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USWA LOCAL 831

The Informer

Representing Workers of Goodyear Tire and Rubber/Service/Goodyear Service Store/URW 831 Credit Union

Goodyear/USWA 831 ERB Updates Training

ERB & Safety Committee keeps us safe

When you read the local newspapers and listen to the news, repeatedly you hear about slow response time to accidents and a lot of what ifs. At Goodyear-Danville, response times for an accident are averaging less than 6 minutes. Actually, we usually have an ERB (Emergency Response Brigade) member on the site of an accident or fire in less than one minute. When you consider that the life expectancy in a life-threatening situation is only six minutes you really start to appreciate what we have in place at our plant.

Considering the fact that more than 145 industrial fires occur each day in the United States, more than 6 million workers are injured each year and more than 6,000 workers die on the job each year, the minutes that are involved in emergency response can mean the difference between life and death and damage versus destruction.

How important is quick emergency response? In 1986, the Goodyear-Danville plant decided that quick and effective was necessary. The plant realized that it needed a better-prepared team to ensure plant fire protection and emergency rescue. The plant took its first steps to develop a certified group of employees who would be trained in areas such as Firefighting, CPR, Hazmat, First Responder, etc. A team of volunteers composed of various craftsmen and salaried units was formed. "I hope to learn and be able to use the knowledge to help people both inside and outside Goodyear," stated one of the newest members, Teresa Long. "It would be nice to have

competitions with other plants, because we strive to be the best," added Long.

Today, the Brigade is 48 members strong. These members are divided among all four crews, providing 24/7 coverage. Each ERB crew has one captain who oversees and coordinates

the team members. They are Winfred Tate (A), Jeff Harris (B), Tim Davidson (C) and Howard Wood (D).

Winfred Tate also serves as the ERB Training Coordinator. "We need training to continue to improve. My main concern is the age of the work force," stated Winfred Tate.

The make-up of the ERB team is limited to craftsmen. Our craftsmen are located throughout the plant,

answering calls does not hamper production and it makes it easier to schedule training. Additionally, by utilizing craftsmen who have mechanical backgrounds, extrication would be

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Happy Thanksgiving

From the Officers and Representatives of USWA Local 831



November 10, 2004

The meeting was called to order by President Jack Dodson. All Officers present. Total members present 84.

Opening prayer was by J.R. Smith followed by the Pledge of Allegiance.

Minutes read and approved.

Treasurer's report read and approved.

Motion made by Lester Doss to elect the same Board members as present to serve for the next four years. Motion passed.

SOAR Christmas lunch was discussed. Reservations **MUST BE MADE BY NOVEMBER 30**. Dues must be paid up-to-date. Date of the party is December 8 at the Union Hall at 11:30. **REMEMBER TO MAKE YOUR RESERVATIONS BY NOVEMBER 30**.

Benny Toler gave an informative report on insurance benefits. If you have a question regarding your insurance see Benny.

Sign up now for the dues check-off plan. This will help your local Chapter keep up with your dues easier. Contact any Board Member for information.

Door prizes won by:

From Perry Bros. on Piney Forest Road - **Peggy Scott** and **George Stewart**. From Goodyear Tire & Rubber Service Store on Mt. Cross Road - **Beulah White** and **Willie Fitzgerald**.

Fifty-Fifty won by Wilson Scott.

Many thanks to those who prepared lunch.

Also, we again thank John Giles for providing breakfast to the workers at the brunswick stew. This is a kind deed that John does for his Chapter. Thanks John.

Again, the Board wants to impress upon the members how important it is for you to attend the meetings. The best way to get new information regarding your retirement is by attending the meeting. The Chapter meets the second Wednesday of each month at 11:00 a.m. at the Union Hall. Mark your calendars and be at the meetings starting January 2005.

Motion made to adjourn and seconded.

Respectfully submitted,
Nancy Guill, Secretary

Goodyear/USWA 831 ERB Updates Training

much more efficient if it was needed.

