

## The Events of Negotiations

During these negotiations, all 14 locations have held numerous events, rallies and picnics. At Local 831, we had a parking lot rally/information update, prayer vigil and various meetings of the Contract Action Team, Officers and representatives and Informational meetings of the entire membership. Participation has been progressive and energetic at all events and the entire membership has been very professional and continues to remain positive. As these negotiations continue, we must stay focused on the union plan:

- \* Keep union plants running
- \* Keep production in the U.S.A.
- \* Maintain fair wages and benefits
- \* Secure our future by forcing Goodyear to deal with their debt

If management approaches you and they attempt to give you advice on the contract, please report it to Terry Trull, Dana Dixon or Byron Taylor. This is a clear violation of NLRB Fair Practice laws.

When more information surfaces on the negotiations, Local 831 will get it out!

**Solidarity Rocks!!**



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# Real Communication or Window Treatment?

In the globally competitive world of tire manufacturing, the lack of effective communication can be costly. In order for communication to be effective, appropriate information must flow throughout the organization.

Here in the Danville plant, the primary vehicles that carry information from the floor up through the management chain and across departmental boundaries are very inconsistent, at best. Quite often they can be non-existent.

One fundamental flaw in our "communication culture" is that we assume that once an article is printed in a newsletter or a notice is posted on a bulletin board we have now "communicated" to the workforce. Some managers even go so far as to claim that producing a newsletter (an example is "the View") is "educating" the workforce. While it can often be unclear how some managers were educated, most of us were educated in a classroom with a person who was a certified expert (teacher) on a particular subject(s). This expert would share concepts and methodologies, we would have opportunities to ask questions and then be tested on our retention level in order to ensure we were truly educated on the particular subject. Training is not necessarily education. Training is teaching someone "how" to do something. Education is teaching someone "why" it is important.

Occasionally an issue can be addressed thoroughly in a newsletter article or board posting if the issue is extremely simple. Quite often, however, the best that we can hope for, on most issues, in putting an article in a newsletter, is to generate interest and questions. Nevertheless, if there isn't an informed person that is accessible to the reader, the questions will go unanswered. Or worse, the questions are answered, but by someone who is far from an expert on the subject. I think we can all agree that misinformation is worse than no information.

What is the most effective vehicle of

## Is QCO Dead and Is FBA Next?

A few months ago an article was run in this newsletter entitled easy come, easy go. It basically addressed the six sigma, FBA and quick change processes and how management rotates these programs in and out depending upon who the corporate executive is that champions each particular program. The following is an excerpt from that article:

"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. Nether it's John Loulan bringing in FBA, somebody else coming in with QCO or Jon 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. "

So here's the questions of the day...when was the last time you heard anything about QCO (quick change) and when is the last time management had a Thursday afternoon "mandatory" FBA meeting? When did John Loulan leave as Vice President of N.A. Tire? To arrive at an answer, get the calendars out and see if the dates don't line up. Every week now for several months management has cancelled the weekly FBA meeting for any reason they can think of. If it was so vitally important then, when Loulan was pushing it, then why is it not so important now? The latest word is that management is trying to revive quick change. If they do, it will probably only be temporary so we can defend our title as quick change champion.

How long will six sigma last? Well that depends. How old is Jon Rich and when is he planning on retiring?

communication? All experts will agree it is face to face. It's not rocket science. It's just recognizing the necessity of talking to people, sharing important business information and enabling a face to face dialogue to take place. This can't be done hanging a piece of paper on a board or distributing a newsletter.

Of course in order for effective communication to occur in any organization, managers must value educating its workforce. If managers don't see the inherent value of face to face communication, it won't happen. And then inevitably they will wonder why people in the workforce don't make good business decisions. People will make decisions based on the best available information

given to them. If managers think training and education is expensive, calculate the cost of ignorance, apathy and a disgruntled workforce.

Who in the Danville management "team" has a plan to significantly improve plant communications. EVERYONE concurs it's a major problem. At least one would think so. So who is working on the FBA or the Six Sigma project that addresses the ineffective communication problem in Goodyear-Danville? Oh that's right, FBA and Six Sigma are only for the really important issues. Like changing the white paper towels in the restrooms to brown ones and save 3 cents per roll so we can pay off the \$10 billion debt they have gotten us into.



