

SOLIDARITY



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PRESIDENT'S REPORT

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**OAC CHAIRPERSON
REPORT**

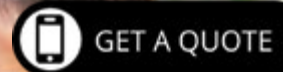
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REPORT FROM THE **EDITOR** TIM BATKE

Sisters and Brothers,
Hope everyone enjoyed their summer, and for those working are getting back into the swing of things with the launch. Thank you for your continued support to be acclaimed your Alternate Benefit Rep for my fourth term. Also, thank you for supporting me for the council positions.

The weekend before Labour Day I was in Ottawa for Canadian Council. On the first day of the convention, we fittingly attended a Protect Canadian Jobs Rally at Parliament Hill. At the rally our President Lana Payne stood side by side with Canadian Labour Congress President Bea Bruske in solidarity to protect Canadian jobs. Unifor has been out of the CLC since January 16, 2018. It is well past time that the largest private industrial union in Canada return to the house of labour. With the upcoming campaigns to fight tariffs, preserve The Canada-United States-Mexico Agreement (CUSMA), and elections from all levels of government, we need to work together to fight the ever-growing attacks on workers. We are stronger together than apart, and we have been apart for far too long.

In solidarity,

Tim Batke

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Carolina Castaneda
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REPORT FROM THE **PRESIDENT** MARK SCIBERRAS

Brothers & Sisters,
I would like to begin my report by thanking the 707 membership for my third acclamation as your Local 707 President. To state that my two terms as Local President have been challenging would be an understatement, however, to maintain your continued support through it all, is both an honour and humbling.

I am constantly reminded and understand that the true strength of leadership lies in our collective solidarity during challenging times. I am grateful for the support, dedication, and solidarity of our membership, and I remain committed to representing the interests of all Local 707 members to the best of my ability.

My report provides an update on where we stand following one of the most important bargaining rounds in recent memory, the 2026 Unifor Canadian Council, and the rapidly changing trade relationship between Canada and the United States.

We are continuing to live through an extraordinary period for Canadian autoworkers. The future of our industry is being affected not only by bargaining with Ford, but also by tariffs, government policy, supply chains, the transition in vehicle production and the ongoing political and economic uncertainty created by the U.S. trade war.

As a Local 707 member, all these issues hit home as they directly affect our jobs, our families, our community and the future of the Oakville Assembly Complex.

2026 Unifor Ford Bargaining Agreement

The 2026 Ford negotiations were a major priority for Unifor and for Local 707.

Formal Negotiations began on June 22nd, with Local 707 represented on the Ford Master Bargaining Committee by our OAC Chairperson, **Jason Del Buono**, serving as Vice-Chairperson of Ford Council. Your Local Bargaining Committee negotiated on local and designated sub committees to provide you with the tentative agreement that was ratified by our membership in July.

This was not bargaining conducted under normal circumstances.

While we were not bargaining to a strike deadline – the pressure to obtain a tentative agreement to a deadline was

no different, as each day that past - pressure was mounting with the North American auto industry facing increased tariffs, threats to Canadian production, supply-chain uncertainty and tremendous pressure from the U.S. administration.

Despite those circumstances, we did not bargain from a position of surrender.

We bargained for gains.

We once again, substantially increased the full-rate for production employees, with a negotiated wage structure increase from \$44.52 per hour before the COLA fold-in to a projected **\$50.20 per hour by Year 3**.^{*} For skilled trades, the negotiated wage structure increased from \$55.97 per hour into a projected **\$62.71 per hour by Year 3**.^{*} (*before the additional value of future COLA adjustments.)

Key agreement highlights provide:

- A **\$1.42 COLA fold-in** to base wages.
- A **3% wage increase in each year** of the agreement.
- Renewal and expansion of the quarterly COLA system from seven to eight adjustments.
- A **\$10,000 Productivity and Quality Bonus** for eligible members.
- A **\$2,000 December 2026 bonus** for eligible members.
- A special **\$10,000 payment for eligible Oakville members on indefinite layoff**.
- Improvements to the wage progression for newer employees.
- Pension improvements.
- Benefit improvements.
- Enhanced retirement security.
- Improvements to Short Work Week eligibility.
- Extended Income Maintenance Plan Benefits at Oakville.
- Pathway to Full Employment in Oakville with Retirement Incentives & STEP (if required).

We estimate that a full-rate production member can receive approximately **\$29,547 in additional economic value over three years**, while a skilled trades member can receive approximately **\$33,920**.

These are significant gains.

For a full breakdown see the 2026 Master Bargaining Report & Local 707 Bargaining Report by scanning the attached QR code



\$50,000 Retirement Incentives

At the time of writing this article, in coordination with Jason Del Buono and Paul Ivey, I am currently finalizing discussions about canvassing all eligible employees for the retirement Incentives.

At the time you are reading this article all those eligible (Normal & Regular Early retirement eligible members) should have received notification in the form of a canvass letter, the opportunity to express interest in the \$50,000.00 incentive and one of two pension seminars. If you are retirement eligible and have not received your letter in the mail, please reach out to the Employee Relations Dept or Company Benefits with an enquiry.

The U.S.–Canada Trade War

The other major issue facing Local 707 is something no collective agreement alone can solve.

That is the growing trade war between Canada and the United States.

The North American auto industry was built around integrated Canadian, American and Mexican supply chains. As you know, parts can cross borders multiple times before a vehicle is completed.

That means tariffs and trade restrictions don't simply hurt "someone else." They can threaten the entire production supply chain, across all three nations.

Canada and the United States have now entered another serious escalation.

This September, the U.S. announced additional measures against Canadian products, while Canada implemented approximately C\$27 billion in retaliatory tariffs on U.S. goods. The dispute has moved beyond traditional tariff negotiations into broader restrictions on Canadian products and government procurement.

While we strive for continued independence, we can not ignore Canadian exports to the United States remain critically important. In July, approximately 66% of Canadian exports went to the U.S., which illustrates how deeply interconnected our economies remain.

This is precisely why all Canadian workers need to support each other in our respective industries and be at the centre of Canada's response. We cannot allow governments or

corporations to treat Canadian manufacturing jobs as bargaining chips and in the coming months we will need to take action to ensure we are heard and not forgotten.

Unifor Canadian Council

The message coming out of Unifor's 2026 Canadian Council in Ottawa was very clear:

Protect Canadian Industries – Protect Canadian Jobs.

More than 1,000 Unifor delegates marched to Parliament Hill during the August 28–30 Canadian Council, demonstrating the union's commitment to defending Canadian workers in the face of the U.S. trade war.

Council adopted Unifor's new Protect Canadian Jobs Bargaining Program for 2026–2029.

The program recognizes that the challenges facing Canadian workers are bigger than any one collective agreement. It addresses:

- The U.S. trade war.
- Artificial intelligence.
- Political polarization.
- Economic uncertainty.
- Industrial policy and procurement.
- Canadian jobs and investment.
- The need for stronger domestic supply chains.

We cannot separate what happens at the bargaining table from what happens in Ottawa, Washington and the boardrooms of multinational corporations.

Our future depends on all three.

Canada must have a stronger Automotive Industrial Strategy, and the lesson from the last several years is clear: Canada cannot simply hope that multinational corporations will continue investing here because it has always been profitable to do so.

We need a strategy.

