

Shop Steward School held

A shop steward school was held on Friday, July 15, at Local 831 Union Hall. If any of these stewards thought that this one-day class was going to be easy, they were badly mistaken.

President Danny Barber welcomed the group and explained that instead of someone standing up lecturing, that this would be a working class. What kind of work? First, Vice President Terry Trull gave a small presentation on the "ethics of a shop steward" In one of his comments; Trull said, "By being honest and trustworthy a steward would gain respect from his/her peers." He also said that stewards should always keep good records and keep them confidential.

After the presentation, the stewards were required to take a test. Not just some ordinary test where you give the answer but where you find the answer by using the contract book. An example of one of the questions was, "An employee's pay was shorted \$300.00 because of human error. He needs his money today! Can he get it? Even though the stewards may have known the answer they were responsible to find the answer in the contract book and write down what article, page and letter the answer was found in." "This is a good way for the stewards to get familiarized with the contract book. If there's a question a union member has concerning the contract, we want the shop stewards to know the answer and be able to prove the answer by showing it in the contract book," stated Barber. There



Priscilla Fitzgerald (above) and Mike Fox (right) take a Test...



were a total of 79 questions on the test. After the test, all of the answers were reviewed for the correct answers. "We want our stewards to know where to look to find the everyday questions that our union members have," commented Division II Chairman, Jeff Dixon. Division III Chairman Irvin Lawson said, "This test was not given to put anyone on the spot,

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R/PIC sets date for Conference

The United Steel Workers Rubber & Plastics Industry Conference has set the date of October 3-5 for this conference. Local 831 is sending five (5) delegates and President Barber. The election for the five delegate positions will be held on August 18 from 5:00 am until 9:00 pm. Nominations were held in a special meeting immediately following the July membership meeting. However, the proper notices for the nominations were not mailed out to members and the nominations must be done over. Nominations will be held in a special meeting immediately following the August 11th union meeting. All the locals who were in the United Rubber Workers (URW) attend this conference. As it was then, these locals are mostly tire and rubber associated locals.



JULY 12, 2005

President Jack Dodson called the meeting to order. There were 88 members and 4 guests present.

Catherine Williams opened the meeting with prayer.

Floyd Stanfield's name was called for the attendance prize and he was not present. The next drawing will be at the August meeting for the amount of \$40.00. A member must be present to win.

Carolyn Reynolds and Raymond Hyler each won a free oil and lube change from the Goodyear Service Store on Mt. Cross Road.

Earl Guill and Morris Lee each won a free oil and lube change from Perry Bros. on Piney Forest Road.

Fifty-fifty won by Thomas Dawson.

Lester Doss made a motion to adjourn and Harvey Flanagan seconded. Motion passed.

Following the meeting members and guests enjoyed a picnic with hot dogs, hamburgers and all the trimmings. Members brought homemade desserts.

After enjoying the meal, those who wanted to attended the Braves baseball game with free tickets passed out at the picnic.

Respectfully submitted,
Nancy Guill, Secretary

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Shop Steward School held



Division I



Division II



Division III




Division IV

it's to help you learn.

Later on in the afternoon, the stewards were educated on some of the changes that have taken place such as FMLA guidelines, EAP flow chart, P&I/ Workers Comp and HIPPA regulations. After the class, stewards met with their respective chairman to discuss any questions or concerns that they may have. "I think this class will help the performance of our shop stewards in regards of what they are required to do as representatives. We want them to be the best representatives that is possible," added Barber.

Special thanks go out to the Grievance Committee, which consist of all four-division chairmen, President Danny Barber, Vice President Terry Trull and P&I Representative Benny Toller for providing the agenda and questions for the test. Also, a big thanks to Recording Secretary, Brenda Miles for preparing the power point presentation for all the stewards.

In next month's "Informer" read what our stewards thought about school!



USW Local 831 is in the process of changing its' web page URL to www.usw831.org. this will make us compliant with the International Union. After the merger with the PACE union, the name changed. Additionally, every Local 831 email address will change as well. Look for those changes soon!

July Membership Meeting Minutes

USWA Local 831 held its' regular membership meeting on July 14 2005 with President Danny Barber presiding. These are the highlights:

■ Sylvester Mayo opened with prayer followed by the pledge of allegiance.

■ Roll call of officers, all were present.

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

■ Executive Board report for July was approved as read and contained the following items:

- Motion to send two Women of Steel committee members to the Bread and Roses Award Dinner on September 24th in Roanoke.

- To move the union picnic to Carrington Pavilion on October 15th.

- Motion to accept a bid from Clark Concrete to pour a

12X12 pad in front of the dumpster.

■ Financial Secretary, William "Stick" McLaughlin read the financial report for June and it was approved as read.

■ Pension and Insurance Representative, Benny Toller gave the P&I report to membership on the dependant verification (see P&I story).

