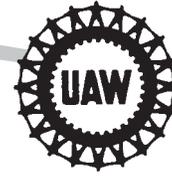


THE LOCAL 292 ANTENNA



Volume 54 - Number 11

Kokomo, Indiana

November, 2005



SPECIAL ELECTIONS SGT-AT-ARMS



NOMINATIONS

November 6th 2005 @ 2 p.m.
@ UAW Local 292 Union Hall



ELECTION

November 17th from 5 a.m. - 5 p.m.
@ UAW Local 292 Union Hall



RUN OFF ELECTION (if necessary)

November 28th from 5 a.m. - 5 p.m.
@ UAW Local 292 Union Hall

Sworn in evening of final vote
Take Office Immediately

Inside This Issue...

Shop Chairman's Report . 2

Recording Sec'y. Report .. 3

Social Security 3

Chaplain 5

Retiree's 6

Union Label & Trustees ... 7

Calendar 8

Happy Thanksgiving
Thursday, November 24, 2005



President's Report

Sona Camp, President



October 8, 2005 was a sad day for everyone in Kokomo, Indiana and also in the other cities where Delphi plants are located. Everyone in those towns and cities will be affected by the greed of the corporate executives. If wages and benefits are lowered, not only will this hurt Delphi employees, but also it will affect all businesses. People won't have any extra money to go out to dinner or movies, get haircuts and manicures, or get oil changes, etc. We will have to try to do these things ourselves because of costs. There will be jobs lost because of it. Who will buy the cars that we build parts for? We won't make enough to buy vehicles. Also, the less money that we make the less taxes we pay to support schools,

roads, police and fire support; also, Delphi Corporation headed by bankruptcy bully Steve Miller chose to declare Chapter 11 bankruptcy instead of looking for constructive ways to save the business. When I say "save" the business I only mean U.S. operations. The overseas operations are doing just fine with the money invested from the profits that our UAW members earned for the corporation.

Since GM spun off Delphi, we have been told to work harder with less people and resources, to cut the costs to meet the budget, but it was never enough. We all worked hard with the thought that if the company does well we all do well. It is evident that isn't the way Steve Miller and the other company executives think. They want to take away our pay, benefits and standard of living to finance more than \$90 million in bonuses for just under 500 executives. As you know they sweetened the severance package for the top 21 executives the day before filing bankruptcy. Obviously, Delphi is rewarding their "mismanagers". Miller also announced he is reducing his salary (\$1.5 million) to \$1 per year. But he didn't talk about his \$3.5 million signing bonus or the exit bonus he will get. This still totals to over \$6 million. I'd forfeit my yearly pay too if I could get 4 times my pay in bonuses.

I would like to remind everyone that we are all in this together. I know this situation consumes us all. I go to bed thinking about what is going on and wake up thinking about how it will all turn out. There are a few members in the plant that want to take advantage of the fears and uncertainty that we all have to advance their own purpose. They would like to drive a wedge between the younger and older seniority members. DON'T LET THAT HAPPEN! The older seniority members have worked hard and fought for the wages, benefits and freedoms we all enjoy. The younger seniority members have also worked

(Continued on Page 5)

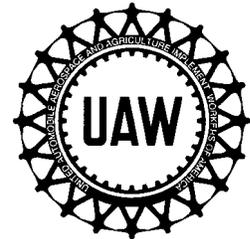
Grievances submitted by Zone Committeemen - Broken down by Step - October 1, 2005

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

PUBLICATION POLICY— The deadline for submitting articles for The Antenna is the 5th of the month.

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

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



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

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

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ZONE #3 Jay Brown
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Nick Kodrea & Georgia Zeigler
Alternate-Mark McAlpin

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JOINT ACTIVITIES REPRESENTATIVE

Lewis Hall

JOINT TRAINING REPRESENTATIVES

Lana Puterbaugh & Francis Van Camp

A.D.A.P.T.

