



Auto Talks 2026

72nd Annual Picnic
Sunday, July 12th



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REPORT FROM THE
EDITOR
TIM BATKE

Sisters and Brothers,
The first edition of the 2026 Reporter was delayed until spring, due to the final stages of construction of the Oakville Assembly Complex.

At the time this edition will be delivered to our members' homes, our recalled members will be in the plant starting to build Super Duty Trucks. It has been two long years due to the retool, but Local 707 members have a tradition of building world-class vehicles, and I have the utmost faith we will continue that tradition at OAC.

Unifor announced in May for the third consecutive time Ford will set pattern with the Detroit Three. Important information on the launch and the negotiations can be found in the President's and Chairperson's reports.

In solidarity,
Tim Batke
editor@uniforlocal707.ca




Carolina Castaneda
Audiologist


Kimberley Holloway
Office Manager/Marketing



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REPORT FROM THE **PRESIDENT** MARK SCIBERRAS

Brothers & Sisters

During my tenure as a Union rep, I have always believed it is necessary to treat members with the same respect that I would want. Which is why I feel it is important for the membership to hear hard truths, rather than what you might like to hear as it allows you to make informed discussions for you and/or your family.

As your Union President, I want to acknowledge that this is a complicated and emotional time for many of our members.

For those who have been recalled and are participating in the job bid process, this is a positive and welcome step forward. At the same time, I recognize that for some of our junior members who were hoping for that same call but have now learned they will not be part of the launch, this is very hard news to receive.

Many have been bracing for this possibility, but preparing for it is one thing—living through it is another, and this news brings real uncertainty and challenges for them and their families.

Both of these realities, exist at once.

While we are encouraged by opportunities for some, we cannot overlook the impact and stress this has on others.

Please know that your union sees and respects both perspectives, and we remain committed to all our members as we enter negotiations on June 22nd and the launch of the Ford Super Duty in Oakville.

Departmental Committeepersons

Would also like to thank the work of our Departmental Committeepersons, Roy De Matos, Chris Simpson, Steve Gebel and Rob Tassone, who over the last year who have been fighting for every job and have collectively dramatically reduced the number of members that would have remained on indefinite lay-off.

Last Retirement Incentive-prior to end of contract

I had been in discussions with Labour Relations over the past several weeks regarding a final retirement incentive for members who became eligible for normal or regular early retirement between February 1st and May 1st, 2026.

Those discussions were finalized, and the company issued retirement incentive interest letters to all qualifying members. The deadline for members wishing to retire under this incentive was May 22, 2026.

Approximately 40–50 members qualified for this opportunity. It was anticipated that many of those canvassed may not have been prepared or interested in retiring at this time; however, it was important to proceed with the canvass, as each member who chose to retire created an opportunity for another member to return.

2026 Negotiations

Since obtaining all Local and Master Amendments, our Local 707 Ford Council have been meeting in London monthly with Stellantis, Ford and GM Councils to prepare and discuss our challenging environment as we approach upcoming negotiations.

Each set of negotiations brings its own set of challenges and 2026 is setting up to be an incredibly different environment from 2023 -with many external forces that are beyond our direct control.

As each day that passes, we seem to have more challenges, such as:

- No commitment from USA to continue CUSMA agreement and the possibility of Long term Automotive Tariffs
- Substantial profit declines within the Detroit 3 Auto Makers
- Chinese incursion into the north American Automotive market
- Due to continued Global conflict
 - Pending part supply shortages- (i.e.: in micro chips, just as we had with COVID)
 - Rising manufacturing costs-(i.e.: due rising oil and transportation costs)
- Frozen or Canceled Automotive Investments
- Dramatic increases in the cost of living
- All this in backdrop of the rapidly changing technology of the AI industry and the fight for our jobs

Today we must not only negotiate a contract, but even though they remain beyond our direct control-we must try to mitigate and deal with these external issues- by reaching out to our federal, provincial and municipal governments to ensure they are doing what is required to preserve our Canadian Automotive Industry. Supporting

our union auto policies and that all levels of government create bills that consider Ontario and Canadian automotive opportunities when considering procurement, which in turn creates employment.

We have posted and will continue to encourage members to participate in our petitions on our website and will continue to do so in the future. It's important that the voice of our membership is heard while local and national leadership meet with all levels of government to preserve our industry and our jobs -they also need to understand the true importance of our industry from our membership, their families and communities.

While the federal Liberals & Conservatives have put together automotive policies- both have missing components. The Liberals have opened the door to allow a small amount of Chinese vehicles in our market which is detrimental and the Conservatives still believe there is no need for capital investment from the government to preserve our industry.

That's why it is important to take the time to read our updated Unifor Automotive Policy and share with your MP or MPP the importance of our sector in the Canadian economy as every single automotive assembly job-supports 7.9 indirect or secondary jobs across Ontario.

Local 707 - Progressive Web App

As we will be entering negotiations and elections shortly, to receive, prompt and important information (If you have not already) download our Progressive Web App for push notifications. You can download by following the instructions on our website. As it the easiest and fastest way to communicate important information.

Whether you are returning to work, indefinitely laid-off looking for work, part of leadership or contract negotiations, each and everyone of us, will have challenges in the coming months.


While these challenges lie ahead, by working together, supporting our negotiation and ratification process, and helping ensure a successful Oakville launch on the shop floor, we can put ourselves in the best possible position for our collective future.

Upcoming Union Meetings


*General Membership Meeting- Sunday June 28th 2026
at 10:00 am*

*Retiree Chapter Meeting - Wednesday June 17th 2026
at 10:00 am*

*In solidarity,
Mark Sciberras
Unifor Local 707 President*



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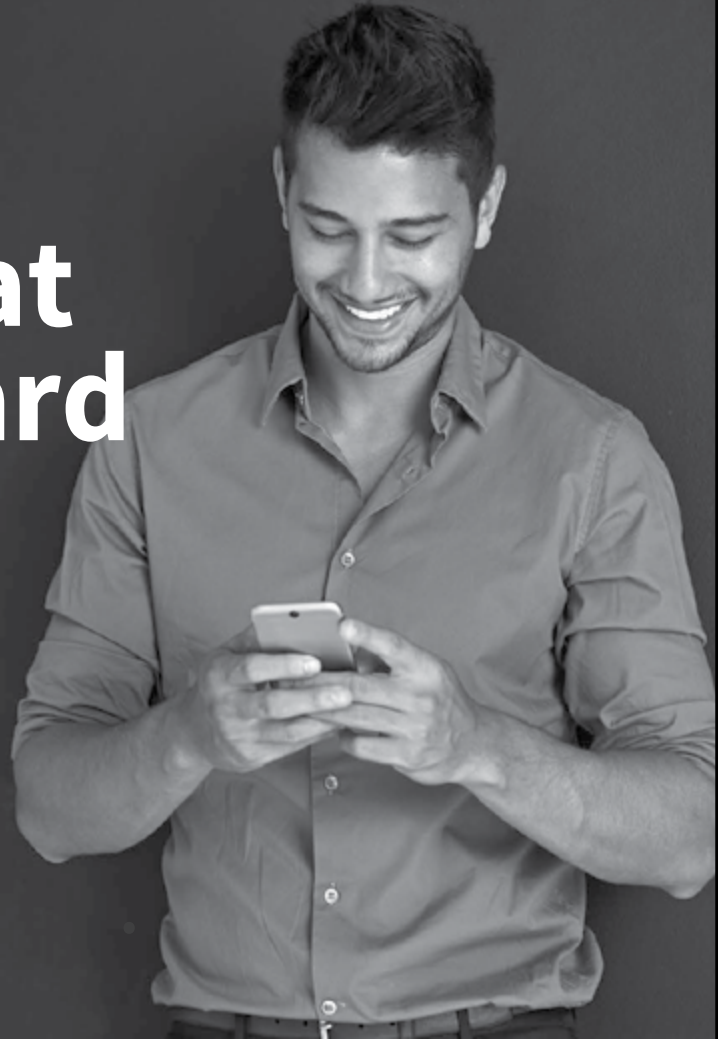
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REPORT FROM THE

VICE PRESIDENT

DAVE MILLAR

Unifor Local 707 Membership Report – Strength, Solidarity, and Moving Forward Together

Since the plant shutdown on May 3, 2024, our members—both active and retired—have navigated uncertainty, financial strain, and disruption to daily routines. Yet through it all, the strength of Unifor Local 707 has remained clear. This report is an opportunity to reflect on the work that has been done, recognize the efforts of our leadership and membership, and look ahead with optimism as we prepare to return to the shop floor.

Leadership and Collective Effort

The Executive Board has worked diligently throughout this period to ensure that the needs of our membership are addressed. From ongoing communication updates to advocating on behalf of members during this shutdown, their commitment has remained unwavering. Decisions have not always been easy, but they have been made with the best interests of the membership at heart.

Our In-Plant Committee has also played a crucial role behind the scenes. While many of the traditional day-to-day responsibilities were impacted by the shutdown, their focus shifted toward preparing for a successful return to work. This includes working through the complexities of job postings, classifications, and ensuring that members are positioned to transition back into operations as smoothly as possible.

Equally important is the recognition of the membership as a whole. It is the resilience, patience, and solidarity of our members that defines this Local. Whether it has been supporting one another during difficult times, staying engaged with union communications, or contributing ideas and feedback, the collective strength of Local 707 continues to shine.

