

Officers and Representatives of
Local 831 would like to wish
our union members and
their families a very safe and

Happy Thanksgiving



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November 12, 2003

President Jack Dodson called the meeting to order. All Board members were present except J.C. Hudson.

Opening prayer was by Juanita Edwards.

Jack stated that members should receive the insurance forms by November 13. They are to be completed and returned at once.

Travel Club report - There was a \$25.00 refund to nine members who made the Gatlinburg trip. The Biltmore trip needs eight more people to have enough to fill the bus.

The cost for Kenny to attend the Rapid Response Conference in Miami is \$689.11, which has been approved.

Minutes of the last meeting and the Treasurer's report were read and approved.

Reservations for Christmas party on December 10, 2003 must be made by December 1.

Wyatt Watkins requested that the Soar Club purchase an ad in the Shriners Journal. Nancy Chaney made a motion that we give \$100.00 toward the ad. Cathy Hamlett seconded the motion. Motion passed.

Jack reported that the storage room has been cleaned out and shelves purchased which will be installed.

The stove for the kitchen cannot be purchased until a hood is installed in the kitchen.

The oil and lube change donated by Gold Adkins, Goodyear Store, Mt. Cross Rd. was won by Paul Marlow and Lester Doss.

The oil and lube change donated by Perry Bros. on Piney Forest Road won by Phyllis Hawker and Larry Pifer.

Fifty-fifty won by Joseph Foster.

Thanks to all who worked to provide the good lunch. All enjoyed it.

Motion to adjourn made by Paul Marlow and seconded by George Stewart. Motion passed.

Respectfully submitted,

Nancy Guill, Secretary

Personal Security at Risk

Southern California law enforcement professionals assigned to detect new threats to personal security issues, recently discovered what type of information is embedded in the credit card type hotel room keys used through-out the industry.

Although room keys differ from hotel to hotel, a key obtained from one well-known hotel chain that was being used for a regional Identity Theft Presentation was found to contain the following the information:

- a. Customers (your) name
- b. Customers partial home address
- c. Hotel room number
- d. Check in date and check out date
- e. Customers (your) credit card number and expiration date!

When you turn them in to the front desk your personal information is there for any employee to access by simply scanning the card in the hotel scanner. An employee can take a hand full of cards home and using a scanning device, access the information onto a laptop computer and go shopping at your expense.

Simply put, hotels do not erase these cards until an employee issues the card to the next hotel guest. It is usually kept in a drawer at the front desk with **YOUR INFORMATION ON IT!!!!**

The bottom line is, keep the cards or destroy them! NEVER leave them behind and NEVER turn them in to the front desk when you check out of a room. They will not charge you for the card.

Information courtesy of: Sergeant K. Jorge, Detective Sergeant, Pasadena Police Department

Free Trade Just Ain't Fair

Trade ministers from 34 different countries will be meeting Nov.20 and Nov.21 in Miami to negotiate the Free Trade Agreement of the Americas (FTAA). As they did prior to the 1993 passage of the North America Free Trade Agreement (NAFTA), labor, environmental, human rights and social justice groups from all over the world are letting their concerns be heard. A new trade agreement will undermine working people, current laws and the environment of the Western Hemisphere and cost possibly thousands upon thousands of American jobs. We have already seen what NAFTA has cost us; one more free trade agreement may just do the American worker in! FTAA is considered NAFTA on steroids which means it is a lot more damaging than what NAFTA is. The FTAA would allow free trade with countries in South America. Companies that moved businesses to Mexico after NAFTA are now relocating to other countries because it is now cheaper to run them there. While labor is cheap in Mexico it's a little bit cheaper in other countries. If the FTAA becomes a reality, there will be no end in sight. When top executives of large corporations don't have to worry about workers rights, environmental laws, benefits and are able to force long work hours for little pay it simply means more money for them. Their main concern is money not people.

