



# Happy Holidays

from  
**Unifor Local 707**

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REPORT FROM THE  
**EDITOR**  
TIM BATKE

**S**isters and Brothers,  
As 2022 comes to an end this is the final edition of the 707 Reporter. This fall the labour movement was brought together when the Ontario government implemented Bill 28 which invoked the notwithstanding clause against CUPE education workers. I personally stood in solidarity at the Queen's Park rally on November 1st, and again with my sister-in-law, a CUPE member on Friday, November 4th in Hamilton. Pressure from so many in Ontario forced the Conservative government to repeal the bill on November 14th. The solidarity with CUPE members from our Local is referenced in many other articles in this edition.

Also noted in many articles in this edition is the retirement of our Chairperson Bob Scott. Brother Scott served our members as our Plant Chair for 4 terms and was elected to leadership in Local 707 for over three decades. Thank you, Brother Scott, for your service to our membership. Hope you have a long retirement in health and happiness.

One final note for recent and future retirees. During the pandemic group pictures were suspended at the Ford Oakville Assembly Complex, due to social distancing rules in the plant. Now that restrictions have been lifted, we will again accept group pictures of retirees in the Reporter.

Hope all members and their families have a safe holiday season.

*In solidarity,*

*Tim Batke*

*editor@uniforlocal707.ca*



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591G 707



REPORT FROM THE  
**PRESIDENT**  
 MARK SCIBERRAS

## The End Of Bill 28

Monday, November 14th, the Ontario government repealed Bill 28. A draconian law that united Ontario's workers in unprecedented solidarity and action. A law that showed just how far Unifor and the Ontario labour movement were and are willing to go to defend fundamental union and collective bargaining rights.

### How the Provincial Government attacked the right to Collective Bargaining

CUPE education workers were some of the first groups to negotiate with the Provincial Conservative's majority government. They are also among the lowest paid with an average yearly salary of \$39,000. With years of wage freezes and facing a four-year 1% wage cap due to the province's Bill 124, on October 30th CUPE served their 5-day strike notice ahead of a final week of mediation with the provincial government. Just as we would prior to a strike deadline.

However, before the strike deadline Premier Ford's Education Minister Stephen Lecce, invoked the notwithstanding clause and introduced back-to-work legislation to prohibit a strike and impose a contract on the 55,000 workers and refused to continue bargaining.

No government in Canada has ever taken this type of action before.

#### In Bill 28;

- Doug Ford's provincial government used the notwithstanding clause to override sections of the *Canadian Charter of Rights and Freedoms*.
- The provincial government, severely limited the jurisdiction of the Ontario Labour Relations Board, arbitrators and other tribunals to make certain inquiries or decisions. It also provided no clear course of action for CUPE to take in proceedings against the Provincial Government, when they invoked the use of the notwithstanding clause.

**In Canada, workers have a Charter-protected right to engage in free and fair collective bargaining, and to withdraw our Labour through a strike. The Supreme Court of Canada has repeatedly upheld our collective rights, and here's why;**

- **The right to strike promotes dignity.** Workers must be allowed to have a say in our own working conditions. This includes refusing working conditions that are imposed on us.
- **The right to strike promotes equality.** Deep inequalities exist between workers and employers. The possibility of a strike enables us as workers to negotiate on more equal footing.

Doug Ford's Government indicated they would fine (the Union) CUPE \$500,000.00 per day and individual Education Workers \$4000.00 per day if they did not present themselves to work. To put this in context, a 10-day protest for these Custodians and Educational Assistants would result in individual fines that would wipe out their entire yearly salary.

The government's actions had to be stopped. On, Friday November 4th the CUPE protest was backed by the Labour movement in Ontario, including Unifor and this Local as we collectively protested at Queens Park and MPP's Local Offices to have Bill 28 revoked and allow CUPE to negotiate a fare contract for its workers.

After observing the strength of the Labour movement and support from the public, on Monday, November 7th Doug Ford, announced that he would not invoke Bill 28, and the province would resume negotiations.

Had this bill not been opposed and repealed, it would have challenged the ability of all Unions to bargain in the best interest of its membership, whether it be Public or the Private Sector.

This event reminds us that we must remain vigilant in protecting our collective bargaining rights and that solidarity within the Labour movement does and can make a difference.

One way to protect our democratic rights and freedoms is to look at the voting system we use. See the Fair Vote item on page 30.

## Ford Council

- Your Local Ford Council Bargaining Committee will be meeting on November 30th and December 1st in Toronto to provide reports and discuss regular business

## Ontario Regional Council

Ontario Regional Council is December 1st through to December 4th 2023. I am happy report one of our own Local ORC Delegates -Marc Brennan has chosen to run for a position on the Ontario Regional Council Executive Board, as a member at large. His nomination was supported unanimously by the membership at our November General Membership Meeting. If elected, he will not only continue to fulfill his current Local 707 leadership roles, but he will also be positioned to bring the concerns and needs of our Auto Sector, Local and community to the Ontario Regional Council.

## Annual Unifor Local 707 - Bake and Toy Sale for Sick Kids at McMaster Hospital

I would like to thank the Women's, BIWOC, Pride Committees and those members that participated in this years Annual Bake sale and Toy drive, which when matched with a motion at our General Membership Meeting raised just under \$2000.00 plus toys for sick kids at McMaster Hospital.

## National Day of Remembrance and Action Against Violence against Women

At the time of writing this report our Women's Committee Chairperson Kate Penkett, is working with the United Way, Oakville District Labour Council and Ontario Secondary School Teachers Federation to host our annual December 6th Candlelight Vigil at our Union Hall. An event which marks the National Day of Remembrance and Action on Violence Against Women. This important day and event is marked by our Local Union and the Oakville Community, which recognize the important efforts we all must continue to make to put an end to violence against women for the benefit of all our mothers, daughters and spouses.

## 2023 Bargaining - Amendment forms

- Amendment forms for those that wish to make suggestions for 2023 bargaining are now available. If you would like an amendment form, please pick up a form from your Union Departmental Office or Union Hall.

## Important Dates to Remember - December 2022 through to February 2023

### Local 707 General Membership meetings

- Sunday December 18th 2022 (10:00 am, in our Union Hall\*)
- Sunday January 15th 2023 (\*)
- Sunday February 19th 2023 (\*)

### Local 707 Retiree Chapter Meetings and Holiday Luncheon

- Our Annual Retiree Holiday Luncheon- served by the Executive Board will take place after the Local 707 Retiree Chapter Meeting on Wednesday December 21st 2022 at 10:00am in our Union Hall.

### Local 707 Retiree Chapter Meeting in 2023-

- Wednesday, January 18th 2023 at 10:00 am in our Union Hall
- Wednesday, February 15th 2023 at 10:00 am in our Union Hall- Note: At this meeting we will read out all Local 707 Amendments adopted at the General Amendments meeting on February 5th 2023







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## Local 707 -Amendments for 2023 Bargaining

- All amendment forms for 2023 bargaining must be completed and returned to your Union Departmental Office, Chairpersons Office or Union Hall no later than Friday, January 6th 2023.
- Local Union Leadership will review and add Amendments at their meeting January 16th and 17th 2023.
- The Skilled Trades Amendment Meeting (Specifically for Skilled Trades) is scheduled for January 29th 2023 at 10:00 am in our Local Union Hall
- Our General Amendment Meeting *for all members* will be on February 5th 2023 at 10:00 am in our Local Union Hall, where we will finalize Local amendments for 2023 bargaining.

## Local 707 -Triennial Elections

- In accordance with our bylaws Nominations for our 2023 Triennial Elections will be in mid-February with the Triennial Election taking place on March 15th 2023 and any needed run-offs to take place thereafter.

## Retirement of Plant Chairperson Bob Scott


I have known and worked with Bob Scott for over 25 years. From his years as the Trim Steward, Employee Family Assistance Program Rep, Vice Chairperson of Ford Council and Plant Chairperson he has served this Local Union and the membership with dedication and passion, as if we were all family.

