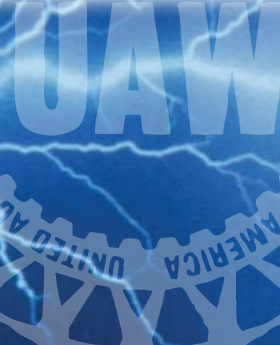


# REPORTER



## President's Report

by **MARK CARUSO**

### UAW National Ford & Sub-Council Week

**Our session at UAW National Ford and Sub-Council the week of May 10th was very productive.**

Some of the issues discussed were as follows:

- How the ongoing churning of employees at the ACH Plants has affected our quality.
- Concern of Visteon employee temporary status going on for over three years.
- Equal and fair opportunity to bid on new work at the ACH Plants.

Our concerns were conveyed with urgency to the Ford Department for resolution.

We have many issues to resolve in the next contract year and will be soliciting our members in the near future for resolution. Now is the time to start making note of your resolutions.

The Sale of the Saline Plant has been a hot topic. It is the company's default answer that the plant will be sold or closed. This, however, is not acceptable to the UAW leaders of the ACH Plants. The companies have a responsibility to the members (UAW/Visteon) that keep them competitive and in business. Selling off plants and outsourcing our work must stop. You too can help, buy vehicles built by Union Members.

## TUITION ASSISTANCE FOR ACTIVE EMPLOYEES HAS BEEN REINSTATED EFFECTIVE JUNE 1, 2010!

Applications for terms beginning June 1, 2010 will be accepted provided they meet the established program guidelines as listed below. *The dependent scholarship program is still suspended.*

Apply online at [www.myuawford.com](http://www.myuawford.com). For questions contact Scot Matthews, Employee Resource Coordinator, email [smatth34@ford.com](mailto:smatth34@ford.com), Phone: 734-429-6702 or call the Tuition Assistance Hotline at 1-800-FORD-UAW (1-800-367-3829).

#### TUITION ASSISTANCE 2008 GUIDELINES

These Guidelines Will Be In Effect Beginning June 1, 2008

##### ACTIVE EMPLOYEES

\$5,000 per year for college credited classes towards a degree

##### BOOK REIMBURSEMENT

\$200.00 (of the \$5,000) per year for book reimbursement

##### PERSONAL DEVELOPMENT ASSISTANCE (PDA)

\$2,200 per year (of the \$5,000) for employees at closing locations

##### RETIRED EMPLOYEES

\$1,750 per year for approved classes

Retirees can take classes offered to the active employees at the Plant, Local or Region they retired from or another Ford facility offering classes to the active employees.

##### LAID-OFF EMPLOYEES

Up to \$8,400 one-time amount, depending on years with the Company, to be used for approved courses at approved institutions.

**Tuition Assistance is a pre-paid program. Administration of the program is as follows:**

#### APPLICATION DEADLINES

**ETAP (Active Employees)** – Applications must be submitted no later than 45 days after the start date of class. Book reimbursement must be for an approved college credit course and applied for after the official drop/add period has ended and no later than 90 days from the class start date.

**PDA (Active Employees Only)** – A job-related course or for employees at a closing plant. Applications must be submitted for approval 4 weeks in advance of start date.

**RETAP (Eligible Retiree – Tuition Assistance)** – Applications must be submitted no later than 45 days after the start date of the class. No book reimbursement for RETAP.

**NVRAP (Laid-Off Employees)** – Applications must be submitted no later than 45 days after the start date of the class.

**Labor Studies (Active and Eligible Retired – Employees)** – Requires pre-approval

#### TUITION REIMBURSEMENT

Only for active employees who attend an approved school that does not accept the Tuition Assistance Approval Voucher.

#### VOUCHERS

The Active/Retired/Laid-off employee must submit an original official tuition voucher to the provider within the 90-day period of the class start date and follow up to determine they have billed the tuition assistance department. Vouchers expire nine (9) months after the start date of the class. No payment will be made for providers beyond this date. Unused vouchers must be returned to the Tuition Assistance Department with VOID written on them to have your account adjusted and class voided.