The American worker will not go down without a fight! To draw attention, human rights, labor and environmental groups are staging a "March to Miami," stopping in hundreds of cities to gather petitions signatures to deliver to the FTAA meeting. On October 3rd the march will pass through Missoula with at least 19 local groups joining in a coalition of resistance to what they consider unfair trade pacts. Just as they lied to us about NAFTA, proponents say that the FTAA will bring in more jobs and exports for the U.S. We all know in fact that NAFTA has cost us jobs and a new trade agreement will cost us many more.

Our local will be sending representatives to Miami, which are President Danny Barber, and Cope Committee members Byron Taylor, Ted Fitz and Jeff Yarbrough. They will participate in Rapid Response Educational Training. The training is designed to inform individuals on national laws concerning trade and how to better communicate the effects of the so-called Free Trade. They will leave on November 17th and return on November 20, 2003. Write or e-mail your congressman and let them know that this country cannot afford another Fair Free Trade Agreement!

November Membership Meeting Minutes

USWA Local 831 held its' regular membership meeting on November 13, 2003 with Vice-President Terry Trull presiding. Highlights of the meeting included the following:

- Prayer led by David Payne followed by the Pledge of allegiance.
- Roll call of officers- All were present except Danny Barber (Vac).
- Recording Secretary, Brenda Miles read the minutes from the October 9, 2003 meeting and they were approved as read.
- Reading of the Executive Board report was approved as read. The following items were agreed to:
 - Motion to allot \$2000.00 to support the Angel Tree for Christmas
 - Motion to donate \$250.00 for the March of Dimes Telethon.
 - Motion to purchase a full page ad for the Free Clinic for \$200.00.
 - Motion to purchase 5 bricks with every local 831 President's name on an individual brick for the monument

that's being erected in Akron, Ohio for \$250.00.

- Motion to pay re-certification fees for 2 time study for \$100.
- Financial Secretary, William "Stick" McLaughlin presented the financial report for October and it was approved as read. Brother McLaughlin made a motion to accept 2 rejoining members with no exits. Motion carried. Reported also on the cost of the 2003 picnic.
- Pension and Insurance Representative Benny Toller reported on COB form to be filled out and the Flexible spending account. Informational meetings to be held at USWA Local 831 Union Hall.
- Election committee chairman, Jimmy Davis reported on the elections of November 11, 12 2003. Run off elections to be held on Nov. 18, 19, 2003 for the office of Treasurer and Guide.
- Women of Steel report was given

by Brenda Miles on Angel Tree and 50/50 drawings for the Homeless Shelter in Danville, VA.

- Trustee report was given by Gloria Gravely, books were audited on Oct. 21, 2003 and found to be in order. Copy of the report was forwarded to International.
 - Vice-President Terry Trull gave these points of information:
 - Reported on Bridgestone/ Firestone contract not following the pattern of Goodyear.
 - Lead Hand system.
 - Entertained questions from the floor.
 - Becky Inman and Gloria Gravely won the 50/50 drawing.
 - T. M. Perkins cc#5571 dept. #2541 name was drawn for the attendance prize of \$75.00; the member was not present so the December prize will be \$100.00.
- *Motion to adjourn, motion carried.

Member Chatter

What did you enjoy and/or would you change about the union picnic?



Samuel Fitzgerald
2541-C Shift

Change the date to earlier in the year, when we are having warmer weather. I enjoyed the good food, the people and the atmosphere.



Larry Hook
2541-A Shift

I would like to see the picnic catered so that all members could enjoy the day. I really enjoy the fellowship and camaraderie of membership. I would also like to see a little different food for the children, like chips, macaroni & cheese or something like that.



Sandra Hairston
1052-C Shift

Perhaps change the date to earlier in the year (better weather). I enjoyed the new prize drawing system and the focus on the kids.



Scott Davis
2541-C Shift

It would be nice to have an alternative place to hold the picnic in case of bad weather.

