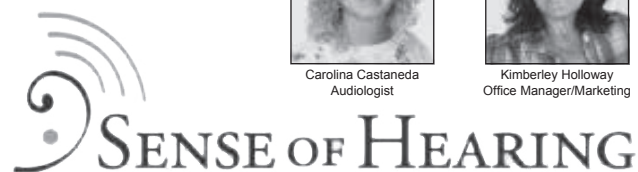
Stay safe and enjoy the summer with your families!

In solidarity,

Brett Lefebvre

Financial Secretary

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REPORT FROM THE **SKILLED TRADES CHAIRPERSON** SATNAM KHATKAR

To All Skilled Trades and Apprenticeship at Oakville Assembly Complex (OAC),

As you are aware, the Oakville Assembly Complex is currently undergoing a significant transformation. This presents both challenges and opportunities for our skilled trades workforce. As your elected Skilled Trades Chairperson, I continue to work in close collaboration with skilled trades union representatives to protect and maximize skilled trades employment throughout this critical transition period.

Body 1, Body 2, and Final Assembly projects—including lighting upgrades, are nearly completion. The next phase is well underway, with structural steel work (such as building columns and roof beams) already in progress. The Paint Department is advancing steadily, with ongoing work on Category 6 (Cat 6) cabling, fire alarm systems, equipment installation, PLC upgrades, and enhanced safety features (such as finger-safe components). The Body Department has initiated its fire alarm project, with Cat 6 cabling also scheduled to begin shortly in both Body and Final Assembly. The installation of the seat conveyor in the Final area is currently underway. The conveyor is being positioned in the space previously occupied by the old tunnel that connected Body 1 to Final.

The company has maintained transparency by consistently sharing updates as they become available. While there are concerns arising from developments south of the border—particularly with regard to tariffs—we are encouraged by the steady progress in our launch efforts and across multiple departments. Civil work is progressing well, including work on the former paint pad and Final Assembly, with crews working extended hours on weekends to stay on track.

V.O. has acknowledged the outstanding efforts of our skilled trades team in the Paint Department, especially on projects initiated by V.O. During the daily 12:30 p.m. meetings, our team has been commended for upholding the highest standards of quality and professionalism. Your hard work and dedication have not gone unnoticed, thank you.

There have been challenges with the implementation of the Cat 6 network in the Paint Department. While setbacks were encountered, valuable lessons have been learned. Moving forward, the same Cat 6 network drops will be

rolled out in the Body and Final Assembly departments. With experience and adaptability, I am confident we will deliver improved results and meet project deadlines.

"I would like to assure all members that your Skilled Trades Leadership is fully committed to upholding the terms and intent of the Collective Agreement with integrity and diligence."

I urge all members to remain focused on our broader objectives and the many opportunities that lie ahead. Our collective strength is rooted in unity, professionalism, and mutual respect. Let us continue to work together to ensure that this transition delivers meaningful benefits for all skilled trades members.

Thank you for your continued dedication and commitment.

Congratulations to Jason Del Buono on being elected as the Local 707 Production Plant Chairperson.

Jason and I have had the opportunity to speak, and we are both committed to working collaboratively for the betterment of all Local 707 members, while continuing to respect our individual roles and responsibilities. I look forward to working alongside Jason to ensure continued progress and strong representation for both skilled trades and production members of our union.

A reminder to all members: please refrain from posting comments about workplace matters on social media. Posts perceived as negative or inappropriate may lead to disciplinary action. Let us all remain respectful and constructive in how we represent ourselves and our workplace.

In closing, I want to thank each of you for your continued hard work, dedication, and professionalism. Together, we are navigating this transformative period with strength and purpose. Let's stay focused, stay united, and remain proud of the incredible work being done at the Oakville Assembly Complex.

In Solidarity,
Satnam Khatkar
Skilled Trades Chairperson
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REPORT FROM THE **CHASSIS COMMITTEEPERSON** ROY DE MATOS

Dear Brothers & Sisters,
I hope you are all doing well and with the nicer weather upon us getting outside and enjoying it with family and friends as much as possible. With it being over a year since we last produced a vehicle at Oakville, it is nice to see an increase in activity at our site. Plenty of work is ongoing at the stamping plant location and there is an increase in work going on in the main plant. However, at the time of writing this, we are still waiting to see finalized cycle line layouts and manning numbers for the final department. To say this is beyond frustrating and disappointing is an understatement but hopefully we see this soon.

I encourage everyone to continue to visit our local's website on a regular basis. There you will find accurate information concerning news and events and other valuable resources. It is also important to make sure the company and union has your accurate contact information. If you have changed your address or phone number be sure to update it with them. You can update your information with the company by either visiting www.lifeatford.com or by emailing them at oachelp@ford.com. We can change our contact information with our Union by using the link on the website <https://uniforlocal707.org/contact/change-of-address-form/> or by sending an email to uniforlocal707@uniforlocal707.ca.


Recently, there was a transfer opportunity with some openings at Windsor and Casseleman. I want to thank all those that have decided to transfer for their contributions while at Oakville and wish them nothing but the best in their future endeavors. In addition, with the most recent retirement incentive being rolled out for those becoming eligible between August 1, 2024, and December 2025, I want to also thank and congratulate all those who elect to retire. I wish you nothing but the best as you enter the next chapter of your life. The pension seminar is scheduled to take place at our Union Hall on Tuesday June 10th at 10:00am. I encourage our members to attend if they can as these seminars are packed full of pertinent information. Our Local always does a fantastic job providing this seminar to our members whenever possible. Much thanks to Mark, Paul, and Tim for all the hard work they put in ensuring it's a success.

With some of our members now on IMP and with many more approaching the end of their SUB credits, I encour-

age you to visit our local union website and become familiar with the application process. It is important to note that part of the additional re-tool extension provisions is that 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. We should make our IMP application when we have 2-3 SUB credits remaining. To view how many SUB credits you have remaining, access DayForce through www.lifeatford.com. The DayForce App does not show this information. If you are unable to find this information you can contact employee relations at oachelp@ford.com.