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UNION LABEL CHAIRPERSON Sarah Drake
WOMEN'S COMMITTEE CHAIRPERSON Georgia Zeigler
YOUTH CHAIRPERSON Dianna Jones
RECREATION CHAIRPERSON Anita Dawson
CONSUMER AFFAIRS Pat Harden
INDUSTRIAL HYGIENE TECHNICIAN Kathy Wilson

EDITOR

Petra Jameson

Shop Chairman's Report

George Anthony, Shop Chairman



I will begin with the S.E.L. report for October, 2005

Benchmark Active Workforce

Production	2,408	Production	1,467
Skilled Trades	<u>847</u>	Skilled Trades	<u>729</u>
Total	3,255	Total	2,196

S.E.L. Protected All Leaves

Production	1,575	Production	108
Skilled Trades	<u>737</u>	Skilled Trades	<u>8</u>
Total	2,312	Total	116

TOTAL EMPLOYMENT 2,312

TOTAL HIRING REQUIREMENTS

PRODUCTION	752
SKILLED	119

G.M. TENTATIVE AGREEMENT ON HEALTH CARE

Retirees:

- Pension income less than \$8,000.00/year and \$33.33/month per year of credited service will not be affected by any changes.

All other Retirees:

- Monthly contribution \$ 10.00 Single \$ 21.00 Family
- Yearly deduction \$ 150.00 Single \$ 300.00 Family
- Co-Insurance \$ 250.00 Single \$ 500.00 Family
- Yearly total "Maximum" payments
Single \$370.00 Family \$752.00

Active Employees:

- Deferral of \$1.00 comprised of future increases of COLA (\$0.17) and September, 2006 GWI (\$0.83)

All: (Except Retirees less than \$8,000.00/\$33.33 income)

- Prescription Drug costs go up \$5.00

On Tuesday of this week (10-25-05) we distributed to the U.A.W. membership a condensed version of the 36 pages I received from Delphi Vice-President Kevin Butler entitled "Proposals for Modifications to UAW-Delphi Agreements Pursuant to Section 1113 of the U.S. Bankruptcy Code, and for Modifications to Retiree Welfare Benefits Under Section 1114 of the U.S. Bankruptcy Code".

This proposal is a Delphi/Government-assisted Union busting tactic. It is their attempt to destroy the U.A.W. and then any other Union in the United States. I say "Government Assisted" because the working class citizens of the United States have enemies in Washington, D.C. called R-E-P-U-B-L-I-C-A-N-S that want the working class to become POOR CLASS CITIZENS. By destroying the Unions they destroy the wages and benefits they provide to their working class members and then lower the non-Union working class citizens wages and benefits. The Unions are a stepping stone they have to destroy to get to the majority of American working class.

Our government has assisted big multi-national corporations by passing laws allowing them to use America's working class to make big money for them and use those dollars to build plants offshore and then BANKRUPT "ONLY" the U.S. plants and ship their goods

Recording Secretary's Report

Submitted by Jill Quackenbush, Recording Secretary

The shockwaves of bankruptcy has enveloped our membership, active and retired. No one knows what the final outcome will be, just pray the ones responsible will be held accountable and there will be justice for those accountable as well as the workers and retirees who are not responsible and undeserving of this fiscal irresponsibility.

Workers and retirees have endured the struggles of the auto industry, the turbulent years have taken their toll on workers, past and present. Just remember we made these corporations profitable, and plants were built offshore off of our profits. We buy what we build and we give back to our communities.

We are all in this together - if we lose so do they - no one is immune.

They have tried to divide us; we cannot allow that to happen. In order to survive we have to unite. United we will get through this together.



In Solidarity,
Jill

Make sure your vote counts. . .

In the 2006 county elections, the new statewide voter registration system comes into play. We all need to be aware of the changes before we go to the polls. Pay particular attention to number 9. Your name has to match exactly, i.e. picture ID and voter registration. For example if you used a middle initial on one and not the other, your vote will not count. Please read and comply with the new provisions so your vote counts.

The new statewide Voter Registration system is run by Quest, Inc., based in Indianapolis.

The system will interface with the BMV and the Post Office. Forty-six counties are live on this system which includes Howard County.

The following information was delivered to the Northern District Clerks Association meeting held September 8, 2005 in Plymouth, IN, by State Election Board Director Brad King.

1. On Election Day, poll worker initials must still be on the ballots.
2. You still cannot register and vote on the same day.
3. Public testing must be held 14 days prior to Election Day and include 3 randomly chosen precincts. Notice for this test must be made 48 hours in advance.
4. Under the old law a polling place could only be moved within a one mile radius. Under the new law it can be moved within a five mile radius.
5. A polling place does not have to be a public building.
6. If a precinct borders another county's precinct and a suitable polling place is located in that precinct, it can be used if it has unanimous approval of BOTH county's election boards.
7. A photo ID must be presented when voting at the polls or in person at the court- house. This rule does not apply to those voting via a traveling board (nursing home, shut ins) or mail in ballots.
8. The photo ID must be issued by the federal or state government. Examples are Drivers License, State ID,

Military ID. Local government or private employer ID's are not recognized.