Capturing Our Story

We encourage all members to reflect on the moments captured in the photo gallery on our Local's website. These images represent more than just events; they tell the story of who we are. From community involvement and union initiatives to shared milestones and gatherings, they remind us of the bonds we share and the pride we take in our Local. Including these images in this report helps

preserve that sense of connection, even during times when we have been physically apart.

Acknowledging the Halton Action Centre

We would like to extend our sincere gratitude to the Halton Action Centre for the incredible work carried out over the past two years. Funded by the Province, and supported through the efforts of Erin Harrison, Marc Brennan, and Cami Pearce at Unifor, the Centre became a vital resource for our members during a very difficult time.

Under the leadership of Joe Oliveira (Local 707 Ford Unit Co-Ordinator), Romesh Gentles (Local 707 Leadeq Unit Co-Ordinator), and Alice Kelly (Local 1256 Co-Ordinator), the Action Centre went above and beyond to support any and all members who walked through its doors.

Members received hands-on assistance with Employment Insurance applications, reporting, re-applications, and navigating letters of denial. In addition, support was provided for Supplemental Unemployment Benefits (SUB) and the Income Maintenance Program (IMP), ensuring members could access the financial supports available to them.

Beyond financial assistance, the Centre helped maintain the spirit of our union. Courses were offered, field trips organized, and wellness activities such as yoga and hiking brought members together. These opportunities allowed members to build skills, stay connected, and maintain camaraderie during a time when many would otherwise have felt isolated.

We also want to acknowledge the dedicated peer helpers whose contributions were essential to the success of the Centre:

- Brent Droppo
- Charlene Arsenault
- Cody Persaud
- Gaige Bastien
- Jason Hunter
- Jimmy Elliot
- Joe Bizzaro
- Ken Wuillimene
- Lucky Sandal
- Matt Careiro
- Steve Gebel
- Tobin Izatt

Your commitment to helping fellow members embodies the very best of what our union stands for. Thank you to everyone involved in making the Action Centre a success.

Retiree Benefits and Growing Needs

Our retired members remain a vital part of Local 707. Their contributions laid the foundation for the benefits and protections we enjoy today, and it is our responsibility to ensure they continue to be supported.

As our retiree population grows, we are seeing an increasing need for mobility and accessibility support. Many retirees require assistance devices such as walkers, wheelchairs, chair lifts, and bath safety equipment. While the current health care plan provides coverage for certain medically necessary items, there are important limitations. Basic mobility aids may be partially covered with proper medical documentation (ADP or Assisted Device Program through OHIP covers 75% before utilizing our plan for the 25% balance), but larger home modifications—such as stair lifts or bathroom adaptations—are often not fully covered or fall outside the plan (our plan covers \$3780 lifetime maximum as negotiated in 2023 for a chair lift).

This gap can create financial challenges, and it reinforces the importance of continued advocacy in future bargaining. We encourage retirees and their families to review the health care booklet carefully and reach out to my office if clarification or support is needed.

Physiotherapy, Drug Coverage, and Eligibility

It is important for members—both active and retired—to understand the scope of their health benefits.

Physiotherapy services are covered under our plan (up to \$100 per visit with a \$400 maximum/calendar year). Coverage for members after the age of 65 is not in effect through our Green Shield plan. Many people do not like to hear this but as it stands, the first provider for our plan is through utilizing all government programs first. OHIP covers all seniors 65 years of age and older for more coverage than what our plan provides. This is subject to utilizing OHIP clinics – CALL ME IF YOU NEED TO FIND ONE NEAR YOU before beginning treatment.

Drug coverage is closely tied to the Ontario Drug Benefit (ODB) program:

- Members and eligible family members up to age 65 are covered under our negotiated benefits plan.
- Individuals over 65 must access prescription coverage through the Ontario Drug Benefit (ODB) program first.

This requires you to pay \$100 each year (on or about August 1 most years) for the plan. Green Shield then provides coverage for prescription drugs following ODB payment in most cases.

Understanding which system applies is essential to avoid unexpected costs.

For active members, Paul Ivey serves as the full-time benefits representative.

For retirees, the Vice President's office is your direct line of support. Any retiree with questions or concerns regarding benefits is encouraged to reach out to me at (905) 844-6431 for assistance.

Bargaining Gains and Looking Ahead

The 2023 bargaining process delivered important gains for our membership, particularly in wages. Upon returning to work, members will see the benefit of those negotiated increases—recognition of the skill and dedication that defines our workforce.

Significant effort has also gone into preparing job postings for the return to work. We acknowledge the hard work involved in organizing and preparing job ads for bidding, and we are hopeful that by the time of publication, this process will be completed or well underway. Many thanks to the In-Plant Committee for their countless hours of dedicated service to ensuring this process is developed properly and successfully for our membership to have a flawless transition in the process.

The Impact of the Shutdown

The shutdown has impacted many members deeply. Financial hardship, stress, and uncertainty have been real challenges faced by our membership and their families. Let me assure you that there have been many resources available to help - when called upon our membership have been there time and time again to help our fellow members get the support needed in many cases.

Despite this, our Local has shown resilience. Members have supported one another and remained united. As we move toward returning to work, we look forward to restoring routines, stability, and the sense of purpose that comes with being back on the job.

Elections and Governance

Elections have not yet taken place and, as per membership action and a presentation at the March meeting, a motion had been made to postpone our triennial elections for up to 90 days after April 22, 2026. There was a presentation, a discussion and some debate followed by a vote that

passed. We anticipate moving forward shortly after job bidding is complete and members have returned to the plant, ensuring fair participation for all.

Returning to What We Do Best

Unifor Local 707 members produce some of the finest vehicles in the Ford system. We take pride in that reputation and look forward to returning to the line, ready to meet the challenges ahead and secure a prosperous future for all members.

Recognizing Our Retirees and Transitions

As we return, it is important to acknowledge that some of our brothers and sisters will not be beside us on the line. Many have moved into retirement.

We thank each of them for their years of service, their contributions to the workplace, and the role they played in building the strength of our Local. We encourage our newly retired members to stay connected, join us at retiree membership meetings and attend retiree dinner dances. Your presence continues to strengthen our union.

Congratulations to Ian Parry on being recognized by his peers and having his name placed on the distinguished honour roll—an achievement that reflects dedication and respect earned over a career in the union movement. Ian is one of the last of the members we had that joined our workplace from the old Firestone Plant in Hamilton. He dedicated most of his time as an Alternate Steward, a WSIB Alternate Rep and finally a WSIB Rep that was on the “A” shift until he retired. He is a friend and I am happy to see him get recognized for the work that he did to help members for many years.

In Memory of Our Brothers and Sisters

Since our last report, we have lost several members. Let us remember them in a positive light, honouring their sacrifices and contributions.

Their efforts helped support their families and contributed to the success of our workplace year after year.


May we all be thankful for the time we have and strive to live happy and healthy lives.

Moving Forward Together

As we prepare to return to work, there is a renewed sense of hope. The past 2 years have tested us, but they have also strengthened our unity.

We look forward to getting back to work, rebuilding routines, and continuing to deliver world-class vehicles with pride. This being a bargaining year, I am full of optimism and hope for what is to come.

Thank you to every member—active and retired—for your resilience and solidarity.

In solidarity,
 Dave Millar
 Vice President 



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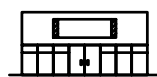
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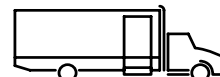
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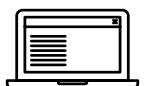
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REPORT FROM THE

OAC CHAIRPERSON

JASON DEL BUONO

Look Ahead

Over the past six months, our focus has been straight-forward - getting our members back to work. I want to take some time to walk through where things stand today and where we're headed next.

Your bargaining team and I have already been hard at work preparing for upcoming negotiations, with our collective agreement set to expire on September 20, 2026. That work has included local leadership amendment meetings, our General Membership Amendment Meeting in February, and Ford Council in early April where amendments were finalized. In my role as Vice Chair of Ford Council, I also had the opportunity to attend Stellantis and GM Council meetings.

Across all of the Detroit Three, the priorities are the same: job security, income protection, fair wages, and stronger pensions. Every company is dealing with similar challenges—laid-off members and idled plants across Ontario. While in Oakville we are moving toward a re-launch and a new vehicle program, we can't ignore the bigger picture. The last few years have been tough for auto workers in Canada.

Even as we ramp back up, some of our members are still on layoff. That matters, and it's not something we're losing sight of. We'll keep pushing—not just for our members here, but for our brothers and sisters at Stellantis and GM as well. Getting people back to work remains the priority.

To help keep everyone informed through bargaining, Unifor is working on a new communication platform that will give members more direct access to updates. As soon as it's ready, we'll share details on how to sign up.

COLA

The June COLA adjustment will increase COLA to \$1.47. This represents a \$0.53 increase over the previous quarter. This is the final COLA adjustment for the term of our current CBA.

Training

Since January, recalls have been happening based on classification and training needs. Through the beginning of May, a large number of members have returned—either working in their classifications to support the launch or continuing through training.

As we move through May into June and job ads are cleared, we expect recalls to continue on a steady, weekly basis as the launch builds momentum.

Manning Numbers

Manning levels played the most significant role in the recent job bid, as the company determined how many people are needed to support production.

We knew going in that the move to a one-shift operation would be difficult, and that not everyone would be recalled right away. Ahead of the bid, about 450 members with seniority after December 4, 2014 were told they would remain on indefinite layoff and would not be recalled at this time. That's never easy news—but having clear information is better than being left in limbo.

For months, we pushed the company to make sure *staffing* levels truly reflected what's needed for a successful launch. Because of that work—and the importance of this program—we've seen fewer members on indefinite layoff than originally expected.