#### ADDITIONAL INFORMATION REGARDING TUITION ASSISTANCE

Application for tuition assistance for active and retired employees can be made on line at [www.myuawford.com](http://www.myuawford.com) or all others can print out applications and mail them in using [www.uawford.com](http://www.uawford.com). Contact Scot Matthews, Employee Resource Coordinator, email [smatth34@ford.com](mailto:smatth34@ford.com), Phone: 734-429-6702 or call the National Programs Center Tuition Assistance Department at 1-800-Ford-UAW (1-800-367-3829).

# CAP COMMITTEE

By Pauline Castro

Thank you to all members and retirees who donated to V-CAP this year. Local 892 had a fantastic turnout. Approximately 50% more members donated to V-CAP this year than in 2009. Century Club members may pick up their V-CAP items at the Local 892 Union Hall. Please pick up your items as soon as possible. The Union Hall is open from 7:00 a.m. to 4:30 p.m.

The 2010 election will be an opportunity for us to help elect candidates who care about and will work on the issues affecting working families in Michigan.

Region 1A Director Rory Gamble wants the membership to be engaged in the election and encourage other members to be involved. Region 1A currently has phone banks to inform active and retired UAW members why we are supporting Virg Bernero for Governor, David Leyton for Attorney General and Jocelyn Benson for Secretary of State.

We need volunteers to bring VICTORY in 2010! Phone banking will take place at Region 1A, 9650 Telegraph Road, Taylor, MI. The phone banks will be open on Tuesdays and Wednesdays from 9:00 a.m. until 7:00 p.m.

**Here's how you can help support the candidates who support you:**

- Volunteer for the phone banks.
- Pick the day and time of your choice.
- Contact Michael Joseph at 313-299-2890 or Janet Schulz at 313-291-2750 to schedule.



Quality

# REPORT

by Miguel Flores

Hello everyone in Local 892,

I am sorry that I have not written an article for the paper in a while, but unfortunately I have been very busy with Quality in the plant. It is a FULL-time job. I have been keeping a handle on things, but every now and then something seems to get more of my attention than others. I am sorry, but that seems to be the way this business is running for the moment.

If you look at the big picture, you will see we have several different plants represented all under one roof. Some of the processes and behaviors came along with it, not just in hourly but in salary also. This is a very unique place we work in and the processes and behaviors that we have developed over the years have helped us build this facility to what it

is today. Some of these processes and behaviors that have been brought in are threatening our future, but I have been trying very hard to change this.

A lot of what we used to do has been lost because of the churning, but we still have some of the original Saline employees who remember what we used to do. We are coming up with plans to rebuild those things that have made us what we are today, and to ensure the future of the plant.

I am having some boxes made up for Quality Concerns and Ideas which will be placed in the break areas and near exits. I am asking for your help because I cannot do this on my own. I need each and every one of you to help our Local 892 to make this a place we can call home and be proud of.

Thank you for your patience and cooperation.

## EXECUTIVE STAFF PHONE DIRECTORY

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

**PRESIDENT**  
Mark Caruso..... Ext. 12

**RETIREE PRESIDENT**  
Jim Van Loon

**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

**IN-PLANT STAFF**

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

**PRODUCTION BARGAINING REPS**  
Brandon Keatts .....734 429-6515  
Jason Schiffman .....734 429-6386

**PRODUCTION DISTRICT COMMITTEE**  
Jason Heath.....734 429-6380  
Brian Brandvold.....734 429-6388  
Dennis Debreczeny .....734 429-6387  
Travis Zietlow .....734 429-6591  
Eric Triplett.....734 429-6817  
Dan LaMonde .....734 429-6866

