President's Report

by MARK CARUSO

At the Local 892 Union meeting on January 29, 2011, the membership voted District Committee person Jason Heath to represent our Local at National Ford. This position will be an advantage to the team when negotiations start rolling. As you know, our Plant Chairperson, Tom Kanitz, has been voted National Negotiator and will be at the table for the next round of negotiations. Bargaining Rep. Brandon Keatts will move up to the Chairperson’s spot while Jason Schiffman will take the lead with the Bargaining Unit. Jason Heath will then move from district to bargaining. The leadership will have a nice network of communications during this round of National and Local negotiations.

A few companies have claimed to be interested in the Saline plant. Let us not forget the last interested buyer that was conveniently announced just before the negotiation of the last National contract. It is clear that Ford Motor Company has their own strategy for Saline. We need to stay focused on our goal to get the blue oval back out front where it belongs and pull our ACH workers into the fold. Regardless of the outcome, we will always fight for workers’ rights.

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A few companies have claimed to be interested in the Saline plant. Let us not forget the last interested buyer that was conveniently announced just before the negotiation of the last National contract. It is clear that Ford Motor Company has their own strategy for Saline. We need to stay focused on our goal to get the blue oval back out front where it belongs and pull our ACH workers into the fold. We must stop Ford Motor Company from selling off our jobs to companies that pay their workers non-living wages. Regardless of the outcome, we will always fight for workers’ rights.

Congrats to the Bargaining unit along with the QOSC, FPS Coordinator and Quality who have identified huge opportunities to save cost here at the Saline plant. These savings will increase the long-term viability of the Saline plant and allow us to compete in this competitive market. The team has identified over 3 million dollars in savings. However, the company has only addressed $300K of the $3 million cost savings. These cost savings could play in our favor during this negotiation. We are currently addressing the company on their lack of progress.

ACH Workers

We have been meeting with ACH members after the general membership meeting. These strategy meetings set the tone for us, “the leadership,” as we approach negotiations. Ford workers are also rallying behind the ACH workers to put an end to the unequal treatment.

Snow Day, Wednesday, February 2, 2011

Our In-Plant Committee has written a grievance stating that the company violated the Letters of Understanding regarding “Act of God Determination.” This grievance was written because the company only recognized the midnight and day shifts as a “Snow Day” and excluded the afternoon shift. Because this was a Ford Corporate decision and not a Local decision, the grievance has been denied at the Local level and has been moved to 3rd stage as of Monday, February 7, 2011.

Transition for Janitorial Workers – Devon

The ratification of the 2007 agreement allowed Ford to exit specific janitorial functions. Saline has held off on the implementation of this for several years. However, by the end of February 2011, a company called Devon will be taking over the janitorial work at Saline. The new cleaners have eagerly signed card check to become Union workers and part of UAW Local 892. The Devon cleaners will be a separate unit within Local 892, much like our Union-operated Fitness Center. Please support these dues-paying Union workers so that we may all build together.

Please join us for the Annual UAW Local 892 African-American History Celebration. This celebration is in honor of all the men and women of African descent that have contributed to our society. These men and women are heroes, who have helped build this country. Local 892 Civil Rights and African-American Celebration Committees invite you to come out and honor heroes past and present.
UAW Chaplaincy Mission Statement

The UAW Chaplaincy Program is caring in the workplace by giving hope and showing acceptance to all, by making every effort to meet all needs; while being good listeners with continuous caring, yielding ourselves to the diversity of faiths with the utmost of integrity and confidentiality.

Memoriam

The Officers, Representatives and members of Local 892 extend their deepest sympathy to the following.

