



The Informer

Representing Workers of Goodyear Tire and Rubber/Goodyear Service Store/URW Credit Union

Historic Health Care Bill is Now Law

After more than a year of negotiations, debate and political drama, President Obama has signed the historic health care bill that could reshape care for millions of Americans while setting up a divisive battle with Republicans that's expected to spill into the November elections and beyond.

"After a century of striving, after a year of debate, after a historic vote, health care reform is no longer an unmet promise," Obama said at an event after the signing ceremony at the Department of Interior. "It is the law of the land."

The president took a direct stab at critics of health care overhaul, saying they are "still making a lot of noise" about what the new law means.

"I heard one of the Republican leaders say this was going to be Armageddon. Well, two months from now, six months from now, you can check it out. We'll look around and we'll see," Obama said to applause.

The president signed the health care bill into law at the White House. He was joined by Americans whose stories have touched the president, and Democrats who voted for the bill.

"Today, after almost a century of trying, today, after over a year of debate, today, after all the votes have been tallied, health insurance reform becomes law in the United States of America," Obama said to a standing ovation.

"It's easy to succumb to the sense of cynicism about what's possible in this country. But today, we are affirming that essential truth, a truth every generation is called to rediscover for itself: That we are not a nation that scales back its aspirations. We are not a nation that falls prey to doubt or mistrust," the president added. "We are a nation that faces its challenges and accepts its responsibilities."

The attendees chanted "Fired up, ready to go" -- Obama's campaign slogan -- as the president and Vice President Joe Biden arrived at the East Room.

"Ladies and gentleman, to state the obvious,

this is a historic day," Biden said to a cheering crowd before the president took the podium.

What will change in 2010 with the new Health Care Bill?

1. Insurance companies will be barred from dropping people from coverage when they get sick. Lifetime coverage limits will be eliminated and annual limits are to be restricted.
2. Insurers will be barred from excluding children for coverage because of pre-existing conditions.
3. Young adults will be able to stay on their parents' health plans until the age of 26. Many health plans currently drop dependents from coverage when they turn 19 or finish college.
4. Uninsured adults with a pre-existing condition will be able to obtain health coverage through a new program that will expire once new insurance exchanges begin operating in 2014.
5. A temporary reinsurance program is created to help companies maintain health coverage for early retirees between the ages of 55 and 64. This also expires in 2014.
6. Medicare drug beneficiaries who fall into the "doughnut hole" coverage gap will get a \$250 rebate. The bill eventually closes that gap which currently begins after \$2,700 is spent on drugs. Coverage starts again after \$6,154 is spent.
7. A tax credit becomes available for some small businesses to help provide coverage for workers.
8. A 10 percent tax on indoor tanning services that use ultraviolet lamps goes into effect on July 1.

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The meeting was called to order by President Jack Dodson. All Board members present. There were 111 members present.

Opening prayer led by Earl Guill followed by the Pledge of Allegiance.

The name of Edith Gammon was called for the attendance prize. Since she was not present, the amount for May will be \$50.00.

Minutes of the last meeting read and approved.

Treasurer's report read and approved.

Brenda Scarce - tour director-gave a report on bus tours. Call Brenda at (434) 724-7158 or (434)489-3705 for details on upcoming trips.

New members welcomed at the meeting - John Carter, Gerald Gravett, Herman Lewis and Harry Waller.

Motion made by Brenda Scarce to adjourn seconded by Samuel Fitzgerald. Motion passed.

Richard Moore, Moore Insurance Agency, gave an informative presentation on how to invest your retirement funds. Call Richard at 434-836-6876 to discuss how you can better invest funds. The following were winners of door prizes given by Moore Insurance Agency:

1. Hat and umbrella - Mary Reese
2. \$25.00 gift card from Walmart - Clyde Farmer.
3. \$25.00 gift card from Walmart - J. E. Price
4. \$50.00 gift card from Walmart - A. W. Bailey

Our thanks to Mr. Moore for the gifts and for providing lunch for the members.