I want to congratulate Jason Del Buono on becoming our new Plant Chairperson. Having the opportunity to get to know Jason more personally over the last few years, I am confident in his abilities and what he will bring to the position. Jason's strong values, work ethic, determination, and communication skills make him an effective leader and representative. I look forward to working alongside him in his new role.

Lastly, I want to sincerely thank Marc Brennan and congratulate him on his new role at our National Union. I miss seeing and working with him in the office daily, but I know he will have an even larger profound impact and help even more workers through his new role. I know this wasn't an easy decision for him, but I know he will do tremendous things, and we should all be proud that he is from 707. I want to thank Marc for everything he has done for the members and families of 707. His tireless efforts and contributions have made our lives better. It has been a privilege getting to work alongside Marc and learn from him over the years. I want to thank him for sharing his knowledge, wisdom, and guidance but most importantly want to thank him for his friendship. We wish you nothing but the best Marc, congratulations!

In solidarity,
Roy De Matos
Office Phone # (905)845-2511 ext #3335
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In solidarity with local 707 and its members



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

Brothers and Sisters,
As summer approaches and with the plant having been down for over a year now, I wanted to take this opportunity to provide everyone with an update on the plant's status, developments in the Body Shop, and several important items.

Work in the main plant has ramped up, and some of you may have noticed that the Stamping Plant has started to take shape. Progress continues in the Body Shop, where cycle line reviews for both Body 1 and Body 2 have now been completed. We've also begun meeting regularly with the department to review manpower, classifications, and other key issues. We will keep you updated as things develop over the coming months.

Please remember that Employment Insurance (E.I.) Denial Letters are required by the company every 16 weeks. To avoid any disruption in SUB pay, we recommend reapplying every 12 weeks. Denial letters can be submitted by email to oevchelp@ford.com.

Retirement incentive letters have been mailed to those who are eligible. A pension seminar will be held on June 10 at the Union Hall. Please note that submitting an interest letter does not obligate you to retire—it is simply a declaration of interest.

The Union and the Company are in the final stages of establishing a process for the E.I. clawback for eligible members. Please monitor the Local website for further updates, as well as criteria and documentation needed to receive payment.


Congratulations and best of luck to those who have accepted transfer opportunities to Windsor and Casselman!

On a personal note, I'd like to extend my heartfelt thanks to Marc Brennan for his dedication, guidance, and years of tireless service as Steward,

Committeeperson, and Plant Chair. His leadership has helped place our plant in a strong position. We wish him all the best in his new role at the National Union.

I would also like to congratulate Jason Del Buono on his election as the new Plant Chairperson. With his proven work ethic and commitment to our membership, I'm confident we're in good hands. I look forward to continuing our work together.

In closing, don't forget that our annual picnic will be held on Sunday, July 13, at Canada's Wonderland. I hope to see many of you there, and I wish you and your families a safe and enjoyable summer.

In solidarity,
Robert Tassone
Body Shop OAC Committeeperson 



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REPORT FROM THE

707 RETIREES' CHAPTER

ARNIE DE VAAN

The last report was before Christmas and I hope you all had a great time with your families.

Our women's committee has taken on collecting pop tabs, to get wheelchairs for kids. I put a container out at every Chapter meeting to help collect tabs. It will be there until December 2025, so please collect any pop or beer can tabs to help the cause and bring them with you to the Chapter meeting.

We held an election for the Ontario Health Coalition Conference. Congrats to Brother John Teixeira in that election.

I was going to be attending a Canadian Health Coalition conference and lobby, through the Retired Workers Council Executive on February 23 to 26, 2025. It was to lobby MP's in their offices regarding two topics, Labour in Long Term Care and the health care of migrants. Due to the prorogue of Parliament that was canceled and turned into a conference without the lobby instead. I attended along with 5 other retired workers council executive members. It was jam packed with key note speakers such as MP Jagmeet Singh, MP Mark Holland federal Health Minister as well as many other health care professionals throughout the industry. I was surprised that Canada in many areas are worse in issues such as funding and staffing, then in Ontario and really surprised in the lack of our governments participation in health care, in the Territories. The biggest fear we all shared is further destruction of Canadian health care if Pierre Poilievre was to get elected. At our April meeting I invited Steven Staples to come and speak on Federal health care. Steven is the policy advisor to the Canadian Healthcare Coalition. PM Mark Carney has now said that he would continue its roll out under the new Liberal government elected.

Retirees have had the opportunity to take part in the McMaster Labour studies and earn a certificate.

I have posted on the board events held by Local 5555 that we are invited to. These events will be continuously posted at our chapter meetings.

We have re-affiliate to CURC. (Congress of Union Retirees Canada)

We held a election for one delegate to attend the CURC conference June 17 to 19. Congrats to brother John Teixeira in that election.

Brother, John Teixeira and myself attended that Ontario health coalition conference. The main thrust of the conference over the two days was to listen to all the leaders of the main party leaders speak. We heard from Bonnie Crombie, Mike Schreiner, and Marit Stiles. The Ontario Health Coalition umbrella group has and always will fight for the truth, in Health care. Every opposition party is onboard with this organisation. New Democrats, Liberals and Greens. Tariffs were put on hold for 30 days.....we are in a provincial election.....Doug Ford only wanted to talk about tariffs because it makes him look like a hero. I would have liked to see him answer to things that specifically affect Ontarian's in every day life.....not just tariffs. We have major issues he is hiding from like Health care, doctors and housing. Instead he chose to speak only on tariffs, and only



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707 RETIREES' CHAPTER REPORT | CONTINUED

tariffs to win the election. He denied interviews with Ontario press and chose to use avenues like Fox News to splay his positive spin because he knows the American Press will not ask him about health care. In my opinion he only has a mandate on tariffs.....nothing else.

