

THE LOCAL 292 ANTENNA



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Kokomo, Indiana

February, 2006

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*Happy
Valentine's Day!*



President's Report

Sona Camp, President



"Right to Work" legislation has been introduced in the Indiana General Assembly as House Bill 1019. This legislation is extremely detrimental to Indiana workers and their families, our economy and our standard of living.

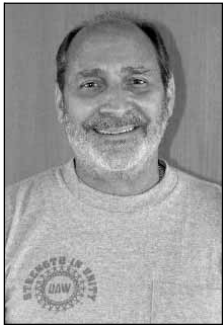
"Right to Work" sounds like something everyone would be glad to be a part of. Don't be fooled by the name of this bill. The "Right to Work" bill only gives you the right to work for less. In "Right to Work" states laws do not guarantee any rights; instead they inhibit the right to organize. Right to Work statues prohibit employers and unions from voluntarily negotiating a union

security agreement. A union security agreement requires employees who benefit from the union's representation to pay dues sharing the costs of union negotiations, contract administration, and other union provided job services. By denying the rights of workers and employers to organize union security clauses, rights are taken away. In states with such laws, wages are lower, poverty levels higher, more people are uninsured and education spending per pupil is lower.

In "Right to Work" states non-union members get all the benefits of union membership without paying for it. This forces unions and their membership to foot the bill for those not willing to share in the cost of representation.

Today I was given a letter that is being sent out to a lot of taxpayers from Representative Cindy Noe about the "Right to Work" legislation. Representative Noe is from Hamilton County and is CEO of her company. The Indiana House of Representatives, who are controlled by the Republicans at the present time, have launched an all out attack on unions. They state that unions finance the nation's largest political machine. I sure wish that was true. The dollars that we raise to fight big business can't compete with the money that corporate America funnels into their agenda. The urgency in the letter is evident when they say that you must support this at once because today is the best chance to eliminate unionism in Indiana. Of course that is true because the democrats are going to take back control of the state house in the fall and then the working class people will again have a voice. Their lies in this letter say that workers in Right to Work states have higher real disposable income. That is an ABSOLUTE LIE. In fact, Right to Work laws decrease wages for everyone. Because workers organizing rights are diminished in Right to Work states an average worker earns \$5,333 less than workers in free bargaining states. When Idaho passed "Right-to-Work" legislation, union membership fell 60% and the gap between rich and poor grew by 19%. However, their wages are more disposable. Disposable to purchase insurance for health care, life, eye care, dental and other benefits that the UAW and other unions have been able to negotiate for their members.

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Shop Chairman's Report

George Anthony, Shop Chairman

S.E.L. REPORT FOR JANUARY, 2006

BENCHMARK

Production	2,392
Skilled Trades	<u>842</u>
Total	3,234

ACTIVE WORKFORCE

Production	1,437
Skilled Trades	<u>707</u>
Total	2,144

S.E.L. PROTECTED

Production	1,536
Skilled Trades	<u>720</u>
Total	2,256

ALL LEAVES

Production	99
Skilled Trades	<u>13</u>

TOTAL EMPLOYMENT – 2,256

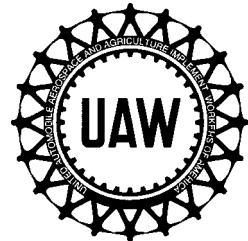
On January 3, 2006 we hired 40 production employees from Anderson, Indiana. Most of them were in a Jobs Bank or laid-off. I personally want to welcome all of you from Anderson to Kokomo Delphi and new members of U.A.W. Local #292. All the members from Anderson have 1999 or 2000 seniority except three. All of you have a future at Delphi Kokomo. I am presently discussing with management the movement of 40 more employees from Anderson to Kokomo.

Effective January 31, 2006, our Region #3 Representative Tony Long will be retiring. Tony served several years as our Shop Chairman and Regional Representative and did a great job in both positions. Tony has been a friend to all of us and I want to wish him a healthy and happy retirement. Keith Nearingdner will replace Tony as our Region #3 Representative. Keith has served three terms as Chairman of the Allison Transmission Plant in Indianapolis before joining our Region #3 staff. Welcome Keith.

I talk to our Detroit International Servicing Representative Mike Grimes weekly about the U.A.W., G.M., and Delphi discussions concerning Delphi's bankruptcy. Recently the discussions have been about how G.M. can help Delphi through more product, cash, etc. Mike informed me that all the Presidents and Chairmen of Delphi locals will meet in Detroit for an update on Monday, January 30, 2006. Any new information we get will be immediately handbilled to this membership.

Through the bankruptcy court, Delphi has pushed back the reorganization plan for Delphi to August, 2006. I believe this has caused some confusion among our members concerning our bargained Agreements. Unless Delphi pushes back the court hearings on our Agreements, there will be a court hearing on the TERMINATION of our National, Local, and Benefits Agreements on February 17, 2006. This hearing is separate from Delphi's reorganization plan in August.