9. The photo ID must include a picture, of course, and the name of the voter. The voter's name MUST match the name on the poll books. The ID must also have an expiration date.
10. The ID must be presented BEFORE the voter signs the poll book.
11. If the voter refuses to present their ID then they can be given a provisional ballot.
12. If the voter does not have an ID to present they must go to the courthouse and sign an affidavit of indigence or religious objections.
13. The BMV must now be open on Election Day, and must also be open until 8:30 p.m. the day before an election. This new rule is to provide an opportunity for voters to prepare their ID.
14. Absentee voters must receive an Absentee Voters Bill of Rights.
15. Absentee applications can no longer be "pre-filled out".
16. New procedure: If a person wishes to challenge an absentee application, they must write a sworn statement of challenge, and it must be presented to the election board.
17. Ballots do not have to be mailed out until after the challenge has been answered.
18. If someone assists a voter with an application then a statement of such must be attached to the application.
19. Applications must be returned to the Clerk's office within seven days. Challenges are made on late arrivals.
20. New procedure: Watchers must now have credentials issued by the political parties. The credentials must state the watcher's status, name, and name of person appointing the watcher and the name of the party.

Website: www.in.gov/sos/elections/vit/

Trustees Report

Submitted by. . . Sue Althouse, Jim Shelton, Sharon Geiselman

We would like to express our appreciation to all who came out for the September UAW Volunteer Day! Thanks to all who participated, we were able to accomplish several of our much-needed small yard tasks in a short amount of time. We moved rocks, trimmed trees, cut up limbs, moved parking lot barriers, and hauled dirt to the low spots in our yard. Big thanks also to the "food crew" for providing us, at completion of our projects, with a great meal of hot dogs, chili, and nachos. All food and help was donated. After the event, we were able to pay forward by donating our remainders of hot dogs and chili to Howard Haven's residents. Overall we had a very productive and fun day . . . so much fun, that we've decide to do it again, Saturday, November 12, 9 – 11 AM with lunch to follow.

Thanks to our recent financial training in Louisville, we're more knowledgeable and prepared to implement changes needed to run the union hall more efficiently by generating more revenue and to put in place cost cutting measures. We also received updated information on the federal regulations and guidelines required to keep the Local in compliance with the new rules.

We thank you for your support. We will do our best to serve you . . . the "u" in union.

President's Report - Continued from page 2

hard and continue to fight to keep what we have. They are our future and we appreciate them. Bottom line - we all want the same thing - to provide a good standard of living for our families and to have retirement security in our later years. WE HAVE ALL EARNED THAT! Try to be supportive to one another. We are all on edge and management loves it when we are divided and tear each other down.

George and I just got back from Detroit this evening (10-20-05). The meeting was called for the explanation of the changes concerning health care made to the GM-UAW Agreement. This WILL NOT affect any Delphi-UAW member (active, retired or surviving spouse). We currently have approximately 5000 UAW-GM retirees that this will apply to. Explanation meetings will be held with the retirees as soon as all the details are known.

Also, Delphi is making a proposal to the UAW tomorrow (10-21-05). We are being called back to Detroit Wednesday (10-26-05) to get the details of that offer. The union meeting is the next day so we will be able to report the latest information to the membership then. So please attend your membership meeting at 7:30 a.m., 12:30 p.m. or 4:00 p.m.

All that is happening to working people can be attributed to the people we elect and put in Washington. We need to make our politicians accountable to us. The tax breaks that are given to corporations for moving overseas should not be allowed. We need bankruptcy protection for the working people not the executives. Companies should not be allowed to file bankruptcy on the U.S. operations only, while making profits in their overseas operations, built with our blood, sweat and tears. We all need to become involved in the political process. Next year we will have a congressional election and we need to put people in Washington that will care about the working people. You need to call or write your representatives and let them know your position MAKE THEM ACCOUNTABLE! We put them there; and we can take them out if need be. Call 1-800-393-1082 to speak to Congressman Dan Burton, Congressman Steve Buyer, Senator Evan Bayh, and Senator Richard Lugar.

Shop Chairman's Report - Continued from page 3

from their foreign plants back into the U.S. just like the Toyotas and Hondas of the world. The politicians are allowing big business to dump the working class into the muck and mud.

