



The Informer

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



Remembering...

The members of Local 831 extends its deepest sympathies to the families and friends of the victims of the tragic events at Virginia Tech on Monday, April 16, 2007.

In Memorium:

Emily Jane Hilscher • Ryan C. Clark • Jocelyne Couture-Nowak • Julia Pryde
 Daniel Perez Cueva • Juan Ramon Ortiz • Reema Samaha • Kevin Granata • Liviu Librescu
 Jarrett Lee Lane • G. V. Loganathan • Matthew J. La Porte • Henry J. Lee • Maxine Turner
 Daniel O'Neil • Christopher James Bishop • Leslie Sherman • Mary Karen Read
 Ross Abdallah Alameddine • Rachael Elizabeth Hill • Jeremy Herbstritt
 Matthew Gregory Gwaltney • Caitlin Hammaren • Minal Panchal • Partahi Lombantoruan
 Michael Pohle • Brian Bluhm • Erin Peterson • Lauren McCain • Nicole White
 Austin Cloyd • Walleed Mohammed Shaalan

Danville Has Two Unionized Stores to Serve You

The Danville area now has two unionized Gemini/Goodyear Service Centers. In the late 90's the Mt. Cross Road store was organized. Last year, the employees of the Piney Forest Road store expressed interest in unionizing. "After moving from privately owned (Perry Brothers) to Goodyear-owned, the benefits were reduced—this prompted the workers to look for help in securing their benefits. After a few brief conversations, they all signed union cards," stated Vice President Terry Trull. In March of this year, a contract was agreed to and now the Piney Forest store is proudly the second unionized Goodyear store in Danville and the surrounding area.

Immediately after the contract was approved, the members wanted everyone to know they were a part of USW Local 831 and proudly put it on the marquee in front of the store. "We invite everyone to visit our Piney Forest location. Come on down to see us. We will treat you right," said member Stan Wells. Manager Nancy Burch and staff invite all members to visit their Piney Forest Road store.



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April 11, 2007

The meeting was called to order by President Jack Dodson. All Board members present except George Steward. There were 72 members present.

Opening prayer was led by Thomas Gosney followed by the Pledge of Allegiance.

Minutes of the last meeting read and approved. Treasurer's report read and approved.

The name drawn for the attendance prize was Beulah White who was not present. The amount for May drawing will be \$150.00.

The May meeting will be a fish fry with Charles Denny and his crew doing the cooking. The annual picnic will be July 12 at Dan Daniel Park, Oven #17. Following the picnic, members will be given free tickets to attend a Braves ballgame. Members are asked to bring a desert but the picnic is free to members only.

The names of the two people drawn for \$25.00 each for working the Good-year tire sale giving away hot dogs is Ming Toth and Sue Chatten from the Mt. Cross Road store. Bernice Moon and Irma Osborne won for the Piney Forest Store.

Gloria Gravely gave a brief report on insurance for the retirees prescription drug plan Part D.

The next bus tour hosted by Jack and Annette Dodson is May 14, 15 and 16 to Cape May, N.J.

Other trips are being planned.

The drawing for the free oil and lube change from the Goodyear Mt. Cross Rd. Store was won by Donald Supernault and Diane Stanley. Ming Toth and Freddy Stroud each won for the Piney Forest Store. 50/50 drawing won by Dillon Rucker.

Two sets of tires will be given away at the May meeting with names drawn from those who bought a raffle ticket.

Motion made to adjourn by Spencer Adkins and seconded by Shirley Cassidy. Motion passed.