There's still more to do. We'll keep pushing for every opportunity to create jobs and bring our members back. Job security will be front and center in negotiations.

Job Bid/Successful Applicant Posting

The job bid ran from April 15 to April 23, with around 1,800 members taking part.

Members attended departmental sessions, participated in canvasses where needed, and had the chance to speak directly with management about job requirements before bidding. Your in-plant leadership was there to support you through the bid. It was a large process, and not without its challenges, but the goal was simple—make sure our members had the information they needed to make the best decision possible.

Throughout it all, the priority was to keep members informed, involved, and supported.

I also want to recognize the work of your union leadership—especially our Committeepersons—who put in countless hours making sure every detail of departmental **manning** was accurate, and that every member's job, seniority, and classification were properly accounted for. Without the consistent, behind-the-scenes work these offices do whenever **manning** changes occur, this job bid would not have been possible.

The support from our Stewards, Production Standards, and WSIB—both leading into and during the bid—also made a real difference.

This is what representation looks like: making sure your rights are protected every step of the way.

Clearing of Job Ads

As of now, job ads are being cleared. Your Committee members are working through results daily, identifying successful applicants and completing any required canvasses.

Once everything is finalized, the company will send out a robocall with instructions on how to access the Successful Applicant (SAP) list, along with details on the challenge period and any follow-up allocation process.

Best of luck to everyone as results of your bids are confirmed.

Launch

The launch is now underway, with several build phases planned in the months ahead.

The first units started moving through the plant in early April, led by our Production Systems Groups (PSG Launch Team) and supported by Leaders and Repairmen. On April 14, the first complete vehicle came off the line—a major milestone for our plant.

There's still work being done as the facility is finalized and tooling trialed and brought online, but build times are expected to improve as things settle in.

A larger build is tentatively planned for late June, and the expectation is that it will bring every person identified before the mass bid back to work and on their jobs. With an aggressive launch schedule, continued progress will be key to keeping people working.

Shift Pattern

At launch, Body, Paint, and Final Assembly will run on a steady #2 (day shift), with a smaller Pre-Delivery repair crew on a steady #3 shift.

The Stamping Facility is expected to run three shifts; rotating A and B shifts and a steady #1 (C) shift.

Retirement Incentive

For those who recently accepted a retirement incentive and have recently retired—congratulations, and thank you for your years of service, all the best to you and your families.

2026 Auto Talks

As we head toward Auto Talks 2026, your Ford Bargaining Committee has once again been chosen to begin negotiations with Ford Motor Company and establish the pattern agreement for the Detroit Three. That is not something we take lightly. It speaks to the strength of our membership, the history of our union, and the reputation Ford workers across Canada have built over generations.

Being selected as the target company means the entire industry will be watching what we accomplish at Ford. The agreement reached here will help shape the direction of bargaining with General Motors and Stellantis. That comes with pressure, responsibility, and challenge.

These negotiations are taking place during one of the most uncertain periods our industry has faced in decades. Tariffs on Canadian-built vehicles, shifting EV policies, growing import pressures, and global economic instability are creating real concerns for workers and their families. At the same time, our members are preparing for major opportunities ahead with the launch in Oakville.

In moments like this, our union has always responded the same way: by standing together and fighting for a stronger future.

Our bargaining committees, supported by Local and National leadership, are preparing to go to the table with one goal—to protect jobs, strengthen our agreement, and ensure autoworkers continue to have a voice in shaping the future of this industry. The decision to begin with Ford has the unanimous support of the GM and Stellantis bargaining committees as well, showing the solidarity that exists across all Detroit Three members.

From a Local leadership perspective, I believe our members should take pride in the role we are about to play. Setting the pattern is never easy, especially during uncertain times, but our union has never backed away from difficult fights. We understand what is at stake—not just for ourselves, but for autoworkers across the country.

The road ahead will require unity, patience, and determination. There will be challenges, difficult conversations, and important decisions to make. But there should also be confidence in the strength of our membership and in the collective power we have when we stand together.

As bargaining begins on June 22, we move forward understanding the responsibility in front of us, while embracing the opportunity to build on the gains of the past and help secure the future for the next generation of autoworkers.

Closing

As production ramps up and Oakville comes back to life, communication should continue to improve. With updates to our website and notification systems, we're working to make sure the Reporter stays consistent, timely, and useful.

I'm looking forward to seeing more of you back in the plant in the weeks ahead.

Wishing you and your families a safe and enjoyable summer.

In solidarity,

Jason Del Buono

OAC Chairperson

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Office Phone: (905) 845-2511 ext. 3350

Unifor Email: jdelbuono@uniforlocal707.ca

Ford Email: jdelbuon@ford.com



REPORT FROM THE

FINANCIAL SECRETARY

BRETT LEFEBRE

Year End Audit Update

The year end audit of Unifor Local 707 is currently underway. The audit is being conducted by our external auditors, Hogg, Shain & Scheck, in accordance with the requirements set out in the Unifor Constitution.

This annual audit is a key requirement under our constitution and is intended to ensure transparency, accountability, and accuracy in the handling of members' funds. All financial records, supporting documentation, and reports are being made available to the auditors as required. Upon completion, the audit results will be presented to the Local Finance Committee, Local Executive Board, and the membership.

Community Engagement and Giving Back



As Financial Secretary, I am pleased to report that Unifor Local 707 continues to manage its finances responsibly while supporting important community initiatives. Through motions approved by the Local Executive or the membership, the Local has allocated funds to support charitable and community based organizations.

Over the past few months, contributions by Local 707 and its members have supported the following organizations:

- Special Olympics Ontario - \$750.00
- Community Living North Halton - \$500.00
- Wounded Warriors - \$500.00

Unifor Local 707 Funds for the Month Ending January 2026

		Current Month	Year To Date
General	Revenue for the period	163,243.60	163,243.60
	Expenses for the period	-180,893.53	-180,893.53
	Equity(Deficit)-End	<u>-17,649.93</u>	<u>-17,649.93</u>
Education	Revenue for the period	255.50	255.50
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	<u>255.50</u>	<u>255.50</u>
Sports & Recreation	Revenue for the period	51.10	51.10
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	<u>51.10</u>	<u>51.10</u>
Political Education	Revenue for the period	255.50	255.50
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	<u>255.50</u>	<u>255.50</u>
Retirees	Revenue for the period	4,781.20	4,781.20
	Expenses for the period	-848.73	-848.73
	Equity(Deficit)-End	<u>3,932.47</u>	<u>3,932.47</u>
New Members	Revenue for the period	160.00	160.00
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	<u>160.00</u>	<u>160.00</u>
Picnic	Revenue for the period	2,171.75	2,171.75
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	<u>2,171.75</u>	<u>2,171.75</u>
Building & Building Corp	Revenue for the period	11,802.04	11,802.04
	Expenses for the period	-26,522.19	-26,522.19
	Equity(Deficit)-End	<u>-14,720.15</u>	<u>-14,720.15</u>
Watch	Revenue for the period	638.75	638.75
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	<u>638.75</u>	<u>638.75</u>
Strike	Revenue for the period	255.50	255.50
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	<u>255.50</u>	<u>255.50</u>
Human Rights	Revenue for the period	51.10	51.10
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	<u>51.10</u>	<u>51.10</u>
Womens' Committee	Revenue for the period	51.10	51.10
	Expenses for the period	-1,039.00	-1,039.00
	Equity(Deficit)-End	<u>-987.90</u>	<u>-987.90</u>
Total Funds		<u>-25,586.31</u>	<u>-25,586.31</u>

- Lions Foundation of Canada - \$250.00
- Oakvillegreen - \$100.00
- Coldest Night of the Year - \$3,900.00
- Diabetes Canada - \$250.00
- Homes for Heroes - \$1,000.00
- United Way Hamilton & Halton - \$10,000.00
- Pathways to Education Canada - \$1,000.00
- Courageous Companions - \$500.00
- Distress Centre Halton - \$750.00
- Fare Share Food Bank Oakville - \$2,800.00
- Canadian Red Cross - \$500.00

These efforts reflect the compassion, generosity, and community spirit of our membership. Whether through financial donations, fundraising initiatives, or hands on participation, Local 707 remains committed to supporting those in need and strengthening the communities where our members live and work.

Welcome to Our New Trades Members

Unifor Local 707 would like to extend a warm welcome to our new skilled trades members. Your skills, experience, and contributions strengthen our Local, and we are proud to have you as part of our union family.

As members of Local 707, you now share in the collective strength, protections, and benefits that come with union membership. We encourage all members to become engaged in union activities, attend meetings, and participate in campaigns and community initiatives.

Union Dues Structure

Union dues are established and administered in accordance with the By-Laws of Unifor Local 707 and the Unifor Constitution. Dues are essential to ensuring the Local can meet its obligations and continue to effectively represent the membership.

A member's regular monthly union dues are calculated and collected at the equivalent of two (2) hours and twenty (20) minutes of pay, as prescribed by the Local 707 By-Laws (see below).

In addition, Local 707 Special Dues are collected separately and are clearly identified at a rate of \$3.20 per month, as noted above. These special dues are administered in accordance with the Local

707 By-Laws and are dedicated to purposes authorized by the membership.

ARTICLE 10 - INITIATIONS AND DUES: Section 1

Initiation fee of the Local Union shall be \$10.00. The application shall be accompanied by the initiation fee. Dues shall consist of two hours' and 20 minutes pay plus .85¢ for Picnic Fund, .10¢ for a Strike Fund, \$2.00 for the Building Corporation Fund, and .25¢ for a Special Retires' Fund to purchase a suitable gift for future retirees, which shall be checked off by the Company in accordance with the contract and in conformity with Article 15 Section G of the Constitution of the National Union.