In all his leadership roles, he has made meaningful change in the individual lives of many. There are many members who are alive today because Bob was there in their darkest hours. My hope is that he realizes he is leaving his leadership role with the knowledge that he has

given all of us at this Local an opportunity for a bright future. Thank you, Bob, for your friendship, time, and sacrifice. We will miss you and wish you all the best in your retirement.


## Happy Holidays

Wishing all members and their families a Merry Christmas and Happy Holidays, with hopes of a healthy and enjoyable New Year.

*In Solidarity,*  
Mark Sciberras  
Unifor Local 707 President 

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Daniel Cloutier  
Quebec Director  
Directeur québécois

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November 4, 2022

**SENT VIA EMAIL**

The Honourable Doug Ford, M.P.P.  
Premier of Ontario  
[premier@ontario.ca](mailto:premier@ontario.ca)

Dear Premier Ford,

**Re: Keeping Students in Class Act, 2022**

The extraordinary action your government has taken, through the *Keeping Students in Class Act, 2022*, to deny CUPE members their constitutional right to strike, but also deny their right to free and fair collective bargaining, is an egregious and needless assault on trade union freedoms.


Unifor's 40,000 unionized autoworkers have a long, proud history in Ontario – securing good, family-supporting, community-building jobs through collective bargaining and, when necessary, by exercising our right to strike.


Premier Ford, this legislation is excessive, imprudent and unfair. The invocation of Section 33 of the Charter (the notwithstanding clause), in this circumstance, goes beyond the bounds of what is fair and reasonable in a democratic society. It ignores the history of challenging, but ultimately constructive labour relations that has benefitted this province. We demand that your government rescind this legislation, immediately.

Your government is setting a dangerous precedent, and our members will not stand idle as you undermine the most fundamental rights.

We issue this notice that Unifor's Auto and Independent Parts Supplier Councils, in coordination with affiliate local unions, will be exploring all options in the coming days to respond to these actions. We stand in solidarity with CUPE members.

Sincerely,

  
John D'Agnolo  
Chair, Unifor Auto Council  
President, Unifor Local 200

  
Emile Nabbout  
Chair, Unifor IPS Council  
President, Unifor Local 195

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REPORT FROM THE  
**VICE PRESIDENT**  
 DAVE MILLAR

**W**ith the holiday season fast approaching I'm hoping you receive this before the break, I want to take a moment to stop and remember those who we have worked with and those who came before us that have lost their lives during the year 2022. A lot of strong supporting Union Brothers and Sisters who have negotiated on our behalf, walked picket lines, stood up for fellow members. They showed up to do their jobs day in and day out to make sure that there was a job for all of us who are still here today to ensure good paying jobs for generations to come. Thank you, Brothers and Sisters, for your commitment to your craft and thank you for being one of us for however many years you served.

I have spoken ad nauseum about the Hospital coverage, but I want to make sure that ALL members are aware as this keeps occurring – Semi private acute hospital coverage was lost in 2009. If you or any family



member needs to stay in hospital, remember we only have OHIP coverage for hospital stays. That means WARD COVERAGE ONLY. This may be important to many out there as we see an aging workforce and have many more retirees who may be in need. Consider putting in an amendment to the contract if you feel this is of the utmost importance.

Amendment forms are now available. Please ensure that you find where the amendment change is located in the CBA to ensure we have it down correctly for the AMENDMENT Meeting that takes place in February. This is a special meeting where we will go through ALL the proposed amendments that are submitted correctly to the Local. If you attend the AMENDMENT meeting, you can vote to help prioritize which amendments move forward to bargaining process.

Congratulations to the winners of the Local Union Scholarship awards that were drawn randomly at the November 20, 2022 Membership Meeting Brothers Paul Correia and Paul Curic.



With the ongoing situation regarding CUPE members being forced to strike due to the Government's abuse of the notwithstanding clause and the brutal Bill 28 our members were out in full force to stand up against this legislation. Thank you to all who participated across the GTA to protest the government using a loophole to force the workers back to work. If they get away with it here, they will come after our ability to bargain fairly and strike for our rights if needed. Stand up and support the CUPE members if you see them out at any time.



## VICE PRESIDENT'S REPORT | CONTINUED


With the Holiday season here, we need to remember to remain vigilant and safe. Please enjoy yourself but remember to ensure you have a safe way home when attending parties with family and friends. Having a designated driver will help with your family's safety as well as the safety of others on the roads.

It would be remiss if I didn't mention my good friend Bob Scott. Bob was my first Steward when I began in 1996 and I have held him in high regard since that time. I wish him a long and happy retirement upon his retirement at the end of the year. He will be missed.

Bob's leadership on the shop floor has been a tremendous influence on many of our elected members as well as many on the shop floor. His example will live on through generations to come. Thanks, brother, for all the good times. Our membership will be stronger due to many positives that you have delivered.



Be well my fellow union members and I look forward to seeing you all in good health in the new year.

*In Solidarity,*  
*Dave Millar*  
Vice President 



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REPORT FROM THE

# OAC CHAIRPERSON

BOB SCOTT

**B**rothers and Sisters:

I have decided with 39.6 years of service that December 31, 2022, will be my last day of work, retiring January 1, 2023. With my final report as your Plant Chairperson and as an active member, I would like to take this opportunity to extend my sincere gratitude to the entire Local 707 membership.

I started working at Ford Motor Company Oakville on July 26, 1983, in the car plant (Plant #7) as a post pending in the Trim department building the Tempo, Topaz, Escort and Lynx.

While working as an Assembler in the Trim Department, I spent a lot of time helping defend the rights of our members who feared for their jobs due to the bully style of management.

I was encouraged by my peers to take a more active role within our Union, other than just attend monthly membership meetings.

Wanting to get more involved, I reached out to my Union Representatives in the Trim Department for guidance. My Committeeman at the time Frank Coyle took the time to explain the process and suggested a direction for me to take.

Frank suggested getting actively involved on Local Union Sub-Committees, my name would be known on a bargaining unit wide level. If I was interested in being a shop floor representative in my department, then I should take whatever courses were offered by the Local Union to assist in educating myself, stay active and at the end running for alternate steward.

In 1990 I nominated myself for one of the elected Alternate Steward jobs on the A-shift in Trim. Thanks to the Trim members on both A and B-shifts I was successful in my bid which started my long career as a Union Representative holding several elected positions for the past 32 years.

## Background Criteria:

- Seniority – July 26, 1983
- 1990 – Elected Alt. Steward (0500) Trim
- 1990 – Elected Election Committee
- 1993 Elected CAW Constitutional Convention
- 1996 – 2004 Elected Steward (0500) Trim
- 1999 Elected Vice- Chairperson Steward Council
- 2002 – Elected Chairperson Steward Council
- 2004 – 2011 Elected Substance Abuse Coordinator
- 2011 to Present Elected Plant Chairperson
- 2015- Elected Vice Chairperson Ford Council

## Relative Studies:

- Basic Steward Training
- Advanced Steward Training
- Steward as an Educator
- Collective Bargaining
- Dealing with Management
- Harassment in the Workplace
- P.E.L and Auto P.E.L
- Health and Safety/Ergonomics
- Grievance Handling/Arbitration
- Respectful Workplace Training
- Union Awareness & Substance Abuse
- MODAPTS Training
- Certified Addiction Counselor 11

Our Union provides a tremendous amount of training / education for our members so that we will be better prepared to do our jobs and assist our members.

The above training courses have allowed me to perform my elected duties to the best of my abilities and afforded me the opportunity and privilege to attend 4 rounds of Collective Bargaining for our members at Ford.

