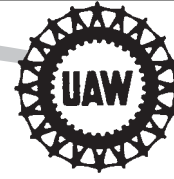


THE LOCAL 292 ANTENNA



Volume 54 - Number 1

Kokomo, Indiana

January 2005

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**Let's all make
a New Year's
resolution to
Buy Union/
Buy American
this New Year
- 2005!**

President's Report

Submitted by Midge Collett, President

Social Security



Social Security remains extremely popular, our most successful social program, and the bedrock foundation of retirement security for all workers and our families. Despite strong public support, Social Security is under attack.

Starting with the 1994-1996 Social Security Advisory Council, right-wing politicians and their allies in the financial services industry began openly promoting "radical" restructuring of the program. The cornerstone of their efforts was the privatization of Social Security.

Proponents of privatization have been very successful in getting their messages into the public arena. Now, many of the myths that were created to support privatization are routinely reported as facts and often go unchallenged by anyone in the mainstream press.

Myth: Social Security faces an unavoidable crisis and will eventually become bankrupt.

Fact: There is no financial crisis; with relatively modest changes to its financing base, we can be assured that Social Security will meet all benefit obligations.

- ◆ Based on an intermediate set of projections, the Social Security Trustees estimate that there is a 1.86% funding shortfall over the 75-year measuring period; under a more optimistic set of economic and demographic projections by the Trustees, there is no long-term financial shortfall.
- ◆ Because of changes made in the late seventies and early eighties, Social Security has accumulated annual surpluses since 1983. Today the Social Security Trust Fund has over \$1 trillion in assets which are invested in Treasury bonds and earning interest.
- ◆ According to Social Security actuaries, the Trust Fund will run an overall surplus until 2025 at which time it will begin to redeem its bond holdings. Together with incoming payroll taxes, full benefits will be paid through 2038.
- ◆ Social Security is not like a private corporation that can escape its obligations by going out of business and declaring bankruptcy. Social Security cannot go bankrupt. The projected annual payroll tax proceeds would still be sufficient to pay about 72% of promised benefits for decades after 2038, even if no changes were made.

Myth: The Social Security Trust Fund does not hold real assets, only paper IOUs.

Fact: This argument is a patently dishonest attempt to undermine confidence in the Social Security system.

(Continued on page 10)



Shop Chairman's Report

Rich Mince, Shop Chairman

Hopefully everyone had a wonderful and safe holiday. As a result of the holidays, there have not been very many meeting days since my last month's report, so this report will be short and to the point.

I will begin my report with the S.E.L. count for December 1, 2004. The benchmark in production is 2,433, in skilled trades 856 for a total of 3,289. The actual S.E.L. protected in production is 1,792, in skilled 776, for a total of 2,568. The actual workforce in production is 1,701, in skilled 763, for a total of 2,464. Currently on leave of absence in production are 91, in skilled 13, for a total of 104. Total employment is now 2,568. The total hiring requirements are 96 in skilled trades and 557 in production, which reflects the carryover from the last agreement.

QUALITY REPORT - The customer PR/R's in December are three to date and the customer PPMs at the Kokomo Operations are three.

HEALTH & SAFETY - The latest report shows that we had two recordables and one lost workday case as we continue to do an excellent job in this area.

Last year was one of the most difficult and trying times in our nation and our workplace. We have had very unique and difficult decisions that were made and believe we now must make the best of those and go forward to better secure all of our futures.

**In Solidarity
and Wishing All a Great New Year!**

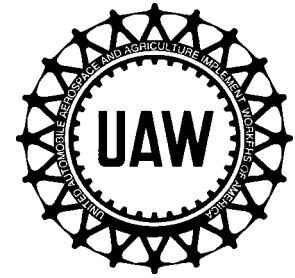
Grievances submitted by Zone Committeemen - Broken down by Step - December 1, 2004

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
Total Grievances at Each Step		0	75	238	10	1

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 Midge Collett
VICE PRESIDENT Sona Camp
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
RESTAURA 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

Benefit Hotline . . . From your Benefit Section

Attention G.M. Retirees -- Effective Jan 1, 2005, Fidelity Investment will not only be handling your investments, but will also be handling your health and life insurance and pension programs.

There will be one web site and a single toll-free number for savings plans, pension plans, health care, life insurance and other benefit services.

1. The web site gmbenefits.com is available 7 days a week 24 hours a day.
2. The single toll-free number is 1-800-489-4646.
3. Customer Service Associates will be available Monday thru Friday from 7:30 a.m. to 6:00 p.m. -- Eastern Time Zone -- for pension, health care, disability and life insurance inquiries.
4. The TTY service number for the hearing or speech impaired is 1-877-347-5225.

Attention Delphi Active and Retirees -- Effective January 1, 2005, pensions will be the only new benefit change for Delphi.

