

REPORTER

President's Report

by **MARK CARUSO**

We have received many resolutions for the upcoming negotiations.

The bargaining unit has also had several meetings generating even more resolutions. Please pick up a blank resolution form at the front desk in the In-plant Union Office and submit your idea by November 22, 2010. There is a yellow locked drop box on the counter; just drop the completed forms back off there.

The Bargaining unit along with the QOSC, FPS Coordinator and Quality Rep. have identified huge opportunities to save costs here at the Saline Plant without implementing a COA or IPS agreement. The U.A.W. will continue to identify costs overlooked in efforts to help increase the long term viability of the Saline plant and allow us to compete in this competitive market.

On behalf of the leadership at UAW Local 892 we wish you a safe and happy Thanksgiving.



Ford Motor Company Employees

Many employees are not aware that the **National Attendance Program** was modified with the **2007 Collective Bargaining Agreement** making T-codes chargeable occurrences (Volume IV, pg. 29). If you are ill you can no longer simply bring in a note from your doctor to excuse your absence. **An 8 hour T code is the same as an AWOL.** If you do not have Personal Time to cover the absence, you may have to open a **FMLA**, or obtain a **Form 49** Leave of Absence request from your supervisor. When Medical sends you home because of your illness, it should show as a partial shift (less than 8 hours) T code which is not held against you for attendance purposes.

As always, **all** hourly employees are expected to call-in all unplanned absences at least **15 minutes prior to the start of the shift.** The **Attendance Tracking System** numbers are: **866-893-0576, and 866-272-0516.** If for some reason you are unable to get through using the above numbers, you must call Security and get a confirmation number at **734-429-6900.**

**UAW Local 892
In-Plant committee**

CHRISTMAS GIVING TREE KICK OFF

**PICK A BULB IN
LARGE CAFETERIA**

**November 17, 18 & 19, 2010
From 7:00 am to 7:30 pm**

Toys will be equally distributed among five counties: **LENAWEE, WASHTENAW, JACKSON, MONROE AND WAYNE**

**GIFT RETURN WILL BE
IN LARGE CAFETERIA**

**December 2 & 3, 2010
From 7:00 am to 5:30 pm**

Employees who return a gift(s) on December 2 & 3, will receive a **DISCOUNT COUPON FOR \$19.95** (a savings of \$30) for **"THE WORKS"** from Briarwood Ford.

The Works includes: oil change, rotate tires, check air filters, brake system, battery, belts and hoses, and top off all fluids.

**UAW Local 892/
Saline ACH LLC**



Benefit REPORT

by Monica Bass

Special Enrollment Period for Newly Eligible Children for UAW-Ford Employees

New Health Care Eligibility for Children up to Age 26

As a result of health care reform legislation, beginning January 1, 2011, all eligible employees may enroll and select health coverage for a "Child" up to the age of 26. The law removes all previous and current eligibility requirements for coverage other than relationship for a child.

You may cover a child based solely on your relationship. Age, residency, level of financial support, student or marital status no longer are to be taken into account.

Based upon the presently available guidance, a child may be:

- Your son or daughter (including by adoption or lawful placement

for adoption)

- Your stepson or stepdaughter (the children of your lawful spouse)
- Your eligible foster child (an individual placed with you by an authorized placement agency or by the order of a court with proper jurisdiction)

The following children who meet present requirements (age, dependency, residency, and marital status) may still be covered:

- The dependent children of your Same Sex Domestic Partner (SSDP)
- Children by legal guardianship first covered before November 19, 2007
- Principally Supported children first covered before November 19, 2007
- Totally and Permanently Disabled

dependents over age 26

A person who does not meet the definition of "Child" may also be eligible for coverage as a "Sponsored Dependent" at the employee's expense, if present requirements, such as being your tax dependent and residing with you, are met.

A newly eligible child may be added to your medical and/or dental coverage from November 11 through December 10, 2010. Enrollment will be effective on January 1, 2011. After this date, you will still be able to enroll a child, but the effective date will be the month following the month the National Employee Services Center (NESC) receives your enrollment request.

What does this mean to you?

- A child up to the age of 26 can remain or be re-enrolled in Ford health care coverage beginning January 1, 2011.
- The law removes all previous and current eligibility requirements for coverage for a child (the definition of "Child" is subject to change with any revision of the law).