- Federal, Provincial and Municipal Governments need to make Canadian production attractive.
- We need to foster Inter-provincial trade and procurement
- Investment tied to Canadian jobs.
- Maintain domestic supply chains.
- Ensure that Canadian manufacturing and public policy that does not subsidize companies that move good Canadian jobs elsewhere.
- Trade policy that recognizes the importance of Canadian workers across all our Industries and Sectors

We must realize our Canadian industries are all interconnected and that when they take one of our manufacturing

facilities they take from us all, our communities, our families and neighbours.

Make no mistake, there may be no missiles or bombs that flying overhead, but there is a US administration that what nothing more than the complete surrender of All our Industries (Automotive, Aviation, Energy, Forestry, Steel, Mining and Telecommunications to name a few). They want to break our nations pride, our sovereignty.

Our "Protect Canadian Jobs" campaign cannot simply be a slogan.

It must become an organizing principle for Canadian industrial policy. Unifor has and will need to be at continuously at the table when governments make decisions that affect our livelihoods.

As Canadians we must continue to support Canadian made products and trade.

As we move into the final months of 2026, Local 707 is in a much stronger position than we were two years ago.

However, there are those across the border that want to see the launch of the Super Duty in Oakville fail and show the Ford Motor Company that its investment in Canada was misguided. Therefore, as always, we must once again prove why they have invested in Oakville; and why we are and will remain one of the best workforces in the world.



In the coming months, our responsibility goes beyond defending today's jobs, we have to fight for the next generation of jobs- demanding investment, procurement opportunities, production, training, skilled trades opportunities.

Never forget that active **SOLIDARITY** is and always will remain our GREATEST STRENGTH.

In solidarity,

Mark Sciberras

Unifor Local 707 President 



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REPORT FROM THE

VICE PRESIDENT

DAVE MILLAR

The last few years have certainly tested the patience and commitment of our members. Oakville Assembly has gone through a historic transformation, and many of our members have spent far too much time away from the workplace. Through all of this, our members have continued to show the solidarity and determination that has always been a strength of Unifor Local 707.

Now we have a new three-year Collective Bargaining Agreement that takes us to September 2029. There is a lot in this agreement that affects our current members, but I want to spend some time talking about something that is just as important to many of us: our retirees, our pensions and our retirement security.

One of the things that stood out to me in these negotiations is that the bargaining team did not forget about the people who came before us. The improvements negotiated with Ford recognize that the relationship between our union and our members does not simply end when someone walks out the gate for the last time.

Improvements for our retirees

In the 2023 negotiations, Unifor negotiated the Universal Healthcare Allowance for eligible Ford retirees. In this round of bargaining, that benefit has been improved.

The quarterly payment has been increased by \$50 for eligible retirees. For those who retired before October 1, 2008, the payment will now be \$250 per quarter, or \$1,000 per year. Those who retired on or after October 1, 2008 and before October 1, 2016 will receive \$200 per quarter, or \$800 per year. Those who retired from October 1, 2016 through October 1, 2023 will receive \$175 per quarter, or \$700 per year. These payments begin in December 2026 and continue during the term of the new agreement.

These may not sound like huge numbers when you look at them on paper, but anyone who is retired knows that every dollar matters, especially when the cost of groceries, gas, hydro, medical equipment, dental care and other health-related expenses continues to increase.

There is another important improvement that I think deserves to be highlighted.

The Universal Healthcare Allowance will now also be available to surviving spouses. A surviving spouse will receive 66 2/3% of the applicable quarterly payment, consistent with the survivor benefits under the pension plan.

That is an important change because our responsibility to our members should not disappear when a member passes away. The surviving spouse is part of the family that made sacrifices while that member worked at Ford. Extending this support to surviving spouses is a meaningful improvement.

Pension improvements for our members

There were also actual improvements made to the pension plans.

For members hired before September 24, 2012 and covered by the Legacy Defined Benefit Pension Plan, the Monthly Basic Benefit Rate will increase by \$3 for all pension class codes effective January 1, 2027. The Special Allowance will also increase by \$150. In addition, the pension supplement will increase from \$18 to \$20.

The \$150 increase to the Special Allowance is particularly important for those members with a 30-and-Out pension. Depending on pension class, that increase can mean up to \$1,800 more per year in the Special Allowance.

For members covered under the Hybrid Pension Plan, the Defined Benefit portion will also see an increase. Effective January 1, 2027, the Monthly Basic Benefit Rate increases by \$1.50 and the Special Allowance increases by \$75 for all pension class codes. The supplement also increases from \$18 to \$20. For members with a 30-and-Out pension, the Special Allowance increase can be worth up to \$900 per year.

There is also an improvement for members participating in the CAAT DBplus pension plan.

Effective January 1, 2027, Unifor successfully negotiated the removal of the 2,080-hour annual cap on required contributions. This means that the annual limit on pension contributions will no longer restrict contributions in the way it previously did. The agreement also includes a letter of understanding to explore whether accumulated DC retirement savings can eventually be transferred into the CAAT DBplus plan, subject to what is permitted under Ontario pension legislation.

A very important Local 707 pension improvement

There is also an improvement that is especially important to our Local 707 members.



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The Local 707 bargaining team negotiated DB and Hybrid pension credit service recovery for missing pension credits resulting from the indefinite Oakville layoff. Subject to legislative maximums, pension credit will be recovered for the period from January 1, 2025 to June 30, 2026.

For our members who have spent a significant amount of time on layoff while Oakville was being transformed, this is an important piece of the agreement. Pension service is something that can have an impact for years after the layoff is over. Recovering that lost pension credit helps protect the retirement security of members who should not have to carry the long-term pension consequences of a company retooling and the circumstances that came with it.

Looking forward

The agreement we have just ratified was negotiated in very difficult circumstances. The Canadian auto industry is facing enormous challenges, and our members have lived through a period of uncertainty that would have been difficult for anyone.

But there is also reason to be optimistic.

Oakville Assembly is preparing to build the next generation of Ford F-Series Super Duty trucks in Canada. Ford has committed to continued Super Duty production at the Oakville Assembly Complex for the life of this agreement, along with additional investment in the facility.

That gives us something very important: an opportunity to establish a strong future for our jobs here in Oakville.

None of us knows exactly what the next three years will bring. We know there will be challenges. We also know that the automotive industry is changing quickly. But we have a new agreement, a new product coming into our plant, pension improvements, retiree improvements and a pathway toward getting our laid-off members back to work.

I want to thank our Local 707 bargaining team for the long hours, hard work and commitment that went into these negotiations. I also want to thank the National bargaining team for the work they did on behalf of Ford workers across Canada. These agreements do not happen by accident. They are the result of

preparation, negotiation and the willingness to stand together.

Most importantly, I want to congratulate our membership on ratifying the agreement.

Our members showed tremendous patience during the difficult years at Oakville. They continued to stand together when it would have been easy to become discouraged. That solidarity is what gives our bargaining teams the strength to negotiate improvements.

We should also remember the members who built this Local before many of us ever walked through the gates. Our retirees helped build the wages, benefits, pensions and working conditions that we enjoy today. The improvements to retiree healthcare and pensions in this agreement are one way of recognizing that contribution.

As we move into this next three-year period, our focus has to remain on getting our people back to work, getting the new trucks built in Oakville, protecting our jobs and making sure the next generation of Local 707 members has the opportunity to build a good life through a career at Ford.