Hall Rentals

Unifor Local 707 offers a variety of rental spaces at our facility to accommodate events of all sizes. Whether you are looking to host a small gathering of 10–15 people or a larger event for up to 500 attendees, we have flexible spaces that can be configured to suit your needs. Local 707 members receive priority booking as well as a discounted rental rate compared to private rentals.

Members who are interested, or who know of individuals or organizations seeking rental space, are encouraged to contact me directly to discuss availability, setup options, and rates.

*In solidarity,
Brett Lefebvre
Financial Secretary*

905-844-8830 • Financial1@uniforlocal707.ca 



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Rob Hamilton, Hearing Healthcare Professional

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

Brothers and Sisters,
The transformation of the Oakville Assembly Complex continues to progress steadily, and Skilled Trades remain at the core of this historic transition. As your Skilled Trades Chairperson, I continue to work closely with our Skilled Trades Stewards to ensure that Skilled Trades work is protected, and our Collective Agreement is upheld in both its letter and intent.

Equipment installation in Body Shop (Body 1 and Body 2) is well underway, and dry cycles have begun tooling. EWRTs are actively working within the zones they elected to support, gaining familiarity with new systems and processes. Their involvement is critical to ensuring a smooth and successful launch. In the Paint Shop, equipment verification and testing activities continue to move forward. In Final Assembly, installation work remains ongoing, along with the civil work required to prepare the facility for full production.

As part of the structured Return-to-Operations plan, Skilled Trades who elected to move to Central and Stamping were formally assigned to their departments as of January 12, 2026. These assignments provide stability and clarity as we move closer to full operational readiness.

Since December 2025, through January and February 2026, we have welcomed 24 Electricians, 22 Tool & Die Makers, 19 Millwrights, and 3 Pipefitters to OAC. These new members strengthen our workforce at a critical time. On behalf of the Skilled Trades Leadership, I extend a sincere welcome to each of you. Your skills, professionalism, and experience are essential to both the success of this launch and the long-term future of this facility.

Senior leadership has acknowledged the outstanding efforts of Skilled Trades during daily coordination meetings. Our members continue to demonstrate high standards of safety, quality, and professionalism. That recognition belongs to you. Skilled Trades are once again proving to be the backbone of this plant.

Throughout this transition, your union leadership remains focused on protecting classifications, monitoring contractor activity, safeguarding overtime opportunities, and ensuring fairness and transparency across all departments. Where issues arise, they are addressed. We will continue to enforce our language and defend our work.

I also continue to work collaboratively with Jason Del Buono, Production Chairperson, to ensure strong representation for all members of Unifor Local 707. While our roles are distinct, our objective is the same — protecting our membership and strengthening our Local during this transition.

As a reminder, parking at OAC is becoming increasingly congested due to workforce growth and contractor presence. Please park only in designated areas, as improperly parked vehicles may be ticketed or towed at significant cost (ticketed vehicles, with fines starting at \$60. Even worse, improperly parked vehicles may be towed, which can result in costs ranging from \$500 to \$1,000 or more). Additionally, members are reminded to refrain from posting workplace-related matters on social media. Inappropriate posts may lead to discipline. Let us continue to represent ourselves and our union with professionalism and respect.

Brothers and Sisters, we are navigating one of the most transformative periods in OAC's history. There will be challenges, but there will also be opportunity. Skilled Trades have always stepped up when it matters most, and I have full confidence will do so again.

If you have any questions or concerns, please contact your Skilled Trades Steward or myself directly.

In Solidarity,
Satnam Khatkar
Skilled Trades Chairperson
905 845 2511 Ext 3352
skhatkar@ford.com
trades@uniforlocal707.ca 



REPORT FROM THE

OAC #3 SHIFT COMMITTEEPERSON

SCOTTY MCCOLEMAN

Brothers and Sisters,

Job Posting and Bidding

After months of delays, the plant has finally begun the process of bringing our members back to work beginning **April 15, 2026**.

The departmental committeepersons, along with Jason and myself, have been meeting with the Plant Operating Committee since the end of January to get this moving.

As outlined in **Exhibit B**, our absentee numbers must be at least **20% of the plant's headcount**.

It has been a frustrating process, to say the least. However, the jobs are now posted and the bidding process is underway.

I am also happy to report that the final **12 apprentices** were officially onboarded on **May 11, 2026**.

The apprenticeship program we negotiated has been an excellent success for our site, giving hourly members an opportunity to advance from the production line into the skilled trades workforce. We will be requesting additional apprenticeships in the upcoming **2026 bargaining**.

Federal Auto Policy / Trade Issues

The federal Liberal government has recently announced an **"Auto Policy"** aimed at securing vehicle manufacturing into the future.

The policy appears to create a path to walk back the electric vehicle mandate imposed by the Trudeau Liberal government, while at the same time ensuring the path forward includes rebates to encourage purchasing behavior toward green vehicles.

The most important part of the announcement is that the **Detroit Three** are no longer mandated to build and sell EVs within a specific timeframe.

Another benefit is the proposed **"remission framework,"** where tariffs could be reduced or refunded to reward companies for building products here in Canada.

However, the Carney Liberal government has also made some troubling agreements. One concern is the implementation of **supply management into law**, which may negatively impact Canada's position in any future **CUSMA** negotiations with the United States.

Coupled with Canada's agreement with China involving investments and the sale of **39,000 electric vehicles per**

year, this raises serious concerns regarding potential violations within CUSMA.

If no deal is reached, CUSMA may be reviewed annually. While former President Trump would require Congressional approval to eliminate CUSMA entirely, yearly reviews could still create ongoing uncertainty.

With these concessions, Canada may be left with little leverage in trade negotiations with the United States.

Bottom line: Both Liberals and Conservatives have shown different lukewarm support for the working class— but the decisions being made now will shape our future.

The Big Picture

Three major forces are shaping everything right now:

1. **Tariff and trade pressure** tied to U.S. measures is affecting investment decisions and production stability.
2. **EV transition uncertainty** has slowed or disrupted previously announced plans.
3. **2026 labour negotiations with Unifor** are expected to be unusually high-stakes.

Ford Motor Company

Ford appears to be relatively the most stable of the Detroit Three right now.

- They have maintained a major Canadian manufacturing footprint, especially in Ontario and they continue their Canadian production commitments.
- Like everyone else, Ford still faces pressure around profitability, sourcing, and future product allocation.

General Motors

GM is more concerning.

- CAMI (Ingersoll) has been a major issue after idling tied to BrightDrop/EV problems.
- Oshawa has faced production and shift pressures.
- Future product mandates remain a major question.

Status: Defensive posture; trying to preserve footprint while future product decisions loom. Has failed on their Canadian production commitments.

Stellantis

Arguably the biggest question mark.

- Brampton remains highly uncertain after paused retooling.
- Debate continues over whether future activity means full-scale manufacturing, limited assembly, or parts assembly
- This remains a major flashpoint for labour and industrial policy.

Status: Has failed on their Canadian production commitments.

Jobs / Workers

This is where the reality looks rougher than the companies' public messaging.

- Layoffs and idling have hit parts of the sector hard.
- Unifor has stated that more than 30% of its members at D3 facilities are currently laid off and will be on indefinite lay-off as we enter 2026 bargaining.

What's Really at Stake in 2026

The core question is:

Does Canada remain a true production base for the Detroit Three, or does it become mainly a sales market with shrinking manufacturing?

Right now:

- **Ford:** Comparatively strongest position
- **GM:** Under pressure
- **Stellantis:** Biggest risk
- **Canadian auto manufacturing overall:** At a critical inflection point

If Ford only wanted overflow capacity, they could have made smaller expansions elsewhere.

Adding a **third plant** suggests they may want:

- Extra capacity
- Risk backup
- Flexibility in where certain models or trims are built

What could reduce the odds?

- Weak truck demand
- Cost issues

- Political or trade disruptions
 - Ford centralizing future truck platforms back into U.S. plants
 - Poor launch performance
- These are the issues we need to stay focused on.

Final Word

If we are able to launch successfully and build high-quality **F-Series Super Duty Trucks** we will have a strong mandate for building trucks here for decades to come.

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 

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REPORT FROM THE

707 RETIREES' CHAPTER

ARNIE DE VAAN

Greetings sisters and brothers. I am sure that everyone is looking forward to spring as I sure am. We have had a lot of snow this year and trust that everybody has been safe. The weather should be getting better from here on and we will soon be enjoying our great outdoors.

The Detroit three retiree chairpersons have been meeting on a regular basis to discuss amendments to the collective agreement for bargaining, which is now just around the corner. As always, we hope for some improvements in the areas we have selected. Those amendments have passed through our leadership and membership amendment meetings. Those amendments have been catalogued by our recording secretary sister Janet Creet and were sent to Ford Council. We as Detroit three retiree chairpersons, elect two retiree chairs from Ford, Stellantis and General Motors to speak on behalf of their retirees at Auto Council. After that process is completed all the amendments will go to the bargaining table. All our amendments that are near and dear to us are on the table. We were very well received by Auto Council. I ask you to support and stand behind your bargaining committees at this time, and to listen for updates on bargaining or any meetings that may be called.