Your child can be enrolled, even if he/she is:

- Married
- Over the age of 24 (a previous eligibility requirement)
- Not enrolled in school
- Not your tax dependent
- Not residing with you

Note: You may not enroll such a child if they have other employer healthcare available to them

How to Add a Newly Eligible Child to Your Health Care Coverage

Enrollment to add a newly eligible

child to your medical or dental coverage is **November 11 through December 10, 2011.**

Follow the steps below, or on the following page, to add a newly eligible child to your medical and/or dental coverage on the myfordbenefits.com Web site. Your Union Benefit Representative has been trained to help you with enrollment as well.

1. Log in to myfordbenefits.com
2. Click on Add a Dependent under Your Current Events on the upper right corner of the screen
3. Click on Make Your Elections Now
4. Go to the Medical (or Dental) row and click on Change
5. Select your Coverage Level and check the dependent that you want to add from the list provided.

If your dependent is not listed, click on Add a Dependent in the lower right corner.

You may also call the National Employee Services Center (NESC) at 1-800-248-4444. Personal Benefits Representatives are available 9 a.m. to 9 p.m. Eastern time, Monday through Friday, except on holidays. For TDD (hearing impaired) communication services, call 1-800-833-8334.

Important Note: Documentation to verify the eligibility of any child you add will be required. You will receive a request for documentation to verify eligibility prior to January 1, 2011.

For more details on the reform and DCAP (Dependent Care Assistance Program) visit www.uaw892.org and click on Special Enrollment Period for Newly Eligible Children.

Memoriam

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

Wendy Graham, Mother
Pete Graham, Mother-In-Law

Bridgette Zamonksi, Grandmother



Chaplaincy REPORT

by Sister Monique R. Griffin-Gonzales

UAW Region 1A Chaplaincy Council Presents the Annual Christmas Dinner Celebration

Saturday, December 11, 2010

UAW Region 1A
Stephen P. Yokich Auditorium
9650 S. Telegraph Road (between Wick and Goddard), Taylor, MI
Holy Time: 6:00 pm until 10:00 pm
Word Ministry
Pastor Herbert Taylor (Chaplain Region 5)
Anointed Entertainment
Offering: \$20

"The Key, the Musical"

Amber Williams, daughter of Don Williams (Dept. 2740 Repair on 2nd shift), is starring in "The Key, the Musical" on November 20 at 7:00 pm and November 21 at 2:00 pm at the Detroit Country Day School in Beverly Hills, MI.
Tickets cost \$25 - \$40.
Amber sings opera, Neo-Soul, and musical theater.

Deuteronomy 8:1 – All the commandments that I command thee this day, take great care to observe, that you may live and be multiplied, and going in may possess the land sworn to your fathers.

REPORTER

Saline Instrument and Plastics Plant and Total Fitness Concepts

"A STRONG VOICE FOR WORKING FAMILIES." Proud Members of the United Auto Workers Local 892

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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.



Fitness Center

REPORT

by Cherie Adkins

Diabetes, What Is It All About?

What Is It?

Most of the food we eat is turned into glucose for our bodies to use as energy. The pancreas makes a hormone called insulin to help glucose get into the cells of our bodies. When you have diabetes, your body either doesn't make enough insulin or can't use its own insulin as well as it should. This causes sugars to build up in your blood.

What Are The Symptoms?

- Frequent urination
- Excessive thirst
- Unexplained weight loss
- Extreme hunger
- Sudden vision changes
- Tingling or numbness in hands or feet
- Feeling very tired much of the time
- Very dry skin
- Sores that are slow to heal
- More infections than usual

Complications It Can Cause

- Heart disease
- Blindness
- Kidney failure
- Lower-extremity amputations
- Death

Different Types

- Type 1 (insulin-dependent) or juvenile-onset - Risk factors are less well defined for type 1, but autoimmune, genetic, and environmental factors (an unidentified virus) are involved in the development of this type. This type is particularly difficult to treat due to the lack of insulin production by the pancreas. Treatment requires a strict regimen that typically includes a carefully calculated diet, planned physical activity, home blood glucose testing several times a day, and multiple daily insulin injections.
- Type 2 (non-insulin-dependent) or adult onset - Risk factors include older age, obesity, family history of diabetes, prior history of gestational diabetes, impaired glucose tolerance, physical inactivity, and race/ethnicity. Treatment typically includes diet control, exercise, home blood glucose testing, and in some cases, oral medication and/or

insulin.

- Gestational - Only in 2%- 5% of pregnancies, but usually disappears when a pregnancy is over. Women who have had gestational diabetes are at an increased risk for later developing type 2.