Dannielle Smith Conservative Premier of Alberta and Scott Moe Conservative Premier of Saskatchewan both want to make their own deal outside Canada tariff fight. If there was no election in Ontario at that time, I would bet Doug Ford would also be seeking his own deal alongside of them as Ontario has things Trump needs. All three would be selling out Canada.

We handed out the very detailed Ontario Health Coalition leaflet that explained the dangers of having another Conservative government elected, at our February meeting. Natalie Mehra was supposed to be our speaker but unfortunately enrollee she had some car problems.


At that meeting we also handed out a leaflet of frauds and scams put out by the OPP.

Detroit three chair persons have had three separate meetings, one on pensions, and the other which I was assigned to, benefits. Bargaining is coming at us quickly, and we are preparing for that. We had a discussion to have a co-chair as it became very confusing for the benefits chair to deal with both as he is only familiar with ASR Trust benefits and not Ford benefits. So it was decided that I would co-chair the benefits committee and I would be dealing with the Ford benefits. I will report further when we finalise our demands, which will be put into amendments for all Ford locals to put into their ammendment meetings. Our next meeting is scheduled for September at Retiree Council.


At our March meeting we held an election for one delegate to attend the Constitutional Convention. Congrats to Brother John Teixeira.

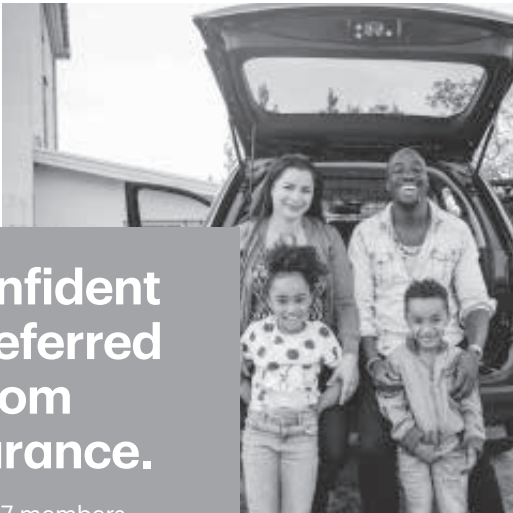
On April 12 we had our Spring dance and as always everyone had a great time dancing the night away to the tunes played by our very own Kenny Small. Everyone also enjoyed the great meal provided by the Doulios'

On April 24 we had a Retired Workers Regional annual meeting in Ingersoll at Local 88. I along with brothers Tremblay, Teixeira and Aire attended. Brother Josh Coles made a great presentation on all the ridings and who will



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win/lose them. He was quite accurate in his predictions. We also heard reports from all the difference locals in attendance.

I was away from March 26 to April 21, 2025, to visit family in Ireland. I thank brother Tremblay for replacing me at the April 2 retiree Executive board and at the April 16 chapter meeting and also the rest of the Retiree Executive Board for holding the fort.

On March 8, I attended the Women's march in Toronto. Many of our women's committee were also in attendance and overall was a very well attended event. 707's Nichole Brennan took the stage as one of the speakers.....kudos to her for her presentation. There were many other speakers in the OISE theatre. At 1pm we hit the streets in a very long parade that took us to Ryerson at Church and Gould Streets.

Stephen Staples policy director for the Canadian Health Coalition spoke at our April 16 chapter meeting. His

707 RETIREES' CHAPTER REPORT | CONTINUED

presentation covered the effects would be on health care, depending on whom would get elected. Nichole Brennan also gave a presentation on the federal election and the importance of it.

I attended the Day of Mourning on April 28, 2025, and encourage all of you to do so in the future, to pay respect to those that were injured or died on the job. Thank you to those that came out and did that.

At our May meeting we held an election for 6 delegates to attend the Retired Workers Council. Congrats to voting delegates myself, Dave Tremblay, Humphrey McDonald, George Muldoon and two observers John Teixeira and Harry Aire.

I want to thank the retirees for electing me to that because I must be an elected delegate from my local to fulfil my other position on the Retired Workers Council Executive as per council bylaws.

I also want to thank everyone that helped in my absence, to organise and or got on the bus for the demonstration in Windsor, regarding saving Canadian jobs. This is also such an important issue. We as retirees have an important roll to play. Even though this is an active

workers issue, we need to support them in this fight.

Without them we also will not exist. Please support your union when we call on you for demonstrations and rallies. Traditionally when the active workers are at work we the retirees are able to fulfil this roll on all our behalf.

Some up coming events;

I will be attending our quarterly Retired Workers Council Executive meeting June 11 to 13.

Brothers Teixeira, Aire, Dave Tremblay and myself will be attending the Congress of Union Retirees Conference from June 17 to 19.

Retiree Council will be held from Aug 31 to September 5. In attendance will be myself, Dave Tremblay, Humphrey McDonald, George Muldoon and two observers John Teixeira and Harry Aire.

At our June 18 Chapter Meeting we will be holding an election for one delegate to attend the National Pensioners Conference from October 6 to 7, 2025.