■ A motion was made to move into a special meeting for the purpose of nominating delegates to attend the Rubber & Plastics Conference. Phillip Hutson and Alfred Younger were selected as the election committee. Alternates are Ricky Miles and Greg Gammon. (See R/PIC story)

■ John Hooks and Becky Inman won -50/50 drawings.

■ Tim L Hobbs was drawn for the attendance prize drawing. He was not present. The August attendance prize will be \$450.00.

■ Motion to adjourn, motion carried

USW local to revote on BFS contract offer

MORRISON, Tenn. (July 21)--United Steelworkers Local 1155 has withdrawn the five-day strike notice it issued July 14 and will revote on Bridgestone/Firestone's contract proposal from July 21-25.

The union announced it was allowing Local 1155's more than 700 members to vote again after "serious consideration about the options available" to them, said Billy Dycus, the local's vice president.

The local had sent notice to the Nashville tire maker saying it would end the day-to-day extension--in force since their previous three-year contract expired in April 2003--at 12:01 a.m. July 22, opening up the door to a strike.

The union will reissue the five-day notice if the contract is not ratified, Dycus said. About 85 percent of voting members rejected the company's offer on June 17, believing the proposal was substandard for what they do, particularly given the plant's profitability.

BFS is "encouraged by this development," a company statement said.

USW and BFS negotiators met July 19 in an attempt to find some common bargaining ground before a strike began, but made no progress.

The company reached a contract agreement running through July 23, 2006, with USW members at seven other tire and rubber plants last month. The Warren County plant was included in those negotiations, though Local 1155's contract is separate from the master contract covering six of the facilities.

Members Chatter

As you know, the Senate has approved and the House will vote soon on the Central America Free Trade Agreement (CAFTA). What are your views on CAFTA?



Antonio Harris
Dept. 2541, D Shift

"This will not help the working men & women. We (working people) need to let our legislators know how we feel."



Jeff Conner
Dept. 2421, C Shift

"I don't want it! NAFTA was enough. We need to think about this country, not everybody else."



Alfred Younger
Dept. 2421, C Shift

*"We need to keep **our** jobs in America."*



Brian Shore
Dept. 1110, C Shift

I think it sucks. What else can I say!"

Picnic at the Pavilion



The 2005 Annual Union Picnic has been moved from Local 831 grounds to the Carrington Pavilion. The date has been set for October 15th. The reason for the move is due to the parking situation. In the last few years, we've exceeded our limits in the field across the road from the hall. Now, that field has been sold and the new owner is not willing to allow us to use it. For that reason, we must move to another location. While we understand that parking can be a little frustrating at Carrington Pavilion, you can park on all nearby streets and on both sides of the Community Market.

There has also been a little controversy on which shift it should be on this year. These are the dates for the last four years as well as this year:

- * October 6, 2001 A/C working
- * October 12, 2002 B/D working
- * October 11, 2003 B/D working
- * October 2, 2004 A/C working
- * October 15, 2005 A/C working

The reason behind repeating the picnic date on an A/C working day dates back to the year we went back on traditional schedule. At that time we accidentally duplicated the B/D dates. Now most people will say that it shouldn't matter since we were on traditional. Quite the contrary, we still had the banbury and maintenance union members on continuous. So, for that reason, to be fair to everyone, we have duplicated the A/C dates for two years and will move forward next year with a B/D date.

USWA Local 831 CREDENTIALS

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Danny Barber
President and Editor

Dana Dixon
Managing Editor

Gloria Gravely & Danny Travis
Associate Editors



EDITOR'S COLUMN...

NAFTA has led us to CAFTA. The Central America Free Trade Agreement was negotiated by the Bush administration in 2003. This may be the most critical issue ever discussed before Congress. The Senate has passed it narrowly and it now moves to the House, where the battle will be much more fierce.

There are CEO's from some textile companies who are pushing for CAFTA, but we must remember that they are the ones who make the big bucks as jobs are moved out of the United States.

CAFTA has been referred to by many as NAFTA on steroids. There is no doubt that many U.S. workers are still feeling the effects of NAFTA. Years since its' inception, there are still companies moving there facilities to Mexico. There is no better example of NAFTA effects than what can be found right here in Danville. Dan River Mills was the largest employer in Danville for as long as anyone can remember. This year, Goodyear moved ahead of Dan River, not because Goodyear is expanding, but because Dan River is shrinking day by day. Are people wearing less clothing or using less linen? No they are not. The effects of NAFTA, jobs leaving this country have been devastating for many Americans. Just drop by any community college, it's not teenagers you will find the most of, it's adults. These adults are trying their best to learn new skills so they can find employment. It is very difficult to return to college 30 years after high school and for many that weren't fortunate enough to finish high school. The Congress of the United States can do better for its' citizens. They could end all these "free trade" agreements if they care about working people.