Statistics (from 11/1/1998)

- A total of 15.7 million people have diabetes. That is 5.9% of the population.
- New cases diagnosed per year - 798,000.
- Based on death certificate data, diabetes contributed to 193,140 deaths in 1996. Diabetes is believed to be underreported on death certificates, both as a condition and as a cause of death.
- Men - 7.5 million have diabetes.
- Women - 8.1 million have diabetes
- Approximately 123,000 cases of diabetes in children and teenagers in the U.S.

Smoking - What It's Doing To You

How Does Smoking Affect My Health?

- More than 80% of lung cancer cases are related to smoking. The risk for developing lung cancer is 15 to 25 times greater for a smoker than a nonsmoker.
- Cigarette smoking has also been linked to coronary heart disease, stroke, chronic bronchitis, gastric ulcers, and emphysema.
- Cigar and pipe smokers who do not inhale are at less risk for lung cancer, however their risk for developing mouth and throat cancer is as great.
- Nicotine causes irritation to the lining of the blood vessels. This may cause LDL cholesterol to adhere to the vessel walls and speed up hardening of the arteries.
- 50 of the 4,000 chemicals found in cigarettes are known to cause cancer in humans.
- There is no such thing as a safe cigarette. Low tar is just as bad.

Other Effects of Smoking

- It immediately raises a person's blood pressure and heart rate and decreases the blood flow to body

extremities such as the fingers and toes.

- Brain and the nervous system activity is stimulated for a short time and then reduced.
- Appetite, taste and smell are weakened.
- Smokers typically experience shortness of breath, persistent coughs, reduced fitness, yellow stains on fingers and teeth.
- Smokers tend to have more colds and flu than non-smokers and find it harder to recover from minor illnesses.
- People who smoke tend to have facial wrinkles in general, look older than non-smokers of the same age.

Health Effects for

Passive Smokers (Secondhand Smoke)

- In adults environmental tobacco smoke (ETS), is a human lung carcinogen, responsible for approximately 3,000 lung cancer deaths annually in U.S. non-smokers. ETS has been classified as a Group A carcinogen.
- ETS contains DDT, arsenic, formaldehyde and carbon monoxide. In adults it is linked to asthma, stroke and cardiovascular disease, and even respiratory failure.
- ETS exposure has been likened to AIDS.
- In children, ETS exposure increases the risk of lower respiratory tract infections such as, bronchitis and pneumonia.
- ETS exposure in children increases the prevalence of fluid in the middle ear, a sign of chronic middle ear disease.
- ETS exposure in children irritates the upper respiratory tract and is associated with a small but significant reduction in lung function.
- ETS exposure increases the frequency of episodes and severity of

symptoms in asthmatic children.

- ETS exposure is a risk factor for new cases of asthma in children who have not previously displayed symptoms.

Why Smoking is so Addicting.

- The main reason is the dependence your body has on the substance (nicotine), which can lead to withdrawal when the substance is no longer taken.
- Addictive substances affect the brain systems that control motivation. These substances stimulate the "reward pathways" which offer positive feelings and memories of the experience by the release of a neurotransmitter called dopamine. These actions create and reinforce the compulsion to take the drug.
- When you decide to try to quit, withdrawal symptoms occur and you become anxious and irritable, and soon may crave a cigarette.

Quitting

The one big secret behind successfully quitting your smoking habit is the desire to quit. If you decide to quit for somebody else, and you are not ready to quit, you are only setting yourself up for failure. Nowadays, there are so many methods you can use to try to quit. Be prepared for trial and error. Don't get frustrated if the first attempt does not work. What worked for your neighbor may not work for you. Keep trying until you succeed.

One benefit of quitting is that as your body realizes the benefits of not smoking, your energy levels will increase, and you will begin to feel better physically. Try not to satisfy the oral fixation of smoking by snacking. Wait to eat until the urge to smoke subsides, so that the smoking activity is not replaced psychologically by eating.

TOP 10 REASON TO KEEP SMOKING - Really, This Is A Joke!

1. That lighter comes in handy for birthday candles.
2. Your ex-spouse wanted you to quit and you won't give him/her the satisfaction.
3. The occasional holes in your clothes give you a needed excuse to shop.
4. Phillip Morris needs that money more than you do.
5. Those extra wrinkles give you that "mature" look.
6. The smell on your coat makes it easy to pick it out of a pile at a party.
7. If not for the smoking you'd be perfect, and nobody likes a perfect person.
8. If your sense of smell came back you'd have to do something about that litter box.
9. You wouldn't get any exercise at all if you didn't run outside the building every hour for a cigarette.
10. That rattle when you breathe reassures you that you're still alive.