There will be a lot of change over the next few months. Hopefully, for the better.

But whatever comes our way, we have learned something over many generations at Local 707: when we stand together, we are stronger.

And that is how we will continue to protect our jobs, our pensions, our retirees and our future.

In solidarity,
Dave Millar
Vice President



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REPORT FROM THE

OAC CHAIRPERSON

JASON DEL BUONO

Brothers and Sisters, Every round of bargaining brings its own challenges, and 2026 was no exception. Bargaining early meant we were working toward a tentative deadline rather than the traditional strike deadline we're used to. That alone would have been enough, but our members across the D3 have faced hit after hit over the past year and a half—an uncertain political climate, a damaging trade dispute between Canada and the U.S. with auto workers caught in the middle, the Oakville plant coming back online, and the company's announcement that laid-off members would soon lose their income protection. Many of our members were still on layoff as we sat at the bargaining table, which only deepened the weight of what we were fighting for.

Even with all of that as our backdrop, we managed to secure significant gains. Wage enhancements, strong job security, improvements to pensions and benefits, a real path back to work for our laid-off members, and a better Universal Health Care Allowance for our retirees. None of that came easy, and none of it came without each one of us pushing together.

We ratified the agreement on Sunday, July 13, but my responsibilities as Vice-Chairperson of the Ford Master Bargaining Committee continue. I'm staying on to support our bargaining committees at General Motors and Stellantis, and I've also been working closely with Marc Brennan and John D'Agnolo to make sure every piece of our negotiated language with Ford is accurate and complete.

Our work on behalf of laid-off members remains one of our biggest concerns. Even with the jobs returning to the plant, we still have over 300 members waiting to be recalled. The company told us back in June that it considered its commitment on Income Maintenance and Health Care benefits fulfilled once the plant retool was to conclude after the week of July 6. Extending IMP payments until July 1, 2027, was a key priority for us because it creates a window for recalls to happen in the meantime. We also fought for and negotiated a \$10,000 special payment for those members, since they weren't recalled in time to qualify for the Productivity and Quality bonus. The road back to work will come through new job creation in the plant—something we push for constantly—along with the negotiated items to create a Path to Return to Work: retirement incentives that will be offered and then a separation payment offer for those who aren't retirement-eligible. You can expect the retirement incentive

process to begin this fall, with retirement dates running from January 1 through July 1, 2027.

On the launch front, I'm proud to say we've hit every milestone this summer, and our plant was approved to move to MP1 on August 31. Management has told us that once we reach MP2, they hope to have a seamless system fill from Paint, allowing production to move through Final without delays from Body and Paint. As long as no unforeseen issues pop up, we should be running full steam after the daily incremental launch speed progresses to full JPH.

I can't talk about where we are without talking about the tariffs. As the Super Duty launch ramps up in Oakville, our industry is being hammered by a trade dispute driven by the Trump administration's tariffs. Make no mistake—these tariffs are designed to cripple Canadian auto manufacturing and destroy good union jobs. If they stay in place, we're looking at direct job losses, halted projects, scaled-back operations, and companies reconsidering whether to invest in Canada at all. We must keep fighting—together, as workers, as a union—and we need our political leaders to step up and fight to save this industry we built.

Since the plant has come back online and moved out of retool, we've uncovered a long list of facility issues that were either left incomplete or never addressed in the first place. It's taken months of pressure, and we're still pushing every week to see progress or call out what's falling short. Plant management has committed that every issue we raise will get the attention it needs until it's resolved. I also took these concerns directly to senior Ford leadership during their visit to the plant in August, because this isn't something we're willing to let slide. Your union leadership will keep watching, keep pushing, and keep holding them accountable. I ask each of you to do the same—raise your concerns with management first, then bring them to us. We're strongest when we act as one.

There are also negotiated items we continue to track closely—the chillers in Paint, the Body 1 gym, and seating at every workstation, among others. These aren't just talking points; they're commitments the company made, and we intend to make sure they live up to their obligations.

Before I close, I want to talk about what matters most—your health and safety. Every single one of you deserves to work in an environment where you can do your job and make it home to your families in one piece. That doesn't happen by accident. Our Union Health and Safety reps have been working tirelessly throughout the entire retool

and launch, making sure nothing falls through the cracks and that you're protected every step of the way.

As you get used to moving through a new layout, I need you to stay sharp. Vehicle and PMHV traffic is heavier than ever, and those drivers are navigating unfamiliar vehicles, tighter sight lines, and narrower aisles just like you are. And let's be honest—the Super Duty is a much bigger beast than most of us are used to seeing on the floor.

So take your time. Put the phone away. Keep your head on a swivel, watch your surroundings, and make sure you get where you're going safely. None of us are replaceable, and no text or notification is worth the risk.

Bargaining Acknowledgments

None of this happens in a vacuum, and none of it happens without people showing up when it counts. I want to thank the members of the Ford Council for the sacrifices made during negotiations. Time away from family is the hardest part of this job, and it too often goes unnoticed. I know many of you missed family events and precious moments at home while you were bargaining for our members.

I'm also deeply grateful to have worked alongside John D'Agnolo, Lana Payne, Shane Wark, Marc Brennan, Angelo DiCaro, Dino Chiodo, and the entire National staff team. The work you do at the negotiating table behind the scenes

on the auto file is remarkable—sorting through and responding to every member proposal takes endless hours, and this simply doesn't happen without your dedication.

The Local bargaining committee deserves real recognition, as well—Mark Sciberras, Chris Simpson, Scotty McColeman, Rob Tassone, Roy De Matos, Steve Gebel, and Chris Herbst.

I'm proud of the effort this group put in fighting for better outcomes for our members was nothing short of outstanding.

To the leadership in the plant and every member who stood with us through this process, thank you. Bargaining is hard on everyone. A special thanks to those who took part in the amendment and ratification meetings—your voice and your presence matter.

I am proud to have been part of this bargaining team and bringing the membership a deal that represented our highest ratification numbers in years.

In solidarity,

Jason Del Buono

OAC Chairperson

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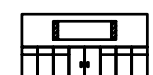
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REPORT FROM THE

SKILLED TRADES CHAIRPERSON

CHRIS HERBST

Brothers and Sisters,
I want to start by expressing my sincere gratitude to the membership for electing me as your Skilled Trades Chairperson. It is an absolute honour to represent you during such a pivotal time for our plant, and I do not take the responsibility lightly.

I would also like to acknowledge and officially welcome our re-elected/newly elected team of Stewards: Chuck Paladino, Phil Carreira, and Andy Zimmer. We also welcome our dedicated Alternate Stewards: Tony Scaduto, Chris Agius, and Chris Ansell. Together, this team is ready to support our rapidly growing membership.

On behalf of the Skilled Trades leadership team, I would also like to take this opportunity to welcome our new Skilled Trades hires to the Oakville Assembly Complex. You are joining a proud group of tradespeople who have built and maintained this facility through their knowledge, skill, and commitment. Your experience and leadership will be paramount to the continued success of OAC and its future.

I would also like to extend a special welcome to our new apprentices joining Skilled Trades. Your apprenticeship is the beginning of a career built on knowledge, skill, dedication and continue learning. Take advantage of every opportunity to learn from highly experienced tradespeople around you and to develop your craft. You are an important part of the future of Skilled Trades at OAC, and we look forward to becoming our next generation of skilled trades.