On January 12, 2006, two International Representatives visited our Local #292 Union Hall to conduct Strike Training. In attendance were our Shop Committee, Executive Board, District Committeemen, Community Services Committee, EAP Representative, Benefit Representatives and Chaplain. There are so many more things going on during a strike to represent our membership than picket duty. If we should go on strike, our U.A.W. Local #292 Community Services Committee will take the lead in strike organization. The members of that committee include: Diana Coomer, Mark McAlpin, Sharon Geiselman, Leamon Dea, and Lewis Hall. They will direct our membership to the proper credit counseling organizations for debts on credit cards, mortgage payments, car payments, etc. Our Community Services Committee will also work very closely with our United Way Liaison, Cheryl Graham, who will direct our membership to the proper agencies for help with utility bills, rent, groceries and clothing. There will be training



**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

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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

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Recording Secretary's Report

*Submitted by Jill Quackenbush,
Recording Secretary*

Until the 1940's, pension plans in private industry were set-up primarily on the initiative of the employer. As unions gained recognition in the United States, defined pension plans were negotiated through collective bargaining with employers.



The number of workers covered in the United States by pensions grew from 4.1 million in 1946 to 65.6 million in 1999, about 44% of all workers.

With more than 6.9 trillion in assets in 1997, these plans exert a major impact on the economy because the money is invested in stocks, bonds, and real estate. At the same time, the financial health of pension plans can be adversely affected by drops in the value of their investments, as occurred in the late 1990's when the stock market bottomed out.

Defined Benefits Plans:

The defined benefit plan defines a benefit for an employee upon that employee's retirement. The benefit in a defined benefit pension plan is determined by a formula, which can incorporate the employee's pay, years of employment, age at retirement and other factors.

Typical plans in the United States are final average plans where the average salary over the last three or five years of an employee's career determines the pension.

During the 1990's, the number of workers covered by defined pension plans leveled off as companies attempted to reduce costs by forcing employees to fund their own pension plan by a defined contribution plan or by terminating the pension plan altogether.

A defined contribution pension plan is just what it implies – contributions are voluntary, may be matched to some degree by the employer, or may not be, and the result is workers are only covered if they choose to contribute to an account. A 401K is the most common type of defined contribution plan, with no specific income guaranteed upon retirement.

The 1974 Employee Retirement Income Security Act established regulations to protect pensions from mismanagement and created a federal agency, the Pension Benefit Guarantee Corporation (PBGC) to insure them.

Currently, it protects the pensions of 44.4 million American workers and retirees in 31,200 private single-employer and multi-employer defined pension plans.

- The single-employer program protects 34.6 million workers and retirees in 29,651 pension plans.
- The multi-employer program protects 9.8 million workers and retirees in 1,587 pension plans. Multi-employer plans

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Retirement Report

February 2006

Cheryl Allen	Jerry Arnold	Ruth Ball
Roland Beaty	Carl Bolan	Johnny Boyer
Dixie Burton	Jack Campbell	Robin Campbell
Carolyn Cannon	Dean Chapman	Douglas Cupp
Carolyn Depew	Clara Dobbins	Doris Ferguson
Diana Frazer	Larry Green	Shirley Hagood
William Hamilton	Mary Jackson-Harcourt	Delores Jackson
Richard Jackson	Jeanette Land	Nancy Leicht
John Lorenz	Linda Louthen	Teresa McGregor
David Michael	Randle Mills	Thomas Moor
Betty Moore	Eber G. Morgan II	Judith Oyler
Barbara Parkhurst	Dennis Pickett	Pamelia Peters
Steven Popejoy	Frances Reed	Keith Ryan
Janice Seitz	Roger Shuck	Brenda Snow
Diane Spruill	Betty Stahl	Don Tapscott
Danny Taylor	Harold Uttinger	Denzil Ward
Paulette Young	Carol Zabst	

In Memoriam

Henry Stahl	Retired
Maria Woods	Retired
Bruce Dollar	Retired

Thank You!



"The Women's Committee and Civil Rights Committee would like to thank everyone who donated items for the Battered Women's Shelter. Special thanks to Fab III employees for all their extra effort. You all are truly appreciated."

Georgia Zeigler, Women's Committee Chairperson
Petra Jameson, Civil Rights Committee Chairperson

Financial Secretary's Report

Submitted by Chris McTaggart

As an eligible participant under the UAW-Delphi Legal Services Plan, your coverage is a negotiated benefit provided to you by Delphi. The Value of this coverage is taxable to you as imputed income whether or not you utilized this benefit.