USWA Local 831 Election Results

President—Danny Barber
Vice President—Terry Trull
Recording Secretary—Brenda Miles
Financial Secretary—William “Stick”
McLaughlin
Treasurer—Dana Dixon
Policy Member—Benny Toller
Guide—Ricky Austin
Guard—Wayne Dickerson &
Byron Taylor
Trustees—David Payne, Gloria
Gravely & Sylvester Mayo
Division I Chairman—Jeff Coleman
Division II Chairman—Irving Lawson
Division III Chairman—Jeff Dixon
Division IV—Butch Robinson
New Officers and Representatives
will be sworn in at the December
Membership Meeting and will assume
their duties immediately thereafter.
Congratulations to everyone who won
and thank you to everyone who ran for
office for a clean campaign.

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.

Richard Austin
Kim Meeks
Monty Health
Ricky Wilson
Lathan Kendrick

USWA Local 831 CREDENTIALS

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Providence, NC 27315-9477
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USWA District 8 • www.uswa831.org

Danny Barber
President and Editor

Dana Dixon
Managing Editor

Gloria Gravely & Danny Travis
Associate Editors



EDITOR'S COLUMN

For several months now, Bridgestone/Firestone (BFS) has sit back waiting on Goodyear to finish negotiations. This in itself is not unusual to pattern bargaining, however what is happening now-several months later is quite unusual. BFS returned to the table to discuss with their local unions the agreement reached between Goodyear Tire & Rubber Co and USWA. “We cannot and will not follow the Pattern Agreement,” stated BFS Officials. While many of us thought the agreement we accepted wasn’t satisfactory, it is much better that BFS’s “Massive Concessionary Package”. Below are a few items from their latest offer.

NO JOB SECURITY

- * The rights to hire up to 10% of the workforce as temporary employees with reduced wages and no benefits.
- * Elimination of excused absences for periods covered by A & S.
- * Mandatory overtime and split payroll weeks designed to eliminate overtime pay.
- * Elimination of COLA at two plants.
- * Eliminate your right to continue seniority during A & S or Workers comp restrictions.
- * Cut A & S benefits to 26 weeks maximum from 52 weeks.

NO PENSION IMPROVEMENTS

- * No pension increase for anyone during the life of the agreement.
- * A freeze on credited service for non-tire plants.
- * Elimination of the double pension for disability retirees who don't qualify for Social Security.

HEALTH CARE CONCESSIONS

- * Elimination of Medicare premium reimbursements.
- * Immediate reductions in life insurance upon retirement.
- * Premiums for health care for active and retirees. For retirees with less than 20 years, premiums could reach \$400 per month.
- * Elimination of retiree medical benefits for new hires.
- * Increased deductibles and co-pays and double charges for visits to the emergency room.

In addition to the items listed above, BFS has stated they will not place any restrictions on import levels, will not guarantee ticket levels or employment levels. They have no interest in given the union a seat on their Board of Directors or providing common expiration dates. Neutrality or card check recognition would not happen. As these are only a few of the many items they are requesting concessions on.

We had a long summer waiting on news from Cincinnati and it seems the Bridgestone/Firestone locals are going to have a long winter waiting on better news from their negotiators. Currently, talks have broken off with no date set for future talks, where they go from here, nobody knows.

Dana Dixon, Managing Editor

50/50 To Benefit Homeless Shelter!

USWA Local 831, Women of Steel will be selling 50/50 tickets beginning November 17, 2003. There will be 3 drawings on November 22, 29, and December 6, 2003. Proceeds from the raffle will go to the Homeless Shelter. Ladies and men are needed to sell tickets. If you would like to sell tickets for this worthwhile cause, contact Brenda Miles at (336) 388-5537 or contact Charlotte Wright in the Banbury on “B” crew. This year the shelter has helped approximately 1,633 people. The raffle tickets will sell for 1 dollar each. Please help those who are less fortunate by purchasing a ticket!!

Questions Answers

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

After I'm awarded a job, how long can I be held on my old job?

Straight from page 208 of the contract, item 14-Seniority, Section 4, paragraph (d)

Employees awarded jobs through the bidding procedure will be moved to their new jobs as soon as possible, considering time necessary to secure replacements, training time required and production demands. The move will occur no longer than 90 days from the date of the job award. In the event that several employees bid from the same classification within a short duration of time, some exceptions to this stipulation may be necessary.