As we welcome our new members into the family, we must also remember those who are not currently on active role. They must not be forgotten. Every member has contributed to the strength of our family, and their circumstances matter to us. Your leadership team will continue to advocate for our members, support those who are away from work, and ensure that those facing difficult circumstances know that they remain part of the union family.

The 2026 bargaining process has been an important opportunity to strengthen and protect Skilled Trades language. One of the significant areas of focus has been Appendix T and the rules surrounding full utilization of our Skilled Trades members.

Through bargaining, we were able to improve the Appendix T language and, importantly, address the needs of our apprentices and receive a commitment to hire up to 150 apprentices between OAC and Windsor. Our apprentices are the future of our Skilled Trades workforce and

ensuring they can gain the experience, training, and exposure necessary to develop into fully qualified tradespeople is critical to the long-term strength of our union.

We also worked to establish language that provides the ability for other members at Stellantis and GM to benefit from comparable Skilled Trades language. This is an important step in maintaining strong Skilled Trades standards throughout our industry and ensuring that the work we have accomplished can serve as a foundation for continued improvements.

Bargaining is never simply about one issue or one provision. It is about protecting the work our members perform today while building stronger language for the next generation of Skilled Trades. Our responsibility is to ensure that the collective agreement continues to recognize the value, qualifications, and jurisdiction of our tradespeople. While these contract gains are significant, the fight never stops. Your leadership team is actively challenging the company on various fronts, and we are encountering a lot of resistance from management. Rest assured, we will continue to push back, enforce our language, and defend our work.

At the same time, we want to recognize and thank those Skilled Trades members who have recently retired. Your years of service, dedication, and contributions helped build the Skilled Trades organization we have today. The knowledge and experience you brought to the workplace will continue to be part of our union's history. On behalf of the Skilled Trades membership, thank you for your service and commitment.

Safety remains a priority. As the plant continues through changes, construction, installation, and preparation for future production, we must never allow production pressures or timelines to compromise the safety of our members. Every tradesperson has the right and responsibility to identify hazards, raise concerns, and ensure that work is performed safely and in accordance with the applicable legislation, procedures, and our collective agreement.

As a friendly reminder, when tasked with work that is not routinely performed, you should request that management complete a Pre-Task Analysis (PTA) or a Job Safety Analysis (JSA) so hazards and controls can be documented and identified.

Our Skilled Trades members have consistently demonstrated that safety, quality, and professionalism go hand in

REPORT FROM THE SKILLED TRADES CHAIRPERSON | CONTINUED

hand. We will continue to work with the appropriate parties to address hazards, protect our members, and ensure that safety concerns are taken seriously.

There is significant work ahead. The strength of our Skilled Trades organization comes from our members standing together, understanding our collective agreement, and protecting the work of one another.

I want to thank all of our Skilled Trades members for your continued professionalism, dedication, and support. As we move forward, your Skilled Trades leadership team will remain focused on protecting our classifications, enforcing our collective agreement, and building a stronger future for Skilled Trades.

In Solidarity,
Chris Herbst
Skilled Trades Chairperson
Unifor Local 707 🇺🇸



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REPORT FROM THE

FINANCIAL SECRETARY

BRETT LEFEBRE

A NEW 3-Year Contract

Congratulations to our bargaining team for their hard work and determination, and congratulations to the membership for standing united throughout the process. Together, we have achieved a result we can all be proud of! This new 3-year contract was ratified on July 19th, 2026, and included increases to our wages, benefits, pensions and included bonuses. Special thanks go to the bargaining team of Mark Sciberras, Jason Del Buono, Chris Herbst, Roy De Matos, Chris Simpson, Steve Gebel, Rob Tassone and Scott McColeman!

Elections

With our triennial elections now complete, I would like to sincerely thank the members of Unifor Local 707 for once again placing your trust in me by acclaiming me to the position of Financial Secretary for another three-year term.

I am honoured to continue serving our membership and remain committed to fulfilling my responsibilities with integrity, transparency, and accountability.

I would also like to acknowledge everyone who participated in this election process. This year's election marked the first time Local 707 conducted voting online, a significant step forward that not only increased accessibility for members but also resulted in substantial cost savings for our Local.

Thank you to the Election Committee for their hard work and dedication throughout this year's triennial elections. Special recognition goes to Election Chairperson Teresa Godin and Vice Chair Maria Zawydiwski, whose leadership, professionalism, and commitment helped ensure a successful transition to our first online voting process.

As we move ahead, I look forward to working together with our Executive Board, elected representatives, and membership to build a stronger union, champion the interests of our members, and make a positive impact in our community.

Thank you again for your confidence and support. It is a privilege to serve the members of Local 707, and I look forward to continuing that service over the next three years.

Year End Audit Update

The year-end audit of Unifor Local 707 was completed by our external auditors, Hogg, Shain & Scheck, in accordance with the requirements of the Unifor Constitution.

Unifor Local 707 Funds for the Month Ending April 2026

		Current Month	Year To Date
General	Revenue for the period	248,629.67	760,479.91
	Expenses for the period	-215,411.83	-773,532.99
	Equity(Deficit)-End	33,217.84	-13,053.08
Education	Revenue for the period	262.50	1,027.90
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	262.50	1,027.90
Sports & Recreation	Revenue for the period	52.50	205.58
	Expenses for the period	0.00	-4,000.00
	Equity(Deficit)-End	52.50	-3,794.42
Political Education	Revenue for the period	262.50	1,027.90
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	262.50	1,027.90
Retirees	Revenue for the period	-1,541.75	6,981.89
	Expenses for the period	-5,313.65	-9,307.89
	Equity(Deficit)-End	-6,855.40	-2,326.00
New Members	Revenue for the period	115.00	460.00
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	115.00	460.00
Picnic	Revenue for the period	2,231.25	8,737.15
	Expenses for the period	-12,910.00	-12,910.00
	Equity(Deficit)-End	-10,678.75	-4,172.85
Building & Building Corp	Revenue for the period	19,845.99	69,080.77
	Expenses for the period	-33,524.04	-143,948.26
	Equity(Deficit)-End	-13,678.05	-74,867.49
Watch	Revenue for the period	656.25	2,569.75
	Expenses for the period	0.00	-819.25
	Equity(Deficit)-End	656.25	1,750.50
Strike	Revenue for the period	262.50	1,027.90
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	262.50	1,027.90
Human Rights	Revenue for the period	52.50	205.58
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	52.50	205.58
Womens' Committee	Revenue for the period	52.50	205.58
	Expenses for the period	0.00	-1,039.00
	Equity(Deficit)-End	52.50	-833.42
Total Funds		3,721.89	-93,547.48

The audit has been reviewed and approved, confirming the accuracy and integrity of the Local's financial records and reporting. As required under the Constitution, the completed audit has been submitted to the National Union.

Community Engagement and Giving Back

As we transition back into our workplaces, we will begin to run some of the same programs as before. At the time of writing this, discussions are happening around restarting our annual United Way campaign and preparing for our food drives. Support for the United Way and the local food banks continued during the layoff but it was primarily supported using the local's Social Justice Fund. The Local is also putting teams together to participate in several charity events such as the Terry Fox Run, United Way Plane Pull and Hope in Every Step, just to name a few. Keep checking the Local's website for future information on these and other important campaigns and events.