This imputed income is a dollar value related to the cost of providing Legal Services Plan benefits. It is considered wage earnings or income for income tax purposes, and it is subject to employment taxes. The applicable taxes associated with imputed income include federal, state (when applicable) and FICA. Below are instructions on how to report the imputed income and associated taxes on your 2005 federal income tax return.

Received No Payroll Wages & No Withholding

If you did not receive payroll wages with day dates between the weeks ending 11/27/05 and 12/25/05, income and FICA taxes attributable to your imputed income for coverage under the plan *have not been withheld for 2005*. You are responsible for reporting this amount as income on your 2005 income tax return. The imputed amount is included in Box 1 of your 2005 IRS form W-2 as "wages" and you should report this amount on line 7 of your 2005 IRS Form 1040. No additional reporting is needed.

The combined amount of uncollected Social Security (FICA-SS) and Medicare (FICA-HI) taxes that you are responsible to report is displayed in Box 14 of your 2005 IRS Form W-2. This amount should be included in the total reported on line 59 of Form 1040, (no form 4137 need be attached) and included in the total on Line 63. Also, the words "uncollected FICA Tax" should be written on the dotted line next to Line 63.
Received Payroll Wages Subject to Withholding

Received Payroll Wages Subject to Withholding

If you received payroll wages with pay dates between the weeks ending 11/27/2005 and 12/25/2005, income and FICA taxes attributable to your imputed income for coverage under the plan have been withheld from your 2005 earnings. The imputed amount is included in Box 1 of the 2005 IRS Form W-2 as "wages" and you should report this amount on Line 7 of your 2005 Form 1040. No additional reporting is needed.

Note

If you are a current GM or Delphi employee and you have questions regarding this matter, please direct them to the Plant Personnel Office or your Union Benefits Representative.

If you are a GM or Delphi Retiree and you have questions regarding this matter, please call the GM/Delphi Benefits and Services Center at 1-800-489-4646 and follow the prompts to be connected to a Health and Insurance Customer Service Associate or you can call a Union Benefits Representative at 765-453-4600 Monday – Thursday 12pm to 4:30pm and Fridays 12pm to 2pm.

***W-2's Have been Mailed out from the Union Hall everyone should have theirs by the time you are reading this article. If there are any problems or you didn't get one and you think you should have please call me at the Hall (765)453-4600.

President's Report - continued from page 1

When I went online to research this bill, I found a lot of surprising information. The CEO of Toyota had an article advising auto companies to locate in "Right to Work" states to be competitive. I don't think he was saying this to benefit the autoworker. And I feel certain the CEO and the top executive's wages and benefits are not diminished. This again is on the backs of the workers that actually produce the products.

Think about what could have happened here at Delphi if a "Right to Work" law was in place in Indiana. They would have just moved the business to China and reduced wages and benefits for the remaining employees, if there were any left.

I recently read a quote that was written that still holds true today. "You will find some people saying they are for so-called Right to Work laws, but they also believe in Unions. That is absurd – it's like saying you are for motherhood but against children." – President Harry S. Truman.

Be sure and call your State Representatives and tell them you are against the unfair "Right to Work" legislation.

State Officials

- Governor Mitch Daniel 1-317-232-4567
- State Senator Jeff Drozda 1-800-382-9467
..... or 1-317-232-9517
- Rep. Jim Buck 1-800-382-9841
..... or 1-765-453-9216
- Rep. John Smith 1-800-382-9841
..... or 1-765-455-2616

Divorce Care

...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.

Meetings are Mondays 6:00-8:30 p.m. at Crossroads Church.

Call 453-4626 to register.

Call Shirley Rinehart for more info.

Looking Behind the Smile

Submitted by Sarah Drake, Union Label Chairperson

When people think of Wal-Mart, usually their yellow, smiley-faced mascot comes to mind. Recently, Wal-Mart launched a huge ad campaign featuring their plan to create new jobs, their employee's benefits package and the diversity in their work force. But is Wal-Mart hiding something behind that smiley faced mascot?

Sam Walton created the "Buy American" campaign in the 80's and 90's. Admittedly, Wal-Mart may have saved some U.S. manufactures, but it came at a cost to labor. Sam Walton only did business with companies who could fill Wal-Mart's requirements. Things such as upgrading operations and improving productivity. Wal-Mart is legendary for telling its supplies how to package their product, what computer systems to use and even how much Wal-Mart would pay for their goods.

Could you imagine what would happen if you told Wal-Mart what you would pay for their goods....they would probably laugh at you.

Some information Wal-Mart would like to bury is their "Buy Asian" campaign that coincided with their "Buy American" campaign. Sam Walton's first concern was always the price of an item. Everything else was secondary. If he had to import an item to get the best price, that's exactly what he would do. In the book, "In Sam We Trust", Bob Ortega states by the 1980's, Walton "increasingly looked to imports, which were usually cheaper because factory workers were paid so much less in China and other Asian countries."