Respectfully submitted,
Nancy Guill, Secretary

PENSION & INSURANCE

By Gloria Gravely

■ ROTH 401(K)

Effective April 1, 2007, the Roth 401(K) feature will be available to all employees who are enrolled in the J.P. Morgan Retirement Plan. Roth 401(K) is a new savings feature that lets you save with after-tax dollars to your Savings Plan account, where as the traditional 401(k) lets you contribute pretax money and pay taxes when you withdraw money on both contributions and earnings from your account. Letters were mailed out to the homes explaining the benefits, contribution limits and a question and answer page that will answer all your questions on how this feature will work. Please read the information that was sent and decide whether Roth 401(K) is for you. You can enroll by logging on to your account on the website @ www.savingtoretire.com or simply by calling JP Morgan @ 800-345-2345. A few points to ponder:

- Annual contribution limit is \$15,500 (plus additional \$5,000 in catch-up contributions if age 50 or older)
- Highly compensated employees that made over \$100,000 in 2006, will have an annual contribution limit of 11% of their income.
- For a qualified distribution, an employee must be at least age 59 ½, disabled or deceased; and the contributions in his/her Roth 401(K) must have been held for at least 5 years since his/her Roth contribution.
- Can participate in both plans (traditional 401(K) and Roth) as long as you do not exceed the annual contribution limit.
- Your decision to designate monies as Roth 401(K) contributions is irrevocable. Once the money goes in as Roth 401(K) contributions, you can't change it to traditional 401(K) contributions.
- Contributing after-tax dollars to a Roth 401(K) will lighten your take-home pay but on the other hand, pretax contributions to a traditional 401(K) will lower your current income and taxes.

■ OUT OF WORK EMPLOYEES

If you are out of work for 6 months or more, you will be asked to take a return to work physical at Piedmont Prime Care. When your doctor releases you, please notify the plant hospital immediately so that an appointment can be set up for you to ensure a timely return to work.

If you are out of work 30 days or more, make sure that you send a copy of your out of work note to the plant hospital after each appointment.

■ LIPO-PROTEIN TEST

The Lipo-Protein test is performed by a doctor to test particles in the blood for signs of heart disease. Please keep in mind the test is not covered by B/C B/S. They consider it as investigational and not necessary. You will be responsible for the entire cost of the test.

■ EXPRESS SCRIPTS

There are two drugs that are being pulled from the market due to studies that indicate heart/cardiovascular issues. Permax; which is a drug that treats Parkinson's disease and Zelnorm; which treats irritable bowel syndrome (IBS) and chronic idiopathic constipation. All patients will be notified as well as their physicians.

April Membership Meeting Minutes

USW Local 831 held its regular membership meeting on April 12, 2007 with Vice President Terry Trull presiding. These are the highlights of the meeting:

- Prayer led by Byron Taylor and followed by the pledge of allegiance.
- Roll Call of Officers.
- Trustee Bennett Gobble, presented the minutes from the March regular membership meeting. They were approved as read.
- Executive Board report for March was approved as read and it contained the following:
 - Motion to donate \$1000.00 to the Free Clinic of Danville.
 - Motion to donate \$250.00 to the North Carolina Special Olympics.
 - Motion to allot \$100.00 to purchase stickers and posters for Workers Memorial Day.
 - Motion to send representatives to District 8 summer institute on June

10-15, 2007 in Blacksburg, Virginia.

- Motion to deny Rexford Keen the opportunity to present "Fortune" to membership.
- Motion to donate \$500.00 to the Safety Committee for prizes for the Easter Egg Hunt.
- Motion to send the President and Policy Member to the Spring Interim meeting to be held May 6-10, 2007 in San Antonio, Texas.
- Motion to allow the Cub Scouts to use the grounds at the Union Hall June 26-29, 2007.
- Motion to send the President and Division IV Chairman to Asheboro, NC April 10 - 12, 2007.
 - Financial report for the month of March given by David Payne and was approved as read.
 - Motion to accept 6 new members from the Piney Forest Service Center.
 - Motion to accept 37 new members (new hires).

- P & I report was given by Gloria Gravely (see P & I report).
- Trial committee report given by Terry Trull/Henry Stowe.
- Civil Rights Committee report given by Wayne Dickerson.
- COPE Committee report given by Courtney Dixon.
- Vice-President Terry Trull went over points of interest concerning, Asheboro Wire Plant, Piney Forest Goodyear Store, Arbitration cases.
- Gloria Gravely and Ronnie Crane won the 50/50 drawings. James Beard, CC 2851 dept.# 1521 was drawn for attendance. He was not present. The May door prize will be \$225.
- Motion to adjourn. The next union meeting will be held May 10, 2007.