Retiree Chairperson's

REPORT

by Denny Bryan, Chair



This being my first article as the newly elected Chair of UAW Local 892 Retiree Chapter, I would first like to thank the Retiree Chapter for electing me as their Chairperson for the next three (3) years. I want to introduce everyone to the New Officers of UAW Local 892 Retiree Chapter, so here is a short profile for each Officer. Our next Retiree meeting is December 13, hope you can make it.

Dennis (Denny) Bryan, Retiree Chairperson

Dennis hired into Ford's in January 1965 at Ford Rawsonville plant and transferred to Ford Saline plant upon its opening.

Dennis is married to his wife Sherry for forty years. Sherry is retired from the Rawsonville plant and has transferred her membership to UAW Local 892 Retiree Chapter. They have two sons with twelve grandchildren. They love to travel and spend time with their grandchildren.

Dennis has served as Vice-President of UAW Local 892 from 1972 to 1979. Elected President in 1979 and served until 1991. He was appointed as a UAW International Rep. to the Ford Department in January 1991 by Vice-President Ernest Lofton. Dennis served as an International Rep. in Alpha, Advanced Truck Division, Health and Safety and Convention Services. He was appointed by Vice-President Ron Gettelfinger as Coordinator of ESSP and EI, then as Associate Director NPC and Coor-

dinator of Diversity. Dennis was then appointed to Coordinator of ESSP and the Family Center until he retired in June 2004.

Dennis has served as Recording Secretary and 1st Vice Chairperson of UAW Local 892 Retiree Chapter.

Dennis is very active in the First Baptist Church of Tecumseh. He serves as Church moderator and as a Trustee. He also sings with the church choir.

Dennis looks forward to serving UAW Local 892 Retiree Chapter as its Chairperson.

Don Cattell, 1st Vice Chairperson

Don hired into Ford Motors in July 1977 and retired April 1, 2006. He served as Vice-President of UAW Local 892 from 1991 to 1998 when he became President until 2003. He was elected Financial Secretary of Local 892 Retiree Chapter in the Spring of 2010. He has served as Chair of Union Label Committee. Don is married to Karen Snead Cattell for 49 years. They have 4 children, 11 grandchildren, 7 great grandchildren. They are members of Freedom Christian Fellowship. Hobbies are teaching judo, hunting, fishing and golf.

Mary Hall, 2nd Vice Chairperson

Hired into Saline Ford Plant on Sept 2, 1969. Put in 26 1/2 years then had to go out on Medical Disability Retirement. "I enjoyed working there and I was the first Little Person to be hired into Saline Plant. I had to

prove to Labor Relations I could do the job on Service Pack. They told me that would be the only place I'd work, but I proved to them I could do a lot of other jobs. I worked with the ergonomics group, plus all the other 6 areas in the plant. I wish they would hire more Little People, we are hard workers and we have to prove a point that we can do the jobs just like everybody else." Mary is married to her husband Robert for 26 years, he works at Eastern Michigan University as a custodian for 26 years. "No children just two Dachshunds that's our Kids. We love to travel. This is my fourth year serving as 2nd Vice Chairperson for our Retirees, I love the job. I Volunteer at Reichert Health which is part of St. Joseph Mercy Hospital every Wednesday, at the Information Desk from 8 a.m. until 12 noon, love doing that. I look forward to working with our UAW Retirees."

Terri Coffey, Recording Secretary

Terri is currently UAW Local 892 Retired Workers Chapter Recording Secretary. Retired after working at the Saline Ford/Visteon Plant from 4/17/1977 - 4/1/2007. UAW Local 892 Trustee/Chair for 6 years. UAW Local 892 Recording Secretary for 6 years. Married to Jim Coffey for 15 years, she has 3 children and 2 grandchildren, ages 1 and 9. Her hobbies are counted cross stitchery, gardening and family genealogy. Right now she just enjoys the retired life!!

Dick Graham, Financial Secretary

Hired into Ford Motor Company at the Rawsonville Plant (UAW Local 898) on 7-20-1964. Transferred to the new Saline Plant when it opened in 1966.

First elected as a District Committeeperson in 1970 and then served several terms as a District

Committeeperson and Bargaining Committeeperson before being elected Plant Chairman in 1985.

