

Dr. Martin Luther King, Jr., Holiday Observance-Cincinnati, Ohio

The AFL-CIO, (American Federation of Labor and Congress of Industrial Organizations) commonly referred to as, "America's Union Movement", hosted a five-day workshop, in Cincinnati Ohio. USW Local 831 participants were: Tim Brown, Scott Wallace, Gregg Glass, Dianne Durham, Cathy Barker and Rhonda Walker.

This event allowed our local brothers and sisters to engage in educational seminars and workshops. From subjects such as, Unionizing, Workers Rights, Civil Rights, Immigration Reform to also volunteering their time for community service. Our members displayed an outstanding job in painting, cleaning and reading stories to kindergarten students at a local elementary school.

In addition they participated in a march and a parade. Approximately 400 union members, participated in a symbolic candle light march to city hall, in support of public workers rights to bargain for benefits.

Our members also paraded in the, "Cincinnati Dr. King Holiday Parade". Symbolizing no more than 40 years ago, Dr.King's march in Memphis to defend and fight for workers rights. Today, working people are still facing some of the same problems. Marches allow unions to safely and legally protest specific reforms and issues.

There was a very simple, yet important message that defined this workshop and stood for all Unions across this Nation; "Stand Together, Stand Strong and No Election is Too Small to Vote On"!

All participants would like to thank the local, for allowing them to participate in this event.



Tim Brown-Local 831 Vice President, reads to a kindergarten class at Rockdale Academy-Cincinnati Ohio

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The meeting was called to order by President Jack Dodson. All Board members present, except Willie Fitzgerald. There were 87 members present.

Opening prayer led by Thomas Gosney followed by the Pledge of Allegiance.

Minutes of the last meeting read and approved.

Treasurer's report read and approved.

A representative from Sam's Club will be at the March meeting to offer membership to Soar members.

The name of Paul Lea was drawn for the attendance prize and he was not present. Next month's total will be \$50.00.

Jayne Payne, Chairperson - Contact Committee, announced that she has the list completed for contacting members by e-mail. If you have not given her your e-mail address please do so.

Brenda Scarce gave a report on bus tours.

Benny Toler gave a report on open enrollment. If you have not completed the enrollment form it needs to be done by February 1, 2011.

Gloria Gravely, Pension & Insurance Representative, explained changes in the current retiree dental plan.

DOOR PRIZES WON BY THE FOLLOWING:

Oil & lube change -
Goodyear Piney Forest Store -
Jane Payne

Oil & lube change -
Goodyear Mt. Cross Rd. Store -
Bernard White
50-50 - Mike Adkins

Motion made by Brenda Scarce to adjourn seconded by Marvin Hunnicutt. Motion passed.

Respectfully submitted,
Nancy Guill, Secretary

PENSION & INSURANCE

By Gloria Gravely

BLUE CROSS BLUE SHIELD (B/C B/S)

New Hires with three or more years of service as of January 1, 2011 were scheduled to receive new ID cards but they did not. The Goodyear Benefits Solution Center did not move that group of employees into their new health-care plan. Akron is working on resolving the matter. The update is scheduled to be completed by the week of January 17th and new ID cards will be mailed to all affected employees. If any claims were processed under the old plan, B/C B/S will adjust them accordingly and new Explanation of Benefits (EOB) will be sent out.

NOTE: This pertains only to New Hires with three years of service before January 1, 2011.

EXTENSION OF DEPENDENT COVERAGE

All dependents that were added to the benefits during Open Enrollment due to the Health Care Reform Act, (which allows dependents up to age 26 to stay on the employee's coverage, if they do not have insurance), will be eligible as of January 1, 2011. The Solution Center is still working on getting dependents added to the coverage and updates are scheduled to be complete by January 21, 2011. The effective date will go back to January 1, 2011. If your dependents have to go to the doctor before January 21, you can ask the provider to file the claim after that date, or pay for the visit in full and wait to be reimbursed. If you cannot afford to pay the amount upfront, you can reschedule the appointment after January 21. The Solution Center is actively working on all updates, so bare with them during this hectic time of year. If your dependent does not show up by the end of the month, please contact the benefits representative at the Union Hall.

RETIREES / SURVIVING SPOUSE

- The Pension Department is now set up to take the State of Virginia taxes out of your pension checks. If there is anyone who would like to have their state taxes taken out of the pension check before receiving it, please come by the Union Hall and fill out the Virginia tax withholding form and it can be faxed to the Solution Center to be processed
- If there are any retirees/surviving spouses who have not re-enrolled for the 2011 Annual Enrollment, please do so immediately. Your insurance is in jeopardy if you have not enrolled. Effective February 1, 2011, if the VEBA has not received your enrollment with the necessary documents, your insurance will terminate, and will not be re-instated until they get them. Please make sure you have complied with the 2011 enrollment terms.



