

REPORTER



A Message from the President



MARK CARUSO

From all of us at
UAW Local 892, we
wish you and your family...

Happy Holidays



LOCAL 892 SALINE PHONE DIRECTORY



Please call respective National or Local appointed rep. for a specific issue before calling a Committeeperson. If rep. not available or you are calling on an off shift, call a Committeeperson.

EXECUTIVE STAFF LOCAL 892 MAIN NUMBER **734 429-5140**

PRESIDENT
Mark Caruso..... Ext. 12

RETIREE PRESIDENT
Dennis Bryan

VICE-PRESIDENT
Theresa Martinez Ext. 12

RECORDING SECRETARY
April Bau..... Ext. 14

FINANCIAL SECRETARY
Russ Creech..... Ext. 11

TRUSTEES **GUIDE**
Mark Ochoa Lee Murray
Antwuan Riley
Ray Ramos

SERGEANT-AT-ARMS
Shawn LaMonde

NEWSPAPER & WEBSITE
Kristin Fitch..... Ext. 13
Email: news@uaw892.org

IN-PLANT STAFF (Office) **734 429-6920**

PLANT CHAIRMAN
Tom Kanitz.....734 429-6379

PRODUCTION BARGAINING REPS
(Unresolved Contractual Issues)
Brandon Keatts734 429-6515
Jason Schiffman734 429-6386

PRODUCTION DISTRICT COMMITTEE
(Contractual Issues, Grievances, Job Process, Floor Issues)
Jason Heath.....734 429-6380
Brian Brandvold.....734 429-6388
Dennis Debreczeny734 429-6387
Eric Triplett.....734 429-6817
Brooks Rodriguez.....734 429-6381
Dan LaMonde734 429-6866

PRODUCTION ALTERNATE COMMITTEE
734 429-6920
Mike Casey Jamey Sanders
Angela Cole

SKILLED TRADES BARGAINING
Walt Disbrow734 429-6385

SKILLED TRADES ALTERNATE
Gary Chitwood.....734 429-7034
Basil Kittell

NATIONAL APPOINTMENTS

UAW / FORD BENEFITS REPRESENTATIVE
(All Medical, Dental, Vision & Retiree Benefit Issues)
Monica Bass734 429-6383

UAW / FORD QUALITY REPRESENTATIVE
(Quality Procedures & Training)
Miguel Flores734 429-6719
JoAnn Graham *(Alternate)*

UAW / FORD HEALTH & SAFETY
(Safety & Hazard Recognition, Lockout Training)
Ed Zietlow734 429-6325
Darvene Wright734 429-6384
John McMiller *(Alternate)*

UAW / FORD JOB SECURITY
(Time Study & Sourcing)
Eric Wurster734 429-6858

UAW / FORD ESSP
(Counseling & Support)
Wendy Graham734 429-6984

UAW / FORD EMPLOYEE RESOURCE COORDINATOR
(ETAP, Anniversary Packages, and EI Facilitator)
Scot Matthews734 429-6702

LOCAL APPOINTMENTS

TRAINING COORDINATOR
Alethea Corry734 429-6656

SAFETY TRAINER
Don Fair734 944-7018

ERGONOMICS REPRESENTATIVE
(Work Station Set-up)
Ken Baisch734 429-6337

UAW FIRE MAINTENANCE OFFICER
Bob Blumenauer734 429-6974

IN-PLANT EMERGENCY NUMBER: **5-6666**

Security..... 734 429-6900
Medical Department..... 734 429-6400
Absentee Hotline..... 866 893-0576
866 272-0516
Labor Relations..... 734 429-6999
Legal Services..... 734 429-4272
FMLA - Call In..... 734 429-6960



Chaplaincy

REPORT

by Sister Monique R. Griffin-Gonzales

Bringing Balance to your life

BALANCE (Bendable, Agile, Langard, Axis, Neutral, Central, Equator)

Ephesians 6:8 – an unused life is an early death.

What you make happen for someone else, God will make happen for you.

To get some balance in your life...

- Create a “To Stop-Doing” list. Begin to enjoy projects and activities you desire.
(James 2:17 – faith by itself if is not accompanied by action, is dead)
- Readjust your focus to what matters, while eliminating what doesn’t.
(Proverbs 24:5 – a wise man has great power, a man of knowledge increases strength)
- Make your money last by using a real budget, with the real money you get in your hand.
(Luke 12:15 – real life isn’t measured by how much we own)
- Keep loved ones informed
(Psalms 110 – you will rule in the midst of your enemies)
- Accept guidance.
(Proverbs 1 – a wise man will hear and increase in learning)

(Partially based from *Detroit Free Press*, 11/7/10, USA Weekend, pg 15/20. Christine J. Kim)



OIL CHANGE & TIRE ROTATION

Print your discount coupon on-line NOW!

