

The Informer

Representing Workers of Goodyear Tire and Rubber/Servitex/Goodyear Service Store/URW 831 Credit Union

Dedication will prevail in Lead Hand Concept

The Lead Hand is a concept that was negotiated in our master contract. It is mandatory at all 13 locations in our collective bargaining agreement. Gadsden has been using this concept for a number of years with much success and now it is our turn to show them what we can do! Though the Lead Hand will serve many functions as the Area Manager would, there will be some he/she will not.

* The Lead Hand will not handle any disciplinary actions

* Will not be required to work any extra time on the shift

* The Lead Hand is not a watch dog

The Lead hand will be responsible for

* Paying the employees

* Passing out pay-checks

* Handle vacation/birthday holiday request

* Retrieve check-sheets, tags

* Provide necessary tools and equipment to operate job

* Trouble shoot problems and handle quality issues

The Lead Hand should be an individual

that is respected by their peers. This person should be a LEADER not a MANAGER. You manage things but lead people. A good Lead Hand should be a motivator but most of all a good listener. He/She must keep open and honest communication among the people they are leading and provide them with the tools necessary for the team to perform their job safely and efficient. As all of us, they should put safety first on the job and strive for excellence in quality of all products made in the Danville plant.

For the rest of us, we must support these individuals by performing our jobs at the highest level possible. We must willing to listen and communicate issues that pertain to the job. We all must be committed in continuous improvement for Goodyear, Local 831, our families and ourselves. The people at the Danville plant are the reason for our many years of success. We have always set the standard on any issue that has presented itself and the implementation and success of the Lead Hand is no exception.

Bush Report Praising Export of U.S. Jobs Blasted by Democratic Rivals

Despite the loss of millions of jobs since President Bush took office - well over 2 million in manufacturing alone - a 411-page report issued on Feb. 9, by the Bush Administration praises the movement of factory jobs and white collar work to foreign nations as a move that may be painful at first but will enrich the U.S. over time.

In a statement that strongly suggests the Bush Administration has little understanding of the employment challenges facing every day Americans, N. Gregory Mankiw, chairman of Bush's Council of Economic Advisors, which prepared the report, said, "Outsourcing is just a new way of doing international trade. More things are tradable than were tradable in the

past. And that's a good thing."

The report predicts the U.S. will recover three years of lost jobs by creating 2.6 million jobs in 2004. White House economists were also optimistic a year ago when they forecast the creation of 1.7 million new positions. However, when the year ended, the Labor Department reported that the economy had actually lost 53,000 jobs.

The foreign "outsourcing," of U.S. jobs in recent years has become a major issue in the 2004 presidential election, as has Bush's economic stewardship of a jobless recovery.

Leading Democratic contender, Sen. John Kerry, questioned the credibility of the

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February 11, 2004

The meeting was called to order by President Jack Dodson. All board members present except Nancy Chaney and George Stewart. There were 67 members present.

Opening prayer was by Paul Marlow followed by the Pledge of Allegiance.

Minutes of the January meeting read and approved.

Treasurer's report read and approved.

New members in attendance were Ed and Martha Caviness and Roy Doolin. We issue a warm welcome to them.

Motion made by Jack Dodson to give \$100.00 to DanChem employees who are out on strike. Lester Doss seconded the motion. Motion passed.

Door prizes: Oil, lube and filter change from Goodyear Service Store, Mt. Cross Rd. won by Richard Siddle and Diane Hyler. Joe Price won the oil, lube and filter change from Perry Bros. on Piney Forest Rd. Fifty-fifty won by Thomas Slayton.

Our thanks to John Giles who so kindly brought biscuits for the early morning crew working on the brunswick stew.

Motion made to adjourn made by Cathy Hamlett and seconded by Lester Doss. Motion passed. Respectfully submitted,
Nancy Guill, Secretary

NOTE: The next meeting will be March 10 at the Union Hall. Your attendance is important to your Soar Chapter. It is a good way for you to keep up with your retirement benefits and anything concerning your retirement. Plan now to attend.