In solidarity,

Arnie De Vaan

Retirees' Chapter 



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	Date of Death	Retirement Date		Date of Death	Retirement Date
Raphael Brown	2024-06-22	2004-07-01	Mike Bastasic	2025-02-13	1988-07-01
Milan Starcevic	2024-09-07	2004-07-01	Mariano Santos	2025-02-13	2001-01-01
Anthony Janda	2024-11-05	2004-07-01	Michelle Dubiel	2025-02-18	2024-07-01
Angelo Furlanich	2024-11-07	2003-05-01	Angelo Rotondi	2025-02-18	2004-07-01
Alto Muhlhuber	2024-11-22	1989-07-01	Fred Warriner	2025-02-18	2017-03-01
Stanislaus Rucko	2024-12-03	1980-12-01	Newton Brown	2025-02-19	2004-09-01
Edward Camus	2024-12-07	2004-09-01	William Mccarthy	2025-02-24	2000-05-01
Ronald Barber	2024-12-11	1987-11-01	Artur Pereira	2025-02-28	2004-07-01
William Ross	2024-12-13		John Dunn	2025-03-02	2000-11-01
David Larocque	2024-12-15	2004-09-01	Doug Mchugh	2025-03-02	2004-10-01
Nick Milanovic	2024-12-16	2004-07-01	Wayne Soar	2025-03-02	2004-07-01
Cameron Tripp	2024-12-19	ACTIVE	Peter West	2025-03-12	2017-02-01
Frank Grech	2024-12-25	2008-10-01	Arnold Wilson	2025-03-13	2000-01-01
Gord Vacon	2024-12-25	2004-07-01	Alfonso Deamaral	2025-03-14	2004-07-01
Manuel Gomes	2024-12-27	2004-08-01	Benito Soscia	2025-03-18	2004-07-01
David Simpson	2024-12-27	1994-10-01	Mike Tivador	2025-03-21	2021-06-01
Mikhail Thompson	2024-12-28	ACTIVE	George Markow	2025-03-22	1986-07-01
Delwyn Le Claire	2024-12-30	2004-07-01	Joseph Crozier	2025-03-26	1997-04-01
Shabir Adatia	2025-01-05	2008-10-01	Roberto Spina	2025-03-30	2004-07-01
Denis Peyregatt	2025-01-05	2004-10-01	Steve Smetko	2025-03-31	1999-01-01
Frank Klucsarits	2025-01-12	2000-06-01	Brian Sirois	2025-04-10	2011-01-01
Armand Veiga	2025-01-14	1996-01-01	Stephen Perera	2025-04-13	2004-07-01
Lois Dawson	2025-01-20	2000-04-01	John GERALDI	2025-04-19	2020-09-01
Leo Kroese	2025-01-20	1995-06-01	Linford Lewis	2025-04-20	1994-11-01
Gerry Samuels	2025-01-20	2003-07-01	Klaus Loeffler	2025-04-20	2004-11-01
Resad Skopliak	2025-01-26	1994-01-01	Karl Gehr	2025-04-30	1994-11-01
Manuel Ervalho	2025-01-28	2004-07-01	Glyn Whitehead	2025-05-11	1998-01-01
Paul Hendershot	2025-02-01	2004-07-01	Raymond Fournier	2025-05-22	2000-07-01
Julien De Ridder	2025-02-05	2010-11-01	Clarence Rivett	2025-05-22	2004-07-01
Patrick Pulford	2025-02-08	2008-09-01	Ivan Vujnovic	2025-05-22	2004-07-01
Rino Savelli	2025-02-08	1994-11-01	Arthur Laufman	2025-05-23	1989-02-01
Terry Moore	2025-02-11	2020-06-01	John Vujnovic	2025-05-22	2004-07-01
			Robert Stackhouse	2025-06-03	1984-01-01

LOCAL 707 RETIREES

James Forbes	2024-12-01	William Caron	2025-03-01	Randi Owens	2025-03-01
Allan Gerke	2025-01-01	Fabrizio D'Angelo	2025-03-01	Kulwinder Pahal	2025-03-01
Carlos Leite	2025-01-01	Scott Davidson	2025-03-01	Tina Marie Pontes	2025-03-01
Herbert Mowles	2025-01-01	Mark De Julio	2025-03-01	Stephen Pratt	2025-03-01
David Yates	2025-01-01	Walter Diciccio	2025-03-01	Wajahat Qureshi	2025-03-01
Peter Desson	2025-02-01	Mark Duncan	2025-03-01	Joseph Rainey	2025-03-01
John Fuca	2025-02-01	Brian Dwyer	2025-03-01	Frank Rank	2025-03-01
Dirk Kluge	2025-02-01	Donald Given	2025-03-01	Frankie Rizzi	2025-03-01
Alain Lavoie	2025-02-01	Julie Hie	2025-03-01	Robert Segato	2025-03-01
Balwinder Nijjar	2025-02-01	Sukhdev Hundal	2025-03-01	David Shadwell	2025-03-01
Kirk Plant	2025-02-01	John Lachowicz	2025-03-01	Victor Sikat	2025-03-01
John Resendes	2025-02-01	Luc Larochelle	2025-03-01	Dennis Spence	2025-03-01
J. Doug Rouse	2025-02-01	Paul Liddycoat	2025-03-01	Chris Spillas	2025-03-01
Allen Snels	2025-02-01	Alda Maciel	2025-03-01	Howard Sporbeck	2025-03-01
Mark Switzer	2025-02-01	Jim Marentette	2025-03-01	Wallace Tait	2025-03-01
Jerry Zoratto	2025-02-01	Dennis Marineau	2025-03-01	Paul Torok	2025-03-01
David Agius	2025-03-01	Harry Mcdermott	2025-03-01	Kendall Tracey	2025-03-01
Waddah Ahmed	2025-03-01	Brian Mcfadden	2025-03-01	Xi-Quang Tran	2025-03-01
Jeff Alford	2025-03-01	David Mckenzie	2025-03-01	Brent Vacheresse	2025-03-01
Rasko Avejic	2025-03-01	Archie Nadurata	2025-03-01	Edward Vandenbosch	2025-03-01
Surinder Badwal	2025-03-01	Gurmail Natt	2025-03-01	Jayne Watson	2025-03-01
Michael Bald	2025-03-01	Ken Northrup	2025-03-01	Kathy Welch	2025-03-01
Gerald Baylis	2025-03-01	Federico Otterstein	2025-03-01	Shane Wright	2025-03-01

Congratulations and Enjoy a Long and Happy Retirement.



REPORT FROM THE **BENEFIT REPRESENTATIVE** PAUL IVEY

Unifor Halton Action Centre

The Action Centre at the Local Union Hall is still available to our members. Please take advantage of the resources they can provide. The Action Centre has been put into place to assist our members and others in the community during this time of layoff. Volunteers can help with job search, claim reporting, and various other issues. It is a great resource and a great way to stay connected.

2024 EI Clawback

The process for 2024 EI Clawback is now in place and posted on the company care site as well as our Local 707 website. Please read the posted process carefully. You must have completed your taxes for 2024. You will be required to provide you Notice of Assessment and your T4E. You must look to see if you had a NET income over \$79,000 and a "Social Benefit Repayment" on line 42200 of your Notice of Assessment. If you had additional income sources such as bank interest, RRSP cash in, investment income, you may be asked to provide the information to the company. You must put your information in an envelope, put your name and Global ID on the outside of the envelope, and take the envelope to the main lobby of the plant. This is the door in front of the 3 flagpoles of our main plant. There is a secure drop box located beside the turnstile to deposit your information.



SUB

There have been a number of issues surrounding SUB since the outset of this re-tool layoff. We have been able to navigate most issues with success so far but there can be delays from time to time. Many of you may have experienced such a delay in payment for PP16 due to a system waiting period. We are happy to report that the issue was corrected, and payment approved. In short, the pay system is limited to its programming and cannot always be programmed to account for all scenarios.

As a reminder to all, when your EI payment is exhausted, you must re-apply for EI. You MUST input your last

physical day worked. For most this goes back to May 3, 2024. If you have not worked, then your last day is way back in 2024. Some people are tempted to put their last day paid maybe the last vacation pay they received but this is not the process that EI requires. If you apply and your claim is on hold waiting for an updated ROE, then you should try calling EI to explain that you have not worked and the ROE they have on file is what they should use. You fully expect and are ok with a denial of a new claim.

Once you have a denial due to insufficient hours then send a PDF of the denial letter to OEVCHELP@ford.com. It is wise to copy me at pivey@ford.com as well.

Then you must re-apply to get a NEW denial letter every 12 weeks. FULL SUB will stop after 16 weeks from your last EI payment, so we recommend applying every 12 weeks to ensure there is enough time to get your denial letter to the company.

IMP

If your SUB credits have exhausted, then you need to apply for IMP. There is a guide on our website to assist you, but the process is quite simple and easy to navigate once you are logged on to the Ford system. Please reach out if you cannot access the application. It is best to apply for IMP 2-3 weeks prior to SUB credits running out. When asked if SUB has exhausted you answer YES then continue to pick a date to start IMP. Once on IMP there should be no requirement to re-apply to EI but you MUST inform the company if you have any income or have change in your job status.

Retirements

Congratulations to all those receiving a letter of interest for the incentive to retire. And since this report may reach you after our seminar on June 10th, if you opt to retire by signing the INTENT letter, well more congratulations are in order. It was the leadership team past and present that were able to make this opportunity available for you so special thanks to the committee and Marc Brennan now working for us at the National for their efforts.

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.

At time of writing, it is early In May, which is mental health awareness month. What are you doing to manage your mental health? With so much uncertainty and stress in the world currently, it is more important than ever to develop health coping mechanisms to deal with stress. I know personally that exercise can be very helpful in both managing physical health, but also balancing mental health. With the weather getting warmer, hiking and biking are activities that can get you moving and lighten your spirit. Yoga, tai-chi, going to the gym. Find what works for you. There are many opportunities for group exercise through the Halton Action Centre at our union hall.

We also have coverage through Greenshield for individual counselling. \$1000 annually reimbursed at \$100/session for MSW (Master of Social Work), licensed psychotherapist or psychologist. Each member and any spouse/dependent on benefit have access to this coverage so don't let it go to waste. The EFAP office can help you locate a qualifying therapist in your area if you need assistance. As always, if there are any substance use/abuse issues involved- please contact the office directly and we can confidentially discuss all the options available. Breaking the stigma in society regarding mental health is important and a goal of our Union. Individuals should feel comfortable speaking about what is going on for them so they can help get the assistance they need. Suffering in silence should be a thing of the past. Please don't isolate. If you need help- please reach out.

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 

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REPORT FROM

HEALTH AND SAFETY

JOHN MULLIN • STEVE GARDINER

Kintsugi

Our original plant began construction in 1949, opening in 1953. So, it is safe to say it has some history to it. We get asked quite a bit on how the plant is coming together. Now that we are finishing up civil work and are focused on equipment installation, the best way to describe it would be using the Japanese word "KINTSUGI". KINTSUGI is two words, "kin" – means GOLD and "tsugi" – means JOIN. Kintsugi is a philosophy that treats breakage and repair as part of an object's history, rather than something to hide. Items that have been restored using Kintsugi are often considered more precious than they were before. The Kintsugi process involves cleaning and drying the broken pieces while gluing the pieces back together and filling the seams in with gold or silver. Although they are not gluing the plant back together with gold and silver, they are putting it back together with upgraded state of the art technology and enhanced safeties. We cannot get into too much detail due to the fact we all had to sign N.D.A.s (Non-Disclosure Agreements). That being said, we can tell you from what we are seeing everything is going very well and seems to be right on their schedule.

Day of Mourning

One day that is very near to our heart in Health and Safety is on April 28th of each year. On this special day it is recognized worldwide as the "Day of Mourning". We take time to Mourn for those who have become ill, injured or lost their lives due to workplace accidents. We must continuously band together to FIGHT for the living and protect workers from any further workplace tragedies. Before the plant went down for retool, our members were very active in workplace safety. The membership would challenge safety issues daily, notifying our office with any concerns. Upon returning to work, we must continue to promote this proactive safety culture. New this year on June 1, 2025, will be the first year "Injured Workers Day" is officially recognized in Ontario. This date has always been well noted since its inception on June 1, 1983. This was not formally acknowledged. Sudbury MPP and NDP Labour critic Jamie West has long been pushing to have June 1 made official as Ontario's Injured Workers Day. He introduced his Private Member's Bill, Bill 118, the Injured Workers Day Act, in the Ontario legislature last year.