Brenda Miles and Cathy Barker present a check for \$1700 to the The Danville Shrine Club of ACCA Temple on behalf of Local 831's Women Of Steel. The money was raised through the bake sale at last years Union picnic and two 50/50 drawings."

January Membership Meeting Minutes

USW Local 831 held its regular membership meeting on January 13, 2011 with President Danny Barber presiding. These are the highlights of the meeting:

- Prayer led by Barry Bridgen followed by pledge of allegiance.
- Roll Call of Officers.
- Brenda Miles presented the minutes from the December regular membership meeting. They were approved as read.
- Executive Board report for December 10, 2010 was approved as read and it contained the following:
 - Motion to accept Option 4 of the Delta Dental plan and recommend it to the membership.
- Executive Board report for January was approved as read and it

contained the following:

- Motion to send two (2) Time Study Representatives to the Advance Time Study School to be held February 27-March 4, 2011 in Asheville, NC
- Motion to cover expenses in 2011 for members appointed to the VA AFL-CIO by USW Local 831 for Conferences, rallies, training sessions, receptions, travel expenses, mileage and per diem that is not covered by the state AFL-CIO
- Thank you received from The Arc of Southside
- Executive Board Action January 12, 2011 to donate \$100.00 to the John Carroll University in memory of Louis Belicky (Former Rubber Worker)
- Financial report for the month

of January was given by Greg Gammon and approved as read. Motion to accept 27 new members.

- P&I report given by Gloria Gravely (see P&I, page 2).
- COPE committee report given by Mark Powers.
- Election committee report given by Jimmy Davis.
- Terry Reynolds/ B.J. Moore won 50/50 raffle.
- The name of Brian Womack, dept# 3541, cc# 4978 was drawn for the attendance drawing. He was present. The February door prize will be \$25.
- Motion to adjourn. The next union meeting will be held on February 10, 2011.

One Light Bulb at a Time

A physics teacher in high school, once told the students that while one grasshopper on the railroad tracks wouldn't slow a train very much, a billion of them would. With that in mind, keep on reading, obviously this was written by a good American.

Good Idea... one light bulb at a time...

I can verify this because I was in Lowes the other day and I was looking at hose attachments. They were all made in China. The next day I was in Ace Hardware and just for the heck of it I checked the hose attachments there. They were made in the USA.

In our current economic situation, every little thing we buy or do affects someone else, even their job. My grandson likes Hershey's candy. I noticed that it is marked made in Mexico. I do not buy it any more. My favorite toothpaste Colgate is made in Mexico. Now I have switched to Crest. You have to read the labels on everything.

This past weekend, I was at Kroger. I needed 60 w light bulbs and bounce dryer sheets. I was in the light bulb aisle and right next to the G.E. brand I usually buy was an off-brand labeled Everyday Value. I picked up both types and compared the stats. They were the same except for the price and where they were produced. The G.E. bulbs were more money and were made in Mexico, while the Everyday Value brand was made in a company in Cleveland, Ohio and was cheaper.

So on to another aisle – Bounce Dryer sheets.... You guessed it, Bounce cost more money and is made in Canada. The Everyday Value brand was less money and made in the USA. I did laundry and the dryer sheets performed just as good as the Bounce sheets that I have been using for years and at almost half the cost.

My challenge to you is to start reading the labels when you shop for everyday items and see what you can find that is made in the U.S. The job you save may be your own.

Let's get with the program, help our fellow Americans keep their jobs and create more jobs here in the good old USA.

Bridgestone To Expand Thailand Production

Bridgestone Tire Manufacturing (Thailand) Co. Ltd., will increase production capacity at its truck and bus radial tire manufacturing plant in Chonburi.

The plant is scheduled to increase daily production capacity by about 2,500 units to roughly 10,500 units by the first half of 2014.

The total investment will be about \$198 million.

Bridgestone started its operations at the Chonburi Plant in 2004 as a base for exporting truck and bus radial tires to the Americas, Europe and nearby Asian countries. However, with global TBR demand expected to increase over the medium to long term, Bridgestone said increases in production capacity at the plant are necessary.

U.S. Jobs Continue To Flow Overseas

Though some American firms are bringing overseas work back home, evidence is growing that companies are moving more jobs than ever to China and other countries — a trend that could exacerbate efforts to bring down the nation's stubbornly high unemployment rate.