New retirees are encouraged to join and support your Soar Chapter.

USWA and Alliance for Economic Justice Endorse John Kerry for President

The USWA today endorsed Democrat John Kerry for President, expressing confidence that Senator Kerry would "take immediate action as President to reverse the devastating decline in manufacturing jobs and the debilitating increases in the nation's trade and budget deficits." As I stated in a press release announcing the endorsement, "The Bush Administration's recent claim that 'outsourcing' U.S. jobs is 'good' for America leaves little doubt that this White House is either totally out of touch with reality, or completely indifferent to the suffering that its policies have caused the great majority of Americans who don't have six- or seven-figure incomes."

The unanimous decision by the USWA International Executive Board to endorse Senator Kerry followed a review of the results of a poll of Steelworker local leaders and activists that showed support for his candidacy by a margin of more than 10 to 1. That support is based on Kerry's record of advocating issues crucial to working Americans, including strengthening the rights of workers to organize, halting runaway costs in health care, changing the tax code to reward companies willing to invest in domestic manufacturing, support for continuation of steel tariffs and help for retirees whose health benefits have been wiped out by corporate liquidations. More recently, Senator Kerry has committed to review the economic impact of all trade agreements within the first 120 days of his administration, as well as oppose the CAFTA and FTAA trade agreements.

Our union's endorsement decision was echoed by the other 18 members of the Alliance for Economic Justice who voted unanimously today to endorse Senator Kerry after consulting with their leaders, members and activists. The Alliance was founded in 2003 to fight for affordable, universal health care, job creation and a strong global economy based on fair trade. Alliance unions, with approximately 5 million members nationwide, will put in place a massive grassroots voter education and mobilization effort for the remaining presidential primaries and for November's general election. Alliance member unions are also currently uniting and cooperating to establish an international minimum wage, to develop cooperative and strategic organizing campaigns among alliance member unions and to pool the power of the groups' millions of members into health care cooperatives to drive down the cost of health care.

Bush Report Praising Export of U.S. Jobs

Continued from page 1

administration's job-creation forecast. "I've got a feeling this report was prepared by the same people who brought us the intelligence on Iraq," he said. "I don't think we need a new report about jobs in America. I think we need a new president who's going to create jobs in America and put Americans back to work."

Kerry has called for new tax incentives that will stimulate manufacturing job in domestic industries, and has said he will call for a complete review of the impact of the nation's trade agreements on the U.S. economy within the first 120 days of his administration. In addition, he is opposed to CAFTA and the FTAA and has said he will not sign any trade agreements that do not have enforceable labor rights and environmental standards in the core agreements.

Sen. John Edwards (D-N.C.) said of the Bush administration, "what planet do they live on? They are so out of touch." He said that it would come as a "news bulletin" to the American people that the economy is improving and the outsourcing of jobs overseas is good for America.

February Membership Meeting Minutes

USWA Local 831 held its regular membership meeting on February 12, 2004 with President Danny Barber presiding. These are the highlights of the meeting:

■ Benny Toller opened the meeting with prayer followed by the pledge of allegiance.

■ Roll call of officers, all were present.

■ Recording Secretary, Brenda Miles presented the meeting minutes from the January meeting. They were approved as read.

■ Executive Board report from the February meeting was approved as read and contained the following items:

• Motion to send William "Stick" McLaughlin to the LM 990 Seminar in Roanoke, VA.

• Motion to purchase union apparel as inventory warrants.

• Thank-You received from the Homeless Shelter for the donation of \$859.00.

■ Financial Secretary, William "Stick" McLaughlin presented the financial report for December and January and they were approved as read.

■ Benny Toller, Pension & Insurance Representative addressed the following items:

• There are 14,000 COB's (Coordination Of Benefits) forms still not turned into Goodyear. Medical and Prescription Drug claims will be denied on spouses if not returned.

