



OHAP BULLETIN

1/29/2026



Ford Motor Company has established **Act of God** levels to address severe weather situations (**not to be confused with county emergency levels**). When severe weather occurs, Employee Relations reviews all relevant facts, including weather conditions, employee missing, and surrounding business operations. This information is submitted to Labor Affairs for review to determine whether the plant qualifies under an Act of God level.

The Act of God determination impacts how employees are coded in the payroll system. Depending on the level assigned, employees may be required to use personal time, be coded under an unpaid personal designation, or be handled according to other applicable guidelines.

On Monday, severe weather conditions impacted employees' ability to report to work. All relevant information was submitted to Labor Affairs, and a determination was made Level 2 - Act of God. A level 2 would not have rewarded the employees that showed up to work and if you didn't come to work, you would have had to use personal time to cover yourself.

This decision was challenged by our structure and escalated back to Labor Affairs for further review to change our plant to a level 3 – Act of God. Upon review, the decision was overturned in favor of the UAW and we were awarded the highest Level 3 – Act of God.

What This Means for Employees.

Under a **Level 3 Act of God**, the following applies:

- Employees who were **unable to report to work** due to the severe weather will be coded correctly and **paid 8 hours short work week**.
- Employees who **reported to work** will be paid for the **hours worked plus an additional 8 hours short work week** for that day.

Exceptions:

- Employees who utilized **FMLA** for Monday will follow the normal process.
- Employees who are on TLO are not eligible.
- Employees who were on **previously scheduled vacation or a scheduled personal day** will not receive additional pay for that day.

H-Line TLO : We are going to continue the TLO (lay-off) until July 1, 2026. If you are currently on a TLO and wish to come back, **you have the right to come back to work** (notify your Union Rep or Supervisor).

SUMMER SHUTDOWN : To comply with **Article IX, Section 25 (b)**, the Company has provided the UAW with the information that there will be a summer shutdown for 2026. The specific dates will be provided during the April 1st contractual notification.

POTENTIAL DOWN WEEK: We have been notified by the Company of a possible production down week, the week of February 9th. We will share more details when it's confirmed.