I will say it one more time in regard to our healthcare. Doug Ford's government has made sure to put it into shambles and extract more money out of your pockets to get healthcare services. In my experience with healthcare and the public, I see that nobody cares and is willing to pay more money for their healthcare as our government is diverting your tax dollars towards private healthcare services. Soon you will have no option of public healthcare and doctors will be able to charge you whatever they want. Example cataract surgery many people are paying not a couple of dollars but more than \$1000 and up because they have been convinced, they will give better healthcare service by private physicians. When I share a healthcare post on my Facebook, it receives up to maybe 10 hits. If I post a joke, it gets hundreds of hits. To me that expresses public apathy as I have almost 5000 people that read my posts. It is going to get even worse. In Alberta Danielle Smith's government has introduced new legislation with even deeper cuts towards privatization. This will bleed over into the other provinces. Danielle Smith is leading the way

for other provincial governments. The kicker is that while doing this, she also has a referendum to leave Canada and friend of the Alberta electorate. So I guess she's saying we want to leave Canada but let's just screw up your health-care first, shame, shame, shame.

I was in Ireland to visit family March 10 to April 8. Thanks to Brother Dave Tremblay for fulfilling my duties during that time.

April 14, I attended Auto Council and April 15th I attended the Ontario Regional Retired Workers Meeting.

Brother Tremblay chaired the March 18 and April 15 chapter meetings.

April 16, I attended a Detroit three quarterly meeting.

*In solidarity,
Arnie De Vaan
Retirees' Chapter*

LOCAL 707 RETIREES

Gerald Cooper	2025-11-01
Joseph Pereira	2025-12-01
Bradley Gloin	2026-01-01
Gaetano Graziotto	2026-01-01
Greg Sofia	2026-01-01
Michael Blacquiere	2026-02-01
Dale Drumm	2026-02-01
Joe Falcone	2026-02-01
Karol Kingston	2026-02-01
Shawn Magee	2026-02-01
Stewart Pender	2026-02-01
George Arnold	2026-03-01
Andreas Charalambous	2026-03-01
Dale Williamson	2026-03-01
Peter Bender	2026-04-01
Robert Savelli	2026-04-01
Konrad Czyz	2026-05-01
Necolai Dirdara	2026-05-01
Brian Moyer	2026-05-01

Congratulations and Enjoy a Long and Happy Retirement.



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WE SHALL REMEMBER

	Date of Death	Retirement Date		Date of Death	Retirement Date
Heinz Polawski	2025-10-26	1993-02-01	Walter Sultana	2026-02-03	1999-05-01
Anton Cucek	2025-11-01	1999-10-01	Antonio Dicecca	2026-02-05	1994-03-01
Abel Correia	2025-11-02	2004-07-01	Derrick Holdsworth	2026-02-07	1992-09-01
Keith Coote	2025-11-08	2021-07-01	Ken Beaton	2026-02-11	2020-11-01
Ferdynand Burdzy	2025-11-09	1989-03-01	Trevor Brigden	2026-02-11	2021-11-01
Gordon Sherfield	2025-11-15	1993-04-01	Paul Gebhart	2026-02-13	2021-03-01
Amato Fiacco	2025-11-17	1992-01-01	Rocco Pagnello	2026-02-16	2004-07-01
Jagdip Ranu	2025-11-17	2004-05-01	Arie Riebot	2026-02-17	2003-10-01
Bohdan Kata	2025-11-20	2008-10-01	Francis Seguin	2026-02-19	2004-10-01
Francis Cavanaugh	2025-11-22	1991-06-01	Denis Rondeau	2026-02-21	1993-01-01
Giovanni Zacchigna	2025-11-30	1994-11-01	John Cyfko	2026-02-22	2024-04-01
Colin Foster	2025-12-03	2020-03-01	John Jenkins	2026-02-23	2019-07-01
Colin Kelly	2025-12-03	2002-01-01	Vaclav Kriz	2026-02-23	1990-07-01
Joseph Tokarz	2025-12-11	1999-01-01	William Goba	2026-02-27	2012-01-01
Italo Le Donne	2025-12-21	2019-05-01	Zdenko Kocijancic	2026-03-05	2004-10-01
Mieczasloiw Nowak	2025-12-22	2003-12-01	John Blake	2026-03-06	2019-09-01
Doug Rogers	2025-12-22	2010-11-01	Earl Smith	2026-03-06	1994-07-01
Gabriele Bianchi	2025-12-27	2001-02-01	Walter Diciccio	2026-03-07	2025-03-01
Luis Neves	2025-12-28	2020-10-01	Hypolite Peter	2026-03-07	2000-08-01
Craig Mcinnis	2025-12-30	2004-07-01	Evelyn Zimmerman	2026-03-09	2004-07-01
Daniel Foley	2026-01-03	2004-09-01	Gerald Levesque	2026-03-14	2003-01-01
John Esprit	2026-01-07	1996-11-01	Ronald Bristow	2026-03-15	1987-11-01
Joseph Toth	2026-01-11	1998-06-01	George Angus	2026-03-16	2011-04-01
P. Delivuk	2026-01-12	2001-03-01	John Mclarty	2026-03-19	2000-01-01
Andrew Hall	2026-01-13	0000-00-00	Bruce Sabine	2026-03-22	1990-05-01
Manuel Nunes	2026-01-13	1996-03-01	Mohan Baraich	2026-03-30	2024-05-01
Bill Lawrence Costello	2026-01-14	1996-10-01	Carlos Leite	2026-03-31	2025-01-01
Iqbal Hussain	2026-01-14	2000-05-01	Giuseppe Stagno	2026-04-04	2008-01-01
Joseph Casha	2026-01-15	1990-07-01	Joao Manguito	2026-04-12	1992-10-01
Alex Maraz	2026-01-22	1997-06-01	Vincenzo Brandolini	2026-04-13	1990-07-01
Martin Gazvoda	2026-01-24	2004-07-01	Steve Strzalkowski	2026-04-15	2022-03-01
R. Klammer	2026-01-26	1999.01-01	Isabella Rabe	2026-04-18	1994-08-01
Tony Bonovento	2026-02-01	2001-07-01	David Dohan	2026-04-27	2018-03-01
Reggie Gill	2026-02-01	ACTIVE	Alessandro Dilorenzo	2026-05-03	ACTIVE
Keith Sherriff	2026-02-01	2008-01-01	Ernest Gallant	2026-05-05	1997-10-01
Jose Isabel	2026-02-03	2004-07-01	Ivan Zarak	2026-05-10	1999-09-01



REPORT FROM THE
BENEFIT REPRESENTATIVE
 PAUL IVEY

There have been some disruptions in Green Shield benefit coverage. If you find a lapse in Green Shield coverage, this is due to a system programming limitation. However, you still have benefit coverage (as per the special agreement during this retool period). Keep any receipts if you must pay out of pocket. The issue will be fixed. The explanation for the issue is that you have been moved to a manual list and may have been missed or there could just be a delay in the manual processing. We find that at the start of each month, especially if the first occurs over a weekend, there is a delay in coverage. Members will often reach out to say they were denied benefit or told that coverage has been terminated. Again, you still have benefit coverage.

Give it a few days after the first of the month. If coverage is not active again in a few days email the company and they will correct the issue. If your need for benefits is immediate or the costs are simply too high to pay out of pocket, contact the company immediately. Reach out to us if you have any difficulty.

Here is contact info for the company benefit reps

Titania	Kelvin
tdo12@ford.com	ktruong2@ford.com
ext 2190	ext 3630

If you are in receipt of S&A or EDB then the following would not apply as you are not returning to work. Your payment would continue to be from Canada Life.

If you have been recalled for work, for training, or job bidding your return to work and attendance at the plant will have activated certain increases. For example, the General Wage Increase (GWI), the current Cost of Living Allowance (COLA), as well as the Guaranteed Annual Income Credit Units (for SUB credits). Also, upon return into the plant and payment for work, your legal service coverage will be re-established. Legal Service coverage will be immediately re-activated but please note that the flow of information can take a week or two. Coverage will be reinstated but the Legal Services team may not be aware immediately.

If you require the use of Legal Services, and they claim that you are not on the list of covered employees, reach out to the company benefit reps to ensure they have informed the Legal Services team.

If you have been recalled **and** you are subsequently laid off again, then you will need to apply for EI. Your last day

worked will be your last day worked or paid. If you are eligible for Short Work Week benefit (SWW), it is considered work. If you return to work, then SWW will pay up to 40 hours. If you work 4 hours, then SWW will pay 36 hours. So, make sure to make EI application **after** your last day worked/paid. And be sure to indicate the proper date in your application. The company will generate and send a Record of Employment (ROE) to Service Canada 7 days **after your last day worked or paid**. It takes a week for the ROE to get to Service Canada then takes time for EI to process. Expect a **minimum** of 2 weeks from your last day paid for EI to review your application.

Those that had been in receipt of FULL SUB prior to their recall should continue to receive FULL SUB once laid off again. **But** you still **MUST** apply for EI to provide an updated denial letter.

You must reapply even if you recently submitted a denial letter.

If you were **in receipt of IMP** then you **may** qualify for EI benefit. IMP is considered insurable earnings and counts as worked hours in the eyes of EI. Therefore, you must reapply for EI benefit and provide details of your EI claim as soon as you can. Your return to work will generate new SUB credits so you will begin to collect partial SUB. It is important to provide your EI claim details as soon as possible to ensure your correct payment of SUB.

The company has requested all information from EI be sent in PDF format. There is a guide on our website on how-to find and create a PDF for the claim details or denial letter. Be sure to send your information once you have it.