**PRODUCTION ALTERNATE COMMITTEE**  
Brooks Rodriguez.....734 429-6381  
Mike Casey  
Angela Cole  
Jamey Sanders

**SKILLED TRADES BARGAINING**  
Walt Disbrow .....734 429-6385

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

**NATIONAL APPOINTMENTS**

**UAW / FORD  
BENEFITS REPRESENTATIVE**  
Monica Bass.....734 429-6383

**UAW / FORD EMPLOYEE RESOURCE  
COORDINATOR**  
Scot Matthews.....734 429-6702

**UAW / FORD QUALITY REPRESENTATIVE**  
Miguel Flores .....734 429-6719  
JoAnn Graham (*Alternate*)

**UAW / FORD HEALTH & SAFETY**  
Ed Zietlow .....734 429-6325  
Darvene Wright .....734 429-6384  
John McMiller (*Alternate*)

**UAW / FORD JOB SECURITY**  
Eric Wurster .....734 429-6858

**UAW / FORD ESSP**  
Wendy Graham .....734 429-6984

**LOCAL APPOINTMENTS**

**TRAINING COORDINATOR**  
Alethea Corry .....734 429-6656

**SAFETY TRAINERS**  
Don Fair .....734 944-7018

**ERGONOMICS REPRESENTATIVE**  
Ken Baisch .....734 429-6337

**UAW FIRE MAINTENANCE OFFICER**  
Bob Blumenauer .....734 429-6974

**In Plant Emergency Number 5-6666  
Security 734 429-6900**

**Absentee Hotline:  
866 893-0576 866 272-0516**

**FMLA 734 429-6960**

## SUPPORT to our fellow UAW member!

Come out and show your support to our fellow UAW member Renae Turner on June 18th, 19th, and 20th at the National Strawberry Festival, located in downtown Belleville from noon until 9:00 p.m. Our own UAW 892 member, Renae will have an artist booth displaying her own unique Photography and Abstract Art. Hope to see you there!



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**Web site**..... http://www.uaw892.org

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

**EDITORIAL COMMITTEE**  
Lee Murray and Raul Arriaga

*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.*



# ESSP REPORT

by Wendy Graham, (734) 429-6984

## Verbal Abuse

**Almost everyone has heard of, or knows of, someone who has been verbally abused.** Perhaps you are involved in a verbally abusive relationship. It is also possible that no one knows your circumstances. Verbal abuse is a kind of battering that leaves no evidence such as the bruises of physical battering.

Verbal abuse is often more difficult to see since there are no visible scars, unless physical abuse has also taken place. A lot of times the verbal abuse is done in private. In public, the victim is with one person and in private, someone totally different.

Males are frequently the perpetrator of verbal abuse and the victim is female, but not always. There are also many examples of women who are quite verbally abusive.

### Characteristics of Verbal Abuse

- Verbal abuse is hurtful and usually attacks the nature and abilities of the partner. Over time, the partner may begin to believe there is something wrong with his or her abilities.
- Verbal abuse may be overt (through angry outbursts and name calling) or covert (involving very subtle comments, even something that approaches brainwashing).
- Verbal abuse is manipulative and controlling. Even disparaging comments may be voiced in an extremely sincere and concerned way. The goal is to control and

manipulate.

- Verbal abuse is very unpredictable. In fact, unpredictably is one of the most significant characteristics of verbal abuse. The partner is stunned, shocked, and thrown off balance by her mate's sarcasm, angry jab, put down, or hurtful comment.
- Verbal abuse is not a side issue. It is the issue in a relationship. When a couple is having an argument about a real issue, it can be resolved. In a verbally abuse relationship, the issue is the abuse and cannot be resolved.
- Verbal abuse is insidious. The partner's self-esteem gradually diminishes without even realizing it. They may try to change their behavior so as to not upset the abuser.
- Verbal abuse escalates, increasing with intensity, frequency, and variety. It may begin with put downs disguised as jokes. It is very possible it can escalate into physical forms.