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

- Halton Women's Place - \$1,000.00
- Alpha House - \$250.00

- MS Society of Canada - \$250.00
- Threads of Life - \$250.00
- The ROCK (Reach Out Centre for Kids) - \$750.00

The Local 707 remains committed to supporting those in need and strengthening the communities where our members live and work.

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

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REPORT FROM THE **BODY COMMITTEEPERSON** ROBERT TASSONE

Brothers & Sisters,
Hopefully everyone had a great summer. I wanted to provide a brief update on everything that has taken place over the last few months.

Back in the spring, we began the process of a mass job bid. This was a huge undertaking and very time-consuming. Our goal was to provide our members with as much information as possible to help them make informed decisions about which jobs and departments they may have wanted to bid into. Hopefully, everyone was successful in getting to where they wanted to work.

In June, the Triennial Elections were held. I would like to congratulate everyone who participated and those who were elected. I would also like to thank everyone for their continued support of me as your Body Shop Committeeperson.

Congratulations to Lucky Sandal, Joe Simopoulos, and Gary Shedden, and a warm welcome to Angelo Serafini to the office. I would also like to extend a huge thank you to Jamie Norton, Paul Finelli, and Lindsay Hinshelwood for their dedication and commitment to the membership.

Collective bargaining commenced in late June. This was my first experience at the bargaining table, and it was certainly quite an experience. After three long weeks of bargaining, we came away with solid wage increases, COLA provisions, pension improvements, a Production and Quality Bonus, and very importantly, income security for members who remain laid off. The agreement was subsequently ratified by the membership.

I would like to thank the other members of the Bargaining Committee for their guidance and support

throughout the process. I would also like to thank all of the Body Shop Stewards and Alternates for their assistance and dedication during bargaining.

As we move forward with the launch of the F-Series trucks and the different build phases that lie ahead, I encourage everyone to reach out with any questions, concerns, or issues. I will continue to do my best to keep everyone informed and ensure that the concerns of our membership are heard.

In solidarity,

Robert Tassone

Body Shop OAC Committeeperson

Cell: 905-818-8432

Union email: rtassone@uniforlocal707.ca

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REPORT FROM THE SENIOR GOLF LEAGUE CO-ORDINATOR TED DELUCA

Local 707 retirees, Arnie De Vaan Chairperson.
Thank you and local 707 Retiree Executive Board for your continued support of our Retirees Senior Golf league. On behalf of our organizing committee and all our members, we want to thank you and the executive board, for your continued financial support of our league, I urge anyone, if you are retired and would like to join our league, whether it is this year or next year; just contact me and we will be glad to have you join us. To stay active and involved I cannot think of a better way to enjoy our camaraderie, together with guys that you worked with over the years in the plant and stay in touch.

Call me 905 578 2666 or Cell 905 515 0838. I would be happy to give you all the information about our league.

Fraternally,

Ted De Luca & organizing committee

Les Kwapich, Brian Powell and Jamie Malek 🇺🇸

LOCAL 707 RETIREES

Narinder Dhindsa	5/1/26
Andrew Pukas	5/1/26
Michael Edwards	6/1/26
James Hopkins	6/1/26
Jason Kurck	6/1/26
Diane Lentz	6/1/26
Mark Savoia	6/1/26
Stephanie Sheppard	6/1/26
Tom Sutton	6/1/26
Alfredo Tassone	6/1/26
Dimitrios Romanidis	7/1/26
Lee Pitts	8/1/26

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

WE SHALL REMEMBER

	Date of Death	Retirement Date
A. Paul Harrison	3/4/26	5/1/14
Joe Bitz	5/17/26	4/1/04
Michael Brown	5/28/26	10/1/04
James Hughes	6/2/26	11/1/94
Biagio Arcaro	6/23/26	10/1/98
Louis Anderson	7/6/26	5/1/03
Joseph Pereira	7/6/26	12/1/25
Antonio Peixoto	7/18/26	1/1/97
Nikolas Frlan	7/19/26	7/1/04
James Young	7/20/26	11/1/04
Doug Waters	7/25/26	7/1/17
Remigio Dodich	8/1/26	11/1/93
Frank Ban	8/4/26	7/1/90
Joseph Grattan	8/4/26	11/1/93
Dave Beamsley	8/5/26	2/1/18
Radko Knezich	8/5/26	
Douglas Boric	8/6/26	1/1/00
Jose Trujillo	8/7/26	3/1/22
Israel Valderrama	8/8/26	1/1/89
Mike Westra	8/8/26	12/1/13
Steve Stipancic	8/9/26	2/1/19
Charles McClelland	8/13/26	3/1/18
George Anderson	8/14/26	5/1/17
Sergio Ardiles	8/14/26	7/1/96
Ron Toth	8/23/26	6/1/11
Steven Nemeth	8/25/26	1/1/00
Domenico Moretta	9/1/26	11/1/94
Tonino D'Ilio	09/10/26	01/01/09
Randy Burrell	09/14/26	09/01/13
Bruce Smith	09/14/26	ACTIVE



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THANK YOU LOCAL 707 MEMBERS

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



In solidarity with local 707 and its members





REPORT FROM THE **BENEFIT REPRESENTATIVE** PAUL IVEY

Iwould like to start this report by saying Thank You. Thank you for your continued support in the recent elections. It is and has been an honour to represent you as your Benefit Rep and I will continue to do the best I can to assist this membership.

BENEFITS

The newly negotiated increases to our benefit package will **take effect January 1, 2027.**

Orthodontics, lifetime maximum increase to **\$4,000**

Laser Eye Surgery, lifetime maximum increase to **\$500**

Occupational Therapy for children, annual maximum increase to **\$600**

Single Vision lenses, increase to **\$330** every 2 years from date of last purchase

Bi-Focal lenses, increase to **\$385** every 2 years from date of last purchase

Multi-Focal lenses, increase to **\$455** every 2 years from date of last purchase **Contact lenses**, increase to **\$340**

every 2 years from date of last purchase Children 16 and under, frequency reduced to 12 months from date of last purchase

Psychologist, per visit increase to **\$150**, annual maximum

increase to **\$1,200** **Chiropractic**, per visit increase to **\$40**, annual maximum increase to **\$500**

Orthotics, \$400 maximum, frequency reduced from 36 months to 24 months from date of last purchase

Long-Term Care, increase to **\$900/month** (including anyone who entered a long-term care facility on or after January 1, 2024 who is in a facility on January 1, 2027)

Pathway to FULL EMPLOYMENT

The incentive to retire will hopefully begin soon and may already be underway by the time you get this report. If you do receive an interest letter, please be sure to return it by the deadline. Return the letter whether you are

interested or if NOT interested. It is important to know that all eligible employees have received the letter. If you are not decided, then you can respond as YES to the interest letter to gather more information and details on how your retirement will look. You can attend a Pension Seminar and you can make a more informed choice.

For those that have been recalled, welcome back. For those still laid off, the pathway to "Full Employment" is an excellent commitment to have from the company to get everyone back to work. Hopefully, we can have everyone back to work by July 1, 2027.

