

Local 831 Supports Needy Families

Sharing is Caring. This is the theme for the Salvation Army which helped support over 800 families during the holiday season. Your support and contributions allow the Salvation Army to support needy families not only during the holidays but all year long.

Local 831 supported 3 families that the Salvation Army picked this year. Normally the local supports 2, but with all the discounts and contributions that these 4 businesses gave, it allowed the local to go back and pick up a 3rd family and stay within the \$2,000 budget that was allotted.

Several union leaders divided into three groups and delivered the Christmas cheer. All three families had some type of severe difficulties that have hampered their abilities to provide their families with Christmas.

Local 831 would like to thank Jennifer Kroffe and Captain McGee from the local Salvation Army. Special thanks to Terry and Ann Trull and Brenda Miles for shopping and wrapping the gifts.

As previously stated we have four businesses that also made this venture a reality. Krogers helped to provide the food certificates, K-Mart discounted the toys, Goody's provided assistance on the clothing and Shoe Carnival practically gave us the shoes.

These businesses are the epitome of what a business should be. Our community is lucky to have these businesses. Employees of each business also helped with selections and gathering the items.

We were able to make Christmas a little brighter for at least three families.



"We were more than happy to help out during the holiday season and throughout the year."

Herb Reeves - Store Manager

"Being a family here at K-Mart, we are glad to support other families less fortunate."

Jackie Younger



SHOE CARNIVAL

Goody's believes in the good neighbor policy year round.

Lolita Dillard



"Here at Shoe Carnival, we are happy to help the community and also happy to partner with USWA Local 831."

Robert Petty

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Saving our Jobs Starts Now

If you were unable to attend your union meeting in January, you missed a treat. Mike Scarver, Political Action Committee (PAC) Coordinator for USWA gave an inspiring and eye opening presentation on reasons to be open minded on political candidates. Scarver who started out as a steel mill worker for LTV Steel has seen first hand the impact our representatives that we elect have on the working man and woman here in the United States. He emphasized how some elected representatives make it easy for big corporations to file bankruptcy while leaving the American worker hung out to dry. Where are the laws at that will help the worker if an American Company decides to abandon ship and run off to a third world country and set up shop there? We all know why! It's because there they can pay someone 60¢ an hour with no benefits, with no environmental protection and with no respect. Some senator or congressman helped make this a reality by voting for NAFTA and now free trade with China. Like the old story entitled "Where have all the flowers gone, long time passing" if something is not done to protect our jobs in our country we can add a new verse to the song "Where have all our jobs gone, long time passing." Will America become the warehouse for the world. If all of our jobs are gone to Mexico and China just to name a couple, who will be left to pay taxes here in our own country? Just like our country was not prepared for 9-11 are we prepared for the Legislative Consequences that we may be forced to live with if we continue to elect labor - unfriendly candidates. Unfortunately in today's political climate it takes a healthy war chest to get elected. The USWA (PAC) simply exist to benefit candidates that are worker friendly. Part of these funds can be used to support local candidates in local races. While issues such as abortion and gun control are important we must also look at issues that are important to the American Worker.



USWA PAC Coordinator, Mike Scarver fields questions from membership

When considering candidates for office ask yourself who will represent you the



President Danny Barber signs the first local 831 PAC card while COPE Committee Member, Mark Powers looks on.

best in keeping jobs in the country, protecting Health care, Pension benefits, unemployment legislation, bankruptcy protection for workers and health care for the elderly. Lets not wait until its to late to save American jobs. We can do nothing or we can make a difference, the choice is ours.

Joining PAC is Easy!

After Mike Scarver's presentation at the Union meeting approximately 85 people signed up. Signing up is easy, see any COPE Committee member, Executive Board member or one of the Education Committee.

