



The Informer

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

Tentative Agreement Ratified...

Union Workers Return to Goodyear

As union members were preparing to enter the fourth month of their strike against Goodyear Tire and Rubber Company, a tentative agreement was announced between the United Steelworkers and Goodyear Tire and Rubber Company on December 22, 2006. A long time coming, the tentative agreement was hailed by some as a hard fought victory, just in time for Christmas, while others were disappointed in the details. After an informational meeting held Wednesday, December 27, 2006, during which the Tentative Agreement Summary was explained in some detail, Local 831 members were faced with the choice of voting to return to work or voting no to an agreement that will cause pain to most members. President Danny Barber solemnly addressed the membership and apologized for having to bring a tentative agreement back to membership that he did not support.



Local 831 members prepare to vote.



Danny Barber casts his vote.

President Barber also warned that this was just the beginning and that members need to prepare themselves for a similar ordeal in 2009. After the final tally of votes was in, Local 831 membership voted 68 percent to accept the new contract. Local 831 was not alone, as all locals involved in the labor dispute came back with a yes vote to approve the new contract. Local 831 would like to thank and congratulate all members who stood strong and united for themselves and all working Americans during the strike of 2006.

Barber selected "Man of the Year"

River City News has selected USW Local 831 President Danny Barber as "Man of the Year." Barber was elected President by the local union in 1992 after years at various union positions. He has been the local's President for 15 years and has held that position longer than any other President in Local 831's history.

River City News interviewed Barber on December 5 at the local's union hall after being selected. In the interview President Barber was asked to discuss the highs and lows he has witnessed in his 33 years as an elected union official – seeing URW/USW members enter the American middle class – enduring a grueling strike in 1976 that lasted four and one half months – government indifference toward the American worker with a decade-long moratorium on raising minimum wage – NAFTA – and now the de-facto government support for the outsourcing of American jobs overseas.

When asked why 14,000 Goodyear-employees of the United Steelworkers were on strike, Barber said, "First, we're striking to maintain the medical benefits of current and future retirees. Secondly, we're striking in support of jobs for Americans, in America."



Danny Barber - "Man of the Year"

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January 10, 2007

The meeting was called to order by President Jack Dodson. All Board members present except J.C. Hudson. There were 111 members present.

Opening prayer led by George Williams followed by the Pledge of Allegiance.

Minutes of the December meeting read and approved.

Treasurer's report read and approved.

Checks representing refunds for members who travelled with Soar on the November 29, 30 and December 1 trip to Pigeon Forge, Tenn. were distributed to members present.

Brunswick stew will be February 14, 2007.

The name of **Samuel Shelton** was drawn for the attendance prize. He was not present, therefore, February's jackpot will be \$120.00.

The Goodyear Insurance Representative, Greg Gammon, explained benefits for retirees covered in the Contract.

Door Prizes won:

Goodyear - Mt. Cross Store - **Buela White and Jack Marshall.**

Goodyear - Piney Forest - **John Fry and Merle Murphy.**

50-50 won by **Raymond Spicer.**

Motion made by Kathy Hamlett to adjourn seconded by Ming Toth. Motion passed.

Respectfully submitted,
Nancy Guill, Secretary

PENSION & INSURANCE

By Gloria Gravely

■ **COB'S** Just wanted to remind you to please update your spouse's 2007 COB form for your spouse if you have not done so already. It is imperative that you update this every year if you expect a reimbursement each quarter.

As for the 4th quarter reimbursements we have been told that the solution center has been instructed to pay sometime this month.

■ **DELTA DENTAL** Delta has been instructed to reinstate dental coverage for both active and retired employees, effective January 2, 2007. Therefore, dental coverage during the strike will only be paid to those who made the appropriate COBRA payments. All other will have a lapse in coverage from October 5, 2006 to January 2, 2007.