James ‘Niner-Niner’ Schroeder..................................Member
Cindy Haner..................................................Father
Clyde Duzan..................................................Brother
Jason Heath..................................................Grandmother
Leonard Cunningham........................................Sister
Eric Triplett..................................................Father

Retirees who have passed:
- Robert Arwood, Michael Compau,
- Madeline Curtiss, Clark Griffin

Former Employee Daniel Wiemer

In-Plant Staff (Office) 734 429-6920

UAW Local 892, 601 Woodland Drive, Saline, MI 48176-1297

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EXECUTIVE BOARD
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- Vice-President........................................Theresa Martinez
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- Recording Secretary.................................April Bau
- Financial Secretary.................................Russ Creech

PUBLICITY COMMITTEE
Editor..........................................................Kristin Fitch

The views and opinions expressed by members that appear in the columns of the paper are not necessarily those of the administration of Local 892, UAW.
2011 UAW 892 Blood Drive

Imagine having a loved one scheduled for open heart surgery, only for the doctor to come in and tell you and the rest of the family, “I’m sorry but we don’t have enough blood in supply. We will have to reschedule.” Don’t let this be your story. You can save three lives from one pint of blood with its plasma, platelets, and red blood cells. It’s also one of many ways to lower your cholesterol, and flush those arteries.

The annual Red Cross Blood Drive will take place on March 1st at the Saline plant in the Woodcock room from 6 a.m. - 12 noon and 3 p.m. - 9 p.m. Someone will be walking the floor to schedule your appointment. Please give the gift of life; sign up and donate.

Your supervisor will get a list of those who want to participate. Please work through them and thanks in advance for participating.

Mary Alexander SCHOLARSHIP

The membership of Local 892 will be awarding two (2) scholarships of $500.00 each, one for the active members of Local 892 and one for the retired members of Local 892. You may apply for both, if eligible, but can only win one scholarship.

ELIGIBILITY:
Applicants to the Mary Alexander Scholarship Program must be:
• A child or grandchild by birth or legal adoption/guardianship of a Local 892 member, active or retired.
• A high school graduate or high school senior, graduating in 2011 or a high school graduate currently attending college.
• Have a tentative acceptance by or currently enrolled in an accredited college or trade school.

TO APPLY:
Interested students can visit our website (www.uaw892.org) to find and print their application and mail it, along with a current, official transcript of grades and their typewritten essay of no more than 500 words. Applications are also available at the Local 892 Union Hall. Applications and essays must be postmarked by Friday, April 15, 2011 or they may be hand delivered no later than 4:00 p.m. on April 15, 2011.

Mail or hand deliver to:
Local 892, UAW
601 Woodland Drive
Saline, MI 48176
Attn: M.A.S.F. Scholarship Committee

THE ESSAYS:
International President Bob King has recently stated that the UAW NEEDS TO JOIN IN THE FIGHT FOR WORKERS RIGHTS’ WORLDWIDE.

For Active Members: My Thoughts on the Global Fight for Workers’ Rights
For Retired Members: The National Health Care Reform

LEGAL REPRESENTATION SPECIALIZING IN:
Family Law • Medical/Dental Malpractice
Slip & Falls • Workers’ Compensation
Social Security • Criminal Law
Employment Discrimination

MEDICAL PHONE
In the plant: 5-6400
Non-Emergency

SECURITY
In the plant: 5-6900
Non-Emergency

NEAR-MISS REPORTING
In the plant: 5-6300
Non-Emergency

These are Non-Emergency Numbers and should be called only for Non-Emergency issues. In case of an Emergency call:
V-CAP Drive will start March 14, 2011!

This year, we have new union incentives for all active and retired members who are re-signing or joining for the first time. We will have representatives in the plant March 14, 2011 - March 18, 2011 available for you to sign your V-CAP card and view this year’s incentive. If you do not sign your card, V-CAP will still be deducted from your paycheck. In order to make any changes, you must sign your card. We thank everyone who is currently donating to V-CAP and all retirees who support our V-CAP Dollar Drive.

We need to continue to fight for Our Jobs! Our Pay, Pensions, Health Care, and Our Right to Bargain are Under Attack!

SUPPORT YOUR V-CAP!

GimmeFIVE
UAW active and retired members aren’t the kind of people who sit on the sidelines. We get involved in issues, help out our neighbors and try to be where there is a need. And today there definitely is need for members to place greater emphasis on winning social and economic justice. There is strength in numbers and we begin to win that justice when we all stand together.

