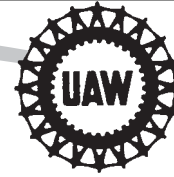


THE LOCAL 292  
**ANTENNA**



Volume 54 - Number 4

Kokomo, Indiana

April 2005

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**Official Notice**

2005 Retiree Chapter  
Nominations & Election

Nominations

Monday, April 11, 2005

Election

Monday, May 9, 2005

Election Hours

10:00 a.m. to 1:00 p.m.

Election Location

UAW Local 292 Union Hall  
1201 W. Alto Road, Kokomo, IN

Chairperson	Recording Secretary
1st Vice Chairperson	Financial Secretary
2nd Vice Chairperson	Sgt.-At-Arms

**NOMINATIONS AND ELECTION  
FOR LOCAL UNION OFFICERS**

NOMINATIONS

Sunday, May 22, 2005 at 2 p.m.  
at UAW Local 292 Union Hall

ELECTION

Thursday, June 9, 2005 from 5 a.m. - 9 p.m.  
at UAW Local 292 Union Hall

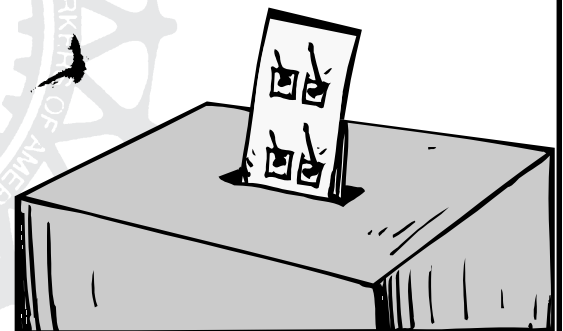
RUN OFF ELECTION (if necessary)

Friday, June 17, 2005 from 5 a.m. - 9 p.m.  
at UAW Local 292 Union Hall

Sworn in --- Sunday, June 26, 2005

Take Office --- Monday, June 27, 2005

**OFFICIAL  
NOTICE**





# Shop Chairman's Report

*Rich Mince, Shop Chairman*

I would like to begin by congratulating Midge Collett and wish her well in her new position with Region 3's Organizing Dept. We would also like to congratulate Sona Camp as our new President and Kacee Anderson our Vice-President.

I will now start with the S.E.L. report for March 1, 2005. The benchmark in production is 2,425, in skilled 853 for a total of 3,278. The actual S.E.L. protected is 1,758 in production, 779 in skilled for a total of 2,537. The current workforce in production is 1,654, in skilled 761 for a total of 2,415. On leaves of absence there are 104 in production, 18 in skilled for a total of 122, bringing our total employment level at this site to 2,537. The total hiring requirement, including the roll-over from the last agreement, is 99 in skilled trades and 575 in production.

**HEALTH & SAFETY** - In this area we have a very good group of representatives that do an excellent job striving for no lost workday cases in the plant. For the month of February there were 2 recordables and 0 lost workday cases.

**QUALITY** - We continue to be world-class in this area thanks to our employees and members. In 2005 there were 8 PRRs to date and in 2004 there were 12 so we have exceeded last year's total by 4 less customer complaints. So far in 2005 we have had 6 PPMs.

**SOURCING** - Since our last meeting we have had no insourcing or outsourcing notices. The Cost-of-Living Allowance has been increased by 6 cents per hour for a total of 73 cents per hour for hours worked on or after March 7, 2005.

We have had a very good response on the new negotiated UAW Store in the plant at which every active member has a \$100.00 credit to spend this year. During February, the first month of opening, \$26,822.31 of credits were spent, which is a small portion of the \$250,000.00 worth of credits available to our active members.

At our last month's sub council meeting in Pittsburgh, we had the opportunity to meet with the other Delphi plants' Chairmen and Shop Committees. Due to the global market and globalization the entire country's industrial base is under attack by these forces, but thanks to our product lines and member's efforts, we are still profitable and doing better than many others.

The message from Vice-President Shoemaker addressed the many concerns about Delphi and it's success, but at this time there are no clear answers to the end

(Continued on page 8)

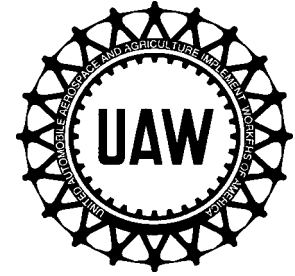
## Grievances submitted by Zone Committeemen - Broken down by Step - March 1, 2005

Committeeman	Zone #	1st Step	1 1/2 Step	2nd Step	3rd Step	4th Step
George Anthony	Zone #1	0	35	130	2	0
Dennis Marcum	Zone #2	0	12	43	1	0
Jay Brown	Zone #3	0	20	30	2	0
Jim Justice	Zone #4	0	8	35	5	1
<b>Total Grievances at Each Step</b>		<b>0</b>	<b>75</b>	<b>238</b>	<b>10</b>	<b>1</b>

**PUBLICATION POLICY**— The deadline for submitting articles for The Antenna will be the 5th of the month.

The Antenna shall be the voice of UAW members. No articles will be accepted which tend to ridicule or hold up to contempt any local union officer or member or policy of UAW Local 292. All articles must be signed. All articles must be approved by the Executive Board of Local 292 prior to publication. Opinions expressed here in are the opinions of the writers and not necessarily the opinions of the Editor of UAW Local 292.