■ **A&S/SWC** The union has been working to simplify reprocessing of A&S/SWC claims that were denied during the strike. Liberty has a full account of the denied claims and they will send instructions to the affected members, therefore at this time you will not have to do anything. On the other hand, if someone has a claim that they did not submit because of the strike, the member will have to take the initiative and file the claim through the normal process. Also, remember once you go to the doctor please submit and sign your card, this is giving your authorization to release information to Liberty about your disability. Please remember to ask the provider if they charge a fee for releasing your medical records to Liberty, if they do, you are required to pay and failure to follow these procedures will delay your accident and sickness (A&S) benefits.

■ **COBRA PAYMENTS** During strike settlement talks, Goodyear committed that those individuals who paid for COBRA would be refunded as soon as administratively possible. The Solution Center personnel are aware of the urgency and are trying to process the reimbursements in a timely manner.

■ **FULL-TIME STUDENTS** Those individuals that have dependents classified as full-time students must send notification to the solution center by March 31, 2007. At that date the dependents will be deemed ineligible unless they comply by the deadline (3/31/2007). During the **Spring** semester you may submit a copy of your dependents class schedule or the registration to update their status. The solution center will require you to prove financial dependency only during the **Fall** semester, which is similar to the Budco audit that was done previously in 2005-06. Therefore, each fall you will be required to comply with these guidelines.

■ **STOCK OPTIONS** There have been numerous calls about the stock that was issued to us in December 2000. If you are interested in exercising your stocks please call 1-888-772-1749. Also, please remember the stock was issued at \$17.68 per share when they were granted (12/2000).

■ **2007 PRESCRIPTION DRUG INFORMATION** Because there is such a wide range of cost for Proton Pump Inhibitors (PPI), the popular drugs used to treat acid reflux disease, heartburn and stomach ulcers, these drugs will be moving to a 50% and 100% copay tier. Formulary generic or brand PPI's will have a 50% copay and non-formulary brands will have a 100% copay.

Beginning **January 1, 2007**, the following medications will move to the 100% or highest copayment tier:

-Aciphex
-Protonix

Zegerid
Prilosec (brand for omeprazole)

Beginning **January 1, 2007**, the following medications will move to the 50% copayment tier:

-Nexium

Prevacid

*** Generic omeprazole (has a much lower cost than the above brands).

If you would like to consider a lower cost alternative, discuss with your physician if switching to Prilosec OTC or generic Omeprazole would be right

Support Your Union!

Continued on page 3

January Membership Meeting Minutes

USW Local 831 held its regular membership meeting on January 11, 2007 with Vice President Terry Trull presiding. These are the highlights of the meeting.

■ Prayer led by Greg Gammon and it was followed by the pledge of allegiance.

■ Roll Call of Officers.

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

■ Executive Board report for January was approved as read and it contained the following:

• Motion to allow COPE Committee to lobby for 2007 General Assembly in Richmond, Virginia.

• Motion to discontinue all joint ventures with Goodyear Tire & Rubber Co.

• Motion to accept bids for the lawn tractor.

• Motion to accept bids for lawn contract at the union hall.

■ Financial report for the month of November and December was given by Dana Dixon was approved as read.

■ Motion to accept 5 rejoining members.

■ P & I report was given by Greg Gammon (see P & I report).

■ Election committee report was given by Jimmy Davis.

■ Strike & Defense Committee report given by Dana Dixon.

■ Motion to give Strike & Defense

Committee 1 week off with pay and they will have 3 months to take it.

■ Motion to send assistance to Local 933.

■ Points of Information presented by Terry Trull.

■ Selection of Trial Committee: Jon Henderson, Barry Austin, Jessie Spicer, Jo Jo Barks and Craig Setliff. Alternates, James Smith, Jr and Anthony Carter.

■ David Soyars and Tom Mullins won 50/50 drawings. The name of L. R. Ferrell cc# 4811, dept. 1110 was drawn for the attendance drawing. He was not present. The February door prize will be \$150.

■ Motion to adjourn. The next union meeting will be February 8, 2007.

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PENSION & INSURANCE

for you. Both these medications are in the same Proton Pump Inhibitor class. Prilosec OTC, which is not covered by your drug plan, often sells at a cost less than what you now pay in copayments for the brand drugs.