1. The single toll-free number is 1-877-389-2374.
2. Customer Service Associates will be available Monday thru Friday from 7:30 a.m. to 6:00 p.m. -- Eastern Time Zone -- for pension inquiries.

Pensions will handle:

1. Calculation and Estimates
2. Retirement Processing
3. Retiree Administration and Payments

Fidelity will only handle pensions for both active and retiree Delphi employees.

Attention Blue Cross and Blue Shield Traditional Care Network Members -- You will be receiving new insurance cards. These new Health Care Identification Cards will provide the enrollee with a newly assigned unique identification number. This number is also commonly referred to as the Subscriber Number. This new Subscriber Number replaces the current Subscriber Number, which is the primary enrollees Social Security Number. It is important to note that the new Health Care Identification Cards will only be used by the specific carrier who assigned the number. For instance, the new I.D. Number cannot be used for interactions with the employees dental and vision carrier. Furthermore, these I.D. Numbers cannot be transferred between carriers, which means whenever an employee changes medical plans or carriers, their Health Care Identification Numbers cannot be transferred between carriers, which means whenever an employee changes medical plans or carriers, their Health Care Identification Number will change.

In addition, these numbers will not be available to the National Benefit Center.

It is also important to note that most G.M. and Delphi HMO's will continue to issue Health Care Identification Cards in accordance with their current practices and in accordance with any applicable state laws.

We will keep you updated on any other changes coming in the near future.

May you have a Happy and Blessed New Year!

The Lifestyles Planning Program "Design Your Successful Tomorrow"

The Lifestyles Planning Program is a comprehensive pre-retirement planning and education program open to all hourly and salary employees and spouses or significant other. The sessions are organized into four 3-hour sessions. The subjects covered are Financial Planning, Legal Awareness and Planning, UAW-Delphi Benefits and Community Participation.

For more info or to register call Esther on 451-7550.



Recording Secretary's Report

Jill Quackenbush, Recording Secretary

Over the past 3 years 1.8 million private sector jobs and 2.7 million manufacturing jobs have been lost. Nearly two-thirds of the jobs created between August 2003 and May 2004 were in low and minimum wage industries which provide no health insurance and few or no benefits.

While the national unemployment rate was 5.9 percent in November, it was higher in many states, led by Oregon at 7.3 percent. Unemployment rates have increased in 45 states that are bleeding manufacturing

and high-tech jobs. Many U.S. jobs have gone to lower-cost countries lacking protections for workers and the environment.

The future of jobs is low wage; most are in the service sector and do not require a college degree and pay low wages, defined by the labor department as less than \$25,760 a year.

Outsourcing over the past three years has led to 300,000 and 500,000 professional jobs lost since 2001. Researchers have estimated that as many as 14 million U.S. jobs will be shipped overseas.

Take a look at some of the companies that are at the head of the race to offshore white collar jobs (from www.techsunite.org -- sponsored by Washtech, the CWA-backed high technology organizing committee). This list only includes companies offshoring 1,000 or more jobs. The Washtech site documents 248,000 net jobs lost to date. It does not include any public sector offshore contracts, which account for at least another 250,000 lost jobs.

BANKING, BROKERAGE, CREDIT, FINANCE, INSURANCE & INVESTMENT

- American Express - 14,200*
- Bank of America - 1,100 India
- Bank of New York - 1,000*
- Capital One - 1,200 India
- Citibank - 2,500 India
- Citicorp - 1,100 India
- HSBC Ltd - 5,090 India
- J.P. Morgan/Chase - 5,840 British Columbia, Hong Kong & India
- Merrill Lynch - 2,000 India
- Morgan Stanley - 1,050 Canada, India, Philippines

COMPUTERS & PERIPHERALS

- Dell - 6,500 Russia, China, India
- Hewlett Packard - 2,400 India
- IBM - 3,947 India
- Unysys - 2,000 India

CELL PHONES

- Motorola - 1,000 India

DATA PROCESSING

- Affiliated Computer Ser. - 2,400 India

Argelent Technologies - 1,200 India

First Date - 1,000*

Office Tiger - 1,600 India

ENERGY

Shell Oil - 3,200 India & Malaysia

INTERNET SERVICES

- Google - 2,000 India
- Earthlink - 1,300 Philippines

MANAGEMENT CONSULTING

- Accenture - 10,000 India
- EDS - 20,000 India, Malaysia, Hungary, Mexico
- Ernst & Young (Now Capgemini) - 1,200 India, China & Philippines
- Fluor - 1,200 India, Poland & Philippines
- Igate Corp. - 1,000 Bangalore
- Infogain - 1,000 India

MANUFACTURING

- Boeing - 5,000 Russia
- Carrier - 1,200*
- General Electric - 14,000 India
- General Motors - 1,000 Canada

Mattel - 1,000*

NEWS

Reuters - 3,600 India

SHIPPING

Federal Express - 1,000*

SOFTWARE

- Cisco - 2,300 India
- Intuit - 3,000*
- Keane - 6,000 India
- Oracle - 3,200 India & China

TELECOMMUNICATIONS

- SBC Communications - 4,520*
- Sprint - 3,000*
- MCI - 7,500 Argentina
- Bell South - 1,000*

TRAVEL

- British Airways - 3,000*
- Delta Airlines - 6,200 India, Philippines
- Sabre Holdings (Owns Travelocity) - 6,200*

*Location not reported

Source: Label Letter Sept./Oct. 2004

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.