Quite the contradiction to the "Buy American" campaign. Wal-Mart even created a "middle man" company called Pacific Resources Export Limited (PREL). With PREL, Walton was able to continue his "Buy American" campaign while quietly expanding his business over seas.

But shortly after Walton's death in 1992, *Dateline* exposed Wal-Mart when they reviled "Buy American" signs adorning piles of imported goods from Asia. Since that embarrassment, Wal-Mart doesn't use the "Buy American" campaign. They have grown into the world's largest retailer. Wal-Mart is the largest employer in twenty-five states and sets the standard for wages and labor practices in those states. Wal-Mart employees average \$8.00 per hour; have inadequate healthcare and no defined pension benefit. Think about that for a moment- Wal-Mart is the STANDARD for half our country! In 2003 & 2004, Wal-Mart was in trouble for things such as wage and hour laws violations and discrimination against African-Americans who sought work as truck drivers.

Is this the kind of company we want half of the company to set their standards by? Why do the workers allow themselves to be victimized? Why don't they organize and protect themselves with a contract?

For years, Wal-Mart workers have attempted to organize, but Wal-Mart is well prepared to prevent the workers success. They have a hot-line for managers to call if union activity is suspected and managers are trained to spot "union sympathizers". They even have anti-union manuals! Employees contaminated by union organizers are singled out for special treatment and are called into one on one meeting with specially trained union-avoidance personnel.

Wal-Mart considers its opposition to unionism essential for its own success. Sam Walton insisted he would close the stores before he would let unions organize them. In Texas, when meat department workers voted to organize, Wal-Mart decided to close the meat department in all their stores. In February of 2005, Wal-Mart announced it would close its doors in a store in Canada when workers appealed to the Quebec Labor Ministry to help settle contract negotiations for a fair wage and benefits agreement.

In America, the National Labor Relations Board was designed to protect and enforce labor laws. Labor laws that are created, amended, and deleted by politicians we all elect. Sam Walton believed Wal-Mart should stay out of politics and worked actively against it, but since his death, Wal-Mart has become a serious political powerhouse. In 1998, Wal-Mart hired its first lobbyist. By 2004, it had six external lobbying firms. Donations to political parties were \$135,750 in 1998, but in 2004 they were \$1,606,000. Wal-Mart supports pro-business candidates.

Remember, Wal-Mart can't *afford* to have a union. Isn't it wonderful they can afford to buy off our politicians? It shouldn't surprise us. After all, they made their success by lying to Americans in the 1980's telling us to "Buy American" when they really meant "Buy Asian". It encourages sweat shops, child labor and other inhumane labor practices. It's time Americans stepped up and put Wal-Mart in its place. It's time we put our money where our mouth is and truly "Buy American/ Buy Union".

RESOURCES

1. www.fastcompany.com —The Wal-Mart You Don't Know
2. www.pbs.org —Is Wal-Mart Good for America?
3. www.ufcw.org —Wal-Mart Quick Facts
4. www.nationalreview.com —National Review Online: Labor Watch 2003 CRC (Capital Research Center)
5. www.nwlaborpress.org —Anti-union Wal-Mart Challenging UFCW
6. www.rense.com —Wal-Mart Canada Store to Close in May (Associated Press)



UAW-Delphi Skill Center Offers Free Classes!

These classes are free to UAW 292 active employees, retirees, and spouses. (Windows is a prerequisite for most computer classes.)

To register:

1. Visit our website at www.uaw292skillcenter.webhop.org
Or
2. Fill in registration information below and then circle **either am or pm** next to the class(es) you wish to take. The classes are listed on the following page. Most am classes run 9:30-11:30 am and most pm classes run 3:30-5:30 pm. Finally, tear out **both** center pages and mail to:

UAW-Delphi Skill Center Registrations
M/S 6203A
PO Box 9005
Kokomo IN 46904-9005

To request a complete Schedule Booklet, check here. _____

Please call 451-7204 if you have questions about any classes or need additional information.

Class space is limited so complete a registration form and submit both center pages **as soon as possible**. For more information call 451-7204. Registration for classes **will not** be taken over the phone. Visit **www.uaw292skillcenter.webhop.org** for more information or to register online. **Windows** is a prerequisite for all computer classes. **CLASSES ARE FILLED ON A FIRST COME, FIRST SERVED BASIS.**

Last Name		First Name		M	E-Mail Address	
Street Address		City	State	Zip Code	Shift	
Home Phone			Work Phone			