If you have been held longer than the 90 days, you should make sure the Division Chairman in the area you are moving to knows it.

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Anxiety: Friend or Foe? WHAT CAN YOU DO?

Make positive lifestyle changes and better choices. Get back to the basics, simplify and “clean up” up your life as much as possible. Work towards achieving a balance in all areas of your life. Some key areas to target include:

- **Diet and Sleep.** Did your Mom ever tell you, “You are what you eat”? Make healthier eating choices the rule, rather than the exception. Cut back on fat, sugar and caffeine; try to eat a more balanced diet (yes, that means green and yellow vegetables too). Pay attention to your weight. Don't just set a bedtime for your child; give yourself one, and stick to it. While you sleep, your body is actually hard at work doing routine maintenance. When you deprive your body of sleep, it's like running an engine flat out without ever checking the oil or doing other routine checks. Sooner or later that engine will break down and quit working. So it is with your body. When the alarm goes off, don't rely on coffee or soft drinks to get you going in the morning. Stretch your arms and legs before rolling out of bed, take a shower, and if you must eat on the run, grab a healthy breakfast on your way out the door. In fact, work towards three reasonably well-balanced meals a day. Properly fueled and rested, you're already off to a good start at reducing any stress and anxiety.

- **Physical Activity.** Remember the old adage, “use it or lose it” ? Well, get moving towards getting or ‘staying in shape, and while you're at it, have some fun doing it. Find activities that you can enjoy, either alone or with others, (we're not talking spectator sports here, folks) and get in the habit of-enjoying them. Something as simple as taking a walk or dancing to music in your own living room can be a super stress buster. If you're seriously out of shape, ask your doctor for some advice before jumping into a vigorous exercise routine. The idea here is to improve your overall general health, and reduce your levels of stress and anxiety, not create more medical problems (and more stress).

- **Leisure Time.** With so many people wanting a portion of your time, and work taking a big chunk out of your day, it can be very hard to find time to spend with your family, let alone just for yourself. But both are essential to good health. Meditation, relaxation techniques, hobbies, etc. are all important tools for relieving stress and anxiety. And, like the old saying goes: “All work and no play...” Make a conscious effort to budget your time wisely and work at not overextending yourself. It's okay to say no, but not making (or taking) time for vacation, hobbies or just personal time “chillin” exacts both a physical and emotional toll. So while you're teaching your children the value of a good work ethic, teach them it is just as important to their health and well-being to play a little. Who know-you just might find you like it.

- **Interpersonal Relationships.** Take time for others who are important to you your spouse, your children, your extended family, and your friends. Don't be afraid to say no, but do allow yourself to be persuaded into a little unscheduled healthy fun from time to time as well. Ten years from now, or 20, when your children are grown, do you think it will mean more to them (or to you, for that matter) that you bought them the latest fad in clothing or that you spent time with them on a regular basis, talking, playing games, sharing chores and fun. If you spend all your time focused on your spouse and children, completely ignoring your friends, where will you be when your children leave home and move away, or your spouse dies? If you work around the clock in an effort to provide a “good” life for your spouse and children, but don't take some time to share in that good life with

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them-what have you really gained? (And what are you teaching them, by example? Is money really more important than people?)

- **Personal Lifestyle Choices.** That old saw, “Garbage in, garbage out” applies not only to diet, but to other choices as well. Cigarettes (nicotine), alcohol, and other recreational drugs, as well as certain lifestyle choices, have been proven to be harmful to not only your own health and well-being, but also that of others, including your children. How you live your life does affect both your emotional and your physical health, and has a bearing on how you interact with others, which in turn affects their emotional and physical health. Think about ways to improve your life, and make the best choices

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Anxiety: Friend or Foe?

