

The Stories They Don't Want You to See

Several stories from various publications shed a somewhat negative light on Goodyear and their management techniques. Below are excerpts from them and the source of each.

Jury Awards Nearly \$4 Million in Gender Pay Dispute

A federal judge has awarded Lilly Ledbetter, 64 of Jacksonville, Alabama nearly \$4 million in a discrimination lawsuit that states Goodyear paid the supervisor less than her male counterparts for nearly 20 years. She was a supervisor in the Gadsden plant until November 1998. As late as 1993 she was being paid below the minimum for the job while men were mostly paid medium to maximum. Source:

Jacksonville Alabama News

The Tale of the Disinterred Hose

Something smelled funny at the Goodyear-Lincoln Nebraska hose plant. In early September 2002, someone at Goodyear mistakenly sent 16 pallet-loads (about 3,000 lbs.) of automotive hose, a kind they no longer make, to the Lincoln landfill. Then Ford Motor Company ordered 177 pieces of the special hose, an air induction type. Goodyear was supposed to keep on hand for a discontinued Ford model. Goodyear explained that they thought the agreement to keep the hose that went to the dump had expired. So Goodyear hired a local excavating contractor to dig up the hose after it had been buried for 3 weeks. This could only be done after getting special waiver from Lincoln's city government. Goodyear management then directed employees to try to erase the odor by scrubbing the hoses with common detergent in large barrel-like washers. The smell forced the work outside. There, they tried portable power washers, they soaked the hoses in an ammonia solution, they even tried the dubious but venerable solution to skunk odor, a bath in tomato juice. This project continued through a whole weekend. Inspectors rejected half of the hoses for tears, according to employees. The hoses which met Goodyear's inspection process were packed and treated with Febreeze, the commercial fabric odor treatment and some vanilla scent and shipped off to Ford. After arriving at Ford, spokesman Paul Wood said "these parts won't see the light of day" and they were scrapped. Source: **Lincoln Journal Star**

Heating Hoses Trigger More Lawsuits

Two Denver law firms have filed a dozen lawsuits against Goodyear in five states over faulty hose in heating systems for homes and driveways. The Entran II is an orange rubber hose used in radiant heating and snowmelt systems. It was made by Goodyear from 1989 to 1993 and about 25 million feet was sold in North America. An Arapahoe County jury and judge awarded \$22.6 million in July to six homeowners. The award compensated the homeowners for the cost of replacing the hose, for the loss of use of their homes and the decreased value of their homes due to stigma associated with the hose and its failure. This case opens the door for hundreds of homeowners to seek damages. Source: **Denver Business Journal**

These are only a few stories in recent time that illustrates Goodyear's management and/or Goodyear's current financial position. We must manage our plants, our products and our entire organization. The six-figure salaries need to "protect our good name".



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Just Leave ALREADY!

According to writers for the Akron Beacon Journal, it's time for Sam Gibara to go. How much more can we endure this leadership? Sure he is no longer the CEO, but he remains chairman of the company's board. And, he heads a new executive committee that advises the new CEO, Robert Keegan. Gibara's leadership has gotten Goodyear in a financial mess. He has become a symbolic figure of Goodyear's period of decline. Former and current executives and shareholders ask why Gibara is still at Goodyear at all. The fact is, he shouldn't be! Why let one man cast a shadow over a once well managed company like Goodyear? **WAKE UP** Board of Directors and do what is best for all of us! Get rid of this man once and for all and ask for his resignation. His track record since his tenure is terrible. The company's stock has lost more than 95% of its value in five years and has over \$5 billion dollars in debt. On behalf of everyone who have their financial security in the balance, he must leave Goodyear. Gibara's departure would allow Keegan to fulfill his role. Keegan has yet to be tested. And, he has an extremely difficult task; he represents a new beginning. Goodyear makes an excellent product and it's workers, shareholders, and suppliers deserve better leadership than what it is receiving. Mr. Gibara, protect our good name and just leave!

A Union Member's View

I'm writing this in response to the January 15, 2003 lead article in the Danville View. (*The Danville View is a management newsletter that expresses the opinions of Goodyear management.*) In the article, entitled "NAT plants are good neighbors in the communities," several comments were quoted by executives of various chambers of commerce. These executives expressed concern over the loss of local jobs or the potential loss of jobs due the current "economic conditions and the world marketplace." They voice concern over their inability to replace the type of wage structure local "plants" provide the communities and its citizens.

