



## Exciting milestones coming soon

Hi everyone,

This has been a year of exciting product announcements. We begin plant changeovers at Dearborn Truck in September and Kansas City Assembly in October to produce the all-new F-150. It's important we launch on time and with quality to maintain truck leadership. There have been over 165,000 Bronco reservations placed. We'll begin production at Michigan Assembly and Hermosillo in the coming months, delivering to dealerships next spring. PTME is supporting these launches with a significant number of upgraded powertrains, providing virtual and in-person launch support.

With these milestones ahead of us, your attendance is important. It is critical for the safety of your co-workers and quality of our products. Thanks to all of you who come in every day to help us make great vehicles.

This year, we have rotating summer shutdown periods that began June 29 and will continue until Oct. 19. To date, we have had no serious injuries or lost time cases during shutdown, as well as a 40 percent year-over-year reduction in Lost Time Cases. Keep up the great work and focus on safety at the plants with upcoming shutdowns.

Ford is continuing to support the United Negro College Fund's mission to create equal access to college education for all Americans. Over the last decade, Ford raised and donated more than \$1.4 million to UNCF. Thanks to those who participated in the Virtual Walk for Education on Aug. 22. Help us reach our goal of \$150,000 by donating online through Oct. 31.

Please remain safe this Labor Day. Be responsible and follow safety protocols outside of the workplace. We can enforce safety protocols in our facilities, but what you do when you leave Ford facilities is up to you. Wear your mask. Socially distance. Wash your hands frequently. Stay safe!

Built Ford Proud,

John



## As Bronco turns 55 years old, Ford celebrates with adventure concepts

In honor of Bronco's 55th birthday, Ford celebrates the unprecedented response to the all-new Bronco and Bronco Sport rugged SUV models with the reveal of five new adventure concepts showcasing factory-backed accessories that make personalization easier and more affordable. Bronco, Ford's new outdoor brand, also announces the first Bronco Off-Road location and a return to Baja 1000.

Expanding on the Bronco family's Built Wild™ innovative design and capability pillars, these five adventure-inspired concepts further highlight the brand's readiness for customization at launch. Beyond the standard options, there are more than 200 available factory-backed accessories for Bronco two- and four-door models, and more than 100 accessories for Bronco Sport models.

[Click here](#)



All-new Bronco provides backdrop for young couple's storybook moment

[Click here](#)

## MARCH OF DIMES

2020 UAW Ford March of Dimes fundraising campaign is underway

As a result of the pandemic, we are restricted from gathering together, but we have created a new and exciting way to get involved with a virtual auction. New items will be added during the auction period. Don't delay, bid today.

[Click here for the auction](#)

## Ford announces Jim Hackett to retire as president and CEO; Jim Farley to succeed Hackett as company continues transformation

Ford Motor Company announced that Jim Hackett, who has led the company's transformation since 2017, plans to retire from the company. Jim Farley has been named the company's new president and CEO and will join the board of directors, effective Oct. 1.



Hackett, 65, and Farley, 58, will work together on a smooth leadership transition over the next two months.

Under Hackett, Ford moved aggressively into the new era of smart vehicles and drove a deeper focus on customers' wants and needs. At the same time, Ford improved the fitness of the base business – restructuring operations, invigorating the product portfolio and reducing bureaucracy. [Click here](#)

## September is Global Caring Month

Every September, thousands of Ford employees worldwide participate in Global Caring Month – a month-long concentrated focus on community service and an annual event of the Ford Volunteer Corps. This year, to maintain the health and safety of employees during the global pandemic, the Ford Volunteer Corps is offering two new and unique ways for Ford employees and retirees to give back during Global Caring Month.

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**Hero@Home PLEDGE**

**I PLEDGE TO:**

- 1 Educate myself about COVID-19
- 2 Practice Hero Habits at work and outside of work
- 3 Use the Hero@Home email signature
- 4 Check on my family and friends
- 5 Sign the Family Pledge
- 6 Be safe on holidays and at gatherings

Safe Habits at Work, Home, Community

Stay 6 Feet Apart

Take Care of Yourself

Wash Hands Often

Wear Your Mask

**LEARN MORE**

## AUGUST SAFETY MESSAGE

# Falls are 100 percent preventable at home and work

Whether working from a ladder, roof or scaffolding, it's important to plan ahead, assess the risk and use the right equipment. First, determine if working from a height is absolutely necessary or if there is another way to do the task safely.

