



OHAP BULLETIN

7/29/2025



UPDATES:

ORDER BANK: P – 2,058 / VN – 6,274 / H – 1,500

Road Closed: We have been just advised by Norfolk & Southern Railway, that the railroad crossing at Miller Road will be closed until Friday August 1, 2025.

We are all living through some very difficult times. With the ongoing uncertainty in the economy, it's hard to predict what the future holds – especially when it comes to order volumes for the rest of the year. Based on past experience, it's likely they won't be as strong as we would like. Our primary focus remains clear: keeping people working and employed.

Next month, Ford will be holding a major meeting to discuss further cost-cutting opportunities. This is in response to multiple vehicles recalls and the broader economic pressures affecting the entire industry. As of now, all salary overtime at our plant has been cancelled – a clear indication of how seriously the company is looking at expenses.

Many of you have been asking for an update on negotiations. We want you to know that we've compiled the list of concerns and proposals submitted by the membership. We are preparing to sit down with the company again to negotiate however, at this time, a date has not been set. The delay is due to the start of the rebalance and the ongoing issues with H567 line. Negotiating a new tentative agreement remains a top priority.

We are also facing high absenteeism (AWOLs), which continues to impact operations. In response, Ford is bringing more workers back from TLO status to help meet production goals and stabilize output, they will likely continue to do so if our absenteeism continues to stay high. We are averaging 60 to over 100 AWOL's per day.

We appreciate your patience and continued solidarity as we navigate these challenges together. As always, we'll keep you informed as soon as there are further developments.

Rebalance: 97 days to go on rebalance. The tasks assigned during this period are very aggressive, and we want to stress the importance of every employee working at a normal pace and strictly following their Operator Instruction Sheet (OIS).

- Work at a normal pace
- Work in a Safe manner
- Follow your Operator Instruction Sheet (OIS)
- If you encounter any issues or are unable to perform your job as outlined in your OIS, **please pull your Andon cord**, to notify your Team Leader.

This is an essential step in bringing attention to the issue and ensuring it's addressed promptly and appropriately. Your UAW Bargaining reps, District reps and other Appointed reps, will continue to be available to support you throughout the rebalance process.

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HEALTH & WELLBEING: During these difficult times, we want to remind everyone that it's okay to ask for help.

If you're feeling overwhelmed by stress, or struggling with substance use, please know that you're not alone. Reaching out is a sign of strength – not weakness. Taking the first step by asking for help can make all the difference. For free and confidential counseling, contact Tanya de Almeida UAW ESSP Representative at 440-933-1423.

AA Meetings: Starting Tuesday August 5th at 5:30pm there will be an AA meeting at the Union Hall. Any members that need support with alcohol and/ or drugs are invited to attend. For questions, please reach out to Terry Camacho at (440) 990-4465 or stop by and see him in the garage. Terry would like to assist members on their path to sobriety. Completely anonymous, no judgement, just help!

UPCOMING COLLECTIONS:

