

Local 831 Sponsors Hole At Ed Steffey Educational Open

Local 831 set up shop at the #2 hole during the Ed Steffey Educational Open at the Goodyear Golf Course. Representing Local 831 at #2 were Gloria Gravely, Dana Dixon and Danny Travis. "The event provided Local 831 an opportunity to continue our support for education in the community," stated Dana Dixon. Businesses and Civic organizations sponsored teams for the event. There were many Goodyear employee's also that participated in the event. After each team finished the hole, issues of the "Informer" were passed out to each participant. The Local had planned to pass our golf towels to the golfers but decided against it when they realized that the towels were made in India. The Local had specifically asked for the towels to be made in the U.S.A. The towels were shown for display and explained to the golfers the reason why they would not be distributed at that time. Union Leadership contacted the supplier and made it clear that the towels which bore the Steelworker logo were not acceptable. New towels made in the USA were ordered and mailed to each participant at the tournament. "The response was very favorable when we explained why we would not pass out the towels that were made in India," said Gloria Gravely. One of the members of Dan River Mills team expressed how delighted he was that our union had decided to send the India towels back. The edition of the "Informer" that was passed out was the September edition which was a special edition of the 9/11 Anniversary.



President Barber shows the USA-made towels to Danny "Tree" Travis



Returning Employees

Marcus Anderson (Goodyear Employee Relations), Linwood Saunders (at board) and Irving Lawson (seated) assist returning employees on job selection.

USWA Local 831 union officers and representatives would like to wish all union members, and their families, a safe and

Happy Thanksgiving!

Enjoy your union-negotiated holiday.

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CEO's Get Bonuses - Workers Get The Shaft

We might have had some legislation to slow down the corporate executives from falsifying financials, but we still haven't convinced the Boards of Directors of many companies that the CEO's do not deserve big bonuses with stock prices down and in some cases the company near bankruptcy.

One such case is United Airlines (UAL). The struggling airline disclosed that it is paying new CEO Glenn Tilton a \$3 million signing bonus in addition to a \$950,000 annual salary for five years. In a Securities and Exchange Commission filing, parent company UAL said it also agreed to give Tilton 100,000 shares of restricted stock, options to buy 1.2 million shares and the potential to earn \$1.9 million in bonuses. UAL also agreed to compensate Tilton for forfeiting his retirement plan at Chevron Texaco by creating a trust valued at \$4.5 million.

In separate news, UAL's flight attendants union proposed a 3.6% pay cut (\$412 million) over five years to help the airline's bid for a \$1.8 billion federal loan guarantee. On November 4, 2002 the Pilot's union accepted an 18% cut in pay. For their efforts, United announced (after the vote) that it would furlough 2,700 flight attendants on January 31 due to a reduced flight schedule. The largest union with United, The International Association of Machinists is still negotiating a concessions package with management.

We (the taxpayer's) have to supplement a \$1.8 billion loan guarantee, the workers accept wage and benefit cuts and the CEO gets an astronomical salary and bonus package. Where is this country headed? Use every opportunity to let your legislators know we will not stand for this anymore. If company's fail, management should accept their responsibility! Tell them to get busy crafting legislation to prevent the total collapse of the American Dream.

Buy Union-Made Tires

If you knew that the tires you wanted for your vehicle were union-made, in the USA, would it mean anything to you? **IT SHOULD!** Being a union member yourself, should make you determined to buy American and union-made tires. But, how do you know if a tire is an American/ Union product?

The U.S. Department of Transportation (DOT) requires that all tires sold in the United States carry a code which identifies, among other things, the company and the plant that made each tire. It is molded into the sidewall of every tire. We can assure ourselves that the tires we buy for our cars and trucks were made by rubber workers covered by Steelworkers Union (USWA) contracts, by examining the code found by each tires wheel bead. With rare exceptions, the code looks like this: **DOT AC L9 ABC 036**. The two symbols following "DOT" will either be two letters or one letter and one number. In the example here, the letters "AC" designate a tire made at the General Tire plant in Charlotte, North Carolina.