### Categories of Verbal Abuse

- The first is withholding. A relationship requires intimacy, and intimacy requires empathy. If one partner withholds information and feelings then the bond weakens. The victim often feels isolated.
- The second is countering. This is the dominant response of the verbal abuser who sees his partner as an adversary. The abuser will counter everything the victim says and does. Often the abuser will cut the victim off in mid sentence not allowing the victim to have their own thoughts.
- The third is discounting. This is like taking a one hundred dollar item

and reducing its worth to one cent. It denies the victim the reality and experience and is very destructive. It denies and distorts the victim's actual perception of the abuse.

- The fourth is blocking and diverting. The abuser refuses to communicate, establishes what can be discussed, or withholds information. Accusing and blaming is another form. The abuser will accuse his partner of some wrongdoing or some breach of the basic agreement of the relationship. This has the effect of diverting the conversation and putting the victim on defense.

It is very important for the victim to recognize these characteristics and

categories since the abuser is usually in denial. Thus, the responsibility rests on the victim to recognize and do something about it. Verbal abuse is a very difficult emotional problem, but there is hope if the abuser is willing to get help.

If you or someone you know is dealing with a verbally abusive relationship try to steer them towards getting help. There can be very serious consequences for someone living through this type of behavior.

As always, the ESSP program is confidential and I am available to help you through your tough times. Enjoy your summer and feel free to call if need be.

# 2010 CALENDAR OF EVENTS

## JUNE

14 Retiree Meeting

## JULY

5 Independence Day\*

6-9 Shut Down

12 Retiree Meeting

## AUGUST

8 Local 892 Picnic

9 Retiree Meeting

9-13 Shut Down

14 Annual Charity Motorcycle Run (21st Rain Date)

28 General Membership Meeting

## SEPTEMBER

6 Labor Day\*

13 Retiree Meeting

18 Local 892 Golf Outing

25 General Membership Meeting

## OCTOBER

11 Retiree Meeting

30 General Membership Meeting

## NOVEMBER

2 Election Day\*

8 Retiree Meeting

15 Veterans Day Observed\*

25-26 Thanksgiving Holiday\*

## DECEMBER

4 General Membership Meeting

13 Retiree Meeting

24-Jan. 1 Christmas Holiday\*

\*UAW negotiated holidays



# Memoriam

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

- Jaymie Capetillo ..... Husband, Robert Capetillo
- Terry Jackson..... Wife, Rose Jackson
- Retiree Ronald Mays
- Retiree John McCormick..... Son, Donald D. Robinson-McCormick

UAW RETIREE  
Medical Benefits Trust



## Updates From Your Trust

PROVIDING HEALTH CARE BENEFITS TO  
UAW RETIREES/SURVIVING SPOUSES AND DEPENDENTS

Spring 2010

### Retiree Health Care Connect's New Web Site – Just A Click Away!

The UAW Retiree Medical Benefits Trust is pleased to introduce a NEW Retiree Health Care Connect web site, which gives you online access to your personal health care benefit information. Access the web site at: <https://www.benefitsweb.com/rhcc.html>.

The site is available 24 hours a day, seven days a week and makes it easy for you to:

- View and make changes to your current medical coverage and plan information
- Find a network hospital or doctor
- View Summary Plan Description and plan summaries
- Update your dependent and address information
- View your current medical deduction or direct bill information
- Change banking info for your monthly contributions

The Retiree Health Care Connect web site uses technology to ensure that only you (by entering your Social Security Number and PIN) can gain access to your benefits information. When logging on for the first time, your default PIN will be your date of birth (MMDDYY). We think you'll like the security and privacy of this new communication tool.

### Worry-Free Payment Options

Eliminate the potential problem of overlooking payment of your monthly contributions, and elect automatic payment options through either pension deductions or direct debit. Contact Retiree Health Care Connect.

### Moving? We Need Your New Address

Keeping your personal information up-to-date with the Trust makes sure you receive benefit information in a timely manner and allows you to have access to all the health plans available in your geographic area. Even if you move to different locations throughout the year, you can select a permanent and a temporary address for your mail. You can update online or by calling Retiree Health Care Connect at 1-877-829-9444.