In solidarity,

Paul Ivey, Unifor Benefit Representative

Tim Batke, Alternate Benefit Representative 

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REPORT FROM

HEALTH AND SAFETY

JOHN MULLIN • STEVE GARDINER

Progress

"And all at once, summer collapsed into fall" Oscar Wilde;

As we progress through the stages of builds, PP (Pre Production), MP (Mass Production) then reaching Job 1, everyone's MWR (Manufacturing Workstation Readiness) should have been completed by now. Please make sure your Production Supervisor is aware of any outstanding issues you have and they are captured in VIMs (Very Important Matrix). We are asking for your patience as they correct any issues or concerns. If the issue is of imminent danger, please make sure our office is contacted immediately.

Water Testing

The company has recently tested all water sources in the plant. When testing they are looking at HPC (Heterotrophic Plate Count) measures live, which is a harmless background bacteria, and if there are any molds in the water. They are ensuring that CFU/mL (colony-forming units per milliliter) stay below 500. Levels above this do not mean the water is unsafe, but high count can hide harmful germs during testing. What can cause high HPC levels in the water? The main causes of high HPC levels are old pipes, low chemicals (not enough chlorine), stagnation and warm water temperatures. Our water fountains are equipped with filters but the **"Hydration Stations"** (which has water and ice dispenser) have a larger filtration system. We would recommend bringing a water bottle to work and using them. They are located through out the facility at columns; **Body 1** – F22, G14, Q03 hallway and E3. **Body 2** – H10, B6 and O A16. **Final (main plant)** - A6, A26, T21, Q9, T1, F18 and Q31. **Paint** – D14, E3, H26, A9 (mezz) and F8 (mezz). **Stamping** – A23 and C8.

Wildfire Smoke

In July our plant and everyone in Ontario was exposed to the wildfire smoke, and we were left with many questions. The smoke effects the air quality in the plant. The average person is not impacted as much as someone with a compromised respiratory system, i.e. asthma. There were 2 work refusals on the day of question. During this time, we looked to government guidelines for direction. There was not much information available on this subject. The company has now established "Standard Operating Guide-

lines" that we need to follow moving forward when it comes to controlling exposure of wildfire smoke. One great take away from our experience was to ensure that all doors are closed! This has a dramatic impact on the amount of smoke that can enter the plant.

New Tuggers

The plant will be using automated tuggers that were manufactured by Daifuku. The 3 models M10K-T, M40K-T and U2200. They are equipped with multiple safeties to ensure a safe working environment. They will be using NFN (Natural Feature Navigation: The AGV determines its location using LIDAR to identify structures in the environment and match their location to a virtual map of the facility. Some of the safeties involve warning lights and horns with automatic shut off when detecting someone getting close to it. The other Ford facilities that have been using these have reported back positive feedback with no significant incidents.

Red Zones

The plant has restricted areas that are designated "Red Zones". These are restricted to authorized personnel only, which in most cases are PMHV drivers. They are very dangerous for pedestrians, which is why they are not allowed to be in these areas. It is identified with red "castle boarding" which are two red lines with the inside line being broken. The company will be adding additional signage to help people identify these areas with more than just floor markings.

M.C.E. Policy

The company has a strict policy that does **NOT allow anyone to use Mobile Communication Equipment while driving or walking in the plant.** These rules apply both inside and outside. If walking, make sure you stop, place yourself in a safe location and stay stationary. If you're driving, pull over and be aware of your surroundings. The unfamiliarity with the plant being so new and with so many new workflows, makes this action extremely dangerous for you and the people around you.

In Closing

Your Union Health and Safety Representatives would like to take this opportunity to thank our membership for their

overwhelming support in re-electing us during the last election. The four of us take our positions very seriously when it comes to our members Health and Safety. That being said, we have been tasked with building one of the most difficult vehicles the company produces. There will be many challenges and issues to overcome. Remember in our last report the resources available you have to help you correct issues. For example, using our I.R.S. (Internal Resolution System) i.e. Second Stage Safety Concern. Nothing is more important than your safety, so together let's keep our safety the top priority!

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

WSIB REPRESENTATIVE

HEATHER LONGER

W **SIB Developments in Ontario** – Things continue to centre on concerns about fairness, claim approvals, employer rebates, staffing levels, and the support available to injured workers. In August, the WSIB underwent a significant restructuring, resulting in 466 job cuts across Ontario. What this means for our Local 707 injured workers is that their claims may see delays in decisions, slower communication, added pressure on injured workers trying to navigate their return to work supports and treatment activities.

Worker representatives and injured-worker groups continue to advocate for a compensation system that is more effective, efficient, and fair. According to the WSIB, new resources are expected to be released, including a full guide later in 2026, to help union locals and injured workers better understand claims, return-to-work processes, appeals, and benefit entitlements.

Injuries Are on the Rise & We All Have a Role in Prevention

Injuries in our plant are on the rise, and that should concern every one of us. Whether it is strains, slips, cuts, repetitive-motion injuries, equipment-related incidents, or incidents caused by rushing, every injury affects not only the worker involved but also their family, co-workers, and the overall safety of the workplace.

A safe workplace does not happen by chance. It takes awareness, communication, proper training, and the willingness to speak up when something does not look right. Small hazards can quickly become serious injuries if they are ignored, accepted as normal, or left for someone else to deal with. Members can help prevent injuries by reporting hazards right away, using the required personal protective equipment, and asking for help when a job cannot be done safely. It is also important to report near misses, because they are often warning signs that an injury could happen next time.

Thank you and Congratulations - I am incredibly grateful and appreciative of everyone who supported me in my re-election campaign for your WSIB Representative. Thank you for every vote, every conversation, and every word of encouragement throughout that journey. Congratulations to all those who were successful in their election

campaigns. Together, we share a commitment to supporting our members, advocating for their rights, and making a positive difference within Local 707.

As I write this, we have also successfully ratified a new three-year Collective Agreement. I would like to extend my sincere thanks to our Bargaining Committee for their hard work, dedication, and perseverance throughout the negotiations. Congratulations as well to the members of Locals 707, 200, 240, 584, 1087, and 1324 on this achievement. Through our solidarity and collective efforts, we continue to build a stronger future for all our members.

If you are hurt at work - report it immediately, seek medical attention when needed, and make sure the details are properly documented. Early reporting protects your health, supports proper treatment, and helps identify workplace hazards before someone else gets injured. As workers, we must continue to look out for one another, raise concerns, report unsafe conditions, and make sure health and safety remains a priority on every shift, in every department, and on every job!

In solidarity,

Heather Longer

WSIB Representative

Mike Augello

Alternate WSIB Representative 

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REPORT FROM THE EMPLOYEE ASSISTANCE PROGRAM

TREVOR MASON • JEFF WATSON

Brothers and Sisters, Jeff and I would like to sincerely thank you for your continued trust and confidence. Serving as your Employee Family Assistance Program (EFAP) Coordinators is a responsibility we are proud to share and one we never take for granted. We remain committed to providing confidential support to our members and their families as they navigate life's challenges. Whether you're facing personal, family, financial, or workplace concerns, we're here to help connect you with the resources you need. On a personal note, I would also like to thank the membership for once again placing your confidence in me to represent Local 707 at the Ontario Regional Council (ORC). I appreciate the opportunity to continue the work I have been doing with the ORC EFAP Standing Committee. We are currently hard at work planning the Bi-Annual EFAP Conference in Port Elgin this September while also preparing for the ORC meeting in December. It's rewarding work that ultimately benefits our members by strengthening EFAP services across the province.