Being elected as your Plant Chairperson was an absolute privilege and a very humbling experience. Holding this office put me in positions from time to time to make very unpopular decisions, but these decisions were always made with the blessing of our In-Plant Committee, Steward Council and sanctioned by the majority of our membership and always for the greater good of the entire membership.

2020 Bargaining has put Local 707 in a very positive position with the BEV securing a solid future for years to come. A future that will allow our members to look forward to working into their own retirement.

2023 Unifor will head into Bargaining simultaneously with the UAW and I am confident that our Local Bargaining team will secure a good contract for our members. I wish you all the best in 2023 and beyond.

Stay United and support your Local Leadership with the same support and respect that you have given me over the past 32 years as an elected representative.


*In solidarity,*

*Bob Scott*

*OAC Plant Chairperson*

*Unifor Local 707*

*Office: 905-845-2511 x 3350*

*Cell: 905-483-1475* 



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REPORT FROM THE

# VICE CHAIR OF FORD COUNCIL AND CHASSIS COMMITTEEPERSON

MARC BRENNAN

**B**rothers and Sisters, Next year will be a busy and important year for Local 707. 2023 will mark our seventieth anniversary for Local 707. Next year is also a bargaining year. If you have any suggestions or amendments, your Steward will have amendment forms that they can provide you or stop by the Union office. Our regular triennial elections will also be taking place. Notice of nominations and elections will be posted early next year.

## Instability in Supply Chain

The supply chain continues to be the achilles heel of the Auto Industry. Oakville Assembly Plant, to this point had eleven lay-off weeks and multiple days of reduced production. Your Local Leadership continues to push the importance with the Company to give as much notice as possible for any down time to allow our members to better plan.

## Anniversary Luncheons Restarted

We have been in ongoing discussions with the Company to have Anniversary Luncheons restarted. As of November, the luncheons started and were well received. This allows for our members who have attained 30, 35, 40 or more years to be recognized for their contributions to the Union and the Company.

## Online Paystubs

The Company has informed the Local Leadership that they are in the process of transitioning from paper paystubs to electronic paystubs. You will be able to access your paystubs from a smart phone or any computer inside or outside the plant. There will be communication and instruction from the Company on how to access and navigate this new program. If you do not already have your CDSID and password set up, please do so as you will need it to access this program. We did discuss with the Company the need for individuals to be able to print a paystub. The Company will have computers with a printer set up at the entrances to our plant.

## Food Services

On November 23, Bob Scott and I attended a meeting to discuss improvements to the food services in the plant for our members. The food service company Aramark will be

providing an enhanced food service on a trial basis. In Paint as well as Body 1 & 2 this trial will include smart coolers and mobile ordering of hot food. In the main plant in addition to Tim Hortons our members will be able to mobile order hot food. Ordering of the hot food will be done through the “Hey Chef” app. Instructions on how to sign up and use will be cascaded through the plant. The smart food services will be able to be accessed through Interac or credit card payment.

## Rawsonville / REV-C plant visit

During the week of Oct 17th, the In-Plant Committee visited the Rawsonville Plant and the REV-C Plant in Dearborn Michigan. The Rawsonville Plant assembles the battery packs for the F-150 Lightning that is produced at the REV-C Plant. Although during our visit they were only running about 8 jobs per hour, we have gained a better understanding of the process required to assemble the battery packs and the overall transformation that our facility will see once our Plant is re-tooled.

## Unifor Federal Lobby Week

The week of November 13th I was in Ottawa for Unifor Lobby week. Forty-five members of Unifor Leadership from both the National Union and Local Unions took part in this important event. Unifor provided a Submission to the Government for the 2023 Federal Budget titled “Building Resilience and Shared Prosperity”. Based on this submission there were four key priorities that we focused on as a lobby group.

1. ADOPT STRONG ANTI-SCAB LEGISLATION
2. DELIVER ON PERMANENT EI REFORM
3. IMPLEMENT A JUST TRANSITION
4. ADDRESS CANADA'S AFFORDABILITY CRISIS.

During these lobby meetings I also highlighted two important topics that directly affect our members. The Auto Policy that Unifor created “Navigating the Road Ahead” and the ongoing CERB repayment issue that many of our members are dealing with.

Our National President Lana Payne invited me to attend a meeting with her and Minister Gould so that we could discuss the ongoing challenge many of our members are

facing because of the unfair qualification requirement for CERB. Our position to the Government was clear. For them to live up to their commitment of being they're for Canadians they must, forgive any CERB repayment if that individual would have other wise qualified for Employment Insurance, and they must allow for retroactive payment of Supplementary Unemployment Benefits (SUB) under the CERB program. If the Government does not make those changes than they failed many Canadians when they suspended regular Employment Insurance.

I encourage any of our members who are affected with having to pay CERB back but would have other wise qualified for EI to contact your MP and tell them the effect that this program has had on you and your family. They need to hear how this program failed.

## Policy Grievance Regarding Wage Subsidy

In addition to our ongoing discussions with the Government regarding the shortfalls of the CERB program we filed a grievance with the Ford Motor Company. The basis of the grievance is we believe the spirit and intent of the wage subsidy program is to ensure sixty-five percent wage subsidy for weeks that members are laid-off. Those

members having to repay CERB for weeks that they would have otherwise qualified for EI, have not received the expected subsidy. We have had a lot of dialogue with the Company on the issue in hopes of a resolve. To this point the Company has denied the grievance. We continue to explore all options for our members and will update with any new developments when able.

## Bob Scott Retirement

Our long time Plant Chairperson Bob Scott has decided to retire as of January 1, 2023. Bob has been a staple in Local 707's leadership for thirty years.

His impact on our Local and the leadership that he has provided is immeasurable. I personally want to congratulate Bob on his decision to retire and wish him and his family all the best as they move into the next stage of their life. Most importantly, I want to thank Bob for his friendship and although he maybe retired, we know that he is retired from the job not the FIGHT!

## In Closing

I want to wish all members of Local 707 and their families a Merry Christmas and Happy Holidays. I hope that the New Year brings everyone good health and prosperity.

*In Solidarity,*

*Marc Brennan*

*Vice Chair of Ford Council and Chassis Committeeperson*

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REPORT FROM THE

# FINANCIAL SECRETARY

BRETT LEFEBRE

## Helping our communities!

We as an Executive Board and through Committee and Membership action have continued to support our communities. It is one of the many things that brings me great pride when speaking to people about what our Local is about. Over the last few months, we have donated to organizations such as the United Way Halton & Hamilton (\$5,000.00), Oakville Fare Share Food Bank (\$3,000.00), Hamilton Regional Indian Centre (\$1,250.00), The Farmworker Hub (\$1,000.00), Eva Rothwell Centre (\$500.00), Food for Life Canada (\$500.00), Multiple Sclerosis Society of Canada (\$250.00) and the Canadian Red Cross (\$250.00 -ATTN: Hurricane Fiona in Canada Appeal).

The incredible work of our committees and their fundraising efforts have added donations to the Hamilton Regional Indian Centre and, after our most recent General Membership meeting, to the McMaster Children's Hospital. The Bake Sale and Toy Drive at our November meeting was a huge success with dozens of toys being donated along with over \$1,900.00 to the Children's Hospital.

The generosity of our membership has always impressed me, especially when it comes to the United Way. I have sat on the United Way Halton & Hamilton (UWHH) Campaign Cabinet for 4 of the last 5 years and our canvassers work and the members generosity is always noted and appreciated. I want to thank every one of you who chose to donate as your continued support for the UWHH goes a long way to supporting thousands of our neighbours! Thanks go out to the United Way canvassers as well. Shauna Thorne-Zarin and the team of Laura Panther, Maiken Griffin, Michell Taylor, Francis Katotikidis, Angelo Serafini, Ron Desrosiers, Chris Buffet and Tim Fahey you did a great job not only in the Plant but with all of the extra work you put in to making this year's campaign a success!