Delphi and our Government have now drawn a line in the sand with the U.A.W. If we lose this strategic battle, we are on our way to losing the war. General Motors, Ford, Daimler Chrysler, Visteon and all other manufacturers whose workers are represented by a Union will be next, and they know it. President Bush allows illegals from Mexico to cross our borders driving eighteen-wheelers delivering goods in the U.S. This is just a stepping stone to destroy the Teamsters Union.

When the Textile Workers of America Union members were losing their jobs to foreigners, no one but them stood up. When the Steelworkers Union members were losing their jobs to foreigners, no one but them stood up. When the Airline Mechanics Union members were losing their jobs, the airline pilots wouldn't even stand up for them. IS THIS THE AMERICAN WAY? If it does not affect "ME", then "I" don't care. When the WORKING CLASS is assaulted anywhere in the United States it affects every working class citizen. The United States is going from the biggest, most profitable Industrialized Nation in the world, to having NO industry at all. This is happening because of big business and our U.S. Government, and the bottom line, BIG \$\$\$ FOR ALL OF THEM.

As for Delphi and the U.A.W. members that work there, no real facts will be known until January of 2006. If the Union members lose, the non-Union working class will lose, the supervisors, engineers, labor representatives, their bosses and on up the line until you get to the corporate heads. The 500 top corporate managers will get the money and they are the ones that drove this business into the ground.

As I get information from our UAW Leadership in Detroit, the membership will receive it as soon as possible.

ATTEND YOUR UNION MEETINGS

Children's Christmas Party

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

at Local 292 Union Hall
Sat., Dec. 10, 2005 - 8:30 a.m.

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



HO! HO! HO!

Retiree 2005 Christmas Dinner

JOHANNING CIVIC CENTER

1500 NORTH REED ROAD (US 31)
KOKOMO, INDIANA

SATURDAY, DECEMBER 10, 2005

12:00 NOON

\$5.00

Tickets are available at the hall from Debbie.

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.

Video Otoscope 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

Was removal of both ears (if needed) Value \$40.00

A year's supply of batteries (with purchase of aid) Value \$60.00

So that all may hear at your Thanksgiving dinner, as an extra bonus, we will fit your parent, relatives, and/or close friends with a new miniscopic top-of-the-line digital hearing aid at the UAW discount price during November. Enjoy Thanksgiving dinner and hear everyone around the dinner table. A savings of \$300.00 to \$900.00 per aid!

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

Open to the public!

NUTS FOR SALE

Sponsored by DEL-RA Club

Profits to Bona Vista & Other Charities
Selling Price 2005 -- (1 Pound Packages)

PECANS	7.00
PECAN PIECES	7.00
ENGLISH WALNUTS	4.50
BLACK WALNUTS	6.50
MIXED NUTS	7.00
CASHEWS	8.00
PISTACHIOS	6.00
ALMONDS	6.50
BLANCHED PEANUTS	3.50
SPANISH PEANUTS	3.50
PRALINE PECANS	7.00
CHOCOLATE COATED PECANS	7.00
CHOCOLATE COATED RAISINS	5.00
CHOCOLATE COATED BRIDGE MIX	5.00
CHOCOLATE COATED PEANUTS	4.50
MALTED MILK BALLS	4.00
CHOCOLATE PECAN CLUSTERS	6.00

MONDAY, OCT. 10, 2005

to

SATURDAY, DEC. 9, 2005

STORE HOURS: 10:00 a.m. to 4:30 p.m.
Monday thru Friday

LOCATION: Crisis Center
307 E. Deffenbaugh,
Kokomo
(1 block W. of Plant 1)

PHONE: 457-0044 or 453-4478

DELPHI-DELCO EMPLOYEES & RETIREES:
JOIN DEL-RA CLUB - \$2 MEMBERSHIP/YEAR
PHONE: 453-4478

NAME _____

PLANT _____

SHIFT _____

DEPARTMENT _____

LINE _____

Can't afford a mammogram?

There's help . . .

According to the American Cancer Society's Indiana mammography Guide, a yearly screening mammogram is a covered benefit if you have Medicare Part B and are 40 years or older. It will pay 80 percent and you pay 20 percent.

If you cannot afford the co-payment or have trouble paying for Medicare, you may be able to get help. Indiana has several programs that can help pay for Medicare premiums, deductibles or co-payments. The Senior health Insurance Information Program (SHIIP) is available. Call 800-452-4800.