How can you help? The UAW has launched a new member mobilization activism program called “GimmeFIVE.” It is designed to recruit and engage members to organize, build power and win justice.

“A major challenge we have is to show the broader public that the union movement is a vital leader for economic change,” said UAW President Bob King, who launched the program during the union’s 35th Constitutional Convention. “We need to have members involved not only in their local union issues, but in some of the broad policy issues that impact the lives of families in our communities.”

GimmeFIVE (PowerPoint) simply asks members to re-commit to the union by devoting five hours of volunteer time in the following areas: organizing, mobilizing, and political action. Members are also asked to recruit five members to do the same. Members who complete each segment will receive recognition buttons. But the real reward is a stronger union that has the power to win justice for working families, King said.

“Our hope is that the ‘GimmeFIVE’ program’s national scope, use of new technology, and increased participation will generate renewed commitment for the work of our union,” King said. “It will also broadcast our greater solidarity to the public.”

Joining GimmeFIVE is as simple as sending a text:
• Enter (313) 288-9979 in the “To” field of your text.
• Enter your name and Local Union number in the message box.
• Press send. You will receive a confirmation text welcoming you to the program.

– Taken from Region 1A website

Need Help with your Mortgage?
Please Join Us for a Free Event
Housing Counselors and Lenders are Here to Help

Take action and learn the facts. Take a critical step toward avoiding foreclosure. Qualified counselors will be on site to provide free one-on-one counseling.

What: Free Certified Housing Counselors Meet Lenders Face-to-face
When: February 18, 2011 • 10am-7pm
Where: Masonic Temple
500 Temple Ave., Detroit, MI 48201
Who: Homeowners who live in the following counties:
Wayne • Oakland • Macomb • Washtenaw

For directions or to speak with a counselor in your area prior to the event: Call 211 or www.fightforeclosurefinsc.com

What to Bring
• Last three pay stubs (six months P&L statement for self-employed borrowers)
• Last year’s tax returns and W-2s
• Last two month’s bank statement (four months for self-employed borrowers)
• General Financial Statement
• Documentation for any other income (i.e., rental income or unemployment)
• Proof of property taxes paid
• Proof of homeowners insurance paid
• Proof of your hardship (i.e., unemployment, divorce, income reduction)
• Photo ID

COMMITTEE MEETINGS

EDUCATION COMMITTEE
February 26, 2011
Following Union Meeting

WOMEN’S COMMITTEE
February 26, 2011
9:00 a.m. (prior to Union Meeting)

EVERYONE IS WELCOME!
**National Women’s History Month**

100th Anniversary (1911-2011)... Join a Celebration on March 8th

On March 8, 1957, women from the garment and textile industry in New York staged a demonstration protesting low wages and the 12-hour workday with increased workloads. They called for improved conditions and equal pay for all women. Their march was dispersed by the police. Some women were arrested and others trampled in the confusion.

Three years later, in March of 1860, these women formed their own union and called again for their demands to be met. On March 8, 1908, thousands of women from the garment trade industry demonstrated once more in New York, adding demands for legislation regulating child labor and the right for women to vote.

In 1910, the German labor leader Clara Zetkin proposed that March 8th be proclaimed International Women’s Day (IWD) in memory of the earlier struggles of women for better lives. Over the next 60 years, March 8th was celebrated mostly in European countries. By 1967, groups in the United States began to celebrate the event and by 1970, owed to the growing women’s liberation movement, events were planned in most major cities.

The United Nations designated 1975 as International Women’s Year. Women’s organizations and governments around the world have observed IWD annually on March 8th. They hold large-scale events that honor women’s advancements, while calling attention to the continued vigilance and action required to ensure equality is gained and maintained in all aspects of life.

In 1980, International Women’s Day was used as the focus for the first National Women’s History Week, which in 1987 became National Women’s History Month.