"Were it not for the labor press, the labor movement would not be what it is today, and any man who tries to injure a labor paper is a traitor to the cause." — Samuel Gompers



**U.A.W.  
Local 292**

1201 W. Alto Rd., P.O. Box B, Kokomo, IN 46904  
Ph. (765) 453-4600 or (800) 347-4254  
Office Hours 7:30 a.m.—4:30 p.m.

### EXECUTIVE BOARD OFFICERS

PRESIDENT ..... Sona Camp  
VICE PRESIDENT ..... Kacee Anderson  
RECORDING SECRETARY ..... Jill Quackenbush  
FINANCIAL SECRETARY/TREASURER ..... Stephen Newton  
TRUSTEES ..... Kenny Fisher, Jim Shelton & Chris McTaggart  
SGT-AT-ARMS ..... Mike Valdez  
GUIDE ..... Marietta Wright  
RETIREE CHAIRPERSON ..... Sue Conner

### SKILLED TRADE UNIT OFFICERS

CHAIRMAN ..... Vince Powell  
VICE CHAIRMAN ..... Ed Raska  
RECORDING SECRETARY ..... Liz Stevens  
SGT-AT-ARMS ..... Travis Witt

### UNIT CHAIRPERSONS

DELPHI-DELCO ELECTRONICS ..... Rich Mince  
AMERICAN FOOD & VENDING ..... Joni Ramseyer

### SHOP COMMITTEE

ZONE #1 ..... George Anthony  
ZONE #2 ..... Dennis Marcum  
ZONE #3 ..... Jay Brown  
ZONE #4 ..... Jim Justice

### BENEFITS REPRESENTATIVES

Phil Caraco, Billy Cantu, Anna Ward,  
Nick Kodrea & Georgia Zeigler  
Alternate-Mark McAlpin

### APPRENTICESHIP COMMITTEE

Danny Nelson & Gary Shaw

### JOINT ACTIVITIES REPRESENTATIVE

Lewis Hall

### JOINT TRAINING REPRESENTATIVES

Lana Puterbaugh & Francis Van Camp

### A.D.A.P.T.

Mike Whiteman

### SERVICE REPRESENTATIVES

CIVIL RIGHTS CHAIRPERSON ..... Petra Jameson  
HEALTH & SAFETY..Mickey Atkisson, Mike Thomas & Francis Call  
HEALTH & SAFETY ALTERNATE ..... Larry Bailey  
ERGONOMICS ..... Diana Coomer  
WORK FAMILY REPRESENTATIVE ..... Larry Etherington  
VETERANS AFFAIRS CHAIRPERSON ..... Ralph Coulter  
COMMUNITY SERVICE CHAIRPERSON ..... Diana Coomer  
COMMUNITY SERVICE CO-CHAIRPERSON ..... Mark McAlpin  
CHAPLAINCY CHAIRPERSON ..... Thelma Corbit  
C.A.P. CHAIRPERSON ..... Chris McTaggart  
CONSERVATION CHAIRPERSON ..... Charlie Skoog  
UNION LABEL CHAIRPERSON ..... Sarah Drake  
WOMEN'S COMMITTEE CHAIRPERSON ..... Georgia Zeigler  
YOUTH CHAIRPERSON ..... Dianna Jones  
RECREATION CHAIRPERSON .....  
CONSUMER AFFAIRS ..... Pat Harden  
INDUSTRIAL HYGIENE TECHNICIAN ..... Kathy Wilson

### EDITOR

Dianna Jones



# President's Report

*Sona Camp, President*

First, let me say how honored I am to be your new President. I will do my best to be an asset to this membership and to represent you fairly.

Former President Midge Collett was offered a job with the region as an organizer. She will do a great job in that capacity just like she did here. We should all be very proud of what Midge has accomplished for us in this local. We can count on Midge to represent us proudly with her spirit of solidarity and unionism. Good Luck Midge! We will miss you!

The last month has brought many changes. The International Constitution provides that the Vice President move into the President's job in the event the office is vacated, then there is an election for Vice President. Nominations for Vice President were held on March 6, 2005. Kacee Anderson was elected by acclamation. I'd like to congratulate her. Kacee will do a wonderful job. I am looking forward to working with her.

I'm aware that there are many rumors going on in the plant. Our members are uncomfortable with all that has been going on with the company. The financial woes and accounting problems have been on all of our minds. But I think all the fears and uncertainty have possibly spawned some unfounded rumors also. When we are given more information we will inform you. The 8K report is a legal document that is required to be filed with the Securities and Exchange Commission when a publicly traded Company has an unusual event. You can find this on Delphi.com under investor relations. Click on the SEC filings. You then can read the March 4th edition, which is the only information they are giving us at this time.

