



# **UNIFOR CONSTITUTIONAL CONVENTION**

## **August 8-12, 2022**

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## REPORT FROM THE EDITOR

TIM BATKE

**S**isters and Brothers,  
Since our last edition of the 707 Reporter we went from thirteen straight weeks of production, to over a month straight of layoff weeks, from a feast and to a famine.

Before this edition went to print our Ontario election occurred where the Doug Ford Progressive Conservative Party won their second majority government with 40.8% of Ontarians who voted. The PCs won 83 seats, the NDP 31 seats (23.7%), the Liberals 8 seats (23.8%), the Green Party 1 seat (5%), Independent 1 seat (.5%). Based on eligible voters in this recent election the Cons won 18%, NDP 10%, Libs 10%, Other 5%, yet those who did not exercise their democratic right to vote was 57% of the eligible voting electorate. Far and away the victor of this election was apathy and cynicism.

After a 4 year term of provincial financial mismanagement, and constant missteps throughout the pandemic, out of control inflation, or as it should be termed price gauging, the majority of voters based on the results preferred the other political parties not run by Doug Ford. Yet with only 40.8% of those who voted Ford received a larger majority than their previous government, which is rare for a second term. Our antiquated electoral system is partly to blame, corporations and the billionaire class have campaigned hard against past referendums on electoral reform. Our first past the post system allows for false majority governments, like the one where Ford governs with 40.8% of those who cast their ballot. Canada, along

with the other two Anglo powers, the United Kingdom and the United States of America are the only 3 nations in the Organisation for Economic Co-operation and Development (OECD) who do not function under a Proportional Representation (PR) system.

We must overcome apathy and cynicism, if we are to see positive changes in our society. The campaign does not just start when the writ is dropped, to achieve a better future is a never ending campaign. To paraphrase the labour activist Joe Hill "Don't mourn, organize!"

*In solidarity,*

*Tim Batke*

[editor@uniforlocal707.ca](mailto:editor@uniforlocal707.ca) 



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**Tim Batke** | Editor | [editor@uniforlocal707.ca](mailto:editor@uniforlocal707.ca)

Editorial board:

**Heather Longer** | **Janet Creet** | **Joe Amato** | **Scott Cruikshank**

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Local 707 Unifor  
475 North Service Rd. East  
Oakville, Ontario L6H 1A5  
(905) 844-9451, (905) 844-6431  
or 1-800-313-8707  
[uniforlocal707@uniforlocal707.ca](mailto:uniforlocal707@uniforlocal707.ca)  
[www.uniforlocal707.org](http://www.uniforlocal707.org)



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## REPORT FROM THE **PRESIDENT** MARK SCIBERRAS

**I**t's good to see warm weather and the sun shining again, as it has felt like a real long winter. While the worst of the pandemic appears to be behind us, we are still feeling its economic effects, which are now compounded with the invasion of Ukraine and inflation that continues to rise at a rate that we have not seen in over thirty years.

Oakville Assembly Complex recently had our longest continuous production run since the start of the pandemic, but unfortunately on May 9th we were once again faced with part shortages that halted production for 5 weeks.

### **Auto Council**

As we continue through this difficult time, we must remain focused on our future and to that end on April 20th National Staff and the Detroit 3 Automotive Local Unions meet for our Auto Council meeting.

As per our agenda, all Local Presidents did Local reports and we discussed the recent important announcement in our Canadian industry and how through 2020 bargaining, with the engagement of Federal and Provincial governments and investments we are quickly creating an infrastructure necessary to support a productive future for the Canadian Automotive Sector.

To ensure we remain viable for future investment and employment opportunities, we discussed a 4th update to our Canadian Automotive Policy. For more information on our policy and the Ford Business review, please read Marc Brennan's Vice Chairperson of Ford Council Report.

### **Electing a new National President**

The current vacancy in the office of National President, occurred on March 11th 2022 more than 120 days prior to the already scheduled August 8-12, 2022 Constitutional Convention. Under these circumstances, Articles 6 and 7 of the Unifor Constitution clearly indicates in such a case of vacancy, the National Executive Board must call a Special Convention to select a new officer (National President) within 30 days.

### **Events**

- On April 4, 2022, the NEB approved a call for a Special Convention in accordance with Article 7A.5 of the Unifor Constitution and this motion was approved. However, it was not unanimous.
- On April 11, Unifor National Secretary-Treasurer Lana Payne announced to the NEB that she would be putting her name forward for the position of Unifor National President, joining Scott Doherty and Dave Cassidy who had already announced their intentions to run.
- On April 12, Scott Doherty (who is not a member of the NEB) announced and stated his intention to withdraw the NEB endorsement of his candidacy.
- On April 21st, Unifor National Secretary-Treasurer Lana Payne emailed all Unifor Local Presidents indicating it was her responsibility as Secretary Treasurer to identify a venue and a date for the Special Convention and that the National Union would announce the date and place as soon as they sorted through some of the logistics of this, including ensuring Locals have the information they need and adequate notice.
- On April 28th After not receiving any notification of a date for the Special Convention, Ford Council submitted the following letter to the Secretary- Treasurer Lana Payne and the **NEB: (read in this article)**
- On May 4th, after still not receiving an explanation on the delay for scheduling a Special Convention in accordance with our Constitution, I wrote the following letter to Secretary- Treasurer Lana Payne and the **NEB: (read in this article)**

On May 6th, all Unifor Local Presidents were notified by email that a motion was passed by the NEB which states the following:

**CONVENTION MOTION WHEREAS** due to the extraordinary and unprecedented circumstances surrounding the resignation announcement of Jerry Dias while under investigation shortly after a regular convention had already been called on March 11, 2022, and;

**WHEREAS** in accordance with previous NEB resolutions interpreting the Unifor Constitution in extraordinary and unprecedented circumstances; and

**WHEREAS** the NEB is acting in accordance with the Unifor Oath of Office and the dictates of common sense,

**The National Executive Board will:**

1. Rescind its previous motion of April 4, 2022 to call a Special Convention, and;
2. Advise all Local Unions that the regular Constitutional Convention will continue as scheduled and that elections will be held at that convention in accordance with the Unifor Constitution, and;
3. Will provide all local unions with a copy of this motion and the preamble to this motion.

It should be noted that several members of the NEB abstained from voting as they believed the motion was out of order and a violation of our Constitution.

### Implications of not calling a Special Convention

- Without the Special Convention, Unifor will be without a National President for period of 5 months.


The August 8-12, 2022 Constitutional Convention will be attended by 7 active and 3 retiree 707 members who were elected by the membership and retiree chapter to represent our Local Union and now where Unifor will elect its next National President.

### Company's Mandatory Vaccination Policy

April 26th the Company provided notification to the Union that they have postponed their vaccination deadline date to July 4th 2022.

## Provincial Election for June 2nd 2022

I encourage all members to educate themselves on important issues in our Ontario Provincial Election such as housing affordability, minimum wage, the rising cost of living, the environment, education and long-term care. When casting your vote consider not only the party platforms, but the MPP that will be responsible for your community.



**UNIFOR/FORD COUNCIL**

**JOHN D'AGNOLO**  
Chair

**MARC BRENNAN**  
Vice Chair

**CLAUDIO PARISE**  
Recording Secretary/Treasurer

---

April 28, 2022

Via: [lane.payne@unifor.org](mailto:lane.payne@unifor.org)

Lana Payne  
National Secretary-Treasurer  
Unifor  
115 Gordon Baker Road  
Toronto ON M2H 0A8

Greetings Sister Payne

**RE: SPECIAL CONVENTION-ELECTION FOR UNIFOR NATIONAL PRESIDENT**

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The position of Unifor National President became vacant on March 11, 2022 when Jerry Dias announced his immediate retirement. Without a doubt the lead up to his retirement and the days that followed have been unprecedented for our Union filled with challenges.

It is our understanding that the Unifor Constitution calls for a Special Convention within 30 days of the National President's position if it becomes vacant outside of the 120 days until the next Constitutional Convention.

Our Executive believes that the Constitution gives clear direction to overcome the challenges we are currently facing. Since the intended thirty (30) days have past; Therefore, Ford Council is requesting detail information to the process of this delay. We believe further delay in determining a date for a special convention only delays our Union from moving forward united.

Ford Council acknowledges the importance of the Unifor National President's position, and believe our Union will be better positioned as an organization once we have an elected leader in place.

Thank you for your attention to this matter. We look forward to a favourable response from your office in a timely manner.