• Please DO NOT THROW AWAY YOUR EOB'S (Expla-

nation of Benefits). They contain vital information on how your claims were paid.

■ COPE committee member Byron Taylor gave a report on the General Assembly and the different bills they are tracking. Living Wage Bill is one for an example.

■ Vice-President Terry Trull gave a report on the trip to Nashville pertaining to the Toolkit Savings at the other Locals and if they have achieved their goals.

■ President Danny Barber applauded the 4 members of Local 831 for helping organize the Asheboro Wire Plant and the Statesville Mold Plant. They are Barry Austin, Antonio Harris, Donnie Crews and Chris Apple. Thank you!

■ President Barber also went over the Toolkit Savings at the Danville Plant and gave a breakdown of the 7 items and how they reached the goal. (See the approved Toolkit items) He also entertained questions from the floor.

■ Dana Dixon expressed to membership how well the lead-hand meetings went and thanked the division chairman for their input and participation at these meetings.

■ Brenda Miles and Greg Gammon won the 50/50 drawings.

■ Paul Eastridge name was drawn for the attendance prize. He was present. The attendance prize for March will be \$25.00

■ Motion to adjourn, motion carried!

Member Chatter



Danny Barker

(1st shift 1052/1414)

The information shared by the Division Chairmen was hands on and very relevant. If everybody will try , it will work. Lots of people are already doing this.



Julie Irby

(A shift, 2421)

It can and will work if everyone pulls together . Everyone is accountable for themselves and the work they perform. People need to be open-minded.



Mark Roach

(A shift 2421)

I think it is a good idea, but it must be implemented without any glitches. Sometimes it doesn't work like it looks on paper . I'm willing to do my part.



Nellie Stokes

(A shift, 2421)

We've got a good team that works together . The meetings went very smoothly . The information was informative, very good communications.

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USWA District 8 • www.uswa831.org

■
Danny Barber
President and Editor

■
Dana Dixon
Managing Editor

■
Gloria Gravely & Danny Travis
Associate Editors



EDITOR'S COLUMN

Computers played a role in Goodyear's demise!

You may think I've gone off the deep end with the statement that computers played a role in Goodyear's demise. This column like all others are strictly the opinion of the editor and do not necessarily reflect the opinion of the union and/or its members. But, I believe my opinion is much the same as many of our members.

Remember the day when the management people were on the floor, they were there when you needed them to identify quality issues, to make decisions on what was acceptable and what wasn't. Remember the day when management would have meetings with the employees to keep them abreast on the plant goals, corporate visitors, customers returns etc. It seems those days are long gone. Business Center management teams spend a majority of their time monitoring production from an upstairs or other office location with very little connection to the work force. If you listen real closely to the paging system, you track our management force at work. You will hear a BCM page a Specialist. A few seconds later, the Specialist will page an Area Manager and a few minutes later, the Area Manager will address the worker. Fact is, we have far too many chiefs and not enough Indians. What Goodyear needs is to get back to the days when they managed on the floor. Very little production comes out of the numerous meetings that management has every day. I feel most of that time could be used more efficiently by managing the little things that cause the employees the day after day frustration. Computers have made too easy to track the problems and does nothing to solve the pain. We can print hundreds of charts about a particular issue and in the end we really know no more than we did to begin with. If all of that computer time could have been spent on the floor, talking to the workers and sharing their concerns, we will begin to solve the painful issues that affect the productivity, quality and safety of our plant.

We also have waded through numerous lawsuits and now a SEC investigation over what Goodyear describes as a computer program malfunction. They reportedly switched to a new software program a couple of years ago and that computer program is the reason for all the accounting errors (not that I really believe that). If it is so, where are the checks and balances? Did we just load the program and never bother to see if it was performing correctly? As everyone knows, a computer can only decipher the information that is entered. Computers are not really the problem, the problem is that we rely too much on the computer rather than rolling up our sleeves and going to work. Fact is, we have management people both locally and corporately that know how to do the job, they've just chosen the easier route.