One sign of increased off-shoring is the rising number of applications for federal Trade Adjustment Assistance, which usually goes to factory workers who lost their jobs because their work was sent overseas or was undercut by cheaper imports.

For the six months that ended Sept. 30, workers at about 1,200 offices and plants nationwide were approved for federal Trade Adjustment Assistance. That's about 20% more approvals than in the same six-month period last year, according to the U.S. Labor Department.

In addition, the most recent Commerce Department data show that employment at the foreign subsidiaries and affiliates of U.S. multinational firms grew by 729,000 in two years, to 11.9 million in 2008 from 2006. Over that same period, domestic employment by such firms slipped by 500,000 jobs, to 21.1 million.

"The paradigm has shifted," said John Challenger, chief executive of outplacement and consulting firm

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USW Local 831 CREDENTIALS

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EDITOR'S COLUMN...

A Worthy Resolution



Another year gone, and another year ahead of us. I've never been too big on the "New Year's Resolutions" tradition, but that may be a fault. What harm could come from committing yourself to dropping a bad habit, or picking up a good habit that may benefit one's health? With that said, I suggest that we all resolve to get through the coming year without getting hurt.

I'll leave the official numbers and statistics to the safety committee, but overall we finished 2010 with a better safety record compared to 2009. I think that's good news, as I'm sure most would, but there were many of us that still got hurt in the plant last year. Any improvement is welcome news, but shouldn't we strive for the day that all of us can carry out our jobs efficiently without any risk of getting hurt? Most will say that we can never eliminate all "risk," but what if there was an overhaul of the mindset of management to truly put safety ahead of production?

To say that management cares more about production than safety is a fair argument, but in the end you'll find no one that believes that increased production should come at the cost of any one of us getting hurt. However, I guarantee that you can find many in management that believe, or at least behave as if production is worth some risk. It may be having to manually make up a limit switch to keep a machine running, or having to place oneself within range of moving equipment in the name of "quality." In the real world, actions that are added on to the intended job procedures are unavoidable, but all too often the response to this from management is "keep the machine running." If the response were "let's get that fixed now," I believe a huge percentage of risk could be eliminated immediately.

A serious and long term commitment to ergonomics would also go a long way towards preventing potential injuries in the plant. During my first few years in the plant, it was common to hear the solicitation and discussion of ideas concerning ergonomics on the job. Now we're being introduced to the MOST system with an unforgiving disciplinary policy, and no one in management seems to give a rip about ergonomics. Instead of an effort to make the job resemble something containing common sense to the worker, they just demand that you achieve the new standard. Or else..... four strikes..... termination.

I suppose that in all honesty there will always be some risk. An overhead fan fell down into a main aisle this very month, during a shift change of all times. No one was hurt, but the potential was there. While that's not the first fan to fall out of the ceiling, it will always be impossible to predict and prepare for what can be defined as a "freak accident." On the other hand, a "freak accident" can be an opportunity to inspect any and all similar equipment, thereby reducing some risk.

I see the issue as being pathetically simple. All we have to do is make a few simple choices. We should choose to learn from any and all incidents that can repeat with a resulting injury. We should choose to communicate better with other departments to cut down on repetitive and unnecessary actions to overcome uniformity/quality problems. We should reconsider the price we risk paying in order to keep production rolling along.

I don't want anyone to misunderstand me. We all have a job to do. The best thing we can do for ourselves is to out-perform every other Goodyear plant in every category. Even with that in mind, I can only think of something a member of management once said. "Ultimately, your safety is your responsibility." That statement alone should be enough for anyone to re-evaluate the amount of risk they take while performing their job.

Let's make 2011 the year that we, the true workforce, change our plant. Just because the economy is favoring the tire industry right now, doesn't mean that all priorities must be invested in production. And while management may have given up on ergonomics for the sake of making the ticket, we can still hammer it in their heads. Again, we all have a job to do, but all of us should voice our ideas and continually strive to make it safer.

Michael Hunter Scott, Managing Editor

Questions & Answers

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

How do you file an Accident & Sickness (A&S) claim?

The first step in filing an A&S claim is to call the toll-free number (1-866-574-4252) as soon as you find out that you are going to be out of work. You will need to sign an A&S authorization card and give it to your physician so your records can be released and your claim can be processed. Once these steps are complete, Liberty Mutual will process your claim and contact you for more information.

A&S cards can be picked up at the Union Hall or printed off Local 831's website, www.usw831.org. For more information contact Gloria Gravely or any Division Chairman if you have further questions about A&S claims.