COPE Committee Focuses on Workers' Rights

When USW Local 831 members returned to work in early January, the COPE Committee quickly organized its efforts to maintain a strong voice for workers' rights during this year's session of the Virginia General Assembly.

The COPE Committee assists in the promotion, enactment and education of legislative issues favorable to and endorsed by labor. Committee members rotate their time in Richmond during the session to visit with legislators, to track it, and to try to influence the outcome of legislation which could help – or hurt – workers' rights.

Among a few of the issues that the COPE Committee tracked this session were the minimum wage bills, the procurement act which reports outsourcing of service jobs, unemployment compensation and workers' compensation.

If you would like to learn more about legislation that was considered by the Virginia General Assembly, please visit <http://legis.state.va.us/>. Information on legislation being tracked by the Virginia AFL-CIO can be found

at <http://www.va-afcio.org/legislative-report.htm>. During the session, both of these sites are updated regularly to keep you current on the status of legislation.

This year, the COPE Committee had several new members who quickly gained the knowledge and experience of the legislative process in Richmond. New committee members are Courtney Dixon, Richard Austin III, and Stuart Lovelace. Returning committee members are chairman Mark Powers, secretary Delta Williams, Linwood Saunders, and Rhonda Walker.

If you have legislative issues or concerns, please feel free to contact any member of the COPE Committee.

AFL-CIO Wrap-up

The General Assembly adjourned on Saturday, February 24th. The major issue was raising the minimum wage. 51 Republicans and two Independents, who traditionally vote with the Republican caucus, blocked an increase in the minimum wage that would have helped tens of thousands



Delegate Allen Dudley from Rocky Mount and Whitt Clement former Secretary of Transportation speak with Mark Powers and Stuart Lovelace.

of low wage workers. Democrats are hearing that Republican Speaker William J. Howell made the issue a caucus vote, thus binding Republicans to vote against the increase – except for Delegates Callahan, Ingram and Rust. Several other Republican delegates who had indicated their support for the bill simply did not vote.

Here is a brief report on legislation that was worked on in the 2007 session.

- Minimum Wage – SB 1327 – A

Continued on page 6

Some Things Never Change

A Japanese company (Bridgestone) and an American company (Goodyear) decided to have a canoe race on the Missouri River. Both teams practiced long and hard to reach their peak performance before the race.

On the big day, the Japanese won by a mile. The Americans, very discouraged and depressed, decided to investigate the reason for the crushing defeat. A management team made up of senior management was formed to investigate and recommend appropriate action.

Their conclusion was the Japanese had 8 people rowing and 1 person steering, while the American team had 8 people steering and 1 person rowing.

So, American management hired a consulting company and paid them a large amount of money for a second opinion.

They advised that too many people were steering the boat, while not enough people were rowing.

To prevent another loss to the Japanese, the rowing team's management structure was totally reorganized to four steering supervisors, three area steering superintendents and one assistant superintendent steering manager. They also implemented a new performance system that would give the one person rowing the boat greater incentive to work harder.

It was called the "Rowing Team Quality First Program," with meetings, dinners and free pens for the rower. There was discussion about getting new paddles, canoes, and other equipment, plus extra vacation days for practices, and also bonuses.

The next year the Japanese won by two miles. Humiliated, the American management laid off the rower for poor performance, halted development of a new

Continued on page 8

EDITOR'S COLUMN...

The Greatest Weapon

Perhaps the greatest football game ever played was between the New York Giants and the Baltimore Colts in the 1958 NFL Championship. The game was known to be the greatest because of several reasons. Fans and sports writers mark this game as the beginning of the NFL's popularity and dominance over all other professional sports in the United States. It was televised by NBC which was a rarity at that time so a lot of people got to see the game. And of course it was the game itself which yielded the first NFL game to go in to sudden death overtime. Would the team members efforts diminish some since they had already played a four quarter game or would they be even more determined to win even though the game was extended? The goal for both of these teams was to win the game no matter if it ended in regulation or went into overtime!

