

THE LOCAL 292 ANTENNA



Volume 54 - Number 7

Kokomo, Indiana

July 2005

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President's Report

Sona Camp, President



I'd like to thank all the people that took the time to vote in the recent union elections. I feel that we have a good group of representatives. That is so important to our future. Personally, I'd like to thank the membership for allowing me to serve as your President. I feel honored and will do my best to represent everyone in a fair and responsible manner. Myself, Kacee Anderson, Jill Quackenbush, Chris McTaggart and Anita Dawson were elected by acclamation. This is the first time in the history of Local 292 that has happened. We all feel privileged that the membership had that much confidence in us. We promise to serve you well.

While campaigning I talked to several people that gave me some good suggestions. We will try to do a better job of communicating with you. Also, it was suggested that we should spend more time in the plant talking to people. I agree but that is easier said than done. But I will definitely try to set aside some time. I do have an open door policy. So feel free to call.

Shop Chairman George Anthony and I were called to Detroit on June 21st for a meeting about Delphi's State of the Business. The top union and management people were there. Speaking for Delphi were Rodney O'Neil, President of Delphi, Keith Stipp, Finance Director and Kevin Butler, Vice President of Human Resources Management. Stephen Girsky was also there from Morgan Stanley. Our International President Ron Gettelfinger and Vice President Richard Shoemaker spoke on our behalf.

Delphi Management reported that our Quality and Health and Safety practices are second to none. They even cited Kokomo's plant 7 and 9 for their outstanding quality. Also our non-GM business is growing at a rate of 13% per year. But the good news stopped there. They reported factors that contributed to Delphi's decline were 9-11, volume and market share declines at GM, Delphi's lost share with GM (down from \$3000 per vehicle to \$2500), GM price reductions that has cost Delphi \$2.2 billion since 1999, gas prices, interest rates, consumer confidence, and economic conditions. Delphi's management also said they have unsustainable losses due to revenue declines going from a profit of \$1.1 billion in 1999 to a loss of \$409 million in the first quarter of 2005, pension obligations, employment obligations and health care costs. They talked about their financial picture and reported that US legacy costs (pension and health care for retirees) are over \$1 billion per year. They talked about people in jobs bank. There were 400 in the jobs bank in 1999. In 2005 there are 3,100 in the bank costing them \$300 million per year. They said absenteeism cost \$200 million per year. The plants that aren't expected to make a profit are put in the Automotive Holding Group (AGH). There are currently 15 plants in this group costing them \$772 million. Delphi's credit rating has been downgraded to junk status. Which translates into a higher cost of borrowing money. Delphi has \$16 billion of liability and \$3 billion of assets.

President Ron Gettelfinger spoke on social security, trade agreements, pension guarantees (PGBC), high productivity poverty vs. high productivity prosperity. He said we need an industrial policy in Washington. There should be a new approach to the trade imbalance. There should be a tax credit given to companies that build energy efficient hybrids. Also, we must address the health care crisis. President Gettelfinger

Continued on page 4

Have a Safe & Fun

JULY
4th





Shop Chairman's Report

George Anthony, Shop Chairman

I want to thank everyone for their support in the election for Shop Chairman. No one can get elected to such an important position by themselves and I truly appreciate YOUR support. I also want to congratulate all the other winners in this election, and for those who were not as fortunate, please stay informed about the issues facing this Local Union's leadership and the membership by attending your monthly Union meetings and staying involved on the plant floor.

The S.E.L. Report for June, 2005 is as follows:

Benchmark	Production 2,416	Skilled 850	Total 3,266
S.E.L. Protected	Production 1,727	Skilled 771	Total 2,498
Active Workforce	Production 1,637	Skilled 759	Total 2,396
All Leaves	Production 90	Skilled 12	Total 102
Total Employment	2,498		
Total Hiring Requirements	Production 595	Skilled 104.2	

On Friday, June 17, 2005 Management requested the NEW and OLD Shop Committee to meet with them, Management and Labor Relations, the next day, Saturday, in the Labor Relations Conference Room. Your Union leadership did meet with them Saturday (8:00 A.M. until 4:30 P.M.). At that meeting Management exercised their right to return to a 3-shift operation at FAB III according to the language of the FAB III F.O.S. Agreement, Paragraph #4. The rest of the meeting consisted of working out the mechanics of going to a 3-shift operation. Your Union leadership 100% disagreed with this Management decision.

Monday, Tuesday and Wednesday (June 20, 21, & 22) President Sona Camp and myself attended a conference in Detroit with speakers from Delphi (C.O.O. Rodney O'Neal, Finance Director Keith Stipp, Vice-President Kevin Butler and speakers from the U.A.W., (President Ron Gettelfinger and Vice-President Richard Shoemaker).

The major points of Delphi speakers were:

G.M. Market Share	1985 (41%)	1995 (32%)	Today (26%)
Pension/Health Care Costs	1999 (\$730M)	2005 (\$1.34B)	

(Continued on page 3)

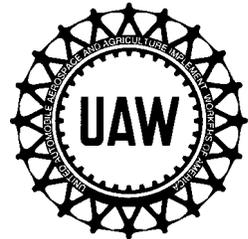
Grievances submitted by Zone Committeemen - Broken down by Step - June 1, 2005

Committeeman	Zone #	1st Step	1 1/2 Step	2nd Step	3rd Step	4th Step
Jerry Shirley	Zone #1	0	35	130	2	0
Jim Justice	Zone #2	0	12	43	1	0
Jay Brown	Zone #3	0	20	30	2	0
Dan Sparks	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 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	Mike Valdez
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 Ewbanks

UNIT CHAIRPERSONS

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

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

Shannon Willis



Recording Secretary's Report

Submitted by Jill Quackenbush, Recording Secretary

Congratulations to all the 2005 elected Local 292 officers. The Triennial election is now a part of our history and now we need to unite and fight for our future as trade unionists.

Five Executive Board officers were elected by acclamation on May 22, 2005. With no one running in opposition, the President, Vice President, Recording Secretary and Guide respectfully assumed the office. To my knowledge this is a first for UAW Local 292.

For myself it was truly an honor. Your confidence and trust in my abilities to represent and serve this Local Union as an officer means more to me than you could ever imagine. Thank you for your continued support throughout the years.

As always my unwavering commitment is to duly serve and represent with honor, dignity and loyalty to you my union sisters and brothers. May God bless each and every one of you.

Seventy-six percent of companies monitor employees web-site connections and fifty-five percent retain and review e-mail messages according to a survey of 526 U.S. firms by the American Management Association and the ePolicy Institute.

The survey also found that thirty-six percent of the surveyed companies track content, keystrokes and time at workplace keyboards and fifty percent store and review employees computer files.

Finally, twenty-six percent of companies have fired employees for allegedly misusing the internet, twenty-five percent for E-mail abuses and six percent for office phone misuse.

Keep in mind "Big Brother" is constantly watching- We need to be aware. Our workplace is no different than any other. We have witnessed the growth of technology in Delphi from timecards, paper trailed speaker and radio lines to moving product through comets (computers) in the Fabs, dock areas; literally throughout Delphi.

FIS systems installed in Fab 3 and Fab 1 have alleviated the obsessive use of paper along with less mistakes in processes; machines will not run unless the correct masks are loaded or if machine checks fail.

For the most part technology has enabled our members to produce quality products to be competitive in the high tech global market.

In Solidarity.

Source: UCS News Service

(Shop Chairman's Report, Continued from page 2)

UAW members in Job Bank	1999 (400)	2005 (3,100)	Cost (\$300M/yr.)
Delphi Net Income	1999 (+1.094M)	2004 (-\$36M)	
Delphi's biggest customer (GM) has weakest profit since 1992			

The major points of Delphi speakers were:

Delphi should not blame their U.A.W. contract for their problems. U.A.W. benefits (Wages, Retirement & Medical Care) is not the blame for G.M. or Delphi losing market share from 41% to their low of 26%. The blame should go to the poor decisions made by Management, but instead they give them year end bonuses.

U.A.W. is **NOT** going to open the contract for changes to the language before the 2007 negotiations.

I want to thank all the U.A.W. Local #292 members and urge you to attend your monthly membership meetings.

In Solidarity.

RX Safety Glass Service

Plant 8 Optical Store (across from Jobs Bank Office)

Monday		Closed
Tue. & Wed.	8 a.m. - 5 p.m.	Closed for lunch 11 a.m. - 12 p.m.
Thurs.	6 a.m. - 2 p.m.	No lunch
Fri.	6 a.m. - 12 p.m.	No lunch

Phone & Fax number 868-0570

Veteran Affairs
July 2005 Veteran's of the Month
The Veteran's Committee

Nicholas L. Loffredo

I can't say a lot about what my son does. What I can say however, is that he has served in the Navy, Army and Marines for a total of 17 years. Nicholas was in Desert Storm and served two tours of duty in Afghanistan. He has served in Intelligence in all three branches of service and is currently a Sergeant in the Army.

Nicholas hopes to work for a U.S. Government Service office in intelligence.



He is proud to have served his country and has served it well.

Since this was written Nicholas has been discharged for medical reasons. He is in Afghanistan with a private firm as a chief interrogator. Nicholas is the son of Nick Loffredo who retired from Delphi in 1999 from Fab 3.



UAW Local 292 Amalgamated Scholarship Winners

Jordan Bell - Grandson of Margaret Bell

Caitlan Fakes - Daughter of Jeffery Fakes

Eric Glassburn - Son of Richard Glassburn

Davida Johnson - Daughter of Adrienne Brown

Ana Vega - Ana Marie Carter

UAW Local 292 Amalgamated Women's And Minority Scholarship Winners

Kaicy Gibson - Daughter of Mark Gibson

Jordan Bell - Grandson of Margaret Bell

Congratulations also to the winner of the Howard County Cap Scholarship. It has been many years since Local 292 has had the winner.

Jordan Bell - Grandson of Margaret Bell

(President's Report, Cont. from page 1)

also said that our labor costs had nothing to do with GM's market share going from over 40% in 1985 to under 26% in 2005 and that we are not the reason for Delphi's decline.

Vice President Shoemaker spoke on the challenges that we face such as, growing competition, global economy, decline in market share, government insensitivity and poor business decisions. The UAW was against the spin off in the first place and still is. However, we want them to succeed for all our sakes. We want to look for a win-win situation. But we will **not** open up the contract. We have a contract with Delphi and we expect them to abide by it. Vice President Shoemaker said that as we look for answers we want all to come to the party. Including GM and the executives. The very idea of executives getting fat bonuses when the

company they work for is in such decline is obscene. Discussions **must** be a win-win solution. We will work together to be smarter and more focused. Vice President Shoemaker said that a meeting will be called with UAW leadership after the down time to discuss the issues.

I have faith in President Gettelfinger and Vice President Shoemaker that we will get through this rough time and come out okay. As we find out more we will keep you informed.

I would like to see more members come to the membership meetings. So I would like to personally invite you to become more involved. The meetings are held the third Thursday of each month at 7:30 a.m., 12:30 p.m. and 4:00 p.m. We have three times for your convenience. Hope to see you there.

Benefit Hotline . . . From your Benefit Section

Attention: Delphi active workers, retirees and surviving spouses 2005 Hourly Health Care Dependent Verification Audit

On July 13, 2005 Dependent Verification materials will be mailed to all hourly employees, retirees, surviving spouses and Cobra enrollees who have at least one of the following dependents enrolled on their health care coverage:

- * Dependents between the age of 19-25
- * Stepchild
- * Principally supported child
- * Guardianship child, or
- * Child of a domestic partner

Note: If you DO NOT have a dependent that falls into one of the above dependent categories, you WILL NOT receive Dependent Verification Information in the mail and will not be included in the Health Care Dependent Audit.

What you need to do if you receive a Dependent Verification Worksheet in the mail:

You must verify dependent eligibility for each dependent listed on you health care coverage between July 18, 2005 and August 5, 2005 using one of the following options:

- * On-line by visiting Delphi National Benefit Center website (www.delphinbc.com)
- * Call the Dependent Verification Center at 1-888-402-7249, an automated Voice Response Unit will be available 24 hours a day, 7 days a week.

Customer Service Representatives will be available to answer your questions Monday through Friday from 7:30 a.m. to 4:30 p.m. Eastern time beginning July 18, 2005.

If you receive a Dependent Verification Letter and do not respond by August 5, 2005, your dependent health coverage will be cancelled effective August 31,2005.

HOOVER HEARING SERVICES

1201 W. Alto Rd., Kokomo, IN 46902
(Use the front entrance)

Monday & Wednesday - 8:30 a.m. to 4:30 p.m.



Free of charge during July

Video Ostoscope of your ears -(See the inside of your ears on a colored TV monitor to look for ear wax or other foreign objects) -- Value \$15.00.

Wax removal of both ears - (if needed) -- Value \$40.00.

A year's supply of batteries -- Value \$60.00

Plus, a Free no obligation 30-day trial period of the new digital hearing aid. This aid will be completely paid by you insurance should you decide to purchase after the trial period.

To avoid waiting, please call us at (765) 453-5741 or (800) 944-8485 to schedule your appointment.

To hear is to live "Not being able to see isolates you from objects. Not being able to hear isolates you from people." Our Goal is to help you hear better!

Open to the Public

In Memoriam:

Carol Bowman (Retired)
 Eugene Conner (Retired)
 Jerry J. Kaiser, Sr. (Retired)
 Judy K. Roberts (Retired)



With Sympathy:

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

Mary Ann Lineberry	Cheryl Martin
Pat Wood	Bob McReynolds
Wes Sefton	Judy Bumgardner
Dave Luckey	Mickey Hart
Theda Hart	Greg Miller
Cheryl Allen	Jan Ziegler
Bob Auth	Jr. Cummings
Adam Duchateau	Mike Singleton
Barbara Flick	Eliza Whisman
Wayne Franklin	Linda Haskin
Gary Mannies	Jennifer Sandlin
Randi Durham	Nancy Kingery
Mike Duchateau	Cheryl Allen
Gerard Lancaster	Richard Phillips
Janis Taylor	Natalie Bontrager

Chaplain's Report



Thelma Corbit, Chaplain

God, the creator of heaven and earth, is pleased with our praises to Him. He wants a relationship with us .

Every morning when we open our eyes, praise God for being able to see. Thank Him for being able to speak. Everybody can't see and speak. We are blessed if we can see, hear, walk, and speak. Let's not take it for granted. It may not always be there

When we begin our day with a praise on our lips, our day seems to be brighter. Instead of feeling irritable and disagreeable, we discover a new strength in our life. Praising God replaces hopelessness with hope.

Hebrew 13:15... *Through Him, therefore, let us constantly and at all times offer up to God a sacrifice of praise, which is the fruit of our lips that thankfully acknowledge and confess and giving thanks to His name.*

When we learn how to praise God in every situation, it will strengthen our faith in God's word.

Psalm 138:1... *I will praise you with my whole heart; before the gods will I sing praises unto you.*

Nehemiah says that the joy of the Lord is our strength. Praise is what ushers us into that joy. The joy of the Lord is always available to us, but praise allows us to tap into that source of strength. It will deliver us from despair to joy

We need to take our eyes off ourselves and put them on God. Let's praise Him with our whole heart.

Thank You!

■ Special Thank You . . . I wish to thank all the retirees who supported & voted for me in the recent election. I will represent you to the best of my ability as Second Vice Chairperson.