Door prizes won by the following:

- Oil & lube change - Goodyear Piney Forest Store - Juanita Turner
- Oil & lube change - Goodyear Mt. Cross Rd. Store - Irma Osborne
- 50/50 - Judy Dickerson

The next Soar meeting will be May 12, 2010 at the USW Union Hall at 11:00 a.m.

Respectfully submitted,
Nancy Guill, Secretary

PENSION & INSURANCE

By Gloria Gravely

PRESCRIPTION DRUGS (MAIL-ORDER)

If you are enrolled in the Mail-order program with Express Scripts or Medco, please make sure that when you are placing an order with a customer service representative that you ask about the cost of your 90 days supply of medication.

There has been a lot of changes with retiree co-pays and for active employees at any given time a prescription can move either up or down from a brand name drug to a generic or to a non-formulary drug on the drug list. When this happens your co-pay can go up or down or your drug could fall under the MAC list by the Network Administrator. What this means is if a name brand drug is dispensed in lieu of a generic equivalent drug, which has been approved for inclusion in the Maximum Allowable Cost (MAC) list by the Network Administrator, the reimbursement will be limited to the amount payable as if the generic drug had been dispensed.

If the Mail-order Pharmacy sends your order to your home address, it cannot be returned and you will be responsible for the cost of the medication.

RETIREE DRUG CO-PAYS

- Effective January 1, 2010, prescription drug co-pays increased for retirees. The cost for a 90 days supply of mail-order drugs are as follows:
- Generic \$25.00
- Brand \$60.00
- Non-formulary \$125.00

NOTE: Please verify the cost of your medications before confirming your order if you are not sure of the cost.

AFLAC

An Aflac representative may be on hand at the May 13, 2010 Union Meeting to do a presentation of the benefits that they have to offer. Please watch the union boards for more information.

The Jobs Crisis: Not Everyone is Feeling the Pain

While our nation struggles with a whopping unemployment rate of nearly 10 percent, with four out of every 10 unemployed Americans among the long-term unemployed (more than 27 weeks), there are some people who continue to do just fine:

- Wall Street paid \$20.3 billion in bonuses in 2009. That's a 17 percent increase in one year.
- At Goldman Sachs, JPMorgan Chase & Co. and Morgan Stanley – three of the biggest banks – compensation was up 31 percent in 2009.
- The average taxable bonus on Wall Street was nearly \$124,000 last year.
- The five biggest health insurance companies reaped \$12.2 billion in profits in 2009 – a 56% increase over the year before.
- The 400 richest households in the U.S. saw their income more than double since President Bush's tax cuts in 2005.
- These households have more wealth than 155 million Americans combined.
- The number of U.S. millionaires rose by 16 percent last year. Those worth five million or more jumped by 17 percent.

Meanwhile, Senator Jim Bunning (R-KY) recently chose to hold up an extension of unemployment benefits and COBRA health insurance assistance for 1.2 million hard-working Americans who lost their jobs through no fault of their own. When confronted and asked to relent by a fellow Senator, his comment was "tough sh*t."

It's time for things to change – watch for more information to come!

April Membership Meeting Minutes

USW Local 831 held its regular membership meeting on April 8, 2010 with President Danny Barber presiding. These are the highlights of the meeting:

- Prayer led by Scott Wallace followed by pledge of allegiance.
- Roll Call of officers.
- Brenda Miles presented the minutes from the March regular membership meeting. They were approved as read.
- Executive Board report for April was approved as read and it contained the following:
 - Motion to donate \$1,000 to American Cancer Society/ Relay For Life.
 - Thank You received from Danville Cancer Society.
 - Motion to send President, Vice President, Recording Secretary, Financial Secretary, Treasurer, Pension &