COPE

- Byron Taylor
- Ted Fitz
- Linwood Saunders
- Beverly Hedrick
- Delta Williams
- Jeff Yarbrough
- Mark Powers

Executive Board

- Wayne Teague
- Wayne Dickerson
- Gloria Gravely
- Jimmy Newcomb
- David Payne
- Richard Austin

Education Committee

- Dana Dixon
- Gloria Gravely
- Danny Travis

We are asking that interested members sign up for \$1.00 per week. Anyone signing up before February 28, 2003 are eligible for the 2003 Harley Davidson. Everyone signing up will receive a PAC t-shirt and for every 100 people signing up, we will hold a drawing for a PAC jacket. The jacket drawing is only for our local while the Harley is District-wide.

The form is titled "PAC CHECK-OFF AUTHORIZATION" and includes the following fields and handwritten entries:

- USWA PAF FOR AMERICA** logo
- PAF CHECK-OFF AUTHORIZATION** (United Steelworkers of America Political Action Fund, One Congress Center - Pittsburgh, PA 15222)
- Company: *Goodyear Tire & Rubber Co.*
- City: *Danville, VA*
- State: *VA*
- Local: *831*
- Name: *John Doe*
- USWA Local Union: *831*
- Employer ID Number: *5999*
- Signature: *J.Doe*



JANUARY 8, 2003

The meeting was called to order by President Jack Dodson. All officers present.

Prayer was by Wyatt Watkins.

Minutes of the last Board meeting were read. Charles Denny made a motion that they be accepted as read. Draper Fuquay seconded the motion. Nancy Chaney asked for a count which was 40 to approve and 9 opposed. Motion passed.

Minutes of the December meeting were read and approved.

Treasurer's report read and approved.

Kenny Stevens stated that the International Secretary is retiring and suggested District 8 present her with some type of appreciation for the service she has provided. Charles Denny made a motion that a sum of \$50.00 be presented to her. Frank Moon seconded the motion. Motion passed.

The brunswick stew will be cooked at the February 12 meeting. Stew will be served for lunch.

All dues should be turned in to Kenny Stevens when due rather than mailing to the International Office.

The guest speaker was Terry Motley who gave an informative talk on blood pressure and was available to check blood pressures after the meeting.

Benny Toler discussed the insurance program now under United Healthcare. He stated that benefits have not changed. They are the same as under the old plan.

The two oil, lube and filter change donated by Gold Adkins of the Goodyear Service Store won by Wilson Scott and Brenda Woody.

The 50-50 was won by George Waller.

Motion made by Paul Marlowe to adjourn seconded by George Stewart.

Respectfully submitted, Nancy Guill, Secretary

REMEMBER TO CALL JACK DODSON OR WILLIE FITZGERAD IF YOU CAN HELP WITH THE BRUNSWICK STEW ON FEBRUARY 12. ALL HELP NEEDED AND APPRECIATED.

Civil Rights Committee

Civil Rights Committee represents the advancement of freedom and equal opportunity for all nationalities. When mentioning Civil Rights most people think of Civil Rights as the movement sparked by Dr. Martin Luther King, Jr. in the early sixties chiefly for blacks, but now as time has changed its representation is now for all.

Civil Rights provides Equal Opportunity in Employment, Education, Housing and voting for all persons regardless of race, color, creed, religion, national origin, disability, sexual orientation, gender and age.

It is important to have the workplace free of racial tension and every local union should have a civil rights committee. We urge you to come to talk to the committee if you feel you're being violated. We're here to serve you.



Local 831 Civil Rights Committee
Emogene James, Darryl Blackwell, Secretary,
Wayne Dickerson and Gloria Adams, Chairman

Easy Come Easy Go

And now introducing..... Six-sigma. If you've read any of the latest plant publications, you have heard of Goodyear's most recent plan to save millions of dollars and improve product quality. Six-sigma, which requires full time management resources to implement and maintain is now on its way. How can we lose with a full-time paid corporate champion, plant champions and black belts all over the place fighting the good fight? We thought resources and money was tight. It must depend on the situation and who's bank rolling what. In other words, if the new company president says it's good stuff, then money is no object.