The GM and Delphi sub-councils were held in Pittsburgh, March 6 - 10. There are people from GM and Delphi locals from all over the United States at these meetings. Vice President Dick Shoemaker reported on the state of the business. There are currently 22,619 active UAW employees at Delphi -- 17,193 production and 5,426 skilled. The Sub and Job funds are fully funded. The Delphi content in the average GM vehicle is now at \$2425. In 2004 Delphi did add money to the pension fund, but it is still underfunded. Starting in January of 2007, Delphi will no longer pay the health care supplements for their retired salaried employees when they are Medicare eligible. They did this while offering millions of dollars to their "top 6 key officers"

to remain with the company. Obviously the company doesn't have a conscience or loyalty to their employees.

Vice President Shoemaker reported that the economy plays a major role in our business. Interest rates are creeping up, oil prices are going up, and consumer debt puts a damper on spending, which in turn effects the infrastructure of our nation. For every 50 cents that gas prices go up we lose 200,000 to 250,000 vehicle sales.

Health care costs were addressed. Delphi spent 500,000 on hourly health care last year and it is expected to go up this year. There have been some changes our members aren't happy with, but those changes are easier than paying part of our premiums. It was stated that UAW represented employees pay 7% of their health care costs, non-represented salary employees pay 28% and average Americans pay 32% of their health care costs. UAW negotiated \$1,000 vouchers for GM & Delphi retirees generated sales of 75,279 vehicles. Our market share is down and so is sales. New product and market share go hand-in-hand. The Big 3 is introducing less new products. Their market share is predicted to go from 58% in 2002 to 52% in 2006. Based on sales in 2004, 1% of market share is 173,000 vehicles. GM's market share is down 3.1% from 1 year ago. GM has been told to take \$1.6 billion out of their budget. We should all remember that GM spent \$2 billion on Fiat and then another \$2 billion to unload it. That \$5 billion could have offset the financial problems of late.

Health care and pension costs add \$1824 to each of our vehicle versus \$186 to a Toyota. Hardly a fair playing field is it? We learned that Toyota is increasing production in the U.S. I was also surprised to learn that China is the second largest consumer of GM vehicle. 500,000 units were sold there last year. That number is expected to grown by 30% a year.

While we were at the sub council, the various locals reported on their plans. There were 4 plants that are going to be closing. That is very sad to hear. We sometimes think that we have it bad at our location, but after hearing the reports it seems that we have it better than most. We have had rough times before and made it through them. We need to stick together and support one another. United We Stand.

Please attend your local membership meeting the 3rd Thursday of each month. Meeting times are: 7:30 a.m., 12:30 or 4 p.m.

# Recording Secretary's Report

*Submitted by Jill Quackenbush, Recording Secretary*



The blatant attacks on Indiana workers and their families prompted over 200 union activists to converge upon the Indiana State House on Thursday, March 10, 2005.

We were there to voice our displeasure with anti-worker legislation and to hold our

elected representatives accountable.

It was no surprise some of them were nowhere to be found. By chance, we were able to speak with representative Jim Buck who just happens to be a UAW retiree whom also receives a UAW negotiated pension and benefit package made possible through sacrifices of the many union workers throughout the years.

From our point of view, the meeting with Representative Buck might not have changed his stand or vote on issues important to his union brothers and sisters, but it sure gave him something to think about.

We also attended committee meeting hearings in the chamber regarding:

## SB 483 -- VOTER IDENTIFICATION

Bill Writers:

Connie Lawson, 232-9984, e-mail: [s24@in.gov](mailto:s24@in.gov)

Victor Heinold 232-0940, e-mail: [s5@in.gov](mailto:s5@in.gov)

Brandt Heshman 232-9494, e-mail: [s7@in.gov](mailto:s7@in.gov)

SUMMARY: Provides that a proof of identification is a document issued by the U.S. or the state of Indiana that shows the name of the individual to whom the document was issued and photograph of that individual. THERE IS A COMPANION BILL IN THE HOUSE, HB 1439.

We oppose this bill.

## HB 1002 -- INSPECTOR GENERAL AND STATE ETHICS

Bill Writer:

Brian Bosma (R) 232-9824, e-mail: [h88@bin.gov](mailto:h88@bin.gov)

or [bcb@kgirlaw.com](mailto:bcb@kgirlaw.com)

SUMMARY: Anyone could make a complaint against an employee. The inspector has the ability to prosecute and fire state employees.

We oppose this bill. There is the concern for false accusations. This could be a witch hunt against state employees. ASK ALL REPRESENTATIVES TO VOTE NO!

For a list of corporate backers of the political parties and available data --

Websites: [www.choosetheblue.com](http://www.choosetheblue.com)

[www.buyblue.org](http://www.buyblue.org).

Federal Election Commissions -- [www.fec.gov](http://www.fec.gov)

Center for Responsive Politics -- [www.opensecrets.org](http://www.opensecrets.org).