Industrial Hygiene

We like to educate our members on different topics which than can empower them to act. One topic we would like to discuss is **Industrial Hygiene**. This is the science of identifying, evaluating, and controlling workplace conditions that could cause injury or illness to workers.

The five basic principles of industrial hygiene are anticipation, recognition, evaluation, control, and confirmation. These principles guide the work that goes on when it comes to ensuring compliance with safety laws and as your union safety reps, we have a role to play in all of the steps of industrial hygiene monitoring. Industrial hygienists use **Environmental monitoring**; to detect the level of worker exposure, **Analytical methods**; to detect the level of worker exposure, **Engineering**; to control potential health hazards, **Work practice controls**; to control potential health hazards. In manufacturing, we use multiple chemicals for the assembly of vehicles. The union would like the employer to use hierarchy of controls and focus on hazard "elimination" when it comes to chemical exposure. Under the law, the company must keep exposure limits within guidelines by using various means such as engineering controls and P.P.E. (Personal Protective Equipment).

Under the O.H.S.A., you have the right to know what you are working with so don't hesitate to ask for a S.D.S. on a chemical you are using. What is an "S.D.S"? The **Safety Data Sheet** is a written summary providing information about the hazards of a product and advice about safety precautions. Some important terms to remember include **acute effects** which occur immediately after or within days of a single or repeated exposure of toxic substance and **latent effects** which occur after a lag in time between exposure to a toxic material and the eventual development of a disease. It is very important to report all exposures to our medical department as soon as possible. Your Process Coach should go over the Safety Data Sheet with you for any chemical that you are exposed to and answer any questions you might have regarding the chemical. You can also always request your union Health and Safety reps to be present. The CCOHS (Canadian Centre for Occupational Health and Safety) has a great app that is available for free relating to the topic of SDSs. See <https://www.ccohs.ca/>

HEALTH AND SAFETY REPORT | CONTINUED

Lead Abatement

Some of the structural steel in the main plant and body shop required additional support and part of the process required the stripping of paint down to bare metal before welding. Since some of the paint on the columns contained lead, a specialized contractor was brought in that specializes in lead abatement. There were many safeguards put in place to ensure no overexposure to anyone in the area while this stripping work was being done. In this case, the lead paint was chemically removed from the steel. The contractor also had their own decontamination station which allowed the safe removal or neutralizing contaminants from personnel and equipment. The decontamination station also had their own showers.

M.C.E. (Mobile Communication Equipment) Policy

Even with production down, this policy remains the number one violated safety policy in the plant. Cell phones (Mobile Communication Equipment) can pose serious safety risks on-site. M.C.E. may not be used while walking or driving at the Oakville Assembly Complex. These rules apply to both inside and outside the plant. Do not walk and talk/text – you must place yourself in a safe location and remain stationary. Do not drive or operate equipment while using M.C.E. Improper use poses a risk to not only yourself but to those around you. During the construction phase, all contractors have been educated on the policy before entering the site. Many individuals have been caught violating the policy and some have been removed from site for the violation. Please note if you have been assigned the duties of a **“Ground Person/Spotter”** you are not permitted to use your M.C.E. unless it is an emergency.

Ground Person/Spotter

We have been using “grounds people/spotters” regularly in the plant during construction to help ensure everyone’s safety. They are used to guide large vehicles (cement trucks, dump trucks, etc.) and heavy machinery in and out of the plant. We also use grounds person/spotter for E.W.P. (Elevated Work Platforms) manlifts (genie booms/snorkels/scissors lifts). This can be a very tedious job, but it is crucial for safe operations and quick response in emergency situations. If you have been assigned the duties of a spotter, you control the area. Being aware as a grounds person/spotter makes the work area safer and is important to the workers actually doing the work at height especially

from a communication perspective. The ground person/spotter must have a clear line of sight and unrestricted access to all E.W.P.s that they are responsible for watching. The distance shall not exceed the size of one bay – 50 feet. A specific license is not required to be a ground person/spotter for a snorkel/scissor lift, but you must be able to operate the ground controls. This is essential, in case of an emergency, and you are required to bring a person down safely. Also, you can request a two-way radio when fulfilling the duties of a ground person/spotter. If you need to contact the **Emergency Response Team**, switch to the **security channel** on the radio or call **extension 3333**.

Construction Site Speed Limits

Inside any buildings on site the speed limit is human walking speed which is 5 km/h. This limit is for everyone’s safety on the site. This speed limit does not only help prevent incidents, but also helps control the dust from becoming airborne. If you are driving around outside at O.A.C. the speed limit is 30 km/h.

I.H.S.A. (Infrastructure Health and Safety Association)

Since the retooling of our plant, we have been under Construction Regulations Reg. 213/91 OHSA. Construction also has another avenue of resource called the Infrastructure Health and Safety Association. I.H.S.A. was founded in January 2010 by amalgamating the Construction Safety Association of Ontario, the Electrical & Utilities Safety Association of Ontario, and the Transportation Health and Safety Association of Ontario. They provide Safety Training, Safety Consulting, High Risk Activity Training, Certificate of Recognition, Working at Heights, Powerline Technician, Basics of Supervising, NCSO, COR, Safety Groups, Occupational Health and Safety, Electrical Utilities, Transportation, Trucking, Ontario, Health and safety training, NHSA, HSEp, and eLearning. The IHSA has been another great Health and Safety resource that we have used to help our membership during the retool.

