



OHAP BULLETIN



12/09/2024

JOB BIDS

The following jobs will be posted Tuesday 12/10/2024 at 9 am until Friday 12/13/2024 at 9 am:

OH-4550	POLISHER (7200230)	1 Req.	2nd	PAINT
OH-4551	UTILITY GENERAL (5800099)	2 Req.	2nd	MP&L
OH-4552	UTILITY GENERAL (5800099)	1 Req.	2nd	CHASSIS
OH-4553	INSPECTOR (5800010)	1 Req.	2nd	TRIM
OH-4554	INSPECTOR (5800010)	1 Req.	2nd	GARAGE

UGLY SWEATER DAY

Wear your ugly holiday sweaters/shirts to work on
December 20th

AAA ROADSIDE ASSISTANCE SPECIAL

Purchase a AAA membership for only \$35 for up to 3 people. You may also purchase the membership special as a gift for family members!

Thursday, December 12th

8:30 am – 12:30 pm & 5:00 pm – 8:30 pm

**H-LINE IS CURRENTLY NOT SCHEDULE FOR THE WEEK OF DEC. 16TH, OF COURSE THIS IS ALWAYS
SUBJECT TO CHANGE.**

NATIONAL ATTENDANCE PROGRAM IV-A (LETTERS OF UNDERSTANDING)

Eligible members may now use up to (60) hours of personal or vacation time after-the-fact on an annual basis (**calendar year**).

More information on the back side

OHAP BULLETIN

Labor Relations Bulletin

Ohio Assembly Plant

January 1, 2024

Changes to the National Attendance Program Effective January 1, 2024

The following is a summary of changes to the National Attendance Program effective January 1, 2024. Please consult the 2023 Collective Bargaining Agreement for the full language and complete details.

- Employees must report **all** unplanned absence(s) at least 30 minutes prior to the start of their shift using the ART Mobile App, or by call/text to:
1-833-ART-FORD / 1-833-278-3673.
- FMLA absences are required to be reported timely via ART, unless it is not possible or practicable to do so.
- Failure to provide proper notification as defined above of unplanned absence(s) may result in chargeable occurrence(s) and denial of the use of paid time after-the-fact.
- Employees may use excused absence allowance and/or vacation time, **limited to sixty (60) hours per calendar year**, on an after-the-fact basis with proper notification.
JAN 1 - DEC 31
- Situations involving Failure to Work Scheduled Overtime continue to count as an unexcused absence occurrence.
- An employee who is denied payment of A&S benefits, but whose medical leave of 3 days or greater is otherwise medically substantiated, will not be assessed chargeable occurrences.
- Discipline will follow progression and is based on the most recent attendance discipline penalty on record. Consecutive absence days will count individually for purposes of progression.
- All employees will revert to zero (0) absences and zero (0) attendance discipline upon implementation of this program.

Absence Occurrence &
Discipline Progression Updates

OCCURRENCE	PENALTY	MEASUREMENT PERIOD
1st	No Penalty	Jan 1 – Dec 31
2nd	No Penalty	Jan 1 – Dec 31
3rd	No Penalty	Jan 1 – Dec 31
4th	R&W	YE or 6-month Lock-In (Whichever is greater)
5th	R&W+1 Day	
6th	R&W+3 Days	12 Month Lock-In
7th	R&W+2 Weeks	
8th	Discharge	

- ☐ **Occurrences 1-3:** January 1 – December 31 defined as the number of chargeable occurrences on record within the (12) month calendar year. Occurrences revert to zero (0) on January 1 each year if employee does not exceed three (3) for the year.
- ☐ **Occurrences 4-5:** Initial Lock-In Discipline Period starts on the date of discipline issuance and lasts for the current calendar year or (6) months, **whichever is greater**. Any additional chargeable absences incurred within the lock-in period will result in progressing to the next absence penalty as outlined in the Table.
- ☐ **Occurrences 6-7:** (12) Month Lock-In Discipline Period starts on the date of discipline issuance and lasts for (12) months. Any additional chargeable absences within the lock-in period will result in progressing to the next absence penalty as outlined in the Table.