We are constantly working with the Labour Relations team to ensure seamless payment of benefits. However, things can happen that cause complication. The pay system requires proper coding of status (laid off or active worker, etc). If payment is delayed, reach out to the company at **oachelp@ford.com** and let us know as well. We try to get ahead of any issues, but it is not always possible. So, make sure to let us know so we can work to fix any errors or oversights.

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



REPORT FROM

HEALTH AND SAFETY

JOHN MULLIN • STEVE GARDINER

Re-Engage

Returning-to-Work will be our theme in this edition of our report. We are going to remind our members about the tools/resources/rights they have related to health and safety when they re-engage at O.A.C. This has been one of the longest shutdowns we've ever had, with the most amount of retooling work completed since the plant was built in the early 1950's. In our last issue we talked about the I.R.S. (Internal Responsibility System). Now we would like to explain some resources that you have in the form of committees and provide you with some other return to work safety information. **"News Flash"** – the company has returned to the policy of mandatory safety glasses for everyone on any production floor.

Process Coach

The O.H.S.A. clearly states under Section 28 that you have a duty as a worker to report hazards to your supervisor. Both the employer and the supervisor (process coach) are legally responsible for your workplace safety. Therefore, your process coach must be made aware of your health a safety issues and we suggest that they be given time to address the issue, unless the issue is an immediately dangerous. If there does not seem to be any movement on your issue, then we strongly suggest that you get our office involved.

L.E.C. – Local Ergonomic Committee

The Local Ergonomic Committee is an effective tool you can use in resolving issues on your job. Its members include Union Ergo, Union Time Standards and the Joint Health & Safety Committee, along with all levels of management. At times, it could also include I.E. (Industrial Engineers), P.V.T. personnel (Plant Vehicle Team) Process Coaches, Team Leaders, and most importantly the base operator. This allows ergonomic issues to get resolved through collaboration of all parties involved.

Unifor Ergonomic Representation

Ergonomic safety topics encompass a broad range of issues related to the design of workplaces and tasks to minimize physical strain and promote well-being. Key areas include, lifting techniques, musculoskeletal disorders (MSDs), and ergonomic risk factors. Understanding these

areas is crucial for preventing injuries and creating a comfortable, productive work environment. If you ever have any unaddressed ergo concerns on your job, feel free to reach out to our Union Ergonomic Representative – **Kerry Kang**. He is also the Co-Chair of the Local Ergonomic Committee. If you need to reach out to Kerry, his phone number is 905-845-2511 Ext. 2335 Email: ckang4@ford.com

Lift Assist - Unifor Time Standards Representation

Many jobs for the upcoming build of the Super Duty will have a Lift Assist (Hoist) required to do the job safely. These are put on the job when weight thresholds have exceeded the permissible limit. We absolutely stress to you to follow your O.I.S. (Operator Instruction Sheet). If you find that you do not have enough time to complete the job cycle, do not stop using the Lift Assist. Tell your Process Coach and get your Union Steward involved. If the issue continues you need to contact our Union Time Standards Committeeperson – **Mike Longer**. Mike is also part of the L.E.C. (Local Ergonomics Committee). If you ever find yourself with unanswered questions regarding the cycle time on your job, please contact him at

905-845-2511 Ext 3359 or email: mlonger@ford.com

Unifor Health and Safety Representatives

H & S representatives in the 1970s and 1980s use to be like safety cops: they punished people on infractions. This method has proven to be ineffective in creating a safe workplace. The philosophy these days concerning workplace on safety is to promote a **strong safety culture!** The J.H.S.C. promotes this culture and appreciates our members feedback of their concerns. This attitude with a strong focus and commitment to resolve issues, can help prevent any incidents or accidents in the plant. We strongly encourage you to report all unresolved health and safety concerns so that they can be addressed promptly. A non-reported safety concern before the end of the shift, indicates the workplace is 100 percent safe. Not reporting safety items gives a false positive of a safe workplace. The union Health and Safety office number is **905-845-2511 Extension 3362**. Our email addresses are John Mullin – jnulli45@ford.com, Steve

Gardiner – sgardini@ford.com, Rob Kehoe - rkehoe@ford.com and Pat De Stephanis - pdesteph@ford.com. Please contact us anytime with any questions or concerns. We will do our best to see you ASAP.

P.M.H.V./Pedestrian Safety Committee


This committee is made up members of the JH&SC along with the support of the MP&L Area Manager, MP&L Team Managers, facilities/plant engineering, PMHV drivers and operators, and any other selected personnel as required, who should participate. The meeting cadence includes walking the plant floor and inspecting/surveying areas, viewing workflows, station layouts and equipment interface with pedestrian traffic.

W.W.S. / S.T.F.

We have written many articles on **Walking Working Surfaces (WWS)** in the past. **Slips, Trips, and Falls (STF)** are a major cause of workplace injuries and preventing them requires a multi-faceted approach. Key safety strategy includes maintaining a clean and organized environment,

using proper footwear, ensuring adequate lighting, and being mindful of potential hazards like wet floors or uneven surfaces. Many improvements in our facility have been recently completed, such as new parking lots, many new WWS. and new much brighter lighting. Our current strategy now is maintaining the flooring with zero WWS. issues. We would like to remind everyone if you ever have a slip, trip or fall or any type of workplace injury to:

- **SEEK IMMEDIATE MEDICAL ATTENTION** – from our plant’s First Aid Department, your Family Doctor, Clinic or Hospital.
- **REPORT THE INCIDENT IMMEDIATELY** – Report all workplace injuries/illnesses to your employer, no matter how minor they seem. Small issues can balloon quickly.
- **SEEK UNION ASSISTANCE** – Consult your W.S.I.B. Union Representative, Heather Longer
905 – 845 -2511 Ext. 3440
Email: hturnbu@ford.com
- **KEEP DOCUMENTATION** – Obtain copies of all documents including employer’s, worker’s and doctor’s reports.



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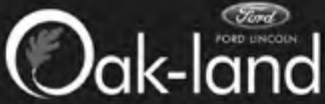
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In solidarity with local 707 and its members



Emergency Evacuation

In our previous article we had mentioned that the plant has gone through a complete transformation. Upon returning, the company will be carrying out a series of evacuation drills. Emergency evacuation procedures involve a series of steps designed to safely remove people from a building or area during an emergency. Key actions include staying calm, following instructions from emergency personnel, identifying and using exit routes, and assembling at a designated muster point. When we all return to the plant, make sure you know exits / routes to get out safely. If you do not know, ask your Process Coach, if they do not know please call our office. If you need to report a plant emergency of any kind, please contact our **Plant Protection** at **extension 3333**.

Eye Wash Station

When you return to work, you may find yourself working with any chemicals such as solvents, cleaners, acids or bases. These should be identified in your O.I.S. (Operator Instruction Sheet) /J.S.A. (Job Safety Analysis). You should know the location of the nearest eyewash station before starting work. In an eye emergency, seconds matter. If you do happen to get any chemical or debris in your eyes, flush for 15 minutes and seek medical attention immediately after flushing. Please Note: These eyewash stations must be cleaned and inspected and tested regularly.

New Equipment – Pro Tagging

We wrote about “Pro-Tagging” in a previous issue but wanted to remind everyone on the company’s process for commissioning new equipment. Pro-Tagging is a color-coded system that processes new equipment in stages. We prefer our members to be using new equipment at the GREEN stage of the Pro Tag process. However, operators can use equipment in the YELLOW stage if all major punch list items have been addressed. If you ever have any questions regarding the status of new equipment, please do not hesitate to contact our office.

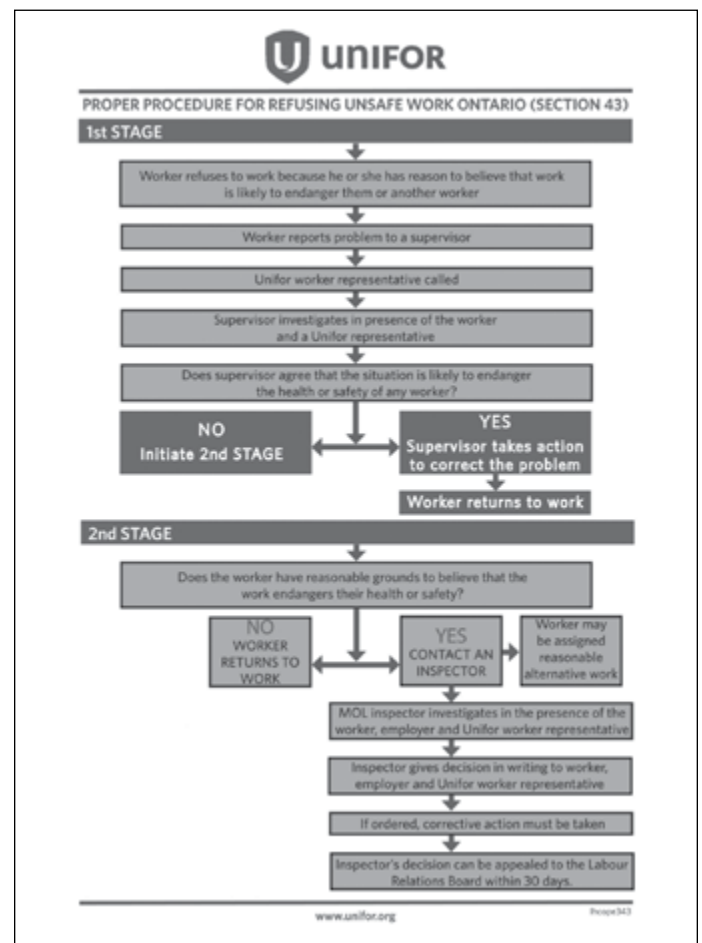
Anonymous Complaint

We have had some anonymous complaints put into the M.O.L. (Ministry of Labour) during this retooling period. The nature of the complaints seemed to indicate that the calls came from contractor’s employees. We have noticed that when contractors put complaints into the M.O.L., they rarely leave any contact information. The problem with putting in an anonymous complaint is that the M.O.L. cannot get back to you and share their investigation

findings. We would prefer you go through our office, when you feel that you must contacting the M.O.L. We will not disclose your name to the company if that is your request. However, if you do feel that you must anonymously contact the M.O.L., you can ask them for your name to be withheld from the company. The 24-hour number **Ministry of Labour is 1 877 202 0008**.

