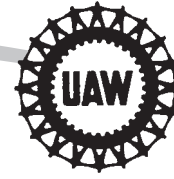


THE LOCAL 292
ANTENNA



Volume 54 - Number 12

Kokomo, Indiana

December, 2005



Children's Christmas Party

**Breakfast w/Santa,
Mrs. Santa and Santa's elves**

at Local 292 Union Hall

Sat., December 3, 2005 - 8:30 a.m.

**Santa will hand out treats to everyone
and will have his picture taken with
all the children.**



HO! HO! HO!

Inside This Issue...

President's Report..... 2

Shop Chairman's Report . 3

Union Label Report 3

Recording Sec'y. Report .. 4

Cap Chairman's Report ... 4

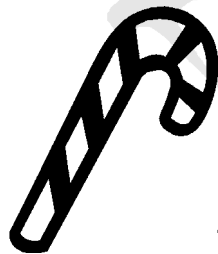
Chaplain's Report..... 5

Women's Committee 6

Benefit Report..... 7

Calendar 8

Retiree 2005 Christmas Dinner



**JOHANNING CIVIC CENTER
1500 N. REED RD. (US 31), KOKOMO, IN
SATURDAY, DECEMBER 10, 2005
12:00 NOON - \$5.00**

Tickets are available at the hall from Debbie.



*Merry Christmas
Sunday, December 25, 2005*





President's Report

Sona Camp, President

I hope you all had a nice Thanksgiving. With all the problems we are going through, I'm thankful to be a member of the best union in the USA. The UAW has fought for and won for us the good wages and benefits that we enjoy. Now they are fighting to keep them. The UAW had the foresight to get protections in the spin-off agreement even though we knew the spin-off was a bad idea. Vice-President Richard Shoemaker told GM at the time, that we did not agree with the spin-off. Now the company is making our members pay for their poor management decisions, while they give lucrative signing bonuses, salaries, incentive bonuses, stock options and severance packages to the top management.

The UAW urges Members of Congress to speak out against these outrageous actions of Delphi's top management, enriching themselves at the expense of the Delphi workers and retirees. So be sure to call or write your Congressman and Senators. Let them know how this action is affecting you and your family. Let them know how our communities will be devastated.

Christmas is almost here. It makes it difficult to spend money on our loved ones when faced with the uncertainty of our wages and benefits. However, I'm sure that gifts will still be exchanged by many of us. Support our community by shopping in Howard County. I would also ask you as you are shopping to look at the label. See if the item is made in the USA. It is getting harder to find items made in the USA because we have not looked for that label. Companies have moved overseas and we have not noticed. It has happened in textiles, shoes, furniture, steel, etc. It has been happening in the auto industry too. The Big 3 have consistently been losing market share. Part of the reason for this is that a lot of our own members drive foreign cars. That is their right; however, every foreign car built equals 10 American jobs lost. Think about that the next time you take a drive and see the foreign vehicles on the road.

**Merry Christmas and
Happy New Year
to you all.**

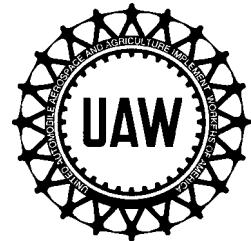
Grievances submitted by Zone Committeemen - Broken down by Step - November 1, 2005

Committeeman	Zone #	1st Step	1 1/2 Step	2nd Step	3rd Step	4th Step
Jerry Shirley	Zone #1	0	70	130	0	1
Jim Justice	Zone #2	7	35	40	0	0
Jay Brown	Zone #3	10	10	25	30	0
Dan Sparks	Zone #4	0	8	25	2	1
Total Grievances at Each Step		17	123	120	32	2

PUBLICATION POLICY—The deadline for submitting articles for The Antenna is 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 Chris McTaggart
TRUSTEES Jim Shelton, Sharon Geiselman, Sue Althouse
SGT-AT-ARMS Richard Floyd
GUIDE Anita Dawson
RETIREE CHAIRPERSON Sue Conner