The article goes on to report Goodyear-Danville's annual payroll in wages and benefits of more than \$115 million in 2002 and the \$75 million in goods and services purchased by the workforce. The local chamber of commerce president states that "Goodyear's contributions to our community are tremendous." In addition to the annual payroll, she mentions that "Goodyear employees give unselfishly as volunteers, as supportive school parents and as concerned citizens." Well it's true that certain people who happen to work at Goodyear have these traits. Goodyear has nothing to do with it. My guess is, they would be community minded and good parents with or without Goodyear. That kind of just leaves the money being poured into the community as the "tremendous contribution."

To read these quotes in this article one would assume that Goodyear, through its generosity to its "associates," provide these high paying jobs with these great benefits simply because it is a caring company and wants to compensate its "team members" out of the goodness of its heart. When in reality every dollar Goodyear spends in wages and benefits were negotiated by the union. Quite often we have had to strike and sacrifice for these hard fought-for wages and benefits that they describe as "Goodyear's contributions."

These local community leaders need to realize that had these plants not been organized, Goodyear's contributions wouldn't be nearly so "tremendous." And they further need to realize that if Goodyear has its way and we become more "competitive" by being a "low-cost" (translation: cut wages and benefits) producer, Goodyear's tremendous community contributions will be diminished.

It doesn't take a rocket scientist to see that as the Goodyear worker suffers, so does the community. Does it really matter to the communities of Union City or Danville how the money is cut off? Whether it's through a reduction in the workforce or whether it's through cutting the American worker's wages, the end result is the same. The amount of dollars being spent in the community will diminish.

Let's face it. How do we compete against slave labor? What can we give up to compete against \$1 per hour wages where the tax base is lower (if there is a tax base), there is little or no environmental regulations, and companies can treat workers any way they want to? What concession can we give up in order to "respond," as Darrell Finney puts it? Will agreeing with a flex schedule and paying a few dollars on health insurance level the playing field? Come on. Who do you think you're kidding?

I understand that the American union worker is faced with economic hardship as long as our federal government allows corporate greed to send our jobs off shore as a result of free trade. But the American union worker will not be the only ones that suffer. Darrell, Almeida, Nelson, Grant, Maynard and Dwayne all better learn how to speak Chinese and get comfortable living in a communist regime.

The biggest problem with "the Danville View" is that it preaches all doom and gloom and gives no solutions. If what Darrell wants is to do away with rumors and address truth, then tell us what the company plans to come after in April and stop all the innuendoes and threats. If he doesn't know what exactly the company will be asking for, then stop "educating" us.



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We at BuyAmerican.com are contacting groups and individuals who share our desire—to keep American workers in American jobs producing American products. We all need to help — the next American worker to lose his job to an overseas company may be your neighbor, a relative, or worse...it may be you! We would appreciate anything you could do to encourage your members, friends, or co-workers to Buy American products.

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In an average year, the US spends at least \$100 billion importing Chinese-manufactured goods while exporting only \$16 billion in US-made goods to China. In fact, the US imports roughly 40-50% of all of China's export goods. And, while US firms invested \$2.2 billion in China during the first month of 2001, there were 271,000 jobs lost in the US. The US economy lost another 271,000 jobs in the second quarter of 2001. In June of that year, 114,000 jobs were lost. The trends for 2002 aren't any better.

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It's time we Americans wake up and show loyalty to our fellow countrymen, a practice so many other countries in the world already use. They care about themselves. We need to care about ourselves. To make America strong, we need strong companies and strong people. It's time to support the companies and people working in this country. BUY AMERICAN!!! Please, make a conscious effort to support US manufacturers and American workers. With an unemployment rate of 5.6%, it's more important than ever to buy American-made goods to help keep Americans working. Let's do what we can to turn the statistics back in the favor of the American worker. By making the effort to buy American products, who knows whose job you might save, whose day you may brighten...

The Staff of BuyAmerican.com, Inc.
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February 12, 2003

The meeting was called to order by President Jack Dodson. All officers present except Willie Fitzgerald. There were 70 members present.

Prayer was by Jack Dodson followed by the Pledge of Allegiance.

Minutes of the January meeting were read and approved.

Treasurer's report read and approved. Earl Guill has been appointed Treasurer to fill the vacancy due to the resignation of Kenny Stevens.

Charles Denny discussed the condition of Goodyear and the possible effect it will have on the retiree's benefits. Also, new benefits the negotiating committee is asking to be included in the new contract for retirees is vision care, hearing test and hearing aids, cost-of-living, co-pay on all Medicare premiums, co-pay on prescription payments.