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U.S. Jobs Continue To Flow Overseas

Challenger, Gray & Christmas. "Most companies see the next phase or era of growth as global.... That'll still create jobs here, just not on the scale when they were focusing on growth in the U.S."

That trend could further stall the recovery, which many economists believe will continue to lack vigor while unemployment remains at current levels — 9.6% nationally. The government is expected to report that the economy added few if any jobs in September.

The off-shoring of American production and jobs has been going on for more than two decades, with service firms more recently pushing the trend. Experts say more off-shoring could help U.S. firms better compete in the global economy, thus boosting sales and profits that will sustain them and generate new business.

Eventually, stronger, expanding firms could create more opportunities for American workers, though that's not a sure thing. More and more, for example, upscale engineering and development for products manufactured in China are being done in China, not the U.S., near the centers of production.

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A Busy Year

2010 was a busy year for training. For me training is one of the most important functions we do in our plant. This is where our employees learn not only how to do their job, they also learn how to do their job safely and be a positive asset to our plant, their families and themselves. With the buy-outs, surpluses, pink cards, disqualifications and bids, everyone associated with training has definitely earned their money this year.

In 2010, we had 1,289 trainees go through training. Our trainees spent 13,211 hours in classroom training and 113,210 hours on the job training. Our trainers spent 8,814 hours doing classroom training and 93,209 hours on the job training. Altogether that equates to 225,444 hours training our employees last year. This doesn't count the frustration that sometimes comes with the training job. Our training department did 391 certifications, 90% of our trainees were certified in the allocated time set to train them and 1,395 verifications were done. At this time we have 122 employees in training and that number will continue to grow. We also had trainers attend, "Training the Trainer Courses", to establish good practices and methods of on the job training.

Our training department is only as good as our trainers, coordinators and managers throughout our plant. If training is not important to us, it's not going to be important to anyone else in our plant. When it comes to training we can be a stepping stone or a tomb stone and if we fail in our training, we will eventually fail as a plant.

So, as we start a new year, we all need to ask ourselves what we did well and what opportunities we have to do better. I do want to thank everyone who trained and worked with the training department. All in all we had a very good year and 2011 will bring more challenges. If we continue to work together and make sure the time and resources are allotted to train, our plants should reap the benefits and we will be able to compete in a global market. Thanks again for your support and commitment to our training process.

Ronnie Crane, Training Coordinator

A Note of Thanks

I would like to take the opportunity to thank the United Steelworkers Local 831 Contract Action Team (CAT), & Rapid Response team members for all their hard work. Whether it's handing out tentative agreements, contract books, or getting letters signed for your Congressmen or Senators; as an employee working in the factory, I know the stress and extra work load it adds to your day. I thank you for that commitment.

Now that a majority of the employees are back on 12 hours, and have moved to their preferred Crew or shift, Courtney Dixon and I will be reorganizing the CAT and Rapid Response Teams. Please let me know if you would be interested in continuing to serve, or if you would like to relinquish your responsibilities.

It's important that we have all Shop Stewards on the teams so that they receive the information first hand without delay. We want all "Action Calls" and new information going straight to the Stewards.

There may be some changes in the way we distribute information going forward. For example, in the tire room it would be more productive to have one CAT member for each module, so at the start of the shift you could distribute the information at that time. We welcome other ideas that would help in the distribution of information that will make us more effective. Feel free to contact me at mpowers@usw831.org or give me a call at 434-250-1965.

Mark T. Powers, Chairman-USW 831 COPE Committee

Things Seldom Thought About

The 2011 session of the Virginia General Assembly convened on January 12th. Chairman Mark Powers and the COPE committee, comprised of Stuart Lovelace, Courtney Dixon, Delta Williams, Rhonda Walker, Pete Morton, and Ricky Austin, have been hard at work preparing for their annual trip to the Capitol. This dedicated group of people will, once again, band together to make known the plight of working men and women, not only in our local, but all over the great State of Virginia.

Brother Powers made known the fact during our January Union meeting that we may need to be better educated as to what the General Assembly is, as well as, what it does with respect to the representation of the residents who hold jobs in the State.

With that said, we would begin with a statement of historical significance. The Virginia General Assembly holds the distinction of being the oldest legislative body in the United States, having been established in 1619.

It consists of 100 delegates forming the House of Representatives, presided over by William J. Howell (R), from the 28th district, representing parts of Stafford County and the city of Fredericksburg. There are forty senators that make up the Senate of Virginia. They are presided over by the Lieutenant Governor of Va., Bill Bolling (R) of Hanover County. Therefore, a total of 140 people of varying backgrounds, have given of themselves to serve in our state legislature.