SKILLED TRADE UNIT OFFICERS

CHAIRMAN Ed Raska
VICE CHAIRMAN Travis Witt
RECORDING SECRETARY Liz Stevens
SGT-AT-ARMS Roger Eubank

UNIT CHAIRPERSONS

DELPHI-DELCO ELECTRONICS George Anthony
AMERICAN FOOD & VENDING Joni Ramseyer

SHOP COMMITTEE

ZONE #1 Jerry Shirley
ZONE #2 Jim Justice
ZONE #3 Jay Brown
ZONE #4 Dan Sparks

BENEFITS REPRESENTATIVES

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

APPRENTICESHIP COMMITTEE

Gary Shaw

JOINT ACTIVITIES REPRESENTATIVE

Lewis Hall

JOINT TRAINING REPRESENTATIVES

Lana Puterbaugh & Francis Van Camp

A.D.A.P.T.

Mike Whiteman

ELECTION COMMITTEE REPRESENTATIVES

Sharon Gillem, Chairperson
Ronda Bilbee Vice Chairperson
Shirley Rinehart, Secretary

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 Anita Dawson
CONSUMER AFFAIRS Pat Harden
INDUSTRIAL HYGIENE TECHNICIAN Kathy Wilson

EDITOR

Petra Jameson

Shop Chairman's Report

George Anthony, Shop Chairman



Our U.A.W. Region #3 Attorney, Mr. Barry Macey, made a presentation at our monthly Membership Meeting on Thursday, November 17, 2005. Mr. Macey discussed Chapter 7 Bankruptcy (Liquidation) and Chapter 11 Bankruptcy (Reorganization) and took questions from the membership. Mr. Macey did an excellent and thorough job. He got into the particulars of the Delphi Chapter 11 Bankruptcy and answered some tough questions and the membership was very satisfied with his presentation. We want to thank Mr. Macey and we will have him back again. If anyone would like to see any documents filed in the Delphi bankruptcy you may go to www.delphidocket.com.

The International UAW has put together a team to write up a petition that we would like "EVERY" UAW member to sign. This petition will go the Bankruptcy Judge and our U.S. Congress. When this petition is put together and we receive it at the Union Hall, we will get it to the membership on the shop floor for signatures.

On Friday, November 18, 2005, Nick Kodrea and I met for an hour with Mr. Hodge Patel, Regional Director for Indiana's U.S. Senator Evan Bayh. Senator Bayh wanted to know what more he can do to help the working class of America which includes the Delphi workers. Senator Bayh is the FIRST INDIANA POLITICIAN interested in the workers needs concerning Delphi's bankruptcy. Please write Senator Bayh with suggestions and a "thank you".

An article by Gretchen Morgenson entitled "Oohs and Ahs at Delphi's Circus" appeared in the November 13th edition of the New York Times. The article contains an excellent analysis of the outrageous compensation being provided to the top executives of Delphi. It describes the lucrative signing bonuses,

salaries, incentive bonuses, stock options and severance program for Delphi's top management. The \$3 million signing bonus for Steve Miller is also in there. This article questions these lucrative programs for the top executives (over \$100 million for its top executives and 10% of the new Delphi stock worth \$2 billion when Delphi emerges from bankruptcy, leaving the old Delphi stock worthless) while their efforts are concentrated on eliminating pension and health care benefits for retirees (hourly and salary), slash wages for active workers (hourly and salary) to below-poverty levels and close numerous factories across the U.S., putting many workers on the street and dealing a devastating blow to the local communities. You can get a copy of this article at the Union Hall or ask your committee person.