## Board Member Retires

Wayne Teague has decided to retire after 30 years with the Goodyear-Danville plant and many loyal years serving Local 831. Wayne started his career at the Danville plant in 1973 as a pick & splice on the 65 banner unit. He later went to the unisteeel tire-room as a RTS builder and ended his career servicing the U-2 tire-room. Wayne has been shop steward for the U-2 tireroom since 1987. But perhaps his involvement serving on the executive board for a record of 14 years is his greatest accomplishment in serving his union. To this point no one has been a board member consecutively for that length of a time for Local 831. "I

served with Wayne for 12 of those years and as far as his integrity it was never questioned. His word was his bond and he was an individual that I was proud to serve with. Although there were times we disagreed but not once did we become disagreeable," stated former executive board member, Byron Taylor.

"My hope for Local 831 is for the new hires and young people to become more involved with their union. They are the future. This Local has always been an organized and efficient organization and I am proud to have been a representative and member," stated Wayne.

Wayne says he plans to spend more time with his family and more time playing golf. "I just want to enjoy this phase of my life." Good luck and thank you for all the years of your loyal service to Local 831.

## Made in the U.S.A.

Last week in the Caswell Messenger there was a sale flyer for Advance Auto. Normally I wouldn't pay much attention to a sale flyer, but what caught my eye was their theme, "Made in the U.S.A." Sale. If more businesses would step up to the plate and push the items made by hard working citizens in the U.S. we would be on the road to economic recovery. It doesn't matter how many tax cuts we get or how many trade agreements our legislators create, nothing can spark our economy better than buying products made by American workers in America.

Understandably, every item you need in life is not made in the U.S., however, if we could start making a genuine effort toward this we could guarantee our children and grandchildren would have jobs.

On a recent trip to South Carolina to attend my grandchild's first birthday party, I noticed an exceptionally high number of vehicles had bumper stickers like, Proud US Citizen, Buy American, Power of Pride, These Colors Never Run, and many simply had a flag. All these themes and the Flag itself are encouraging signs that we really do care, the problem; several of these stickers were on foreign vehicles. If the American pride is something we really want to people to possess, we need to send the right signs; supporting the U.S. and waving the flag for our troops is one important piece of American Pride, but we must take it further, not only must we support the U.S. in wartime and in times of peace, but also support American workers by purchasing their products. We should not only talk the talk, but also walk the walk!

## U.S. Firms

U.S. Financial Firms seen Exporting 5000K Jobs by 2008

New York (CBS.MW) - Graduates of top U.S. business schools may soon find themselves passed over for converted Wall St. analyst jobs in favor of foreigners who never leave their native land.

U.S financial services firms are likely to export up to 500,000 jobs overseas during the next five years - including high paying research positions, according to a study by a consulting firm A.T. Kearney. The figure represents about 8% of combined banking, brokerage and insurance jobs, and is part of a industry wide move to cut billions in operating cost.

Companies are already moving back-office and call-center operations abroad, and more are looking to cut cost by moving white-collar jobs overseas, A.T. Kearney's Andrea Bierce said.

"A person coming out of college in India with a BA in accounting and starting a job will make about \$5,000 per year," she said. "Someone with a MBA from the Institute of Technology and two years experience will make about \$12,000 per year. Now contrast that with a Harvard business school graduate who's close to \$100,000 or even more.

"It's the wage difference that's motivating companies," stated Bierce.

India is the No. 1 offshore destination for job exports. Brazil, Hungary and the Czech Republic also are among top recipients.

It's hard to determine how cost-efficient the moves to date have been, she said. Sixty-four percent of firms polled already have moved some jobs offshore. Half of them said it's too early to tell how effective the job shifts have been, or that they have only been somewhat effective.

## "Do Not Call" Registry

If you are like everyone else, you hate those annoying phone calls during dinner time or as you are walking out the door to go to a special event. Most likely you are among the millions of people who get a couple of the telemarketer calls weekly. Well, now there is a solution-the National Do not Call Registry. If you register your



telephone number, the registry will alert telemarketers that you do not want to be called. If they do make contact, you have the right to file a complaint and the telemarketer firm could be penalized with a fine. To enter your number in the

registry, you can go online to <http://www.donotcall.gov/default.aspx>

The National Do Not Call Registry is managed by the Federal Trade Commission (FTC), the nation's consumer protection agency. You can visit the website of the FTC for more information on the National Do Not Call Registry and how to avoid telemarketing fraud.