Your leadership has negotiated a huge discount for all UAW members on their next Lube, Oil and Filter Change for just **\$18.95** and now a new coupon for a Tire Rotation & Brake Inspection for only **\$16.95**.

- Changing your oil and filter regularly keeps your engine clean. And, your engine will be thoroughly lubricated, helping it run more efficiently.
- Tire rotation helps even out tire wear by allowing each tire to serve in as many of the vehicles wheel positions as possible. This also extends the life of your tires.

Lube, Oil and Filter Change
\$18.95

Tire Rotation & Brake Inspection
\$16.95

Print your discount coupon on-line NOW!



Fitness Center

REPORT

by Cherie Adkins

'Let's Get Fit' winners announced

These are the winners for the "Let's Get Fit" contest:

Dave Sierpien, Bruce Baaske, Larry Winkle, Binh Vu, Hazel Wagner, Ellen Bruce, Angie Glaze, Frank Abdilla, Tim Sanders, and Diarra Carter. Congratulations to all of you!

At right is a great holiday recipe for a healthy eggnog substitute.

Exercising in Cold Weather

When the Temperature Drops

When the temperature drops, many fitness enthusiasts move their exercise program to the warmth of a gym, fitness center, or their own home. But if outdoor activity keeps you going and you've made the decision to brave the cold weather, good for you!

Be Prepared

To prepare for outdoor exercise, check the radio, TV, or newspaper for the temperature and wind-chill factor. Wind can make the temperature feel much colder. When the temperature starts to hover close to freezing, follow these tips and outdoor cold weather exercise can still be a fun and safe experience.

To protect your skin, try using a thin layer of petroleum jelly on exposed areas. This acts as insulation against the cold and wind.

Pay careful attention to slick surfaces and reduced visibility caused by rain and snow. Since your footing won't be as stable, be more attentive, slow your pace, and wear proper footwear.

Carefully choose your clothing to provide the best protection against the elements. Shoes that are water repellent nylon or leather with a pair of socks of moderate insulation and thickness are good choices. Wearing two or more pairs of socks can cause too much friction between your foot and shoe and result in a painful blister.

Layer Clothing

As a general rule, wear one layer less of clothing than you would wear if you were outdoors but not exercising. Several layers are usually better than one. As you exercise, your body will produce heat. By wearing several layers of garments, you can peel one or two off as you get warmer. The air between the layers also acts as extra insulation to keep you warm.

The first layer, closest to your skin, should be of absorbent, non-irritating material. The second layer should be a good insulator, like wool, to keep in the warmth but let your sweat escape. Follow with a sweat shirt and windbreaker and your upper body will be well protected.

Generally, two layers of clothing are enough protection for your legs. A pair of long johns or thermal pants covered by sweat pants or wind resistant pants is a good choice for the lower half of your body.

If you think you will be too warm with several layers, consider warming up with some heavier outerwear such as a jacket or sweat shirt and then shedding the heavier layer before continuing your workout. When you're done, you can put the heavy layer back on for your cool down.

Ways to Protect Yourself

To protect yourself against frost-bite and hypothermia (an extreme drop in body temperature), always wear mittens or gloves and a hat. You may even want to add a face mask for extra protection. Up to 40 percent of your body's heat may be lost through your neck and head. Even though you may not feel as though you're sweating as much as in warmer weather, your body still loses fluids during exercise, so be sure to stay well hydrated throughout your workout.

Always warm up first since your muscles will be cold from both inactivity and the colder temperature. Always end with a gradual cool-down. As tempting as it may be, don't head for the fireplace after vigorous exercise. Give your body time to adjust by tapering off the intensity of your workout until your body is back to its pre-exercise level. Remember to stretch in order to keep your muscles from tightening.

A word of caution to those with heart or lung problems: certain conditions can make you more likely to collect moisture in your lungs. Cold weather can aggravate this and your heart may not be able to pump the fluid out. Always check with your physician first if you have any questions about whether you should avoid cold weather exercise.

Go For It

Exercising in the colder months can be a beautiful as well as a beneficial experience. So make sure you're well prepared for your activity, enjoy the winter season and stay fit!