As of January 2009, the majority party in the House of Representatives is the Republican Party. The Democratic Party holds the majority in the Senate.

Responsible for all issues concerning the State, its chief responsibilities are to approve the budget, to levy taxes and to enact laws of the Commonwealth. Sessions of the Assembly are sixty days in length during even numbered years. Thirty days in duration for odd numbered years.

It's been said, "Knowledge is power" (Sir Francis Bacon). So, in the coming months look for more articles written with an aim at promoting your awareness of General Assembly functions.

We will discuss committees, how a bill becomes law, committee actions, and even ways to contact your representative. You and your families may want to visit your state capitol. We may be able to provide information on that as well.

As a citizen of this country, as a person who toils for a living, and as a taxpayer, it is your right, and your duty, to know who your representative is and what he or she stands for. If you don't know, contact a member of our local COPE committee about how you can obtain this most important information.

(Information for this article obtained through the use of various resources, one being the Virginia AFL-CIO 2010 General Assembly Guide and Lobbying Manual)

WTO Panel Backs US Tire Special Safeguard Action Against China

A World Trade Organization dispute settlement panel found in favor of the United States in a dispute brought by China challenging the imposition of additional duties on imports of Chinese tires under the transitional Section 421 safeguard mechanism. The panel rejected all of China's claims, finding that the United States acted consistently with its WTO obligations, the US Trade Representative's office said this morning.

On September 11, 2009, the United States imposed additional duties on imports of certain passenger vehicle and light truck tires from China for a period of three years in order to remedy the market disruption caused by those imports as determined by the US International Trade Commission. The safeguard measure was imposed in response to a petition filed by the United Steelworkers Union. Section 421 implements the transitional safeguard contained in Section 16 of China's Protocol of Accession to the WTO.

China alleged that the additional duties were inconsistent with the GATT 1994, the Agreement on Safeguards and China's Protocol of Accession. China also alleged that various elements of the ITC's determination regarding market disruption were inconsistent with the Protocol of Accession.

In addition, China alleged that the level and duration of the additional duties were also inconsistent with the Protocol of Accession. Finally, China alleged that the section 421 definition of significant cause was in and of itself inconsistent with the Protocol of Accession.

SO MUCH PLANNING GOES INTO RETIREMENT. HAVE YOU THOUGHT ABOUT TAXES AS WELL?

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Edward Jones, its employees and financial advisors cannot provide tax advice. You should consult with a qualified tax specialist for professional advice on your specific situation.



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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.

Bobby J. Cox

Dept. # 1110 CC# 4785

Isreal C. Davis

Dept.# 2311 CC# 3595

Thomas Underwood

Dept.# 2311 CC# 3595

We Send Our Sincere Condolences To


Randall Anderson II, Jerry Brown, Gary Campbell, Jesse Carty, David Childress, Rodney Cobbs, John Crowder, Timothy Fowlkes, Caren Garner, Denzil Garretson, Steven Giggetts, Travis Graves, Gerald Green, Jr., Robert Gregory, Andrew Griffin, Robert Hawkins, Jr., Paul Hollie, Timothy James, Douglas Knowles, Michael Light, Andre' Marshall, Mark Marshall, Jeremy Mayes, Roger Mayhew, Michael McGowan, Jeffrey Megginson, William Needy, Donald Perry, Gregory Scott, David Soyars, Larry Stephens, Carl Stone, Jimmy Thompson, Samuel Tucker, Christopher Weadon and Howard Wood.
The family of retirees: Frank Allen and John Wyatt

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
FEBRUARY 2011 CALENDAR						
		1 BD	2 AC SOAR Exec. Board Mtg 1:00 PM	3 AC	4 BD	5 BD
6 BD	7 AC Exec. Board Meeting 7:30 AM	8 AC	9 BD SOAR Meeting 11:00 AM	10 BD	11 AC	12 AC
2011 Rapid Response Conference Washington, DC (7th-11th)			LM 990 Workshop, Newport News, VA (9th-12th)			
13 AC	14 BD Happy Valentine's Day 	15 BD	16 AC	17 AC Union Meeting 7:30 AM 7:30 PM	18 BD	19 BD
20 BD	21 AC President's Day	22 AC	23 BD	24 BD	25 AC	26 AC
27 AC	28 BD					
Advanced Time Study School February 27 - March 4, 2011 Asheville, NC						