In solidarity

**FORD COUNCIL**

FC/ttlcscope343

## Support for Scott Doherty as our next National President

Our Membership, our Local Executive Board, Retiree Chapter Executive Board join our Local Bargaining Committee and Ford Council continue with their steadfast unanimous support of Scott Doherty as our next National President.

## Official - Unifor Local 707- Facebook Page


Recognizing the need to use different media to distribute information to the Local 707 membership and acknowledging the spirit of motions passed previously that Unifor Local 707 leadership not conduct Union business on Facebook; I moved a motion that was passed at our most recent General Membership Meeting that we use our registered Unifor Local 707 Facebook page to post information and articles that are posted on our Unifor Local 707 webpage. It should be noted that the Local Union will not

be using this public forum to answer individual questions, comment or engage in debate.

## Dates to Remember

August 8-12 <sup>th</sup>	Constitutional Convention
August 14 <sup>th</sup>	Unifor Local 707 Picnic
September 18 <sup>th</sup>	General Membership Meeting
September 21 <sup>st</sup>	Retirees Meeting
October 16 <sup>th</sup>	General Membership Meeting
October 19 <sup>th</sup>	Retirees Meeting

***Have a safe and enjoyable summer.***


*In Solidarity,*  
Mark Sciberras  
Unifor Local 707 President 

MARK SCIBERRAS  
*President*

DAVE MILLAR  
*Vice-President*

JANET CREET  
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475 NORTH SERVICE ROAD EAST, OAKVILLE, ON L6H 1A5  
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SCOTT CRUICKSHANK  
*Sgt.-at-Arms*

JOE AMATO  
*Guide*

**May 4<sup>th</sup> 2022**

**Greetings Sister Payne and members of the NEB,**

The members of Local 707 are looking for our constitution to be upheld, from a strong ethical leadership that can guide us all through this difficult time.

As you are aware, the position of the Unifor National President became vacant on March 11<sup>th</sup> 2022, as a result it is procedure that our democratically forged constitution guides us in a clear direction to overcome this current challenge.

We understand, the NEB discussed whether a Special Convention should take place, ultimately deciding that it should, via email of support, on April 4, 2022.

Therefore, on behalf of Local 707, we are inquiring as to why a Special Convention has yet to be called in accordance with our Constitution? We further request detailed information as to the reasons for such a delay?

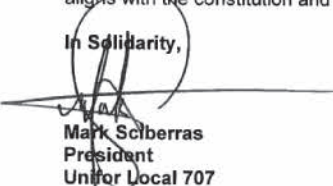
The members of Local 707 would not accept Local bylaws and our Constitution to be dismissed or delayed for any Local Executive Officer election, nor will they tolerate a delay in the highest-ranking office of our National Union.

We agree with Sister Lana Payne's statement, "That no one member is above our constitution, not the highest-ranking elected officers, no one." and "We are all equal under that constitution". However, we find the statements contradictory as the thirty (30) days have been allowed to pass without a call for the required Special Convention.

We believe this delay has been detrimental to our Union and prevents us from moving forward together.

We appreciate your attention to this matter, and look forward to a timely response that aligns with the constitution and our unions values.

**In Solidarity,**



**Mark Sciberras**  
President  
Unifor Local 707

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REPORT FROM THE

# VICE PRESIDENT

DAVE MILLAR

## Leadec Report

By the time that this issue of the Reporter is delivered to your doors you will have a new elected Leadership team at Leadec. Our Leadec members have been working hard over the past 2+ years during the entire COVID-19 pandemic and have done an admirable job under the circumstances. I want to take a moment to thank all of the members of our Leadec crew for their hard work to ensure that we are all safe during such tough times.


Speaking of newly elected Leadership, I want to thank all of those who have taken on the role of Union Rep within each of our 3 Bargaining Units but I want to make sure to touch on the work of the Leadec Membership and Leadership over the course of their last term. Bargaining was tough and we were able to pull through with many gains last September. The work that both Brother Fuad Hassan and Kunal Ahluwalia put in to assist me in bargaining a new contract should not go unnoticed. That said, both brothers decided to run for the same position this time around. The Local has lost a member of the Bargaining Unit with this election and I want to thank both Brothers for their efforts during the last set of negotiations.

We have seen many ups and downs within the Unit since the start of the pandemic. The membership went from approximately 125 to almost 200 at the beginning of 2020. Recently we saw 9 members put on indefinite layoff. The customer required the Company to reduce manpower as they were no longer in need of the "COVID Cleaners", as many who were hired were affectionately known. Some of those who were laid off have taken the opportunity to apply to Ford Motor Company as they were hiring at the same time as Leadec was laying off. Layoffs are never easy when they are for an indefinite period of time and my hope is that all of our members return to work within the Company or land on their feet in a new job relatively quickly.

The layoffs brought a lot of chaos and confusion surrounding reduction of manpower in shifts and having some members go from one shift to another. I want to thank all of the members who came out to the Leadec Membership meeting held on May 15th at 1pm to get a better understanding of how everything transpired. We realize that it is a struggle for anyone to move from one shift to another or from one department to another and it is my goal to ensure that the Chairperson is policing the Collective Agreement to make sure the Company is moving people correctly. Brothers Ahluwalia, Stewart Miller and Scott Shappit have all been a pleasure to work with as Committee people and I thank them all for their dedication and work ethic towards making sure the CBA is followed on each shift.

Out of all of the elected reps at Leadec spoken of today, a bond with brother Fuad Hassan has been built over the past 2.5 years. Brother Hassan was relatively new when I was first elected as Vice President so we had to get to know and trust each other at face value without really knowing the other person. Fuad has been a hard-working leader for the Leadec membership. He has exceeded any expectations I may have had regarding working with his membership. A phone call can take place at 6am or 10pm and it would not bother him to take my call. He takes calls from members during, before or after his shift to ensure the Agreement is being followed. Having him in as a full time Chairperson since bargaining has been very instrumental in ensuring Leadec has been held accountable for their mistakes and also being the person from the floor to explain the Collective Agreement to members who may not always agree with his interpretation. Listen folks, regardless of whether you like or dislike something that your Committeeperson, Chairperson or even Vice President has to say, we will not jeopardize our credibility by lying to you to keep you happy for a vote. Brother Hassan will tell you the truth like it or leave it. He did not jeopardize or bastardize the integrity of the Collective Agreement just so that you were happy with him today. Yes, some may get angry and not be happy with his interpretation if it differs from theirs. You may not like him for it now, but you will respect him for it later.

We will have all elected reps begin their elected duties following swearing in on the June 12<sup>th</sup> membership meeting. All open positions will have a by-election to be held at the next general membership meeting in September.

<div>  <div> ELECTIONS NOTICE  NOMINATIONS &amp; WITHDRAWALS NOTICE  [For a Three (3) year term] </div> </div>			
CHAIRPERSON ONE [1] TO BE ELECTED		ALTERNATE COMMITTEEPERSON - AFTERNOON SHIFT ONE [1] TO BE ELECTED	
1. FUAD HASSAN 2. KUNAL AHLUWALLA - ELECTED		NO NOMINEES	
COMMITTEEPERSON - DAY SHIFT ONE [1] TO BE ELECTED		COMMITTEEPERSON - NIGHTSHIFT ONE [1] TO BE ELECTED	
1. ROMESH GENTLES 2. ALI ZAFAR KHAN 3. AMANDA BASSO - ELECTED 4. FRAY MURILLO		1. SCOTT SHAPPIT 2. FELIX C. NORIEGA 3. KEVIN HILLIER 4. EVA VALLEJOS - ELECTED	
ALTERNATE COMMITTEEPERSON - DAY SHIFT ONE [1] TO BE ELECTED		ALTERNATE COMMITTEEPERSON - NIGHTSHIFT ONE [1] TO BE ELECTED	
NO NOMINEES		1. DAJANA KELLEZI	
COMMITTEEPERSON - AFTERNOON SHIFT ONE [1] TO BE ELECTED			
1. STEWART "PAUL" MILLER 2. JUDY STEVENS 3. BERNANDITA TAYONG LINAWAN - ELECTED			

## VICE PRESIDENT'S REPORT | CONTINUED

### Ford Retirees

Congrats to the newly elected Retirees Executive Board. In April we held elections and Brother DeVaan will most likely go into full detail of who was elected.

With elections this time around we notice that 2 new members sit on the board. The 2 members who did not run for a position this time around do need to be acknowledged for their long-standing commitment to the Retiree Chapter of this Local.