Buying American/Union-made tires helps us to keep our brothers and sisters jobs here in the United States. To support the hand that feeds us- if you work for General Tire, buy General tires. If you work for Goodyear, buy Goodyear tires. Below is a list of tire plants, their codes, and their local unions.

Code	Plant	Union
JE, MC, PT	Goodyear/ Danville, VA	831 L
JF, MM, PJ	Kelly-Springfield (Goodyear)/ Fayetteville, NC	959 L
JH, MN, PK	Kelly-Springfield (Goodyear),/Freeport, IL	745 L
JJ, MD, PY	Goodyear/ Gadsden, AL	12 L
JN, MJ, PY	Goodyear/ Topeka, KS	307 L
JP, MP, PL	Kelly Springfield (Goodyear)/ Tyler, TX	746 L
JT, MK, TA	Goodyear/ Union City, TN	878 L
DA	Dunlop (subsidiary of Goodyear)/ Buffalo, NY	135 L
DB	Dunlop (subsidiary of Goodyear)/ Huntsville, AL	915 L
JU, PC, UK	Goodyear/ Medicine Hat, Alberta, Canada	628 L

We Got It - They Want It!

Sometimes we get caught up in what we want and forget what we have. Our contract has many provisions that others still want for. Local 1155, Bridgestone in Tennessee, published a letter to it's members in their newspaper detailing several items they would like to gain on their next contract. Below are some of the issues of their concern:

- "We deserve the extra holiday that master plants receive. We have 10, they have 11."

- "We deserve the 2% vacation language."

- "We should only have to work 12 hrs. for 12 hrs. pay, not 12.5 hrs."

- "We should have mandatory overtime." We must work 2 days per month, they have NO mandatory overtime.

- "The master plants have language that makes "days of work NOT made available" to count as

hours worked for the purpose of computing overtime."

Understand that this is not a Goodyear plant, however, their wants and needs are things we already have. Our negotiators have led the pack in protecting the rights of our workers. Our negotiators have worked hard over the years giving us a progressive contract that also protects the economic survival of Goodyear Tire & Rubber Company.



Renovations Underway

The November union meeting was cancelled due to current renovations at the union hall. In the past several months, the heat and air systems have been reworked, and now the previously proposed renovations have begun. The centerpiece of the construction will be the ladies's and men's bathrooms. Under today's construction codes, our present situation simply would not pass. In addition to the bathrooms, an expanded kitchen/dining area is shaping up nicely, as the new conference area located where the stage once stood. The old conference room will be split into the President's office with a small portion being added to the copy room. The Vice-President will assume the President's old office. To compensate for the space taken from the auditorium, 30 ft. is being added onto the rear of the building. Of that 30 ft., approximately 10 ft. across the back will



be for Local 831 and SOAR retirees storage. Hopefully, it will be complete by the first of the year.

Cancer Knows No Age!

Everyone looks forward to the day you can enjoy your grandchildren-bouncing them on your knee, taking them to ballgames, etc. That dream must be put on hold for NG Builder, Jeff Morris. His grandson, Johnny Wayne "Trey" Roberts III, son of Misty Dawn Kirby, has a rare cancer that affects children between the ages of 1- 5.

"Trey" has Stage 4 Neuroblastoma and is receiving chemotherapy (72 hrs., non-stop) at Duke University's Childrens Ward. You can find more information on this type of cancer and leave your comments, thoughts, and prayers at- <http://caringbridge.org/va/trey> , on the web.

Trey's mother is a postal worker and union member. So, what can we do? Add Trey and his family to your prayer list and/or make financial contributions. Jars have been placed throughout the area including Mary's Diner, Reubens, Quick Stop, Pino's Pizza, Sunrise Mart, Carpetland, Libby Hill, Rax, and several other locations. In-plant, you can see Jeff Morris "C" shift, NG area.