Working people in this country have taken a beating for a long time with government trade laws and corporations taking advantage of those laws

against their own employees. Unlike the 1958 Championship, this is not a game! This is as real as it gets and we must do everything possible to win even if it means going into overtime.

The greatest weapon the Colts had on that December day was John Unitas. The greatest weapon a union has is its solidarity among its members. This simply means staying together and seeing things through together. Such as staying out on strike as long as you have to, which could mean longer than you want to. Never forget the goal! To WIN!



Quarterback John Unitas

Goodyear saw weakness in 2006 when ex-union members crossed the picket line. By these individuals going back before the strike was over, they weakened the union's position during negotiations and strengthened Goodyear's. Goodyear will take everything that you are willing not to stand up for. Look what they just recently did to their salaried employees who like bargaining employees helped make Goodyear what it is today. They don't care! They only care about their shareholders and making sure that all on Mahogany Row (corporate) keep their pockets full. We must be ready in 2009 to stand up against this corporate pirate and go into "overtime if it is necessary" regardless how long it takes. Begin to prepare now for the possibility of overtime in 09!

Getting back to the game, the Colts defeated the Giants in overtime 23 to 17 with fullback Alan Ameche's one yard run. Quarterback John Unitas connected with wide receiver Raymond Berry 12 times for 178 yards and a touchdown. His 12 receptions are a championship record that stands to this day.

"The most prepared are the most dedicated" ~ Raymond Berry

Danny (Tree) Travis, Senior Writer



USW Local 831 CREDENTIALS

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■
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■
Dana Dixon
Communications Coordinator



Questions & Answers

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

What are my contractual benefits if there is a death in my family?

In the event of a death in the family there are contractual benefits available to members. You are entitled to 24 hours of paid funeral leave in the event of a qualifying death in the family. You are required to submit proof of death in order to be paid. Failure to provide necessary documents will result in the pay being recovered from your check. A qualifying family member would be the following: Mother, Father, Grandfather, Grandmother, Sister, Brother, Son, Daughter, Grandson, Granddaughter. This will also include "step" relations and "in laws". But remember that qualifying for "steps" and "in laws" is governed by **current marital status**. For example, your ex-wives mother passes, this is not a qualifying death due to **current marital status**. Also remember that aunts, uncles, cousins etc. are not a qualifying death. Please ask your Shop Steward or Division chairman if you are unsure if it is a qualifying death. Attempts to claim a non qualifying death benefit can result in disciplinary action up to and including employment termination.

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Could some of Goodyear's talent be recruited away?

When the new benefit changes become reality to Goodyear salaried employees, will this be an opportunity for their competitors to recruit them? According to some this could very well be the case.

When Goodyear decided to do away with the pension plan for their salaried workforce, this must have been good news for shareholders as it will save the company in the neighborhood of \$90 million a year. Tack on the news that salary workers will have to pay more for retiree health care and you have disgruntled workers who may be looking to get out.

If you are a competitor of Goodyear, you have just been given a wonderful opportunity to recruit talent away from them. Employees who have benefits reduced or taken away are prime candidates to be recruited. Top-notch employees with strong marketable skills may be available for the taking. Why? It is basic human emotion. No one wants to feel under appreciated.

Need some ammo to fire up a recruit? Show them the Goodyear 2006 proxy and point out the current president has beneficial ownership of about 650,000 shares and he just increased his net worth by \$1.6 million in the last month by taking away the employee's benefits. The president and the board get richer off the backs of their employees.

Stealing talent from a competitor offers three huge advantages over regular recruiting. You gain experienced talent in your industry, Good-year loses it. You gain market share, Goodyear loses it. Finally, you gain a highly motivated employee who would like nothing better than to see Goodyear fail. If you were a Goodyear salaried employee that got an offer from one of their competitors that offered more for your knowledge and expertise, would you care what happened to Goodyear?