All ERB's must take an annual physical, must be able to wear Self Contained Breathing Apparatus (SCBA) and not be claustrophobic. Everyone must also be able to pass mandated training required by the state and Goodyear. The following training courses are required of all ERB members:

- * CPR (8 hours)
- * EMT
- * EMT B (120 hours)
- * AED (Automatic External Defibulator)
- * Blood borne Pathogens
- * Hazmat Operations (32 hours)
- * Fire Training
- * Firefighter 1 (135 hours of classroom)
- * SCBA (16 hours)
- * LP Gas Emergencies (16 hours)
- * Foam fire (16 hours)
- * Mill Rescue
- * Confined spaces (8 hours annually)
- * Industrial Rope (48 hours)
- * Trench Rescue (16 hours)
- * Mayday, Fighter Down (16 hours)
- * Fire Attack (16 hours)
- * Mass Casualty Incident Management (16 hours)
- * Emergency Response to Terrorism (16 hours)
- * Incident command (8 hours)
- * Incident Safety Officer (12 hours)

"In the future, I would like us to be able to enhance our skills by going to Firefighter II training. I would like to see better cooperation from management, by giving adequate time for training. Also, it would benefit our organization if more of the younger work force would become more interested in the ERB so the plant can continue the high standards in the future," stated Terry McKinney.

With all that training, everyone must realize, we have an extremely dedicated bunch of guys and gals to look over us each and every day we are in the plant. "Our ERB team is undoubtedly the one of the finest examples of professional fire and rescue teams in any industrial environment," stated Local 831 President, Danny Barber.

According to Local 831 Safety Committee Chairman, Mike Baker, our ERB is the only industry in the state of Virginia that is certified as an EMS (non-transport) agency and State Certified Fire Department.

In addition to the ERB, we also have a Union Safety Committee who looks after the day-to-day safety concerns within the plant. Chaired by Mike Baker, the committee is on call 24/7 and is available through the plant ext. 376 as well as individual pager numbers (posted on union boards throughout the plant). Joining Mike are James Coles, 1st shift on the fabric calender, Al Medlin, B crew on #4 tuber and Dennis Saunders 3rd shift, final inspection (currently working 1st). Any time you see a potential safety violation or unsafe condition, please contact any one of the safety committee members.



Call - Type	2003	2004 YTD
Fire	66	59
Man-down	58	45
Spills	3	8
Other	8	11
Totals	135	123

November Membership Meeting Minutes

USWA Local 831 held it's regular membership meeting on November 11, 2004 with President Danny Barber presiding. These are the highlights:

- David Payne 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 October meeting. They were approved as read.
- Executive Board report for November was approved as read and contained the following items:
 - Motion to allot \$2000.00 for the Salvation Army Angel Tree.
 - Motion to allow the COPE committee to Lobby in 2005 General Assembly.

- Motion to donate 2 Black Satin jackets to the SOAR retirees for their Christmas dinner.
- Financial Secretary , William "Stick" Mclaughlin presented the financial report for October and it was approved as read.
- Pension and Insurance Representative, Benny Toller gave the P&I report to membership on Open Enrollment and advised members to read material that was sent to the homes.
- COPE committee report was given by Byron Taylor & Linwood Saunders. They reported on the Voter Registration drive. (see story on registered voters)
- Vice-President Terry Trull reported on the Angel Tree Sponsorship and

the mini- arbitration cases.

- President Danny Barber gave these points of information:
 - USWA Table committee met in Pittsburgh and talked about the following items:
 - Union City layoff
 - Ron Bloom discusses Goodyear's financial state, the business and programs.
 - Lean Manufacturing
 - Entertained questions from the floor.
- 50/50 drawings were won by Bobby Short and Jeff Yarbrough.
- Jeff S. Terry 2415/5248 was drawn for the attendance prize drawing. He was not present. The December attendance prize will be \$250.00.
- Motion to adjourn, motion carried.

Vacation Canvassing up and running

According to Article IX, Vacations, the yearly vacation canvass begins on the second Monday in November. Canvassing is done by seniority (most senior first) by classification or group of classifications. Any employee not designating an available week or weeks will be by-passed. When an employee who has been passed decides to designate his/her preferences, they will be limited to the weeks available at that time. It is the responsibility of the employee who is absent from work at the time of the canvass to contact his/her department manager with their vacation preference.

A vacation receipt will be given to employees to indicate their selected time for vacation. *When you receive your receipt, check it for accuracy and keep it for your records, in case you need it for verification. Just a reminder, if you are on vacation, A&S or out of work for any other reason, it is your responsibility to contact management for your vacation preferences.*

Civil Rights Committee

Members met on October 20, 2004

Civil Rights represents the advancement of freedom and equal opportunity for all.

Civil Rights provides Equal Opportunity in employment, education, housing and voting for all persons regardless of race, color, creed, religion, national origin, disability, gender or age.