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**WE CARE!**

Employee Support Services Program

- Personal Problems
- Marital/Family Issues
- Alcohol Abuse
- Drug Abuse
- Gambling Issues
- Anger Management
- Adolescent Consultation
- Anxieties/Depression
- Stress Management
- Financial Problems

Find Your Solutions 24 Hours a Day, 7 Days a Week

Hourly Employees: Contact Wendy Graham at 1-734-429-6984 for your confidential referral OR call Health Management Systems of America (HMSA) 24/7 at 1-800-550-7200.

Salaried Employees: Contact Tami Little at 1-734-429-6400 for your confidential referral OR call Value Options 24/7 at 1-800-852-0357.

The Employee Support Services Program is here to provide employees and their families with the resources needed to assist with issues affecting their daily lives. Getting the help you need is strictly confidential and is easily obtained. Whatever may be a concern for you, we have help available. We can help you get the assistance you need because WE CARE!

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**WEAR RED for Heart Association Awareness**

**HEART DISEASE DOESN’T PICK AND CHOOSE.**

It can be anyone – Show your support for the research and cure of this disease!

Rory L. Gamble, Director

Denise Gassam, Chairperson, Women’s Council

Jean Pittman, Region 1A Coordinator, Women’s Council
These are three quotes I would like for you to read, then I will explain why afterwards.

1. “Don’t Take It, Don’t Make It and Don’t Pass It On.”
2. “Quality has always been and will remain a cornerstone for job security. Quality is a joint venture. Our futures together depend on how engaged we remain in stopping defects to our customer.”
3. “The disciplined and standardized way we have executed the Quality Operating System has brought us great success. A sole leadership position in quality requires more focus on containing customer concerns.”

The first quote has been used at Ford Motor Company for some time now. It was part of a culture that was strictly adhered to before we ventured away from Ford. Ford now. It was part of a culture that was something that everyone needs to read and allow to sink in. In our plant, the hourly and salary need to work together for one common goal, “KEEP THIS PLANT OPEN.” We can only do that by making sure we have the best quality parts going to our customers. We need to have the highest Safety and Quality together with efficiency, or this plant has no future for anyone. Ford will close the doors permanently. We have seen this trend with the plants that have already closed throughout Ford Motor Company and ACH. I do not want to see this happen here and hope you feel the same. Quality is job security and it is a joint venture.

The third quote comes from Jim Tetreault, Ford Vice President, North America Manufacturing. The words “DISCIPLINE and STANDARDS” bring an image of the military, but for our plant that was not the case. We were disciplined with just mere “writing on the wall” and is no longer paid attention to.

The second quote comes from our Vice President of the National Ford Dept., Jimmy Settles. This is something that everyone needs to read and allow to sink in. In our plant, the hourly and salary need to work together for one common goal, “KEEP THIS PLANT OPEN.” We can only do that by making sure we have the best quality parts going to our customers. We need to have the highest Safety and Quality together with efficiency, or this plant has no future for anyone. Ford will close the doors permanently. We have seen this trend with the plants that have already closed throughout Ford Motor Company and ACH. I do not want to see this happen here and hope you feel the same. Quality is job security and it is a joint venture.

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I hope everyone had a great Holiday Season and the winter is going fine for you.

Our first Retiree Meeting for 2011 will be March 14th. Peter Gianopoulos from John Hancock Financial Group will be our guest speaker for March. If you have any financial questions, please bring them so you can ask him.

At our April 11, 2011 meeting, we will have Robinson Hearing Center Inc. doing an otoscopic exam and a hearing screening for anyone interested at no charge. They will start at 10:30 a.m. and go until everyone interested has been seen. If you have cerumen in your ears or show possible hearing loss, you will be referred to their office for further evaluation. If you are referred to their office for further evaluation, you will receive a honey spiral ham after your evaluation at their office.

