



April 13, 2023

To: U.S. Facility/Plant Managers

cc: UAW Plant Chairpersons/Presidents  
Plant Human Resources Managers/Labor Supervisors  
UAW Health and Safety Representatives  
Plant Risk Managers and Safety Engineers  
Plant Medical Departments  
Directors of Manufacturing Operations, U.S. Facilities  
Directors of Non-Manufacturing Operations, U.S. Facilities  
Division Human Resources/Business Operations Managers  
UAW National Ford Department Servicing Representatives  
UAW Regional Directors  
North American Labor Affairs  
North American Occupational Health Services  
North American Regional Safety and Security Managers  
Director, Global Safety

Subject: 2023 Heat Stress Program for UAW-Ford Facilities

### **Background**

For over 20 years, the Company's Heat Stress Program has minimized serious heat-related illness in our facilities during warm weather. This program is important because of the potentially severe health effects associated with elevated temperatures, as well as the potential for negative impact on product quality and interruption of production.

The heat stress program is a common sense, preventive approach. You must ensure that this program is implemented at your facility. Analysis and planning should begin immediately to ensure that your facility is adequately prepared before hot weather arrives.

### **Program Elements/Actions Required**

1. **Heat Stress Team.** Establish a local Heat Stress Team composed of members from Medical, Safety, Labor Relations, Plant Engineering, the UAW Health & Safety Representatives, appropriate maintenance supervisor(s) and others needed to support the team. The team should meet **before April 30, 2023**, and report on its status to the Plant Safety Process Review Board (SPRB) at the next scheduled meeting.
2. **Plant Ventilation Survey.** Conduct the annual plant ventilation survey **before April 30, 2023**, or when heating and ventilating units are switched to summer mode, but no later than May 15, 2023, to ensure plant ventilation equipment is being operated and maintained to design specifications and is being utilized consistently with present plant operating conditions. An action plan to address any deficiencies noted must be developed to fix items by the heat season and reviewed and the Plant Safety Process Review Board. Further guidance about the specific items to be reviewed and addressed in the plant ventilation survey is provided in Attachment 2.



3. **Heat Stress Survey.** Conduct the annual plant walk-through survey **before April 30, 2023**. Members of the Heat Stress Team should identify and record potential heat problem areas.
4. **Heat Stress Plan.** For 2023, the Heat Stress Plan has been updated to include a section for outdoor work.

Use the template provided in Attachment 3 to document your plan. Ensure that your Local Heat Stress Action Plan is reviewed jointly by the facility Safety Engineer and the UAW Health & Safety Representative and shared with the facility's Safety Process Review Board. **Please ensure JOINT safety leads sign off on the plan.**

Submit your jointly approved written action plan (Attachment 3) to Paul Lafave ([plafave@ford.com](mailto:plafave@ford.com)) at the UAW-Ford National Joint Committee on Health and Safety **by May 15, 2023**.

5. **Communication.** Ensure that the Process Coaches/Supervisors or Team Leaders inform employees about the dangers of heat stress by conducting safety talks (see Attachment 4) or equivalent discussions before and during prolonged periods of excessive outside temperature and relative humidity. In addition, they should distribute heat stress pocket cards as appropriate (Resource 5).

#### **Other Important Considerations**

In periods of unexpected production interruptions, our workforce may be returning to work in warmer weather conditions. There will be limited opportunity for people to acclimatize before full onset of summer weather conditions occur. Special attention to minimizing the risk of heat stress will be required on an ongoing basis:

- Consider heat stress concerns when planning production and skilled trades work.
- Discuss heat stress program status at daily start-up meetings.
- Demonstrate the necessary leadership to your people by ensuring that you and your management team are visible on the floor during hot spells.

Plant Safety Engineers and UAW Health & Safety Representatives are key subject matter experts who must be involved with the overall Heat Stress Program.

The Company's Heat Stress Program is straightforward and has a proven track record of success. With your leadership, we will continue to protect the health of our workforce. With our additional challenges, we need to exercise patience and understanding.

Robb Miller  
UAW Executive Program Director

Lorenzo Robinson  
UAW Coordinator

Jason Short  
Ford Executive Program Director

Tom Paradiso  
Ford North America Manufacturing Safety Manager

Attachments: Attachment 1 – Heat Stress Program Support Resource List  
Attachment 2 – Ventilation Survey Checklist  
Attachment 3 – Heat Stress Plan Template  
Attachment 4 – Heat Stress Single Point Lessons

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