Some people ask where on earth do we get all these different programs. Corporate executives are constantly rotating in and out. The new "rule" for becoming an executive is that you can't come to the job empty handed. You had better have some "plan" to save the company millions of dollars in order to justify your existence. Whether it's John Loulan bringing in FBA, somebody else coming in with QCO or John Rich coming in with six-sigma, the process parade continues.

We shouldn't be so resistant to change that we aren't open new ideas or new ways of doing things. But when Goodyear spends the kind of money it takes to implement these programs, and then to have the corporate champion leave, these programs are left to starve and die. It costs large sums of money to train people on these different systems. People get acclimated to working within these different processes and these processes never get a chance to evolve to the level they were intended to be. As a result, the process is declared ineffective by the new corporate guru and guess what? . . . He has a better plan. And then - here we go again.

What ever happened to good managers making good decisions based on common sense? What ever happened to partnering with the union in making decisions? Was all the joint talk of the 90's just hot air? Oh yeah that's right-that was a different vice president with a different process.

To be sure, QCO, FBA and six-sigma are not joint processes. These are programs where managers make all the decisions. The "teams" are picked by management, told what to do and what to work on, told when to meet and when to disband.

It will be interesting to see how fast these "long term processes" will disappear once the horses they rode on disappear.

Companies Say Not Cutting Jobs Boosts Productivity, NYT Reports

By Carleste Hughes

New York, Dec. 26 (Bloomberg) — Verizon Communications Inc., Humana Inc. and Goodyear Tire & Rubber Co. are cuffing jobs to save money, while Nucor Steel and Ryanair Holdings Plc say not reducing jobs in difficult times will mean increased productivity from grateful, loyal workers, the New York Times reported.

Companies that haven't fired workers in the last few years often have had better balance sheets, the newspaper said, citing research done by Jason Jennings, author of a book on 10 companies that have promised never to make layoffs.

Companies that cut workers often are already in trouble, and don't do any worse than the market as a whole, the newspaper said, citing Wharton School professor Peter Cappelli.

In last years fourth quarter, 38 U.S. companies cut workers, and their shares dropped an average of 22 percent from January through last week, the same percent decline in the Standard & Poor's 500 index, the Times said.

Editor's Column

Where are all these decisions coming from?

It has been a whirlwind at most all Goodyear/Kelly/Dunlop facilities lately. So who is making the decisions? Are they local management, corporate management or is the market dictating the quick decisions.

There was a day that decisions would be made closer to the local level. Once those decisions were made, they would be final. The uncertainty we now see is related to the fact that we can't decide who is steering the ship. In Akron, you have the production folks battling the financial folks. Some moves that sound good to some can be disastrous financially. Once you get yourself backed into a corner, like Goodyear has done with the Dunlop acquisition and the poor distribution system, you must critique ever move as to how it will affect you financially. Much like your family decisions. If you see that new four-wheeler you would like to have, you usually determine if the timing is good and see how the payments will affect you over the long term. Goodyear is doing just that right now. Some projects have been put on hold and some have been delayed until finances are more stable.

The problem is, we need to find a leader that can make a decision and stick with it. As much as I would like to lash out at every bad decision, I think Goodyear may finally be making decisions that should have been made years ago. Most recently, we hear that plant managers may have to start using their own cars to get to work. I've been using mine since day one, as has every other worker. There was rumor that Goodyear had cut off cell phones packages for all Akron management as well as any throughout the plants. Word of mouth has it that the cell phone bill alone had reached astronomical levels each month. I think actions like these are long overdue. That view is not only one of the unions, many mid-level management people also agree there is a lot of abuse and excessive overhead in the upper-management ranks.

Why are the decisions about the local plants being made through Akron? While it is not bad to include Akron management in local plant decisions, I think our uncertain Akron management team has put people in place in the plants that they do not fully trust with the day-to-day decisions. I'm not advocating that our management is incompetent, but with the micro-management Akron provides they surely send a sign that they do not have the confidence in the people they've put in place.