## NEW Union Cards

Your new 2023-2025 union card should be arriving in your mailbox around the same time as you get the reporter. Keep an eye out for it and if you haven't received it by January let us know.

## December 6th

December 6, 1989, an armed man killed 14 women, and injured 13 other individuals at L' Ecole Polytechnique

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

		Current Month	Year To Date
<b>General</b>	Revenue for the period	280,747.07	2,404,028.10
	Expenses for the period	-204,869.72	-2,041,144.83
	Equity(Deficit)-End	75,877.35	362,883.27
<b>Education</b>	Revenue for the period	304.70	2,805.50
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	304.70	2,805.50
<b>Sports &amp; Recreation</b>	Revenue for the period	60.94	561.10
	Expenses for the period	0.00	-3,700.00
	Equity(Deficit)-End	60.94	-3,138.90
<b>Political Education</b>	Revenue for the period	304.70	2,805.50
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	304.70	2,805.50
<b>Retirees</b>	Revenue for the period	3,934.67	23,119.40
	Expenses for the period	0.00	-8,929.16
	Equity(Deficit)-End	3,934.67	14,190.24
<b>New Members</b>	Revenue for the period	0.00	495.00
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	0.00	495.00
<b>Picnic</b>	Revenue for the period	2,589.95	36,424.75
	Expenses for the period	-1,430.35	-33,519.78
	Equity(Deficit)-End	1,159.60	2,904.97
<b>Building &amp; Building Corp</b>	Revenue for the period	17,885.76	121,002.21
	Expenses for the period	-15,734.70	-249,073.48
	Equity(Deficit)-End	2,151.06	-128,071.27
<b>Watch</b>	Revenue for the period	761.75	7,013.75
	Expenses for the period	-1,778.62	-5,347.16
	Equity(Deficit)-End	-1,016.87	1,666.59
<b>Strike</b>	Revenue for the period	304.70	2,805.50
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	304.70	2,805.50
<b>Human Rights</b>	Revenue for the period	60.94	561.10
	Expenses for the period	0.00	0.00
	Equity(Deficit)-End	60.94	561.10
<b>Womens' Committee</b>	Revenue for the period	60.94	561.10
	Expenses for the period	-1,482.80	-1,879.65
	Equity(Deficit)-End	-1,421.86	-1,318.55
<b>Sports</b>	Revenue for the period	0.00	0.00
	Expenses for the period	-520.00	-10,870.00
	Equity(Deficit)-End	-520.00	-10,870.00
<b>Total Funds</b>		81,199.93	247,718.95

Montréal. Still incomprehensible to this day, this anti-woman attack stunned the entire country. December 6th is now known as the National Day of Remembrance and Action on Violence Against Women and commemorates lives lost and to show support for all survivors of gender-based violence. Unifor Local 707 has participated in and donated to the White Ribbon Campaign while also hosting a candlelight vigil to commemorate the tragedy.


### **70th Anniversary**

Our Local will celebrate its 70th Anniversary next year. The Executive Board has begun discussions regarding celebrating this historic event and we will keep you posted when details are confirmed.

### **Congratulations Bob Scott!**

Our long time Plant Chairperson Bob Scott will be retiring. Bob has served the Local and its members in many different capacities over his 39 years. He has been a mentor to many of our current leaders. He has worked hard for our membership with passion and honesty. I wish you all the best in your retirement Bob!

### ***Have a safe and enjoyable holiday with your loved ones!***

*In Solidarity,*  
*Brett Lefebvre*  
*Financial Secretary*  
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# **KEEP YOUR TEETH**



REPORT FROM THE

# 707 RETIREES' CHAPTER

ARNIE DE VAAN

In case the Reporter makes it in time before our next chapter meeting. At the December 21, 2022, chapter meeting we will be having 40 Turkey draws for \$40 each. Do not miss our December meeting as the Local is putting on our annual Christmas dinner, served by the Local Executive Board and we thank them for that.


I will be attending a RWCE meeting starting November 29 and that will lead into the Ontario Regional Council December 2-4.

On October 27 and 28 we had a Detroit 3 Retiree Chairpersons meeting. It was mostly to discuss how we were going to strategize the awareness of our bargaining needs and how we would proceed with that. We are starting a campaign on pensions for all. All of Unifor, as this is not just about auto. We talked about many different ways on how to do that. We need to have active people as well as retirees on board. We need the National and all local leadership on board. We have put together a leaflet that will be handed out at B.C. and Atlantic Councils. In December they will be handed out at Ontario Council. Hopefully this will spur auto talks into leading the pack to

increase pensions. Auto bargaining is coming at us quickly. There will be other key actions down the road on this campaign. Please attend meetings for updates as we are scheduling another D3 meeting in the new year. It is time that retirees were recognised in the way of some monetary gains in the Collective Agreement. Different areas of benefits have also been discussed.

National Pensioners Federation has been involved in a private member's bill C-228. This bill is about the Insolvency Act. They have successfully had some changes made in this bill that would impact retirees. When a corporation goes bankrupt retirees were often down the list of being paid....if passed this bill will change that. It still must pass the Third reading in the house.

In closing I would like to wish everyone a great Holiday Season! Enjoy time with your families and above all please be safe.

*In solidarity,  
Arnie De Vaan  
Retirees' Chapter* 

## WE SHALL REMEMBER

Frank Snoyer	2022-06-07	Retired	Alan Lynch	2022-10-14	Retired
Emmanuel Baptiste	2022-09-19	Retired	Paul Rosart	2022-10-19	Retired
Cedric Gallant	2022-09-29	Retired	Jerry Zwarych	2022-10-20	Retired
Amirali Esmail	2022-10-07	Retired	Bruce Johnston	2022-10-22	Retired
Andre Lachtabega	2022-10-09	Retired	Nives Scofill	2022-10-24	Retired
Michael Keenan	2022-10-09	Retired	George Wilkes	2022-10-25	Retired
Mario Angelini	2022-10-09	Retired	Luis Garrido	2022-10-30	Retired
Milton Grasley	2022-10-10	Retired	Ivan Soroka	2022-11-02	Retired
William Thompson	2022-10-12	Retired			





REPORT FROM THE  
**RETIREES' SPORT AND RECREATION**  
 VAL BODIROGA

**H**ello Brothers and Sisters,  
 My report one is too late, due to our end of year golf tournament, that was September 21st. We are going to move 2 – 3 weeks ahead of this date.

End of September more rec is coming start of fall season. Our 707 Retiree's Golf League is doing very well, we successfully finished our 15th season. In the past we were well supported by the Nation Union Unifor and CAW many thanks to them. Our Local 707 was a great supporter in every way thanks to you all.

Ford Motor Company gave some prizes, my thanks to Brother Bob Scott, Plant Chairman the best of all in the past.

My thanks to all Executives of our Local, including Retiree's Board and our membership.

Our big thanks to Brother Kevin Forbes for his great support. Thanks again Kevin.

Also, my thanks to our sponsor for Closest to the Hole: South Oakville Hearing Centre, Mr. Daniel Burns.

This tournament was well done considering bad weather, after not fully done there was a lunch at the golf premises and it was a success thanks to fabulous ladies Jane and Conni helping to administer and process the event, made it very successful. Dominic Rosati was our hero good job Dom!

Let me give you winners names that will go on the trophy.

**Best Gross** – Orlando Cico Santos

**Best Net** – Stu Hamilton

I am happy for our new elected National President Sister Lana Payne.

I had the great privilege of meeting her 2 times at the National Golf Tournament this summer.

Sister Lana we are happy having you and good luck.

Spring Dinner Dance will be a couple of weeks later, on May 13, 2023. The reason for the delay will be for the celebration of the 70th anniversary of Local 707. This will be a special Gala Dance. More information in the next issue.

Since this issue is the last for the year, I wish you all and your family a Happy New Year for 2023 and a very Merry Christmas!