# PENSION & INSURANCE

Recertification:

## The Most Important Step

Recertification is when you get prior approval from your Insurance carrier for certain care and services. Recertification activates your benefits and helps ensure that the services you receive take place in an appropriate setting and meet the medical necessity criteria of your health plan.

You are responsible for getting recertification. Even if your doctor offers to recertify care or equipment for you, it is recommended that you call to verify the recertification. If you do not obtain recertification, you may be responsible for a non compliance penalty, or the services may not be covered.

If you know that you will be going into the hospital for a stay, call the 800 number on the back of your insurance cards. For an Emergency treatment or admission, recertification is not required, however, you or a family member must notify the Insurance carrier within 24 hours, or as soon as reasonably possible. If you do not notify, charges will be denied for services that are determined not medically necessary.

### Toll Free Numbers

**Anthem Blue Cross and Blue Shield**

Recertification ..... 1-866-776-4793

**United Health Care**

Care Coordination .. 1-866-679-0944

## USWA Local 831 CREDENTIALS

285 Shady Grove Road  
Providence, NC 27315-9477  
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USWA District 8 • [www.uswa831.org](http://www.uswa831.org)

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President and Editor

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**Dana Dixon**  
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■  
**Gloria Gravely & Danny Travis**  
Associate Editors



## The New Terror

The word terrorism in Webster's Dictionary is defined as the use of intimidation to attain one's goals or to advance one's cause. The destruction of the World Trade Center in New York on September 11, 2001 by terrorist hands was the most horrific attack on the United States since the bombing of Pearl Harbor. We hope and pray that something this evil will never again happen to our great nation. The one thing I think most of us will agree on is that we were not prepared for what took place on that fateful day. Our government and it's leaders have taken measures to hopefully stop terrorist attacks by implementing tighter security at airports, enacting a Homeland Security and a multitude of checks and balances to deter terrorist attacks.

Personally, I feel that our government and it's leaders have done a good job in providing us a more secure nation but realizing that terrorism in our country could strike at any day. What is important is that we have taken measures to fight this enemy.

The new terror that seems to be threatening our great nation lies within. No, its not the bombing of buildings or suicide bombings. It is a different type of terror and one that our country has never seen before. It is a terror I'm afraid that we are not prepared for. It is the terror of exportation of our jobs to foreign lands. Since NAFTA began, over a quarter million workers have lost their jobs to foreign lands. Companies seek out the cheapest labor, weakest environmental laws and fewest workers rights. As a result, millions of people in developing nations work in sweatshop conditions, working long hours in unsafe and unhealthy conditions for little pay while Americans do without jobs. Just look what has happened to the Textile and Steel industries in our country. You can hardly pick up the newspaper or watch the news without seeing that a company has moved to China, Mexico, Brazil or South Africa. My question is: if all of these jobs keep leaving our country who will be left to buy the products and pay American taxes? We can take all the cuts in the world but we cannot compete with workers in foreign lands that make a dollar an hour and have no rights. American workers go to work every day and looming in the back of their minds is the possibility that their jobs may one day be in a foreign land. Our current administration most recently attempted to gut the Hour and Wage Act by eliminating time and a half over 40 hours. Is this the way to treat people who work hard for a living? It seems that the American worker is not only being attacked by big business but also being terrorized by it's own government. What happened to treating people as you would like to be treated? We must begin the fight to stop terrorism on the working families of this country. How? Our government needs to change laws to help working men and women preserve the jobs that are left and business leaders need to have a sense of loyalty to the men and women who made these American companies great. Companies like Goodyear, Dan River Mills and Burlington Industries must learn to be committed to their workforce in this country as they have been committed to them. Remember these companies became great by operating in America and using American labor.

Please don't forget us. Stop the terror!

**Danny (Tree) Travis**, Associate Editor

# Questions & Answers

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

## If I have vacation scheduled and we were to strike, what happens?

In the past Goodyear has mailed checks to the homes if the vacation was not previously cancelled.