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

Call 453-4626 to register.

Call Shirley Rinehart for more info.

Union Label Report

Submitted by Sarah Drake, Union Label Chairperson

In a letter to his CWA union brothers and sisters, President Morton Bahr said, "Cingular is the only wireless company that can, and does, proclaim that it is Proud to be a Union Company. More than 20,000 CWA members work for Cingular as technicians, customer service representatives and sales employees in Cingular Stores. Cingular takes the high-road approach to labor relations, supporting neutrality and card-check organizing rights, and working with CWA to build a positive partnership."

By working with Cingular - the second largest wireless company in the U.S. and a *unionized company* - Union Plus Cingular Wireless Discounts help union members save, dial and talk any time and anywhere.

The discount is not available at Cingular stores or through Cingular's regular 800 number or website.

New and existing Cingular customers: Call 1-800-356-9752 or visit website: www.unionplus.org/cingular-wireless.cfm and ask for the Union Plus rate to get details about exclusive Cingular wireless deals in your area. Your monthly access charges will be 5% off of the selected regional and national plans. Available wherever Cingular wireless service is offered.

Union-member-only discounts and benefits for new and current Cingular wireless customers include:

- **5% savings** on Cingular monthly access charges for selected regional, national and local plans
- 2 year contract required for *new* customers
- 11 month extension for *existing* customers
- Easy-to-understand, affordable rate plans
- Excellent customer service

Rules and Restrictions:

- 2 year contract with Cingular wireless required for new customers
- 11 month contract extension required for existing Cingular wireless customers.
- Not all rate plans are eligible to receive Cingular wireless discounts. Offer excludes promotional plans, family plans and \$19.99 plans. Cingular reserves the right to deny an application for discount if a customer is not on a discount eligible rate plan.

Whether you want a cell phone for emergencies or for reasonable long distance packages, we have a plan for you. Already have a phone, but looking for a better deal? Check out your Cingular wireless discounts.

Source: www.unionplus.org and www.cwa-union.org/cingular/discounts.asp

2005 Cars and Trucks

Built by UAW members

CARS

Buick LeSabre
Buick Park Avenue
Cadillac CTS
Cadillac DeVille
Cadillac STS
Cadillac XLR
Chevrolet Cavalier*
Chevrolet Cobalt*
Chevrolet Corvette
Chevrolet Malibu
Chevrolet Malibu Maxx
Chrysler Sebring
Dodge Neon
Dodge Stratus
Dodge Viper
Ford Five Hundred
Ford Focus*
Ford Freestyle
Ford GT
Ford Mustang
Ford Taurus
Ford Thunderbird
Lincoln LS
Lincoln Town Car
Mazda 6
Mercury Montego
Mercury Sable
Mitsubishi Eclipse
Mitsubishi Galant
Pontiac Bonneville
Pontiac G6
Pontiac Grand Am
Pontiac Solstice
Pontiac Sunfire*
Pontiac Vibe
Saturn ION
Saturn L300
Toyota Corolla*

PICKUP TRUCKS

Chevrolet Colorado
Chevrolet Silverado*
Chevrolet SSR
Dodge Dakota
Dodge Ram*
Ford F-series*
Ford Ranger
GMC Canyon
GMC Sierra*
Lincoln Mark LT
Mazda B-series
Toyota Tacoma*

SUVs

Cadillac Escalade*
Cadillac SRX
Chevrolet Blazer

Chevrolet Suburban*
Chevrolet Tahoe
Chevrolet Trail Blazer EXT
Dodge Durango
Ford Escape/Escape Hybrid
Ford Excursion
Ford Expedition
Ford Explorer
Ford Explorer Sport Trac
GMC Envoy XL
GMC Envoy XUV
GMC Yukon/Denali
GMC Yukon XL*
Hummer H1
Hummer H2
Hummer H2 SUT
Isuzu Ascender (7-passenger)
Jeep® Grand Cherokee
Jeep® Liberty
Jeep® Wrangler
Lincoln Aviator
Lincoln Navigator
Mazda Tribute
Mercury Mariner
Mercury Mountaineer
Mitsubishi Endeavor
Saturn VUE

VANS

Buick Terraza
Chevrolet Astro
Chevrolet Express
Chevrolet Uplander
Chevrolet Venture
Chrysler Town & Country*
Dodge Caravan*/Grand Caravan*
Ford E-series
GMC Safari
GMC Savana
Pontiac Montana
Saturn Relay

Note: Vehicles marked with an asterisk are produced in more than one country, but all models made in the United States are assembled by UAW members. To be sure the vehicle you are buying is assembled in the United States, check the window sticker, which will list the location of final assembly, and the Vehicle Identification Number (VIN), which is attached to the driver's side of the dashboard. A VIN beginning with "1," "4" or "5" means the vehicle was assembled in the United States.