Later this year the UAW Retiree Medical Benefits Trust will be launching their own web site to provide you with helpful information on a regular basis.

UAW/Ford Benefit Representative **REPORT**

by Monica Bass





## Helping You Save Time and Money on Your Prescription Drug Medication

This page applies if Medco is your prescription drug administrator (excludes Blue Care Network HMO).

### How Can I Save Money?

**Get the same medication and same health benefits for less money** – You can get the health benefits of brand-name medications at a lower cost by asking your doctor if there is a generic version of the medication you take. Because generic medications typically cost less than their brand-name counterparts, you will pay less for the generic version of the medication.

**Low-cost generics** – More than 400 medications are available for \$10 or less for a 90-day supply by mail. Visit [www.medco.com/lowcostgenerics](http://www.medco.com/lowcostgenerics), or call 1-877-RxSaveNow (1-877-797-2836).

**Switch your prescriptions to mail** – Switching your generic medication to mail order can save you \$40 per year. Switch your brand-name medication and save \$100 per year.

Speak with your physician about generic alternatives to the brands you are taking.

**Generic Drugs have the same active ingredients, quality and strength as brand-name drugs. They must also meet the same strict FDA manufacturing standards.**

### Don't Get Caught Short

If you are using the Medco Mail Order Prescription Drug Program, consider registering a credit card or arranging an automatic banking withdrawal through Medco. Having a registered credit card or withdrawal authorization on file will allow Medco to fill all your prescriptions without delay. For more information or to arrange for automatic payments, go to the Medco web site at [www.medco.com](http://www.medco.com), or call the customer service center at 1-866-662-0274.

### Specialty Medications 30-Day Supply

Specialty medications are just that – specialized for you. These medications need to be monitored closely by your doctor, and many times the dosage of this medication needs to be changed or tests have to be done to ensure that these medications are working properly for you. Because of these reasons, specialty medications are limited to a 30-day supply at mail order to avoid waste and additional cost. You will only be charged one-third of the mail order co-pay.

# DIGITAL NEWS

## Come along with us for family fun at Cedar Point!

Your Presidents have negotiated a huge discount for their members. Be sure to take advantage of this limited offer. **Thank you for your continued support!**

REGULAR TICKETS: **\$23<sup>00</sup>** each (Savings of **\$22.99 ea.!**)

**Junior / Senior each \$18.00** (Savings of **\$1.99 each**)  
(Ages 3-61 and under 48' tall in shoes or 62 and older)

**CALL FOR AVAILABILITY FOR JUNIOR / SENIOR TICKETS**



**CASH ONLY! NO CREDIT CARDS OR CHECKS ACCEPTED. NO RESERVE/FIRST-COME, FIRST SERVE.**

Tickets available for the following dates, from the following locals:

**UAW Local 174**  
(August 2 thru August 8)  
29841 Van Born Road  
Romulus, MI 48174  
President: John Zimmick  
Phone: 734-728-7600

**UAW Local 245**  
(August 2 thru August 8)  
1226 Monroe  
Dearborn, MI 48124  
President: Keith Brown  
Phone: 313-561-7500

**UAW Local 372**  
(July 19 thru July 25)  
4571 Division Street  
Trenton, MI 48183  
President: Vince Precopio  
Phone: 734-676-9060

**UAW Local 387**, Woodhaven  
(July 5 thru July 11 & August 9 thru August 15)  
24250 Telegraph Rd.  
Flatrock, MI 48134  
President: John Moore  
Phone: 734-782-2771

**UAW Local 600**  
(July 5 thru July 11 & August 9 thru August 15)  
10550 Dix Avenue  
Dearborn, MI 48120  
President: Bernie Ricke  
Phone: 313-842-5350