If your health insurance does not cover a mammogram or you don't have health insurance, there are low-cost and gree mammograms available. Call 800-922-6266.

Locally, those with no insurance, who met the specified guidelines, can contact Project Access for assistance. Call 854-0544

~ Source: Kokomo Perspective , submitted by Jill Quakenbush

In Memoriam

Richard Birden, (Retired)
Wilda Foster, (Retired)
Eva Moore, (Retired)
Harold J. Smith, (Retired)
Greg Starbuck, (Retired)
Marilyn Thompson, (Retired)

With Sympathy

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

Charlene Birden	Della Sue Massa
Steve Amonett	Connie Bailey-McCarty
Patricia Offutt	Larry Etherington
Shirley Lewis	Roger Greeson, Jr.
Greg Davis	Robert C. Smith
Lois Henry	Brandi Wenger
Tim Clensy	Susan Chilcutt
Tom Harris	Jean Scott
Glen King	Karen Reed
Earlisha Brown	Imajean Shelton

Thank You!

Thanks to our local UAW for the beautiful bible. The family of Joan Eberle

Dear U.A.W. 292, Thank you for the lovely Bible given in Wilda's memory. It will be a keepsake that we will cherish. The Wilda Foster Family



Corrections

Mark Crain mother passed. Norma Gene Whitney was retiree.

Thank you, for the Bible and your thoughtfulness at the passing of our father. Wendell Moorman and Colleen Stroup



Chaplain's Report

Thelma Corbit, Chaplain

God has bountifully provided for us. Harvest time is almost over and it is the perfect time to think about this year's abundance. We have all been Blessed this year. We all need to be thankful and grateful during all the seasons.

When we begin to think about God's goodness, it helps us to acknowledge how much we are loved. It will help us to become more thankful for even the small things and it will help us to appreciate Him more. Something stirs in our heart as we become aware of all the blessings.

It doesn't matter what may be going on inside of us during these days. We can't help but give Him thanks.

Nehemiah 8:10 - "The He said unto them, Go your way, eat the fat, and drink the sweet, and send portions unto them for whom nothing is prepared; for this day is holy unto our Lord; neither be ye sorry; for THE JOB OF THE LORD IS YOUR STRENGTH."

We need to be a blessing to others as we have been blessed. Freely we give and freely we receive. So let's give some of our blessings away to the needy, clothing, food, shoes and anything that we may have an abundance of. We can not out give God.

Our Spiritual Blessing can be shared with others. People enjoy hearing about how God has helped us when we didn't see a way out. When we prayed and asked God for his help. Our blessings are not always money. Maybe He mended our broken heart. It could be when we didn't see how our rent would be paid, but God came through on time. Our child was sick and the fever went down after we prayed. God will give back to us when we give to others. God will supply all our needs.

Philippians 4:19 - "But my God shall supply all your needs according to his riches in glory by Christ Jesus."

Happy Thanksgiving!
Thelma Corbit
Chaplain
UAW Local 292

Retirement Report

October, 2005

Denise Johnson
R. N. Simons

Benefit Report

*Submitted by . . . Nick Kodrea, Georgia Zeigler,
Phil Caraco, Anna Ward,
Billy Cantu*

The New Medicare Prescription Drug Coverage

Effective January 1, 2006 the Federal Medicare Program will begin offering prescription drug coverage to people with Medicare. This program will be referred to as "Part D" of Medicare. It will be offered through a number of Medicare Prescription Drug Plans (PDP's) that will be available around the country.

The new Medicare Part D prescription drug coverage is of greatest value to those without prescription drug coverage.

Accordingly, in most cases, it will be to Delphi enrollee's advantage NOT to enroll in Medicare Part D and to continue their Delphi coverage, because Delphi coverage is creditable coverage under Medicare regulations. Delphi enrollees will not be penalized for not enrolling in the Medicare coverage at this time.

If the enrollees intentionally elect and maintain Medicare Part D enrollment, the following consequences will result:

- If the enrollee is enrolled in an HMO, individual primary enrollee(s), or the family units, if applicable, will be moved from the HMO to the Traditional Care Network. The Medicare Part D coverage will take the place of the available Delphi prescription drug coverage for the enrollee(s) covered by Medicare Part D;
- If the enrollee is enrolled in an option other than an HMO, the Medicare Part D coverage will take the place of the available Delphi prescription drug coverage for the enrollee(s) covered by the Medicare Part D; and
- In either case, the Delphi Program WILL NOT reimburse the Medicare Part D premiums, WILL NOT reimburse the enrollee(s) for Medicare Part D cost-sharing requirements and WILL NOT supplement the Medicare prescription drug coverage.