About 9.2 million people were treated in emergency rooms for fall-related injuries in 2016. With a few simple precautions, you'll be sure to stay safe at home and at work:

- Huddle with your co-workers and determine what safety equipment is needed
- Ask yourself, have I been trained how to use the equipment?
- Scan the work area for potential hazards before starting the job
- Make sure you have level ground to set up the equipment
- If working outside, check the weather forecast; never work in inclement weather
- Use the correct tool for the job, and use it as intended
- Ensure stepladders have a locking device to hold the front and back open
- Always maintain three-point contact on the ladder
- Place the ladder on a solid surface and never lean it against an unstable surface
- Follow the 4 to 1 ratio when using an extension ladder. It should be one foot away from the surface it rests on for every four feet of height and extend at least three feet over the top edge
- Securely fasten straight and extension ladders to an upper support
- Don't lean or reach while on a ladder, and have someone support the bottom
- Never use old or damaged equipment; check thoroughly before use

By following the above precautions, you will stay safe while using ladders. For more information on slips/trips and falls, go to [NSC.ORG](https://www.nsc.org).





From the left: Erik Williams, Michigan Assembly Plant, Patricia Andrews, Lima Engine Plant and Deana Barnett, Kentucky Truck Plant show their support during Orange Tuesdays at Ford plants around North America.



## From a flicker of an idea to a flame of unity, **Orange Tuesdays** shine on Ford's diversity

BY MORGAN HANLEY

As protests erupted across the country at the end of May, Ford employees began championing the cause for social and racial justice by wearing orange. #OrangeTuesday, which honors Ford's cultural diversity and racial harmony, stemmed from one employee's desire to show respect and tolerance for all races.

Sheila Church, Louisville Assembly Plant new model launch coordinator for chassis, was watching the news one night and decided she needed to do something to show her support. "As a retired law enforcement officer, I wanted to be a part of the solution," said Church, who did some research and determined that the color orange best represented racial harmony. The following day, a Tuesday, Church wore orange and shared her idea of showing support for all races with her co-workers.

Wanting to expand upon her message that anyone wearing orange embraces cultural diversity, Church approached Cynthia Goldsberry, regional cultural manager, about the possibility of getting orange shirts made to wear on Tuesdays. Goldsberry loved the idea, noting it was "heartfelt" and "something that everyone could participate in as a gesture of unity." Orange stands for cultural diversity and racial harmony, she said, and is a big bright color that will certainly get noticed.

"When you see a mass of people wearing orange, it will definitely start the dialogues," said Goldsberry. She introduced the idea to other plants and shared the concept with other managers. It took off in numerous plants throughout the manufacturing system.

According to Natalie Popovski, Dearborn Truck Plant communications coach, the plant prides itself on

*Shelia Church is a native of Akron, Ohio, with one adult son, and she has been with Ford for 14 years. Church grew up in a Ford family; her stepfather was a 45-year employee. Her husband, David Church Jr., is a third-generation Ford employee.*



diversity and multiculturalism and strives to amplify the voice of every member of the team. "Dearborn Truck Plant wanted to join its fellow plants with #OrangeTuesday to acknowledge the civil unrest and current climate in our nation," said Popovski. "We stand by our employees and our community. By showing support for #OrangeTuesday, we hope to spread the message of respect, acceptance and courage far beyond our plant."

Angela Griffin, Flat Rock Assembly Plant salaried labor representative, said, "For us, it's a way to try and bring people together and give them something to rally around. We need to try to band together right now, and wearing orange is a simple way to do it." Walter Robinson Jr., UAW quality representative at Michigan Assembly Plant, concurs. "#OrangeTuesday, to me, is a visual representation of solidarity," he said. "With the climate of the country and the world at this time, we need a point that we can all agree on. We all need to speak truth to move forward."

[Click here](#)

# in the NEWS

## Ontario premier thanks team as face shield production concludes

BY MICHAEL  
MICHALSKI

Face shield production has now concluded at the Ford Windsor site with Ontario Premier Doug Ford himself recently helping the team hit its target output of 2.75 million units.



"You guys are all absolute champions. You stepped up and showed the true Ontario spirit and ingenuity of how quickly we could react and switch over to help. These face shields are life-savers. They are absolute life-savers," said Ford before leading several rounds of applause for the gathered face shield assembly team at Essex Engine Plant Aug. 13.

Later, the premier even participated in production by assembling one himself before touring other areas of the facility. Along the way, he met with many team members who proudly showed him examples of the cutting-edge technology in place at the site.

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## Landon Smith: Electrician and ball player

BY STEPHANIE JAFFE

Landon Smith, a third-shift electrician at Sharonville Transmission Plant, grew up playing Cincinnati knothole baseball, coached mostly by his father, Loren Smith, also an electrician at the plant.