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Common Courtesy

The office hours at our local 831 union hall are 7:00 am til 4:00 pm. During the hours of 12 noon until 1:00 PM please have common courtesy for all elected representatives and union officials at this time, to allow them to have an uninterrupted lunch break. They only have 30 minutes for lunch, but occasionally they may be attending to someone at 12:00 noon and start their lunch later. Done in solidarity.

From The Register and Bee

Strikers did the hourly retirees a huge favor

To the editor:

As a retired salaried employee of Goodyear, I would like to tell the retired hourly employees about the tremendous debt they owe the current hourly employees who suffered through the recent strike to give them some promise of future health insurance.

I received a letter March 7 explaining the proposed future benefits for retired salaried workers. Our insurance premiums will approximately double again next year (for the second consecutive year). Our maximum out-of-pocket cost plus premiums will go from approximately \$4,400 for a retiree and spouse to approximately \$14,800. The deductible goes from \$300 per person to \$2,000. The maximum out-of-pocket goes from \$1,000 per person to \$5,000.

For these generous benefits, we will be charged only \$175 to \$200 per month. In addition, we lose the \$45.50 per month per person Medicare reimbursement as well as life insurance we had that began as one year's salary up to \$60,000 - and over five years, that will be reduced to one half of that amount. As a further slap in the face, you reported in your newspaper on March 11 that Goodyear's CEO will get a total compensation package for 2006 of \$11.7 million, of which \$38,162 was premiums the company paid for his life insurance policies.

Part of my decision to retire in 2001 was based on a memo sent out that fall that stated after a set date we would no longer receive the \$45.50 per month reimbursement. People often say workers will never regain what they

lost in wages during a strike. By getting the \$1 billion settlement, you have an opportunity to maintain a good part of your benefits, while we have what the Goodyear top management was willing to not take away, which is practically nothing. The letter states that if we cannot afford our new benefits, we may be able to find better coverage for lower out-of-pocket costs from private health care providers. I always thought it was common knowledge that group coverage was less expensive than individual coverage. It seems that instead of giving us anything, they want us to pay them more than it costs them.

One reason stated in the letter for the necessity of these cuts in low-level salary retiree benefits (while being more than generous to top management) is global competition from low-cost producers. I seem to remember that Goodyear encouraged us to write our senators and representatives and tell them we supported NAFTA. They wanted us to support a club they now use to beat us.

In conclusion, I reaffirm to hourly retirees the tremendous debt you owe your working union brothers. We were left at the mercy of the company - definitely not a good place to be. I'm certain the people who decided to take from us will be handsomely rewarded with generous salary increases and bonuses. I've heard that Fortune magazine has raised Goodyear from fifth to second most admired company in its division. I intend to write to them and ask what it is they admire so much.

WAYNE F. McCORMICK, Former Goodyear-Danville Salaried Employee

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COPE Committee Focuses on Workers' Rights

bill that would have raised the minimum wage to \$6.50 on July 1. (Support). Passed Senate 31-8, Failed House on procedural motion 53-43.

- Utility Transfers – HB 1755 – A bill that removes SCC oversight for telephone company sales of assets. (Oppose). Passed House and Senate

- Illegal Immigrants – HB 2937 – A bill that prohibits non-profit organizations from receiving state funds if they are found providing services for undocumented immigrants. (Oppose). Passed House, Failed in Senate Rehabilitation and Social Services Committee.

- Public Employees – HB 2725 – A bill to establish safety and health regulations for public employees. (Support). Failed in House Commerce and Labor Committee.

- Virginia Procurement Act – SB 861, HB 1917 – Bills to require the state to ask and report to the General Assembly on service contracts that are outsourced overseas. (Support). Failed in the Senate General Laws and Technology Committee. House bill struck at

labor's request.

- Unemployment Benefits – HB 2066 – A bill to increase the maximum unemployment benefit to \$363 per week. (Support). Passed the House and Senate.

- Menhaden - HB 2082 – A bill to establish harvest quotas for the Chesapeake Bay. (Support). Passed the House and Senate.