Definitions For a New Economy

CEO:

chief emezzlement officer

CFO:

corporate fraud officer

Bull Market:

A random market movement causing an investor to mistake himself for a financial genius.

Bear Market:

A 6 to 18 month period when the kids get no allowance, the wife gets no jewelry, and the husband gets no ?!*

Momentum Investing:

The fine art of buying high and selling low.

Value Investing:

The art of buying low and selling lower.

Standard & Poor:

Your life in a nutshell.

Market Correction:

The day after you buy stocks.

Cash Flow:

The movement your money makes as it disappears down the toilet.

Pension and Insurance Information

ATTENTION all active members and hourly retirees. By now, most of you know, that if you are enrolled in the Comprehensive Medical, and retirees that are enrolled in the Medical Necessity Plan, change in the administration of your claims will move from Goodyear Benefits Operations Department in Akron, Ohio, to United Healthcare. The Select Provider network will change as well.

There are three ways to find out if your doctor or hospital is in the new network:

- Obtain a United Healthcare directory from the plant.

- Visit United Healthcare website at www.provider.uhc.com/goodyear.

- Call United Healthcare at 1-866-679-0944.

Keep in mind that the benefits are not going to change as a result of the administrative change. In late December, you will receive a Welcome Packet and new ID cards. According to Walter Lutz, Manager of Benefits Policy and Planning in Akron, Ohio, the decision to make this administrative change was based on the need to reduce healthcare administrative cost and to avoid a large portion of the anticipated cost to become HIPAA compliant.

A & S

Effective January 1, 2003, Liberty Mutual will administer the Disability benefits Program at all Goodyear plants in North America.

Members can expect some changes, not in the benefits, but the administration of the Liberty Mutual Program.

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

Communications can be delivered in a variety of vehicles. Local 831 has published the Informer since 1974. The Informer is written by the Education and Publicity Committee of Local 831. The committee has changed several times, but one thing remains; the Informer is a union paper, discussing union activities.

As time evolved, a cooperation was established between Goodyear-Danville and USWA 831. The cooperative effort led to a joint plant newsletter, The Communicator. This joint newsletter is written by the plant Communication Committee, which is comprised of employees from all parts of the plant. Information in the Communicator is basically news that is beneficial to all employees, and that doesn't "slant" too far to either side.

In the last few months, Goodyear-Danville has elected to start their own vehicle of communication. The View is written and published by management, sharing "views" that they feel you need to know. While the union doesn't share these "views", we want everyone to understand, we play no role in the publishing of "The View".

The Informer - By the union, about the union.

The Communicator - Joint union/company, reflecting joint views.

The View - By the company, reflecting only company views.

Thanksgiving Quiz

1. In 1676, a day of Thanksgiving was proclaimed to take place during what month?
 - A. May
 - B. June
 - C. October
 - D. November
2. What president didn't like the idea of having a national Thanksgiving Day?
 - A. Washington
 - B. Nixon
 - C. Truman
 - D. Jefferson
3. Who is credited with leading the crusade to establish Thanksgiving Day?
 - A. Sarah Jessica Parker
 - B. Sarah Lee
 - C. Sarah Josepha Hale
 - D. Sarah Ferguson
4. Which President first established the date of Thanksgiving as a national celebration?
 - A. Jefferson
 - B. Adams
 - C. Lincoln
 - D. Wilson
5. Which president moved the date of Thanksgiving twice?
 - A. Lincoln
 - B. T. Roosevelt
 - C. F. D. Roosevelt
 - D. Eisenhower
6. The reason Thanksgiving was moved up a week was...
 - A. To fulfil a political promise
 - B. To ward off evil spirits
 - C. Due to public pressure
 - D. To lengthen the Christmas shopping season
7. On which date did the pilgrims set ground at Plymouth Rock?
 - A. Jan. 1, 1722
 - B. April 19, 1601
 - C. Feb 23, 1599
 - D. Dec. 11, 1620
8. What vegetable was considered poisonous by many Europeans?
 - A. Squash
 - B. Corn
 - C. Potatoes
 - D. Okra
9. How long did the first Thanksgiving last?
 - A. 1 day
 - B. 1 week
 - C. 3 days
 - D. 5 days
10. Why do we receive 2 paid days off to celebrate Thanksgiving holidays?
 - A. President Bush wants us to have it.
 - B. Goodyear thinks you need it.
 - C. Football is played both days.
 - D. It was negotiated for you by the union.