As of this writing, October 24, 2005, the UAW suggests NOT enrolling in this program if you are a Delphi retiree or Medicare eligible employee.



Women's Committee

*Submitted by Georgia Zeigler
Women's Committee Chairperson*



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

Women's committee Christmas collection. . .

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

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

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



YOUR UAW/Delphi Joint Training Skill Center is pleased to offer the following classes this holiday season. Some will help you organize and prepare for the upcoming celebrations. Some will provide an opportunity to make gifts to share with others and some are designed just for your enjoyment. Most classes will enhance your computer skills. Call 451-7204 for more information, to register, or for directions to the skill center.

Christmas Treasures	Thursday, Nov. 3	9:30-11:30 am
Advent Calendar	Mon, Nov 7, 21	9:30-11:30 & 3:30-5:30
Organizing for the Holidays	Mon, Nov 7	9:30-11:30 & 3:30-5:30
Personalized Stationery	Wed, Nov 9	9:30-11:30 & 3:30-5:30
Christmas Ornaments	Thursday, Nov 10	9:30-11:30 am
Design Your Own Calendar	Tuesday, Nov 15,22	9:30-11:30 am
Writing Your Christmas Letter	Tuesday, Nov 15	9:30-11:30 & 3:30-5:30
Christmas Gift Bags	Wednesday, Nov 16	9:30-11:30 & 3:30-5:30
Celebrate Thanksgiving	Thursday, Nov 17	9:30-11:30 am
Christmas Printables Workshop	Monday, Nov 21	9:30-11:30 & 3:30-5:30
Christmas Letter Mail Merge	Wed, Nov 30, Dec 7	9:30-11:30 & 3:30-5:30
Christmas Cards & Labels	Thursday, Dec 1	9:30-11:30 am
Iron-On Transfer Gifts	Monday, Dec 5	9:30-11:30 & 3:30-5:30
Resume Sites on the Net	December 5	9:30-11:30 & 3:30-5:30
Quick Quilt Project	Tuesday, Dec 6	9:30-11:30 am
Call Me/Play Date Cards	Thursday, Nov 8	9:30-11:30 am
Watermark/Printscreen Wkshop	Monday, Dec 12	9:30-11:30 & 3:30-5:30
Recipe Cards	Tuesday, Dec 13	9:30-11:30 am
Christmas Ornaments	Wednesday, Dec 14	9:30-11:30 am
Customized Bookmark Gift	Thursday, Dec 15	9:30-11:30 am
Book Bug Club "The Kite Runner"	Thursday, Nov 10	9 or 10 am
Book Bug Club	Thursday, Dec 8	9 or 10 am



Retiree's Corner

Submitted by Sue Conner, Retiree Chairperson

Howard County Transportation Dilemma

As we all know the City of Kokomo does not have any public transportation system, and hasn't had one since the 1950's. We do however have senior busses and Rhino cab as primary services for seniors and handicap persons (at lower fares) who need to paces, such as doctor appointments, shopping, jobs, ECT. We are also fortunate to have several assisted living residential homes in Kokomo that have their own buses to help their residents get around.

But most of all we have wonderful United Way supported organizations like Samaritan Caregivers who have volunteers who are ready and willing to, not only give their time, but the use of their personal car to help their neighbors and the people of Howard County to get around town and to assist them in other ways. They also help with light house work, yard care and minor fix its. I am very proud to be a small part of this organization and we are proud to be a service to our community.

However, due to the rising cost of gas it will be harder to get new volunteers, especially since we rely on a lot of retired seniors who live on small pensions and social security and are now worrying about rising cost of heating bills this winter.

Lots of our clients have means and family, but due to the fact they can no longer drive and family and friends have jobs, they cannot leave at the drop of a hat. These people must rely on outside transportation.

Organizations like Samaritan Caregivers need three days prior notice, unless it is an emergency, and we are asking out clients to combine their shopping and doctor's trips, if possible.

I believe the senior bus must have 24-hour prior notice and the cab company, well, I really don't know.