- Worker's Compensation ADR Program for Building Trades – SB 1013, HB 2219 – Bills to establish an Alternative Dispute Resolution Program for the union construction trades. (Support). Failed in the Senate Commerce and Labor Committee. House bill struck at labor's request.

- Mine Safety – HB 2897 – A bill to require motorized transport at the working face of mines. (Support). Failed in House Agriculture, Chesapeake and Natural Resources Committee.

- Occupational Safety and Health – SB 1073 – A bill that raised the penalty for certain violations that resulted in a fatality to \$25,000. (Support). Failed in the Senate Commerce and Labor Committee.

- Mobile Work Camps – SB 14233 – A bill to establish standards for railroad mobile work camps. (Support). Failed in the Senate Courts Committee.



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Thank You

The Women of Steel would like to take this opportunity to “Thank” everyone for their contributions and to all those who attended the Women of Steel’s annual Bake Sale/Yard Sale held on April 7, 2007 at the union hall. The bake sale benefited this years Relay for Life for the American Cancer Society which will be held on June 1, 2007 at the Carrington Pavilion. A dinner for survivors and caregivers will be held at 5:30 p.m. Opening ceremonies will begin at 7:00 p.m. with all survivors taking the first lap of the walk. Please contact Brenda Miles at the Union Hall (336-388-5537), Cathy Barker (“D” #7 Tuber Windup), April Blackwell (“C” Shears), Monica Gray (“C” Shipping), Lisa Spicer (“D” Apexers) or Charlott Wright (“A” Banbury) if you have any questions.

DREAMING UP THE IDEAL RETIREMENT IS YOUR JOB. HELPING YOU GET THERE IS OURS

It’s simple, really. How well you retire depends on how well you plan today. Whether retirement is down the road or just around the corner, if you’re working towards your goals now, the better off you’ll be.

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RETIREES

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

Neal E. Cox, Jr.
cc# 4212 dept.# 1524

Ronald W. Gusler
cc# 2367 dept. # 2541

Edward L. Hooper
cc# 3890 dept.# 2421

David W. Lovelace
cc# 2426 dept.# 2541

Tharron P. Smith
cc# 1145 dept.# 1631

Phillip D. Stephens
cc# 3656 dept.# 1110

Lenwood D. Stokes
cc# 2989 dept.# 1420

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Some Things Never Change

canoe, sold the paddles, and canceled all capital investments for new equipment.

The money saved was distributed to the Senior Executives as bonuses and the next year's racing team was out-sourced to India.

We Send Our Sincere Condolences To

Richard Barksdale, Sue Barksdale, John Bowman III, David Bray, Carolyn Coles, Mary Ann Davis, Samuel Edmunds, Mike Fox, Glenn Hall, Jamie Hall, Todd Hall, Garnett Haar, Dennis Hawker, Troy Haymore, Jerome Howerton, Barry Hudgins II, Bobby James, Ronald Lacks, Cecil Law, Theresa, Lipscomb, Kenneth McNichols, Bobby Mitchell, Jr., Mary Newcomb, Phillip Owens, David Proffitt, Christopher Rodger, Antonio Royal, Jerry Scott, Jeff Setliff, Charles Slade, Patrick Stephens, Laurin Strange, Donnie VanMatre, George Waldron, William Wallace, Alvin Weatherford, J. Withers, David Young

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
MAY 2007 CALENDAR						
AC 29	BD 30	BD 1	AC 2 SOAR Exec. Board Mtg 1:00 PM	AC 3	BD 4	BD 5
BD 6	AC 7 Executive Board Meeting 7:30 AM	AC 8	BD 9 SOAR Meeting 11:00 AM	BD 10 Union Meeting 7:30 AM 7:30 PM	AC 11	AC 12
May 6-11 Spring Interim Meeting San Antonio, Texas						
AC 13	BD 14	BD 15	AC 16	AC 17	BD 18	BD 19
BD 20	AC 21	AC 22	BD 23	BD 24	AC 25	AC 26
AC 27	BD 28 Holiday Memorial Day	BD 29	AC 30	AC 31	BD 1	BD 2