Brothers Keith Dykeman and Don Barker had been involved with the Retiree Chapter since prior to my first term of office in the Executive Board back in 2007. We have shared many good times together and I want to personally thank both of them for their commitment to our Local Union. Both are members of the Retiree Honour Roll. We do hope that they will both continue to keep coming out to the Retiree Chapter Meetings as they are both a tremendous resource for our membership both retired and active and have been great friends and mentors throughout the years I have known them both.

### Constitution Convention


The Constitution Convention is fast approaching. We will have a newly elected National President in August and we will report on the Convention at that time.

### Sad News

Julio Catani was a member of our Union Local who served as OTP Benefit rep for many years. Later, after the closure of OTP, when he came to OAP, he was a Group 2 cleaner for Chassis department and I had the pleasure of being his rep. He later became the Workplace Training Coordinator where we once again worked together. Julio was a blast to work with. Quick wit, loved his family and loved his golf. Rest in Peace Brother. Condolences go out to his wife Vera and daughter Sarah.

### Safe Summer

For those of you who are planning a summer vacation, I want to wish you all a safe and happy time with your family. Enjoy your summer folks. Stay safe at work and at home.

*In Solidarity,  
Dave Millar  
Vice President* 



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REPORT FROM THE

# OAC CHAIRPERSON

BOB SCOTT

## Current Roll:

Production: 2787

Trades: 309

Medical: 314

TPT: 68

## Plant Lay-offs:

OAC is once again experiencing lay-off weeks due to part shortages, at the time of this article our members have received 5 weeks of lay-off since January 2022.

Our Local Leadership has been engaged in many discussions with Tony Savoni (Plant Manager) and Kyle Cruji (Assistant Plant Manager) looking for solutions to avoid possible future lay-off, both short and long term.

We have had serious conversations with the Company regarding their decisions to outsource parts over-seas. The shipping costs due to gas prices, the part shortages due COVID – 19 down time in overseas countries, the cost associated with planes being chartered to get parts to the plant to run production as well as the continuous chip shortage.

Each week the Plant Manager notifies us what the hours of work will be for the following and then the next day, notifies us of production changes due to parts issues.

We have had many discussions with Tony and Kyle to urge their bosses to schedule production on a continuous 40-hour schedule vs overtime schedule. For the most part over the past couple of years when production schedule is overtime, the plant reduces the hours daily due to part shortages or we experience several weeks of lay-off.

We are also concerned about the negative effect the reduction of vacation allotment for our members due to qualifying hours. These are issues that need to be address in 2023 Collective Bargaining.

## Facebook:

I receive many complaints from our members regarding Facebook postings with inaccurate or misleading information regarding Plant issues.

The Union Leadership cannot control what our members say on Facebook, if you read a posting regarding Plant issues that you believe is incorrect or misleading go to our

Local Union website and check there for the proper information.

If you cannot find the information you are looking for, call your Union Representative for the correct information.

## AWS:

In my last report I brought up the fact that the Company has been having discussions with the Union regarding switching to AWS and wanted it implemented by April 18, 2022. They are still trying to figure out how to do this as their pay system is not prepared to handle the change, we will keep you posted on any further dialogue.

## 15.26c:

15.26c terminations 5 days without coverage seems to be a constant battle for the Union Leadership.

The Union Leadership is continuously trying to guide our members to follow the proper process when you are unable to attend work. You must notify the Company of your absence as well as have proper medical documentation. If you are not sure of the medical criteria ask your supervisor for a copy of the Company's medical policy on doctor's notes. If your supervisor is unable to assist you contact your Union Representative for the proper information, taking these simple steps could help you avoid delays in your sickness and accident claims as well as avoid unnecessary termination.

## Absenteeism:

The Labour Relations Manager has continuous discussions with the Union Leadership regarding absenteeism.

We have requested that the Company provide a proper avenue for our members to request the time off that they need.

We have also stated that when our members request time off and the supervisor is unable to grant that request that they offer an alternative date to our members. By just denying a request for time off members who need the time will just take it if no alternative is given.

## Summer Replacement:

Tony Savoni contacted me regarding the lack of interest from our members regarding Student applications. Tony

## OAC CHAIRPERSON REPORT | CONTINUED

was asking for assistance/ideas on how to properly recruit students. I stated that our members may not have been notified of summer replacement and requested that a posting be placed on the bulletin boards around the Plant and summer applications be attached to our members pay stubs. I also reminded Tony of the summer replacement protocol and told him if he did not get enough interest from within the plant he could also recruit at our local college and the Community.

### Plant Visitors:

On April 12, 2022 the In-Plant Committee met with John Savona - North American VP, Kevin Legal - North American Labour Affairs, Steve Majer - Labour Affairs VP Canada, and Bev Goodman -President of Ford of Canada.


Although the Company was not ready to share details of the BEV allocated to OAC at this time, they did state that the product slated for OAC is Iconic and will provide a bright future for Oakville and he is excited about the time he came come back and share our future with us.

John Savona complemented the Oakville work force and stated that our hard work and dedication to our customers is evident in what we produce.

John also complimented the OAC workforce on how we transitioned through the Pandemic as they understand the challenges we were faced with. He stated that these challenges by the Canadian operations did not go unnoticed.

### Summer Vacation Shutdown:

The Plant will be on summer shutdown from Monday July 4, 2022, to Sunday July 17, 2022. Safe and happy holiday to you and your families, enjoy your well-deserved time off.

Bob Scott  
OAC Plant Chairperson  
Unifor Local 707  
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Cell: 905-483-1475 



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REPORT FROM THE

# SKILLED TRADES CHAIRPERSON

DARRIN CAERELS

## Apprenticeship Program

In 2020 Bargaining 75 apprentices were negotiated across Ford of Canada's bargaining unit locations in Windsor and Oakville. I am happy to report that Oakville has secured 50 new apprentices by the end of the Contract. The Company has posted and received applications and is working through those applications that were properly submitted. Soon the Joint Apprenticeship Committee (J.A.C.) will be conducting the selection process. Successful applicants will be contacted for the next step. Good luck to those involved.

## Port Elgin Training

I am happy to let the Membership know that Unifor has continued to hold STUEP as well as other union courses at the Port Elgin Training Facility. Please feel free to apply to attend the courses offered. The next STUEP courses to be offered at Port Elgin will be held on Sept. 19th-23rd and Nov. 14th-18th.

Contact your Steward on shift for applications so they can submit interests in a timely manner to Unifor Local 707 Vice President.


## In Closing

I would like to wish Brother Mikk Yogi a long and well-deserved retirement. Lastly, with summer shutdown fast approaching please enjoy your vacation and stay safe and healthy!

*In Solidarity,*

*Darrin Caerels*

*Skilled Trades Chairperson* 




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REPORT FROM THE

# VICE CHAIR OF FORD COUNCIL AND CHASSIS COMMITTEE PERSON

MARC BRENNAN

**B**rothers & Sisters,  
We had thirteen weeks of production without lay-off. This was the longest stretch without down time since the start of the pandemic. That all came to an end when our Plant was laid-off for pay period twenty. Parts shortages continue to create an unpredictable production schedule for our Plant.

## Business Review Meeting

On Monday April 11, 2022, I joined John D'agnolo (Chairperson of Ford council), Shane Wark (Assistant to the National President), Angelo DiCaro (Director of Research) and Lana Payne (National Secretary Treasurer) at the Ford Motor Company Quarterly Business review meeting. Leading the discussions from the Company were John Savona (VP North America Manufacturing and Labour Affairs), Kevin Legal (VP Labour Affairs) and Steve Majer (VP of Human Resources of Canada). The Company laid out an overview of their North American operations and more specifically their Canadian operations. Although the Company was tight lipped regarding the specific products that will be produced at Oakville, they re-affirmed their commitment to the Oakville site and the transition to BEV assembly. They also assured us that the products we will be producing at Oakville are projected to be in high demand and a very important to the Company's EV business.

Although the industry is transitioning to BEV the Company did indicate the Windsor engine operations were still very valuable and important to the business. They indicated that combustible engines would continue to be a part of their business for years to come especially when it comes to the truck market. We did however discuss the need for the Company to continue to look to the future and look for opportunity for the Windsor site to be a part of the transition of the Auto Industry when it comes to components or engines for the BEV's.

## Auto Council

Auto Council met on Wednesday April 20th in London. Each of the Detroit three locations gave a site report. The GM and Stellantis facilities reported that they have had members

out on indefinite suspension or unpaid leave since the beginning of this year for non-compliance to the mandatory vaccination policy. All the Detroit three auto facilities in both assembly and powertrain continue to deal with unpredictable schedules due to supply chain disruptions.

