

26,889 More Jobs Offshored

A total of 46 new companies have been added to the Offshore Tracker this month, resulting in 26,889 jobs moved offshore and 11,787 U.S. jobs lost. The leading culprits are IBM, adding more than 3,000 positions to its offshore locations, bringing its total to 15,000; and Delphi with 6,800 engineers in India, China, Mexico and Poland-40% of its engineering department. American Express eliminated 2,000 U.S. jobs and intends to offshore at least 400 of the lost positions.

Over the past year, customer complaints to Dell prompted the company to move some of its call center positions from its offshore Indian location. However, the jobs are not returning to U.S. soil. Instead the company has shifted focus to Canada. This month the company hired 750 employees to staff its new call center in Edmonton. In addition Dell is opening customer service offices in Halifax, Montreal, Ottawa, Toronto, and Vancouver.

"Nearshoring" is not a new concept to companies like Dell, however tax credits and loans offered by nearshore destinations make it popular for more than just language proficiency and travel costs. Canada is offering large tax credits and loans to companies that set up research and development or design centers within its borders. As reported in the San Jose Business Journal, the federal and provincial governments in Canada work together to offer a credit of up to 57% against labor costs in R&D. In addition to an R&D tax credit, the Canadian government also offers loans of up to \$5 million to cover the cost of developing a new product using Canadian workers.



International Trade

Citing Huge Trade Deficit, Bipartisan Group Of 57 Lawmakers Seeks to End China PNTR

In a move that would reverse years of U.S. economic engagement with China and vastly increase tariffs on Chinese goods, 57 members of the House introduced legislation Feb. 9 that would repeal permanent normal trade relations (PNTR) with China.

Rep. Bernie Sanders (I-Vt.) sponsored the legislation and 44 Democrats and 12 Republicans signed on as co-sponsors. At a Feb. 9 press conference, Sanders predicted the legislation would have 100 co-sponsors in the next couple of months. Sanders introduced a similar bill in late 2003 that made little progress.

Sanders and several other members co-sponsoring the bill criticized U.S.-China trade policy during the press conference and said it has led to a skyrocketing trade deficit and the loss of millions of manufacturing jobs.

Rep. Marcy Kaptur (D-Ohio) said the U.S. trade deficit with China has almost doubled, to approximately \$160 billion, since Congress approved PNTR for China in 2000.

"Anyone who takes an objective look at our trade policy with China must conclude that it is a failure and needs to be fundamentally

overhauled," Sanders said.

The members also criticized China for violating international trade rules and said the Bush administration should take a tougher approach to China in response.

Administration Faulted

Rep. Peter A. DeFazio (D-Ore.) said high-tech and furniture companies in his district have had their products counterfeited and sold by Chinese companies, both in China and in third markets, and the Bush administration has done little on behalf of the U.S. companies.

Rep. Ted Strickland (D-Ohio) said, "I think the question ... is this: Why is this government unwilling to stand up for the American worker, the American company ... the American taxpayer? Why are we such a paper tiger when it comes to expecting China to just abide by the rules that they've agreed to abide by? Why do we give them such a pass?"

The legislation is co-sponsored by Reps. Peter J. Visclosky (D-Ind.), Walter Jones (R-N.C.), Dana Rohrabacher (R-Calif.), and John Lewis (D-Ga.), among others.

Impact of Bill

Sanders' office released a fact sheet that said repealing PNTR would raise average U.S. tariffs on Chinese products from 3.8 percent

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FEBRUARY 9, 2005

President Jack Dodson called the meeting to order. All Board members were present. There were 62 members in attendance.

Opening prayer was by Jack Dodson followed by the Pledge of Allegiance.

Minutes of the January meeting were read and approved. Treasurer's report was read and approved.

Shirts will be ordered February 10. The shirts will have the Soar 8-UR-1 logo and will be available to any Soar member.

Bus Tours - a trip to Lancaster, PA. is being planned. The members voted to travel on June 28th for a two-day, three-night trip to see the two new plays, dine at an Amish farm and, in addition to other interesting places, we will go to Hershey, PA. and tour the Hershey Candy Factory. See Jack Dodson for reservations.