2005 RETIREE MEETINGS

JANUARY 10	MAY 9	SEPTEMBER 12
FEBRUARY 14	JUNE 13	OCTOBER 10
MARCH 14	JULY 11	NOVEMBER 14
APRIL 11	AUGUST 8	*DECEMBER 10

ALL REGULAR MONTHLY DINNERS - 11:30 A. M. - PITCH-IN
 ALL MONTHLY MEETINGS - 12:30 P. M. - 2nd MONDAY
 AT UAW LOCAL 292, 1201 WEST ALTO ROAD, KOKOMO

*CHRISTMAS PARTY -- Sat., Dec. 10, 2005 - 12 noon
 CATERED -- Johanning Civic Center, 1500 N. Reed Rd., Kokomo

*(Meeting is tentatively scheduled and is subject to a date change). Some meetings are also subject to cancellation by membership motion and vote.

Clip and Save

Educational Meeting

at UAW Local 292, 1201 W. Alto Rd.
 on February 10, 2005
 7:30 a.m., 12:30 & 4:00 p.m.

Guest Speaker - Barry Macey
 Topic - Outsourcing

FLORIDA DELCO/DELPHI REUNION LUNCHEON

THURSDAY, MARCH 10, 2005
 9:30 A.M. SOCIAL HOUR
 11:30 A.M. LUNCH

\$20.00 PER PERSON -- MENU: BUFFET

SAVANNAH CENTER, 1545 BUENA VISTA BLVD., THE VILLAGES, FL 32159

RESERVATIONS MUST BE RECEIVED BY MARCH 1, 2005

MAKE CHECKS PAYABLE TO: WINIFRED A. FEWELL

COMPLETE FORM BELOW AND MAIL TO: WINIFRED A. FEWELL,
 701 DEL ROSARIO ST., THE VILLAGES, FL 32159-9269
 352-259-0201 or e-mailpoohwaf@aol.com

COME EARLY AND VISIT WITH YOUR FORMER CO-WORKERS!

NAME(S) _____

ADDRESS _____ CITY _____

STATE _____ ZIP _____ PHONE (_____) _____

E-MAIL ADDRESS _____ AMT. ENCLOSED \$ _____

Retirement Report

Phyllis J. Meir



Hoover Hearing

Hear in 2005

Start the New Year right with

Purchase a new hearing instrument through your UAW insurance plan and we will give you a year's supply of batteries of-charge (twelve 4 packs, value \$120.00).

Call 453-5741 or (800-944-8485) to schedule an appointment at your Local 292. Hours are 8:30 a.m. to 4:30 p.m. Use code 292-05.

Hoover Hearing
 UAW Local 292
 1201 West Alto Road
 Kokomo, IN 47401

Take advantage of this offer. You'll save money for a year and will realize a significant benefit.

Close friends and relatives are also invited. We look forward to serving you!

ATTENTION RETIREE!

January 11 then February 8 @ Golden

Former Dept. 960 Plastic wafers
 January 27 @ Golden

FAB III Get Together! Retiree
 January 5 then February 2 @ Golden
 Call Mary Welcher

Retirees and Active Employees
 January 26 @ Lincoln Square

UAW/Delphi Electronics & Safety Joint Training
Spring 2005 Class Schedule - Jan thru May
(May thru July will be printed in Antenna next month)