Since October, I have been working with both National and Local leaders from the Auto and IPS (Independent Part Sector) Councils to create a comprehensive Auto Policy that we can use as a tool to help continue the resurgence of the Auto Industry in Canada

We will use this document to lobby all levels of government to ensure that we capitalize on what was started during the 2020 negotiations. We want to ensure that there is a **comprehensive, national automotive sector industrial strategy established.**

There are plans to ensure that this document will be the center piece of the Unifor Auto Hub that our National Communications Department is currently working to create. The policy will be interactive and will allow for the expansion of information as things continue to develop. Included with this Auto Hub will be resources, media releases, research information and will be the HUB that will be used to communicate during 2023 for our Auto talks during bargaining.

We have had talks to use this new Auto Policy as the basis for our next Union Awareness class. This information will be critical for our members as we see the shift in the industry from ICE to BEV.

## Booking Vacation

We have been having ongoing discussions with the Company regarding authorizing vacation requests. For the Plant to have the proper manning requirements to authorize vacation please schedule your vacation as soon as possible. If you are having issues with getting your requested time-off contact your Union Representative.

## Summer Students

The Company is in the process of hiring summer students. The purpose of the summer students being hired is to help accommodate a higher level of vacation request

during the premium months of the summer. Please remember that these students are our sons and daughters. Let's look out for them. This is a great opportunity for them to make good money to help with the high cost of schooling. They will be in an environment that is not familiar to them so let's make sure we give them the help they need.

## Job Postings

The monitors at all the entrances and under the Tim Hortons will be put back online. This will allow our members the ability to see that open jobs are posted when entering the Plant.

These monitors will also show successful applicant (SAP) once the Ads have been cleared.

The process to bid on an open job has not changed. You will still use the in-Plant computer system with your CDSID and password to access the jobs to bid.

*In Solidarity,*

*Marc Brennan*

*Vice Chair of Ford Council and Chassis Committeeperson's  
Ext. 3335*

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*mbrenn10@ford.com* 



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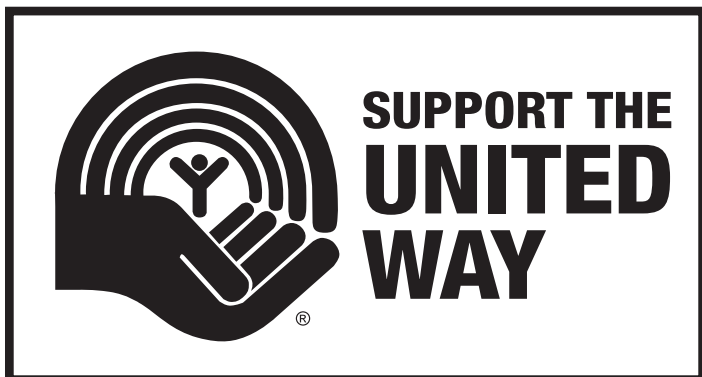
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## LOCAL 707 RETIREES

Karen Bos	4/1/22
Ron Devlin	4/1/22
Stephen House	4/1/22
Mikk Jogi	4/1/22
Trevor Love	4/1/22
Michael Lucic	4/1/22
Lina Rondeau-Frondella	4/1/22
Zbigniew Zagol	4/1/22
Zdravko Podnar	5/1/22
Timothy Shepley	5/1/22

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





# Quick Lane

TIRE & AUTO CENTER

**PROUD SUPPORTER OF LOCAL 707 AND ITS MEMBERS**

## THANK YOU LOCAL 707 MEMBERS

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REPORT FROM THE

# FINANCIAL SECRETARY

BRETT LEFEBRE

## 2021 Year End Audit

The external auditors began the 2021 year end audit on April 18 2022. At the time of writing, the audit had been completed but had yet to be finalized and presented to the Local Union's Finance Committee. Once the report has been presented and approved by the Finance Committee it will then be discussed at the next General membership meeting.

## Financial State

The Local Union's finances continue to be in good order which is important as we will be heading into 2023 with Triennial Elections (spring) & our Ford unit Bargaining (fall). The recent interest rate changes will help boost the Local's term deposits as they were quite low during 2021. The rates had dipped to .65% but this year we have rates that are over 3%, again this bodes well for our finances going forward.

The Retirees Chapter is also doing well even though their membership numbers (and income) continue to decline. The Retirees funds come from the \$3.00 per month retiree dues collected. Those funds are used for their social functions (hopefully starting again in the very near future!), attending conferences and conventions and to ensure they are able to participate in any other events or rallies. The retirees have played an integral part of our Local's past, present and future while continuing to advocate for the betterment of our communities. If you are not already a dues paying retiree and would like to begin you may do so by contacting myself to make those arrangements.

## History Made

I would like to congratulate the Retirees Executive on their recent elections but also want to highlight the election of a Sister to the Retirees Executive which is a first. At their May Membership meeting Sister Barb Bowman was acclaimed as the new Recording Secretary. Congratulations to you Barb!

## Hall Rentals

Our Banquet Hall is open for rentals again and we have seen an increase in interest. We are available to host weddings, awards dinners, banquets, dances, charity events and Stag & Does. We can help you with just about any type of event you want to hold from a small group of 10 all the way up to 500!

**Discounts are available for our members!**

*In Solidarity,*

*Brett Lefebvre*

*Financial Secretary*

905-844-8830 • [Finacial1@uniforlocal707.ca](mailto:Finacial1@uniforlocal707.ca) 

## Unifor Local 707 Funds for the Month Ending March 2022

		Current Month	Year To Date
<b>General</b>	Revenue for the period	307,703.10	801,597.55
	Expenses for the period	(220,612.94)	(652,953.00)
	Equity(Deficit)-End	87,090.16	148,644.55
<b>Education</b>	Revenue for the period	315.70	949.00
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	315.70	949.00
<b>Sports &amp; Recreation</b>	Revenue for the period	63.14	189.80
	Expenses for the period	0.00	(100.00)
	Equity(Deficit)-End	63.14	89.80
<b>Political Education</b>	Revenue for the period	315.70	949.00
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	315.70	949.00
<b>Retirees</b>	Revenue for the period	4,028.87	1,380.20
	Expenses for the period	(2,939.02)	(3,668.98)
	Equity(Deficit)-End	1,089.85	(2,288.78)
<b>New Members</b>	Revenue for the period	125.00	275.00
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	125.00	275.00
<b>Picnic</b>	Revenue for the period	2,683.45	8,066.50
	Expenses for the period	(1,744.12)	(2,058.96)
	Equity(Deficit)-End	939.33	6,007.54
<b>Building &amp; Building Corp</b>	Revenue for the period	12,610.70	28,984.66
	Expenses for the period	(19,822.60)	(74,306.08)
	Equity(Deficit)-End	(7,211.90)	(45,321.42)
<b>Watch</b>	Revenue for the period	789.25	2,372.50
	Expenses for the period	(2,226.10)	(2,226.10)
	Equity(Deficit)-End	(1,436.85)	146.40
<b>Strike</b>	Revenue for the period	315.70	949.00
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	315.70	949.00
<b>Human Rights</b>	Revenue for the period	63.14	189.80
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	63.14	189.80
<b>Womens' Committee</b>	Revenue for the period	63.14	189.80
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	63.14	189.80
<b>Total Funds</b>		81,732.11	110,779.69

# WE SHALL REMEMBER

Nikola Fraculj	3/26/21	Retired	Bernard Tyrrell	5/6/22	Active
Zoli Varga	3/11/22	Retired	Ronald Lorbetskie	5/7/22	Retired
John Hunter	3/12/22	Retired	Julio Catani	5/9/22	Retired
Shaukat Mirza	3/17/22	Retired	Ermanno Rinaldi	5/15/22	Retired
John Cockburn	3/28/22	Retired	Martin Del Fine	5/16/22	Retired
Luigi De Salvo	4/8/22	Retired	Ed Dodich	5/17/22	Retired
Robert Barnes	4/14/22	Retired	Allan Stone	5/17/22	Retired
Pasquale Gambino	4/14/22	Retired	Konrad Hermann	5/18/22	Retired
Edward "Ted" Colbourne	4/16/22	Retired	Hugh Tyrell	5/18/22	Retired
Roderick Ellison	4/22/22	Retired	George Losoncy-Nagy	5/20/22	Retired
Robert Goode	4/30/22	Retired	Henry Kaluzny	5/23/22	Retired
Harold Brown	5/2/22	Retired			



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REPORT FROM THE

# 707 RETIREES' CHAPTER

ARNIE DE VAAN

I am happy to announce here your new Retiree Executive Board and your new Area Council delegates. This election was for balance of term, approximately for a year. We created history at 707 Retirees' Chapter by electing our first woman to the Board. Congrats Barb Bowman our new Recording Secretary. Also, great to see Charlie Good back on the Board. Congrats to everyone that put their name forward to run for office and being successful. All were by acclamation.