One must remember, our contract gives Goodyear the "right to manage," however; it doesn't give them the ability to manage. Most certainly many of the workers within Goodyear are wondering why they brought back 300+ workers at the same time they decided to go on short time. The market is up and down continuously, however, everyone who has worked in tires knows that the first quarter is usually the slowest period of the year. Danville management has told me that the market was so good in November that the recall of workers was a must. Since their recall, the plant has ran less tires than prior to November and Goodyear management says the market changed that quick. Hogwash! The local union has always been very concerned about the laid-off workers and the opportunity to get them back in was met with approval. Local 831 negotiated a quicker than usual return method, but the fact that the workers were recalled was a management decision. There is no doubt that a plan looms in the background, the only thing that appears strange is that they increased insurance cost at a time when they are complaining about the current healthcare cost.

Goodyear, STOP the propoganda machine, manage the business and put the respect for the workers on the agenda.

And, that is my "View"

Dana Dixon, Managing Editor

USWA Local 831 CREDENTIALS

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Danny Barber
President and Editor

Dana Dixon
Managing Editor

Gloria Gravely & Danny Travis
Associate Editors



Questions & Answers

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

Has there been any changes in the A&S filing process?

In an effort to enhance the administration of your current Accident and Sickness program, effective 1/1/03, Goodyear and Liberty Mutual Insurance Company are implementing a simplified disability claim notification process. This program will apply to both non-occupational and occupational conditions.

As a participant in Goodyear's Accident and Sickness Program (A & S), a percentage of your income is replaced if you become disabled and you meet the requirements under the Program. The Program provides weekly benefits for an approved disability absence. We realize that you may have some questions about the changes so we have included further information.

When & How to Report a Claim

Disability due to a non-work related injury/illness

On the 1st day of hospitalization or accident or as soon as you think your absence from work may extend beyond 7 days due to illness, call the toll-free number 1-866-574-4252 to report your claim to a Claim Service Representative. Failure to notify Liberty Mutual of disability immediately may result in delay of benefit processing.

In order to process your A&S Benefit, you will also need to make a photocopy of the back of the authorization card at your physician or medical care provider's office. Sign and date the copy and leave it with your physician or medical care provider.

Continued on page 6

Rules for Investing

in Today's Stock Market

Edward Jones

Hershel Stone - 836-4717

Chris Eastwood - 791-2595

  **FIVE STAR**


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A&S filing process *continued from page 5* **Steps To Report An A&S Claim**

- Make required doctor visit and sign a copy of release authorization on the back of the Liberty Mutual wallet card.
- When a non-work related absence is expected to exceed 7 days the employee or their designate should call 866-574-4252, the number on the Liberty Mutual Wallet card. This number operates 24 hours 7 days a week and will be answered by a person.
- Prior to making the call, the employee should be prepared to
 - Provide information about their medical condition
 - Provide information about their treating physician(s) including name and telephone number.
- Notify Liberty Mutual of condition change or return to work if not contacted by Liberty Mutual.

All new A&S claims beginning January 1, 2003 must be reported by using this process and phone number.

Claim Approvals

The Case Managers will render an approval determination based on the following:

- Review of the A&S/STD Plan information specific to the associate's location
- The disabled associate's eligibility for benefits under the plan
- The medical documentation substantiating a valid medical diagnosis exists
- The employee and Goodyear are notified of the approval

Cornerstone Complete Care
793-0700

January Membership Meeting Minutes

USWA Local 831 held its regular membership meeting on January 9, 2003 with President Danny Barber presiding. These are the highlights of the meeting:

■ Gloria Adams opened the meeting with prayer.

■ Roll Call of Officers, all were present except Wayne Teague who is out on A & S.

■ Recording Secretary, Brenda Miles presented the meeting minutes from December 12, 2002. They were approved as read.