Work Refusal Procedures

The three main rights that workers have under the Occupational Health and Safety Act (O.H.S.A.) are the right to **know** about workplace hazards, the right to **participate** in health and safety discussions, and the right to **refuse** work that they believe is unsafe. **When the I.R.S. has failed or you are faced with a dangerous situation, you may be forced to refuse unsafe work under the O.H.S.A. The following chart explains the proper steps to be taken.**



Co-bots

"Co-bots," or collaborative robots, are robots designed to work safely alongside humans in shared workspaces, rather than being isolated in dangerous environments. Unlike

traditional robots, co-bots have advanced safety features, such as sensors, to detect human presence and halt operation or adjust speed if they get too close, preventing injury. Before implementing any co-bot, a thorough Risk Assessment must be completed with detailed J.S.A. (Job Safety Analysis) carried out by Company/J.H.S.C. to ensure the operator's safety. These robots may have very little or no perimeter guards and people may be interacting or adjacent to them while they are working. You will also see yellow and black floor markings and "Authorized Personnel Only" signage that indicate robot safeguarded zones or collaborative zones. To enter these zones indicated by the markings and signs, you must be trained and authorized.

Asbestos Containing Material (A.C.M.) Removal at O.A.C.

Asbestos is banned, but the harm it can cause still lingers! We previously reported that abatement was being carried out on Asbestos Containing Material in the plant. This has continued during the retool period. Our goal was to effectively use the Hierarchy of Controls, through Elimination. When the retool is complete there may be very little left and any remaining A.C.M. should be at a very low risk if any to exposure.

O.B.C. – Ontario Building Code

Another tool we have been using to ensure everyone's safety is the Ontario Building Code. The company needs to reassemble the plant and ensure no safety concerns are present. They also need to follow O.B.C. to meet local building standards which has safety intertwined.

Special Accolades

Over this retool period our office has worked very closely with our Skilled Trades Members. Special accolades go out to them; this was not an easy transition for any of us, especially the trades. Moving from an industrial environment into a construction-based environment is a totally different world. Our trades showed great ingenuity in problem solving and completing complex work. Some of the work completed was very precise and came with many controlled risks. We are proud to report that the work was completed, with the quality of the work, second to no one. Moving forward, our Skilled Trades are going to be such an asset: no one will know how to troubleshoot and repair something in the plant better than the people who helped build it!

In Closing

We are happy to see they have started populating the plant with our membership. Emphasis has now moved to commissioning all the new equipment. Upon returning the one dangerous safety habit we want to avoid are pedestrian "SHORTCUTS". Please follow signage and floor markings, a 30 second walking time save is never worth a 3-month recovery from a broken ankle or possibly worse. We are going to once again show the company; that Oakville has the best workforce!

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

EQUITY COMMITTEE

STACY POOLER • MAIKEN FOXCROFT-GRIFFIN

Opening

As we move past winter and into spring, the plant continues through another period of transition. The transformation has been incredible so far and it's been encouraging to reconnect with returning members along with new folks to Oakville.

Returning Members

It's been great to see familiar faces back on site. I've had the opportunity to attend several orientation sessions, particularly those focused on harassment policy and Appendix O language. While many aspects have evolved, our shared commitment to maintaining a respectful workplace remains unchanged. With a renewed focus on workplace culture, the company is expected to continue giving careful and consistent attention to any matters brought forward, with appropriate review where needed. Additionally, production supervisors have a responsibility to address issues raised on the floor and will likely involve Employee Relations early when concerns arise. A reminder that as activity across the plant continues to increase, please remain mindful, considerate and committed to maintaining a safe and respectful workplace for everyone.

New Members

Welcome to the new skilled trades joining the plant. Please stay safe, look out for one another and reach out if needed. Contacting the office does not automatically trigger a formal process and can often help address concerns early. Best wishes as you get settled.

Quick Reference Cards

Quick-reference wallet cards will be available throughout the plant and to anyone who may want one. These cards include Joint Equity contact information (Equity Office and Employee Relations) and outline harassment and discrimination awareness, including protected grounds under human rights legislation. Members are encouraged to reach out to the office with questions or concerns. Wallet cards were developed using language acquired during previous negotiations.

Advocate Posters

Women's Advocate information is now available via QR code on Equity Committee posters. These bargained posters increase awareness and access to supports across Unifor locals and Ford sites. These will be displayed in designated areas as space allows. The QR code links members to local advocates, community resources, and central supports. The office remains available to all members for in-person and online support.

Daycare Update

As previously indicated, discussions on on-site daycare have concluded. Following a feasibility study and cost review, the Company has decided not to proceed, citing high costs and plans to repurpose the space. While this was not the outcome we advocated for, transparency and a full feasibility review were ensured.

Accommodation Considerations

Caregiving needs vary, and not all circumstances require formal accommodation, nor can every request be guaranteed. Each situation is assessed on a case-by-case basis, considering the relevant factors. Where possible, matters may be addressed informally; however, a more structured approach could be necessary to manage competing demands, time away from work, and to ensure fair and consistent consideration. This is particularly important when addressing accommodation on grounds aligned with human rights legislation, including family status, religious observance or other protected needs. A formalized process can help reduce barriers, promote fairness, and strengthen accountability. Members are encouraged to plan ahead, demonstrate due diligence and actively engage in the accommodation process to support a smooth return to work.

Activism and Awareness

• Elect Respect Movement

Elect Respect began as a conversation among women in Halton, led by Mayor Marianne Meed Ward, sharing experiences of harassment in public life. From that moment, a movement was born - a commitment to public service rooted in respect, free from threats, abuse and intimidation. Today, Elect Respect continues to grow,

EQUITY COMMITTEE REPORT | CONTINUED

uniting leaders to stand against toxicity in politics. Visit www.electrespect.ca to learn more about the initiative and consider signing the pledge to support meaningful change.

• **Pride Month**

June marks Pride Month, a time to recognize and celebrate the diversity, resilience and contributions of 2SLGBTQ+ communities. It's also an opportunity to reflect on the importance of inclusion, challenge barriers and foster a workplace where everyone feels respected and supported. Building awareness starts with learning, listening and promoting a culture of equity and belonging.

• **Indigenous History**

June is also a time to recognize and reflect on Indigenous history, cultures and contributions. It provides an opportunity to learn about the diverse experiences of First Nations, Inuit and Métis peoples, while acknowledging past and ongoing impacts of colonialism. Increasing awareness through education and respectful dialogue supports reconciliation and helps build stronger, more inclusive communities.

In Closing

The past few years have impacted everyone differently, and the layoff experience continues to bring a range of emotions. For many, the process of readjusting can also come with its own challenges. The office remains available to support members, whether in or out of the plant, and community resources are also available on the Local 707 website. As we move into spring, take the opportunity to reset, refocus and look ahead with intention. To those choosing retirement, best wishes in your next chapter. Take care of yourselves and one another.

In Solidarity,

Stacy Pooler – Employment Equity & Women's Advocate

Email: slane29@ford.com

Maiken Griffin – Alt. Employment Equity &

Women's Advocate 

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KEEP YOUR TEETH



REPORT FROM THE
A-SHIFT WSIB
 HEATHER LONGER

These are very exciting times at Oakville Assembly Complex.

As members return to the plant following the recent layoff, I extend a warm welcome back and recognize the challenges that come with restarting operations. While it is encouraging to see the workforce together again, it is essential to remain mindful of workplace hazards that may lead to potential occupational injuries. Changes in workflow, equipment use, or staffing levels can increase risks, particularly during the adjustment period. As we begin operations in the newly renovated facility, I encourage members to stay alert, participate in all safety orientations and training sessions. Any potential hazards or concerns should be reported immediately to your Production Supervisor. By prioritizing safety and looking out for one another, we can ensure a smooth and secure transition back to full operations.

After this long layoff, it's important to ease your body back into the physical demands of the job rather than jumping in at full intensity. Start by rebuilding your strength and endurance with some walks around your neighborhood. Incorporate stretching and mobility work to reduce stiffness and prevent injury, especially in your shoulders, hips, and back. Gradually reintroduce job-specific tasks like tool handling to retrain muscle memory and coordination.