Spring 2006 Skill Center Classes

CLASS	DATE	TIME	CLASS	DATE	TIME
Plato Workshop 10 Weeks	1/30-4/3	7-8 AM 1-2 PM 3:30-4:30 PM	Math Workshop Signed #s	4/25	AM PM
Skill Enhancement 12 Weeks	1/31-4/18	7-9 AM 12-2 PM 3:30-5:30 PM	PowerPoint Photo Album	5/1	AM PM
Windows XP	2/9,16,23	1:00 PM	Windows XP	5/ 2,9,16	AM
Word 2003	2/ 6,13,20	AM PM	Math Workshop Factoring	5/2	AM PM
Valentine Cards/Labels	2/7	AM	Watermark/Printscreen	5/3	AM
Office 2003	2/8	AM	Keyboard Shortcuts	5/8	AM PM
Excel Basics	2/ 9	AM	Title/Slide Master	5/10	AM
Book Bug Club	2/9	11:00 AM	Book Bug Club	5/11	11:00 AM
Valentine Candy Bar Wrappers	2/14	AM	Clip Art Workshop	5/15	AM PM
Customize Your Desktop	2/15	AM PM	Math Workshop Ratio	5/16	AM
Format Excel 2003 worksheets	2/16	AM PM	PowerPoint Grids & Guidelines	5/17	AM
Intro to Genealogy	2/16,23	AM	Oral Presentations	5/18,25 & 6/1	AM
Every Key's Purpose	2/17	AM	Office 2003	5/22	AM PM
Windows XP Media Player	2/21	AM	Transitions/Animations	5/24	AM
Organize your Computer Files	2/22	AM	Sounds & Music in PP	5/31	AM
Excel 2003 Charts	2/23	AM PM	Word 2003	5/23,30 & 6/ 6	AM
Internet Basics	2/27	AM PM	Celebrate Memorial Day	5/23	AM PM
Windows XP	2/28 & 3/7,14	AM	Excel 2003 Lists	5/25	AM
Cut, Copy, Paste	3/1	AM	Excel 2003 Pivot Tables	6/1	AM
Excel 2003 What-If Analysis	3/2	AM PM	Math Workshop Algebra Word Prob	6/6, 13	AM PM
Standard/Formatting Toolbar	3/6	AM PM	Control Panel Basics	6/5	AM PM
E-Mail Basics	3/8	AM	Stress Workshop	6/5	AM PM
Excel 2003 Formulas/Functions	3/9	AM PM	Linking/Embedding	6/7	AM
Book Bug Club	3/9	11:00 AM	Book Bug Club	6/8	11:00 AM
Creating Word Tables	3/13	AM PM	Templates	6/12	AM
Printables	3/15	AM	Create a Family Newsletter	6/13,20	AM
Managing Excel XP Workbooks	3/16	AM PM	English Review/Conjunctions	6/13	AM
Math Workshop Fractions	3/16	AM	Columns in Word	6/14	AM
Numbers, Bullets, Outlines	3/ 20	AM	Drawing Toolbar	6/15	AM
Microsoft Paint	3/21	AM	Math Workshop Area	6/15	AM PM
Downloading	3/22	AM PM	Google.com	6/19	AM PM
Mail Merge for Labels/Envelopes	3/23	AM PM	Stars and Strips Forever	6/20	AM PM
Math Workshop Decimals	3/23	AM	Make Your Own Calendar	6/21,28	AM
Section & Page Breaks	3/27	AM	4th of July Postcard Invitations	6/22	AM PM
Drawing Toolbar	3/28	AM	GED History Review/15-1800	6/22	AM
Creating (burning) a CD	3/29	AM PM	GED History Review/1800-1945	6/26	AM
Personal Stationery	3/30	AM PM	AutoCorrect Options	6/26	AM PM
Math Workshop Percents	3/30	AM	GED History Review/1946 Present	6/27	AM
Microsoft Picture Manager	4/3	AM PM	Word 2003 Table of Contents	6/27	AM
Headers/Footers	4/5	AM	Microsoft Paint	6/29	AM PM
Banners	4/10	AM	Create Your Free Web Site	7/17,24,31	AM
English Review/Adjectives & Adverb	4/10	AM PM	Learn To Play Chess	7/18,20,25,27	AM
Easter Craft: Soap	4/11	AM	Creating (burning) a CD	7/19	AM
PowerPoint 2003	4/12,19,26	AM PM	Adobe 7.0 Reader	7/19	AM
Publisher 2003	4/13,20,27	AM PM			
Book Bug Club	4/13	11:00 AM			
Call Me/Info Cards	4/18	AM			
Vocabulary	4/20,27	AM			
Tabs and Indents	4/24	AM			
Reading Review	4/24	AM PM			
Windows XP Media Player	4/25	AM			

CAP Report

Submitted by Brian Bourff

A little story about Joe Republican.

Joe gets up at 6:00 AM to prepare his morning coffee. He fills his pot with good, clean drinking water because some liberal fought for minimum water quality standards. He takes his daily medication with his first swallow of coffee. His medications are safe to take because some liberal fought to insure their safety and that they work as advertised.