The Mobilizing @ Delphi working group is a unique multi-Union effort of the Unions that represent workers at Delphi across the Nation. This group includes the UAW, I.U.E.-CWA, Steelworkers, International Association of Machinists and Aerospace Workers, The International Brotherhood of Electrical Workers, and the International Union of Operating Engineers. They have agreed to work together in a united fashion to achieve the best possible outcome for Delphi workers and their families. The Mobilizing @ Delphi working group will have a coordinated effort to reach out to public officials, community leaders, Delphi investors, suppliers and customers and all others who have a stake in the future of this company. This Union coalition has a high value-added strategy that can preserve good-paying jobs at Delphi while preserving value for shareholders and creating new opportunities for the company to compete in the global marketplace. CEO Steve Miller's approach makes sense for him, Delphi's Board of Directors and top executives-but not for Delphi's other stockholders.

(Continued on Page 6)

Union Label Report

Submitted by Sarah Drake, Union Label Chairperson

Christmas time is here, and if you have some last minute Christmas shopping to do, keep these brands in mind. They are made in America or American owned companies. Check the "made in" label to be sure it's made here. Roger Simmermaker, Author, "How Americans Can Buy American" compiled this list. **Happy Holidays from the Union Label Committee.**

Crayola Crayons
Play-Doh
Louisville Slugger Baseball Bat
Radio Flyer Discovery Wagon
Chutes and Ladders
Clue
Connect Four
Boggle Jr.
Battleship
Candyland
Life
Monopoly
Operation

Mouse Trap
Parcheesi
Scrabble
Sorry
Stratego
Pop-O-Matic Trouble
Trivial Pursuit
Yahtzee
Tri-ominos
The Wiggles Lil' Big Red Car
Step 2 Tag-Along Trailer Plus
Step 2 Push Around Buggy
Step 2 Lifestyle Dream Kitchen

Little Tikes
Explorer Wagon
Little Tikes Cook 'n Clean Kitchen
Little Tikes Shopping Cart Caddy
Scholastic Fruity Gummy Activity
Scholastic Rock Tumbler
Bicycle Playing Cards
Rallye Rescue Rider
Rallye Little Ms. Rider
Runabout Wagon
Melissa and Doug U.S.A. Floor Puzzle



Recording Secretary's Report

Submitted by Jill Zuackebush.

Recording Secretary

Thanks to all who returned letters to Senators and Congress representatives regarding the Delphi Bankruptcy and anti-worker legislation in this country.

Hundreds were faxed until the receiving fax machines were either turned off or burned up. Over 3000 were mailed and the letters are still coming in.

Call and e-mail your representatives as often as possible - it is your government - your tax dollars provide them with National Health Care and salaries (more than \$9.00 an hour) - make them accountable!

No one knows anymore than I how stressful our uncertain future is for each and every one of us. Just remember, we are all in this together and they can never take our dignity if we don't let them.

Celebrate this Holiday Season with family and friends; tell them you love them, for we never know if there will be a tomorrow.

Have a Blessed Christmas!



Farewell to a Civil Rights Icon

The year 2005 marks many milestones for the Civil Rights Movement

- 40th Anniversary of the Voting Rights Act
- 40th Anniversary of President Lyndon B. Johnson Issuing Executive Order 11246 (Enforcing Affirmative Action for the first time)
- 45th Anniversary of the first sit-in at Woolworth's in North Carolina
- 50th Anniversary of the Montgomery Bus Boycott

None of these milestones would have been achieved had it not been for the bravery of those who believed that all humans should be treated equally. On December 1, 1955 a single act by a gentle giant, caused the world to reevaluate the meaning of equality. Mrs. Rosa Parks refused to give up her seat to a white man, as was the law at the time. She was tired of unfair treatment and she had experienced enough injustice towards human beings. She stood up for the rights of all humans by sitting down.

On October 24, 2005, Mrs. Rosa Parks again silenced the world by saying good-bye to her earthly life. She leaves us the legacy of a responsibility to uphold the values of civil rights of humanity. Each time that we think that we can't make a difference, remember Sister Rosa. She was but one person, yet her actions affected millions of lives. Let us celebrate her life by following in her footsteps. We must continue the fight for equality. Thank you Sister Rosa for sacrificing your freedom and subjecting yourself to ridicule in order to make sure our lives mirror the United States Constitution.