## Can you keep your optional life insurance if you retire from Goodyear?

YES. You must pay your monthly premiums directly to Metropolitan Life. Basic life insurance, which is \$40,000 for each employee, remains at the current level until you reach age 62. After that age has occurred it reduces down monthly until it reaches \$3,000 where it remains. This benefit unlike optional has no premium.

**Note:** If you retire on disability pension, the reduction for the basic insurance will not begin until the month after your 65th birthday.

## Community Charter

URW 831 Members Federal Credit Union is pleased and proud to announce to you that we have finally been granted a Community Charter for our credit union.

Our Staff and Board applied for this prestigious designation well over a year ago and we were granted this designation on Friday, June 27, 2003.

Community Charter will help us insure that our credit union will remain viable and resilient during economic difficulties and will allow us to offer our services to those who live, work, worship or attend school in Pittsylvania County, Caswell County or the City of Danville.

Rest assured that you will continue to receive the same high quality - low cost service that you have grown to expect from URW and we will continue to support our members in all of their endeavors.



URW 831 MEMBERS  
FEDERAL CREDIT UNION

*People Helping People Since 1970*

539 Arnett Boulevard Danville, VA 24540  
(804)793-1278 toll free 866-879-6328 [www.urwfcu.org](http://www.urwfcu.org)

## Rules for Investing

in Today's Stock Market

Edward Jones

Hershel Stone - 836-4717

Chris Eastwood - 791-2595

# URW Credit Union Ratifies Contract

The contract of the employees of our credit union was unanimously approved prior to the expiration date of June 28, 2003. Representing the employees was Vice President Terry Trull, USWA Field Representative Melvin Watson and Credit Union shop steward, Paula Hartman. For the Credit Union, CEO Cheryl Doss, Board Members L.C. Moore and Ted Fitz.

Basically, the negotiating teams agreed to extend their current contract with a few additional items. Some of the contract items agreed to are listed below:

- \* Continue the current wage package including COLA.
- \* Continue to offer the same health care benefits options.
- \* Establish a Political Action Check off (PAC) for employees.
- \* Increase the personal time from 6 hours per month to 8 hours per month.
- \* New expiration date of June 28, 2006.

In current economic times, it is impressive that two sides can sit down and agree to a contract that benefits both sides and done in advance of the expiration date.

# VACATION

## CAR CARE PACKAGE!

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*\* Except extended-life antifreeze.*



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## Shrine to the Past

Retirees from the Goodyear Jackson Michigan plant were as happy as anyone to see new life spring from the ruins of the abandoned tire plant. But it was also hard for them to consider the death of such an important part of Jackson history with the demolition of the old plant two years ago for construction of the Kinder Morgan Power Co. electric generation plant.

Retirees spent 18 months gathering photographs and other memorabilia from the old tire factory. It is now on display in the lobby of the Kinder Morgan plant. At its peak, Goodyear was the county's largest industrial employer, and for most of its nearly 50-year history, powered the area economy, including the support of other businesses that supported the plant.

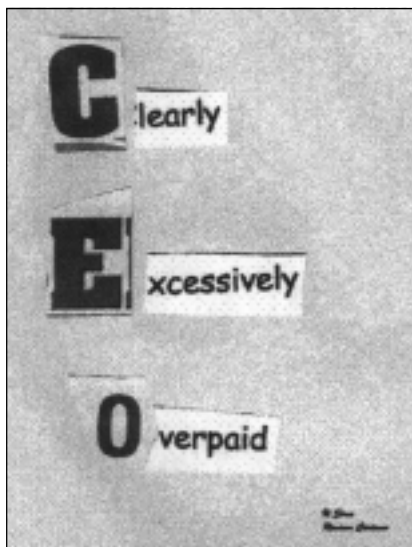
"It's a big part of Jackson's history," said Gerald Emmons, who along with fellow Goodyear retiree Bob Vance, coordinated efforts to commemorate the plant. The power company provided the space after the retirees nostalgically visited the construction site and made known their wishes to commemorate the old factory. "The Goodyear plant has a significant legacy to the people and the community," said Wayne K. Frey, plant manager of the Jackson Kinder Morgan facility. A display case features photos, including a 1900 era photo of a Kelsey-Hayes plant that preceded Goodyear at the site. Goodyear's Jackson plant opened in 1936 and closed in 1984, remaining vacant for 17 years until it was demolished in 2001 for the new power plant. Also displayed is an aerial photo of the plant that grew over the years to 1 million square feet and employed 3,000 workers at its peak.