Answers on page 8

Questions & Answers

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

Do I still get 3 days funeral leave, if I'm on continuous operation?

An employee will be paid for up to (24) hrs. (2) days at straight time pay. Employees may be excused without pay on the third consecutive work day. Upon the employees request, such time will be credited as time worked for the purpose of computing weekly overtime pay. In order to be eligible for a total of (36) hrs, (3) days of funeral leave, the death must have occurred after 7:00 a.m. on the Thursday prior to a (3) day scheduled work weekend. Employees may be required to provide a proper document verifying the time and date of the death for determination of eligibility for a third day (Sunday).

* Refer to black contract book, Article XI, miscellaneous clauses, pg. 118 (amend), Funeral leave pay.

Since we are returning to a 12 hr. shift on November 17, 2002, can I take my birthday holiday if it falls on November 26, 2002?

NO! If you are returning from a traditional schedule, then your birthday holiday was observed on July 5, 2002. The birthday holiday starts January 2003 for anyone returning from a traditional schedule.

Do I still get double time on Sundays when working 12 hrs. Continuous Operations?

NO! Employees must work each of their scheduled days and at least 4 hrs. on their non-scheduled days in that week to obtain double time on the seventh consecutive day, which would be Friday.

Rules for Investing

in Today's Stock Market

Edward Jones

Hershel Stone - 836-4717

Chris Eastwood - 791-2595

  **FIVE STAR**

NOT JUST BIGGER... BETTER!

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November Membership Meeting Minutes

USWA Local 831's regular membership meeting for November 14, 2002 was cancelled due to renovations being done to the union hall.

Some points of information include the following:

■ Executive Board met on November 4, 2002 and the following items were discussed:

- Motion to donate \$200.00 to the SOAR retirees for their Christmas dinner.

- Motion to donate \$1,000.00 each to 2 needy families.

Salvation Army will select the 2 families. The money is used to purchase food, toys for the kids, and any other needed items, which Local 831 officers go out and purchase.

- Thank you from the Homeless Shelter for food donation on 10/12/02. The food donated was the left overs from our union picnic.

- Motion to send 2 COPE members to the VAAFL-CIO legislative conference February 9-10, 2003, in Richmond, VA.

- Thank you letter from Darrell Finney for sponsoring a hole in the Ed Steffey Memorial Golf Tournament.

■ The next union meeting will be December 12, 2002. Attendance drawing will be \$475.00. Show your solidarity by attending your monthly union meeting. Every member is invited!!!

Cornerstone Complete Care
793-0700

Safety Committee Attends Joint Health and Safety Symposium!

Members of Local 831 Safety Committee attended a joint Labor-management Health and Safety Symposium in Toronto, Canada. The symposium ran through September 15-17, 2002. Representing Goodyear-Danville, was Safety and Health Manager, Ron Knight.

In the opening session, Mark "Spanky" Kurkowski, President of Steelworkers Local 135 at the Dunlop Tire Plant in Buffalo, N.Y., stated, "My main concern is that you have 10 fingers and 10 toes and 2 eyes, and I want you to have them when you retire." His presentation dealt with having an effective Emergency Response Team. He talked about how much improvement has been made in basic safety procedures at the Buffalo plant. They now have in place an Emergency Response Team and have developed a system of Safety Captains, where one union member manages safety at all times in each five divisions of the plant. The company has also purchased a defibrillator, and trainee members of the ERT to use it.