The computer has great abilities. It produces our union and joint-plant newsletters, and many postings throughout the plant. It allows us to send email, surf the net for information and provide the world with information that is pertinent to a particular subject. But, we must not forget, there are people out there who still do not live in the technology age. We have people who cannot and/or will not utilize the available technology. We have people who may not be able to function in the environment we are pushing on them. The charts we print are at times even hard for the person who made them to explain. Many times they are virtually impossible for people to explain if they were not involved in their creation. The old days of simply telling people about the production

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Questions Answers

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

What plants in our bargaining unit have completed their Tool-kits and which ones have not?

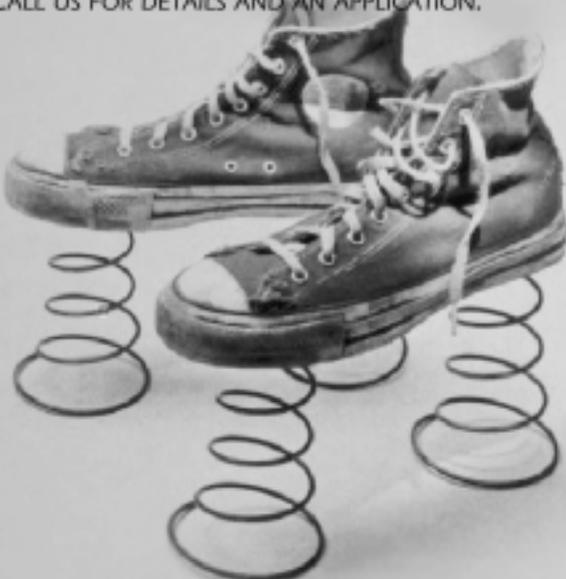
The following locals have completed their tool-kits. Local 2 Akron, Local 135 Buffalo, Local 200 St. Mary's, Local 286 Lincoln, Local 746 Tyler, Local 831 Danville, Local 843 Marysville, Local 904 Sun Prairie, Local 959 Fayetteville.

The locals that have not completed their tool-kits are either continuing their talks or making preparations for arbitration are as follows: Local 12 Gadsden, Local 307 Topeka, Local 745 Freeport and Local 878 Union City.

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PENSION & INSURANCE

NOTICE: Any member who has not turned their (COB) Coordination of Benefits form into Akron, your Medical and Prescription Drug claims will be denied on your spouse until they receive this information. All married employees who have a working spouse were to enroll in employee only coverage at their job effective January 1, 2004. If you did not send this form back, your spouses claims will be DENIED! Over 14,000 COB's have not been returned throughout Goodyear. So, please make sure you have sent these forms in to avoid delays in getting your spouse's claims paid. When you receive your EOB (explanation of benefits) from the provider, please keep them so you will have documentation of what bills have been paid.

Editors Column *Continued from page 4*

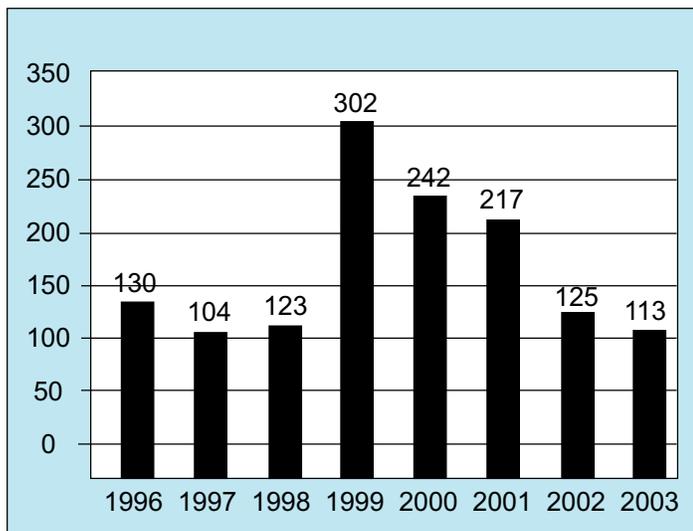
needs or discussing the goals of our plant could prove to be more efficient that strictly using the technology to lead us.