Chairperson Arnie De Vaan

Vice Chairperson John Teixeira

Recording Secretary Barb Bowman

Sargent at Arms Dave Tremblay

Member at Large Charlie Goode

Member at Large Dave Hall

Member at Large George Muldoon

For Area Council Delegates we have;

Ken Robertson

Dave Tremblay

Arnie De Vaan

Charlie Goode

On May 1, 2022 retirees took a bus to Queens Park to tell the Ford Government that Unifor, OFL and the NDP will fight together to defeat his government. There was pretty good attendance but I always wish there were more. Here is a pic of our bus and the Sisters and Brothers that attended the campaign kickoff event. Thank you everyone.

At the Ontario Regional Retiree Council meeting, here are the retiree delegates voicing their opinion on the threat of further privatisation of our Health care. Thank you, Josh Coles and Kaylie Thiesen, for speaking on the key election issues.

As you receive this we will have had our Provincial election... let us hope that the Doug Ford government is a bad memory of the past.

*In solidarity,*

*Arnie De Vaan*

*Retirees' Chapter* 🇺🇸





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## REPORT FROM THE **RECORDING SECRETARY** JANET CREET

**B**rothers and Sisters

Welcome spring and new beginnings!

Congratulations to Unifor Local 5555 Mc Master University in Hamilton. They have ratified a new collective agreement with wage increases and racial justice bargaining language. Also newly ratified is Resolute Forest Products which will now serve as a model contract for the entire sector. Sadly not all ratifications come easily. After a 5 month long strike Unifor Local 414 finally ratified a new deal. Before this the members had been without a deal for over a year as the employer refused to bargain directly and/or fairly with their workers. The employer also wrongfully terminated members who were on strike. These members are currently in a legal battle to get their jobs back. Enbridge gas Unifor Local 999 is set to commence strike action starting 12:01 am May 25th. Enbridge is an extremely profitable company who needs to offer their members a fair agreement.

Unifor would like to welcome 704 new members. Garda-World out of the Calgary airport voted overwhelmingly to join our union. Unifor as a whole currently represents 16,000 members in the air transportation sector.

Like most of you I am a second generation auto worker with immediate family having worked here.

Most of our Moms, Dads, Aunts and Uncles all worked the assembly lines before us.

I remember I was about 7 years old the first time I stepped through the doors of the Oakville Assembly Complex.

There was a tour of the Plant and I was lucky enough to attend. I was in awe of the facility with everything being so big and cool in the eyes of a young girl. My dad was my chaperone that day walking me through and showing me everything that was just "the usual" for him.

My dad, Eddie Warren was a Labour Rep for Ford Motor Company and he was well known and respected by just about everyone. He helped put me on my path with Unifor/Ford and I am very grateful. I have become the person I am today because of his love and guidance.

On April 15, 2022 my dad, Eddie Warren passed away and my heart will be forever broken.

Good byes are not forever but I will miss you until I see you again.

*In Solidarity*

*Janet Creet*

*Recording Secretary* 



## REPORT FROM THE **LEADEC CHAIRPERSON** FUAD HASSAN

**G**ood day Brothers and Sisters,

We have seen many ups and downs within the Unit since the start of the pandemic, recently we saw 9 members go through a layoff due to the customer requiring the Company to reduce manpower. With layoffs came a lot of chaos and confusion surrounding reduction of manpower in shifts and having some members go from one shift to another. The result of which was discussed at our 1st Leadec Membership meeting held on May 15th at 1pm to get a better understanding of how bumping and seniority rights are followed. I want to take a moment to thank all the members of our Leadec crew who showed up and took part in the meeting, I would like to remind you all that the Union has a Membership meeting once a month at the Hall that's open to all members of Local 707.

By the time this issue of the Reporter gets to you Leadec members would have held an election on May 30th, I would like the opportunity to thank all brothers and sisters for your support and trust in leading our Unit through contract negotiations and the pandemic over the last 3 years as your Chair. I would also like to thank brothers Kunal Ahluwalia, Stewart Miller and Scott Shappit who have all been a pleasure to work with as Committee people and I thank them all for their dedication and work ethic towards making sure the CBA is followed on each shift.

I would like to inform the members that Leadec Management has made changes to their staffing, as many of you are aware Christine Power who was Leadec Admin is no longer with the Company and that Agnes Chyzinski will assume the admin role effective 5/24/2022, you may reach Agnes at 905-845-2511 ext. 1440 for all your payroll inquiries.

*In Solidarity*

*Fuad Hassan* 



REPORT FROM THE

# HEALTH AND SAFETY

JOHN MULLIN

## Safety Is No Accident

We have all heard that saying **Work Safely**; this saying might get old but so do those who practice it. Looking at other organizations that have a strong safety performance, we can see one of the key components is open communication. Please feel free to contact your Union Health and Safety Reps anytime you have witnessed a “safety incident”. Letting our office know of an incident may just be the tip of the iceberg of potentially a much larger problem. Keep in mind that every day you come to work somebody is expecting you to come home! Remember that accidents hurt people, safety doesn’t.

## 2022 Heat Stress Plan

We are now into the hottest time of the year, and we all know how warm it can get in the plant. Hopefully by now everyone has been given their “Heat Stress Safety Talks” along with your Heat Stress card (FORM # 9198) that is normally attach to our pay stubs. Carefully read this and ask questions, when given the SPL (Single Point Lesson). Verify your fans are clean and working properly. If you want your fan moved/turned it will require a 2 shift buy off, which means both shifts must agree on the changes.

Heat Stress Reliefs happen when a certain temperature is obtained on the WBGT (Wet Bulb Globe Temperature Index). Outdoor dry bulb temperature of 30C/30C+ will prompt monitoring of plant internal WBGT temperatures. The Paint Department begins (except for e-coat hang and un-hang stations). WBGT reading; 30 – 5 minutes, 30.5 – 8 minutes, 31 – 10 minutes, 31.5 13 minutes, 32-15 minutes. Body-Build, Trim, Chassis, Pre-ASRS, Paint Hang/Unhang. WBGT reading 27-5 minutes, 27.5-8 minutes, 28-10 minutes, 28.5-13 minutes, 29-15 minutes. You can also request your JH&SC to do a temperature check in your workstation.

Relief will be provided on a mass basis, tag basis, or a combination thereof, as determined by the Company in consultation with the JH&SC.

In 2020 bargaining the Bargaining Team negotiated to cool down one of the hottest places in the Plant to work, the sealer line (Paint). They did this by using online air-conditioned units. This will be the goal for our Plant, to work in comfortable temperatures and not need heat reliefs.

Don’t count on the Company to provide a steady supply of bottled water. The Company issues bottled water when

Environment Canada forecasts temperatures for the day to reach 30C, water distribution commences within the first hours of the shift and heat stress monitoring will commence in all facilities at the designated locations. Note: If you are thirsty, it means you are dehydrated, so please consume water on a constant basis during hot periods even if not thirsty.

## Day of Mourning

The National Day of Mourning is an annual day of remembrance that offers us an opportunity to honour our fellow workers who have died, been made ill or been injured on the job. It is held on April 28 each year; Canadians were the first to recognize this day back in 1984. This day is now observed throughout the world. Canadians picked this day because it was on that date in 1914 that Ontario’s first workers’ compensation law – the first in Canada was passed.

## 2022 UAW-FORD LEC CONFERENCE

The LEC (Local Ergonomic Committee) which consist of Ergonomic, Health and Safety, and Time Standard representatives along with UNIFOR National Representatives attended a conference in Detroit back in May that was put on by the UAW/Ford NJCHS (National Joint Committee of Health and Safety). The conference had UAW Representatives from all over the USA. and we shared some valuable information amongst each other. There was much conversation concerning BEVs (Battery Electric Vehicles) and the amount of force that will be required to secure various integral parts of the new vehicles. The Company is taking the direction that the required forces will be in the acceptable specification ranges set to make the connection.