HOLIDAY NOG

Ingredients

- 1 cup plain soy drink
- 1 cup orange juice
- 1 medium banana
- 1 tsp vanilla
- 8 ice cubes
- ½ tsp ground allspice

Calories = 78
 Total fat = 1 gram
 Saturated fat = 0 gram
 Total Carbohydrate = 17 grams
 Dietary Fiber = 1 gram
 Sugars = 13 grams

Preparation

- In a blender, combine the soy drink, juice, banana, vanilla, and ice cubes until smooth.
- Pour into glasses and sprinkle with the allspice.

Starch Exchange = 1
 Number of Servings = 4
 Serving Size = ¾ cup



From the
 Presidents Council
 on Physical Fitness
 & Sports



Ergonomics

REPORT

by Ken Baisch



You, your body & ergonomics

Listen to your body. You may be able to spot job design problems by recognizing physical symptoms, which may include:

- Pain and discomfort
- Weakness or tingling
- Numbness or burning
- Persistent fatigue

If you have any of these symptoms, report them to your supervisor. Waiting to report them may lead to serious injury.

Look at your job. The symptoms you are experiencing may be due to flaws in work method or job design.

- **Job Process:** Are you following the Process/JSA?
- **Work Station:** Are tools, equipment and parts located so that you can perform a sequence of task efficiently and conveniently? Do you have enough room to work comfortably without being cramped, using awkward postures or straining to reach?
- **Tools & Equipment:** Can you use

your tools without physical discomfort?

- **Environment:** Is there enough light to do your job?
- **Parts & Materials:** Can you assemble and disassemble parts without excessive force? Do you pick up and set aside parts and material at convenient heights and comfortable angles? Are parts and materials easy to grasp?

If you feel there is an Ergonomic problem with your job, discuss the issue with your Supervisor. If you and your supervisor can't solve the Ergonomic problem:

- Contact your Local Ergonomic Committee (LEC)
 - o Contact any LEC member
 - o Complete an Informal Concern form
- LEC Concern Form Boxes are near Medical, and the West Warehouse (P415 IP).
- Contact your District Committee-person.



ESSP Representative

REPORT

by Wendy Graham, (734) 429-6984

Take care this holiday season

It is that "holiday" time of year once again! I would just like to remind you to take care of yourselves. The holidays can be a very stressful time for some. With work, families and all the other responsibilities we have on our plates, it is very easy to lose ourselves in the shuffle. Take the time to enjoy your families. I hope you have a safe and fun holiday season!

Union Label Committee

REPORT

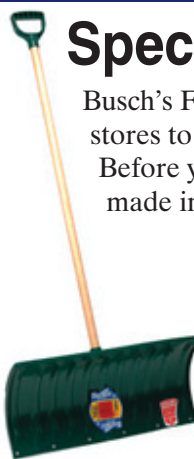
Special Offer from the Committee

Busch's Food Market is selling USA-made shovels. Busch's has several stores to purchase from, visit www.buschs.com for listing of stores.

Before you buy a shovel for the winter months ahead, make sure it's made in the USA.

USA-MADE SHOVEL

- Lighter than metal
- Safe for decks and walks
- Large-capacity products
- Heavy-duty construction
- Resists sticking snow
- Glides over surfaces with less resistance than metal



Make Us Blue

Hello Brothers and Sisters,

My name is Patrick Mendis. I have been asked to write an article for the paper, so I jumped at the chance to give my view of what is going on at Saline. First off, a little bit about me. I came to Saline in April of 2007 and this was my first job in a UAW shop. It was quite a culture shock for me as I am sure it was for a lot of the ACH employees. I have adapted very well to my surroundings and feel like I am home here at Saline.

Over the past 4 years, we have gone through a lot of changes and uncertainty. We all knew coming in that this was a temporary full-time position based on the sale or closure of the plant. What we didn't know was that the deadline of December 2008 would come and go so fast, leaving us in limbo. A lot of us were laid off last year and we were uncertain if we would get a chance to come back. As of last week, there are 590 ACH employees in the plant and still even more being called back.

With all the changes we have gone through, the one thing that has bugged me the most has been the lack of involvement in the union. We have a great opportunity to become the next generation of UAW workers. But in order to do that, we need



“ ...I ask you my fellow employees whether you're blue, light blue or orange to stand up and help make our voices heard. ”

to take an active role in the plant and in the union. At the December meeting we took the first step. ACH employees packed the 892 Hall for the monthly meeting and raised concerns about what is going to happen to us with the contract negotiations next year, as well as concerns about the treatment of us over the last four years. I was so happy to see so many of my brothers and sisters come to the meeting and voice the opinions of so many. It is unfortunate that it took so long to become active; however, we got the ball rolling. I stood up at the end of the meeting and stated that this was only the beginning. Now is not the time for us to go back to the way we were and just accept what is given to us. Now is the time for us to come together as one voice and demand what we want. It all starts with one person right? Well there were over 100 ACH people that started

it. So I ask you my fellow employees (whether you're blue, light blue or orange) to stand up and help make our voices heard.