However, I have been informed that if for some reason something changes and you can't make the time for your bus appointment, you have to wait another 24 hours. I, also, have been told to lower fare payers are usually the last to be picked up by cabs. The sad part about this is a lot of our impaired people so hold down jobs at Wal-Mart, Penny's, Kroger's, and ECT.

Now, as we all know, those who are in the workforce or have ever been part of it, knows there are rules and regulations about missing work or coming in late. There are no exceptions for the impaired person either. So if they call a cab is busy and they are the last to be picked up, this can cause them to be late for work. Naturally, after a number of times this will cost them their jobs.

When things like this happen it not only puts more stress on the taxpayers to help support these proud people, but also most important it takes away their personal pride and independence. My thoughts are maybe we should consider some sort of public bus system in Kokomo again. But, what do I know, I'm just one of those 'ole' seniors who can still wheel myself down the road, if I can keep gas in my car.

Union Label Report

Submitted by Sarah Drake, Union Label Chairperson

REALITY CHECK

Delphi dropped a bomb on the UAW workers on Saturday, Oct. 8th. Mr. Miller and Company decided to file Chapter 11 bankruptcy. For many people, that news brought fear and anger to the boiling point. Many felt betrayed not only by Delphi, but also GM. How could "they" be so cruel as to take everything we have worked towards and flush it down the toilet like that. Don't "they" have a conscience? It has been said that when money and morals meet in a road, it is rarely the money that is set aside.

Trade deals like NAFTA and CAFTA have made it even easier for big business to set aside the welfare of Americans for the exploitation of workers in other countries. CAFTA passed by just two votes this past July. That was due to an immense grassroots effort by people just like us. Although we lost the CAFTA battle, we still have more trade bills to fight. Two major bills coming up are the FTAA (Free Trade Area of the Americas) and the Thailand trade bill. Both of these bills will be detrimental to manufacturing jobs. Please contact your representatives to oppose these bills.

Political actions aren't the only things hurting us. The rank and file's apathy towards its duty to be active, educated members has etched away at our solidarity to the point that we are tempted to trust management more than we trust our own people. This has got to stop. As we saw on October 8th, management does not have our best interests at heart. The rank and file membership must put petty differences aside and evaluate our situation. I understand that sometimes that person sitting next to you is the most difficult person to talk to, but we all have common ground to stand on—the attack on our livelihoods. I know all too well, that, if worse comes to worse, a year from now I could be in the unemployment line, but until "they" give me my walking papers, I will continue to fight for the union spirit. I will continue to believe that we can come together for the good of all and I will continue to be an idealist because idealistic people can only create an ideal world.



Joint Training Notes

Submitted by. . . Lana Puterbaugh, J. T. Rep.

As the UAW Joint Training Rep. one of my responsibilities is to assist Local 292 members with their TAP and Dependent Scholarship applications or concerns. The UAW did an excellent job and a great service to our membership when they negotiated TAP benefits. Active employees are eligible to receive \$4600 per year to cover tuition expenses. Retirees are eligible to receive \$1500 per year (can only be used at the plant they retired from, or at classes offered at UAW Local 292). Dependent children (must be tax dependent, or covered on member's medical insurance) are eligible for \$1500 per annual period.

Daily, I talk to members who are so appreciative and thankful for this benefit. Active employees have utilized their TAP benefits to receive degrees, upgrade job related training, and develop personal enhancement skills. Retirees have used TAP to pay for training on everything from computer training, to home repair classes. Many active and retired members have received Dependent Scholarship benefits for their dependent children. Tuition for college, and technical training, is a big strain on the family budget and our members are grateful that the UAW had the foresight to secure this benefit. Members frequently try to thank me for their benefits; my reply is "Don't thank me; I just want to make sure our members get their benefits, and doesn't the UAW do great work!" Occasionally a member will call asking about the Delphi tuition aid, I take great pride in explaining TAP is a UAW negotiated benefit, Delphi doesn't offer tuition assistance to the hourly work force, but as UAW members you do have TAP benefits. When I go on the plant floor to help our members concerning TAP, I have had salary employees comment; they wish they had TAP benefits. I tell them I fully understand, just one more reason why a union card is so valuable.

I have actually received Thank You cards from UAW members who appreciated TAP benefits and wished to express their gratitude. As I have explained to our members, I am just doing my job, serving the membership to the best of my abilities. The Thank You should go to the UAW Local President Sona Camp, who could then relay the message to UAW leadership at the Regional, and National levels. In my opinion, UAW leadership on all levels is never appreciated enough for all the benefits they have secured for us; we all owe them a Thank You, for a job well done.