Kenny Stevens gave a report on the SOAR International meeting in Nashville.

Winners of the two oil and lube changes donated by Gold Adkins at the Goodyear Service Store, was Larry Pifer and Kenny Stevens. Winner of the 50-50 drawing was Randolph Mays.

The meeting was adjourned followed by a lunch of delicious stew made by the members. Our thanks to John Giles who graciously furnished ham and sausage biscuits for breakfast. Those working on the stew enjoyed this kind gesture.

Respectfully submitted,
Nancy Guill, Secretary

IMPORTANT:
MEMBERS STAY INFORMED BY
ATTENDING THE SOAR MEETINGS
EACH MONTH.

PRAY FOR OUR MILITARY
PERSONNEL, OUR PRESIDENT,
AND THE LEADERS OF OUR
COUNTRY

Did You Know?

Since January 2000

•Unemployment has climbed to 6%, an 8 year high. Ten Million unemployed workers want jobs but cannot find them.

•Almost 2 million workers have been unemployed for six months or more, a 54% jump over the previous year.

•60% of CEO's expect to cut payrolls in 2003 compared with only 11% who plan to add jobs.

•More than 1.5 million manufacturing jobs were lost between 2000 and 2002.

•More than 85,000 Steelworker members have lost their jobs from 2000 to 2002

•Poverty rose and family incomes fell in 2001. About 33 million Americans were officially poor in 2001, up 1.3 million from 2000.

•There were 3,279 mass layoffs overall in 2001, up 79% since 2000.

•Personal bankruptcies are at an all time high. During the 12 months ending June 2002, more than 1.5 million individuals filed for bankruptcy.

It's time for the President and Congress to focus on American jobs and put working families first!

Editor's Column

Health & Safety is a very Important Issue!

The health and safety of our members is a very important issue and should never be taken lightly. There have been numerous safety complaints called into OSHA lately. These complaints have most likely been the reason for the inspections we've had at the plant in the past several weeks. Don't get me wrong, I'm a strong advocate of OSHA and safety in general, however, involving OSHA should only be done after we've completed the in-house obligations first. We have many safety representatives eager and waiting to resolve any issues they can or if necessary involve our union safety committee. Mike Baker, James Coles, Al Medlin and Dennis Saunders all word hard to resolve safety issues and at any time you may see one or all of them in Ron Knight's office. Ron is fairly new to the plant, but as far as I can see and from all I've heard, he is very sincere in his efforts toward safety in the Danville plant. If we have serious safety concerns, I feel confident that Mike Baker and our union safety committee will contact OSHA for inspections. We need to allow the proper safety representatives an opportunity to do the job they've been appointed to do. If you have a concern, contact your department safety rep., if it is not resolved, contact the union safety committee (see list). If they cannot resolve your issue, they will take the necessary steps. We have had far too many OSHA visits where the inspector asks, "What have you done about this issue" and everyone involved in safety can only reply – this is the first time I've heard of it. Health & Safety is a very important issue, we don't want to be in a position of crying wolf too many times and get to a point where we really need help but the inspector has heard "wolf" too often and don't come.

Dana Dixon, *Managing Editor*

Local 831 Safety Committee

Mike Baker (chairman) .. "B" Crew Maintenance 793-9630 Pager 766-4043
James Coles 1st shift Fabric Calendar Pager 797-6933
Al Medlin "A" Crew #4 Tuber (336) 694-6749 Pager 797-7503
Dennis Saunders "D" Crew ... Final Inspection 797-3466 Pager 791-7071
Plant extension to leave messages 376
If all else fails, contact the Union Hall 388-5537

USWA Local 831 CREDENTIALS

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Danny Barber
President and Editor

Dana Dixon
Managing Editor

Gloria Gravely & Danny Travis
Associate Editors



PENSION & INSURANCE Routine/Screening Procedures

When you go to the doctor for a routine/screening procedure make sure that your doctor knows that the Insurance will not cover unless it is **Medically Necessary**. An example of this is a colonoscopy. If you are having this procedure done because you are having problems relating to this then your insurance will cover it, but if it's part of a routine physical examination the insurance will not pay. Always remember **Medically Necessary** when having routine procedures done.