## Critical Injury Definition

In our last report, we reported on a critical injury back in January. When you hear critical injury, you tend to think the worse. We would like to educate our members on the definition under the OHSA. In the Ontario Occupational Health and Safety Act it is defined as:

*Definition of Critical Injury Ont Reg 834 as defined means an injury of a serious nature that:*

*Place’s life in jeopardy*

*Produces unconsciousness*

*Results in substantial loss of blood*

*Involves the fractures of a leg or arm but not a finger or toe*  
*Involves the amputation of a leg, arm, hand or foot, but not a finger or toe*

*Consists of burns to a major portion of the body*

*Causes the loss of sight in an eye*

## Near Miss

In April we had a PMHV driver enter one of the plants transfer trailers. When they entered the trailer the LS guide rail, had come off the transfer trailer and caught on the rack. The metal plate was bent by the rack, and it entered the driver seating area and damaged the hydraulic cables, and steering column on the Lift Truck. The protruding metal plate brushed the side of their leg before it came to a full stop. The guide bar could have impaled them if they did not stop in time. The transfer trailer was taken out of service and an immediate audit conducted on all other transfer trailers on site. MP&L drivers, please take the time to inspect your trailers before using them, and ensure you have adequate lighting while in trailers.

## SSI

Significant Safety Incident – There was a fire that occurred in late March in Body 2. A gondola that was full of pallets and cardboard was placed next to a robot cell. A spark came off one of the welds causing the gondola contents to catch fire. Our ERT (Emergency Response Team) were on site in minutes and relocated the gondola outside the building and extinguished the fire. Everyone remained outside until the smoke dissipated. Plant protection then conducted an audit in the other body shops to make sure this scenario was not being duplicated.

## Body Shops PPE – Cut Resistant Gloves

Health and Safety along with Anne Luyten (Body Shop Steward “A” Shift) have been working with our glove supplier to find a good cut resistant glove that gives our members the dexterity they need to do the job but has the needed protection and comfort for the operator. We would like to thank everyone in Body shop for their feedback. The supplier is working on providing our members with the best possible glove available.

## MOL visits

The Company recently changed the fixtures/chains that suspends the vehicle as it goes through the E Coat process. This had a major impact for the operators (increase of weight of fixtures/chains) on the job. We called the MOL

in on a “consult” basis to review the extra strain it has put on the operators. The MOL investigated with their own Ergonomist and returned 3 weeks later with their finding. They did not write any orders but suggested to the Company that improvements are highly recommended.

## First Time Call

Our office receives various types of calls daily, we would like to share a “first-time call” with a positive outcome. We got called to chassis from an operator that parts (from Mexico) had something moving in and around them. Turned out to be a live lizard in among their parts. We put the lizard in a box and took it to LR, not sure how to handle this first-time call. Poor little lizard was in bad shape from the long journey. We found someone who knew of a lizard sanctuary and were able to have it relocated. You can see in the picture (looks like it is smiling); the lizard is doing well and seems to love their new home.

## In closing

The Health and Safety office is working with the President's Office to host a First Aid/CPR course at our Union Hall for any member interested in taking this valuable course. The timeframe we are looking at would be in the fall, more details to follow.

*In Solidarity,*

*#2 Shift, John Mullin*

*#3 Shift, Mike Gibson*

*Alternates:*

*Steve Gardiner, B shift*

*Merv Griffen, A shift* 🐉



REPORT FROM THE

# EQUITY COMMITTEE

STACY POOLER • LEAH DOUGLAS

**G**reetings Brothers and Sisters, We had seen some consistency in terms of regular work from mid January - May however the unpredictable and ever-changing schedule produced ongoing challenges for many. At the time of writing, we were into a second week of layoff with uncertainty to follow.

## Conflict

Steady call volume related to personality conflict as well as allegations of discrimination and harassment continued since last report. This includes complaints related to bullying, intimidation and retaliatory behaviour. For the most part – this is separate from conflict growing out of COVID masking, vaccination status and policy concerns which have all subsided with continued extension of the mandate. Calls vary and are from members against other members, members against management, and in rare circumstances, management concerns against hourly (via LR). The latter can fall under the formal joint investigative procedure. For a list of prohibited grounds (of discrimination and harassment) please refer to 'definitions' under Appendix O in the Collective Agreement.

The consistent turnover of LR staff, along with a continued shift in labour title/roles have given way to both oversight and a general mismanagement of complaints by labour associates. The office has raised concern about time delays, issues of confidence and decisions around appropriate course of action. As a result, we are working to establish a process (with HR counterparts) where complaints are reviewed jointly. This includes written allegations given directly to the equity office if a) a member insists on formal process or b) informal resolution is exhausted or c) informal resolution is simply not possible. Additionally, this captures concerns of discrimination/harassment submitted to LR. The intent is to vet a written complaint (on record) to determine the appropriate process and have that communication with the member. Further, involving brothers and sisters ensures clarity, provides an opportunity to answer questions and assists with procedural accountability. Different determinations can include Appendix O (prohibited ground - joint process), B111 or B168. In some cases, it is possible to pursue the complaint process on an informal level where LR is not

actively involved. It is best to contact the office directly to understand options at your disposal and what potential resolution could entail.

## Support

In addition to ongoing conflict, calls continue to involve both sisters and brothers reaching out for personal support/guidance under the advocate role. We continue to contend with hardship on both an individual and collective level thanks to the effects of COVID. Readjustment has been complicated and as such, our respective 'new' normal(s) could look much different today than 2.5 years ago. Many still experience mental, emotional and interpersonal challenges while attempting to push forward. Further, each of us carry the weight to differing degrees. Another reminder to show some compassion, consideration and empathy for others.


## Closing

Look for activity around Indigenous History and Pride through June along with print and digital resources around a host of awareness. Moving into summer, please be mindful as we intend to welcome students at the plant. A reminder to dress in safe, appropriate attire and remain respectful at all times.

Alas warm weather, relaxing getaways and sunny staycations. Enjoy your time with family and friends!!

*In solidarity,*

*Stacy Pooler - Equity Rep & Women's Advocate*

*Leah Douglas - Alternate Equity Rep & Women's Advocate* 

## Days of Observance & Awareness

### June 2022

- Pride Month
- Indigenous History Month
- 19th – Father's Day
- 21st – National Indigenous Peoples Day
- 24th – St. John Baptiste Day
- 27th – Canadian Multiculturalism Day



## REPORT FROM THE **EMPLOYEE ASSISTANCE PROGRAM**

TREVOR MASON • JEFF WATSON

### **B**rothers and Sisters

At time of writing, we are heading into the May long-weekend, although the Plant is in the middle of a 3-week layoff I hope that everyone can take some of the downtime and concentrate on relaxation and self-care. Downtime now could very likely lead to a grueling summer of long hours to make up for lost production so enjoy the time while it is here.

Uncertainty. That seems to be the catalyst driving anxiety and depression in many of the members I have spoken with. In some cases, the feelings are strong enough to drive a desire to escape that culminates in self-medication with alcohol, cannabis, other substances, or behaviors. This is a dangerous cycle to fall into. Remember that when escape is achieved through a temporary distraction, the root cause remains when the distraction wears off only it has usually grown or intensified. The thought process of "I need a \_\_\_\_ to relax" speaks to mental/spiritual dependence that, with many substances, can easily transition to a physical dependence as well, possibly developing into full blown substance use disorder. Treating substance use disorder is much more difficult and demanding than developing healthier coping mechanisms to deal with life stressors before that line is crossed.

If you want to explore the tools of dealing with these or any other issues, the Employee Family Assistance Program is available to all. Please contact the office anytime. Your well-being is our primary concern, and all contact is confidential.

*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 **PICNIC CHAIR** LINDA ASSELIN

### **August 14 Save the Date!!**

Picnic time has arrived and will be held August 14 at 10am at Confederation Park Hamilton. Registration will be from 10am to 12:30pm. We will have fun family games/races and lunch will be provided. Preregistration is needed in order for the correct amount of food and supplies to be provided. The email [picniclocal707@gmail.com](mailto:picniclocal707@gmail.com) is where you need to register how many adults and kids attending. The picnic is for 707 members and their immediate family. The past two years we have all missed getting together and playing outside with our families and friends. Let's have a great time and enjoy the simple things in life. Posters and information on the Local 707 website will provide more details as all the plans come together.