I am urging each and everyone of you to take an active and responsible interest in your government. The United States government was created and enacted by the people - 'for the people'. Hardly seems so with the state of the union as we now know it.

The agenda and mission of those in power are clearly defined in the manipulation and destruction of the American workforce.

Inevitably we continue to witness the decline of America. The American standard of living and way of life is under siege through falling wages, excessive number of bankruptcies, obsolete healthcare programs and living wage jobs rapidly disappearing

Social services and other worthy programs have been reduced or deemed obsolete from lack of available funding.

Soaring deficits at Federal and State levels have reduced funding for education, roads, transportation, child care and housing.

This my friends is the legacy we leave to future generations.

For all of us who put forth the effort, worked hard and put our entire being into the November 2004 general election, the hope became despair and the dream has become a nightmare.

The line has been drawn in the sand for the American workers and their families.

There never has been or will be a better time to stand up and be counted. Please take the time to be informed, to call, write and e-mail your government representatives. Make your voice heard, let them know in no uncertain terms -- we will never give up the fight for survival.

Call Congress Toll Free -- 1-888-355-3588

Capitol Switchboard -- 202-224-3121

Web address -

[www.in.gov](http://www.in.gov)

[www.house.gov](http://www.house.gov)

[www.senate.gov](http://www.senate.gov)

*Indiana Senator Evan Bayh*

*Fax -- 202-228-1377 or Phone-- 202-224-5623*

*Senator Richard Lugar*

*Fax -- 202-228-0360 or Phone-- 202-224-4814*

# Vice President's Report

*Kacee Anderson, Vice President*

First, let me say thank you to each and every one for all your support during the Vice Presidential race for UAW Local 292. As there were no other nominations, I am your Vice President and pledge to do my best to support our Local.

## The Cost of Broken Promises

Brothers and sisters, today in "Bush's America" 11 million uninsured children are living among us. Eleven million children ignored in this country as our government does nothing to fulfill a promise. Eleven million children ignored as the Bush administration actively pushes to hype a phony crisis in Social Security.

Everyday the burden we place on families in this country is rising.

The numbers are staggering and the burden affects our families, our businesses and our communities every day.

Here are broken promises we all need to be aware of:

- ◆ Health care costs are up 64%
- ◆ Drug co-pays are up 50%
- ◆ Average family premiums are up 3500 per year
- ◆ Population of uninsured went up by 5 million (this equates to 45 million Americans with no coverage)

President Bush has the rhetoric of family values in his speeches, but the reality has been and continues to be values for the wealthy.

In Bush's "American" the plan is this:

- ◆ Let's not import less expensive drugs
- ◆ Let's ignore 5 million Americans without health care coverage
- ◆ Let's not negotiate better drug prices
- ◆ Forget about patient rights
- ◆ Let's weaken coverage

These 11 million forgotten children under Bush's administration belong to our families, friends and neighbors. Eleven million children who deserve to be valued and not ignored by unfulfilled promises.

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## Health and Safety Report

*Submitted by Mickey Atkisson, Health and Safety Representative*

There is a Health and Safety and Environmental practice in place I would like to call your attention to. Many of you have seen the orange "Safety Sign Off" tags on the new equipment and also on equipment that has been relocated, but are unsure of what these tags are.

These 6" X 8" orange tags are generated thru the Health and Safety management office by engineer or supervisor and are placed on the equipment for your protection.

Side one of the tag has in big letters, "**Notice. This machine is not to be started by anyone except authorized personnel.**"

Side 2 of the tag has 8 steps that must be followed by engineers, management, ergo and Health and Safety.

They are: Step 1 - Place tag on equipment, connect ESD ground points, complete installation and notify Safety Rep. (management). Step 2 - The Safety Rep.

(management) will inspect and sign for TRYOUT ONLY. Steps 3 thru 7 - Ergonomics, Industrial Hygiene, area maintenance and department supervisor check sign.

The final and most important check is to be done by management and union Health and Safety Representatives before production is to be ran.

Once all have inspected equipment and signed off, then the tag is removed by both management and union Health and Safety Representatives.

Only then is it released to run production. If you see an orange tag on equipment, this means it has not been released to run production and you should not run.

For your safety, you should not run any piece of equipment that could be unsafe. Immediately notify your supervisor and if this doesn't take care of this issue, call for your union representative.



## UAW Local 292 Scholarship for Minority and Women

Applications are available  
@ UAW Local 292  
1201 W. Alto Rd., Kokomo, IN

Deadline for turning in Application: Fri., Apr. 29, 2005.  
Applicant must live within a 50-mile radius of Kokomo or be affiliated with UAW Local 292.

Two \$500 Scholarships awarded annually.



## UAW Local 292 Scholarship

Applications are available  
@ UAW Local 292  
1201 W. Alto Rd., Kokomo, IN

Deadline for turning in Application: Fri., Apr. 15, 2005.  
Applicant must be a dependent of UAW 292 member.