- Insurance Representative, (4) Division Chairmen, (2) Time Study, (1) COPE, (1) Women of Steel, (3) Safety Committee, (2) Skilled Trades, (2) Executive Board, (1) Civil Rights, (1) Organizing, (1) Education, to the District 8 Summer Institute to be held June 6-10, 2010 in Blacksburg, Virginia.
- Executive Board action to send President and Policy Member to the Spring Interim to be held April 11-16, 2010 in Scottsdale, Arizona.
- To send 2 Time Study to Time Study School to be held April 5-9, 2010 in Asheville, NC.
- Hire Custom Cuts to mulch, edge and spray for weeds for approximately \$1,100.
- Financial report for the month

of March was given by Greg Gammon and was approved as read. Motion to accept 3 new members.

- P&I report given by Gloria Gravely (see P&I).
- Publicly and Education Committee report given by Mike Fox on CDC.
- Points of Information
 - Danny Barber reported on situation at the Plant and extra security duty for the next 4-6 weeks.
- Tim Brown/Lynn Grace/Mark Powers won the 50/50 raffle.
- The name of Chazary Sange-Cruz, dept# 2421 cc# 6360 was drawn for the attendance drawing. He was not present. The May door prize will be \$300.
- Motion to adjourn. The next union meeting will be held on May 13, 2010.

Women Continue To Face Obstacles In The Workplace

Women with children earn almost one-third less than men, a global trade union reported this month. This is only one among several obstacles for career-minded women at a time when equality is supposed to abound.

The persistent imbalance in household chores can hurt women's careers, the study of the International Trade Union Confederation (ITUC) concluded. Women with children earn on average 68 percent of what their male counterparts earn. Overall, women make only 74 percent of what men make on the job.

The report is being called "a call to action on all levels," Diana Holland, chairwoman of the ITUC's Women's Committee, said in a statement. The publication of the report coincided with the United Nations Day for Women's Rights, which was last month.

The study found that employers often break laws by paying women less than men and by not giving them enough maternity leave. The report also stated that women with children are often denied promotions or illegally asked to take pregnancy tests before being hired.

House Bill 550

House Bill 550 (HB 550) was introduced in the Virginia House of Delegates by Del. Danny Marshall. This legislation was brought about in response to some Danville area workers who (in 2009) through no fault of their own, were overpaid unemployment benefits. Upon the error being found at the Virginia Employment Commission (VEC), the workers were obviously asked to repay the money, but how? Existing law at the time of the overpayment didn't provide a fair method for the recipient to repay the money, or give the VEC specific guidelines in which to collect such an overpayment.

HB 550 is a bill to amend & reenact section 60.2-633 of the Code of Virginia, relating to persons receiving unemployment benefits to which not entitled and provides the following:

- Gives VEC authority to negotiate a repayment agreement if overpayment was due to administrative error.
- Limits the amount of the offset to 50% of the claimants future weekly benefit amount rounded down to next lowest dollar until the overpayment is satisfied.
- VEC may waive collection of the payable amount until the recipient has found employment.
- VEC may determine and institute an individualized repayment plan.
- VEC may institute any other method of collection if the individual fails to enter or comply with the terms of the repayment plan.

This bill passed the House on Jan 27, 2010 and unanimously passed the Senate of Virginia on Mar 4, 2010. Governor McDonnell is expected to sign this bill into law.

Reminder, HB 550 provides for collecting overpaid unemployment benefits obtained through no fault of the recipient. Anyone who knowingly makes a false claim with intent to obtain or increase any benefit under section 60.2-632 of the Code of Virginia shall be guilty of a Class 1 misdemeanor.

Jerron 'Pete' Morton, COPE Committee

GM To Repay Loan Early

General Motors; steadily returning to health after its near-collapse in 2009, said this month that it plans to pay off its government loans by June. Besides settling its debt five years ahead of schedule, GM also said it could report a profit as early as this year.

GM said it lost \$3.4 billion in the fourth quarter of 2009 on revenues of \$32.3 billion, but things are on an upswing. Sales and production have increased and GM has gained U.S. market share since the start of the year.

