

UNIFOR • FORD OF CANADA

BARGAINING REPORT: LOCAL 707

SUPPLEMENT TO THE 2020 TENTATIVE AGREEMENT BETWEEN UNIFOR AND FORD OF CANADA



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YOUR LOCAL 707 BARGAINING COMMITTEE



LOCAL 707 CONTRACTUAL CHANGES AND HIGHLIGHTS

OAKVILLE'S FUTURE IS **ELECTRIC**

**1.8 BILLION
INVESTMENT**

Future Investment

- Our number one priority coming into 2020 negotiations was to secure meaningful investment for the Oakville Assembly Complex. Our proposal to the company was to have our membership recognized for their hard work and dedication to the Ford Motor Company. We are proud to say that was accomplished. Our Local in coordination with the National Union led by Jerry Dias were able to obtain financial assistance from federal and provincial governments and secure a future for our members with an investment of \$1.8 billion into the Oakville Assembly Complex.

RECOMMENDATION

Your Unifor Ford of Canada Master Bargaining Committee and the Local 707 Bargaining Committee unanimously recommend this tentative agreement.

We urge you to vote in favour.

THIS IS A THREE-YEAR AGREEMENT WHICH EXPIRES AT 11:59 P.M. ON MONDAY SEPTEMBER 18, 2023

- This historic investment will impact our members, their families and the communities we live in for decades. Oakville will be the first Battery Electric Vehicle assembly plant in Canada. Your Local Bargaining Committee is Proud to have been able to be apart of this **ELECTRIC** investment.

Social Justice Fund

- Increased to \$25,000 per year. That is an additional \$5,000 per year. This increase gives Local 707 a better opportunity to donate & help the communities we live in. For example, but not limited to – Food Drives, Women’s Shelters, Addiction Recovery & many more worthy charitable causes.

Classification Updates & Pay Increases over and above economic package

- MP&L Parity Pay – Brining our members in-line with the D3 rate of pay
- MP&L Leaders – recognized as leader and will have the appropriate rate of Pay
- Body Heavy Metal Repair – will receive a leader rate to recognize their skillset
- If there is a failed rebalance the member rebalanced so long as they have the seniority will have recall rights.

Job Advertising & Postings

- **New modernized electronic job advertising system**
- **The posting procedure has been changed to a combination of Departmental and Bargaining Unit Wide job postings.**

Departmental – Non- Base and Non- Better Job Equal Pay (BJEP) classifications will be posted Departmentally prior to any opening being posted BUW

Bargaining Unit Wide – All base classification jobs will be posted BUW

Premium Jobs BJEP (repair) – There will be a Better Job Equal Pay (BJEP) canvass and the subsequent opening will be posted departmentally

Sunset Clause Re-Instated – Primary opening will be canvassed Better Job Equal Pay (BJEP) secondary opening posted BUW

All current 9 and 6 month freeze periods maintained

Health & Safety

- Added dock air bags to be included with plant cold weather preparation language
- In addition to the annual safety shoe allowance, 2 additional pair of boots (\$125.00 per pair) during the life of the contract for members on the following jobs in Paint Department hang & unhang, spray booth operators and in the Chassis department R/H & L/H strut secure.
- Seniority members, annual safety shoe allowance of \$125.00 per pair (increase of \$25.00)
- In addition to annual safety shoe allowance, Production seniority members will be provided with \$150.00 construction safety shoe allowance (increase of \$50.00), if required to work during construction projects.

Facility Improvements:

- Negotiated an enhanced Facility Budget to maintain and fix areas in the plant important to our members. For example, updating and enhancing our washroom and gym facilities as well we have a commitment to explore opportunities to cool down the Paint Shop Sealer Line.

Enhanced CTO Program

- It is expanded to all voluntary and Mandatory production overtime shifts.

PRODUCTION SCHEDULES

Traditional						
Mon	Tues	Wed	Thurs	Fri	Sat	Sun
10	10	10	10	8	8	RDO
10	10	10	10	8	RDO	RDO

- Mandatory Saturdays reduced from 24 per year to **9 Mandatory Saturdays** per year
- Two week notice for Saturday Production
- **MOJ for 0.5hrs above broken schedule but not to exceed scheduled hours**
- **RDO = Required Day Off**
- **20.07 maintained for traditional work schedule**

AWS 4X10.5						
Mon	Tues	Wed	Thurs	Fri	Sat	Sun
10.5	10.5	10.5	10.5	RDO	RDO	RDO
10.5	10.5	10.5	10.5	RDO	RDO	RDO

- **NO Friday or Saturday production shifts scheduled on 4x10.5**
- Short Work Week (SWW) based on 40 hours
- OT premiums pay out after 10hrs a day or after 40 compensated hrs is attained in the week
- 2 weeks notification of schedule
- EAA option 8 or 10 hour blocks/ 4 or 5 hour blocks
- Shift Rotation same as traditional
- **Man on Job (MOJ)** up to scheduled hours
- Can run 4X10.5 on #3 (afternoon) shift with 4X10+10\8 on #2 (day) shift
- Jury, Bereavment & Holiday 10hrs pay
- **RDO = Required Day Off**

VIA - Volume Increase Agreement pattern has been removed

AWS 4X10 + 10 or 8						
Mon	Tues	Wed	Thurs	Fri	Sat	Sun
10	10	10	10	10\8	RDO	RDO
10	10	10	10	10\8	RDO	RDO

- Short Work Week (SWW) based on 40 hours
- If you report for work on a scheduled Friday, SWW is maintained
- OT premiums pay out after 10hrs a day or after 40 compensated hrs is attained in the week
- 2 weeks notification of schedule
- EAA option 8 or 10 hour blocks/ 4 or 5 hour blocks
- Shift Rotation same as traditional
- Man on Job (MOJ) up to scheduled hours
- Can run 4X10.5 on #3 (afternoon) shift with 4X10+10\8 on #2 (day) shift
- Jury, Bereavment & Holiday 10hrs pay
- **RDO = Required Day Off**

AWS 3 Crew						
Mon	Tues	Wed	Thurs	Fri	Sat	Sun
10.5	10.5	10.5	10.5	RDO1	RDO2	RDO3
RDO1	10.5	10.5	10.5	10.5	RDO2	RDO3
10.5	RDO1	RDO2	RDO3	10.5	10.5	10.5

- RDO = Required Day Off
- Man on Job (MOJ) up to 10hrs
- Short Work Week (SWW) based on 40 hours
- EAA option 8 or 10 hour blocks/ 4 or 5 hour blocks
- RDO1 & RDO2 = 1.5X RDO3 = 2X
- C- crew 10% Mon/Fri & 1.25X on Sat/Sun
- All RDO days are voluntary
- A&B shift Rotation
- 12 Production Saturdays (3 per quarter) can be scheduled per year max 10hrs
- Jury, Bereavment & Holiday 10hrs pay
- **20.07 of the CBA is maintained**
- **Changes to priemiums under the AWS program does not change until 1/1/2022**

707 SKILLED TRADES

TRADES OPERATING PATTERNS

Traditional						
Mon	Tues	Wed	Thurs	Fri	Sat	Sun
8	8	8	8	8	8	RDO
8	8	8	8	8	RDO	RDO
8	8	8	8	8	RDO	RDO

- Mandatory Saturdays reduced from 24 per year to **9 Mandatory Saturdays per year**
- 2 week notice for Saturday Production
- **RDO = Required Day Off**

Modified Four Crew, Two Shift							
Shift Groups	Mon	Tues	Wed	Thurs	Fri	Sat	Sun
GRP1\3	12	12	RDO1	RDO2	RDO3	12	12
GRP1\3	12	12	12	RDO1	RDO2	RDO3	RDO4
GRP2\4	RDO1	RDO2	12	12	12	RDO3	RDO4
GRP2\4	RDO1	RDO2	RDO3	12	12	12	12

Modified 4 Crew 7on - 7 Off							
Shift Groups	Mon	Tues	Wed	Thurs	Fri	Sat	Sun
GRP1\3	12	12	12	12	RDO	RDO	RDO
	RDO	RDO	RDO	RDO	12	12	12
GRP2\4	RDO	RDO	RDO	RDO	12	12	12
	12	12	12	12	RDO	RDO	RDO

- RDO1 & RDO2 = 1.5X RDO3 & RDO4 = 2X
- Bereavment and Jury Duty paid 12 hrs to max of 40hrs
- OT premium pays after 10th hour on regular scheduled shift
- Holiday pays 12hrs on regular shift & 8hrs straight time on RDO
- **RDO = Required Day Off**

FULL UTILIZATION

- Windows Language has been removed. We will be using the fundamentals of Full Utilization and work ownership under Appendix "T"

CTO Program

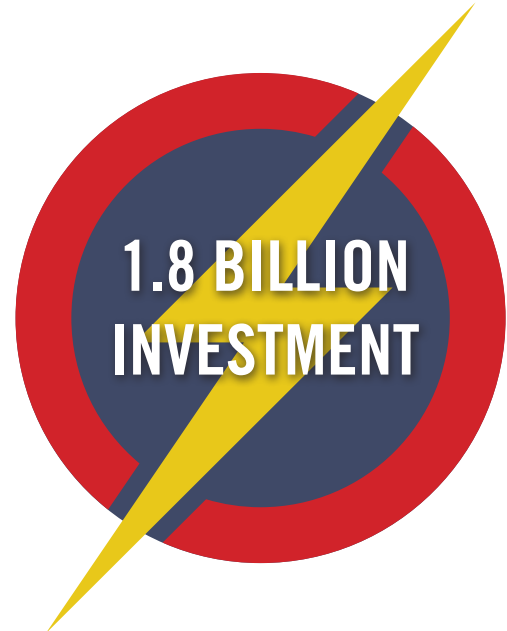
- Skilled trades will now be a part of the Compensatory Time Off program

Safety Boots

- Enhanced coverage for Skilled Trades members

On Behalf of your Local Bargaining Committee we unanimously endorse the 2020 Tentative agreement.

Our Future is *ELECTRIC* at Oakville.



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