I'm still looking for any active retiree or spouse of a retiree who would be interested in serving on any of the following committees: Organizing and Membership, Recreation, Community Services, Anti-Discrimination, Sunshine, Education and Citizenship and Legislative. If you are interested in serving on one of these committees, please let me know, either by mail or by e-mail. Send to: Dennis Bryan
UAW Local 892
601 Woodland Drive
Saline, MI 48176-1297
My e-mail address is: dbryan1@tc3net.com

Now let's have a little fun!! Can you tell me who this good looking guy is?

Hope to see you all at our March 14, 2011 meeting. Remember to bring a dish to pass, your own plate and silverware.

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### 2011 Calendar of Events

#### February 2011
- 19 African-American History Expo
- 26 General Membership Meeting

#### March 2011
- 1 Blood Drive
- 12 Parliamentary Procedure Class
- 14 Retiree Meeting
- 26 General Membership Meeting

#### April 2011
- 4-8 Food Drive
- 11 Retiree Meeting
- 22 Easter - Good Friday*
- 30 General Membership Meeting

#### May 2011
- 9 Retiree Meeting
- 30 Memorial Day*

#### June 2011
- 4 General Membership Meeting
- 13 Retiree Meeting
- 18 Golf Outing

#### July 2011
- 4 Independence Day*
- 11 Retiree Meeting
- 23 Poker Run

#### August 2011
- 8 Retiree Meeting
- 21 Picnic
- 27 General Membership Meeting

#### September 2011
- 5 Labor Day*
- 12 Retiree Meeting
- 24 General Membership Meeting

#### October 2011
- 3-7 Warmth Drive
- 10 Retiree Meeting
- 29 General Membership Meeting
- 29-30 Christmas Bulb Gift Return

#### November 2011
- 7-11 Christmas Bulb Distribution
- 14 Retiree Meeting

#### December 2011
- 3 General Membership Meeting
- 12 Retiree Meeting

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*UAW negotiated holidays

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### IMPORTANT NOTICE

for UAW-Ford Retirees and Surviving Spouses Enrolled in Medicare Part B, and Receiving a Retirement Benefit from the Ford Motor Company

You recently received a letter from the UAW Retiree Medical Benefits Trust regarding your Medicare Part B Reimbursement for 2010 and 2011.

YOU MAY ALSO BE ELIGIBLE FOR A MEDICARE PART B REIMBURSEMENT FROM THE FORD MOTOR COMPANY FOR 2009.

The Collective Bargaining Agreement between the UAW and Ford calls for the Company to pay the Medicare Part B reimbursement for calendar year 2009 for the months in calendar year 2009 that you were a retiree or surviving spouse and enrolled for Medicare Part B.

YOU MUST APPLY FOR THE MEDICARE PART B REIMBURSEMENT FROM FORD IN ORDER TO RECEIVE IT.

To apply – enclose a PHOTOCOPY OF YOUR MEDICARE CARD, in the enclosed pre-printed envelope. Place a stamp on the envelope and mail it to the address below as soon as possible.

The UAW will take care of the rest of the Ford application process.

**UAW-FORD NPC**
151 W. Jefferson Avenue • Detroit, MI 48232
Attention: Laura Richards, Benefits Department

**APPLY NOW – DON’T DELAY**

The reimbursement amount you will receive will be based on your Medicare Part B enrollment date and the date your Medicare information is received at the address above.

Questions or you did not receive the letter?
Call the Ford Benefit Service Center at 800-248-4444

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### REPORTER

UAW LOCAL 892

**JANUARY-FEBRUARY-MARCH, 2011**
Safety Concerns in an Industrial Setting

Working in an industrial setting, you’ll have your own particular work safety concerns. Manufacturing shops can be dangerous places and a large number of accidents take place in them every year, many of them serious or fatal. Machinery accidents, falls, explosions, burns, chemical inhalation, falling objects, electrocution, fire, etc., are all safety risks in industrial occupations.

You’ll need to strictly adhere to all safety policies and procedures set up by your employer having such an occupation. A particular rule or guideline may seem like nitpicking or a waste of time, but it’s been put in place for a reason. So follow the rules. Anytime there’s a safety class that’s required, be sure to pay close attention. They may be changing something that you’ve been doing for a long time, and you’ll need to know the new procedure or process. Even when safety policies and procedures are in place, they can break down.