A beneficiary of your legacy
Anita R. Dawson

Cap Chairman's Report

Submitted by Brian Bourff, Cap Chairman

It's time to face the facts! Since Bush took office, he and his administration and allies in congress have given massive tax breaks to corporations like Delphi and the richest Americans, while all but eliminating programs of education, health care of children, and police and firefighters benefits.

The U.S. Census Bureau reported a few days ago that the poverty rate rose yet another year, with 1.1 million more Americans living in poverty. After declining sharply under Bill Clinton, the number of poor people has now risen 17% under Bush. Now some 37 million Americans live in the U.S. in poverty. The Census Bureau also reported that last year alone 800,000 working Americans joined the ranks of the uninsured; we're talking some 46 million Americans that are now without any health insurance. I give you these facts in an effort to remind you how important it is for us as a labor union to support labor friendly candidates. Millions of dollars are given by corporations like Delphi and right wing PAC's to support anti-worker candidates, to all but rob us of our wages, health care, and dignity in the work place.

V-CAP is our best weapon of attack. These are monies raised by working men and women like you and I to support labor friendly Candidates. The UAW's V-CAP check off is a voluntary program that allows each member to make a modest contribution each month to help the union support candidates who care about American workers and their jobs. By law, union dues can't be used to support any federal candidate, and in an ever increasing number of states, any candidate for public office. Our only means of monetary support for many labor endorsed candidates is voluntary political contributions which are put into the International Union's political action fund, UAW V-CAP.

The UAW has negotiated with many employers the right to a bargaining unit check off. All that is necessary is for the UAW member to sign a check off card, which instructs the employer to deduct an amount selected by the member. A \$1 per month contribution amounts to less than a nickel a day, a \$3 per month donation is only a dime a day and so on. It doesn't sound like much but when you count our members it can add up to a much-needed campaign fund. This same law allows management to do the same. As of January 2005 the following numbers of PACs were registered with the Federal Election Commission: 1,622 corporations, 900 trade/health/membership associations, 1,223 non-connected, 34 cooperative and 99 corporations without stock. Many of these 3,878 political action committees consist of anti-labor, right-wing organizations that are out to weaken and destroy the UAW and all other unions. UAW V-CAP is one of only 306 Labor PACs to help protect workers from these more than 12-to-1 odds.

"PROTECTING OUR COLLECTIVE BARGAINING GAINS THROUGH POLITICAL ACTION" is the goal of UAW V-CAP, and supporting V-CAP is a priority among all UAW leadership.

In Memoriam

John Louthan
 David McBee
 Meredith Bailey, (Retired)
 Donald Glass, (Retired)
 Judith Hill, (Retired)
 Nellie Hoffman, (Retired)
 Malinda Hudson, (Retired)
 William Kietzman, (Retired)
 George McCarter, (Retired)
 Warren Pautz, (Retired)
 George Roberts, (Retired)
 Hazel Stokes, (Retired)
 Norma Jeanne Whitley, (Retired)
 Virginia Williams, (Retired)

Thank You!

Thank you, for the Bible and the many thoughts and prayers at this difficult time in our lives. A special thank you to Nick Kodrea for all his help.

The family of David Mc Bee

~ ~ ~

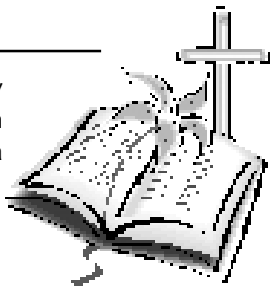
Thank you, for the Bible it was appreciated.

Thank you! Tricia Harris

~ ~ ~

I would like to thank the membership for your thoughtfulness and caring acts during my recent surgery. Your kindness was deeply appreciated by myself and my family.