The March meeting will be a fish fry prepared by Charles Denny and his crew.

Also, starting with the March meeting we will have an attendance drawing. A name will be drawn from the total membership list. The starting amount will be \$10.00 and will increase each month by \$10.00 until a winner's name is drawn. Member must be present to win.

The Goodyear Service Store tire sale will be on March 21-25. Workers needed for the "Hot Dog Wagon". See Willie Fitzgerald if you can help.

Fifty-fifty won by Ann Nelson.

Door prizes won by the following: Oil and lube change from Perry Bros. won by Charles Denny and Mac Nelson. Oil and lube change from Goodyear Service Store, Mt. Cross Road won by Juanita Edwards and James Chattin.

A motion was made by Charles Denny and seconded by Kenny Stevens to adjourn. Motion passed.

Respectfully submitted,
Nancy Guill, Secretary

SOARing to New Heights

Retirement is just a normal part of working. We all hope that some day we will be able to enjoy life after those working days are over. There is one group who can testify that there is life beyond work, they are the SOAR members. The local chapter of the Steelworkers Organization of Active Retirees is one of the most active in the entire Steelworkers Organization.

President Jack Dodson invites any old or new retiree to come to a meeting to see what the retiree club is all about.

One of our newest retirees, Willie "Bo" Osborne stopped by the hall the other day, so we used that opportunity to get the feel of retirement from one of our newest. Osborne worked from March 1972 until



Willie "Bo" Osborne

December 2004 on various jobs, finishing his career as a service person in the Unisteel tire room. When asked about his thoughts on retirement, Osborne stated, "there has been a lot of ups and downs. I've been a little jittery waiting for my benefits to start." Osborne also said he had hoped to travel a lot, however, family illnesses has prevented that. "I've been needed at home, but that's ok too!"

At the February meeting of SOAR, the oldest retiree in attendance (retired the longest, not age) had good things to say about SOAR. Thomas

Watlington retired in June 1986 after a heart attack. "I really enjoy the fact that we get union-negotiated retirement pay and continuation of benefits. SOAR is great, it's an opportunity to meet and greet with friends and co-workers. I encourage anyone who hasn't attended to do so," stated Watlington.

Our retirees are SOARing to new heights every month.



Jack Dodson



Thomas Watlington

Medlin Retires from Safety Committee

For 15 years, Al Medlin has served on the Safety Committee at the Danville plant. Now, after all that time, he feels it is time to retire from the position he was proud to serve on, due to health reasons. His predecessor will be Kathy Adkins who was appointed by President, Danny Barber after Al's decision.

"I have seen a lot of good things happen over the years when it comes to safety. We now have more people on the floor involved in safety and we have a plant manager that has more commitment to safety than any plant manager has had for a long time. I would though, like to see the safety committee have more input in what goes on in the plant as far as safety is concerned," stated Medlin. Al also said that he would like to see the safety reps more involved and for them to receive more training. When asked about his replacement Al had this to say, "Kathy will be good for the committee, she is vibrant and eager to learn. She will do well."

Al also feels that upper management is very committed to safety but thinks that management at the floor level could be more committed.

Very soon, Al will be retiring from Goodyear all together and after he retires, plans to do a whole lot of baby-sitting for his grandson. He said he might even have time to do a little fishing and a little traveling.

"I have enjoyed my time on the safety committee and I would like to thank the USWA leadership, especially President Danny Barber, for giving me the opportunity to serve the people of the greatest union in America," commented Medlin. Al also states that the time he spent on the safety committee was the most productive time he has had while working for Goodyear.