The trend is welcomed news in a struggling economy. GM was on the verge of bankruptcy before the federal government stepped in to keep the company afloat last year. The automaker will try to maintain that momentum while facing a stiff challenge from a revitalized Ford Motor Co.

In other auto industry news, an internal e-mail has surfaced concerning Toyota's accelerator problems. The e-mail was written by a U.S. company executive five days before the company announced a massive recall.

"We need to come clean" about accelerator problems, wrote Irv Miller, Toyota's group vice president for environment and public affairs. He went on to say: "The time to hide on this one is over. We are not protecting our customers by keeping this quiet."

The now retired Miller sent the email as Toyota officials were on their way to Washington to discuss the problems with federal regulators.

EDITOR'S COLUMN...

Forty Years



The conversation that usually comes up when I talk to new hires are the changes I have seen during the 40 years I have been with Goodyear. They normally ask two questions. The first one is, "You have been here 40 years? You don't look that old." I like that one. The second one is, "What are you still doing here?" This article would be way too long if I answered that question. For those of you who have been around since the seventies, you have definitely seen a lot of changes and this has us asking the question, "are we really better off now than we were 40 years ago?"

When I was hired at Goodyear, you had to be at least 5'10 inches tall and weigh a minimum of 185 lbs. You were hired to do a specific job and if you could not do that job then you did not work for Goodyear. No disqualifications, you either did the job or you didn't: it was that simple.

When I came to work at Goodyear, the outlook was we needed a weak mind and a strong back. Together In Progress (TIP) was negotiated into our contract and Goodyear found out our minds were as strong as our backs. We were not the problem, but we could be part of the solution. We had 33 teams in our plant and a waiting list of employees who wanted to share their ideas and make our plant more productive. TIP was driven from the bottom up, not from the top down.

Are we better now than we were 40 years ago? Again I would have to say, sadly, we are not. I can remember when 12,000/day tires on eight hours was more of the norm than not. I can remember shutting us in the tire room down to lay tires on the floor so we would have sling trucks. Curing always had to work at least one extra shift so they could keep up with the tire room.

I know there are a lot of reasons we are not what we used to be. It amazes me that we don't look at what worked back then and compare it to what we are doing now. Why do we make changes just because positions change? I know our workforce has changed both salary and hourly. I know it's easier to blame than fix the real issues. I know when I came here 40 years ago, you never heard people say, they don't care so I don't care. There was certainly a sense of pride and if you did not have it, then Goodyear-Danville was not the place for you to work.

In closing, I would like to share a verse of a song. I know many of you youngsters probably have never heard. It goes, "everything old is new again." To me personally, we need some old.

Ronnie Crane, Union Training Coordinator

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Walk Away From Stroke Risk

Women can lower their stroke risk by lacing up their sneakers and walking, a new study suggests. The study, published online in the American Heart Association journal *Stroke*, confirms what has been long known about physical activity and risk of stroke, but goes on to indicate what type of exercise might be most beneficial for women.

"This certainly speaks to walking for a certain period of time and walking briskly as well," said Jacob Sattelmair of the Harvard School of Public Health in Boston.

The study showed that women who said they walked briskly had a 37 percent lower risk of stroke than those who didn't walk. Women who reported walking at least two hours a week at any pace had a 30 percent lower risk.

Questions & Answers

If anyone has a question for The Informer, please submit it to Danny Travis, Sandra Hairston, Mike Fox or your Division Chairman.

If I work overtime after my regular shift when do I take a break?

Employees assigned to work overtime past the end of their regular standard shift for one hour or more will be allowed a break time at the end of their regular shift. This Q&A is a clarification of when a break is granted when working an eight hour schedule.

Top 10 Reasons We Need Training

I guess everyone at some point and time has seen the David Letterman show. I think one of the viewers' favorite parts of the show is when David reads his Top 10 Reasons for various things. Although David's top 10 reasons are normally humorous, mine may be serious with a touch of humor.

