



Membership Local 707

Information Update



On May 5th, 2015 our Plant Manager Brent Merritt notified the Local Union Master Committee that the Ford Motor Company needed to take measures to assure vehicles were delivered to dealerships and customers by June 30th, 2015. Brent explained due to the high volume of sales the Company would need to take uncustomary actions to meet dealership and customer demands.

The Master Committee, consisting of President Dave Thomas, Chairperson Bob Scott and A-Shift Committeeperson Marc Brennan, told the company we could not agree to their proposals. We immediately contacted Anthony Hoskins (Director of Manufacturing, Ford Motor Company) and notified him we cannot agree to these vehicles going off site. Our position was and still remains this work belongs to the 707 Bargaining Unit.

Anthony Hoskins in turn notified us that with record Edge sales in the month of April and growing customer demand, they were going to use external resources to support delivery of these vehicles. The Company's position was and still is that they did not need our permission to seek assistance from an outside source and they were not in violation of the Collective Agreement. Ford of Canada Labour Affairs notified the National Union they were shipping vehicles outside of the Bargaining Unit to condition these vehicles for dealership delivery.

After a series of meetings, our Local Union Leadership has unanimously agreed that on a one time basis only; the Company could seek assistance outside our Bargaining Unit. This must be completed by June 30th, 2015. We also notified the Company, the Local 707 Leadership vehemently disagrees with their position and this work belongs to our Bargaining Unit and without our permission it is a violation of our Collective Agreement.

At the conclusion of our discussions with the Ford Motor Company, the following has been agreed to:

- 1- Ensuring Final Assembly repair classification structure continues to have maximum daily work opportunities for the balance of 2015 with the exception, the usual Christmas Day blackout period.
- 2- Enhancing internal repair support by establishing a new "Centre".
- 3- Utilizing Oakville Assembly employees to drive between the "Centre" and the Plant.
- 4- Oakville Assembly is undertaking to insource the small tool repair operation. We will extend our current contract with Stanley/Stak for approximately 3-6 months to allow for an appropriate transition period for the purpose of identifying and training the Oakville Assembly Plant employees who are identified to work in the classification. Labour Relations will post 6 positions in the 369B classification, which is currently rated at \$37.320 per hour.

In Solidarity,



Dave Thomas
President Unifor Local 707