## Mother's Day Banquet

*Invitation open to all Mothers,  
Grandmothers, Fathers, Daughters and Sons  
Sunday, May 1, 2005*

*at U. A. W. Local 292, 1201 West Alto Rd., Kokomo  
Doors open 1:30 P. M. -- Luncheon 2:00 P. M.  
Adults \$10.00 -- Children Age 7 and under \$5.00*

*Style Show by "A LADY'S PLACE"  
(owner Darlene Rice)  
featuring Local 292 members as models  
Raffles, Food, Fun and Fellowship*

*Please plan to attend.*

*Reservation deadline - Monday, April 25, 2005.  
Advance reservation required. Please come to UAW Local  
292 to fill out reservation form and pay for reservation.*

## Retirement Report

Benjamin W. Crain  
Bob R. McIntire

Ella R. Cripe  
Joyce L. Mye

### HOOVER HEARING SE

1201 W. Alto Rd., Kokomo, IN  
(Use the front entrance)

The response to our March Specials was  
tinue the same specials to UAW member  
ing the month of April.

As a special service to members and de  
April on Mondays and Wednesdays from  
again offering free-of-charge:

Video Ostoscope of your ears -(See the i  
TV monitor to look for ear wax or other t

Wax removal of both ears - (if needed) -

To avoid waiting, please call us at (765)  
schedule your appointment. We will als  
ing concerns or questions you may have.  
Spring! We look forward to seeing you



## Howard County U \$1000 Scholar

Application  
@ UAW Local 292, 1201 W.

Mail application to: Howard C  
P.O. Box 2528, Kokomo  
Application must be postma

Dept. 895 R  
May 19 @ Damon's  
With questions - Call Way

Dept. 8436 Get  
April 20 then May 18 @ Gol

Retirees of De  
April 12 then May 10 @ Cra

Former Dept. 960 Plastic V  
April 30 @ Golden C

FAB III Get Together! Retire  
April 6 then May 4 @ Golde  
Call Mary Welcher

Retirees and Active Empl  
April 27 @ Lincoln Sq

# Veteran Affairs

March 2005 Veteran of the Month

*The Veteran's Committee*

Kristopher William Brown

Kristopher graduated from MCRD, in San Diego, California on February 25, 2005.

He is the son of Toni and Nick Gingerich (mother and stepfather) and Dick and Linda Brown (father and stepmother).



Toni works in the Cuneo plant and Nick works in plant 8.

After returning from leave, Kristopher will be attending Ammo Ordinance School in Redstone, Alabama.

## 2005 Regional PEL Schedule -- Region 3

### MONTH

### WEEK OF

April	4/11 - 4/15
April	4/25 - 4/29
May	5/16 - 5/20
June	6/13 - 6/17
July	7/25 - 7/29
August	8/22 - 8/26
September	9/19 - 9/23
October	10/17 - 10/21
October	10/31 - 11/4
December	12/05 - 12/9

## Hands-on Home Fix-up Class

Class is offered to Local 292 active and retired members and is payable through TAP benefits.

Class schedule is as follows:

Mon./Wed. Apr. 4 - 27, 2005 & Tues./Thurs. Apr. 5 - 28, 2005

3-hour classes times are:

7:45 & 10:30 a.m. and 4:00 p.m.

@ UAW Local 292 training trailers  
1201 W. Alto Rd. Kokomo, IN

For more information, call:

Lana Puterbaugh, UAW Joint Training Rep. @ 451-1870

# Conservation Report, *Charlie Skoog, Chairperson*

Recently retired? Cabin fever? Need some fulfillment in your life? Join me in celebrating the arrival of spring by volunteering for the year's first, Conservation Committee, Adopt-a-Highway roadside trash pickup. Local 292's section begins at the intersection of SR 35 and SR 19, and runs South on SR 19 for 2.5 miles. The date will be Thursday, April 7, 3:00 p.m. and we will meet at the Macedonia Christian Church which is located on Highway 19 at 1532 S. 500 E.

Time involved, assuming we have twenty volunteers (which we will if YOU show up!), will be about one hour and fifteen minutes. Children are allowed to participate but must be at least 12 years old. Safety vests, gloves, and trash bags are provided. Old clothing, shoes or work boots are highly recommended.

Participating in the Adopt-a-Highway program is fun,

great exercise and a nice way to demonstrate to children, family and friends your respect for our local environment.

The Wildcat Guardians also need your help throughout the month of April and beyond. The Guardians are directing the cleanup of a massive tire dump site containing as many as 10,000 tires located in a flood plain area just east of the former Delco Park. We need manpower, but we also need equipment and experienced operators. If you love the outdoors I invite you to help the Guardians reclaim this beautiful section of the Wildcat Creek.

For more information on the Wildcat Guardians, Earth Day activities, Adopt-A-Highway, or any conservation issue, I can be reached at 457-2607 or by e-mail, [runckrr@aol.com](mailto:runckrr@aol.com).