So here goes Ronnie's Top 10 Reasons We Need Training:

10. I need a job
9. It looks good to have when we hire people
8. We need someone to blame for our mistakes
7. Who is going to show the videos
6. We have all these sheets to check off
5. I'm busy – give it to the training department
4. You tell me
3. Spec – what's a spec
2. That doesn't go there
1. WE ALL NEED A JOB

Hopefully you will be able to distinguish between the humor and the serious ones. The reality is we all need to take training serious. Whether we are management or labor trainers, what we do impacts the bottom line. As always I thank you for your support and encourage all of us to strive to ensure our employees get the time and tools so they can do their job safely and efficiently. Training should never be a negative, it should be a positive knowing our workforce is growing or employees are learning new jobs.

Ronnie Crane, Union Training Coordinator

Annual Picnic Raffle And The Winner Is...

The third drawing for the annual picnic raffle for the \$250 VISA Card was held at the April membership meeting. And the winner is Daniel Townes. At the annual picnic, first place prize is a 4 day Carnival Cruise to the Bahamas, second prize is a 4 night-Pigeon Forge (1bedroom cabin w/hot tub) and third prize is a \$500 VISA Card. After each monthly drawing all winning tickets will be put back in for chances at future drawings. Tickets are still available and still only \$5 each. The annual picnic will be held on Saturday, October 9, 2010 the gate will open at 10 am, lunch will be served from 10:30 – 2:30.



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OSHA'S TOP TEN VIOLATIONS 2009

In the first year of the Obama administration, OSHA was busy handing out fines the likes of which hadn't been seen for eight years. Here's our rundown of 10 significant fines from the last 12 months, and what they mean for businesses:

1. OSHA issues largest fine ever: \$87.4 million to BP. This fine demonstrates OSHA's intent to check up on companies once they've made serious safety mistakes. The agency evaluated BP's progress after the 2005 fire and explosion that killed 15 people and injured 170 more at its Texas City, TX refinery. OSHA issued 270 "notifications of failure to abate" and identified 439 new willful violations at the plant.

2. Two executives face prison time and huge fines in deaths of five workers. Phillipe Goutagny and James Thompson, executives with RPI Coating, each face 2.5 years in prison and a fine up to \$1.25 million if convicted. On Oct. 2, 2007, vapor from a solvent ignited inside a tunnel at a hydroelectric plant in Colorado. Workers survived the blast but were overcome by smoke and fumes and died of asphyxiation. OSHA says it will work more closely with the Justice Department in cases like these to bring criminal charges against executives with penalties that include prison time.

3. OSHA wastes no time in using new per-employee citations, issues \$1.2 million fine. G.S. Robbins & Co. of St. Louis, MO, was hit with 21 egregious willful citations for hazardous chemical handling. Each citation was on a per-instance basis. Even during this period of difficult economic recovery, OSHA won't hesitate to use per-instance, per-employee fines to hike total fine amounts. This wasn't the only instance in which OSHA used per-instance citations in 2009 (see item #7 below).

4. Company hit with \$1.14 million fine following employee complaint. Are the big fines relegated only to incidents involving deaths or multiple serious injuries? Hardly. OSHA began

a December 2008 inspection at Milk Specialties in Whitehall, WI, in response to an employee complaint. Willful citations were issued for the employer's failure to comply with OSHA's confined space and lockout/tagout regulations. OSHA is taking employee complaints seriously.

5. After two similar incidents, owner and manager go to jail. ANC Roofing of Santa Rosa, CA, owner Kenneth Alton pleaded no contest to failing to protect employees from a hazard. He was sentenced to nine months in jail and a \$248,000 fine. Supervisor Robert McAfee pleaded no contest to one misdemeanor violation and was sentenced to 30 days in jail. On May 11, 2006, an ANC employee backed into an unguarded skylight and fell 21 feet to his death. Four months later, another ANC employee suffered major head trauma when he fell 19 feet from an unprotected skylight.