*In solidarity,*

*Linda Asselin*

*Picnic Chair* 



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## REPORT FROM THE **UNION IN POLITICS COMMITTEE** IAIN FLEMING

### Federal Budget 2022

On April 7th the Federal government tabled its budget to pave the financial road for the next year to come. With Prime Minister Trudeau and NDP Opposition Leader Jagmeet Singh announcing a Confidence and Cooperation Agreement on March 21st that lasts until 2025, eliminated the suspense on this confidence vote passing. This agreement, though not historic, (as a similar coalition agreement was tenured between Jack Layton and the NDP with Paul Martin and the Liberals in 2005) was surprisingly quick, maybe too quick. Jagmeet Singh's cornerstone demands for agreeing to such were, a National Public Dental plan for lower income Canadians, in addition to a Universal Pharma Care Program. It was a win on the NDP side in getting two of their core programs onto the government's agenda (in writing) in exchange for government stability for the Liberals. In addition to this, it is an agreement that will essentially gag Conservative sway in the House of Commons for a considerable time to come making their current Leadership race to replace Erin O'Toole a moot point. Let's take a look at some of the highlights from the recent Federal Budget which includes; First Time Home Buyers Tax Credit up to \$40,000 tax free; Affordable Housing- \$5.5 billion over 5 years; Dental Care- \$5 billion over 5 years starting with under 18 years old and seniors in 2023; Defense Spending- \$8 billion over 5 years; Climate Change- \$1.7 billion over 5 years for electric vehicle rebates; Indigenous Reconciliation – additional \$11 billion over 5 years, including \$4 billion for housing over 7 years. For a more detail breakdown visit [cbc.ca/federalbudget2022highlights](https://www.cbc.ca/federalbudget2022highlights).

### Provincial Election 2022

With Ontario Elections set for June 2nd I tuned in last night (May 16th) to the All Candidates debate with the four major Party Leaders. With Doug Ford struggling to keep up with the script in his binder (a stipulated necessity that was negotiated by his party staff) it was apparent that the Conservative strategy was to maintain the steady support that it has received in the run up to this election. With the PC's standing at 37% support, as of writing this report, they are set to form the next government with a minority legislature as a best-case scenario for labour. By far Mike Schreiner of the Green Party performed the best in the

debate by concisely making sure the Green Party platform was included in the sound bite in each of his answers. As far as Andrea Horwath goes of the NDP, her performance was lackluster during the televised debate and it is my opinion that if she cannot maintain her current seat count (short of winning the election) she should step down as Party Leader given this is her 4th kick at the can.

A motion was moved (and carried) at the May membership meeting, by myself, with the unanimous support of the UPC Committee, that Local 707 circulate The Grid with the four major party platforms on a variety of issues as the best political strategy to serve our membership.

*Till Next Time,  
Iain Fleming* 



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## REPORT FROM THE **RACIAL JUSTICE ADVOCATE & AWOC REPORT** CONSTANCE BROWN

**B**rothers/Sisters,

On Saturday, May 14 2022, ten people were killed, three others were wounded outside and then inside the Tops Market in Buffalo. For me, and other racial ethnic groups around the world, we are tired, angry and saddened about the racial injustices each time we see, read, and learn about the mistreatment. Where do we channel our anger as these stories involving systemic racism seem to ripple through our social institutions and into our daily social interactions, or at Top's grocery store in Buffalo?

In light of these unprecedented times and the urgent need for resources, I have created a list of articles published in recent years that are relevant to the current societal context on addressing systemic racism:

### **1. Radical healing in communities of color**

French, B. H., Lewis, J. A., Mosley, D. V., Adames, H. Y., Chavez-Dueñas, N. Y., Chen, G. A., & Neville, H. A. (2020). Toward a psychological framework of radical healing in communities of color. *The Counseling Psychologist*, 48(1), 14–46. <https://doi.org/10.1177/0011000019843506>

### **2. Social Justice**

DeBlaere, C., Singh, A. A., Wilcox, M. M., Cokley, K. O., Delgado-Romero, E. A., Scalise, D. A., & Shawahin, L. (2019). Social justice in counseling psychology: Then, now, and looking forward. *The Counseling Psychologist*, 47(6), 938–962. <https://doi.org/10.1177/0011000019893283>

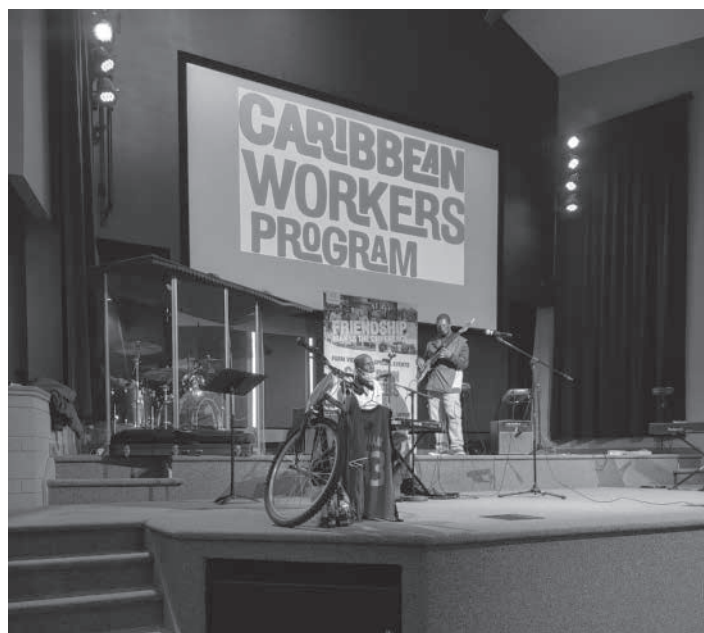
### **3. Racial Attitudes**

Lewis, J. A., Mendenhall, R., Harwood, S. A., & Browne Hunt, M. (2016). "Ain't I a woman?": Perceived gendered racial microaggressions experienced by Black women. *The Counseling Psychologist*, 44(5), 758–780. <https://doi.org/10.1177/0011000016641193>

### **4. White attitudes, privilege, and multicultural development**

McConnell, E. A., & Todd, N. R. (2015). Differences in White privilege attitudes and religious beliefs across racial affect types. *The Counseling Psychologist*, 43(8), 1135–1161. <https://doi.org/10.1177/0011000015610436>

As a community we await further details with great expectation in response to the on-going violence, and I will continue to advocate for a more safe and inclusive society and hope you find these articles informative and inspira-





tional as you seek to enact change in the world through your advocacy sooner rather than later!

If you would like to talk about the recent events that have occurred or require a referral for therapeutic care, I invite you to reach out to me as a starting point.

## South Asian Heritage Month


In the month of May, we have been celebrating South Asian heritage month. A part of their ongoing campaign, is to mobilize their community voices and actions towards Canadian and Global justice. By doing so we are creating spaces for conversations, learning/ unlearning and bridging gaps within and between communities. We have shared some information and links on our website about South Asian heritage month and how we can support them not just for the month of May but every day.

<https://muslimlink.ca/events/hamilton/event/15548-south-asian-heritage-month-2022-mental-health-and-supports-in-south-asian-communities>

<https://hmcconnections.com/hmc-event/chinese-women-group-in-halton/2022-05-27/>

## Migrant Workers

The BIWOC Committee will continue to raise awareness for the migrant workers community. We have visited two locations for the migrant worker program and met with a few of the organizers in Vineland and Niagara-on-the Lake where we volunteered by distributing food, clothing and offering rides for church services. Unifor 707 has donated \$250 to Unity Hopeful in Windsor/Leamington area to raise awareness for the hardworking essential migrant workers who do so much for our community. The proceeds will be used for the upcoming Father's Day event June 19th which includes; groceries, and care packages. On June 12th, at Local Hall the BIWOC committee will be collecting monetary donations, groceries, clothing, shoes and other small houseware items to help support them. Every little bit counts.

*In Solidarity,*  
Constance Brown 

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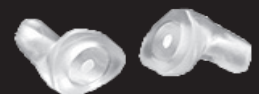


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REPORT FROM THE

# TRUSTEE'S

KINDER SIDHU • HEATHER LONGER •  
STEPHEN CARDOSO

**H**i Everyone,  
Trustees will be completing the first quarter audit during the first week of June. Results will be shared in the next Reporter publication and on Facebook.

Speaking of Facebook.....A motion was passed at the May General Membership meeting to allow information sharing on the Local 707 Facebook site. This is welcomed news! Social media provides an outlet to share, engage and inform members about what's going. Look for Trustees reports and other info on Facebook at Unifor Local 707.