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(Continued from page 2)

result of the recent announcements. Vice-President Shoemaker's report continues to encourage a positive end result since the financial issue does not involve missing monies but accounting practices. Some of the concerns relate to J.D. Battenberg's announced retirement, and Alan Dawes and Paul Free's resignations. Alan Dawes was the Chief Financial Officer for Delphi and Paul Free the Financial Comptroller for Delphi during some of the timeframe pertaining to the audits going back to 1999. In addition to this situation, the volume of work has dropped 15% to 20% from General Motors and other customers in Kokomo Operations since January, 2005.

Vice President Shoemaker said the Saturn plant in Spring Hill, Tennessee is now under the G.M. National Agreement with all the rights in the agreement including Flowbacks. This came into effect in January, 2005 and members will have the option to transfer to Saturn under the flowback provisions.

Since Delphi is a publicly owned company, we can access [www.delphi.com](http://www.delphi.com) on the Internet and obtain the Securities Exchange Commission Form 8K Report dated March 4<sup>th</sup>. This report is expected to be completed in June and will contain information as to the auditor's findings from 1999 until the present date.

Delphi is considering offering to certain plants this summer a pull-ahead retirement offer where members could sign-up for retirement and receive 40 hour's pay per week plus shift premium and any holiday pay for a three month period plus a \$2,000.00 bonus.

In the 1999 Highlighter for the National Agreement the negotiating committee addressed the guarantees for Delphi workers in the event of financial distress in the company as follows:

## *BENEFIT GUARANTEES FOR WORKERS*

*The bargaining team worked especially hard to guarantee that Delphi workers will continue to enjoy the same pension, health care and other benefits as GM workers, even in the event that Delphi fails or encounters financial distress.*

*The proposed agreement obligates General Motors to guarantee layoff benefits, pensions, retiree health care and post-retirement life insurance to UAW-represented Delphi workers who were employed by GM under the terms of the 1996 UAW-GM agreement as of the spin-off of Delphi on May 28, 1999. This agreement is subject to formal IRS approval, which is anticipated.*

*Layoff benefits under the UAW-GM national and supplemental agreements will be guaranteed by GM in the event that Delphi ceases doing business before June 1, 2004.*

*Pensions, health care for retirees and post retirement life insurance will be guaranteed by GM in the event of financial distress at Delphi at any time on or before the eighth anniversary of effective date of the 1999-2003 UAW GM national agreement. (October 18, 2007)*

*The parties further agreed that in the event of financial distress which causes Delphi to terminate its pension plan or cease to provide ongoing credited service, GM will provide up to seven years of credited service at the level and scope in effect at Delphi at the time.*

*In all cases, GM will guarantee the benefits at the level which are in effect for UAW-GM represented employees at the time. GM's obligations under this agreement will continue in effect regardless of the expiration of any collective bargaining agreement for as long as GM is providing the corresponding benefit to its UAW-represented employees or retirees.*

We have requested from the International Union and the company any further information pertaining to this issue that was included in the National Agreement.



## In Memoriam:

Earl Murray

Retired

## With Sympathy:

We extend our sympathy to...  
The following members who have lost loved ones during the month:



Michelle Rouser  
Jim Rouser  
Edith Price  
David Price  
Jenell Price  
Joann Griffin  
Kathleen Ooten  
Marcia Groome  
Charlene Artis  
Frank Smith  
Bob White  
Kathy White  
Nick Loffredo  
Glen Edwards  
Roxann Edwards

Hiram Fouts  
Bill Abresch  
Jill Adams  
Cathy Hurst  
Brenda Carver  
Bob Acker  
Vonetta Hatcher  
Bob Mackey  
Donnabelle Ulerick  
Tanya Wells  
Michelle Calhoun  
Sue Althouse  
Janet Bentley  
Jill Carver  
Ron Carver

Frank Harp  
Michelle Moore  
Milt Boyce  
Marla Edmonds  
Kim Bailey  
Dwight Ingle  
Jenny Ingle  
Jacquelin Murray  
Barbara Vorhees  
Sue Flaty  
Leonard Flaty  
Greg Wood  
Sona Camp  
Gary Hyman

## Chaplain's Report

*Thelma Corbit, Chaplain*



Our happiness is our decision. One definition of happiness is a state of contentment/peace of mind/sense of well-being.

The good news is that we all can be happy. It is up to each one of us to decide if we want to be happy or unhappy. No one can decide that for us.

Happiness is also an inner condition that causes us to be glad that we are alive. If we are unhappy, what is making us feel that way? It is something that we may be saying, thinking or doing? Think about it.

*Philippians 4:11-13 (NIV).* . . . *The Apostle Paul said this, "I am not saying this because I am in need, for I have learned to be content whatever the circumstances. I know what it is to be in need, and I know what it is to have plenty. I have learned the secret of being content in any and every situation, whether well fed or hungry, whether living in plenty or in want." I can do everything through Him who gives me strength.*

*Psalms 118:24.* . . . *"This is the day that the Lord has made; Let us rejoice and be glad in it."*

The Lord has given us life and we can rejoice in the day that the Lord had made for us. We are glad that we have another day to help change the things that may have us thinking how unhappy we are. Change will not happen overnight. We may not have everything that we may want, but we do have life. We can have it more abundantly.