6. OSHA fines Wal-Mart \$7,000 for worker trampling incident. A Wal-Mart worker was trampled to death by a crowd of 2,000 shoppers on the day after Thanksgiving in 2008. OSHA said Wal-Mart should have recognized that its employees were exposed to being crushed by the crowd based on previous experience. Wal-Mart fought the fine. OSHA used the General Duty Clause to issue the fine and has said it will use the GDC in similar situations where safety was compromised but a specific regulation wasn't violated.

7. Company faces \$1.09 million OSHA fine for 202 willful violations. OSHA didn't really need anyone's permission to start issuing per-instance fines (see item #3 above), but it got the go-ahead in the form of a decision from the Occupational Safety and Health Review Commission (OSHRC). The appeals panel ruled OSHA properly cited Smalis Painting Co. on a per-employee basis for violations of the lead-in-construction regulations, in connection with a project near Pittsburgh, PA. OSHA monitored six Smalis employees for lead exposure. Based on that data, OSHA issued

violations for all employees who would have been exposed to the same hazards.

8. OSHA is getting companies to agree to implement safety and health improvements above what's required by regulations. A-1 Excavating of Bloomer, WI, agreed to make numerous changes in its work processes in exchange for lowering fines from almost \$900,000 to \$470,000. A-1 has to hire a full-time safety director, develop and implement site-specific safety and health plans for all major projects, identify all job sites to OSHA before work begins for the next three years, reduce the salary of job superintendents and project managers who fail to comply with OSHA requirements, and retain a third-party safety consultant.

9. Cintas agrees to pay \$3 million in fines and to comply with other conditions. In some cases, it hasn't been an either-or situation between fines and strict safety improvements. After a worker was killed when he fell onto an unguarded conveyor and was dragged into a 300-degree industrial dryer, Cintas agreed to the huge fine and to retain a team of independent experts to develop permanent fixes and review interim controls. Cintas also agreed to hire additional safety staff, conduct more frequent internal safety inspections, and establish new systems to examine employee complaints.

10. A construction company agrees to pay \$750,000 in fines and cut the pay of unsafe supervisors. Broadway Concrete of New York, NY, agreed to reduce the salaries of senior job superintendents who failed to comply with job safety practices. Broadway also agreed to hire a full-time corporate safety director, develop a new corporate safety plan, and provide OSHA with information on major projects and access to all job sites for the next four years.

Union Safety Committee



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There are tax considerations and other factors that determine whether converting to a Roth IRA is right for you. And changes set for 2010 will eliminate the \$100,000 modified adjusted gross income (MAGI) limit, which means anyone can convert to a Roth IRA.

Call today to schedule an appointment to learn more. We'll discuss your retirement goals to help determine if a Roth IRA makes sense for you.

Edward Jones, its employees and financial advisors do not provide tax or legal advice. Please contact a qualified tax or legal professional regarding your particular situation.



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RETIREES

Congratulations to the following retirees. We wish them much success in their future endeavors and hope they can fully enjoy their union negotiated retirement benefits.

Jeffrey Coleman

Dept.# 2431 CC# 2681

Russell Moore

Dept.# 4040 CC# 3559

David Pointer

Dept.# 1110 CC# 3075

We Send Our Sincere Condolences To

Jameel Austin, Michael Bowling, Kenneth Brooks,
James Dishmon, Bonzell Garland, Thomas Green,
Antonio Harrell, Jeffrey Harris, Larita Howard, Michael Howard,
Jimmie Mabin, Chris Payne, Craig Payne,
Ted Rice and Eric Tucker

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MAY 2010 CALENDAR						
						1
2	3	4 Exec. Board Meeting 7:30 AM	5 SOAR Exec. Board Mtg 1:00 PM	6	7	8
		Rapid Response Conference Washington, DC				
9	10	11	12 SOAR Meeting 11:00 AM	13 Union Meeting 7:30 AM 1:30 PM 3:30 PM	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	Memorial Day 31					