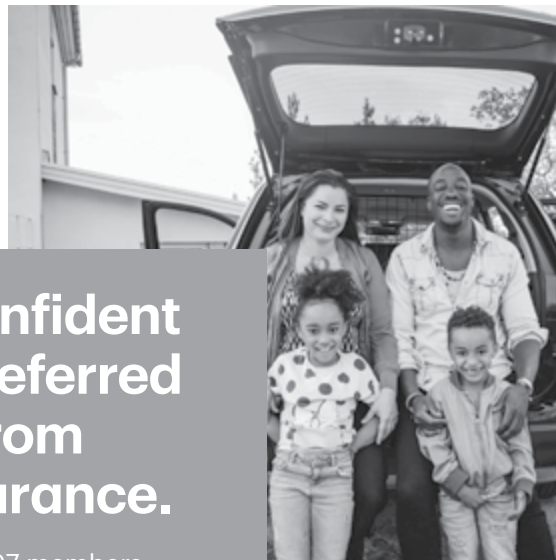
In the event of a workplace injury or illness I must remind our members to REPORT IT! The recent renovation of the plant's first aid department represents a major improvement that now features modern medical equipment. These changes allow trained first aid personnel to provide efficient and effective care in the event of workplace injuries or a medical emergency. The renovation also creates a more comfortable and professional environment for treatment and recovery. Overall, the updated first aid department strengthens the plant's ability to respond to incidents swiftly while reinforcing a culture of safety and well-being throughout the workplace.

As your WSIB Union representative I am committed to guiding members through the WSIB claims process, helping with documentation, and addressing any concerns or disputes that may arise. It is important that all injuries are reported promptly and accurately, as this helps protect your rights and access to compensation. I encourage all members to stay informed, ask questions, and reach out for assistance when needed.

In solidarity,
 Heather Longer A-Shift



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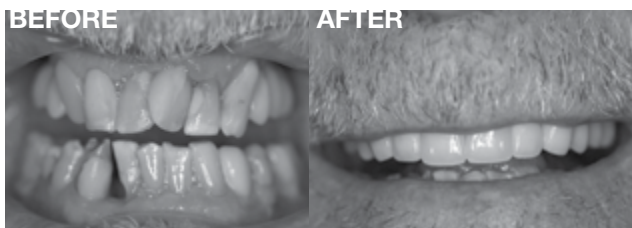
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REPORT FROM THE **EMPLOYEE ASSISTANCE PROGRAM**

TREVOR MASON • JEFF WATSON

Brothers and sisters

At Time of writing, we are halfway through the membership reporting to the plant to pick up their bid packages to identify their new starting places in the retooled facility. It is a joyous time for most, but also bittersweet as there are over 400 members that are waiting for a spot to become available. Regardless of returning to work or remaining on layoff, the EFAP office is available to all as a confidential service to link you to local resources to support your mental health.

In early December 2025, I was acclaimed to the EFAP standing committee at Ontario Regional Council. The ORC EFAP standing committee started an initiative that has been working its way across Ontario. Titled "Never alone", it is a men's mental health workshop, that is based in breaking stigma and starting a conversation regarding suicide. Canada sees approximate 4,000 deaths by suicide annually and men account for three of four in this statistic. Suicide is the second leading cause of death for men under 50 but men only account for 19% of individuals accessing mental health supports in Canada. So far "Never alone" has been presented in Windsor, Oakville, Oshawa and London. Thunder Bay and Ottawa will be following in June. I am extremely proud to be part of this initiative and to thank the membership of Local 707 for the opportunity to represent you as a delegate to Ontario Regional Council.

There has been another initiative launched around EFAP in our own local by sister Sabrina Scanlan, trying to generate interest in a local 707 EFAP standing committee. The first meeting was held prior to the April general membership meeting and will be continuing to meet at 9 AM on the third Sunday of the month. Anyone who is interested in joining is welcome to attend the meetings. The committee will be an opportunity to support mental health initiatives within the local as well as the broader community. Hope to see you there.

In solidarity,

Trevor Mason

Cell: 905-467-3008

Email: tmason20@ford.com

In the Plant: 845-2511 Ext. 3277

Union Office: 844-9451

Jeff Watson, Alternate



REPORT FROM THE **LOCAL 707 GUIDE**

JOE AMATO

Hello Brothers and Sisters,

I want to update you on attendance at our monthly membership meetings. I'm happy to report that attendance grew and stayed consistently high during the layoff. The level of engagement from members wanting general information or updates and info ranging from, SUB to seniority, benefits, IMP and the list goes on, was great to see.

Now that we are getting closer to being recalled back to work, and considering the current political climate, we as a union need to stick together more then ever. So, it is my hope that the level of attendance and engagement at meetings continues to grow.

UPDATED Upcoming Membership meetings:

Our June Membership meeting will be pushed forward by 1 week due to Father's Day to June 28 at 10am.

No meeting July and August.

The next meeting will be September 27, 2026

In solidarity,

Joe Amato

Local 707 Guide

(AKA Scanner Joe)



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

Hello Sisters, Brothers and Siblings!

Well, here we are! Spring has started and the days are getting longer. Goodbye darkness and hello light!

January and February were pretty quiet but in March we celebrated International Women's Day! Many of us attended a few different events celebrating Women's Achievements.

Laugh Your Lips off 4 was attended at the Hamilton Convention Centre and hosted by the Hamilton & District Labour Council. And boy did we laugh! The comedians were hilarious and totally relatable for some of us and it was great to hear from Joanna Johnson.

Many of us also attended The Dinner Party in Oakville that was hosted by SAVIS. Kate McKenna was the keynote speaker. Her story was very inspirational and it was nice to see a lot of support from both men and women in our Communities.

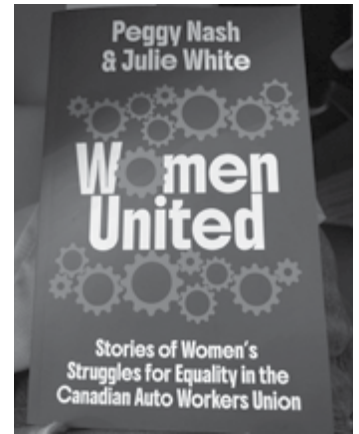
Finally, we ended the week off at a High Tea in St. Catharines at The Stone Mill Inn hosted by United Way Niagara. Peggy Nash and Julie White spoke and we all received an autographed copy of their book Women United - Stories of Women's Struggles for Equality in the Canadian Auto Workers Union. They spoke and shared a few stories from the book and gave us some insight into the fight for equality over the years. I am looking forward to reading it.

Just a reminder that pop tab collection will be ongoing. Though it is no longer a friendly competition between shifts, it continues to be an easy way to help out in our Communities at no extra cost to us. Pop tabs can be dropped off at the Union Hall during office hours.

And finally, we'd like to give a big thanks to the Co-ordinators and Peer Helpers at the Halton Action Centre who were there for us during the indefinite layoff. Their help over the last 2 years with all kinds of things was great and it was nice to have someone there when needed.

Wishing everyone all the best in the coming months. Stay healthy and enjoy the nice weather coming our way!

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



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NationalPensionersFederation.ca

President | **Trish McAuliffe** Treasurer | **Mary Forbes**
trish.mcauliffe@npfmail.ca mary.forbes@npfmail.ca
First Vice-President | **Barb Mikulec** Second Vice-President | **Barry Thorsteinson**
Third Vice-President | **Peter Johnston** Member-at-Large | **David Shier**

April 1st, 2025

Bro. A. DeVaan,
Retiree Chair, Unifor Local 707,
475 North Service Road East,
OAKVILLE, ON L6H 1A5

Dear Arnie:

Subject: Continued Support for NPF

Thank you, Unifor Local 707, for your ongoing support of the National Pensioners Federation. Your contributions enhance our national profile, media presence, and member education.

To keep advocating for seniors, we need financial stability. We submit papers to the federal government, make recommendations, appear before committees, and address issues from our 2023 Convention, where delegates met with MPs about senior issues.

Our 78th biennial convention will be in Richmond, BC, October 5-7, 2025, at the Airport Executive Hotel. We hope to see you there.

Enclosed is our updated advocacy brochure. Thank you for your past support. We recognize that these are trying times and would appreciate your monetary support or an item which we could raffle off to raise funds.

Please direct donations to The National Pensioners Federation and mail to:
c/o M. Forbes, 3085 Osbourne Road, Mississauga, Ontario, ON L5L 3W3
OR E-transfer to mary.forbes@npfmail.ca

In solidarity,



Trish McAuliffe, NPF President

Trish.mcauliffe@npfmail.ca



Mary Forbes, NPF Treasurer

mary.forbes@npfmail.ca

Web site: <https://nationalpensionersfederation.ca/>

Retirement Letter

March 26, 2026

Brothers and Sisters,

After 42 years, I am retiring from Ford. I logged 18 years in production and 24 in Trades. I have had the privilege of working with some of the most incredible people in our country. From the floors of Essex Engine and the Old Foundry in Windsor to OTP, OAP and now OAC I have been honoured to stand shoulder to shoulder with so many of you. One does not make it this far alone. We needed to take care of each other, and we made it through some very tough times. My wish for you all is real solidarity on the floor. Take care of each other. Build great products but build a great work family as well.

To all those with whom I worked over the years, I want to take a moment to thank you, in production AND in trades. You have made my life very special and I am grateful for all of it.

*Peace to all,
George Arnold*



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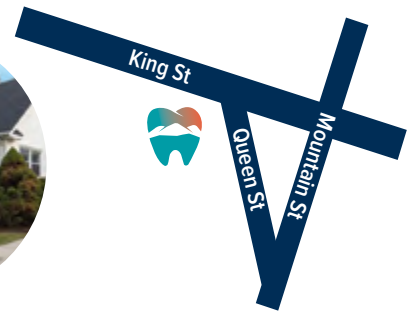
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Sunday, July 12, 2026

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

Buffet Lunch 11 am – 12 pm in the Courtyard

Tickets are **\$40.00** per person includes Parking, Park Access and Buffet Lunch Season Ticket Holder \$ 15.00 for Buffet Lunch

Limit of **5** tickets per Member

DEADLINE to purchase tickets is Sunday, July 5, 2026