Welcome back to the plant! Most members have now returned and are settling into the production of the Super Duty trucks. It's hard not to notice how much has changed during the shutdown. Fresh paint, brighter lighting, new products, updated personal protective equipment requirements, and new processes have all transformed the workplace. At the same time, some things never seem to change—early mornings, long shifts, and the daily commute. These demands can take a toll, and it's important to remember that looking after your mental health is just as important as looking after your physical health.

One of the positive outcomes of our newly ratified collective agreement is the enhancement of our Green-Shield counselling benefit. Once the new coverage is in effect, you and your eligible dependents will receive **up to \$150 per counselling session**, to a maximum of **\$1,200 annually**, for services provided by a Master of Social Work (MSW) or a licensed Registered Psychotherapist (not qualifying). This is a significant improvement and one worth recognizing. Thank you to Mark Sciberras and the entire bargaining committee for making this happen during negotiations. Over the past two collective agreements, counselling coverage has doubled from **\$75 to \$150 per session**, while the annual maximum has increased from **\$650 to \$1,200**. These enhancements reflect the growing recognition that mental health support is an

essential benefit, not a luxury. Having up to eight counselling sessions each year that are virtually fully covered will make professional support much more accessible for many of our members and their families.

If counselling is something you've been considering but you're not sure where to start, please reach out to the EFAP office. We can help you find a qualified provider in your area and answer any questions you may have. Every conversation is completely confidential, and we're always here to support you. Take care of yourselves, look out for one another, and have a safe return to work.

In solidarity,

Trevor Masson

Cell: 905-467-3008

Email: tmason20@ford.com

In the Plant: 905-845-2511 Ext: 3277

Union Office: 905-844-9451

Jeff Watson, Alternate 



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REPORT FROM THE

EQUITY COMMITTEE

STACY POOLER • CONSTANCE BROWN

Thank You

Thank you to the leadership and membership for your continued support and confidence. It is a privilege to serve another term as your Employment Equity Representative. I also want to recognize everyone who put their name forward in the recent election. Representation requires commitment, time, and a genuine desire to support others. Congratulations to those elected or acclaimed. A special thank you to Maiken Griffin for serving as Alternate EE Rep over the past term. Your support and contribution to both the office and our members were greatly appreciated. I would also like to welcome Constance Brown into the role. I look forward to working together as we continue advocating for a fair, respectful, and inclusive workplace.

Bargaining

Congratulations and thank you to our Bargaining Committee for negotiating another strong three-year Collective Agreement. Despite an earlier-than-expected round of bargaining and significant political and economic uncertainty, the committee worked to protect existing language while securing important gains, including improved income provisions for laid-off members, pension and benefit enhancements, and wage increases.

Returning to the Plant

Returning members have faced significant change including - new jobs, processes, work groups and evolving expectations. The transition has not always been easy, and the uncertainty and confusion can understandably lead to frustration. As the launch progresses, we hope to see greater consistency, clarity, and stability. In the meantime, members are encouraged to remain patient, communicate respectfully, and seek assistance before concerns escalate. For those still on layoff, please remember that the office remains available as a confidential resource and source of support.

Workplace Accommodations

The office has seen a significant increase in accommodation requests, particularly following the transition to steady-day operations. Every request is assessed individually based on the member's specific circumstances, workplace requirements, applicable legislation and the employ-

er's duty to accommodate. Accommodation is not automatic. For example, having children does not, on its own, mean an accommodation request will be approved. Members should be prepared to explain the specific conflict they are experiencing, the steps they have taken to address it independently, and why workplace accommodation is necessary. Where approved, accommodation is generally temporary and subject to review. Raising concerns early provides the best opportunity to explore practical and reasonable solutions.

Multi-Faith Centre and Nursing Room

The new multi-Faith Centre is located in Final Assembly near the Box Line, adjacent to Chassis and the M6 column area. A few items remain outstanding, with suitable interim space currently available. The dedicated Nursing Room near the Tim Hortons washrooms is also nearing completion, while the adjacent single-use washroom is awaiting installation of a privacy lock. The wellness space in Stamping is likewise awaiting access. We understand the frustration with these delays, particularly where access and privacy features remain outstanding. These facilities are intended to support members' needs, and we will continue pressing for the remaining work to be completed as a priority.

Harassment Refresher

As the launch progresses, the Company is ramping up refresher training on Harassment and Discrimination. Delivered by a third party, the two-hour session incorporates Ford and Unifor policies, processes and language, along with relevant legislation, and provides a practical reminder of everyone's responsibility in maintaining a respectful workplace. Initial sessions were held during downtime for employees in the plant, including both hourly and salaried employees, managers, process coaches, leadership and trades. The training is intended to reinforce awareness, promote respectful behaviour and support consistency across all roles. Additional sessions are scheduled throughout September and October, with the goal of reaching everyone across the plant.

Social Media Reminder

Social media can often be viewed as an extension of the workplace. Healthy discussion and the respectful exchange of information are encouraged; however, members should remember that online conduct may still raise concerns under the Collective Agreement, including Appendix O, or Company Policy Directive B111. Harassment, discrimination, and bullying are taken seriously by both the Company and the Union. Members are encouraged to address concerns through the appropriate process rather than allowing issues to escalate online. Before posting, consider whether your comments contribute to a respectful and positive workplace culture.

Activism

Local 707 remains committed to supporting initiatives that raise awareness and help address sexual and gender-based violence.

Take Back the Night

Members of the Women's Committee and Local Executive will once again participate in *Take Back the Night* events on September 17 in both Halton and/or Hamilton. These events bring communities together to raise awareness of gender-based violence and stand in solidarity for a world free from sexual violence. I encourage members to participate. Event details will be posted on the Local website.

Hope in Every Step

Local 707 is proud to continue supporting *Hope in Every Step*, the annual community walk benefiting Halton Women's Place. The event raises awareness of gender-based violence, honours survivors, and supports critical services for women and children fleeing abuse. Thank you to the Executive Board and membership for approving Local 707's continued sponsorship of this important initiative. These services have directly supported members and families within our community. All members are invited to join the Local 707 team. Registration, donation information, and event details will be shared through the Local website.

Looking Ahead

As we move into fall, many members continue adjusting to new routines both at work and at home. With the launch continuing to progress, we hope to see greater stability and, importantly, more members returning to the plant. Thank you again for your continued trust and confidence.

In Solidarity,

Stacy Pooler – Employment Equity & Women's Advocate

Email: slane29@ford.com

Constance Brown – Alt. Employment Equity & Women's Advocate 





REPORT FROM THE ERGONOMIC COMMITTEE

LISA ALLEN-DENNIS •
JASON D'AGOSTINO

Dear Local 707 Membership,
Thank you for electing me, Lisa Allen-Dennis as your new Ergonomics Representative and Jason D'Agostino as the new Alternate Ergonomics Representative. We are honoured by your trust and support.

We look forward to working together to make our workplace safer and more comfortable for everyone.

We are dedicated to ALL Local 707 members:

- **To create and maintain Safe Workplaces:** I will work hard to spot and fix ergonomic risks.
- **To always hear Your Voice:** I am here to listen to your concerns and ideas.
- **To keep an Open Door:** Please reach out anytime you need help with workstation setups or strain prevention.
- **To always Show Up:** I will show up, communicate, follow up and keep you in the loop.