In 1989, he was appointed as the first UAW Quality Representative for the Saline Plant and kept that position until he retired in 2007.

During his time from 1970 through 2007, he was the very first Substance Abuse Coordinator for the Saline Plant which was even before it was negotiated as part of the official Benefit/ESSP contractual language. He also served as the Local 892 Newspaper Editor.

As many other past Local 892 Union Officers, he has participated in many contractual negotiations and also participated in many picket assignments as requested by our International Union. He has also helped on Regional organizing drives.

He has enjoyed being a Union Activist and with his new position as the Financial Secretary for the Retirees Chapter, he will certainly continue doing this.

Richard Mohr, Sergeant-At-Arms

Richard Mohr started work at Ford in 1967 and retired in 1997. He attends the retiree meetings regularly and has been voted Sergeant-of-Arms. Richard's wife Mary Mohr is an associate member of Local 892 Retiree chapter and helps with the kitchen and food tables at the meetings. Richard and Mary have eleven (11) grandchildren which they enjoy. They also raised two (2) grandsons. They both enjoy camping and trips to the casinos. Richard enjoys gardening, cooking and creating new food dishes. Mary enjoys flowers, crossword puzzles and they both love being with their grandchildren. Richard thanks you for your vote and will serve you to the best of his ability.

— INTRODUCING —
UAW LOCAL 892

RETIREE CHAPTER OFFICERS

Denny Bryan, Terri Coffey,
Dick Graham, Mary Hall,
Mark Caruso, Richard Mohr,
and Don Cattell



DIGITAL NEWS

VACATION & PERSONAL TIME

People with December eligibility please make sure you notify your supervisor of any time off that you plan on taking between now and November 30th.

Please remember that there is no more pay in lieu for vacation time, although you can still receive pay for up to 16 hours of Personal Time left.

WALL TO WALL BUMPS

An assembler will be permitted to exercise shift preference on a plant wide basis during the months of March, June, September and December, Bump slips must be submitted by the third Friday of the month prior to the month in which wall to wall are processed. If you are wishing to put in a wall to wall bump for December you must have your bump slip submitted to Labor Relations by November 19th.

Please be sure to write Wall to Wall on the top of your bump slip, if not indicated your bump will not be processed.

ATTENDANCE

Many of our union brothers and sisters are finding themselves in trouble with absenteeism and are at or near the final progression of discipline before termination. Be pro-active.

In these tough times it pays to know where you stand regarding your attendance. If you think you may be close to getting time off without pay, or facing termination, feel free to stop in at the in-plant Union office and speak to the Attendance Hearing representative Mike Casey. If you will be taking a FMLA related absence please call (734) 429-6960. Bring documentation from your physician to medical for review. Employees are required to come to medical to acquire a 5166d form before the AWOL code will be changed to a FMLA code.

Note: Employees must still call into ATS for absences. Attendance Tracking System (866) 893-0576 or (866) 272-0516 When calling the ATS system please use your company service date. If you are having difficulties using this system please call Security at (734) 429-6900. You may also want to follow-up with Labor Relations to ensure your personal information is correct.

JOB ONE

Job One on the 502 Explorer program is slated to begin tentatively November 1st. The 502 will be a foamed I.P.

Job One for the C346 Focus I.P. is slated to begin tentatively January 25th.

CONTRACT Resolutions

Now is the time to start thinking about contract resolutions to be voted on and considered for the 2011 Local and National negotiations.

This is your avenue through which to ask for changes to our contract agreements. As always, we caution the membership to be frugal with their spending before a contract year. We have been fortunate in the past and have not had a strike in recent years; however the membership is growing weary of ongoing concessions while the company attempts to sell our plants to other non union friendly companies only to purchase their parts at a reduced cost. A win-win for the company at the cost of the Union members who will work at a reduced rate. Please pick up a blank resolution form at the front desk in the In-plant Union Office and submit your idea by **November 22, 2010**.

There is a yellow locked drop box on the counter; just drop the completed forms back off there. The Local 892 membership will have the opportunity to vote on the proposed resolutions for the 2011 contract that are submitted by our members. Meetings will take place at our Local Union Hall on December 14, 2010 for Skilled Trades and on December 16, 2010 for Production Workers.

Skilled Trades Local and National Resolutions

DECEMBER 14, 2010

8:15 am

1:30 pm

4:15 pm

Production Local and National Resolutions

DECEMBER 16, 2010

8:15 am

1:30 pm

4:15 pm