Money or no external thing can make us happy. They may help for awhile. Happiness is an inside job. We are the only one that can make us happy.

Each day is a gift from God. It doesn't matter what may have happened yesterday. We can be happy in the Lord. It does matter what I may say, think or do today that will help me have a peace of mind. I can rejoice and be happy in this day that the Lord has made.

Happiness is a one day at a time process. We can begin to speak good things today and make a decision to be happy. We can build a foundation for happiness in our life.

## DivorceCare .....

### Someone You Know Is Hurting

It's hard to know how to help someone who is going through a divorce. It takes a long time and a lot of work to heal the pain that comes with the breakup of a marriage.

DivorceCare is a special weekly seminar and support group just for people who are separated or divorced. If you know someone going through a divorce, make sure they know about DivorceCare. It might just be the best thing you could do to help.

Mondays 6:30-8:30 p.m. @ Crossroads Church.

Call 453-4626 to register.

Call Shirley Rinehart for more info.

## Congratulations!

To Thelma Corbit, UAW Local 292  
Chaplain, for being elected as  
International UAW Chaplaincy  
Board Member.

## Thank You!

■ Bibles . . .

Velma Clark

■ Special Thank Yous . . .

A big thank you to all our Local 292 Hobby Club ladies that gave their time to make approx. 46 lap robes for Southern Care Hospice, Samaritan Caregivers and people at Howard Haven.

Three cheers for all of you. You are great!



# Union Label Report

*Submitted by Sarah Drake, Union Label Chairperson*

## What is the Union Label Committee?

It's been brought to my attention that many of you do not know what the Union Label Committee is. I would like to take this opportunity to introduce everyone to "standing

committees."

Standing committees are an outlet for all union members to use their talents or apply their interests in a variety of groups. Each committee has a different function; yet they are all designed to help our community and strengthen our union as a whole. The Union label Committee is just one of many standing committees.

One of the functions of the Union Label Committee is to bring attention to the goods and services that are Union and/or American made. Another function of the committee is to make available information that

pertains to each of us when we purchase merchandise. For example, discounts for union members.

At Union Label meetings, we also discuss work ethics of different companies, such as violations of human rights and child labor.

There is a vast amount of information to be collected, distributed and acted upon. I am asking each of you to help us with this task. The next committee meeting is April 17th @ 3:30 p.m. at the Waffle House on the corner of U.S. 31 and Markland Ave. It will last approximately 1 hr.

Feel free to contact me at: [sduaw@yahoo.com](mailto:sduaw@yahoo.com)

John F. Kennedy once said *"One man can make a difference, and every man should try."*

## Apprenticeship -- "Request for Information" forms

We will be taking "Request for Information" forms at the following times and locations:

- ◆ Tues., April 19th in the Plant 7 break area from 6:00 to 9:00 a.m. and 1:00 to 4:00 p.m.
- ◆ Wed., April 20th in the Plant 8 Cafeteria from 6:00 to 9:00 a.m. and 1:00 to 4:00 p.m.
- ◆ Non-seniority applicants can come to UAW Local 292 on Thurs., April 21 from 8:30 to 10:30 a.m. and 12:30 to 2:30 p.m.

The testing will be scheduled some time in June, 2005.

If you have any questions, please contact Danny Nelson at 451-9582 or Gary Shaw at 451-9578.



## Trustees Report -- *Submitted by Jim Shelton, Trustee*

Some of you probably have noticed the unique home located at the intersection of Jefferson and Ohio Streets known as "Nesting Doves." This home was created for the purpose of providing a haven for unwed mothers who find themselves in a crisis situation. The home presently shelters residents that vary from thirteen to twenty-three years of age, and they presently receive no funding from any County Agency.

You may have read recent newspaper articles explaining that their organization is in financial difficulty, along with needing to relocate because the home they are renting is in the process of being sold. The Kokomo Hope Rescue Mission heard of their plight and offered the Nesting Doves seven-years free use of the house they own next to their Center, if the Nesting Doves would take on the task of remodeling the residence.

According to Chuck Roberts, the new Administrator of the Nesting Doves program, plans are being drawn up and they will need plenty of help to take advantage of this generous offer. Local 292 was informed of this opportunity by Jeff Repovg, a Delphi electrician, that volunteers will be needed during the first two weeks of May to start on this remodeling project. The greatest initial need is for electricians and carpenters, but all types of workers will be needed to complete this worthwhile project. If you can offer any assistance, please contact Chuck Roberts at 765-868-7186. We thank you for your help!



**Retiree's Corner**  
*Goldie Snavelly, Financial Secretary/Treasurer*

**Prevent Tragic Nursing Home Deaths in Indiana -- Support HB 1706**

Indiana nursing home residents are at risk of death and injury by fire due to inadequate fire safety protection in our state's nursing homes.