The first step in this is already being done. Thank you for supporting the Equal Work Equal Pay button campaign. We have just received more materials and buttons are being made again. Please take one and wear it. It is our statement that we all stand in solidarity together and demand equality. But this is not a one-sided campaign. I have created a Facebook page to brainstorm some ideas for what else we can do. Look up Make Us Blue in Facebook to join. You can also email makeusblue@yahoo.com to keep up to date on plans in the future.

It is time for us to let the company and the International UAW know that we are not just going to take whatever scraps they throw our way. You should not judge a man by his actions when times are good, you should judge him by his actions when times are not so good. Now how do you want to be judged? Do you want to be viewed as someone who just went to work and did not get involved, or do you want to be viewed as the person who stood up and fought for what you wanted? The choice is yours.

In Solidarity, Patrick Mendis



Retiree Chairperson's REPORT

by Denny Bryan, Chair

Dear Retirees and Members of UAW Local 892, Saline Plant,
I would like to wish you all a very Merry Christmas and Happy New Year from your officers of the Retiree Chapter and the officers of UAW Local 892.

We have 2,189 retirees of UAW Local 892, Saline plant. There are 832 retirees who do not pay voluntary dues. Out of the 832 retirees, 146 do not live in the state of Michigan. I would like to ask you 832 retirees to consider signing up for voluntary dues for these reasons: Retirees are not required to pay dues, but today seventy-five percent of the retired members pay \$2 per month in voluntary dues, usually through a deduction from their pension check. Of these dues, thirty-five percent stays in each local union retired worker chapter, twenty-five percent goes to the regional retired workers fund and forty percent of each dollar goes to the UAW Retired Workers Department for their efforts on behalf of retired workers.

Some of these efforts would be for collective bargaining, legislation, communications, education and representation on issues affecting seniors and retirees. *The entire program of the UAW Retired Workers' movement is financed by retirees' voluntary dues. These dues make our programs self-supporting.*

Since the Constitutional Convention in 1966, retirees have pledged that the UAW would not have to use active members' dues to support

the retired workers' programs. Our retired members have kept faith with that pledge. For these reasons, you can see how important your voluntary dues are to us all.

If you would like more information, please send me a note or card with your name and address and I will send you a dues check-off card as well as a booklet on the UAW Retired Workers Program. Send to:
*Dennis Bryan, UAW Local 892
601 Woodland Drive,
Saline, MI 48176-1297*

To Active Retirees
I'm looking for anyone 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, ether by mail or by e-mail. My e-mail address is: *dbryan1@tc3net.com*. Spouses of retirees may serve on these committees also!

We have no retiree meetings in January or February. Our meetings are the second Monday of each month. We start with a potluck dinner at 12:00 noon and then our meeting starts at 1:00 p.m. Please bring a dish to pass for the potluck as the chapter provides the meat and potatoes. After the meeting, we have Bingo one month and cards the other month. Hope to see you on the second Monday of March.

The best to everyone this Holiday Season! God's peace and love be in your hearts each and every day!

Memoriam

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

- Don Paswaters..... Father
- Chuck Wiley..... Father
- Nick Wiley..... Grandfather
- Chris Wiley..... Grandfather

2010-11 CALENDAR OF EVENTS

DECEMBER 2010

- 13 Retiree Meeting
- 24-Jan. 1 Christmas Holiday*

JANUARY 2011

- 17 Martin Luther King Day Observed*
- 29 General Membership Meeting

FEBRUARY 2011

- 5 African-American History Expo
- 26 General Membership Meeting

MARCH 2011

- 14 Retiree Meeting
- 26 General Membership Meeting

APRIL 2011

- 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

JULY 2011

- 4 Independence Day*
- 11 Retiree Meeting

AUGUST 2011

- 8 Retiree Meeting
- 27 General Membership Meeting

SEPTEMBER 2011

- 5 Labor Day*
- 12 Retiree Meeting
- 24 General Membership Meeting

OCTOBER 2011

- 10 Retiree Meeting
- 29 General Membership Meeting

NOVEMBER 2011

- 14 Retiree Meeting

DECEMBER 2011

- 3 General Membership Meeting
- 12 Retiree Meeting

*UAW negotiated holidays