



# WINDSOR TALKS

ONE TEAM. ONE PLAN. ONE GOAL. ONE FORD.



Thank you for your undivided attention at the Town Hall-All Up meetings this month. There is a tremendous amount of good news regarding the work that's being done at Windsor and the fact that we are able to transition to new product is great news. And yes not all the news is positive or as candid as we like but I hope you can appreciate that we share what we can so that you can be better informed going forward. I appreciate your support and ask that you stay focused on continuing to demonstrate that Windsor/Annex/Essex plants deliver on time, safely and always with Quality! Thank you for an outstanding 2009! I look forward to working with you throughout 2010.

*Best Regards, Alex Maciag, Site Operations Mgr.*

## **Windsor Powerhouse, WEP, 3V/Annex**

### **Power Loss Recognition and Appreciation:**

On December 9, 2009, there was a major power loss at the Powerhouse, WEP, 3V/Annex locations due to a reactor explosion. Extraordinary efforts in the response were performed by numerous departments, employees, and contractors. We did not sustain any injuries and would like to recognize all of the individuals who responded to the initial incident and were part of the recovery course of action. We never want to have an evacuation situation and appreciate the efforts of everyone involved. Our readiness significantly contributed to an expedient and safe site business recovery.

*John Castellano (Building Services/Tool Management Team Manager)*

*Karen Leblanc (Central Engineering Manager)*

*Denise Sims (HR Team Manager)*

### **Quality:**

Windsor Engine and Annex had a great year in Quality. Winning the **2009 President's Award for Best Engine Plant** should make all of us proud of our hard work and team work. Many thanks to everyone! 2010 will be a challenging year for all of us across the Windsor/Essex site. EEP is off to a good start for Quality with very few EEP responsible issues at our Vehicle Assembly Plant AAI. WEP is also off to a good start for Quality. Our Warranty is Green to our objectives and on an improving trend. This is greatly due to the actions taken last year that are following through to this year. It is critical we keep this momentum and prevent new issues. The number one thing we all can do to accomplish this is to stick to the process. This includes completing all checks thoroughly. I'm looking forward to a very successful year for Quality across the Site.

*Joe Intraivaia, Windsor/Essex Site Quality Manager*

### **Coyote Program Updates—EEP and Annex:**



Congratulations to the Coyote Team, the 5.0L 2011 Mustang GT (assembled here in Windsor at EEP) has been selected as the Daytona 500 Pace Car. This designation is the first Ford to pace the Daytona in 40 years.

### **Tearout and Demolition Activities:**

Dyno Expansion project Tearout and Demolition is in process, estimated completion is March.

### **Crank Line Status:**

The last machine to support crankshaft capacity has been installed. Next steps include cast crank capabilities in support of P415 early builds scheduled for the end of February and proveout of Run at Rate capability.

### **Engine Assembly - MVL:**

MVL - PP2 engines have been shipped to AAI. Vehicle Assembly is scheduled this week through Friday. No major issues to date. Approximately 25 additional employees have arrived primarily for engine assembly positions. A late breaking quality concern with TRW valves is under containment and investigation. MP1 requirements of approx. 50 engines AAI are due to AAI the week of Feb1 for vehicle build the week of Feb15. Launch Rate of Climb begins mid March at EEP to support AAI 2011 regular vehicle production start.

### **Head Assembly:**

Facility installation is complete. All early builds have been supported. Next steps include proveout of Run at Rate capability.

### **Piston and Rod Assembly:**

Piston and Rod early builds have been achieved. Next steps include proveout of Run at Rate capability.

### **Rod Machining - Annex:**

Rod machining early builds have been achieved. Next steps include proveout of Run at Rate capability.

### **Head Machining - Annex:**

Head machining early builds have been achieved. Next steps include completion of machine capabilities and proveout of Run at Rate capability.

*Larry Stiers, EEP Launch Mgr.*

### **Environmental: Working for the Environment**

Take a look at some things the Joint Workplace Environmental Committee (JWEC) is working on here at Windsor, to improve our environment! Maybe your teams have some ideas to help reduce waste or energy. Discuss them at your team meetings or contact JWEC (Chris Vilag, ext. 4130 or Carmela Franco, ext. 2198) for more information.