■ Executive Board report from January 6, 2003 was approved as read and contained the following items:

- Send Gloria Gravely and Danny Travis to the USPA Newsletter Training in Nashville on March 3-6, 2003.

- Purchase a desk and office chair for Approximately \$450.

- Approval to apply for membership in the Danville-Pittsylvania County Chamber of Commerce.

- Purchase a full-page ad in the Danville Free Clinic program for \$200.

- Send Financial Secretary to the LM 990 seminar to be held in Roanoke, VA on February 11, 2003.

■ Financial Secretary, William "Stick" McLaughlin presented the financials for November & December, both were approved as read.

■ Benny Toller, Pension & Insurance Representative addressed coverage for United Healthcare. He also talked about reporting accidents properly and specifically.

■ Civil Rights members, Gloria Adams and Wayne Dickerson reported on civil rights committee.

■ Michael Scarver, USWA PAC Director gave a presentation on PAC and entertained questions from the floor.

■ James Lea and Brian Shore won the 50/50 drawings.

■ David Stacy, cc# 5814, dept. 1320 was drawn for the attendance prize. He was not present. The attendance prize for February will be \$550.00

Motion to adjourn, motion carried!

SOAR presents: Atlantic City, NJ

March 4, 5, 6 2003

Features:

- Round trip transportation, via chartered motor coach
- Deluxe accommodation for two nights at Trump Marina Hotel Casino
 - Baggage handling gratuity
- \$30 coin bonus
- Use of Health Spa
- Two buffet meals

Members

\$162.00 Double Occupancy (per person)
\$212.00 Single Occupancy (per person)

Non-Members

\$172.00 Double Occupancy (per person)
\$222.00 Single Occupancy (per person)

For More Information:

Jack Dodson 434-792-0043 or
Kathy Hamlett 434-685-1688

Emergency Cancellations:

All monies cheerfully refunded except for tickets and services that we are unable to obtain a refund.

March 4, 2003 - 6:00 a.m.

Depart from USWA Local 831 Union Hall

March 6, 2003 - 10:00 p.m.

Arrive in Danville, VA

Deposit of \$50

January 27, 2003 - Balance is due.

Hoffman Chiropractic
799-4000

January Quotes

Martin Luther King Jr.,
January 15th
"I have a dream"

General Robert E. Lee,
January 19th
"It is good that war is so terrible, lest we
grow fond of it"

General Stonewall Jackson,
January 21st
"You may be whatever you resolve to be"

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.

James Hancock
Wayne Synder
Neal Eddy
Jim Neighbors

We Send Our Sincere Condolences To

Darrell Bailey, Thomas Blackwell, Mike Bliss, Bill Brown, Billy Childress, Brian Davis,
Bobby Dixon, Lonnie Dixon, Jamie Doss, Tanya Easley, Tim Gammon, Paul Gover,
Gloria Gravely, William M. Hall, Jimmy Johnson, Jerry Jones, Gene Lipscomb,
Hampton Martin III, Al Medlin, Jerron Morton, Pete Morton, Ralph Motley, Bill Needy,
L.D. Smith, Melvin Stamps, Keith Strange, Sheryl Tucker, Carla Watkins, Ed
Womack, Rober Wray, And the family of Charles Swann

U.S.W.A. Local 831
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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
FEBRUARY 2003 CALENDAR						
January AC 26	BD 27	BD 28	AC 29	AC 30	BD 31	February BD 1
BD 2	AC Executive 3 Board Meeting 7:30 AM	AC 4	BD 5	BD 6	AC 7	AC 8
AC 9	BD 10	BD 11	AC SOAR 12 (Retirees) Meeting 11:30 am	AC Union 13 Meeting 7:30 AM/PM	BD 14 Valentine's Day	BD 15
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	March BD 1
BD 2	AC 3	AC 4	BD 5	BD 6	AC 7	AC 8