In closing, technology is great, but don't let it control how we do things or use it as a management tool that will keep you from getting out and meeting the people you work with. Just a quick little story, our plant once had a BCM that brought an employee to the office to congratulate him on reaching 30 continuous years service. In doing so, he went on to thank Mr. Hamilton for his service. Realistically, Hamilton was the name of the manufacturer of the clock and the BCM had lost contact with who his workers were.

Dana Dixon, Managing Editor

Grievance History

The Chart Below indicates the number of grievances filed by Local 831 members. To be included in this category a grievance must receive a number. Any grievance settled prior to the second step is not included.



TIRES & WHEELS

On Sale!

**All tires and wheels are on sale!
Wheel rep's will be on site all week.
March 8 - 12, 2004**

During this sale only, Goodyear Plant Employees will be given an "instant rebate" using their current coupons. The rebate is as described on these coupons, except the rebate will be instant (no need to mail it in).

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How Do You Support Your Local Union?

Toolkit talks explained

President Barber addressed the members present at the regular membership meeting on the "toolkit" discussions. As previously stated, our discussions remained within the pre-set parameters as described in the master negotiations thus not requiring any additional votes. Each item is listed below including the savings amounts.

* Incentive/Gainsharing-Our plant will implement incentive for the bead apexers, the NG & RTN tirerooms. The payment of the incentive is not complete, however, it was reported that an incentive will be paid after an apexer completes the 550th bead, the NG operator completes the 200th tire and the RTN builder completes the 125th low-profile or the 90th super-single tire. The savings for incentives is \$3,918,000.

* Lead Hand-This concept was the only item that was mandatory at every location. In Danville, we will implement 171 lead hand positions and decrease area managers by 57. The company reports that some of those positions are currently open. The savings for lead hand will be \$4,246,500.

* Available labor-This contractual

item is one that our committee felt we already abused and we could not provide any additional opportunities for temporary transfers. There was no cost savings on this item.

* Waste Reduction-In order to reduce our waste by 15%, Danville will utilize the Employee Involvement process (TIP) and Six Sigma as a means of finding solutions to our waste reduction needs. If we can reduce waste by 15%, the savings will be \$1,230,000.

* MMI/Light Duty-Seventeen job codes can be held open for employees who have reached maximum medical improvement with limitations on how many are in each division. Additionally, light duty employees will be utilized doing meaningful work. Savings is \$1,720,384.

* Work redesign-Eleven job combinations or splits were discussed, however only two were agreed to.



President Barber

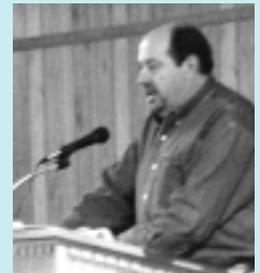
They are splitting jobs were 8-hour (bias) and 12-hour (radial) cross paths. A green tire trucker for the paint line will go back to traditional 8 hours. The aero water cleaner job on the mold crew will also revert to 8 hour traditional. Savings will be \$188,000

* Job postings-Any employee who bids after February 16, 2004 must stay on the job for 18 months.

Any new hire after that date must remain on their job for 36 months. Savings due to less training cost will be \$4,704,000.

* Manning credits-We have 47 open jobs that will not be filled. After the latest ticket increase, we have an additional 18 jobs that will not be filled. That savings totals \$6,110,000.

The total savings reached was \$22,116,884.00.