SESSION 1—January 10—February 4	
Keyboarding	Tue/Thur AM 1/11,13,18,20
Keyboarding	Tue/Thur PM 1/11,13,18,20
Every Key's Purpose	Mon AM 1/10
Every Key's Purpose	Mon PM 1/10
Book Bug Club	Thur 1/13,2/10,3/10,4/14,5/12,6/9
Computer Orientation	Tue AM 1/18
Computer Orientation	Tue PM 1/18
Computer Orientation	Wed AM 1/19
Computer Orientation	Wed PM 1/19
Windows Brush Up	Thur AM 1/20
Spelling Workshop	Mon AM 1/24
Spelling Workshop	Mon PM 1/24
Brain Teasers—Word	Thur AM 1/27
Windows	Mon/Wed AM 1/24,26,31, Feb 2
Windows	Mon/Wed PM 1/24,26,31, Feb 2
Windows	Tue/Thur AM 1/25,27, Feb 1,3
Windows	Tue/Thur PM 1/25,27, Feb 1,3
Plato Workshop	Mon 7-8 AM 1/28 thru 4/25
Plato Workshop	Mon 1-2 PM 1/28 thru 4/25
Plato Workshop	Mon 3:30-4:30 PM 1/28—4/25
Tech Prep	Tue 12-2 PM 2/1 thru 5/3
Tech Prep	Tue 3:30-5:30 PM 2/1 thru 5/3
Tech Prep	Wed 7-9 AM 2/1 thru 5/3
SESSION 2—February 7—March 4	
Iron-On Transfers	Mon AM 2/7
Iron-On Transfers	Mon PM 2/7
Valentine Cards	Tue AM 2/8
Valentine Cards	Tue PM 2/8
Valentine Candy Wrappers	Wed AM 2/9
Computer Cleaning	Thur AM 2/10
Computer Cleaning	Thur PM 2/10
Scan/Photo Editing	Mon AM 2/14 and 2/21
Scan/Photo Editing	Mon PM 2/14 and 2/21
Word I	Tue AM 2/15, 22, Mar 1
Word I	Tue PM 2/15, 22, Mar 1
Web Page Design	Thur AM 2/17/—3/3
Intro to Access	Wed AM 2/16,23, Mar 2
Favorite Web Sites	Thur AM 2/24
Add/Remove Programs	Fri AM 2/25
Print Screen Workshop	Fri AM 3/4
SESSION 3—March 7—March 31	
Windows 2000	Mon AM 3/7,14,21
Windows 2000	Mon PM 3/7,14,21
Word II	Tue AM 3/8,15,22
Word II	Tue PM 3/8,15,22
Publisher I	Wed AM 3/9,16,23
Adv PowerPoint	Thur AM 3/10,17,24
Recipes on the NET	Thur AM 3/17
Access Recipe Project	Tue AM 3/29
Access Recipe Project	Tue PM 3/29
Styles, Templates.FP	Tue AM 3/29
Call Me Cards	Wed AM 3/30
Embed, Link and PS	Thur AM 3/31
SESSION 4—April 4—April 29	
Word I	Mon/Tues AM 4/4, 5
Excel I	Mon AM 4/11,18,25
Excel I	Mon PM 4/11,18,25
PowerPoint I	Tue AM 4/12,19,26
PowerPoint I	Tue PM 4/12,19,26
Advanced Publisher	Wed AM 4/13,20,27
Browse and Surf	Thur AM 4/14
Envelopes/Labels in Word	Fri AM 4/15
End E-Mail Insanity	Thur AM 4/21
Downloading	Thur AM 4/28
Brain Teasers-Logic	Thur AM 4/28
Organize Computer Files	Fri AM 4/29