**Long life to all of us.**

*In solidarity,*

*Val Bodioga*

*Retirees' Sports and Recreation Chair*

**LOCAL 707 RETIREES**

Janusz Gorski 2022-10-01

David Rosewell 2022-10-01

Paul Stewart 2022-11-01

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





REPORT FROM THE  
**CHIEF STEWARD**  
 STEVE GEBEL • ROY DE MATOS

### Congratulations

Congratulations to Bob Scott. Bob is retiring at the end of December. Thank you for all your hard work and dedication over the last 39 plus years. Especially thank you for what you have done for Local 707 in the last 12 years. A four term Chairperson is an outstanding accomplishment. All the best in your retirement.

### Rebalance

The 100-day letter started December 22. This is always a very difficult and stressful time for our members. It is important that we follow our OIS and perform the job as written. If the company changes your job, it is the Company's responsibility to give you 24 hours notice, provide you with an updated OIS sheet and give you proper training. If you find yourself being sat down for a Step-1 be sure to inform your Supervisor of all the issues you are experiencing on your job.

### Lates and Absents

The Stewards on a daily basis are working to help minimize discipline. If you are unable to come to work or you will be late for work, please make sure you follow the Ford Motor Company's A&L policy. You must notify the Company when you are going to be late or absent 1(647)943-0126, even if you have a doctor's note, you need to call the above number. It is your responsibility to hand in your doctor's notes to Labour Relations upon your return. You can also email the documents to OAPLR@ford.com.

15.26(c) is very clear: Seniority rights for an employee shall cease if an employee fails to report for work for five consecutive working days excluding weekends and holidays.

Make sure you see a doctor within the first 24 hours of your first day absent.

In a calendar year, an employee has 3 days unpaid 'family responsibility leave' (illness, injury, medical emergency, or urgent matter relating to certain family members). Employer may require reasonable evidence that employee is entitled to leave. If, you need to use a family emergency day you have to remember to email Labour Relations.

### Inflation Protection Bonus

The \$2000 lump sum inflation bonus will be paid out pay period 50. This bonus is available to active and inactive members who have performed work for the Company in 2022. Employees hired on or after the effective date of the agreement will receive a prorated bonus in his or her first year of employment starting the month following their hire date.

All unused vacation will also be paid out pay period 50.

We would like to wish everyone a Merry Christmas and all the Best in the New Year.

*In Solidarity,*

*Steve Gebel and Roy De Matos*

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REPORT FROM THE

# RECORDING SECRETARY

JANET CREET

**B**rothers and Sisters,

Sometimes it feels like we are moving backwards in life, especially when it comes to matters involving our government. I have two children who attend public school in the HWDSB and on Monday November 7 their school was forced to close its doors to in person learning. I believe this never would have happened had our government bargained in good faith. During the short shutdown of our schools Mark Sciberras, Marc Brennan, Dave Millar and I, protested at Queens Park alongside thousands of other union members including CUPE, COPE and Unifor. Our main objective was/is to have Bill 28 repealed. Bill 28 was used alongside the notwithstanding clause basically revoked a worker's right to strike which leaves us at the mercy of our employers and creates an unsettled bargaining environment. Once the Ford government saw the backlash from union members and families alike, he was quick to agree to repeal Bill 28. As of this writing CUPE has not yet ratified a new contract. We remain hopeful for all CUPE members.

In keeping with the backwards path, we can add Bill 124 to the list. Ontario's Bill 124 established a 3-year wage limit to 1% without regard to inflation and the cost of living. It effectively cuts wages for Ontario's public sector workers for three years. This bill is a direct attack on our healthcare workers among others. These workers have faced constant scrutiny, and now they have had the right to bargain fair wage increases stolen from them. Our healthcare workers have not given up their fight to have it repealed. We are now seeing severe staffing issues in hospitals across the province and now the closure of certain emergency rooms. Currently McMaster Children's Hospital is operating at 140%. This is not the healthcare path we want to be on. There is a petition you can sign to help our nurses and healthcare workers. Petition · Get nurses out of Bill 124! · Change.org

I would like to take this opportunity to wish everyone a very Merry Christmas and a Happy New Year.

*Love and solidarity,*

*Janet Creet*

*Recording Secretary* 



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REPORT FROM THE  
**LEADEC  
 CHAIRPERSON**  
 FUAD HASSAN

**B**rothers, Sisters and Siblings,  
 Current roll at Leadec is 113.


This is the Leadec Report for November 2022. We have seen an increase of members resigning from their positions. We currently have enough people to backfill with those who are laid off, but we will definitely be looking to see what we have to do in future bargaining to be able to keep members once hired. Even with the substantial gains that were made in 2021 bargaining, members are now struggling to survive with the current rate of inflation.

With the new leadership at Unifor, we were sorry to see our National Rep Robin Dudley's assignments change. He has been reassigned to other units and will be replaced by Kat Leonard. Brother Millar and I look forward to meeting with her in the coming weeks to establish a working relationship that hopefully works smoothly for the foreseeable future for the betterment of our bargaining unit.

We will be posting for 2 workplace trainers to get us ready for the upcoming Union Awareness/Human Rights training courses that were bargained in 2021. Please keep an eye out on the [www.uniforlocal707.org](http://www.uniforlocal707.org) website as well as the Leadec Boards for more information prior to Winter Shutdown. You must be able to present in front of a crowd, be a strong advocate for the Union and be available to

work all 3 shifts and weekends when called upon. Feel free to visit the Union Hall to inquire with Brother Millar. We will be looking at those who attend regular membership meetings as well as those who have been supportive of the Union.

Wishing all a Happy Holiday if we are unable to see one another. As always, be safe and enjoy your time with your family.

*In Solidarity,*  
 Fuad Hassan 



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

**N**othing made me happier than seeing the whole of the Labour Movement come together. I don't think Doug Ford knew what he was up against when he took away CUPE's right to strike by invoking the notwithstanding clause. Unifor and other private sector unions banded together in support. Although CUPE is a public sector union, it would've only been a matter of time before he would've tried the same thing in private sector to help his corporate friends. I along with Kinder Sidhu and Arnie De Vaan, showed our support by joining the picket line in front of Milton MPP Parm Gills office.

New Union cards are on the way and should be in your mailbox by the end of the year.

**Membership Meetings:**

Our last General Membership meeting of 2022 is on December 18th, and the first of 2023 will be held on January 15th. Hope to see old and new faces!

Lastly, I want to wish everyone a safe and happy Holiday Season. Merry Christmas to all. See you in 2023, Cheers!!

*In Solidarity*

*Joe Amato*

*Local 707 Guide*

*(Aka, HPJ) *



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REPORT FROM

# HEALTH AND SAFETY

JOHN MULLIN

*"A true leader has the confidence to stand alone, the courage to make tough decisions, and the compassion to listen to the needs of others. He does not set out to be a leader but becomes one by the equality of his actions and the integrity of his intent."*

**-Douglas MacArthur**

## **Bob Scott – Plant Chairperson**

Our Plant Chairperson – Bob Scott has announced that he will be retiring on January 1, 2023. We would like to take this opportunity to recognize and thank Bob for his support to our Union Safety Office. His compassion for helping our membership with his forward-thinking and problem-solving skills made him a great ally in resolving safety issues for our membership. When you hear words like decisiveness, integrity, dependability, transparency, and humbleness, you think of leadership and that is what Bob was for over his 39 years. Our office would like to congratulate him and wish him a long and healthy retirement!

## **Saint John Ambulance – Emergency First Aid/CPR/AED Course**

As reported in our last article we had 20 members participate in this valuable training in October. We are pleased to inform you that we had another 19 members in November that have now completed this training, for a total of 39. Thanks again to Chris Belton and John Kimman for doing such an amazing job delivering the course material. We are planning to offer this course to the membership again in 2023, please keep your eyes out for postings. The Union Safety office will also be advocating for the Company to place AEDs (Automated External Defibrillator) through-out the plant.