February Membership Meeting Minutes

USWA Local 831 held its regular membership meeting on February 10, 2005 with President Danny Barber presiding. These are the highlights:

- David Payne opened with prayer followed by the pledge of allegiance.
- Roll call of officers, all were present except William "Stick" McLaughlin (Union Business).
- Recording Secretary, Brenda Miles presented the meeting minutes from the January meeting. They were approved as read.
- Executive Board report for February was approved as read and contained the following items:
 - Motion to purchase a plaque not to exceed \$50.00 to present to Al Medlin for his service on the Safety Committee.
 - Motion to allow the Cub Scouts to use the grounds for Camping (if date open)
 - Motion to remove Chris Apple from the Organizing Committee per Local 831 by-laws.
 - Motion to reduce Union T-shirts to \$5.00 and Golf shirts to \$10.00.
 - The Board supports President Barber's recommendation to

add Kathy Adkins to the Safety Committee.

- Per Executive Board action; motion to send President and Policy member to the Spring Interim meeting in Scottsdale, Arizona.
- Grievance Appeal (#1-05-2541) Motion to uphold the Grievance Committee.
- Vice President Terry Trull read the financial report for January and it was approved as read.
- Pension and Insurance Representative, Benny Toller gave the P&I report to membership on Dependant Eligibility Audit, COB Audit, Deductible and Co-pays, Family Status, Workers Compensation and Dominion Eye Center. (see P&I report)
- Communications Coordinator, Dana Dixon gave report on USWA Local 831 Website and the # of hits made, over 50,000 within a 56 month time span. Lou Dobbs talks to 25 Steelworkers on his TV show about buying American. The new Local 831 sign will be going up on the board at Value City, encouraging everyone to go by and check it out.

- Vice President Terry Trull reported on March of Dimes Telethon at G.W. High School on February 20, 2005. There will be a gate collection to benefit this worthy cause.
- President Danny Barber reported on FMLA and how it is to be used.
- Motion by Vice President Terry Trull to go into Special Meeting for nominations of delegates to the 32nd Constitutional Convention, motion seconded and carried.
- President Danny Barber read the call for the Convention and opened the floor for nominations. Election Committee names drawn to work the polls were Hampton Martin and Lisa Spicer along with a voting machine operator. Alternates drawn were Sandra Hairston and Larry Hook in case they are needed.
- 50/50 drawings were won by Matt Frazier and Lesa Tate.
- Jennifer T. Davis 2541/6225 was drawn for the attendance prize drawing. She was not present. The March attendance prize will be \$325.00. Motion to adjourn, motion carried.

Thirty-Second Constitutional Convention to be Held in Las Vegas

Article 1 of the constitution states; This Organization shall be known as the United Steelworkers of America, hereinafter also referred to as the International Union. This document shall be known as the Constitution and By-Laws of the United Steelworkers of America and it shall also be the Constitution of each Local chartered by the International Union.

The Thirty-Second Constitutional Convention will be held in Las Vegas, Nevada from April 11 through the 14th. The convention takes place every three years at a designated site. The constitution is basically the rulebook that all Steelworkers go by. In it, describes who we are and what we are about. All Steelworker locals will send representatives to the convention to vote for any changes or amendments to the constitution. Our local will send five members that were nominated and elected by our membership, they are: Brenda Miles, Gloria Gravely, Wayne Dickerson, Terry Trull and Sylvester Mayo. President, Danny Barber, will attend the convention by virtue of his position.

At the convention, International President, Leo Gerard, will address representatives on major issues that effect Steelworkers. Representatives from congress will also speak to the group about matters such as labor issues, bills that are in legislation that affect workers and what's headed down the pike for steelworkers. "It's actually a business meeting stating the affair of the union. Think of it as one giant union meeting that is held every three years," stated President, Danny Barber.

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Continued from page 1

International Trade

to 45 percent. Duties on toys would be increased from zero to 70 percent, the fact sheet said.

Repealing PNTR would violate U.S. commitments under the WTO, and would presumably invite retaliation from China.

Sanders said it was unlikely the bill would be supported by the GOP leadership, but he said it could gain support from some members in the House Democratic leadership. A Sanders aide noted after the press conference that Minority Leader Nancy Pelosi (D-Calif.) voted against PNTR.

Currency Legislation 'Ineffective.'