Membership Meeting Attendance - 2004

NAME	OCT	NOV	DEC	NAME	OCT	NOV	DEC	NAME	OCT	NOV	DEC
Executive Board				Health and Safety Training				Recreation			
Midge Collett, Pres.	P	P		Butch Memmer	E	E		Conservation			
Sona Camp, V. Pres.	P	P		Larry Katra	P	E		Charlie Skoog	P	P	
Jill Quackenbush, Rec. Secy.	P	P		Eric Truax	E	E		Veterans Affairs			
Stephen Newton, Fin. Secy.	P	P		Human Resource Development				Ralph Coulter	P	E	
Ken Fisher, Trustee	V	V		Esther Tressler	UB	P		Youth			
Jim Shelton, Trustee	P	P		Tom Gaddy	P	P		Dianna Jones	P	P	
Chris McTaggart	P	P		Steve Alexander	P	P		A.D.A.P.T.			
Mike Valdez, Sgt. at Arms	P	P		Lloyd Hinkle	P	P		Mike Whiteman	P	P	
Marietta Wright, Guide	P	P		Industrial Hygienist Tech				Editor/Communications			
Thelma Corbit, Chaplin	P	P		Kathy Wilson	P	V		Dianna Jones	P	P	
Shop Committee				Civil Rights				Election Committee			
Rich Mince, Shop Chairman	P	P		E.A.P.				Shirley Rhinehart	E	P	
George Anthony - Zone 1	P	P		Larry Etherington	P	P		Shannon Willis	E	P	
Dennis Marcum - Zone 2	V	P		Apprentice Committee				Sarah Drake	E	P	
Jay Brown - Zone 3	E	P		Gary Shaw	P	P		Amanda Whiteman	S	P	
Jim Justice - Zone 4	P	P		Danny Nelson	P	V		December Union Meeting Cancelled			
District Committeepersons & Alternates				Suggestion Coordinator							
Stan Johnson - Dist. 1	V	P		Jennifer Marschand	E	P					
Dave McDaniel - Alt. 1	P	V		Janet Elson	E	P					
Danny Hiatt - Dist. 2	P	P		Joint Activities Rep.							
Mike Hosler - Alt. 2	V	V		Lewis Hall	P	P					
Jerry Shirley - Dist. 3	P	P		Joint Training Reps.							
James Surface - Alt. 3	P	V		Lana Puterbaugh	P	P					
Ginny McMillan - Dist. 4	P	V		Francis VanCamp	P	P					
Joe Hoban - Alt. 4	P	P		Skill Center							
Kittie Ailes - Dist. 5	P	P		Karen Kodrea	P	P					
Faith Cook - Alt. 5	P	V		Quality Network							
Marquita Cherry - Dist. 6	P	P		Mike Barrett	P	V					
Shawn Nevin - Alt. 6	P	P		STANDING COMMITTEES							
Rick McFall - Dist. 7	E			C.A.P.							
Jim Nelson - Alt. 7	V	E		Chris McTaggart	P	P					
Mashall Ewing - Dist. 8	P	P		Union Label							
Sue Clark - Alt. 8	P	E		Sarah Drake	E	P					
Furman Brewster - Dist. 9	P	P		Civil Rights							
Nick Farkas - Alt. 9	P	P		Community Services							
Mike Karrigan - Dist. 10	P	P		Diana Coomer, Chairperson	P	P					
Chuck Dumoulin - Alt. 10	E	P		Mark McAlpin, Co-Chairperson	P	S					
Becky Bell - Dist. 11	P	P		Women's Committee							
Kyle Toliver - Alt. 11	P	P		Georgia Zeigler	P	P					
Larry Kerns - Dist. 12	P	P		Consumer Affairs							
Matt Snyder - Alt. 12	P	P		Pat Harden	S	E					
Dan Sparks - Dist. 13	V	P									
Wayne Conwell - Alt. 13	P	P									
Skilled Trades Officers											
Vince Powell	P	P									
Ed Raska	P	P									
Elizabeth Stevens	V	P									
Travis Witt	P	P									
Benefits											
Nick Kodrea	P	P									
Georgia Zeigler	P	P									
Anna Ward	P	P									
Billy Cantu	P	P									
Phil Carraco	P	P									
Mark McAlpin - Alt.	P	P									
Health and Safety											
Mike Thomas	P	P									
Micky Atkinson	P	P									
Francis Call	P	P									
Larry Bailey - Alt.	P	P									

KEY
E-Excused
P-Present
S-Sick
V-Vacation
UB-Union Business

In Memoriam:

Edward Donnell	(Retired)
Cevila Huffman	(Retired)
Steven Jones	(Retired)
Richard McNary	(Retired)
Mabel Wagner	(Retired)

With Sympathy:

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



Bob Kuntz	Katrina Beroney
Joanna Harrold	Sharon Fouch
Roger Gilvin	Mary McClish
Theresa Rogers	Julie Greenwood
Dusty Campbell	Shirley Heinzman
Laura Dwigans	Patricia Kuntz
Netta Morrow	David Shepherd
Richard Thatcher	Ron Carter
John Trusty	Gerald Roberts
Barbara S. Flick	Barbara J. Flick
Larry Flick	Shirley Flick
Jerry Flick	

Thank You!

■ Bibles . . .
John and Sherri Durham & Shirley Heinzman

■ Special Thank You's . . .
The Veterans Committee of UAW Local 292 would like to thank you so much for your donations for the Veterans in the Marion, Indiana Veterans Hospital.

We gave hats, gloves, scarves, socks, lotion, powder, soap and Christmas stockings.

Thanks to Dept. 8436, Eriks, C.C.X. Trucking, A.D.I., & UAW Local 292.

Submitted by Faith Cook, Veterans Comm. Member

* * * * *

Thank you for giving me the opportunity of being the United Way Loaned Associate 2004, representing UAW Local 292 and Delphi.

Also thanks to each and every one of you for a job well done.

I appreciate the hard work that everyone put forth and everyone's efforts to make this United Way Campaign 2004 a success.

Marietta Etherington

Chaplain's Report

Thelma Corbit, Chaplain



Ephesians 6:13 -- 14 . . . *Therefore put on the whole armor, that you will be able to resist and stand your ground on the evil day, and having done all to stand. Stand therefore having tightened the belt of truth around your loins and having put on the breastplate of integrity and of moral recititude and right standing with God.*

There are times when we start believing God for something and just before our answer comes we get tired and the enemy tells us it isn't going to happen, so we stop believing and give up on our dreams.

We are people with little patience. We want everything now--instant everything. When we give up on what we are asking for, what do we gain? Success comes only by standing firm on God's word. If we keep standing what do we have to lose? What we achieve naturally and spiritually is up to us.