## **SSI (Significant Safety Incident) - Kentucky Truck Plant**

On October 31st, 2022, at the Kentucky Truck Plant; safety responded to a report of a forklift driver striking an employee working on the Engine Line. The forklift driver was carrying parts to the line driving forward when the incident occurred. The driver was carrying one container high. The container was 4ft by 4ft in size. The injured employee stated that a route driver had placed the wrong

parts on her SMF rack which resulted in her stepping out into the pedestrian walkway to address the parts issue. As the employee stepped between a lift table and a stock riser to get to the SMF rack she was struck by the forklift driver in her right shoulder. The impact caused the employee to fall. The employee received an abrasion to her right elbow and reported soreness in her right shoulder. The employee was seen in medical and sent home. We are sharing this case to remind everyone the importance of taking extra caution when interacting with PMHVs. PMHV drivers have a very difficult job with restrictive views and these units are heavy and do not stop instantly.

## **SSI (Significant Safety Incident) – Oakville Assembly Complex**

There was a Global Safety Alert issued on October 26, 2022, on Trailer Inspections. If you are an MPL Dock Driver, you should have received a Single Point Lesson on trailer inspections. On November 18, 2022, at OAC one of our PMHV drivers entered a trailer to remove stock, they removed stock previously in this trailer with no issues. Upon re-entering the trailer, the right side and the floor of the trailer unzipped. This caused the PMHV to tilt to its side but not fall over. No abnormalities were observed by the driver when they completed a visual inspection prior to entering the trailer. The Shunter Driver that placed the trailer on the dock did not identify any abnormalities. Further investigation revealed the several rivets observed next to where the PMHV on the outside had failed. Please note if your job requires you to go into trailers, take your time completing your inspection. Please note do not enter a trailer if you can see any outside light. Call your MP&L Process Coach to inform them of this safety concern.

## **Emergency Evacuation Drill**

Our annual EED took place on November 17 and 18 with some small deficiencies noted. PD (Pre-Delivery) had some low audibles and a zone in Trim required clearer instructions. Please contact our office if you noticed any concerns that could be corrected to sharpen this safety procedure.

## **Weather Alerts**

Environment Canada has a variety of winter weather alerts to notify the public about hazardous winter condi-

tions. We would like to share the different types of alerts to protect yourself and your family.

**Four types of weather alerts**

The type of alert used depends on the severity and timing of the event:


- **Warning**
  - Urgent message that severe weather is either occurring or will occur
  - Updated regularly so that you can stay informed and take appropriate action
- **Watch**
  - Alerts you about weather conditions where there is potential for a significant storm or severe weather to occur
  - A Watch may upgrade to a Warning as certainty increases about the path and strength of a storm system
- **Advisory**
  - Issued for specific weather events (like blowing snow, fog, freezing drizzle and frost) that are less severe, but could still significantly affect Canadians

• **Special Weather Statement**

- The least urgent type of alert
- Issued to let you know that conditions are unusual and could cause concern
- They provide notice of what weather may be coming

**In Closing – Union Safety Eyes and Ears on the Floor**

As another year ends, your Union Health and Safety Representatives would like to thank the membership for their support over the past year. It is the membership who helps keep us informed by making us aware of “Near Misses” or any other abnormal situations that happen in our workplace. On that note, during this holiday season, enjoy time with your family and friends. Merry Christmas and Happy New Year!

*In Solidarity,*  
 #2 Shift, John Mullin  
 #3 Shift, Mike Gibson  
 Alternates:  
 Steve Gardiner, B shift  
 Merv Griffen, A shift 



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REPORT FROM THE

# EQUITY COMMITTEE

STACY POOLER • LEAH DOUGLAS

**G**reetings Brothers & Sisters,  
We hope all is well approaching the holiday season. It's been a challenging yet exciting year as we have all found ways to further engage and adjust. This has been refreshing amid the instability of plant production.

## White Ribbon Campaign

December 6th is the National Day of Remembrance and Action on Violence Against Women also known as White Ribbon Day. Participation in this campaign signifies an effort to bring awareness to gender-based violence, promote gender equity and healthy relationships. For more information, please refer to the following link, [www.whiteribbon.ca](http://www.whiteribbon.ca).

After a two-year hiatus, we planned a return to handing out ribbons at the gates. Thanks to all that made a commitment by way of support and participation. Recognition to the Women's Committee and United Way for again hosting a candlelight vigil, paying tribute to lives lost at Ecole Polytechnique all those years ago.

## Joint Equity

The joint Equity Conference held in Windsor early November was extremely informative, offering valuable insight on mental health, cultural competency and personal bias among other important topics. An opportunity to convene with company counterparts to have important discussions around issues that affect us ALL in some capacity.

The ever-evolving culture in addition to a widened generation gap fuels the need to improve on understanding in daily interaction across all contingents, both hourly and salary. This can assist with empathic thinking, conflict resolution and cultural sensitivity. Additional awareness can in turn minimize potential for an appendix O allegation/violation.

- **Cultural Competence** is a range of cognitive, affective, and behavioural skills that lead to effective and appropriate communication with people of other cultures (*Wikipedia*).
- **The Platinum Rule** vs the Golden Rule – Treat others the way they want to be treated (*Dr. Tony Alessandra*). Everyone is different – with different experiences, perspectives, belief systems, motivations and values. This helps build both compassion and understanding.

## Appendix O Process

We continue to engage in discussion around enhancements to the internal procedure. As mentioned prior, the intent is to ensure consistency in terms of application and administration of process. Dialogue is still underway and remains constructive. Further update when available.

## In Closing

We would like to wish Bob Scott a healthy and happy retirement! Thank you for your many years of hard work and dedication to the membership. Our heartfelt congratulations go out to you and your family.

With the holiday season in full swing, we would like to wish all of you a safe and healthy celebration. Enjoy your time with family and friends. We wish you prosperity and good fortune in the year ahead.

*In solidarity,*

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

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

*"But people are oceans' she shrugged. You cannot know them by their surface."*

**– Beau Taplin**

## Days of Observance & Awareness

### December 2022

- 3rd – International Day of Persons with Disabilities
- 6th – National Day of Remembrance and Action on Violence Against Women (White Ribbon Day)
- 10th – Human Rights Day (end of 16 days)
- 18th-26th - Hanukkah
- 25th – Christmas Day
- 26th – Jan. 1st - Kwanzaa
- 31st – New Years Eve

### January 2023

- 1st – New Year's Day
- 7th – Orthodox Christmas Day
- 13th -Lohri
- 14th – Orthodox New Year
- 15th - World Religion Day
- 22nd – Lunar New Year



REPORT FROM THE  
**BENEFIT REPRESENTATIVE**  
 PAUL IVEY

**S**isters and Brothers,  
 Once again, we enter into another winter and holiday season, as always, I like to remind everyone to be safe; be mindful of the conditions outside when driving, walking, when shoveling, etc. If injuries happen to occur, remember that you can apply for S&A and if you have an accident, be sure to include the details of the incident when completing the S&A form. Details are to be listed on the line just above your banking information.

**EI/CERB/CEWS**

If you receive a Notice of Debt and if that Notice of Debt includes a penalty, then we can argue that the penalty is unwarranted. We have had success with every penalty thus far. However, if you receive a Notice of Debt and there is NO penalty listed, it may just be that you must repay any EI that you were paid in 2020. For most, there were 7 weeks that Ford Motor Company paid CEWS retroactively for the weeks in April and May of 2020. 7 x \$573 (rate of EI in 2020) = \$4011.

**RETIREMENT**

I wanted to take this opportunity to wish Bob Scott a well deserved and happy retirement. I wish him all the best. Bob was one of the first stewards I had in the Trim shop when I started in 1997. He has been a pillar of this Local and has fought for this membership day in and day out for as long as I have been here. Thank you, Bob for your time and dedication throughout the years and for all the support you have given this leadership and membership alike.