The Central America Free Trade Agreement (CAFTA) is a devastating trade bill currently being debated in Washington. CAFTA follows the same failed model of NAFTA, which resulted in nearly a million jobs lost in the United States and millions of workers falling into poverty in Mexico. The failed promises of NAFTA will be repeated through CAFTA.

Before CAFTA is enacted, it must receive Congressional approval. This has not yet happened. We can stop CAFTA if we all speak out.

Please take one minute to send a letter or call your Members of Congress to ask them to vote against CAFTA. They are Virgil Goode in Virginia and Brad Miller in North Carolina.

Virgil Goode
1520 Longworth House Office Building
Washington, D.C. 20515-4605
Phone: (202) 225-4711
Fax: (202) 225-5681.

Brad Miller
1722 Longworth House Office Building
Washington, D.C. 20515-3313
Phone: (202) 225-3032
Fax: (202) 225-0181

Your Informer Staff

Questions Answers

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

I've heard different views of how daily vacation is issued and signed up for. What is the proper method?



Irving Lawson

The language states in Letter 3, page 277 item (3): *Daily vacation requests shall be made concurrently with the overtime sign on sheets for that specific week. Employees who request a day of vacation, must submit their request by 11:00 am on Wednesday, before the overtime sign on sheets for the following week comes down. If a day of vacation is requested after the sign on sheets have been taken down, the requirements of the daily vacation formula will not apply. This daily vacation request does not apply to employees on traditional schedule.*

An example would be: The overtime sheets come down on July 13th. Prior to that day, an employee could have put in for daily vacation from July 23th until July 29th. That is a maximum of 16 days ahead, however if the person wanted July 23rd, it would only be 10 days ahead.

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PENSION & INSURANCE

Dependent Audit Mailings

By now, everyone should have received a mailing from Budco and are probably wondering why. Goodyear has contracted this firm to audit all of its employees and retirees, even the CEO of the company. They are HIPPA compliant. Any information that is sent to them is recorded within 48 hours and then shredded in the presence of a management official.

The purpose of this Dependent Audit is to verify that all dependents listed on the policy are indeed eligible to be on the employee/retiree coverage. There are two phases that you will receive mailings on and they are:

{1}. Amnesty Phase- During July 5, 2005 thru August 22, 2005 an Amnesty Letter will show all current dependents listed on the employee/retiree Health coverage. Anyone who is **NOT** an eligible dependent, you must check the appropriate box beside of their name and send it back in the envelope that was provided to you. There will be no penalties if you remove someone during this phase. COBRA insurance will be offered to anyone that is dropped off the plan.

Note: If all dependents are eligible you do not reply at this time.

{2}. Proof of Dependents- During September the 2nd mailing will go out requesting proof of dependents. At this time you must send whatever information Budco request. All information "must" be mailed, NO FAXES to Budco. Those who fail to send proof of eligibility will be sent another letter to get it in. If Budco does not get information after this mailing, benefits will be terminated on the dependents.

It is vitally important that everyone responds to the mailings that are sent to them. We encourage everyone to start getting these documents together to insure that benefits for your dependents remain in effect.

Single employees/retirees will not receive a mailing because they have no dependents to audit. Make sure your addresses are current with Goodyear so that you don't miss out on receiving these important mailings.

Please read all your mail!

You've heard it several times from our P&I Representatives, Benny Toller and Gloria Gravelly. Goodyear and its' contractors who are working on insurance and 401k matters are sending out numerous documents. During union meetings, Benny and Gloria will update you on what has been sent, however, it is your responsibility to make sure you comply with whatever those documents might be. Currently, employees should have a package from JP Morgan on 401k options and a first mailing on the dependant verification from BudCo. Not complying could affect you negatively. This is reminder to read all your mail. Don't just toss it thinking it is junk mail. Goodyear is using various contractors, so mail about your benefits may not have Goodyear on it.



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Do Tax Cuts For The Wealthy Stimulate Employment?

The centerpiece of the Bush administration's economic policy has been large federal income tax cuts aimed mainly at top earners. These tax cuts account for much of the \$2 trillion increase in the national debt projected to occur during the Bush presidency. They prompted a large group of Nobel laureates in economics to issue a statement last year condemning the administration's "reckless and extreme course that endangers the long-term economic health of our nation." The question of whether to make the tax cuts permanent is still on the Congressional agenda.

Mr. Bush never pretended that the tax cuts were needed to make life more comfortable for the well to do. Rather, the president portrayed his tax cuts as the linchpin of his economic stimulus package. He argued that because most new jobs are created by small businesses, tax cuts to the owners of those businesses would stimulate robust employment growth. His policy thus rests implicitly on the premise that if business owners could afford to hire additional workers, they would. But whether owners can afford to hire is not an issue. What matters is whether hiring will increase their profits. In brief, the president's claim that tax cuts to the owners of small businesses will stimulate them to hire more workers flies in the face of bedrock principles outlined in every introductory economics textbook.