Bless All of You, Kacee Anderson



Retirement Report

November, 2005

Sandra Corn
 Michael Cosat
 Robert Hall



Chaplain's Report

Thelma Corbit, Chaplain

Christmas is a time that we all set aside to celebrate our Lord's Birthday. We give Him honor on this day and everyday.

Isaiah 7:14 Therefore the Lord himself shall give you a sign; Behold a virgin shall conceive, bear a son, and shall call his name of all nights.

God gave his best to us. He gave us the Greatest Gift that could have ever been given to anyone. That is the unspeakable Gift. This Gift was given over two thousand years ago in Bethlehem. This Child was different. He would pave the way for all of us to be filled with love, joy, peace and happiness.

John 3:16 For God so loved the world that He gave His one and only Son, that whoever believes in Him shall not perish but have eternal life.

We can keep in our minds the real reason for the season and we then can keep Christ in Christmas.

Merry Christmas!



With Sympathy

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

Gary Johnson	Evelyn Barnett
Doug Dole	Jennifer Hall
Sean Kirchgessner	O.K. Kim
Patricia Harris	Ronald Fields
Judy Cockrell	Tom Williams
Keith Brewer	David Skinner
Shirley Howell	Jennifer Brankle
Shelly Butts	Erin Cottrell
Wanita Jones	Kathy McBee
Nick Comerford	Perry Schafer
Kent Patterson	George Wiles
Pam Easterwood	

Hobby Club Officers

Maggie Hart President
 Yvonne Beckam Vice President
 Mary Gang Secretary
 Roberta Whiteman Treasurer

Women's Committee

*Submitted by Georgia Zeigler
Women's Committee Chairperson*



Women's Committee will be taking donations for the Battered Women's Shelter starting November 1st and through out the month of December. There will be box at Local 292 for donation collection.

With holidays approaching, the Local 292 women's committee is once again collecting donated items for the Domestic Violence Shelter. The non- for- profit organizations is always in need of donated items, not only at Christmas time, but all year round.

The shelter never knows from one day to the next how many victims they need to assist. When victims of domestic violence seek shelter, they often have to flee in the middle of the night with just the clothes on their back and their children are without shoes.

Hygiene toiletries (adult and children), ladies personal items, makeup, children games, books, markers, and crayons are excellent ideas for donations, (no clothing items-please)

UAW/Delphi Skill Center Update

Skill Center Schedules will no longer be mailed directly to you unless you request one! This is a change in our previous procedure. After December 12, to request a copy mailed directly to you: Call 451-7204

Pick up your spring 2006 schedule:

- Local 292 UAW Union Hall
- UAW/Delphi Skill Center (above Central Shop)
- In-plant break areas

Visit our Website to view spring 2006 schedule and register on-line:

- www.uaw292skillcenter.webhop.org
- Keyboarding
- Beginning Plato
- Skill Enhancement
- Burning a CD
- Computer Orientation
- Chess Club
- Windows XP Update
- Windows XP
- Jargon, Gobbledygook & Wordiness
- Book Club

COMPLETE LIST of classes is in the spring 2006 schedule.

Watch for more information in the Antenna
Website Address: www.uaw292skillcenter.webhop.org
Skill Center Phone Number: (765) 451-7204

ATTENTION!

Shop Chairman's Report - Continued from page 3

On Tuesday, November 15, 2005 Delphi presented the UAW with a NEW PROPOSAL for modifications to the UAW-Delphi National Agreement. This proposal is still a request for DEEP CONCESSIONS. Under this new proposal, a UAW worker would have to work 187 years to make what CEO Steve Miller will make in 6 months. DOESN'T THAT SOUND COMPETITIVE. The only changes in this new agreement from their first proposal are:

<u>Production Wage</u>	<u>Skilled Wage</u>
\$10.50 up to <u>\$13.00</u>	\$19.00 up to <u>\$21.50</u>