One day in 2013, Smith happened to be at Eden Park when the Cincinnati Buckeyes vintage baseball team was setting up for a game. They asked him if he wanted to play and he has been on the team ever since.

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## Get to know: Sarah Buettemeyer Oakville Assembly Complex

Q: What is your position and primary work location at Oakville Assembly Complex?



A: I am an apprentice electrician. I'm currently located in the body shop, but we rotate work locations every six months, so we get experience in the entire facility.

Q: What got you interested in working as an apprentice?

A: I've always had an interest in hobbies that align closely with the trades, but I never considered them as a career path until I was given the opportunity to join the apprenticeship program. With a background in art, I am finding new uses for all of my artistic skills and adapting them quite well to fit my daily needs.

Q: What is your favorite thing about being an apprentice?

A: My favorite aspect of being an apprentice is being lucky enough to work with such an amazing group of individuals who are passionate about their trade and eager to pass on their knowledge. The information I have acquired from books and schooling is certainly an important part of any skill but being able to work and learn at the same time has been a valuable experience.

Q: What do you hope will come from this experience as an apprentice at Ford Motor Company?

A: I hope that I can emerge from the apprenticeship as a more experienced, well-rounded person who can easily adapt to new situations and solve problems as they arise. Manufacturing, as I have already started to learn, is a vast and constantly changing environment that offers continuous opportunities for growth and skill-building.

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## BALL PLAYER

The Cincinnati Buckeyes is one of two rival teams in the Cincinnati Vintage Base Ball Club. The other is the Cincinnati 1869 Red Stockings.

Around the country, the Vintage Base Ball Association is made up of more than 200 teams, with 40 in Ohio and 40 in Michigan.

"We are usually invited to play at renaissance festivals and historical societies to demonstrate the concept of vintage baseball," said Smith.

Every year, there's also a National 19th Century Base Ball Festival in Gettysburg and a world tournament

at the Henry Ford Museum's Greenfield Village.

"At the Henry Ford, there will be anywhere from 500 to 1,000 people watching," said Smith. "You'll see really good ball players who very rarely make errors."

[Click here](#)

## PREMIER

"From the bottom of my heart, I want to tell you how grateful I am and I know everyone in Ontario is grateful for the Ford Windsor team doing an absolutely incredible job," said Ford. "That's what makes Ontario better than any other region in North America." The premier signed his face shield to the Team a memento of the effort to combat the spread of COVID-19.

Face shield assembly for first responders and frontline healthcare workers across Canada began March 26 at Windsor Engine Plant following the pausing of regular production at Ford's North American manufacturing facilities March 18. Following a subsequent shift to Essex Engine Plant, the Team had assembled its 1-millionth unit by June 15. Final production wrapped Aug. 14.

"Our entire team, from top to bottom, is proud to have made a positive contribution amid these unprecedented times," said Tony Savoni, Windsor Operations site manager.

"UNIFOR, including all of our brothers and sisters, are honored to have joined forces with Ford of Canada to once again lead the way when our country needs it most," said Tim Little, vice president, UNIFOR Local 200.



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## GET TO KNOW

**Q: What are your thoughts on women in trades?**

A: I'd love to see more of us. I understand how hard it can be to go somewhere that you've always been told is not for you. The trades are traditionally a man's world. However, when more women see that we are doing the job, that we are teaching a robot or troubleshooting a faulted piece of equipment, I truly hope that they will join in and turn the visible few into a majority.

**Q: What do you think companies could do to attract more women to working in the trades?**

A: The apprenticeship program is a great opportunity to continue to draw more women into the trades. I think a huge barrier for a lot of women is not being able to picture ourselves in a non-traditional career, or working in a factory. But, once we are inside and doing a job, that barrier starts to come down. Having the option to apprentice within our current workplace is a great way to take the first step over that barrier.

**Q: What is your favorite thing about working at Oakville Assembly Complex?**

A: The people. I came here fresh off the street, so to speak. I've been able to meet so many interesting individuals and make a lot of great friends that I know I'll have for life. The people we work with every day become our extended family, and it's a family I'm happy to be a part of.

**Q: Can you tell us something interesting about yourself?**

A: A little over a year-and-a-half ago, I learned how to drive a manual car. It was the best and most terrifying decision I've ever made. It's not often in our adult life that we put ourselves in very public situations where we have no idea what we are doing. But that is what I did when I went and bought myself a Focus ST. After spending a day with my sister learning how to drive a stick in her car, I had to tackle getting myself to work and home every day in traffic. When you stall three times in a row while trying to drive away from a stop sign, it becomes quite a humbling experience. You must learn from it, and quickly. Now that I've relearned how to drive, I love my car. It's so much fun!