Summer Heat Stress

Summer temperatures are now upon us and even though the plant is not running, our trades are busy working in the plant. So, we will be following our “Heat Stress Program” just like any other summer in the plant. The company must ensure the air make up units are operating as they were designed! Increasing outside air intake to the plant, especially at night can help cool it for the next day. Notify your supervisor if you notice air conditioning units in

HEALTH AND SAFETY REPORT | CONTINUED

break rooms and cooling stations not working. Additional supplemental fans in your work area can help keep air flow. Do not depend on your thirst, drink water frequently (every 15 -20 minutes). *Please note each department will have their own bottled water this summer. Your supervisor does not need to go through Health and Safety, just pick it up at our General Stores.* It is important to recognize the signs of heat stress on your body such as: extreme weakness, nausea, headaches, vomiting, cramps or any other symptoms that don't seem normal. Please report to your supervisor and go to our medical department for a heat stress assessment. *Attention: If you have been off work for an amount of time and return to the plant during a warm spell, keep in mind it may take your body longer to acclimatize to the temperature.*

Personal Protective Equipment

If you ever are required to come on site during the construction phase, you will require the following P.P.E.: CSA approved Hard Hat, CSA approved Safety Glasses (wrap around or side shields), CSA Hi-Visibility Vest (please note for your vest to meet CSA the reflection lines must form a X on back and straight vertical lines in front. This

allows a person at a distance to identify your orientation) and CSA Green Patch Safety (full ankle coverage) Boots. If you are just going into administration, no P.P.E. is required.

In Closing

We would like to take this opportunity to congratulate Jason Del Buono on his recent election for Plant Chairperson. Our office has worked with him when he was a Committeeperson, and we look forward in supporting him in his new role.

Welcome back the warmth, the joy, and the promise of summer! Let's embrace the long days, the vibrant colours, and the endless possibilities that this season brings. Summer means happy times and good sunshine. Enjoy it to the fullest but please always keep safety in the back of your mind.

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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REPORT FROM THE **A-SHIFT WSIB** HEATHER LONGER

Brothers and Sisters,
The Union (OCEU) representing workers at Ontario's Workplace Safety and Insurance Board have begun job action with rolling strikes beginning May 21, 2025. The union and agency had extended an original contract deadline but have been unable to reach an agreement. The labour disruption will result in noticeable delays in services. You can continue to use the WSIB online service portal to manage your claim or account and submit documents. If you're already receiving benefits you will continue to receive those payments or services. This also comes at a time where Canada Post is preparing for a potential service disruption. Members with ongoing WSIB claims can: sign up for direct deposit for wage-loss benefit payments, submit requests for reimbursement of health care or drug related expenses online, and any correspondence you may need to provide through the online portal. This could minimize the impact of the labour disputes both with WSIB and Canada Post.

Unifor Local 707 Leadership attended the Oakville District Labour Council ceremony for National Day of Mourning. On April 28th we commemorated workers who lost their lives, were injured on the job or experienced a work-related tragedy. The Canadian Labour Congress officially declared and recognized the National Day of Mourning on April 28th, 1985. This day was chosen because

on April 28th, 1914, the first comprehensive workers compensation act was passed in legislature.

I must advise you on the importance of reporting workplace injuries in a timely fashion. If you sustain a workplace injury or illness you must report it to the Company (Process Coach or Medical Department) AND seek professional medical attention generating a claim for your injury or illness.

You must share your medical information with the Workplace Safety and Insurance Board (WSIB) when you are claiming benefits relevant to the work-related injury for the administration of the Workplace Safety and Insurance Act (WSIA).

If you require restrictions as a result of your workplace injury or illness, they should be presented to the Medical Department so they can input your restriction profile into the Company's system. The Company employs a group to handle claims from Canada Life and they manage the claim in plant. The Company and Canada Life group should only receive your restrictions and treatment appointments to assist with your return-to-work program and placement. They (Canada Life group) **DO NOT** make decisions on claim entitlement for loss of earnings or health care benefits these decisions are made strictly by Adjudicators employed at the WSIB.

In solidarity,

Heather Longer A-Shift 





REPORT FROM THE

EQUITY COMMITTEE

STACY POOLER • LEAH DOUGLAS

Greetings Brothers and Sisters
As construction progresses at the plant, I hope everyone is doing well and finally enjoying the warm spring weather.

Plant Chairperson

Sincere thanks to Marc Brennan for his years of dedicated leadership, experience, and expertise in guiding the membership. There is no doubt that Marc will continue to make a meaningful impact on Local 707 and the broader automotive industry in his new role as National Representative.

Congratulations to Jason Del Buono on his successful election as Plant Chairperson. Jason has consistently demonstrated commitment, determination and integrity in his previous roles. I look forward to working with him in this new capacity and supporting his leadership.

Activity

Current office activities remain focused on accommodation and informal resolution. Additionally, the office

continues to support members in need of accessing essential community resources while competing with compounded challenges during lay off.

In late April, I had the privilege of attending our quarterly equity meeting, where I had the opportunity to connect with reps from across the region. I was honoured to be nominated and appointed as Chairperson of the committee, and having previously served as Recording Secretary, I'm excited to take on this new role and its responsibilities.

Anti-Harassment Following discussions during negotiations and ongoing dialogue involving Labour and CHQ, the company has launched a two-hour harassment training session as part of a broader action plan to strengthen our shared commitment to a respectful workplace. The course addresses key topics such as company policy, the complaint resolution process, available support systems, and accessible resources. The training is slated to begin with employees currently on-site including trades, leadership and management. As members return, these sessions will be incorporated into the reorientation program. Support-



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EQUITY COMMITTEE REPORT | CONTINUED

ed by a third-party agency, the course has been specifically tailored for Ford employees. Additional details can be shared as sessions unfold.