**UAW Local 723**, Monroe  
(July 5 thru July 11 & August 9 thru August 15)  
281 Detroit Avenue  
Monroe, MI 48162  
President: Robert Cebina  
Phone: 734-241-6320

**UAW Local 735**  
(July 5 thru July 11)  
48055 Michigan Ave.  
Canton, MI 48188  
President: Don Skidmore  
Phone: 734-482-5620

**UAW Local 845**, Sheldon Rd.  
(July 5 thru July 11)  
8770 North Canton Center Rd.  
Canton, MI 48187  
President: Alison Hug  
Phone: 734-453-1240

**UAW Local 892**  
Saline Plant  
(July 5 thru July 11 & August 9 thru August 15)  
601 Woodland Drive  
Saline, MI 48176  
President: Mark Caruso  
Phone: 734-429-5140 ext. 11

**UAW Local 898**, Rawsonville  
(July 5 thru July 18)  
8975 Textile Rd.  
Ypsilanti, MI 48197  
President: Donnie Enersen  
Phone: 800-521-7152

**UAW Local 931**  
(July 12 thru July 18)  
17000 Oakwood Blvd.  
Allen Park, MI 48101  
President: Dave Pagac  
Phone: 313-845-5713

**UAW Local 1284**  
(July 19 thru July 25)  
3700 S. M-52 Hwy  
Chelsea, MI 48118  
President: Jake Richardson  
Phone: 734-475-5452

**UAW Local 3000**  
(July 5 thru July 11)  
22693 Van Horn Rd.  
Woodhaven, MI 48183  
President: Tom Spears  
Phone: 734-676-9060

## Annual Charity Motorcycle Run

The **Annual Charity Motorcycle Run** will be on **AUGUST 14, 2010** (with a rain date of August 21, 2010)

**UAW Locals 892, 898, 1284, and Region 1A** are joining together for our annual Charity Run.

This event will be a fundraiser, raising money for Arbor Hospice of Washtenaw County. (NET PROCEEDS DONATED TO ARBOR HOSPICE)

**\$15 entry fee per person**  
Registration 11:00 a.m. - 1:00 p.m.

**1st 50 BIKES RECEIVE A FREE HARLEY SHIRT!**

START at American Harley-Davidson  
5436 Jackson Rd., Ann Arbor, MI 48103

END at Brighton Harley Davidson  
5492 Whitmore Lake Rd., Brighton, MI 48116  
All riders back to Brighton H-D by 6:00 p.m.

**CASH PRIZES, 50/50 RAFFLE, DOOR PRIZES, MUSIC AND FOOD!**



**Local 892**

# PICNIC

August 8, 2010

# Labor Day Parade

September 6, 2010

Additional information will be provided at a later date. If you are interested in helping out with any of the events for 2010, please contact Mark Caruso at (734) 429-5140 or e-mail at [caruso@uaw892.org](mailto:caruso@uaw892.org).



**EMPLOYEES  
AND  
RETIREES...**

# Get Connected!

**Access to Drive Health and Drive Wealth**

**[www.myfordbenefits.com](http://www.myfordbenefits.com)**

To access the Web site you can go directly to the site or visit the Company's news and information site, [www.at.ford.com](http://www.at.ford.com), click U.S. Benefits and follow the instructions provided on the log in screen.

Visit the Web site for benefits information and online self-service tools! The [myfordbenefits.com](http://myfordbenefits.com) Web site is available 24 hours a day, 7 days per week to:

- Confirm and update dependent information online
- Enroll in or change your health plan benefits coverage
- Access the **Health Plan Evaluator** tool to help you choose which Ford healthcare plan best meets your needs
- Ask benefits questions via the real-time **Chat** feature
- View documents, forms and helpful links
- Link to provider Web sites to search for healthcare providers, hospitals and labs that participate in your plan
- Access to resources and planning tools for the Tax Efficient Savings Plan for Hourly Employees (TESPHE)



**National Employee Services Center**

**Call 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.

**Be Sure To GET CONNECTED!**