All but \$10.00 of his medications are paid for by his employer's medical plan. Because some liberal union workers fought their employers for paid medical insurance, now Joe gets it too. He prepares his morning breakfast — bacon and eggs this day. Joe's bacon is safe to eat because some liberal fought for laws to regulate the meat packing industry.

Joe takes his morning shower, reaching for his shampoo. His bottle is properly labeled with every ingredient and the amount that is contains because some liberal fought for his right to know what he was putting on his body and the breakdown of its contents. Joe dresses, walks outside and takes a deep breath. The air he breathes is clean because some tree-hugging liberal fought for laws to stop industries from polluting our air. He walks to the subway station for his government-subsidized ride to work; it saves him considerable money in parking and transportation fees. You see, some liberal fought for affordable public transportation, which gives everyone the opportunity to be a contributor.

Joe begins his work day; he has a good job with excellent pay, medicals benefits, retirement, paid holidays and vacation because some liberal union members fought and died for these working standards. Joe's employer meets these standards because Joe's employer doesn't want his employees to call the union. If Joe is hurt on the job or becomes unemployed he'll get worker's compensation or an unemployment check because some liberal didn't think he should lose his home to temporary misfortune.

It's noon time. Joe needs to make a bank deposit so he can pay some bills. Joe's deposit is federally insured by the FSLIC because some liberal wanted to protect Joe's money from unscrupulous bankers who ruined the banking system before the depression.

Joe has to pay his Fannie Mae underwritten mortgage and his below market federal student loan because some stupid liberal decided that Joe and the government would be better off if he was educated and earned more money over his lifetime.

Joe is home from work. He plans to visit his father this evening at his farm home in the country. He gets in his car for the drive to dad's; his car is among the safest in the world because some liberal fought for car safety standards. He arrives at his boyhood home. He was the third generation to live in the house financed by Farmers Home Administration because bankers didn't want to make rural loans. The house didn't have electric until some big government liberal stuck his nose where it

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Retiree's Report

Submitted by Sue Conner, Retiree Chairperson

Our Pride in '05

Once again we are finishing up another year. Some things have been really good, others, not so good.

We received quite a few new retirees this year, as well as lost many of our old dear ones. Those that have passed are in a better place with our Savior.



We had good times at the Hobby Club. Good fellowship and food every Wednesday. The line dancers who said, "I can't do that" are now going around dancing for other people's pleasure. The Hands & Foot games are fun, fun, fun.....

Our trip to Branson was the greatest. 'No rain on our parade.' The weather was perfect.

Thanks to Jim Shelton, Sue Althouse and Jill Quackenbush for their good work decorating for our Christmas party. The Christmas party is always a good place to see a lot of friends we haven't seen for a while. There was a lot of music and door prizes. Dana Bourff was the winner of the grand prize TV home entertainment. Congratulations.

I was also pleased to hear from so many people about how much they enjoyed the food from Peace of Plenty. The owner told me he now knows what I meant when I said have plenty of coffee at 10:00 a.m.

Thanks to all retirees who came out in the cold (BRRRRR) and helped make the Informational Picket a success. It's been a day or so since we did picket duty. Hopefully, our younger UAW members know we are, and always will be, there to support them as they do us.

Looking forward to seeing and serving one and all in '06.

A Reminder for Retirees

This is a new year, so you need to check when your associate dues are due again; or if you are not on automatic check-off when yours are due again.

We always have our pitch-in pot luck dinner and information meeting the **SECOND MONDAY EACH MONTH EXCEPT DECEMBER**. Each person is asked to bring a family or large size dish or dessert. We furnish the meat. If you forget your dish, we will be happy to accept a \$5.00 donation.

Best wishes for the New Year of 2006!

Your Officers,
Sue Conner, Chairperson
Ken Fisher, 1st Vice-Chair
Martha Lantz, 2nd Vice-Chair
Rosemary Amos, Recording Secretary
Goldie Snavelly, Financial Secretary
Bob Stephenson, Sgt.-At-Arms

conducted in the near future for our Community Services Committee to help them help our membership in case of a strike.

At our January Union Meeting I distributed an Administrative Letter among the attended membership about Strike Assistance. I have had this letter distributed to the break areas in the plant; it consists of five pages. If you did not get this letter, it is available at the Union Hall or ask your Union representatives for one. The letter explains who is eligible for Strike Assistance, what disqualifies you, being on active payroll, sick leave and other leaves, \$200.00 weekly benefit, Insurance benefits, etc. The \$200.00 weekly benefits and your life and medical insurance payments come out of the Strike Fund. Our dental, vision and audio care are not covered during a strike, therefore, I urge all this membership to take care of these needs as soon as possible, just in case.