Examples of Proton Pump Inhibitors

If you are an active employee and are prescribed the drug **Nexium** this is an example of what your copayments will be:

Nexium (50% copayment tier)

Dosage: 20mg and/or 40 mg Supply: 30 days-\$71.28 90 days-\$182.97

Protonix (100% copayment tier)

Dosage: 20mg Supply: 30 days-\$114.62 90 days-\$293.34

Generic Omeprazole (has a much lower cost than above brands)

Dosage: 10mg Dosage: 20mg

Supply: 30 days-\$27.16 Supply: 30 days-\$10.82

Supply: 90 days-\$78.87 Supply: 90 days-\$29.83

IMPORTANT NOTICE

With all of the changes that will occur within the Pension and Insurance Agreement, the Company will allow employees to make any necessary changes in the benefits enrollment. You will have 31 days from January 2, 2007 to make a new election, IF NEEDED on the following enrollment plans:

- Family Status Changes (marriage, births, etc.)
- National PPO 4 tier Contribution Rate (You will be allowed to move into the tier of your choice due to the 2 added levels).
- Flexible Spending/Dependent Daycare Accounts. (Enroll in the plan)
- Dual Goodyear Employees /Opt Out Option

The 31 days of enrollment will be considered an "Open Enrollment," and these changes will have to be made through your Benefits Representative at the Union Hall. There will be a new form that will be sent in with your changes with the word STRIKE on it. Please do not ignore this notice. If you did not make the necessary changes during the normal Open Enrollment, now is the time to make any corrections. Any changes made will be effective January 1, 2007.

An Unexpected Angel

Dorothy Cohen, "C" shift service person in tire room received a phone call stating that her grandson, Micah was sick. Her daughter-in-law was afraid that her two week old infant wasn't breathing. Dorothy immediately told her to call the rescue squad and that she was on her way. She arrived before the rescue squad and attempted to revive the infant who was not breathing and had turned colors. The Ringgold Volunteer Fire Department arrived a few minutes later and Dorothy called for Mike Neal to help. Mike quickly took the child from her and administered infant revival techniques to clear the air passage so the baby could breathe. The child was later taken to Wake Forest Hospital where the child suffered from acid reflux. "Today I have a happy grandson thanks to our unexpected angel, Mike Neal and the Ringgold Volunteer Fire Department." said Cohen. I salute all people that are willing to go that extra distance to get the job done.

News Briefs...

Special Thanks To Be In January 21, 2006 Register And Bee

Be on the look out for a special ad to be placed by Local 831 in the Sunday January 21, 2006 edition of the Danville Register and Bee. This ad will be to thank local businesses for their support during the strike of 2006. Please try to familiarize yourself with those who supported us and with those who did not. Patronizing these businesses is a great way to show that you appreciate their efforts and donations during the strike of 2006.

General Assembly

The 2007 General Assembly will convene January 15-February 23 in Richmond, Virginia. Local 831's COPE committee will attend. Our COPE committee will be lobbying for bills to pass for the protection of workers rights. Mark Powers, chairman.

Union Members Attends Ford's Funeral

Tony King who works in the creel room, "A" shift and Kevin Menefee who works in USD Quad, "C" shift Dept 2420 recently attended Gerald Ford's Funeral. Tony assisted in taking trucks for the media to stand on to get security clearance for the Parade.

Lost & Found

There are several items that were left at the picket line or at the union hall. Please come by the Union Hall and check out the box of lost & found items and retrieve your items.

USW Local 831 CREDENTIALS

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USW District 8 • www.usw831.org

■
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President and Editor

Editors

Mike Fox Danny Travis Sandra Hairston
Managing Editor Senior Writer Assoc. Editor

■
Dana Dixon
Communications Coordinator



EDITOR'S COLUMN...

Good comes out of everything

It is said that something good comes out of everything, including difficult times one may experience. I would think that the strike of 06 would rank high on the list of difficult times. Though we will always remember the struggles we faced as union members, I can't quit thinking of the good that came out of this three-month strike.