THE HUMOR OF Will Rogers

1. Never slap a man who's chewing tobacco.
2. Never kick a cow chip on a hot day.
3. There are two theories to arguing with a woman... neither works.
4. Never miss a good chance to shut up.
5. Always drink upstream from the herd.
6. If you find yourself in a hole, stop digging.
7. The quickest way to double your money is to fold it and put it back in your pocket
8. Good judgment comes from experience, and a lot of that comes from bad judgment
9. If you're riding' ahead of the herd, take a look back every now and then, to make sure its still there.
10. Lettin' the cat outta the bag is a whole lot easier'n puttin' it back.

Questions & Answers

If anyone has a question for *The Informer*, please submit it to Dana Dixon, Gloria Gravely, Danny Travis or your Division Chairman.

If an employee is retiring and has 30+ years and the last day worked is December 31, 2002 would an employee be entitled to 2003 vacation?

Yes. An employee can get pay for vacation or schedule the vacation.

Does the employee have to work in 2003 to get vacation?

No. Employee must be on payroll the last day of the year to earn vacation for 2003. The employee will be paid earned vacation pay in lieu or can schedule vacation up to the retirement date.

Note: Employee cannot retire in same month with earnings. Retirement effective 1st of the month.

Where Did The Partnership Go?

In the early 90's, **Goodyear** decided that it would like to implement a process known as employee involvement, known as TIP at the Danville plant. In this process floor level workers would be allowed the opportunity to become involved in problem solving issues. After all who better to solve problems and to implement ideas than the actual people who make the product. These experts would be allowed to form problem solving teams in their areas and to choose the issue that they wanted to work on. Best of all for the first time in the history of the Danville plant the company was willing to be partners with the union on this new process which would solve problems in the plant by giving the floor level worker a voice. Would this make people feel more like they were part of the business, more concerned about the business, more understanding of the business? For the first time the workers on the floor were really involved and most of all Goodyear was listening to what they had to say. Why? Because corporate said they had to! And so they did.

The amazing thing about it all was how again the people at the Danville plant responded and made it work. And it did work! No longer would the so-called expert be isolated and have no say in the business. The worker would finally have a voice in the workplace. Whether you liked the process or not, one thing was for sure, these experts had some good ideas. Most of these ideas were implemented and are a mainstay today throughout the plant. When visitors came to our plant TIP presentations were always on the agenda. Customers know who the experts are. These ideas made jobs safer, improved quality and improved plant efficiency. Through the joint weekly newsletter "*The Communicator*" business centers were educating and communicating items that were pertinent to their department. Such as, safety, quality, waste, productivity and human interest. This time it looked as if corporate had gotten it right!

As years went by and corporate leadership changed employee involvement became less important. It is obvious if it is not important to corporate it will not be important at the local leadership level no matter how well it works. Now we have other problem solving processes such as FBA's and Six Sigma, which are fine, but they are just another problem solving tool that have less involvement from the experts. The employee involvement process has proven itself but you never hear of the good it has done and can do. This is the thanks we get for being involved and trying to be part of the business. It seems especially now with the economic worries that Goodyear is experiencing, one would go with a proven process that involves everyone instead of spending thousands of dollars on one that has yet to be proven.

Rules for Investing

in Today's Stock Market

Edward Jones

Hershel Stone - 836-4717

Chris Eastwood - 791-2595



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Unions Say Smallpox Program Must Protect Workers

A week before the scheduled start of President Bush's program to vaccinate Americans against smallpox, the leaders of the Service Employees International Union (SEIU) and the American Federation of State, County and Municipal Employees (AFSCME) called on the administration to suspend the program unless it can provide for medical screening of those who will be inoculated, and provide compensation for anyone injured by the vaccine.

The first phase of Bush's program would involve inoculating 500,000 hospital and public health care staffers. Eventually, up to 10.5 million health care workers and emergency responders would be vaccinated.

SEIU President Andrew Stem said his union was recommending to its 750,000 health care members that they not participate in the vaccinations unless the president changes the program. Several prominent hospitals are also refusing to take part because of safety concerns.

Under Bush's plan, workers and patients harmed by the vaccine or its side effects would have to sue the federal government and prove negligence to be compensated. The unions are pressing Bush to compensate victims and to screen out patients who may be at higher risk for complications.

Civilians who volunteer to be vaccinated should receive the same protections as the military, which has screened out some 30 percent of its members because of contraindications; like eczema, pregnancy and weak immune systems, said the unions.

"Those asked to risk their health, livelihood and even their lives must be protected," said AFSCME President Gerald McEntee.