Senator Evan Bayh (D-IN) called for Delphi CEO Steve Miller to take the executive compensation plan off the table (\$510M for the top 600 executives). Senator Bayh wrote a strongly worded letter to Steve Miller in support of Delphi's hourly workforce. The full text of this letter is available at the Union Hall or from your Union representatives. In the letter, Senator Bayh stated, "I remain concerned that these hardworking Americans will still be asked to accept major cuts in wages and benefits, while Delphi executives celebrate anticipated generous performance bonuses".

PLEASE CALL SENATOR BAYH'S OFFICE 1-800-828-0498 OR 1-202-224-4598 AND TELL HIS STAFF MEMBER WHO YOU ARE AND WHERE YOU WORK AND "THANK YOU FOR YOUR SUPPORT".

A MESSAGE TO UAW GENERAL MOTORS RETIREES FROM THE U.A.W.

In the report the U.A.W. sent to you in October, the U.A.W. outlined the tentative agreement on healthcare that was reached between the U.A.W. and General Motors and advised you court approval was required before it would be effective.

The settlement of this class action lawsuit, if approved by the court, will result in certain changes in the healthcare benefits GM provides to its retired hourly employees, surviving spouses, and their eligible dependents.

The proposed settlement has the full support of the UAW of your class representatives in this litigation. In view of GM's precarious financial situation, it is our firm conviction that without this agreement your healthcare benefits would be seriously endangered.

This determination was based on a comprehensive analysis of GM's finances. In addition to having full access of GM's financial data, the UAW engaged a team of internationally respected firms – financial advisers, lawyers, and actuaries – to help evaluate this information. The analysis made it clear that in order to provide UAW-represented GM retirees and surviving spouses long-term protection for their healthcare benefits, action had to be taken sooner rather than later.

Subsequently, counsel for the class of GM retirees – with the assistance of their own financial experts – independently analyzed the same data and came to the same conclusion.

After undertaking their independent investigation of GM's financial condition, class counsel reached the conclusion that GM's financial ability to provide the healthcare benefits promised to retirees was questionable unless significant cost-savings measures were instituted. The proposed settlement of this litigation was fair, reasonable, and adequate, and was in the best interests of the class members.

The settlement, which was reached after months of difficult and contentious negotiations between UAW and GM, will result in a modest increase in your healthcare costs, but you will continue to enjoy benefits that are among the best of those provided to any workers and retirees in America, at far less cost than most.

Our ability to keep the increase in retirees' costs for their healthcare coverage at affordable levels has been due to the willingness of current GM employees – who have already ratified the proposed settlement – to defer future wage and COLA increases in order to help fund retiree healthcare benefits.

The proposed settlement is the result of long, difficult, and complex negotiations. While the settlement will increase what you must pay for your healthcare, we believe that the alternative would be the very serious risk of far more drastic reductions or the complete elimination of GM's retiree healthcare benefits.

We have carefully considered all of the alternatives and have concluded that this settlement is the best solution for GM retirees in these difficult circumstances. We, therefore, recommend that you "do not object" to the proposed settlement.

CAP Report - continued from page 8

didn't belong and demanded rural electrification (those rural Republican's would still be sitting in the dark).

Joe is happy to see his dad, who is now retired. Joe's dad lives on Social Security and his union pension because some liberal made sure he could take care of himself so Joe wouldn't have to. After his visit with dad, Joe gets back in his car for the ride home. He turns on a radio talk show. The host keeps saying that liberals are bad and conservatives are good. He doesn't tell Joe that his beloved Republicans have fought against every protection and benefit Joe enjoys throughout his day. Joe agrees, "We don't need those big government liberals ruining our lives. After all, I'm a self-made man who believes everyone should take care of themselves, just like I have."



LABOR RALLY



Due to spacing issues we were unable to include picture from the December Labor Rally.

Recreation Report

Submitted by Anita Dawson



The 2005 Local 292 Breakfast with Santa was a wonderful success. Decorating the Union Hall, cooking the breakfast, taking the pictures of the children with Santa, and the cleaning up afterwards was all possible because our members shared a few hours of their time on a Saturday. The biggest reward for everyone was seeing a smile on a child's face. Even as our futures are being challenged, there was a sense of pride as our UAW family joined together in true union fashion. Parents and grandparents were kind enough to bring their children out in great numbers as our attendance exceeded past years.

This project was made possible by so many. I thank everyone that participated or even wanted to. Solidarity Community Federal Credit Union donated monies to purchase gifts for the children and the staff at Kroger also assisted by compiling

our fruit order at such short notice. To both of those businesses we thank you for your continued support in community service. I would also like to personally thank retiree Sue Conner for sharing her insight. I am also sure that the children wanted to thank 292 President Sona Camp for spotting Santa and Mrs. Claus.

Now that I have my feet wet, I am sure that this event will continue to grow, and I look forward to next year.



