



# WINDSOR TALKS

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



Congratulations to the entire Coyote team at Essex Engine Plant and Windsor Annex for completing the first production run of coyote engines on our MVL assembly line at Essex! This was our TT build event and it is a significant accomplishment in the launch process of our new engine. The first units were shipped to the vehicle plant on Wednesday, September 16, 2009. The Coyote assembly team and all support personnel did an excellent job throughout the build process to ensure quality. Coyote machining and assembly teams will be busy implementing improvements to the process in preparation for our next build event in October.



During a recent skip level meeting with hourly employees, it was brought to my attention that there is a rumour circulating of a 500 employee layoff in the next few weeks. This rumour is false. Currently, F150 sales are strong and our manufacturing plan at Windsor Engine is full, through the balance of this year with the exception of a few assembly downshifts in November. You may see a few layoffs or call backs each week but this is normal business as we adjust the manpower plan to operating changes and scheduled vacations.

Work continues on the Dyno expansion project at Essex Engine Plant. Our trades are currently clearing the old V-6 assembly major repair area and final assembly to prepare for construction. Phase 1 completion is planned for May of 2010.

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

**Safety:**

**PMHV Driving Outdoors**

We wanted to highlight the importance of taking precautions when driving Powered Material Handling Vehicles (PMHV) outdoors. There are many PMHV that have to travel across the site to different destinations. Safety is paramount and we must encourage and support safe practices inside and outside our plant. In addition to the general PMHV rules for driver safety provided in the 2009 1st Quarter Windsor Talks, the following additional rules should be followed when driving PMHV outdoors:

- Driving PMHV outdoors should be for business purposes only
- When you are driving, stay to the right so that vehicles can pass
- If equipped, vehicle lights should be turned on
- Beware of other parked vehicles that may be backing out
- Do not drive behind tractor trailers
- Do not park or stop your vehicle in the main driving lanes
- Do not allow anyone to ride on or in your vehicle unless there is an approved seat
- Carry a valid PMHV license on your person at all times
- Ensure that you are wearing a safety vest if you are driving outside at night or in inclement weather

SAFETY IS ALL OF OUR RESPONSIBILITY and we must work together to ensure that it is our #1 priority. *Tony Buttice, Health & Safety Dept..*

**Cost:** For the past few months, I have written about the general financial condition of the Company and the need for Windsor to continuously eliminate waste. This month, I'd like to illustrate how the Windsor site has responded with some excellent ideas. As an example, an operator in the Block dept. questioned the need for the high wattage lighting at the closed Trenton Street gate. As a result of the question, Building Services eliminated some light fixtures and reduced the wattage of the bulbs. This was a success on multiple levels; less waste and lower operating costs, without impacting our security (not to mention a positive impact on the environment).

All of us can continue helping with:

- Identifying areas of waste than can be reduced
- Following shutdown procedures each week to save energy during non-production hours
- Looking for ways to extend tool life
- Finding and fixing coolant, oil and air leaks on our equipment
- Operating at targeted JPH's (operating costs) and inventory levels (cash improvement)
- Performing required quality checks and keeping bad parts from leaving the department and plant
- Avoiding all unnecessary overtime

*Rich Rothmann, Windsor Site Controller*

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

**Tearout and Demolition Activities:**

Tearout and demolition activities are complete for Coyote operations. Installation of a demarcation wall in process, estimated completion is November. Status of new activities for the Dyno Expansion project Tearout and Demolition are: scope of work is complete, resource assessment is in process. This work is expected to begin within the next two (2) weeks.

**Crank Line Status:**

Conversion of the line for production of Coyote Cranks is complete. Cranks to support PP build/Production trial run #2 will require a new spec for balance in support of a change to rod bolt length. Preparing the line for this balance change is in process.

**Engine Assembly—MVL:**

MVL—TT (tooling trial) engine build is in process. Quality issues with VCT Phasers slowed the build by one week and caused 32 completed engines to be torn back to long block state for reintroduction. As of Thursday 9/17, 9 finished TT engines have been shipped to our Customer. Capability (repeatability) data will be reviewed over the next several days for station verification. Next steps include; continuing to build for Customer requirements and for equipment verification, engines to dyno for PV testing and engines to testing for in-vehicle evaluation.

**Head Assembly:**

Facility shipment is complete and installation is complete. Machine tryout head assemblies were built this week on the EEP floor. Next step is to assemble Annex machined heads for PTR#2 Engine Assembly.

**Piston and Rod Assembly:**

Piston and Rod TT build is complete and assemblies have been used for MVL build. Next step is to use new rods (longer rod bolt) for PTR#2 assemblies.

**Rod Machining—Annex:**

“PP” build/Production Trial Run #2 requirements are complete.

**Head Machining—Annex:**

Single pass conversion is complete. Capability is ongoing. “PP” build requirements are in process.