In closing, let me wish each and everyone a very happy Holiday.



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

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

TREVOR MASON • JEFF WATSON

**B**rothers and Sisters,  
At writing, we are approaching the end of November and the holiday season is just around the corner. It has been a challenging year with the instability in the plant as well as the world. These stressors can take a toll on an individual's mental health which can impact physical health as well. Taking the time for self-care is extremely important. Please take the time to do so. If you need to discuss the opportunities available through the Employee Family Assistance Program, please contact us at Ext 3277, the office cell (905) 467-3008 or email tmason20@ford.com. Either Jeff Watson or I will be available for you. Have a Merry Christmas and a safe and Happy New Year.

On a personal note, this coming January is going to mark a distinct change in my life. My good friend and mentor, Bob Scott is going to be retiring. I first met Bob in 2000 while I was struggling with my own mental health and substance abuse issues. He was the facilitator of the first group I ever attended and has been part of my personal recovery and life ever since. Bob was the full-time substance abuse coordinator (EFAP) from 2004- 2011 where he assisted many Local 707 members and their families with life problems. I am proud to have learned under him as his Alternate in the EFAP office. In 2011 Bob was elected to the Plant Chairpersons' position where he has continued to assist all members of Local 707 through his caring dedication. Thank you, Bob, for all the hard work and commitment you have provided this membership as well as myself personally over the years. You will be missed Brother but have certainly earned your retirement. Go into it knowing that you have touched the lives of so many. Enjoy the peace and relaxation you so deserve.

*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 **WOMEN'S COMMITTEE**

KATE PENKETT

**B**rothers and Sisters,  
I would like to start off by saying thank you to everyone that was a part of, and contributed to, the bake sale/McMaster toy drive, we raised \$940 and the Local matched what we made, the children will be receiving gifts from the wish lists McMaster provided, they will definitely be extremely grateful.

National Day of Remembrance and Action on Violence Against Women, candlelight vigil was well attended by the community and Unifor members, Oakville Mayor Rob Burton, and Oakville-North Burlington MP Pam Damoff, brought greetings as well as the different agencies in Halton that help and offer services to victims of gender-based violence. Thank you to everyone that attended and to all the Brothers that lit the candles, it's truly appreciated.


This is a day we remember the survivors and the ones we have lost along the way.

Add your voice to the conversation and be part of the solution.

Let's foster a society where, women, girls, and gender diverse people feel safe and can reach they're full potential.

I would like to wish everyone "happy holidays", please be safe.

And to Bob Scott I would like to say congratulations on your retirement and all the best in your next chapter of life.

*In solidarity,*  
Kate Penkett  
Women's Committee  
Chairperson/Trustee 





REPORT FROM THE  
**WSIB REPRESENTATIVES**  
 IAN PARRY • CHRIS MCDUGALL

### Claims

If you have reported a work-related claim and have complied with the process of filing a claim a decision will be rendered by an eligibility adjudicator. They will compile the information received by the employer (Form 7) your treating Physician (Form 8) and your report of injury (Form 6). You will in most cases receive a call to discuss your injury and they may or may not give you a decision over the phone, but must also send you a written copy outlining your claim entitlement ie; health care, loss of earnings or if the claim is denied. Each decision is based on the merits of claim and if denied has time limits that must be met to appeal any part of the claim that is denied. If you have signed Direction of Authorization form a copy will be sent to the representative on file who will be able to assist with the objection process. It is imperative you keep in contact with our office on your claim to assist with completing forms and ensuring communication is met.

### Delays

With the intermittent work schedule we have seen claims denied because of delays in reporting to employer and seeking medical attention for your injury. It is imperative that if you are injured at work and making a claim for WSIB benefits YOU must report immediately and seek medical attention immediately. By not doing so we have found claims are being denied under policy of WSIB. Contact the medical department to report your injury and advise them of your intent to seek outside medical.

### Forms

Forms can now be uploaded to your file resulting in the information getting to WSIB quicker and decisions made in a more timely manner . This does not negate that you retain copies of your forms and share with the office, especially Direction of Authorization When submitting documents for reimbursement be sure to submit original receipts and take copies for your records or bring to office and we can submit on your behalf.

### Health Care

As in past articles we have explained claims that are allowed for health care treatment. Make sure you give your claim number to the treatment facility to ensure the

treatment you are getting is covered by WSIB, as some treatments may need preauthorization. Also, when filling out prescriptions for medication give your claim number to the pharmacy to bill directly to WSIB, failing to do so could result in billing to your private benefits and are not refundable.

### Holiday Season

At this time the office would like to extend the best of wishes to you and your families over the holiday season. Enjoy your time with loved ones and be safe. Merry Christmas from your WSIB representatives.

*In Solidarity,*  
 Ian Parry  
 Chris McDougall  
 Paul Seguro  
 Kate Penkett 



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

**G**reetings Brothers and Sisters,  
 By the time you receive this report the United Way campaign should be wrapping up. Even with all the downtime, our membership continues to recognize the need within the communities in which they live and work.

Our campaign goal for 2023 is \$325,001. I am optimistic in announcing that as of this report going to print, we are at more than 80% and on track to meet; if not exceed this ambitious goal. This could not be achieved without our members' support and compassion for those less fortunate.

It goes without saying that the last few years have been challenging. The use of food banks has increased by 200%. People with full-time jobs are being forced to choose between putting food on their tables or paying their rent. Thankfully, the Food For Life and Food Share Food Banks are there for anyone who needs it, including our own members

Drug abuse and alcoholism have all increased, alcoholism alone has increased by 638%. Staggering numbers for sure! During our canvasser training we had an agency guest speaker from Hope Place simply state "Give like lives depend on it...Because they do!"

This statement really struck home as to the challenges people are facing, including our members that use Hope Place for recovery.

In 2021 your contributions helped to fund 58 agencies and 106 programs within Hamilton and Halton and directly impacted 205,000 individuals directly.

Your United Way Campaign team cannot thank you enough for

**"ELECTRIFYING OUR COMMUNITIES"**

*In solidarity,*

*Shauna Thorne-Zarin*

*Employee Campaign Coordinator* 



*One Hour Super Store*

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

**H**ello Brothers and Sisters,  
 It was fun for the BIWOC committee to help out at an annual Halloween party put on by the Native Centre in Fort Erie for the children on November 26th. Our committee donated over 180 bags of candies towards this event, where 250 children came through in their authentic costumes, followed by music, dancing and refreshments. As a committee it's not just about us, it's all about how we navigate community relationships by helping others.

On Sunday, November 20th at the 707 Local membership meeting, we partnered up with the Women's Committee, Pride Committee and the Human Rights Committee for a bake sale to raise money to purchase toys for sick kids at McMaster Hospital. Our committee sold Jamaican patties and Samosas for this event, and all together raised \$940. I would like to thank Kinder Sidhu and Kerry Kang for donating the Samosas we're really grateful for the support from our brothers, as well as all our committee members who showed up to for this event. This shows strength and unity.

*In Solidarity,*  
 Constance Brown 

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# DENMARK'S ELECTION A POWERFUL EXAMPLE OF HOW PROPORTIONAL REPRESENTATION TRANSFORMS DEMOCRACY

FAIR VOTE CANADA | NOV 4, 2022



## Denmark had an election yesterday.

The contrast to Canada's last election couldn't be more stark. It isn't just in the numbers—it's in the politics.

In Canada, with first-past-the-post, the pursuit of power drives the agenda.

Minority governments are tenuous. They last until one party believes they can seize all the power with 39% of the vote. They want to gain complete control of Parliament.

Every one of Canada's minority governments has lasted two years or less.

In Denmark, by contrast, elections occur predictably every 3 to 4 years.