These are excerpts from just two of the Thank You cards received from UAW members or their families;

UAW,
I would like to extend my appreciation for the scholarship. I'm very grateful for your generosity. May God bless you.
~ Ryan Michael Kiser

UAW,
I wanted to thank you from the bottom of my heart. We have 5 children to put through school and raise and it isn't easy. We have bills. Books for just 2 in college were right at \$1000.00 for 1 semester. The \$1500.00 Scholarship for dependents has helped us tremendously. I cannot thank you enough. May we value Unions forever...
~Mrs. Jonathon Cain

In closing there is nothing I could add or say any better, May we value Unions forever!

United Way

Submitted by. . . Sue Althouse

2004 Beneficiary Study Services Provided to the Employees of:

Delphi Delco Electronics

	Employees Assisted	Family Assisted	Total Assisted	Cost
American Red Cross	1372		1372	11,171.00
Big Brothers/Big Sisters	1	1	2	1,000.00
Bona Vista Programs	35		35	86,617.00
Boy Scouts			0	
C.A.S.A.	14	52	66	3,162.72
Carver Community Center	134	145	279	24,105.60
Family Service Association	7		7	2,960.58
Girl Scouts	161	236	397	50,605.59
Howard Co. Children's Center	7	9	16	16,800.00
Information & Referral	4	9	13	101.64
Literacy Coalition	14	1	15	8,550.15
Mental Health Association	16	11	27	94.36
Salvation Army	6	17	23	7,456.26
Y.M.C.A.	430	957	1387	180,287.00
Totals	2201	1438	3639	\$392,911.90

Our country has suffered a great deal in the past year as well as in years prior. On top of the economic woes, we as a nation, endured the most devastating natural disaster that we had ever experienced. Once again, I felt proud to be an American as we pulled together to help the victims of the hurricanes.

With the help of the media, we were made aware of the plight of our brothers and sisters in the Gulf region. We must not forget that we still have our own friends, family and neighbors in our own back yard that need assistance too. You may not be aware of these needs in our own community as well as the types of services offered. The Howard County United Way touches 80% of the lives in our community in one form or another. The 2004 Beneficiary Study provided below shows an overview of how the Howard County United Way has touched the lives of Delphi employees.

Our Delphi United Way drive kicks off enrollment on October 31 through the 18th of November. We will be having an enrollment event on Friday, November 4th to be held at the Plant 8 Cafeteria/Conference Room. 'Share the Bounty' will cover all three shifts. Activities of this event include representatives from United Way Agencies on hand to answer any questions you may have and assistance for 'on-line registration' for donations. Anyone who makes a new donation or increases their current enrollment pledge, will be eligible for a variety of prizes. Further information will be posted site wide.

Let's not forget to take care of our own community. Take a few moments to fill out and return your Charity Authorization form to your departmental Solicitor or visit and register 'on-line' at www.delphiunitedway.kindmark.gm.com during the annual campaign period.

December 2005 Calendar of Events

- 3 Children's Breakfast with Santa
- 10 Retiree Christmas Dinner
- 15 Membership Meeting

UAW LOCAL 292
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Kokomo, IN 46904

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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.

November 2005

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4	5
			Retiree Hobby Club 9 a.m. to 1 p.m.			Veterans 10 a.m.
6	7	8	9	10	11	12
Nominations 2:00 p.m.		Election Day Holiday	Retiree Hobby Club 9 a.m. to 1 p.m.		Euchre Club Senior Center 6:30 p.m.	
13	14	15	16	17	18	19
	Retiree Executive Board 9:30 a.m. Retiree Dinner & Mtg. 11:30 a.m. Veterans Day Holiday	Executive Board Union Meeting Del Ra Club 6:00 p.m.	Retiree Hobby Club 9 a.m. to 1 p.m.	Elections 5 a.m. to 5 p.m. Membership Mtg. 7:30 a.m., 12:30 & 4:00 p.m.		
20	21	22	23	24	25	26
Civil Rights Mtg. 2:30 p.m. Women's Committee Mtg. 3:30 p.m.			Retiree Hobby Club 9 a.m. to 1 p.m.	Thanksgiving Holiday  292 CLOSED	292 CLOSED	
27	28	29	30			
	Run off 5 a.m. to 5 p.m.		Retiree Hobby Club 9 a.m. to 1 p.m.			