Cornerstone Complete Care
793-0700

February Membership Meeting Minutes

USWA Local 831 held its regular membership meeting on February 13, 2003 at 7:30 am & 7:30 pm with President Danny Barber presiding. These are the highlights of those meetings:

■ Pledge of allegiance followed by David Payne with the prayer.

■ Roll Call of Officers, all were present except Greg Melton.

■ Meeting minutes from January were read by Recording Secretary Brenda Miles at the morning meeting and Terry Trull at the night meeting and those minutes were approved as read.

■ Executive Board minutes were read and approved and contained the following:

- Send the President & Policy Member to the "Most" Time Study Conference.

- Approve postage for the Keegan letters.

- Approved an excuse for Becky Payne for missing the January meeting.

■ William "Stick" McLaughlin

presented the January financials and they were approved as presented.

■ Pension & Insurance alternate, Gloria Gravely talked about routine examinations and how to determine if they are covered or not. (See P&I Story in this issue on page 4)

■ Dana Dixon reviewed the recent negotiations survey with membership. We had 1909 surveys distributed and 1323 completed. Results are posted on union boards.

■ Byron Taylor urged members to participate in the USWA PAC. Corporations fund our representatives to slant legislation in favor of business. We need to be able to help the candidates whom favor the "working man views."

■ Linwood Saunders gave a brief summary of the action taken thus far at the 2003 Virginia General Assembly. He reported that a lot of work was going into a bill to keep the unemployment benefits at a level above normal.

■ Delta Williams and Ted Fitz reported on the Legislative

Conference in Washington. There will be several bills coming up that could need our attention. The COPE Committee will keep membership up-to-date on 2003 legislation.

■ David Payne reported that Trustees met and inspected the Local 831 financials and everything was in order.

■ President Barber reported on the negotiations preparations. He and Benny Toller just returned from the Policy Conference. President Barber stated that these negotiations were going to be different than any we've seen before and that we must assume a role of helping run the business, if the business is going to survive. Our Local 831 CAT group will keep membership updated on the events as they unfold.

■ 50/50 winners were Harold "Dude" Haley and David Payne.

■ The attendance drawing was for \$525.00. The name drawn was Johnny Bowe dept. 1524 cc# 5926. He was not present so the March drawing will be \$550.00

■ Motion to adjourn by Becky Inman.

Hoffman Chiropractic
799-4000

Key Events & Dates

Policy Conference Feb 3-5
 Drafting of proposals Feb 6-15
 Final preparation March 10-13
 Formal proposal
 exchange with mgmt March 13
 Strike Vote meetings Late March
 Selection of industry
 "target" company Early April
 Our master contract
 expiration* April 19
 Bridgestone/Firestone
 master contract expiration ... April 23
 Uniroyal/Goodrich
 master contract expiration ... April 23
 *Kelly Springfield local contracts expire July 5

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.
 Clarence Simpson, Ernest Wooding,
 Braxton Edmonds, Ronnie Clay,
 Donnie Anderson

We Send Our Sincere Condolences To

Eddie Anderson, Sam Baker, Harry Brooks, Darrell Coles, Michael Hatcher, Michael Howard, Charles Hubbard, Farley Martin, Lonzy Robertson, Kelvin Thompson, Hazel Torian, Craig Warren, Eugene Webb, Edward Womack, Ronald Wooten, Ricky Wrenn, Rexford Keen, Gene Ferrell, Jimmy Shelton, Victor Robertson, Darrell Bailey, Randal Campbell, Chris Pannell, Mike Huemoeller, Keith Cox, Corey Swann, Kenny Williams, Melvin McCain, Berkley (Rudy) McDuffie, The Family of Adam McDuffie (Retiree), The Family of Loyd H. Scarce Jr. (Retiree)

U.S.W.A. Local 831

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
MARCH 2003 CALENDAR						
AC 23	BD 24	BD 25	AC 26	AC 27	BD 28	March BD 1
BD 2	AC 3 Executive Board Meeting 7:30 AM	AC 4	BD 5	BD 6	AC 7	AC 8
United Steelworkers Press Association Conference						
AC 9	BD 10	BD 11	AC 12 SOAR (Retirees) Meeting 11:00 am	AC 13 Union Meeting 7:30 AM/PM	BD 14	BD 15
Contract Final Preparation						
BD 16	AC 17	AC 18	BD 19	BD 20	AC 21	AC 22
AC 23	BD 24	BD 25	AC 26	AC 27	BD 28	BD 29
BD 30	AC 31	April AC 1	BD 2	BD 3	AC 4	AC 5