#### **Did You Know?**

- Windsor has reduced landfill waste by over 98% with better recycling efforts and waste management strategies which equals about 0.025 kilograms per engine. That is a savings of about \$20,000 a month in our Total Waste management costs.
- Oil usage has been reduced by 20.5% in 2009 and more than 33% since 2008! This decrease is due to departments keeping track of coolant/oil use and watching out for those leaks. Great job!
- By shutting down equipment properly on weekends, off-shifts and shutdown period, Windsor has reduced water usage by 20% - about 110 litres per engine or about 14,000,000 litres for the total year. So, WEP saved about 6 Olympic sized pools of water for 2009! WEP has also taken great strides in reducing natural gas and electricity usage.
- Because of our excellent progress to divert waste to landfill, Windsor was one of three finalists for the Corporate Environmental Leadership Award. A great acknowledgement to the Windsor Team's efforts!

It's surprising how the little things add up, isn't it? ...for our environment AND our wallets! Thanks for all of your efforts. YOU help keep Windsor an environmentally friendly place to work! Keep looking for ways to "Go Green".

***Karen Leblanc, WEP/EEP Central Engineering Manager***

We value the safety of our drivers and pedestrians. All powered industrial vehicle operators are trained on how to operate vehicles in a safe manner. One of the most important keys to alerting other employees that an industrial vehicle is approaching is to sound a horn. Drivers must sound horns whenever a PMHV is approaching pedestrians, work stations, intersections, aisles, or corners where visibility is poor. In February, a PMHV/Pedestrian Safety Single Point Lesson will be delivered to all plant personnel regarding the usage of horns by PMHV drivers. Horn usage by PMHV operators has been part of PMHV training for years and is required. The use of horns is not optional and failure to use your horn may lead to disciplinary action.

***Rich Luongo, Material Handling Team Manager***

### **Safety:**

#### **Share the Road**

A concern has recently been raised regarding bicycles being driven on the roadways and in the parking lots. In order to prevent a potential incident, we are asking all employees accessing Ford Company property via Seminole or Ontario Street entrances to "Share the Road" and be especially aware of potential hazards around you. To do this, bicycles must stay to the side of the road at all times. Furthermore, bicycles that enter the perimeter fence line must be walked in. Let's all be safe and "Share the Road".

#### **Impending Winter Weather**

With the onset of cold weather, snow and ice is a reality. Historically, we have experienced some slips & falls in the parking lot and walkways due to icy conditions. In order to combat this condition, we are preparing for the winter season by implementing our Snow Removal Plan as we did last year. Once again, we will cordon off areas of the parking lot to allow for safe and effective snow removal in an effort to eliminate any such incident. The orange snow fence has also been erected and we will be adding reflectors to the fence to help identify it at night. Slips & falls in parking lots represent one of the Company's top serious injuries. The WEP Snow Removal Plan yielded positive results last year and has been adopted as the benchmark for North American facilities. Please be sure to always take your time walking to and from the plant, and driving in, around, and out of the parking lot areas with your vehicle. Thank you.

***Tony Buttice, Safety Dept.***

Recently, several instances of graffiti have been discovered at Windsor Engine Plant. This article serves as a reminder that graffiti of any kind, is not tolerated by the Ford Motor Company. We are currently investigating several of the incidents and will take appropriate action should the violator be discovered.

Our Plant General Rules and Ford Motor Company's Zero Tolerance policy, clearly prohibits this type of behaviour and any person caught will be subject to disciplinary action, up to and including discharge. Should any employee have knowledge of these events, please come forward and report what you know to your Human Resources team. Together, we can put an end to this inappropriate behaviour and continue to take pride in our facility.

***Labour Relations***

**Delivery:** I would like to thank everyone for their hard work throughout 2009. A strong fourth quarter allowed us to make up our scheduled losses. We were +225 engines to schedule for 2009. Our customer demand is 2180 engines per day. There will be some downshifts throughout February. There will be minimal or no downtime in March. I have included this year's JPH targets for each department below.

<b><u>Department</u></b>	<b><u>2010 JPH Target</u></b>
Engine Assembly	149.00
Cylinder Block	82.00
V8 Crankshaft	82.00
3 Valve Machining	60.00
Connecting Rod	113.00
Camshaft	126.50
2V Cylinder Head	53.00

**2010 Start Up:** I would like to thank all departments for a successful start up. All departments started up with little or no interruption the first week back. The Engine Line exceeded schedule by 216 engines.

***Tony Savoni, Machining/Assembly Area Manager, WEP***