Current Indiana laws and regulations do not require nursing homes built before 1986 to have automatic sprinkler systems. While most of these Indiana nursing homes have chosen - on their own dime - to protect their residents from senseless, unpredictable fires, 25 nursing homes are NOT fully sprinklered. In addition, Indiana has NO requirement for smoke detectors to be present in resident rooms.

Nursing home residents are particularly vulnerable to harm from fires due to physical and mental disabilities that limit their ability to run, to walk or even to follow instructions in an emergency.

Indiana should not wait for a tragedy to address this problem. House Bill 1706, authored by Representative John Day, would save resident lives by:

1. Requiring all nursing homes to have an automatic sprinkler system by 2007. We know that sprinklers are the single most effective fire protection measure for frail nursing home residents, and that there has never been a multiple death fire in a home fully protected by sprinklers.

2. Mandating smoke detectors in each resident's room. Smoke detectors serve as an early warning signal and allow fires to be extinguished before significant damage or injury occurs. A federal investigation into the Tennessee and Connecticut fires indicated that the lack of smoke detectors in resident rooms where the fires started may have delayed staff response and activation of the building's fire alarms.

According to Robyn Grant, USA long term care policy director, "This is a tragedy waiting to happen in our state. Residents are at risk, and we should not wait until nursing home residents die before we improve our laws. We need to do something, and we need to do it now!"

**From the Hart of the Retirees --**

*Submitted by Mickey Hart, Retiree*

**CENTER ON BUDGET AND POLICY PRIORITIES**

President Bush has been trying to sell young voters on his plan to privatize Social Security. He says that Social Security will go into the red in 2018. Not true. He says it will be bankrupt in 2042. Again, not true. Social Security has a \$1.69 trillion (as of 2004) trust fund that has been building and collecting interest since 1983. The surplus since 1983 has been invested in U.S. Treasury notes, the safest investment in the world. When in 2018 the taxes received yearly are not enough to meet Social Security obligations, the trust fund is there to make up the difference. It will last until 2052. After that, Social Security taxes at their present level will still be able to pay out 81 percent of Social Security's obligations.

Private savings accounts will not help Social Security financially, even Bush and Republicans admit. What private savings accounts will do is dismantle the Social Security system and plunge our drowning-in-debt government even further in debt by requiring \$1 trillion to \$2 trillion in just the first 10 years to finance the changeover. Two years ago Bush and Cheney were telling us that Saddam had weapons of mass destruction and a connection to the World Trade Center attacks, neither of which was true. If you like the mess Bush has made getting us into Iraq, you'll love what he wants to do the Social Security.

**Official Notice**

**2005 Retiree Chapter Nominations & Election**

Nominations

Monday, April 11, 2005

Election

Monday, May 9, 2005

Election Hours

10:00 a.m. to 1:00 p.m.

Election Location

UAW Local 292 Union Hall

1201 W. Alto Road, Kokomo, IN

Chairperson	Recording Secretary
1st Vice Chairperson	Financial Secretary
2nd Vice Chairperson	Sgt.-At-Arms

**Delphi-D Alumni Club Programs - 2005**

April 21 - Johanning Civic Center - John VanNatta - Head of Miami Correctional Facility

\* May 19 - Kokomo Country Club - Rosemary Shanks - Back by Popular Demand

June 16 - Johanning Civic Center - Drs. Murphy & Fantuzzo - Dentistry for the Ages

\* KOKOMO COUNTRY CLUB MEETINGS ARE BREAKFASTS AND REQUIRE A TICKET

CALL HUGUETTE LOVE @ 457-0718 -- ALL MEETINGS BEGIN AT 9:00 A.M.

# May 2005 Calendar of Events

- 7 .... Veterans Committee Mtg.
- 9 .... Election for Retiree Officers 10 a.m. - 1 p.m.
- 9 .... Retiree Dinner and Mtg.
- 13 .... Euchre Club



**Notice:** The deadline for submitting articles to be placed in the Antenna is the 5th of the month.

Please submit articles to Beckie at UAW Local 292 or to Dianna Jones, Editor.

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# April 2005

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1 2
3	4	5	6 Retiree Hobby Club 9 a.m. to 1 p.m.	7	8	9 Veterans 10 a.m.
10	11 Retiree Nominations 1 p.m. Retiree Executive Board 9:30 a.m. Retiree Dinner & Mtg. 11:30 a.m.	12	13 Retiree Hobby Club 9 a.m. to 1 p.m.	14	15	16 Euchre Club Senior Center 6:30 p.m.
17	18	19 Executive Board Del Ra Club 7 p.m.	20 Retiree Hobby Club 9 a.m. to 1 p.m.	21 Membership Mtg. 7:30 a.m., 12:30 & 4:00 p.m. Skilled Trades Mtg. 8:30 & 11:30 a.m. & 3:15 p.m. Cafe/Vending 3:15 p.m.	22	23
24	25	26	27 Retiree Hobby Club 9 a.m. to 1 p.m.	28	29	30