Medical Cost - In-Network

- Deductibles ~~\$900~~ down to \$450 Individual/~~\$1,800~~ down to \$900 family
- Copayment ~~25~~ down to 20% Employee/~~75~~ up to 80% Plan
- Out-of-Pocket ~~\$2,500~~ down to 1,500 Individual/~~\$5,000~~ down to 3,000 Family Max:

Medical Cost - Out-of-Network

- Deductibles ~~\$900~~ down to 450 Individual/~~\$1,800~~ down to 900 Family
- Copayment ~~45~~ down to 40% Employee/~~55~~ up to 60% Plan

Absent an acceptable agreement between the UAW and Delphi, the **UAW-Delphi Agreement will remain in full force and effect until at least January 24, 2006**. Until that time, all active and retired Delphi members will continue to be protected under the terms of the UAW-Delphi Agreement. Should the Court ultimately issue an order granting Delphi's Section 1113-1114 motions providing for rejection of the UAW-Delphi Agreement, the Union would then have a legal right to strike.

The UAW's legal, financial and benefits experts are continuing to analyze Delphi's financial situation and proposed reorganization, with the goal of achieving the most equitable result for our active and retired members-whether it be in court or at the bargaining table.

KEY DATES

- October 21, 2005 – Company provides the Union with its proposed modifications to the UAW-Delphi National Agreement.
- On or before November 18, 2005 – Company shall serve the UAW with any proposals to modify applicable local agreements.
- December 16, 2005 – Delphi files its Section 1113-1114 Motions with the Bankruptcy Court, seeking to reject the UAW-Delphi Agreements and allow the Company to impose modifications.
- January 11, 2006 – Date by which UAW's briefs in opposition to Delphi's 1113-1114 Motions are submitted to the Court.
- January 24, 2006 – Bankruptcy Court begins hearings on Delphi's Section 1113-1114 Motions.

These court hearings, which would involve legal arguments and the presentation of testimony and evidence concerning the Company's financial status and its alleged necessity for modification of the labor agreements, would last for days and possibly weeks.

Attend your Union Meetings each month.

Benefit Report

Submitted by . . Nick Kodrea, UAW Benefit Representative

The subject of my article is the "National Foot Care Program". Yes, I know it sounds boring, but if you are a Delphi hourly and retiree who is enrolled in the Indiana Traditional Health Care Option and who is not eligible for Medicare, this article may save you a ton a money and aggravation. (Plus, me some work!)

Effective August 1, 2002, you and your eligible dependents will be covered by the National Foot Care Program (NFCP). This plan will cover all of your and your dependents foot and ankle care needs in full when services are rendered by NFCP Affiliated Practitioners. You are automatically assigned to an NFCP Affiliated Practitioner. In Kokomo that office is Kokomo Foot & Ankle Center, 1791 W. Lincoln Rd. If you live in another community you may change to another Affiliated Practitioner by calling toll free 1-800-922-1695, Monday through Friday, from 8:00 a.m. to 5:00 p.m.

What is covered?

Generally, all medically necessary foot and ankle care services will be covered at no out-of-pocket expense to you or your dependents when provided by an Affiliated Practitioner. NFCP **COVERS ALL YOUR FOOT AND ANKLE CARE BENEFITS, WHICH WERE PREVIOUSLY COVERED UNDER YOUR BASIC HEALTH CARE PLAN.**

Covered Benefits:

Office visits, laser treatments, physical therapy, orthotics, surgical shoes, latex toe shields, injection of vitamins and injection.

Remember, these benefits are covered only when provided by an Affiliated Practitioner. There is **NO COVERAGE** if a non-affiliated practitioner provides the above services. He or she will coordinate all of your foot and ankle care. To be covered in full, all covered services must be provided or ordered by your Affiliated Practitioner.