While several of the members criticized China's policy of pegging its currency to the U.S. dollar, Kaptur and a Sanders aide said legislation to force China to revalue its currency is insufficient. Sens. Charles Schumer (D-N.Y.) and Lindsey Graham (R-S.C.) introduced a bill the week of Jan. 31 that would slap an across-the-board tariff on all Chinese imports unless its currency is revalued.

Kaptur said such an approach "will not be effective" because as a "managed economy" China is insulated from the impact of currency flows. The Sanders aide said that a revaluation upward of China's currency by 30 percent or 40 percent would do little to offset the impact of China's low wages, which can be less than one-tenth of comparable U.S. wages.

EDITOR'S COLUMN...

Are you in the Game?



Are you standing on the sidelines or are you in the game? Are you taking an active roll as a union member by attending your union meetings? Our union is only as strong as it's membership. You, as a member of Local 831, have the power to keep our local strong by attending meetings, supporting the leaders that were elected by the majority, attending and participating in rallies, staying up to date on communication and education issues, getting involved in the e-mail network and actively volunteering for committees. Those in attendance at union meetings, have a say on all actions of the local union. Is there something about your insurance that you don't quite understand? What better place to find out than at the monthly union meeting. Each month, Pension and Insurance Representative, Benny Toller gives a detail report on any kind of information dealing with your union negotiated benefits. Financial Secretary, William "Stick" McLaughin gives the financial report from the previous month. Recording Secretary, Brenda Miles gives the minutes of the last executive board report and President, Danny Barber always field's questions from the floor that are important to members and always keeps membership up to date from month to month on international news as well as local news that pertains to members. There is a lot of information that can be received by simply attending your monthly union meeting.

At our last meeting were you there to nominate anyone to represent you at the Constitutional Convention that is to be held in April? Do you know that we have never had at our local a 100% turnout for a contractual vote! If you did not vote for or against the last ratification of the contract you missed a chance for your voice to be heard. It's easy to be a Monday morning quarterback. The bottom line is, we need each and every member for his or her input, suggestions, participation and idea's.

Are the young people preparing for the future, when one day they will become the leaders of tomorrow? I feel that we are very fortunate to have the leadership that is in place today but there will come a day when the Danny Barber's and Benny Toller's will no longer be here to lead us. And we best be prepared for it! Attending union meetings is the first step, and from there may lie our next union President! Are you standing on the sidelines or are you in the game?

Danny "Tree" Travis, Associate Editor

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Danny Barber
President and Editor

Dana Dixon
Managing Editor

Gloria Gravely & Danny Travis
Associate Editors



Bargaining Unit Work Belongs To...

Bargaining unit employees. Article XI, Miscellaneous Clauses, Supervisors, states as follows:

Supervisory employees shall not perform any work, which would ordinarily be done by employees in the bargaining unit except for emergencies, inventory, trouble shooting, and demonstrating methods or operations.

Arbitration # A-FEK-44 clearly states that the performance of any work by supervisory employees, which would ordinarily be done by employees in the bargaining unit is forbidden. This includes all work. If you see someone performing work you think is not his or her work, please contact your shop steward or Division Chairman. That particular arbitration case went as far as stating that retrieving items from the storeroom was a violation.

Questions Answers

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

How do I know who my Division Chairman is, compared to the Business Center I'm in? What is the breakdown of departments and why do they not track the same areas as the business centers?

During local supplemental negotiations, the parties discuss and/or make changes to the alignment. This can be found in Article V, Section 2 (green language). The reason union representation doesn't track with the business centers lies in the fact that business centers change from time to time and we decide the alignment based upon the time period of our agreement. Below are the areas of responsibility for each of the four Division Chairmen.

Representation and Responsibility

(a) For the purpose of representation and the discussion of grievances, the factory is divided into divisions as follows: **DIVISION 1 (Jeff Coleman)** -- All departments in Business Center A, which include Depts. 1320, 2312, 2431 and 1330, 1331, 1411, 1412, 1414, 1415, 1420, and 2311. **DIVISION 2 (Irving Lawson)**-- Depts 2333, 2415, 2420, 2421, 2541, and 3541. **DIVISION 3 (Jeff Dixon)**-- Depts 1520, 1521, 1522, 1523, 1524, 1525, 1526, 1631, and 4040. **DIVISION 4 (Roger "Butch" Robinson)**-- All departments under Engineering Manager plus Dept 1021, 1126, 1211, 1911 and Dept 1912, Job Codes 146 and 147.