The Union Ergonomics Office is now located beside the Heritage Training Room.

Feel free to drop in, say Hi when you see me on the shop floor, email or call. Either way, I am here for you!!

In solidarity,

Lisa Allen-Dennis

Ergonomics Rep.

905-845-2511 (X2335)

lallende@ford.com 

Jason D'Agostino

Ergonomics Alt.



REPORT FROM THE UNION IN POLITICS COMMITTEE

MATT BAZINET

Brothers, Sisters & Siblings,

My name is Matt Bazinet. I am the new Union in Politics Chair (UPC). Thank you to Iain Fleming for his years of service in this office. I look forward to working with, and for, the membership of Local 707 for the next 3 years.

I want to congratulate the local and national bargaining committees for their hard work in bringing us an excellent contract under very trying circumstances.

One of my roles as UPC is to be a point person in the planning and execution of the Labour Day BBQ. Thank you to everyone who came out and a very special thank you to everyone who made the day run so smoothly; Faith Beaudin, Linda Benkel, Ryan Clarke, Tom Copping, Janet Creet, Scott Cruikshank, Maiken Griffin, Gilroy Lucasen, Gillian O'Donnell & Laura Panther.

Finally, municipal elections are set for Monday, October 26th. While there is much less focus on party affiliation in municipal politics, knowing the candidates is still important. Municipal leaders can have just as much, if not more, effect on our day-to-day lives than provincial and federal levels of government. Research the candidates. Read their platforms. It is important to make informed decisions at all levels.

I encourage everyone be active and vote in the upcoming elections.

In solidarity,

Matt Bazinet (Union in Politics Chair) 





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

Hello Brothers and Sisters,

This report is dedicated to Our Local Union and Bargaining Committee

Thank you for your dedication, perseverance, and countless hours of hard work in negotiating this agreement. Your commitment to representing our members and standing strong throughout the bargaining process has made a real difference.

This agreement is more than just a contract—it reflects the power of solidarity, determination, and the collective voice of our membership. I sincerely appreciate the sacrifices, expertise, and leadership that brought us to this successful ratification.

Thank you to everyone who participated, stayed informed, and supported the bargaining process. This achievement belongs to all of us, and it provides a strong foundation for the future.

Congratulations on this well-earned success and thank you for everything you have done on behalf of our membership.

Monthly Membership Meetings

As we all know, our Monthly Membership Meetings are held on the **third Sunday of every month**, with the exception of July and August, when meetings are paused for the summer.

This year, our September meeting will be pushed back one week due to the Terry Fox Run.

Our September Membership Meeting will be held on Sunday, September 27.

We look forward to seeing everyone there.

In solidarity,

Joe Amato

Local 707 Guide

(AKA Scanner Joe) 



REPORT FROM THE **PRIDE COMMITTEE** LAURA PANTHER

After a successful fundraiser for Pride Halton last year, the Local 707 Pride Holiday Market will be making its return on Saturday November 28th, from 11am-5pm! Join us to shop for locally made goods to gift for the holiday season. Pride Halton will also be joining us to provide information on their services and events, so please stop by and say hello!

In solidarity,

Laura Panther

Pride Committee Chair 



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REPORT FROM THE **PICNIC COMMITTEE** MAIKEN FOXCROFT-GRIFFIN

This year our summer picnic was held at Canada's Wonderland again and a great time was had by all! Whether you hopped on rides (some early), spent the day at the waterpark or did a little of both, it was a beautiful, hot, sunny, summer day! It was great to see a lot of new faces this year! Thank you to the Committee and volunteers for all of your help.

And now we say goodbye to summer and hello fall!
Congratulations to everyone who has returned to work and to all of the newly elected members. Good luck in all of your roles.

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





REPORT FROM THE **BIWOC REPORT** CONSTANCE BROWN

Hello Brothers & Sisters,
As summer comes to a close, our BIWOC Committee is reflecting on several important events, including the BIWOC Conference in Port Elgin, National Indigenous Peoples Day, and the celebration of 60 Years of Seasonal Agricultural Workers in Canada, as well as Emancipation Day. These events provided opportunities for members to learn from one another, recognize the experiences and contributions of Black, Indigenous, and racialized communities, and strengthen connections across our union.

Education continues to be an important part of this work. Our National Union recently introduced the AI Justice and Labour Unions Workshop Series for Black and Racialized Workers, providing an opportunity to better understand the growing role of artificial intelligence in Canadian workplaces. The sessions explored how AI works, its potential impact on racialized workers, workers' rights and union advocacy, and the importance of fairness and accountability as AI becomes increasingly involved in workplace practices and decision-making.

As we move into the fall, our BIWOC Committee will continue creating opportunities for members to learn, connect, and get involved. We also look forward to strengthening relationships with community organizations and supporting advocacy around issues that directly affect BIWOC workers and the communities we represent.

In solidarity,

Constance Brown, BIWOC Chair 





Emile Nabbout
President

Frank Pineda
Secretary Treasurer

Bernie Coates
1st Vice President

August 24, 2026

Re: Lockout Donation

Greetings:

On behalf of our members at Titan Tool & Die and Unifor Local 195, we want to thank you for your kind support and donations throughout our struggle with this Employer. We are pleased to report that a settlement took place on July 24, 2026.

It is heartwarming to know that our Brothers and Sisters, along with many Local Businesses and Organizations from the community stood by us through 350 days on the picket line and helped demonstrate that together, we are united and strong.

Thank you again for your kindness.

In Solidarity,

Emile Nabbout

Unifor Local 195

Emile Nabbout- President
Frank Pineda- Secretary Treasurer
Randy St. Pierre- Chairperson at Titan Tool
Solidarity Committee:
Louis Cooney- Chairperson
& Committee members

Local 195 Office / 3400 Somme ave, Windsor , ON, N8W 1V4 / Tel: 519-253-1107 / Fax: 519-258-4618

Thank You, Brothers and Sisters

Dear Brothers and Sisters,
Thank you for re-electing me as your Alternate WSIB Representative. I am deeply grateful for your continued support and the trust you have placed in me to serve in this role.

Our safety, health, and well-being on the job are incredibly important. Navigating WSIB claims can be a stressful and challenging process for anyone. I take this responsibility very seriously. I am fully committed to continuing my work alongside our primary representative to support you, protect your rights, and ensure every member gets the fair treatment and compensation they deserve.

Thank you again for this opportunity to serve our membership. Please never hesitate to reach out if you have questions, need guidance, or just want to talk about health and safety concerns in our workplace.

In solidarity,
Mike Augello
Alt. WSIB Union Representative
Email: maugello@ford.com
905-845-2511 Ext. 3440

Threads of Life Thank You Donation

Thank you so much for your gift to Threads of Life! Your generous support will make a difference for individuals and families affected by work-related tragedies.

On behalf of our entire organization, thank you for your generous gift.

Eugene Gutierrez
Executive Director



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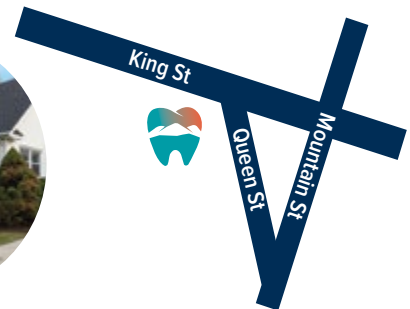
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