Advocacy

International Women's Day (IWD) was marked globally with celebrations, awareness campaigns, and calls for continued progress. Thanks to the Executive, a group of 707 members attended this year's IWD dinner, where we heard powerful stories from community agencies and speakers highlighting support, strength, and resilience.

A small group of members also joined the IWD rally and march in Toronto, alongside unions from across Ontario. Sister Nichole Brennan spoke on behalf of the auto sector, addressing how current political challenges continue to affect our members, a recurring theme throughout the event. The day concluded with a solidarity march through the streets.

As in previous years, we proudly recognized anti-bullying initiatives. While production is down, we remain committed to raising awareness, encouraging open conversations, and sharing valuable insights. Both Pink Shirt Day and the International Day of Pink were observed in meaningful ways in and out of the plant.

Policy Earlier this year, the federal government eliminated the position of Minister for Women and Gender Equality, raising concerns about potential setbacks in feminist policy. However, following strong advocacy and widespread community support, the role has since been reinstated in the new cabinet, reaffirming the government's commitment to advancing gender equality in areas of health-care, childcare, and the fight against gender-based violence. With continued momentum, there is hope for meaningful progress in engagement, policy development, and tangible action on these critical issues.

Congratulations

Wishing the very best to those who have taken the opportunity to transfer to Windsor and Casselman. I hope this new journey brings continued growth and success to each of you.

I would also like to extend my heartfelt thanks to Sister Leah Douglas for her dedication and leadership over the past five years. Life often brings unexpected yet meaningful change and while it's bittersweet to say goodbye, I am thrilled for you as you begin this next chapter with your growing family. Congratulations and best of luck moving ahead.

Closing

With spring well underway, take the opportunity to enjoy the warmer weather and spend time outdoors. Check out the Local website for information on activities offered through the Action Centre. It's also a good time to prioritize your well-being. Take care and stay safe.

In solidarity,

Stacy Pooler - Equity Rep & Women's Advocate

Leah Douglas - Alternate Equity Rep & Women's Advocate 

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REPORT FROM THE **WOMEN'S COMMITTEE** MAIKEN FOXCROFT-GRIFFIN

Sisters, Brothers and Siblings,
It's hard to believe that 2025 is almost half over! We hope everyone is doing well and getting ready to enjoy some nice weather.

March 8th was International Women's Day and many of us celebrated at different events throughout the GTA. We recognized and celebrated Women's and Girl's social, economic, cultural and political achievements. Together we inspire inclusion and help drive progress for women's equality. When we inspire others to understand and value women's inclusion, we forge a better world.

The Pop Tab challenge continues until the end of the year! We had Robert, Cheryl and Phil Hampson attend our Women's Committee meeting in May and speak about The Robert Hampson Tabs for Kids Fund. Not only do they provide wheelchairs through Easter Seals, but they also help provide chair lifts for vans, tricycles for kids, etc. whatever is most needed at the time. We presented them with a cheque for \$250 and approx. 80 lbs of pop tabs that we have collected and boxed.

Fun fact 1,500 pop tabs = approx. 1 lb. It takes approx. 30,000 pop tabs to provide a much-needed wheelchair.

Everyone have a safe, fun and adventurous Summer!
Stay safe, have fun and enjoy time with family and friends!

In solidarity,
Maiken Foxcroft-Griffin
Women's Committee Chair 





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Dr. Nasser Derakshan D.D.S.
Certified Specialist in Periodontics & Implants

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REPORT FROM THE **BIWOC REPORT** CONSTANCE BROWN

Hello Brothers and Sisters,
We're pleased to share updates on the recent activities and ongoing commitments of the BIWOC Committee.

Over the past few months, I've been working in close partnership with the Migrant Worker Hub and Unity Hopeful, a nonprofit organization based in Windsor. Together, we've been helping to meet the essential needs of the TFWP through coordinated outreach, resource sharing, and advocacy.

On April 20th, Unity Hopeful traveled to Niagara with care packages filled with personal hygiene products, non-perishable food items, and other essentials for the TFWP community. Their next visit is scheduled for June 1st, and we're proud to continue supporting these efforts.

The BIWOC committee has also actively engaged in the weekly activities for the TFWP, picking up bread donation from Bimbo breads warehouse, dropping workers to the clinics for checkups, showing up at their church services, enjoying cricket matches and domino tournaments.

As we look ahead, we also want to highlight June 21st—National Indigenous Peoples Day, a time to celebrate the traditions, cultures, and invaluable contributions of First Nations, Inuit, and Métis peoples across Canada.

Each year, the BIWOC Committee proudly takes part in the celebrations hosted by the Fort Erie Native Friendship Centre, showing our support and appreciation for Indigenous heritage and community leadership. These moments of connection are deeply meaningful, and we encourage all members to participate where possible.

Whether it's delivering care to migrant workers or standing alongside Indigenous communities in celebration and solidarity, the BIWOC Committee is committed to showing up, speaking out, and making a difference.

We believe that change happens when we all get involved. As we continue to make an impact in the community, we hope that all our members will join us in this important work to contribute, connect, and lead with care.

If you're interested in joining us at an upcoming event or volunteering with our community outreach efforts, we would love to hear from you.

Together, let's continue to build a more equitable and compassionate community for all.

In solidarity,

Constance Brown, BIWOC Chair 



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

Barrister Solicitor Advocat
General Practice for over 20 years
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Save The Date!

Unifor Local 707 Tickets available NOW!

Union Master # located on Union Card is
Gift Code no letter K, no spaces or dashes.

www.canadaswonderland.com/uniforlocal707

Sunday, July 13, 2025

9:00am - 10:00am Early Ride time before the park opens

Buffet Lunch will be from 12:15 - 1:15

Tickets are \$35.00 per person which includes

Parking, Park Access and Buffet Lunch

Season Ticket Holder \$10.00 for Buffet Lunch

Limit of 6 tickets per Member



Canada's Wonderland

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See Pages 4 & 23