Jeff Dixon,
Division III Chairman

It's Tax Time!



Have your cake and eat it too.

Ever notice that it's easier to pay back a loan than save money? Perhaps it's because by the time we get a sum of money, we need it for expenses or to catch up on bills.

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How Bills Become Laws

■ A Delegate or Senator has an **idea for a bill**, usually from a constituent.

■ He or she presents the idea to the Division of Legislative Services and requests that it be **drafted into a bill**. The bill is signed by the patron, introduced, and printed.

■ The bill is **referred** to an appropriate committee. The members of the committee consider the bill and decide what action to take. This is when the public may speak.

■ **First Reading:** The bill title is printed in the Calendar or is read by the Clerk, and the bill advances to second reading.

■ **Second Reading:** The next day the bill title appears in the printed Calendar on second reading. Bills are considered in the order in which they appear on the Calendar. The Clerk reads the title of the bill a second time. A bill on second reading is amendable and debatable. A bill that has passed second reading with or without an amendment is engrossed. If an amendment is adopted, the bill is reprinted in its final form for passage.

■ **Third Reading:** The next day, the engrossed bill title appears in the Calendar on third reading. The title is read a third time by the Clerk. By recorded vote, the bill is passed or failed.

■ **Communication:** When passed, the bill is sent to the other body, either

by the Clerk in a written communication or by a member in person, informing the other body that the bill has passed.

■ **In the other body:** The bill goes through essentially the same procedure as it did in the house of origin. The bill title is printed in the Calendar or is read by the Clerk. The bill is referred to a standing committee, considered, and reported by the committee. The title is read a second and a third time before passage.

■ **Committee of Conference:** If the House amends a Senate bill, or the



■ **Enrollment:** After being passed by both houses of the General Assembly, the bill is printed as an enrolled bill, examined, and signed by the presiding officer of each chamber.

■ **Governor:** The bill is then sent to the Governor for his approval. After being signed by the Governor, the bill is sent to the Clerk of the House (Keeper of the Rolls of the Commonwealth) and is assigned a chapter number. All chapters of a session are compiled and bound as the Acts of Assembly.

■ Bills that become law at a regular session (or the reconvened session that follows) are effective the first day of July following adjournment of the regular session unless otherwise specified.

For More Legislative News, See COPE Update on Page 7.



Senate amends a House bill, and the house of origin disagrees with the amendment, a conference committee, usually three members from each legislative body, may be formed to resolve differences.

A Message from the GMP Union

American-made, union-made glass containers are safe and pure, the perfect container for high quality contents. But many drinks-like products from Coca-Cola(--that are sold in the U.S. are sold in foreign-made containers.

Help support the Glass, Molders, Pottery, plastics & Allied Workers International Union's efforts to maintain a great American industry that provides thousands of good American jobs.

Call Coca-Cola(at 1-800-GET-COKE and ask them to use American-made, union-made glass containers for their products sold in the U.S.



COPE Update

With the Presidential elections behind us, now it's time for the Committee on Political Education (COPE) to turn its focus to state government. Local USWA 831's COPE members are currently traveling to Richmond for the 2005 session of the Virginia General Assembly.

This is the short session (45 days) of the General Assembly and most political analysts are predicting there won't be significant changes made because it is also an election year for all 100 members of the House of Delegates; however, our union must always be watchful to protect our members from harmful changes to workers' compensation laws, unemployment benefits, and other labor-related issues.

Starting January 12, 2005, COPE members have been alternating their time in Richmond to participate in committee meetings affecting commerce and labor, as well as the general sessions of the state legislature. The COPE committee will keep our members informed of issues that have significant impact.