A second way the Bush tax cuts might have stimulated

employment is by inducing the wealthy to spend more on consumption. But a large share of the tax windfalls received by the wealthy is not spent in the short run. And even among those who are induced to spend more, the main effect is not increased demand for domestically produced goods and services, but rather increased bidding for choice oceanfront property and longer waiting lists for the new Porsche Carrera GT. Such spending does little to stimulate domestic employment. Had the dollars required to finance the president's tax cuts been used in other ways, they would have made a real difference. Larger tax cuts for middle-and low-income families, for example, would have stimulated immediate new spending because the savings rates for most of these families are low. And their additional spending would have been largely for products made by domestic businesses-which would have led, in turn, to increased employment.

Economists from both sides of the political aisle argued from the beginning that tax cuts for the wealthy made no sense as a policy for stimulating new jobs. And experience has proved them right. Total private employment was actually lower in January 2005 than in January, 2001, the first time since the Great Depression that employment has fallen during a president's term of office.

Robert H. Frank, an economist at the Johnson Graduate School of Management - New York Times

MTLs and QTLs

We have the "M" and the "Q" but where's the "T" and the "L"?

We seem to understand the "Manufacturing" and "Quality" aspects of MTL and QTL. But what about the "T" and the "L"? "T" is for Team and "L" is for Leader. The word "team" implies people working together for a common goal. It implies that we all work in a team atmosphere where people are acknowledged for their contributions. It implies that people are recognized for good performance. It implies that people have a sense of empowerment and cohesiveness. Do we have MTLs and QTLs that promote these things?

The word team also conjures up the image of a group of people that are led by someone to that common goal. A person that takes initiative, makes decisions, supports his or her team members and a person that actively looks for ways to improve that team. The differences between a manager and a leader have been written about for years. Things like "a manager says go and a leader says let's go." One thing is for sure; we have plenty of managers. There doesn't, however, seem to be a lot of leaders in our plant.

Now to the MTLs and QTLs defense, Goodyear is NOT the type of company that promotes "leadership." But it seems to adore managers. That is people that can take and regurgitate orders or can catch someone doing something wrong. Goodyear, as a company, doesn't seem to promote innovative thinking. Goodyear has never been a learning organization. The best way to tell if a you are in a learning organization is to see how people are treated if they try to do something innovative for the good of the company but screw up and

make a mistake. A learning organization doesn't try to figure out twenty different ways to punish that individual but rather congratulate the person for trying, and then work to learn from the mistake and turn it to a positive. A leader has the ability to recognize the difference between a person that makes an honest mistake and incompetence.

Management seems to be forever stuck in the mode of watch em, catch em, punish em, or we'll lose control. When will managers understand that they never had control in the first place? People control how hard they work. They always have. People control how much quality they put into their product or service. They always have. The team leader's job involves discipline and sometimes it's necessary. But the more important aspect of a leader's job is to remove barriers that prevent their team members from reaching their potential, to promote teamwork and recognize good performance.

Ultimately leaders are held accountable for results. The question arises ... what is the best way to get those results? It seems middle management continues to do the same things over and over and expect a different result. As the old saying goes ... "if you always do what you've always done, you'll always get what you've always got." Leaders create opportunities for discussion, for feedback and information sharing. Roundtables are a good example of this. Is the plant manager the only person in Goodyear-Danville empowered to do this? He's probably waiting on other leaders (BCMs / MTLs, etc.) to emerge and follow his lead. We'll see.

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.

Wayne Thompson

*We Send Our
Sincere Condolences To*

Bruce Barker, Bill Brown, Jack Boyd, Keith Deane, Roger Dockery,
Richard Dulin, Evelyn Dulin, Gerald Marlowe, Joseph Paduano,
Bobby Powell, John Sparks,
To the Families of retirees Clarence Richmond and James Smith

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
AUGUST 2005 CALENDAR						
BD 31	AC 1 Executive Board Meeting 7:30 AM	AC 2	BD 3	BD 4	AC 5	AC 6
AC 7	BD 8	BD 9	AC 10 SOAR Meeting 11:00 AM	AC 11 Union Meeting 7:30 AM/PM & R/PIC Nominations	BD 12	BD 13
BD 14	AC 15	AC 16	BD 17	BD 18 Vote for R/PIC Delegates 5:00 AM-9:00PM	AC 19	AC 20
AC 21	BD 22	BD 23	AC 24	AC 25	July BD 26	BD 27
Joint Health and Safety Symposium						
BD 28	AC 29	AC 30	BD 31	BD 1	AC 2	AC 3