WHAT CAN YOU DO?

you can. Don't set yourself up for failure by overwhelming yourself with too many changes at once. Start by working on changing one habit at a time, and after you have successfully gained control of one "bad" habit, pick another to work on. Along the way, don't wait for others to notice and pat you on the back-pat yourself on the back-you deserve it. Celebrate each positive choice in a healthy way, and don't let anyone put you down, including yourself! Negative self-talk is also a source of stress and anxiety. Be your own best friend, and don't put yourself down. Encourage yourself instead.

● **Psychotherapy/Medication.** If you've looked at the different areas of your life and you find you're doing pretty much all the right things most of the time, but you're still overwhelmed, stressed and anxious way too much of the time, maybe it's time to consider professional help. Again, start with your doctor and go from there. Psychotherapy (talking with a trained professional) by itself can go a long way at building the coping skills you need to combat anxiety and stress. If therapy alone isn't enough, there are medications that can assist in gaining control of stress and anxiety.

Just remember, as with all medications, your doctor needs to monitor your body's reaction to any medication treatment, and can only make sound decisions if he has all the information. Don't hesitate to let him/her know how you're feeling, etc., and be sure to provide your doctor with a complete list of all medications, both prescription and non-prescription (over-the-counter) drugs you are using. Even herbal supplements, vitamins and certain foods can have a bearing on drug interactions; so don't hold back any information, even if you think it is unimportant. Give your doctor all the facts and let him/her decide.

If you need extra guidance in any of these areas, start with your doctor and go from there. No one ever said you had to actually be sick to schedule an appointment. Remember to keep him/her in the loop about what is happening with you. If your doctor doesn't listen to what you have to say, find one that does. It's your life. Make it count.

Lastly, no matter what changes you attempt, what treatment you pursue, or what medication your doctor might prescribe, be patient-with him, with yourself, and with

Goodyear Savings Plan Totals

Just as Danville, all plants are currently involved in discussions to reach targeted goals of cost savings. Below are the amounts each plant/local are working toward.

Fayetteville	\$20,680,000
Gadsden	\$11,562,000
Union City	\$23,876,000
Buffalo	\$12,502,000
Danville	\$22,184,000
Freeport	\$2,538,000
Topeka	\$14,100,000
Tyler	\$18,236,000
Akron	\$3,478,000
Lincoln	\$6,110,000
Marysville	\$940,000
St. Marys	\$3,290,000
Sun Prairie	\$1,504,000
Grand Total	\$141,000,000

your life. Don't expect overnight results, and don't waste energy on past failure or poor choices. Start now and make new, better choices. The real key in managing stress and anxiety, and living a healthy, happy life, is achieving balance in all the areas that make up your life. See what works for you and use it, every day of the rest of your life.

Hoffman Chiropractic
799-4000

Angel Tree Sponsorship



USWA Local 831 will be sponsoring an Angel Tree for the Salvation Army. You may pick up an Angel between November 14, 2003 thru December 12, 2003 at the Union Hall. A Christmas Tree will be set up in the lobby with the Angel hanging on it. There will be plenty of them to go around, which will have listed on them what that particular Angel wants for Christmas. This would be a good department module or individual contribution. Let's do our part to make some children happy this Christmas.

We Send Our Sincere Condolences To

Daryl Farthing

Our usual system for condolences has broken down. If you know of anyone who has had a death please notify the union hall.

U.S.W.A. Local 831
285 Shady Grove Road
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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
DECEMBER 2003 CALENDAR						
November AC 30	BD 1 Executive Board Meeting 7:30 AM	BD 2	AC 3	AC 4	BD 5	BD 6
BD 7	AC 8	AC 9	BD 10 SOAR Meeting 11AM	BD 11 Union Meeting 7:30 AM/PM	AC 12	AC 13
AC 14	BD 15	BD 16	AC 17	AC 18	BD 19	BD 20
BD 21 Winter Begins	AC 22	AC 23	BD 24	BD 25 Christmas Day	AC 26	AC 27
AC 28	BD 29	BD 30	AC 31 New Year's Eve	January AC 1	BD 2	BD 3
BD 4	AC 5	AC 6	BD 7	BD 8	AC 9	AC 10