Terry Trull

USWA "Wellstone Award" Given to Sen. Byrd and Rep. Marcy Kaptur

I am pleased to report that I presented separate USWA Wellstone Awards to U.S. Sen. Robert C. Byrd (D-WV) and U.S. Rep. Marcy Kaptur (D-OH) during the opening session of our Legislative Conference held on February 1 with 400 union activists from across the U.S. at the Omni Shoreham Hotel. Our union created the award to recognize the dedication and accomplishments of public servants that exemplify the late U.S. Sen. Paul Wellstone, who died on October 25, 2002 with his wife Sheila, daughter Marcia and three campaign aides in a plane crash in northern Minnesota. The award is handcrafted in metal by USWA artisans at Wendell August Forge in Pennsylvania, featuring a Sen. Wellstone quote: "Politics is what we create by what we do, what we hope for and what we dare to imagine."

Senator Byrd was first elected to represent West Virginia in 1958. He has sponsored many bills supporting working families, and has led the Senate Steel Caucus fights to curb foreign imports and steel dumping, plus rallying opposition to exemptions to the steel tariffs imposed by President Bush. Congresswoman Kaptur is from northwestern Ohio's Ninth Congressional District, where she is serving an eleventh term since first being elected in 1982. She is one of the strongest voices in Congress against trade agreements that trade away jobs and a tireless advocate for the rights of workers everywhere. Kaptur is the senior Democratic woman on the Congressional Appropriations Committee and is a fighter in the Wellstone tradition.

Business of the Month



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.

Danny Atkins - D Crew Final Insp.

Point of Information

Any Retiree that are on Medicare needs to make sure that they send a copy of their Medicare card to the Pension Department in Akron so that they will receive the \$50.00 Reimbursement on their Pension check.

Also, if a spouse of a retiree has Medicare, they need to send a copy of their card too.

We Send Our Sincere Condolences To

Percy Averette, Marshall Barker, Lance Carter, Samuel Courts, Joe Ferlan, Jeffrey Fitzgerald, Troy Gibson, Ed Hairston, Jr, Ed Hairston III, Ricky High, Richard Hook, James Jennings, Harold Jennings, Bernard Jonas, James Jones, Raymond Johnson, Sylvester Mayo, Jerry Oakes, James Parker, Ricky Pritchett, Danny Roberton, Malon Shelton, Roger Turner, Shelia Williams, Jackie Williamson, and the family of Mr. James Mayfield (Retiree), Mr. James Walker, and Mr. Ellis "Daddy O" Fitzgerald

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
MARCH 2004 CALENDAR						
February <i>BD</i> 29	March <i>AC</i> 1 Executive Board Meeting 7:30 AM	<i>AC</i> 2	<i>BD</i> 3	<i>BD</i> 4	<i>AC</i> 5	<i>AC</i> 6
<i>AC</i> 7	<i>BD</i> 8	<i>BD</i> 9	<i>AC</i> SOAR Meeting 11:00 AM 10	<i>AC</i> Union Meeting 7:30 AM/PM 11	<i>BD</i> 12	<i>BD</i> 13
<i>BD</i> 14	<i>AC</i> 15	<i>AC</i> 16	<i>BD</i> St. Patrick's Day 17	<i>BD</i> 18	<i>AC</i> 19	<i>AC</i> Spring Begins 20
<i>AC</i> 21	<i>BD</i> 22	<i>BD</i> 23	<i>AC</i> 24	<i>AC</i> 25	<i>BD</i> 26	<i>BD</i> 27
<i>BD</i> 28	<i>AC</i> 29	<i>AC</i> 30	<i>BD</i> 31	April <i>BD</i> April Fools Day 1	<i>AC</i> 2	<i>AC</i> 3
<i>AC</i> 4	<i>BD</i> 5	<i>BD</i> 6	<i>AC</i> 7	<i>AC</i> 8	<i>BD</i> 9	<i>BD</i> 10