Some people may say, it is too late for us to achieve or succeed in life, because of our age or whatever the reason, but it is never too late with God.

We can have plans and dreams buried in the middle of the mistakes that we have made, but God is our restorer. He is the only one that can take all of our messes and turn them into something good.

God will take us, after we have messed up so badly in others eyes, and pick us up, cleanse us, love us, forgive us and tell us it's all right. We don't have to hang our heads low. He will say, "Go my child, live for me and sin no more." What a wonderful God we serve.

Thank God for his restoration power. He can take anything that we have laid down, given up on for whatever the reason, resurrect it into a big flame and keep it burning bright. He can take that flame and touch many lives with it. He could use it in our workplace, the community or wherever that you may go.

It doesn't matter what you may be facing today. Don't give up -- please don't quit. When we keep our faith, we could be on the brink of a miracle.

Malachi 3:6. . . For I am the Lord, I do not change . . . There is nothing too big for our God to do. I want to encourage you today. Keep standing. Now is not the time to give up on your dreams, keep standing on your faith. Now is not the time to quit.

- ◆ Social Security's bonds are just as real as the Treasury bonds held by private investors. Like every other Treasury bond, these Trust Fund assets are backed by the full faith and credit of the U. S. Government, and are considered the benchmark of security in global financial markets.
- ◆ That these bonds are paper assets does not in any way reduce their value. All pension funds, 401(k) accounts, and mutual funds hold paper IOUs, as would the individual accounts that the privatizers recommend. The bonds held by the Trust Fund are, if anything, more secure than other paper assets given the ironclad commitment of the U. S. Government to honor its debt obligations. It is dishonest to say that these bonds are worthless when they are held by the Social Security Trust Fund, but extremely valuable assets if held by private investors.

Myth: Privatizing a portion of Social Security is necessary to ensure the long-term solvency of the program.

Fact: Privatization does nothing to help ensure solvency. In fact, it would create a crisis that does not now exist by making Social Security's projected long-term financing shortfall much worse, and would lead to dramatic cuts in Social Security benefits.

- ◆ Most "partial privatization" proposals are based on a 2% diversion from the 12.4% combined employer-employee payroll tax (or 17% of the total).
- ◆ A 2% diversion would drain nearly \$1 trillion from the Social Security Trust Fund over just the next 10 years, and trillions more after that. How can Social Security continue to pay promised benefits while 17% of its expected income is directed elsewhere? It can't. Social Security's ability to pay benefits would be severely impacted, which would then require huge cuts in guaranteed benefits.
- ◆ A 2% diversion would clearly have a damaging effect on the solvency of the Trust Fund. It would hasten the date by which Social Security could no longer pay 100% of benefits by 15 years - from the current 2038 to 2023.

Myth: Supporters of privatization have said that individual accounts would provide much higher rates

of return than Social Security can provide, and that continuing the present system is particularly disadvantageous to younger workers who would do much better under a privatized system.

Fact: These "rate-of-return" arguments are flawed by the use of exceptionally high estimates of projected annual returns from stocks that are totally inconsistent with the slow economic growth forecasts unused by the Social Security actuaries; in addition they invariably ignore the transition costs of switching to a privatized system, the risks associated with the stock market and the differences in administrative costs.

- ◆ Olivia Mitchell, an economist and Bush Commission member, has conceded in an earlier study that if you factor in transition costs and risk, privatization will not generate a higher rate of return than can be obtained from Social Security.
- ◆ Privatization supporters ignore the fact that Social Security is not an investment program. It is a social insurance contract designed to insure workers and their families a decent income when they are no longer able to work due to disability or age and modest income protection for the families of younger workers who die prematurely.
- ◆ Four out of every ten Social Security beneficiaries are not retired workers. They are disabled workers and their spouses and children; the children and surviving spouses of workers who die young; the non-working spouses of retirees; and elderly widows and widowers. For average wage earner with a family, Social Security survivors' and disability benefits are roughly equal to a \$354,000 life insurance policy and a \$233,000 disability insurance policy. Payments for disability and survivors' benefits to workers and their families make up about one-third of total Social Security outlays.
- ◆ A recent study by the Century Foundation demonstrated that a 2% diversion of payroll taxes into private accounts would require a cut in guaranteed benefits of 54% for an average wage earner under age 30. Individual accounts would not make up the difference. Even assuming a very optimistic scenario for investment returns and administrative costs, average wage earners and lower wage earners would still lose 20% and 29% of retirement income, respectively.

Delphi-D Alumni Club Programs - 2005

January 20 - Johanning Civic Center - Colonel Beebe - Commander Grissom Air Reserve Base

February 17 - Johanning Civic Center - Rosemary Hammon - Boat Builder Extraordinaire

* March 17 - Kokomo Country Club - Catherine Stout - "Everything About The Harp"

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.