First of all, thank you to all union members that made the right choice in standing by your union and not crossing the line. You stood up against a corporation that showed little respect for you and you didn't back down as others did. You should be proud and I am proud to call myself your union brother.

You stood up for every worker and retiree in America when you decided not to cross the picket line. You see, Goodyear was counting on you to cross, but you said no. Like everyone else, you didn't want to strike, but Goodyear left you no choice. Thank God you did the right thing. You stayed out until this battle was over, unlike some. For the rest of your life, you can say that when it was time to stand up for a righteous cause you stood strong when others would not. Make no bones about it; those that chose to cross the line betrayed all of us including union members that came before us. When they crossed, they in essence said that they were willing to accept whatever Goodyear offered. They thought only of themselves and their situation. Those who remained strong however not only helped themselves but also helped thousands of retiree's and their families. What a good and noble thing to do.

As for the men and women that walked the picket line day after day, you were the heart and soul of this strike. Some went every day to greet the picket crossers, come rain or shine. You were tireless, persevering, unshakable and unrelenting to the ones that crossed the line. If I ever had to go into battle, I would want to do so with you. You exhibit traits that others desire!

If this strike did nothing else, I feel it brought us closer together as union brothers and sisters. While it saddens me that union members crossed the line, it makes me proud of those that stood strong. Thank you for what you have done. To see our union leaders, members, and family members give countless hours of their time to help others, gave me a sense of respect for them that is hard to describe. When it was two outs and the tying run was at third, these folks came through. These volunteers organized, directed, informed, advised, listened and yes, even consoled members; and they did it efficiently and professionally. The Christmas party/skating party that was held at the Union Hall and Skate Town for union members' children, was an experience not soon forgotten. Because of the giving and caring of so many, it reemphasized the meaning of Christmas for many of us. What a gift.

And finally, I was taught that one of the most important things a person can possess is integrity. Union members, a time came in our lives that challenged our integrity and we did just fine... that is, if you didn't cross the line!

Danny (Tree) Travis, Senior Writer



Questions & Answers

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

What if my birthday holiday occurred during the strike of 2006?

Many employees are asking their stewards "What if my birthday holiday occurred during the strike?" The birthday holiday is treated like any other holiday. There is a contractual requirement for the employee to work the scheduled day before and the first scheduled day after the holiday in question. Goodyear's position is that this requirement was not met due to the strike and the birthday holiday is forfeited.

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"MAN OF THE YEAR"

"The American dream, which once offered the average American worker a chance to enter the middle-class, has been turned into the American nightmare in part due to the indifference of elected officials who have stood by and done absolutely nothing to stop the outflow of American jobs overseas. The politicians stood by and watched as tobacco and textile jobs were packed up and shipped overseas," stated Barber.

Why did River City News select President Danny Barber? In this age of globalization, as working Americans wave goodbye to their jobs as they sail off to other countries or are dismantled by profit takers it doesn't take much perspective to see how little power the average American worker has. It wasn't just the planes that crashed into those towers five years ago that shook the American's sense of security, but also the constant diminishing of workplace benefits, threats of raising the age for Social Security, and the constant news of jobs and workplaces being sold out from under the American worker.

Not only is Danny Barber Danville's "Man of the Year" the union members that he represents are the men and women of the year. They stood and said, "We are not afraid of the powerful. Though we are just everyday working people, we have the courage to demand what is fair and we demand our piece of the American pie."

A Call For Change

The 110th Congress convened this month with Democrats in control of both the House and Senate for the first time in 12 years.

Both parties alike pledged cooperation despite years of bitter partisanship and gridlock, to try to get the 110th Congress off to a good foot.

On the other end of the Capital, Sen. Harry Reid, D-Nevada., a soft spoken but tough inside player – took the reigns of the notoriously unwieldy Senate, promising to work in bipartisan bases in an open fashion to solve the problems of the American people.

"Last November, the voters sent us a message – Democrats and Republicans. The voters are upset with

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Congress and the partisan gridlock. The voters want a government that focuses on their needs. The voters want change. Together, we must deliver that change," said Reid.

