



07-7-2026

JOB BIDS

The following job bids are being posted Tuesday, July 7, at 9am – Friday, July 10, at 9am:

In an effort to create more stability, improve coverage, and reduce the constant movement caused by manpower shortages, your **Union secured an agreement with the Company to return to a minimum of two GUs per team.** We are currently auditing the plant to identify where openings exist. Establishing an adequate GU pool will provide better continuity, strengthen team support, and help ensure coverage is handled in a more consistent and fair manner.

GU BIDS –

BID NUMBER	JOB BID	# REQ.	PAY RATE*	SHIFT	DEPARTMENT
OH - 4718	UTILITY GENERAL (5800099)	TBD Req.	\$37.75	2nd	Body
OH - 4719	UTILITY GENERAL (5800099)	TBD Req.	\$37.75	2nd	Trim
OH - 4720	UTILITY GENERAL (5800099)	TBD Req.	\$37.75	2nd	Chassis
OH - 4721	UTILITY GENERAL (5800099)	TBD Req.	\$37.75	3rd	Chassis

In addition, there is also a need for back-up support to the GU classification. **We are bringing back the 9999 bids to better support the departments outside of Final.** This provides senior Final Assembly employees with the opportunity to support temporary needs throughout the plant (Ex. PSO, Mix, Long term medicals, etc.) while maintaining ownership of their base operation. Assemblers will keep their base operation and return to it when they are no longer needed.

Having an adequate GU pool, job bids including 9999 positions, and a clearly defined Department-to-Department process... creates a cleaner, more transparent system that improves consistency, fairness, and coverage throughout the plant.

TEMP. BIDS –

OH - 9999 - 6	Temporary Supplemental Pool	TBD Req.	Body
OH - 9999 - 7	Temporary Supplemental Pool	TBD Req.	Paint
OH - 9999 - 8*	Temporary Supplemental Pool	TBD Req.	GARAGE & PRE - DELIVERY

- Available to Final (Trim & Chassis Assembler) employees ONLY (You can sign up for one or all)
- No 3-day turnaround. Solicitation list will remain in effect for a 6-month period
- Does not prevent you from bidding on permanent jobs or laterals
- Have a valid Ohio driver's license *
- Be willing and able to drive ALL units – P/H/VN *
- Be placed on available work inside or outside of the building *



EXPLANATION OF REDUCED HOURS ON JULY 1ST

July 1st was an abnormally hot day throughout the plant. As a result, the Union H&S performed a WBGT test on and around the Sealer Line in Paint. This area has been identified as the hottest area of the plant in our annual heat stress audit. This is a difficult area as it is heated from the sealer oven and phosphate tanks before it is presented to the Sealer Line. H&S found the conditions to be just inside the threshold for response level 3. This response level requires additional break and consideration of limiting production to 8 hours when these conditions exist over three days or more.

Even though the conditions didn't meet all requirements for limiting production, the Union approached the Company to reduce production on this day as a precaution. The Company agreed. This impacted the whole plant as a result, so production was limited to 8 hours with some supporting department going a little longer to fill the system. **We will monitor days where these extreme conditions exist and make sure the right thing happens.**

TENTATIVE DATES FOR H - LINE NIGHTS TO RETURN

Your Bargaining Team has been meeting with the Company over the past three weeks to address the H - TLO concerns and when H Nights will return. This conversation was centered around getting this shift put back on as soon as possible, affording training to those who need it and getting a firm understanding around what the volume looks like that is prompting the return of H nights. **Currently the production forecast shows that H nights is needed all the way into February.** Below are the tentative dates we currently have:

H – Nights slow ramp up for training, will start: Monday, August 17th

H – Nights full production will start: Monday, September 14th

NEW HIRE ORIENTATION JULY 13TH

There is a new hire orientation that will take place on Monday, July 13th. This was a result of a lower-than-expected class at the last orientation. **It is expected that there will be 10 new hires in attendance.** This was in motion before your new structure took office. **These candidates came from the same grouping allocated to the last posting and lottery.**

We are asking a lot of questions about the hiring process as it seems to be constantly changing. (Assessment concerns, hiring hierarchy, and stringent backgrounds checks that have been newly introduced.) These conditions are creating a lower hiring pool and needs to be debated. **Before we do a hiring on our watch, we want to weigh in on these new changes, push to reform them, then be transparent with the Membership about what the process is.**

REBALANCE PERIOD FOR 2026

Reminder: As stated in the bulletin last week, Rebalance period: **Monday, 7/13/26 through Friday, 11/13/26.**

SAVE THE CHILDREN - GOLF OUTING – FREE RAFFLE ENTRY

Women of Ford will be sponsoring a team for our Charity - Save The Children - golf outing that is at Grey Hawk golf club in Lagrange ,Ohio on **Saturday July 25th** 1:00 shotgun start.

Entry into the raffle for the team is free for all Ford Ohio Assembly Employees.

Just email Lisa Redilla at Lredilla@ford.com and say you want to be entered into the golf outing raffle by 9:00 am on Friday July 10th . The drawing will be held in front of the Main cafeteria between 11:00 and 11:30 on Friday the 10th! One name will be drawn, and they will be able to enter a 4-person team into the outing. Thank you for your support and Good Luck