

UNIFOR LOCAL 707 • FORD OF CANADA

# LOCAL BARGAINING REPORT



**YOUR UNIFOR LOCAL 707 BARGAINING COMMITTEE**

*SUPPLEMENT TO THE 2026 TENTATIVE AGREEMENT BETWEEN UNIFOR AND FORD OF CANADA*



## RECOMMENDATION

Your Master Bargaining Committee and Local Bargaining Committees  
unanimously recommend this tentative agreement.

**We urge you to vote in favour.**



# POSITIONING OAC FOR A STRONG FUTURE

## Message from your President and Chairperson

Greetings members,

As we entered this round of bargaining, we did so under exceptionally difficult and unique circumstances. Oakville Assembly Complex had been without production for more than two years while undergoing a historic transformation in preparation for the launch of the next generation of Ford F-Series Super Duty trucks. More recently, the plant had also been idle since May 2024 without building a vehicle, while tariffs and the broader political climate surrounding the auto industry added further uncertainty for our members and their families. Throughout this unprecedented period, the members of Local 707 showed tremendous patience, resilience, and solidarity.

From the outset, our bargaining committee remained focused on protecting our members, strengthening financial security, and securing meaningful employment and retirement transition opportunities. These negotiations had to address both the immediate hardships caused by layoffs and instability, and the long-term future of our membership at Oakville Assembly Complex.

A key priority throughout bargaining was creating a path to returning every laid-off member back to work and ensuring families had necessary support in the meantime. These negotiations secured income provisions for laid-off members and their families until they are able to return to work. The tentative agreement also includes a special bonus payment for members who remain on indefinite layoff, along with continued IMP benefits until the last employee participating in the Retirement Incentive and/or Special Termination of Employment Pay canvass has left the Company, or until July 1, 2027. These provisions recognize the sacrifices made by Local 707 members throughout the re-tool and provide important financial support during this transition.

Beyond these job and income protections, the negotiations also delivered benefit enhancements, pension improvements, and wage increases that strengthen the overall package for Local 707 members. While there is still work ahead, the gains achieved through these negotiations represent meaningful progress in the face of serious challenges and position us for a strong future as production begins at Oakville Assembly Complex.

We are proud to endorse this tentative agreement with the unanimous support of your Local Bargaining Committee, and we thank all members for your continued patience, support, and solidarity throughout this process.

In Solidarity,

**MARK SCIBERRAS**  
*Unifor Local 707 President*

**JASON DEL BUONO**  
*Ford Master Bargaining Committee Vice-Chairperson  
OAC Chairperson*



**MARK SCIBERRAS**  
President, Local 707



**JASON DEL BUONO**  
Ford Master Bargaining  
Committee Vice-Chairperson,  
OAC Chairperson

Contract term:  
**3-YEAR AGREEMENT**

Agreement will expire at:  
**11:59 p.m. ET on September 19, 2029.**

# LOCAL 707 BARGAINING HIGHLIGHTS

## OAC LAID-OFF EMPLOYEES

### IMP EXTENSION

The company will **extend Income Maintenance Plan (IMP) benefits** payable at employee's hourly rate at time of layoff until the sooner of:

- Their recall date to work;
- July 1, 2027.

Once recalled to work, an employee who is subsequently laid off, will be eligible for income security benefits, as provided under the terms of the collective agreement.

### SPECIAL BONUS

**Employees on indefinite layoff will receive a \$10,000 special payment following notice of ratification.**

Bonus payment target date of August 31, 2026.

## PATHWAY TO "FULL EMPLOYMENT" AT OAKVILLE ASSEMBLY COMPLEX

### RETIREMENT AND SEPARATION INCENTIVES

One-time \$50,000 lump sum payment to eligible production employees.

- Offered first to normal and early retirement eligible production employees (retirement incentive)
- If required: Offered to non-retirement eligible production employees (separation payment)

Retirement and separation dates will be determined by the company and are planned to be completed by July 1, 2027.

The total number of employees electing to leave the company shall not exceed the number of employees on layoff as of the Monday following notice of ratification and will result in a one-for-one action.

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## DB AND HYBRID PENSION PLAN CREDIT SERVICE RECOVERY

Subject to any legislative maximums, the union has negotiated DB and Hybrid pension credit service recovery for missing credits due to indefinite layoff for Oakville from January 1, 2025 to June 30, 2026.

# LOCAL 707 BARGAINING HIGHLIGHTS

## **FACILITY IMPROVEMENTS**

- Deployment of safety eyewear cleaning stations to team rooms, maintenance cribs and other designated appropriate locations.
  - Seating options for every workstation.
  - Micro-market built in a suitable, designated location in Final Assembly.
  - Evaluation of feasibility for additional food service options.
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## **CLASSIFICATION & WAGE RATE REVIEWS**

The following classifications will be undergoing a wage rate review within 90 days of ratification: 344, 398, 394, 358. While the 675 classification in Stamping will undergo a wage rate review within 6 months of ratification.

## **HEALTH & SAFETY**

### **SAFETY SHOES**

Increase in safety shoe allowance to \$235 per year (up from \$200).

### **HEALTH AND SAFETY REP**

Enhanced language to maintain the use of a #3 Shift Health and Safety Representative in the absence of a production shift.

### **TRAINING COORDINATOR**

Enhanced role for Training Coordinator at Oakville Assembly Complex.

## **SOCIAL JUSTICE FUND**

The Local 707 Social Justice Fund company contribution renewed for the term of the agreement.

# LOCAL 707 BARGAINING HIGHLIGHTS

## SKILLED TRADES HIGHLIGHTS

### FULL UTILIZATION

#### **Apprentices included in Job Security and Work Ownership - Appendix “T”**

It is the policy of the company to fully utilize all employees in Skilled Trades classifications in the performance of maintenance and construction work. Consistent with local scheduling practices, when such work is required to be performed, Skilled Trades employees, **including apprentices**, shall be given first priority to perform such work provided they are capable of performing such work. If for valid reasons, the company is contemplating not utilizing apprentices, discussions will take place with the Skilled Trades Chairperson, before a final decision is made.

### CONTINUED COMMITMENT TO HIRE APPRENTICES

The company has maintained its commitment to hire up to **150 apprentices** between the Oakville Assembly Complex and the Windsor powertrain facilities. Recruitment for the first class of apprentices will start no later than the third quarter of 2027.

### WELDER MAINTENANCE TRADE CLASSIFICATION

The company will maintain adequate staffing levels of Welder Maintenance Trade classification members for the duration of the agreement.

### SAFETY BOOT ALLOWANCE INCREASED

The allowance for green patch safety shoes has been increased from \$200 to **\$235 per year**.

# YOUR UNIFOR LOCAL 707 BARGAINING COMMITTEE



**MARK SCIBERRAS**  
President, Local 707



**JASON DEL BUONO**  
Ford Master Bargaining  
Committee Vice-Chairperson,  
OAC Chairperson



**SCOTT M<sup>c</sup>COLEMAN**  
OAC #3 Shift Committeeperson



**CHRIS SIMPSON**  
OAC Committeeperson



**ROY DE MATOS**  
OAC Committeeperson



**STEVE GEBEL**  
OAC Committeeperson



**ROB TASSONE**  
OAC Committeeperson



**CHRIS HERBST**  
OAC Skilled Trades  
Chairperson