"The election of 2006 was a call to change – not merely to change the control of Congress, but for a new direction for our country. Nowhere were the American people more clear about the need for a new direction than in Iraq. The American people rejected an open-ended obligation to a war without end," stated new Speaker of the House Nancy Pelosi.

Incoming Democrats have made raising the minimum wage one of their top priorities for the new Congress. The Fair Minimum Wage Act, which will be reintroduced in the Senate, would raise the federal minimum wage by \$2.10 over two years – to \$7.25 an hour. House Speaker Pelosi, promises action in the first 100 hours of the new Congress. The federal minimum wage has been frozen at \$5.15 an hour since 1997.



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Study: 2 of 5 Bosses Don't Keep Word

For most people, it's back to work Tuesday after a holiday weekend with family and friends. And for many, a new study shows, it will be under a bad boss. Nearly two of five bosses don't keep their word and more than a fourth bad mouth those they supervise to co-workers, the Florida State University study shows.

And those all-too-common poor managers create plenty of problems for companies as well, leading to poor morale, less production and high turnover.

"They say that employees don't leave their job or company, they leave their boss," said Wayne Hochwarter, an associate professor of management in the College of Business at Florida State University, who joined with two doctoral students at the school to survey more than 700 people, working in a variety of jobs, about how their bosses treat them.

"No abuse should be taken lightly, especially in situations where it becomes a criminal act," said Hochwarter.

Employees stuck in an abusive relationship experienced more exhaustion, job tension, nervousness, depressed moods and mistrust, the researchers found. They found that a good working environment is often more important than pay, and that it's no coincidence that poor morale leads to lower production.

"They (employees) were less likely to take on additional tasks, such as working longer hours or on weekends, and were generally less satisfied with their job," the study found. "Also, employees were more likely to leave if

Goodyear wins "Grinch of the Year"

With 52% of more than 10,000 votes cast, Goodyear Tire & Rubber Company has won the 6th annual online "Grinch of the Year" election sponsored by National Jobs with Justice. Nominated by the United Steelworkers, the company was criticized for forcing 15,000 U.S. workers out on strike due to Goodyear wanting to close plants, off-shoring jobs and wanting to gut retiree's benefits. Despite concessions given by workers in 2003 that helped Goodyear to a billion dollar turnaround, the company wanted even more in 2006.

"Goodyear truly is the Grinch who stole Christmas from working families this year. Families had to live on strike pay and their savings for three months.

Smithfield Tar Heel Chairman Joseph Luter III came in second place with 39% of the vote. Smithfield was nominated by the UFCW for paying workers poverty wages, failing to provide adequate medical care to injured workers and suppressing workers rights to organize a union. The additional 9% of votes went to write in candidates. The most popular write in candidates were Wal-Mart (winner in 2005 and 2004) and the Bush administration (2003 winner).

Jobs with Justice is a national campaign for workers rights around the country.

involved in an abusive relationship than if dissatisfied with pay."

The results of the study are scheduled for publication in the Fall 2007 issue of The Leadership Quarterly, a journal read by consultants, managers and executives.

The findings include:

- 39 percent of workers said their supervisor failed to keep promises.
- 37 percent said their supervisor failed to give credit when due.
- 31 percent said their supervisor gave them the "silent treatment" in the past year.
- 27 percent said their supervisor made negative comments about about them to other employees or managers.
- 24 percent said their supervisor invaded their privacy.
- 23 percent said their supervisor blamed others to cover up mistakes or to minimize embarrassment.

Workers in bad situations should remain optimistic, Hochwarter said.

"It is important to stay positive, even when you get irritated or discouraged, because few subordinate-supervisor relationships last forever," he said. "You want the next boss to know what you can do for the company."

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What Were You Thinking?