"They have a very good program, but Goodyear-Danville is, without a doubt, the best incorporation when it comes to Emergency Response," stated Local 831 Safety Chairman, Mike Baker.

Rubber and Plastics writer, Bruce Meyer, gave a presentation on "An Outsiders Perspective of Health and Safety Initiatives in the Rubber Industry". He covered health problems in the Rubber Industry and what Unions have faced over the years to handle health problems.

The final topic of the opening session was "Historical and Current Industrial Hygiene and Occupational Health Perspectives in Rubber Manufacturing". Global Health and Safety Manager, Mike Porter, talked about health problems in the rubber industry and some solutions that have been put in place.

Dr. Barbara Toeppen Sprigg, Goodyear Corporate Doctor, presented a program on Air Monitoring. Her presentation drew criticism from Safety Committee members in attendance.

The next two days were made up of

workshops for both Union and management. Some of the topics at the workshops were: Air Monitoring, OSHA 300 Logs, Respiratory Protection, In-Depth Ergonomics, and Confined Spaces.

The final day of the symposium was dedicated to a Union only session. At this session, a health survey was presented to all Union representatives. Two years ago, a committee was formed to take a look at health problems affecting R/Pic members of USWA. The committee is made up of Jim Fredrick, USWA Health and Safety Dept., Dr. David Parkinson, a consulting physician with the USWA, Tony Carr, Bridgestone/Firestone, David Cassady, Yokohama, and Mike Baker, Goodyear-Danville.

After the joint symposium, the USWA held its Health, Safety, and Environment Conference. Members of Local 831 Safety Committee include: Chairman Mike Baker, James Coles, Al Medlin, and Dennis Saunders.

Hoffman Chiropractic
799-4000



Attention SOAR Retirees

The Christmas Luncheon will be held on December 11, 2002 at 11:30 a.m. at the Riveroak Church of God Family Life Center.

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.

Robert Shanaberger
John Fry

Thanksgiving Quiz

ANSWERS: 1-b, 2-D, 3-C, 4-C, 5-C, 6-D, 7-D, 8-C, 9-C, 10-D

We Send Our Sincere Condolences To

Shawn Adkins, Chris Apple, Randy Barham, J. T. Carter, Reginald Bailey, J.W. Coles, Tim Hardy, Edward J. Irvin, James Keene, Paul Lea, Elmer F. Logan, Ralph Madden, Sylvester Madden, Jerry McVay, Billie J. Moore, John L. Roberson, Wayne Robertson, Daniel Simering, Donald R. Strader, Curtis Terry, Adam Turner, Nathaniel Wilson III, James Sparks, David Whitlow, Condolences to the family of retiree, Willie J. Clark

U.S.W.A. Local 831
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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
DECEMBER 2002 CALENDAR						
AC 1	BD 2	BD 3 Pittsburg, PA "Mobilization Preparing For Negotiations"	AC 4	AC 5	BD 6	BD 7
BD 8	AC 9 Executive Board Meeting 7:30 AM	AC 10	BD 11 SOAR (Retirees) Christmas Luncheon 11:30 am	BD 12 Union Meeting 7:30 AM/PM	AC 13	AC 14
AC 15	BD 16	BD 17	AC 18	AC 19	BD 20	BD 21
BD 22	AC 23	AC 24 (T) (C) Plant Holiday	BD 25 Christmas Day (T) (C) Plant Holiday	BD 26	AC 27	AC 28
December AC 29	BD 30	BD 31 (T) (C) Plant Holiday	January AC 1 New Year's Day (T) (C) Plant Holiday	AC 2	BD 3	BD 4
BD 5	AC 6	AC 7	BD 8	BD 9	AC 10	AC 11