Memorabilia includes several books of photographs, newspaper articles and employee newsletters. The books chronicle some of the work practices of the older era. When the plant opened for business, workers earned \$16.50 a week. They were paid in cash from steel barred windows similar to those of old time banks.

The Enterprise Group of Jackson Inc., an economic development group instrumental in redeveloping the old factory site, coordinated the overall project.

Later, a plaque will be installed outside Kinder Morgan offices commemorating the Goodyear factory. "There's a lot of history in this area," Vance said.

**Note:** No Meeting Minutes for June. The regular membership meeting was dispensed with in order to move into the special meeting for the purpose of discussing the rejected offer from Goodyear.



## Locals in our Collective Bargaining Agreement

We continuously talk about 14 locals being involved in negotiations. Here they are with their current product lines:

USWA Local 2	Akron, Ohio (Goodyear)	Technical, race tires
USWA Local 12	Gadsden, Alabama (Goodyear)	Auto tires
USWA Local 135	Buffalo, New York (Dunlop)	Auto & Truck tires
USWA Local 200	St. Marys, Ohio (Goodyear)	Rubber tracks
USWA Local 286	Lincoln, Nebraska (Goodyear)	Belts and hoses
USWA Local 307	Topeka, Kansas (Goodyear)	Truck & Earthmover tires
USWA Local 745	Freeport, Illinois (Kelly)	Farm tires
USWA Local 746	Tyler, Texas (Kelly)	Auto tires
USWA Local 831	Danville, Virginia (Goodyear)	Truck & Aero tires
USWA Local 843	Marysville, Ohio (Goodyear)	Engineered products
USWA Local 878	Union City, Tennessee (Goodyear)	Auto tires
USWA Local 904	Sun Prairie, Wisconsin (Goodyear)	Engineered products
USWA Local 915	Huntsville, Alabama (Dunlop)	Auto tires
USWA Local 959	Fayetteville, N.C. (Kelly)	Auto tires

In addition to the locals covered in our agreement, we have seven locals in Canada that are unionized with the USWA but are not in our agreement. Some of those locals are also in negotiations.

**Hoffman Chiropractic**  
**799-4000**

**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.

- Wayne Teague
- David Wells
- Danny Durham
- Jessie Wimbush
- Charles Hairston

*We Send Our Sincere Condolences To*

Ronald Cassell, Glenn Marlowe, James Moore, Jr., Harvey Wilson

**U.S.W.A. Local 831**  
 285 Shady Grove Road  
 Providence, NC 27315

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<b>AUGUST 2003 CALENDAR</b>						
July AC <b>27</b>	BD <b>28</b>	BD <b>29</b>	AC <b>30</b>	AC <b>31</b>	August BD <b>1</b>	BD <b>2</b>
BD <b>3</b>	AC Exec. Board Meeting 7:30 AM <b>4</b>	AC <b>5</b>	BD <b>6</b>	BD <b>7</b>	AC <b>8</b>	AC <b>9</b>
----- U.S.W.A. Joint Labor & Safety Symposium -----						
AC <b>10</b>	BD <b>11</b>	BD <b>12</b>	AC SOAR Meeting 11 AM <b>13</b>	AC Union Meeting 7:30 AM/PM <b>14</b>	BD <b>15</b>	BD AFL-CIO 16th Bicentennial State Conference <b>16</b>
BD <b>17</b>	AC <b>18</b>	AC <b>19</b>	BD <b>20</b>	BD <b>21</b>	AC <b>22</b>	AC <b>23</b>
AC <b>24</b>	BD <b>25</b>	BD <b>26</b>	AC <b>27</b>	AC <b>28</b>	BD <b>29</b>	BD <b>30</b>
BD <b>31</b>	September AC Labor Day <b>1</b>	AC <b>2</b>	BD <b>3</b>	BD <b>4</b>	AC <b>5</b>	AC <b>6</b>