*Larry Stiers, EEP Launch Mgr.*

**Health Care REMINDER!!** Please respond to the “Overage Dependent Audit” letter coming your way mid-October. Failure to respond to this Audit letter will result in your dependent being terminated from your health care provider plan!

### **Environmental Message: “Fall Into Green”**

Yes, it's Fall and that means crunchy leaves, pumpkins and cool temperatures. Practice good habits at home and at work to be green and save some green. Natural gas prices are on the rise (again), so let's try to make the extra effort to do our part.

#### **At Work:**

- Shut off equipment in your dept. according to shutdown check sheets.
- Insulate steam lines and repair breaks
- Reduce heat losses—keep doors closed
- Maintain heating equipment and furnaces to make sure they operate efficiently
- Turn off your workstation lights
- Turn off your computer and monitor
- Leave your work area tidy

#### **At Home:**

- Turn down your thermostat at least 2 degrees or more when not at home. Wear a sweater!
- Install a programmable thermostat
- Weatherize your home. Caulk around windows and doors and outside faucet and utility holes
- Use energy efficient appliances

If you have any questions or concerns regarding Environmental Management at Windsor Engine/3V/Annex Plants, please contact Carmela Franco (x2198) or Chris Vilag (x4130).

*Karen Leblanc, WEP Plant Engineering Team Manager*

**Did You Know?** Canada's Physical Activity guide recommends that adults do 30 to 60 minutes of moderate physical activity, four to seven times per week for health benefits. You can reach this by doing 10 minute blocks of activity a few times per day. Start slowly and build up! Top 5 Activities reported by Canadians: 1) Walking 2) Gardening 3) Home Exercise 4) Swimming 5) Bicycling. These activities can be done for zero or low cost!!

### **Ford Motor Company of Canada Limited -**



#### **August 2009 National Sales Results Highlights:**

- Ford of Canada—#2 manufacturer in total sales MTD & CYTD!
- Ford of Canada was #1 in Fleet Sales for MTD & CYTD!
- The Ford brand remains the “best selling brand” in Canada!
- F-series remains the #1 nameplate in Canada on a CYTD basis!
- Lincoln outsold Cadillac for the 7th month in a row!
- Customer Satisfaction—Up 4 points vs. same-point-in-time for Overall Service Satisfaction for the month!
- Non-warranty parts sales are up 6.0% for the month!
- Ford of Canada's August total vehicle sales were up 7.1 in an industry that was down 8.6% vs. same-point-last-year!
- Ford retail performance for August was up 0.6% vs. same-point-in-time in a retail industry that is estimated to be down 9.3% vs. same-point-last-year!
- Ford of Canada's August estimated retail share of industry is 13.7%, up 1.3 pts. vs. same-point-last-year!

#### **Quality: “Pride In Our Product”**

Last month, I explained the high cost and high customer dissatisfaction of an engine exchange. Regardless if an engine is under warranty or not, customers do not want to experience an engine repair or exchange. We must treat every engine as if it was going into our own vehicle or a family member's vehicle. We must continue to perform all our gauge and process checks thoroughly.

Also, we must identify defects on line and notify your supervisor or team leader immediately. This includes any part that looks like it has a defect or looks different or does not fit or assemble correctly. Recently, I have seen some great work catching defects on line that only a diligent operator would notice. Many thanks to those individuals. This has saved several engine exchanges and repairs—keeping our customers satisfied with our product. It's always best to identify the defect, so it can be analyzed, even if it is minor or questionable. Keep a Zero Defect Mindset! *Joe Intraiva, Site Quality Mgr.*

## **@FordOnline is here! Your Source for Ford and Industry News**

The Employee Network has now migrated to the @Ford Online employee web site. This site is accessible not only from your home computer, but from anywhere with Internet access as well! Just log on to [www.at.ford.com](http://www.at.ford.com). This site is updated daily and features the latest Ford Motor Company news, videos, photo galleries, product information and other items of importance to you!

**Delivery:** Our customer demand remains at 2,160 engines per day. There continues to be minimal or no downtime for the remainder of the year. September has been a better month for most of the departments. As of September 24, 2009, we are minus 140 for the month and 3,186 for the year, to our required build schedule. The Engine Line and the majority of the machining Departments are well short of their committed JPH. I have included the departments required JPH versus their YTD actual.

<b>Department</b>	<b>Required JPH</b>	<b>Actual JPH</b>	<b>(+/-) JPH</b>	<b>YTD Trend</b>
Engine Assembly	149	143.5	-5.5	Flat
Cylinder Block	78	75.8	-2.2	Improving
V8 Crankshaft	82	72.8	-9.2	Improving
3 Valve Machining	60	54.9	-5.1	Flat
Conn Rod	112	112.5	+0.5	Improving
Camshaft	123	121.9	-1.1	Flat
2V Cylinder Head	42	45.5	+3.5	Improving

Four (4) out of the seven (7) departments showed an improving trend since August. Congratulations to the Rod and 2 Valve Department for achieving their YTD targets through September! It is encouraging to see all the departments working on improving our JPH performance.

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