If your Affiliated Practitioner determines the need for other foot and ankle care specialists or hospitalization, he or she will refer you to the appropriate specialist. **TO BE COVERED, THE REFERRAL MUST BE PREAPPROVED IN WRITING, BY NFCP.**

Emergency Care:

Ordinarily, accidental injuries such as a fracture or an injury requiring emergency room care will be covered by your basic health care plan. An accidental injury is defined as a condition resulting in physical harm caused by an action, object or chemical agent, i.e., sports injury, burn, etc. Emergency medical care due to an accidental foot or ankle injury, including follow-up care, is usually covered under your basic health care plan

when services are received within 72 hours of the injury and there is not a six-month lapse in care.

Accidental injuries treated more than 72 hours after the initial injury or when there is a 6-month lapse in care after the initial treatment will be covered by NFCP when those services are provided by an Affiliated Practitioner.

All right - the part you have been waiting for!

What is not covered?

The following services/procedures are not included in your NFCP benefit package:

- Foot, toe and ankle amputations (covered by your basic health care plan)
- Treatment for accidental foot and ankle injuries when initial services are rendered within 72 hours of the injury and follow-up care when there is not a 6-month lapse in care. NOTE: Initial injury and follow-up care rendered due to an accidental injury will be covered under your basic health care plan. NFCP will cover routine care when there is a 6-month lapse in care based on the plan design.
- Hospital and other facility charges related to procedures PERFORMED BY A NON-AFFILIATED PRACTITIONER ARE PAYABLE AT 50% OF THE ESTABLISHED NFCP PREVAILING RATE, OR 50% OF ACTUAL CHARGE TO YOU WHICHEVER IS LESS.
- Office visit charges as a result of self referral or referral by a non-affiliated practitioner.
- Certain additional procedures are only covered when received from an Affiliated Practitioner or provider and are not covered if received from a non-affiliated practitioner. This includes coverage for office visits, physical therapy and orthotics.
- Laboratory services related to care rendered by a non-affiliated practitioner.
- Over the counter retail items dispensed as convenience to the member.
- Services that are covered as benefits under workers compensation law.
- Services that are not recommended or performed by a legally licensed practitioner.
- Services that NFCP determines are not medically necessary.
- Office visit charges relating to the third time you fail to give your Affiliated Practitioner proper notice of cancellation, at least 24 hours before the scheduled appointment time.

In closing, remember if you are a Delphi hourly or retiree who is enrolled in the Indiana Traditional Health Care Option (PPO) and who is not eligible for Medicare you must use the NFCP for you ankle and foot problems.

January 2006 Calendar of Events

- 2 UAW Negotiated Holiday
- 9 Retiree Dinner
- 16 Martin Luther King Holiday
- 17 Executive Board Meeting
- 19 Membership Meeting



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

Please submit articles to Debi at UAW Local 292 or to Petra Jameson, Editor.

UAW LOCAL 292
1201 West Alto Road
P.O. Box B
Kokomo, IN 46904



Non-Profit Org.
US POSTAGE
PAID
Permit #125
Kokomo, IN 46902

December 2005

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	
					1	2	3 Children's Christmas Party Veterans 10 a.m.
4	5	6	7 Retiree Hobby Club 9 a.m. to 1 p.m.	8 Education Meeting 7:30 a.m., 12:30 p.m., 4:00 p.m.	9 Euchre Club Senior Center 6:30 p.m.	10 Retiree's Christmas Dinner	
11	12 Retiree Executive Board 9:30 a.m. Retiree Dinner & Mtg. 11:30 a.m.	13 Executive Board Meeting Del Ra Club 6:00 p.m.	14 Retiree Hobby Club 9 a.m. to 1 p.m.	15 Membership Mtg. 7:30 a.m., 12:30 & 4:00 p.m.	16	17	
18 Civil Rights Mtg. 2:30 p.m. Women's Committee Mtg. 3:30 p.m.	19	20	21 Retiree Hobby Club 9 a.m. to 1 p.m.	22	23	24	
25 <i>Merry Christmas</i>	26 292 CLOSED	27 292 CLOSED	28 292 CLOSED	29 292 CLOSED	30 292 CLOSED	31 <i>New Years Eve</i>	