With proportional representation, no single party has been handed all the power in Denmark since 1909. The last time Denmark had a government that lasted only two years was back in 1979.

Parties in Denmark have learned to work together—and the voters expect them to do so.

## Informed and engaged voters

Unlike in Canada, where the Prime Minister attends only two debates with the other party leaders, voters in Denmark can watch 13 televised debates. This gives voters a deeper understanding of the policies each party is offering.

Denmark's media performs at a high or outstanding level for freedom of expression, political independence, and social inclusiveness.

A 2022 study looking at how Danish media covered elections concluded that Denmark's media gives fair treatment to the concerns of the elites and the public.

## Denmark's 2022 election: every voter really mattered to the outcome

Voter turnout in Denmark's election was **84.1%**.

Canada's last federal election? **62.3%**

Canadians elections are often characterized by divisive fear mongering and "horse race" politics.

An exit poll conducted immediately after the last election showed a **whopping 49% of Canadian voters were using their votes to stop a party they dislike, rather than to elect a party they support.**

*In Denmark, voters could vote for the parties and candidates they believed in—**knowing their votes really counted.***

**98.46% of Danish voters cast a ballot that helped elect an MP.**

In Canada's last federal election, the majority of Canadians (52%) cast ballots that made no difference at all.

## "The youth vote is serious"

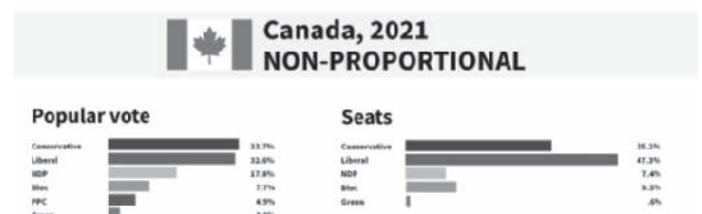
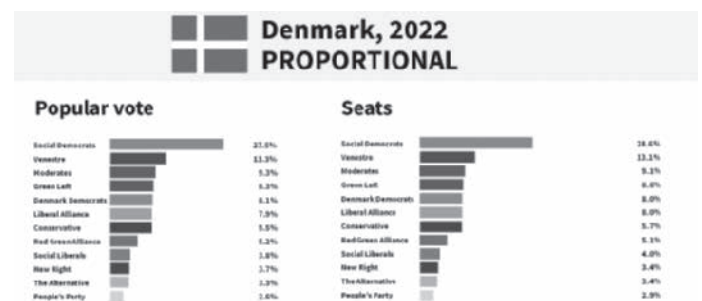
Becoming politically informed and engaged starts early in Denmark. The International Civic and Citizenship Education Study, which looked at democratic literacy among students in 38 countries, ranked Denmark at the top.

Politicians make substantial efforts to reach young voters. Turnout among 18-year-olds in Denmark's 2019 election was a whopping **85.1%**. In Canada's 2021 election, turnout among voters 18–24 years old was a pathetic 46.7%.

As Youth Journalism International reporter Amy Goodman observed about Denmark: "The youth votes mean something, and the politicians know it."

## Most importantly, in Denmark, voters got what they voted for.

Canada's 2021 election results were the usual lopsided distortions of first-past-the-post. In Denmark, the Parliament reflects what voters wanted:



## Cooperation is an integral part of Denmark's system—and it drives results

Not only is representation fair, decision-making in Denmark's next Parliament will take into account what more people want.

Denmark's politics has always been dominated by the spirit of collaboration between parties. As Danish political scientist Rune Stubager explains:

"Danish politics in general is a very consensual affair.

**Most of the legislation is passed with super majorities or with parties from other blocs."**

Even before the election campaign began, Social Democratic Prime Minister Mette Frederiksen was clear that after the election, she hoped to reach across the aisle and form a broader coalition:

"With the difficult times we live in and the hardships the world is facing ... the time has come to test a new form of government".

Today the final results were announced, and Mette Frederiksen's left-wing bloc has won an outright majority of seats.

**Despite securing its best result in decades and winning the right to govern with the support of like-minded political allies, Frederiksen's government has resigned in order to form a broader coalition.**

She called on all the parties to "seek cooperation" and promised to do everything possible to form a government that spans the political spectrum:

"I'm very, very happy," Frederiksen said as she arrived at parliament after midnight on Wednesday. When asked if she would still seek a broad-based coalition, she replied in the affirmative, saying **"we will do all we can to realize it."**

With first-past-the-post in Canada, the opposite kind of politics usually rules.

Successful parties and their strategists don't want to work together. They crow loudly about defeating their rivals. They massively exaggerate the popularity of their parties and the strength of their win.

On election night in Canada, Gerald Butts (former Principal Secretary to Justin Trudeau) bragged about "vote efficiency" on Twitter, pointing out how the "geniuses" at the data company hired by the Liberals had excelled at micro-targeting a handful of voters in swing ridings.

Justin Trudeau thanked Canadians for having (again) given him "a clear mandate"—ignoring the fact that the Liberals won a mere 32.6% of the popular vote.

In Ontario, Doug Ford couldn't have been more pleased with the first-past-the-post system on election night. He praised the 18% of eligible voters who handed his party a "majority":

"I think this system has worked for over 100 and some odd years and it is going to continue to work that way. But I'm just so proud of the coalition (that voted PC)."

## Cooperation with PR drives results for people

Cooperative governments which include parties that span the political spectrum have proven **successful** for years in Germany, the largest economy in Europe.

In Ireland, the two traditional governing parties—historic political rivals for a century—formed a **5-year coalition** with the Green Party to strengthen Ireland's economic, social and environmental future. Ireland leads the OECD in labour productivity and has the world's most satisfied voters.

**In Denmark, cooperation between parties is part of a culture of trust that makes lasting and transformational progress possible.**

For example, innovative and effective programs for "aging in place" continue to evolve in response to public demand. Institutional long-term care homes, still common in Canada despite their unpopularity, were banned in Denmark in 1984. Meanwhile, Canadian governments spin their wheels and let hopelessly negligent providers off the hook.

**A culture of political collaboration means parties can forge lasting agreements on issues that have become dangerously polarized in countries with winner-take-all voting.**

This kind of consensus politics was on full display in 2020, when Denmark **passed** the strongest climate legislation in the world. The legislation was the result of collaboration between nine parties, including conservatives.

**In Denmark, voters and parties expect a strong, inclusive democracy—and they get it.**

As Denmark political scientist Rune Stubager says: "We have a culture of negotiations and broad agreements. It's something people like. **They think reason should prevail and parties will come together and do what's best for our societies."**

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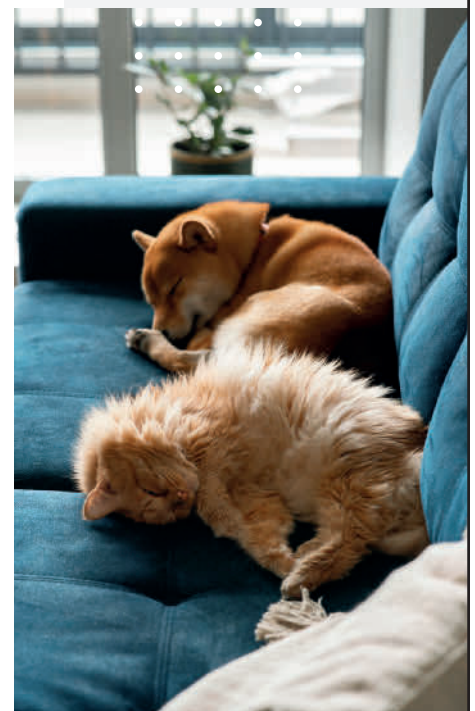
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# 2023 LOCAL 707 SHIFT CALENDAR

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

  General Membership Meeting  
   Retirees' Membership Meeting  
   Ford Paid Holiday

**Deadline for submissions for the next issue is  
 Monday, March 27, 2023**