We have appreciated the strong support of our union, especially with the recent support in voter registration and voter turnout. But we can not rest. We must continue to push for legislation that supports our members. We must also track the records of our state and local elected officials to ensure that they are voting in our best interest. While the national election is over, it's not too early for us to start looking at the records of our state politicians so that we can influence the November 2005 elections.

The COPE Committee has been busy in recent weeks tracking workers rights in Richmond during this year's short session of the Virginia General Assembly. With over 2,000 pieces of legislation introduced this year, the General Assembly has addressed everything from public smoking bans to special license plates for supporters of traditional marriage to penalties for exposed underwear. These issues change from day to day and are amended from start to finish. While many of the bills have been entertaining to watch, Local USWA

831's focus remains on bills that affect workers rights.

As the legislators head into crossover week, the bills which have been approved in the House of Delegates will go to the Senate and the bills that have been approved in the Senate will go to the House.

Three bills that the COPE committee is watching closely deal with unemployment compensation and jury service.

HB 2371 (unemployment compensation; misconduct; chronic absenteeism) provides that chronic absenteeism or tardiness in deliberate violation of a known policy of the employer, or unapproved absence following written reprimand or warning, is misconduct that may result in disqualification for unemployment compensation benefits.

HB 2795 (jury service by employed people) removes the provision that allows a person to be absent from work on any day he serves on a jury.

HB 2050 (unemployment compensation; minimum earnings;

maximum weekly benefit) increases from \$2,500 to \$2,700 the wages an employee must have earned in the two highest earnings quarters of his base period (the first four of the five calendar quarters preceding application for benefits) in order to be eligible for unemployment compensation benefits, and increases the maximum weekly benefit from \$326 to \$330.

Legislation changes quickly during the General Assembly session. To track bills online at the General Assembly, go to the state's website at <http://legis.state.va.us/> where you can monitor the progress of bills and resolutions.

USWA 831's COPE Committee

Chairman - Byron Taylor

Ted Fitz

Mark Powers

Linwood Saunders

Rhonda Walker

Jeff Yarbrough

TIRES & WHEELS

On Sale!

All tires and wheels are on sale!
Wheel rep's will be on site all week.
March 21 - 25

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). Payroll deductions allowed for this sale.

Buy a \$1.00 Raffle Ticket from SOAR
for a chance to win a set of tires!
Refreshments will be served.



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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.

Harold Watkins - 1520 U-2 Service

Mike Burnette - Final Inspection

Tonnie Glass - 2333 Creel Room

Russell Stephens - 1110 Pipe Fitter

Earl Easley - 1320 Roller Die Operator

Darrell Hall - Balance & Patch

Jerry Elliott - 1912 Receiving

Ed Hardy - 1411 Service & Trk Calendars



**February
is
Black
History
Month**

We Send Our Sincere Condolences To

Harold Campbell, James Coles, Ricky Collins, Ronnie Crane, Barry Ferrell,
Larry Hook, Lynn Hughes, David Ingram, Barry Ingram, Danny Johnson, Bill Lavinder,
Vicki Martin, Byron Martin, Shirley Martin, Sharon McClearn, Jimmy Newcomb,
Henry Owen, Hobie Wann, Ronald Williams
To the family of retiree Charlie Glass

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
MARCH 2005 CALENDAR						
February BD 27	AC 28	AC 1	BD 2	BD 3	AC 4	AC 5 Free Clinic of Danville Gala
AC 6	BD 7 Executive Board Meeting 7:30 AM	BD 8	AC 9 SOAR Meeting 11:00 AM	AC 10 Union Meeting 7:30 AM/PM	BD 11 District 8 Civil Rights and Organizing Meeting	BD 12
BD 13	AC 14	AC 15	BD 16	BD 17	AC 18	AC 19
			Full Arbitration Stanley Seargent - Arbitrator			
AC 20	BD 21	BD 22	AC 23	AC 24	BD 25	BD 26
BD 27 Easter Plant Holiday	AC 28	AC 29	BD 30	BD 31	April AC 1	AC 2