Recording Secretary's Report -

continued from page 3

are set-up by collective bargaining agreement involving more than one unrelated employer, generally in one industry.

The PBGC operations are financed by insurance premiums set by Congress and paid by sponsors of defined pension plans, investment income, assets from pension plans trusted by PBGC and recoveries from the companies formerly responsible for the plans.

It is estimated by the PBGC corporate pension funds carry a 450 billion total deficit.

Monthly retirement benefits are paid to a guaranteed maximum to an estimated 518,000 retirees in 3,479 pension plans that ended. The plan is responsible for the current and future pensions of about 1,061,000 people.

The maximum guarantee is set by law for the year in which your plan ended. The amount you receive will be based on your age at the date you begin receiving benefits and if your benefit provides payments to a survivor and the survivor's age.

Hiring in at Delco Electronics I really didn't give a whole lot of thought to pensions, retirement or Social Security benefits. That was so far off in the future – a life time away, or so I thought. My priorities, at the time, were providing for my children and acquiring seniority in the work place.

Seniority insured a paycheck every week and also the difference in holding day shift or getting bumped to night shift. My preference was to be a day shift "Mom". Throughout the years I worked my share of night shift, by my own admission when I filled out the application I checked any shift because I wanted to be hired and seniority prevails in a unionized shop, as it very well should.

Also priorities have changed with the times, pensions, retirement security, and Social Security benefits became a number one priority.

In 'Black October' 2005 Delphi filed for bankruptcy under the direction of CEO Robert (Steve) Miller who was specifically chosen for his expertise in bankruptcy and demoralizing the American worker.

Negotiated retirement security, pensions, wages and benefits have traditionally made substantial gains equivalent to a fair and reasonable standard of living and consumer price index.

Now what was once taken for granted has been under fire and questionable. The implied take aways and sorry about your luck – we are bankrupt – there is no cash flow.

Workers such as myself know how much the product we build cost the average consumer, we also know the quality we build it with and the price of the product we build will be the same or more, no matter what, if any concession is given by the worker.

Most importantly we know for sure we deserve and are most definitely entitled to retirement security, pension and benefits when we are too young to die and too old to work!

Chaplain's Report



Thelma Corbit, Chaplain

Valentine's Day is coming soon. Can't you just feel the love in the air? Love is something that we a lot of times take for granted. We think that it will always be there. That isn't true. It needs to be cherished with all your heart.

Love doesn't just happen. It is something that has to grow and it has to be taken care of. It isn't anything that we can just go out and buy with money. So if you have that special someone in your life. Let them know everyday how special they are to you. Treat them with respect. Love puts others before themselves. Try it and it will work. We can say a lot of thing, but we need to walk what we talk. Let's put love into action. Hebrews 13: 1 Let Brotherly Love continue.

The brothers and sisters of the UAW are to love one another with Brotherly Love. Demonstrate brotherly love in kindness. Treat them as a family member. Speak to them with respect. We work 8 hours a day with our UAW family. We need to look around about us with love. God desires for us to develop brotherly love one towards another. It is an attitude that is based on one preferring others before themselves. It is putting them first. Brotherly love is always more interested in giving that in the receiving.

We sometime see faults and failures of others before we see their good. A lot of times we are quick to judge someone before we get to know them. We all need to look with compassion. We can speak with love.

Proverbs 15: 1 A gentle answer turns away wrath, but a harsh word stirs up anger.

We can speak the wrong words and become critical of others. Words are containers. They can be filled with love, understanding, and forgiveness. We can also fill them with the opposite. They are words of hate, criticism, and lots of anger. Our words can damage the ones that we love. When we speak hurtful words, they cannot be taken back. We can only apologize for it. It may never be forgotten. Let's be careful what we say and how we act.

When the love of God prevails people are helped and blessed. God is then glorified.

Reach out and touch those around you that may need a friend. They may just need a smile, a pat on the back, a hug, a compliment, or what ever the need may be. Make yourself a blessing.

Happy Valentine's Day!

February 2006 Calendar of Events

- 13 Retiree Dinner
14 Executive Board Meeting
16 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



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February 2006

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 Retiree Hobby Club 9am-1pm	2 Education Meeting 7:30 am, 12:30 pm, 4:00 pm	3 Veteran's Committee at Cuneo 10:00	4
5	6	7	8 Retiree Hobby Club 9am-1pm	9	10	11
12	13 Retiree Dinner	14 Executive Board Meeting <i>Valentine's Day</i>	15 Retiree Hobby Club 9am-1pm	16 Membership Mtg. 7:30 am, 12:30 pm, 4:00 pm	17	18
19 Civil Rights @ 2:30 Women's Committee Meeting @ 3:00	20	21	22 Retiree Hobby Club 9am-1pm	23	24	25
26	27	28				