Martha Lantz

Thanks to everyone for their support during the election.

Jim Justice

Thanks for your support during the recent election.

Jim Surface

I would like to thank the membership for their trust and support in electing me as you Financial Secretary - Treasurer. I would also like to congratulate the officers and all the brothers and sisters who won their elected positions or won by acclamation. The Election Committee and their volunteers did a great job of running the election. A special thanks to all of them.

Chris McTaggart

■ Bibles . . .

Jan Taylor

Correction!!

Sally Dillon was listed in the Memoriam section of the June Antenna. Sally has called to say she is alive and well.

Sorry for the error. These are the kind of corrections we like to make.

I would like to like to thank everyone who helped with the gate collection for Relay for Life. We collected \$1,093.03. Thanks to all who gave for being so generous in helping to find a cure for cancer.

Diana Coomer
 Community Service

Hobby Club Regional Winners from Area 5

Don Beckom (685)
Marie Caster (292)
Marian Cook (292)
Joan Cyphers
Joe Elliott (292)
Karen Franks
Virginia Fulk (292)
Jim Glassburn
John Grable
Charlie Hewitt (977)
Nobie Hogan (292)
Nancy Kenyon
Cristy Lenon (292)
Bonnie Mygrant (685)
Juanita Petty (292)
Virginia Rush (292)
Sandi Stitt (292)
Geneva Taylor (292)
Roberta Whiteman (292)
Linda Wright

Yvonne Beckom (685)
Margaret Conwell (292)
Merrill Cooper
Millie Elliott (292)
Sonny Franks (977)
Mary Gang (292)
Harriett Godwin (685)
Myrtle Fort (292)
Maggie Hart (292)
Jim Hogan (Grand Prize Winner 292)
Harvey Kenyon
Louise Kinch
Julie Marcum (292)
Phyllis Norton
Nancy Reed
Diana Spradlin
Myra Stone (292)
Jean Whiteman (292)
Jack Williams (685)

We had a good showing. Locals 292, 685, and 977 all participated. We had a ham and bean and cornbread supper for the setup team. Thanks to the Hobby Club members and everyone else who helped to make it a success.

Chairperson, Jean Whiteman
ViceChair, Betty Hudson
Secretary, Yvonne Beckom
Treasurer, Roberta Whiteman

Veteran Affairs

July 2005 Veteran's of the Month

The Veteran's Committee

David V. Miller

Dave served in the Army from August 1969 - August 1971. He went to Ft. Knox, Kentucky for basic training. Then went to Ft. Still, Oklahoma for training as a Field Radio Repairman. After training Dave was sent to Germany where he was stationed in Bamberg for 18 months.



Dave currently works in Cell 10 at Cuneo.

Dave would like to thank the Veterans Committee for the honor of being Veteran of the month.

August 2005 Calendar of Events

8 Retiree Dinner and Mtg. - 11:30 a.m.
12 Euchre Club - 6:30 p.m.



www.uawlocal292.org

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 Shannon Willis, Editor.

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July 2005

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1 2 Veterans 10 a.m.
3	4 UAW Local 292 Closed	5	6 Retiree Hobby Club 9 a.m. to 1 p.m.	7	8	9 Euchre Club Senior Center 6:30 p.m.
10	11 Retiree Meeting & Lunch Cancelled	12	13 Retiree Hobby Club 9 a.m. to 1 p.m.	14	15	16
17	18	19 Executive Board Del Ra Club 6:30 p.m.	20 Retiree Hobby Club 9 a.m. to 1 p.m.	21 Membership Mtg. 7:30 a.m., 12:30 & 4:00 p.m. Skilled Trades Mtg. 8:30 & 11:30 a.m. & 3 :15 p.m. Cafe/Vending 3:15 p.m.	22	23
24	25	26	27 Retiree Hobby Club 9 a.m. to 1 p.m.	28	29	30
31						