We would also like to bring attention to a new pilot project in Halton/Hamilton which Unifor and Ford have supported by supplying feminine hygiene products in all public bathrooms. This is a step in the right direction and if only we could get all of Canada on board with this.

Summer Shutdown is fast approaching. We would like to wish all members and their families a safe, fun and enjoyable two-week shutdown. Watch out for those ticks!

*In solidarity,*

*Kinder, Heather and Stephen* 🇺🇸



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## REPORT FROM THE **ENVIRONMENT COMMITTEE CHAIR** DARCY ST. LOUIS

**B**rothers and Sisters,  
My name is Darcy St. Louis, for those who don't know me this is my first term as Environmental Committee Chairperson here at the 707. I would like to start my term by acknowledging the negatives of the Highway 413, local municipalities have opposed the project, including Mississauga, Vaughan, Halton Hills, Halton Region, Peel Region, King Township, Orangeville, Brampton and Caledon.

The environmental impacts of this will be dire, however we still have a chance to stop it. The upcoming Ontario election will play a big role in whether this highway becomes a wetland travesty or just a passing talking point. We all have to come together at the polls, please everyone let's get out there and vote.

*In Solidarity,*

*Darcy St. Louis*

*Environment Committee Chair* 



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## REPORT FROM THE **UNITED WAY** SHAUNA THORNE-ZARIN

### **EVENING OF CELEBRATION**

At United Way's Evening of Celebration, Ford Motor Company of Canada and Unifor Local 707 were recognized with the **Step Up for the Community Award!**

This past year, we have come together in a remarkable way, helping United Way raise **\$11.05 Million!** This means that our most vulnerable friends, neighbours and family members whose lives have been transformed by the effects of the COVID-19 pandemic, are able to access programs and resources they need to help them rebuild.

You have shown your courage and commitment to ensuring that, at this critical moment in community, people who are facing barriers like poverty, homelessness and social isolation, can receive the help they deserve for their health and safety.

Your dollars are invested back into essential programs in Halton and Hamilton, helping:

- Your neighbours, who have struggled to choose between paying their bills and providing food for their family.
- Local students, who can now be better engaged in their learning thanks to access to youth programming.
- An elderly neighbour who, without access to local outreach programs, would continue to face the devastating effects of social isolation.

Please watch the United Way's 2021 Impact Video to see how your donations have made a difference across our community! <https://youtu.be/uZJ3JTFEiz4>

Thanks to every one of you for your participation in year's campaign in support of United Way Halton & Hamilton. We could not have earned the Step Up for the Community award without you.

(You can see Ford & Unifor Local 707 accepting the award here: [https://drive.google.com/file/d/1oyyJMGQFbvgoYe3QjFydhdo7yj59\\_Wl3/view?usp=sharing](https://drive.google.com/file/d/1oyyJMGQFbvgoYe3QjFydhdo7yj59_Wl3/view?usp=sharing))

On May 18th the United Way canvassing team participated in UWHH Show Your Local Love Day where we rolled up our sleeves and helped out at the Hamilton Big Brothers Big Sisters Agency. Thanks to Laura Panther, Maiken Griffin, Michelle Taylor, Sarah Cox, Cyndy Anderson and Luke Alphonso for donating their time and energy for a great cause!

### **They're Back!!!!**

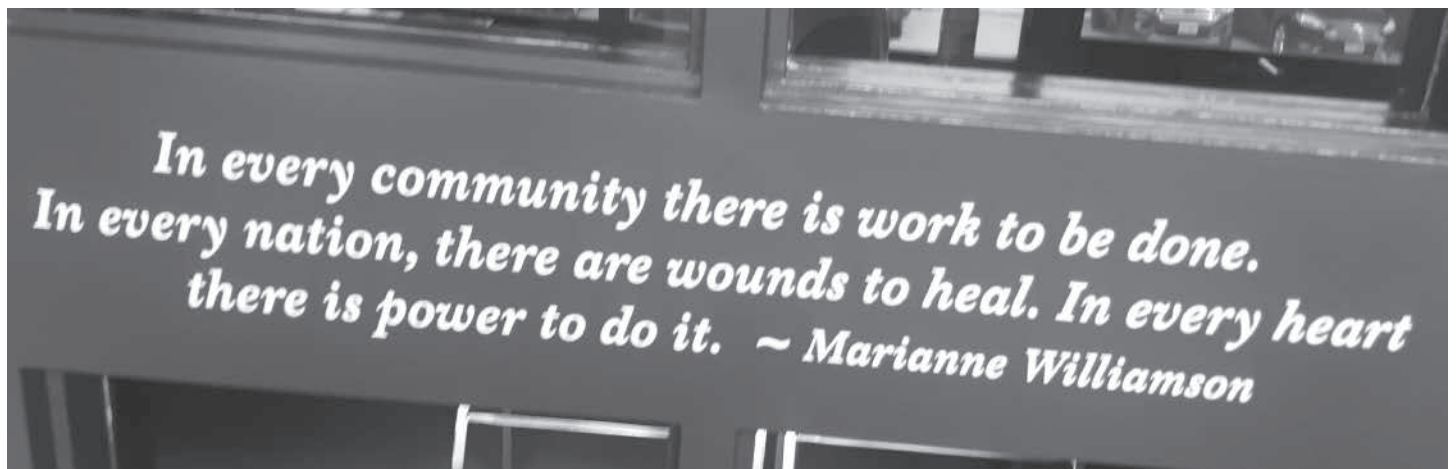
The United Way Canvassing team have Chocolate covered almonds again for sale \$3.00 a box. Thanks to everyone who purchased them at the May Membership meeting! We will have them again at the membership meeting on June 12th. We will also be at gates at the Plant in the coming weeks. Please watch the in-plant TVs for the dates to purchase your chocolate covered almonds at the Gates.

Once again thank you for your continued support of the United Way.

*In solidarity,*

*Shauna Thorne-Zarin*

*Employee Campaign Coordinator* 





KEN'S CORNER -

## WHAT IF...

KEN ROBERTSON

**W**e often wonder, as we get older and maybe wiser, about the What Ifs in our life and how those decisions may have impacted our life, for good or bad. The What Ifs could be school or no school, choice of friends, investing in a car or a house, where we live, rural or urban, career choices or what would life have been like with our first love. Regardless, we have no way of knowing how our What If decisions would have impacted our lives and that's okay.

There is a What If that I do wonder about.

The ongoing tragedies in the United States involving mass shootings is incomprehensible for most Canadians who are fortunate not to have to worry about being shot and killed while shopping at the local mall or getting a phone call that your child has been shot in their classroom. Despite extensive media coverage and public outcry, self-interested lobby groups refuse to consider any reforms that may put an end to this carnage.

What If American politicians used the same philosophy towards foreign wars to the on-going wars in America's

schools, places of worship, workplaces, shopping malls and city streets. While there is a high tolerance for homeland casualties there is little appetite for Americans dying in foreign lands. Politicians who make the decision to send their sons and daughters to war will generally have public support until body bags start coming home. Questions and pressure are posed on politicians about the validity of the foreign war that has taken the lives of sons/fathers, daughters/mothers and, as recent history has shown from Vietnam to Afghanistan, those politicians will eventually end the conflict despite failing to achieve a final victory due to the death toll.

If politicians can admit enough is enough about the validity of a foreign war, then surely, they can say enough is enough about the carnage at home by doing the right thing and address the out-of-control love affair with gun violence and the rest of the world can stop wondering What If the same standards were applied abroad and at home to keep their schools, workplaces, houses of worship, shopping malls and city streets safe. **U**

**SHAME ON** politicians who refused to show up for all-candidates meetings – simple solution, no show no vote.

**SHAME ON** the Bank of Canada for raising interest rates to curb inflation - this will only increase the rate of inflation to already cash strapped Canadians.

**SHAME ON** the price gouging at the gas pumps and grocery stores - the real shame is the lack of government response to corporate manipulation.

**SHAME ON** the Ontario Conservatives, despite some of the worst death rates during COVID-19 the Ford government is insisting on investing in for-profit long-term care, long-term care homes should be about quality care and safety not for profit.

**SHAME ON** the major chaos on our major highways that has seen an increase of impaired drivers and stunt driving, lack of enforcement and light sentences only compounds the problem

**SHAME ON** the person/persons who defaced an election sign of a female candidate in Simcoe North with racial slurs.



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# 2022 LOCAL 707 SHIFT CALENDAR

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



General Membership Meeting



Retirees' Membership Meeting



Ford Paid Holiday

**Deadline for submissions for the next issue is  
Monday, September 19, 2022**