Retiree's Corner -- *Sue Conner, Chairperson*

Here we are in a new year again 2005! My how time flies. This year has been a very busy year with the elections and all the new things our retirees have gotten involved in. There are so many things out there to get involved in that there is no way anyone who retires should be

bored. Our ladies and gents at the hobby club can certainly tell you that.

Everyday is a new day with something that needs our help, whether it is volunteering to help one another with a new project, learning a new step in line dancing, playing hands and foot, writing a letter, exercising or being called on to help in a community project. Our retirees are always there ready to meet the need.

I personally cannot begin to thank them enough. There is Madonna, our wonderful lady who plays

the piano at our retiree meetings. She sure makes a difference (she drowns out my horrible singing -- thank God!) Also all our kitchen help making our lunches go smoother. I wonder how many pies Margaret Conwell and her sister Geneiva Taylor have cut for us. Thanks ladies!! We sure did peel a lot of spuds last year for fund raisers and get togethers, along with our biscuits and gravy and Nobie's scrambled eggs.

All I can think of is the wonderful feeling I get just being part of a great group of people like our Local 292 retirees. There are so many I don't have the space to name them all. So, I just want to say thanks to all. If your name is Peter, Paul, Mary, Maggie, Yvonne, Betty, Don, Dick, Joe, Millie, Nick, Bill, Gracie, Jim, Nobie, Bobbie, Jean or Mrs. Scrubber.

Thanks also to my Retiree Board, Midge Collett and Local 292 staff for their help, support and friendship.

From the Hart of the Retirees -- *Submitted by Mickey Hart, Retiree*

On national election standards: With the 2004 presidential election over except the shouting, it's time to take a hard, close look at what continues to go wrong with our voting process.

We think it's good fortune - along with a bigger margin for the winner and no massive irregularities in counting votes - that allowed the nation to sidestep the sort of morass that occurred in 2000. Recounts would have been especially ugly in states that have gone to purely electronic voting systems that leave no paper trails.

In Ohio, an electronic voting machine without paper backup gave President Bush 3,893 votes in a

precinct where poll records showed only 638 people had voted. And in one North Carolina county, 4,500 votes were lost because officials thought a computer that stored ballots electronically could hold more data than it did.

There's nothing pretty, or fair, about elections that depend on recounts of ballots flawed by 'hanging chads' or lost in paperless systems. We were lucky this year. But we fear that a rerun of the Election 2000 debacle is waiting to happen if Congress doesn't set national standards for electronic voting machines and insist on them leaving paper trials for final accountability.

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

ARE YOU BEING BUGGED? . . . Sadly, this New Year may bring you a renewed aggravation with telemarketing calls, which now may even include your cell phones. The Federal Government has created a national registry to make it easier for you to stop most of these unwanted telemarketing calls. If you are receiving unwanted calls, here is how to battle this invasion of privacy. Call the "National Do Not Call Registry" at 1-800-382-1222 or online at WWW.DONOTCALL.GOV. You must call this number separately with each individual home phone or cell phone you wish to have listed. There is no fee for this service. **Here's hoping you have a bug-free New Year!**

As Trustee's, we have had a busy year with the upkeep of the Union Hall, while still trying to stay within our budget constraints. As far as recent

progress with our union hall's office renovation, work has been completed in the restrooms, and we hope to have the two offices ready later this month.

This January, your Executive Board will meet on the 2005 budget, which we plan to present to our membership during February's three union meetings.

We still have some items in the gymnasium FREE to any member wanting them. Very soon we will find it necessary to donate these items, but we wanted to give our members one last opportunity to acquire some of these 'treasures' before we do so.

Attend your Union Meetings and become a part of the process! Have a Happy New Year!!

February 2005 Calendar of Events

- 2 Hobby Club
- 5 Veterans Committee Mtg.
- 7 Chaplaincy Committee Mtg.
- 14 Retiree Dinner & Mtg.

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



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.

January 2005

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1 New Year's Day
2	3 Chaplaincy	4	5 Retiree Hobby Club 9 a.m. to 1 p.m.	6	7	8
9	10 Retiree Executive Board 9:30 a.m. Retiree Dinner & Mtg. 11:30 a.m.	11	12 Retiree Hobby Club 9 a.m. to 1 p.m.	13	14 Euchre Club Senior Center 6:30 p.m.	15
16	17 Martin Luther King Day 292 Closed	18 Executive Board Del Ra	19 Retiree Hobby Club 9 a.m. to 1 p.m.	20 Membership Mtg. 7:30 a.m., 12:30 p.m. & 4:00 p.m. Skilled Trades Mtg. 8:30 a.m., 11:30 a.m. & 3:15 p.m. Aramark 3:15 p.m.	21	22
23 Union Label 3:30 p.m.	24	25	26 Retiree Hobby Club 9 a.m. to 1 p.m.	27	28	29
30	31					