If you know something isn’t safe, even though it’s not prohibited, bring it to someone’s attention. If warning signs are getting worn or have been removed, let someone know.

Smoke Alarm Maintenance

It is another very simple task that should be performed in addition to weekly smoke alarm testing and yearly battery replacement (some manufacturers might suggest to replace the battery twice a year). Put it on your house maintenance priority list!

• Before you start any smoke alarm maintenance, check its age. If the alarm is more than 10 years old, replace it immediately because its sensor response could be delayed, or it might not even respond at all.

Smoke alarms and smoke detectors are two slightly different devices, but they both require maintenance. Periodical smoke alarm maintenance involves cleaning dust, dirt, and any debris that might have accumulated in small openings and screens covering its sensors.

Never paint smoke alarms or smoke detectors, to avoid clogging of their sensors – this voids warranty and could result in a false alarm.

Smoke Alarm Maintenance – Cleaning

• An alarm should be cleaned at least once a month, especially in homes equipped with forced air heating and air conditioning systems. Dust particles moving with circulating air can easily contaminate your smoke alarm and compromise its response. You can easily clean a smoke alarm using a soft brush or a vacuum cleaner with a wand attachment.
• Vacuum all sides of the device and its cover, making sure that all openings are free of dust, debris, and cobwebs.
• Make sure there’s no painter’s masking tape blocking its vents. And speak up when you see anyone working in an unsafe manner. Better to be thought of as a live busybody than a dead guy who kept his mouth shut! Your safety is in the hands of your coworkers to a great degree, so don’t hesitate to let them know, in a friendly manner, that they’re doing something that’s unsafe. They may not have even realized it, especially employees who are new to the plant. You’re also responsible for your own workplace safety, and you don’t want to be injured or killed through your own negligence.

The first thing you should do is dress appropriately. Some jobs call for long sleeves to protect against burns, other call for short sleeves that won’t get caught up in machinery. Whatever the right clothes are for the job, wear them, even if you don’t find them all that comfortable. If you’re supposed to be wearing a protective apron any time you work with chemicals, put it on, even if you’re just using the material for “a second.” A second is all it takes for accidents to happen. If you work around heavy objects that are lifted or could fall, you should always be mindful and keep yourself in a safe position. If you’ve been issued a hard hat to be used while performing construction or used in a lift, it should be on your head. They’re hot and can be uncomfortable, but they can save your life, so wear them. Hearing protection is essential in areas that are at or above 85 db for a time-weighted average. Different types of hearing protection are available from your supervisor or medical as required. Remember safety glasses are required on the plant floor at all times.

Smoke Alarm Battery Replacement

Do Not Use Rechargeable Batteries in smoke alarms. Only alkaline type batteries should be used.

After turning off the power to the hard wired smoke alarm, remove the back-up battery from its compartment. This might be as simple as sliding out a small drawer containing a battery (found on the front or side of the alarm), lifting a battery compartment cover, twisting the entire device, or removing it from the socket to expose a battery compartment, etc. – each manufacturer might have a slightly different design.

• Battery connector might be a part of the compartment or just a set of terminals attached to a wire – be careful while removing it from the battery, don’t pull by the wires!
• Snap a new battery in place and fully close the compartment. If it was removed – secure the alarm back in place, turn the power back on, and test device using its TEST button.
• In some smoke alarms, you must fully close the battery compartment in order to close the circuit / engage battery terminals – if the compartment is left partially open, and the power goes OFF, there will be no protection.
• Remember to replace the battery at least once a year, or immediately after hearing a low battery indicator chirp. Even if your smoke alarm is powered by your home electrical system and the battery is only a back-up, replace it before it becomes too weak to alert you in an emergency and / or when the power goes off.

If you just remove a battery from your smoke alarm without replacing it because that chirping noise becomes annoying, you are dramatically lowering your chances of surviving a disaster since the alarm will not sound.