I suppose everyone has their own personal story about what happened to them, why they did or didn't cross the picket line during the strike. First of all let me explain something. I was in the military for five years. I served in Iraq in Desert Storm and as a result I have suffered some downfalls from that. As a result, I was out of work for eight months last year. I returned to work in August in 2006 and then we were out on strike on October 5th. There is always shoulda, woulda and coulda things that you could do, but the fact still remains that I was out of work until August.

I actually lost everything that I have during that time, but then again those were only materialistic things. The only thing that I still have and will always keep is my daughter and family. Being apart of USW Local 831 does not only mean paying your union dues. We as union members must unite and be all that we can be. This strike has made me realize a few things, to get my house in order, think ahead, not just today or tomorrow but three, six or nine years from now when we will have to go through this again and again. SOLIDARITY does mean just that. We must all unite and stay together, because if we don't stand for something we will fall for anything.

I had what seems to be every reason to cross that line, but I did NOT, would NOT and could NOT. For those who did cross. What were you thinking? This is my story and my name is Corey White. I have worked at Goodyear for 12 years. I would like to take this opportunity to Thank President, Danny Barber, Policy Member, Gloria Gravely and the entire staff of Local 831 for looking out for me.

Corey White

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Study: 2 of 5 Bosses Don't Keep Word

And workers should know where to turn if they feel threatened, harassed or discriminated against, whether it is the company's grievance committee or finding formal representation outside the employer.

"Others know who the bullies are at work," Hochwarter said. "They likely have a history of mistreating others."

Hochwarter also recommended some methods to minimize the harm caused by an abusive supervisor.

"The first is to stay visible at work," he said. "Hiding can be detrimental to your career, especially when it keeps others in the company from noticing your talent and contributions."

The survey was conducted by mail. Workers surveyed included men and women of various ages and races in the service industry and manufacturing, from companies large and small, Hochwarter said.

(From the Associated Press by Brent Kallestad)

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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.

Johnny Anderson

cc# 2031 dept.# 1053

Fred Cassidy

cc# 3234 dept.# 1211

Charles Chilton

cc# 3151 dept.# 1110

Horace Gunn

cc# 2573 dept.# 1523

Thomas Inge

cc# 3227 dept.# 1525

James E. Jennings

cc# 3036 dept.# 1525

James H. Jones

cc# 2480 dept.# 1320

Oscar L. Mitchell

cc# 2790 dept.# 2431

Mike Petty

cc# 3326 dept.# 2541

Melvin Stamps

cc# 2474 dept.# 2420

Nelson Stone

cc# 2298 dept.# 2541

Leon Wilson

cc# 2678 dept.# 2541

We Send Our Sincere Condolences To

Herbert Adams, George Breedlove, Willie Broadnax, Frederick Elkins, Ann Marie Emerson, Cecil France, Darrell Fuller, Travis Fuller, William Fuller, Robert Haskins, Barry Hodges, Doug Jones, Kelvin Royster, Dennis Saunders, Lynn Saunders, Wallace Saunders, Randy Slade, Howard Smith, Theodore Smith, Johnny Stephens, Jerome Stephens, Nathaniel Stephens, B.J. Moore, Crystal Myers, Richard Napier, Pete Niday, Gary Walker, David Whitlow

This issue is dedicated to the memory of Johnathan "J.B." Blackwell, families of Lloyd Graves and Ulysses Gwynn.

U.S.W. Local 831

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FEBRUARY 2007 CALENDAR						
January AC 28	BD 29	BD 30	AC 31	AC 1	BD 2	BD 3
January 15 - February 23 General Assembly Richmond, VA						
BD 4	AC 5 Executive Board Meeting 7:30 AM	AC 6	BD 7 SOAR Exec. Board Mtg 1:00 PM	BD 8 Union Meeting 7:30 AM 7:30 PM	AC 9	AC 10
AC 11 AFL-CIO Legislative Reception	BD 12	BD 13	AC 14 SOAR Meeting 11:00 AM	AC 15	BD 16	BD 17
BD 18	AC 19	AC 20	BD 21	BD 22	AC 23	AC 24
AC 25	BD 26	BD 27	AC 28	AC 1	BD 2	BD 3
Local Negotiations Through February 23						