It is important that we have our workplace free of racial tension.

We urge you to come and talk to the committee if you feel you're being violated.

Our strong commitment of remembering our past and defining our future on civil and human rights shall continue to prepare us for the challenges of the future.

Committee Members:

Wayne Dickerson - Dept 2415
Darryl Blackwell - Dept 2431
Scott Davis Dept - 2541

Dorothy Jones - Alsco
Kathy Adams - Alsco

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News to Know

CONGRESS STEPS IN

On September 16, Congress put a stop to the current administrations plan to classify fast food jobs as manufacturing work.

The House approved a Democratic provision barring the White house from counting jobs at fast food restaurants as part of the manufacturing sector.

PERSONAL BANKRUPTCIES UP

According to Harvard law professor Elizabeth Warren, more Americans filed bankruptcies last year than suffered a heart attack, than were diagnosed with cancer, than graduated from college, than filed for a divorce.

DEFICIT WITH CHINA GROWING

The July deficit with China set another record in the month of July - \$14.9 billion. That's up 30 percent from July 2003.

AMERICA'S SENIORS DESERVE BETTER

In 2006, a typical 65 year old can expect to spend 37 percent of their social security income on Medicare premiums, co-payments and out-of-pocket expenses.

Seniors and persons with disabilities will spend 1.8 trillion on prescription drugs over the next 10 years

Drug prices for the top 30 drugs used by seniors rose by almost 22 percent over the past three years. The average income for a senior is \$14,251.00. More than one in three Medicare beneficiaries have no drug coverage in the course of a year. The sham Medicare prescription drug law contains no provisions to rein in soaring drug prices.

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..

Why do we lack that sense of loyalty?

I've worked for Goodyear Tire & Rubber Company for 28 years and since the very first time I needed tires I purchased Goodyear's. There has been times that my Goodyear experiences were not so great, nevertheless, Goodyear has paid my bills for 28 years and I feel I owe it to them to buy their product. Heck, the fact is I really owe it to myself, after all, the money comes back to me. I'd much rather help support my co-workers and myself than I had to support our French competitors or the Japanese. If you look at the direction our country is going, we will be overrun with Chinese tires very soon. I've heard so many people talk about the shape we are in with foreign trade, but day after day, they continue to buy foreign junk-that's right, I said junk.

You know, there was a day that no vehicle using anything but Goodyear tires could enter the gate. My, my, that has changed. I know we probably paid the hearing test people thousands of dollars to perform our annual hearing test. Did anyone notice the tires on their truck? The front had a Kuhmo and a Firestone, the back had a different Kuhmo and a Dunlop and the inner tires had different tread patterns than the outer tires, so I'm assuming they too were different. So, that's six tires and only one Goodyear brand (Dunlop). Not only are they not loyal to their customers, they are not loyal to their employees. Can you imagine the ride that truck gave the driver? They will probably be the one that complains about why the tire wore out prematurely.

I've talked about my loyalty to purchasing Goodyear tires and one of our vendors loyalty to Goodyear, but there is one other group I wish to touch, our management team. Now there are a number of salary people who pull through the gate to park and they do so without any regard to company loyalty. Every brand under the sun are on them. I'm willing to bet 20 years ago, they would be told to change those tires or find somewhere else to work. Now, I am not suggesting that people be fired, but I am questioning their commitment to Goodyear and to their fellow workers. Imagine you are a visitor, shuttled into the front parking lot by a company van, the first thing you see is upper management vehicles with competitor tires. It's just not good business.

One way to ensure our future is to buy the products our company makes. That's pretty simple!

Dana Dixon, *Managing Editor*

Angel's Need Your Support

With the Christmas Holidays fast approaching, you begin to see decorations going up, family and friends gathering and giving thanks for the many blessings that have been bestowed upon them. This season, let's not forget about the children that are not as fortunate as you are. Local 831 will sponsor the Angel Tree again this year to benefit the Salvation Army. Anyone interested in supporting an Angel should come by the Union Hall and pick one off of the Christmas tree. Notices will be placed on the boards in the plant when the tree is set up. The Salvation Army is in the process of getting the angels ready to send to the Hall. Gate collections will be held along with Local 831 donating \$2000.00 to go towards this worthy cause. Dates and times are forthcoming, so watch the boards, DQTV screens and ask your officers and representatives of Local 831.

Last year was a big success and hopefully this year will be better. This is what Christmas is all about, giving and coming together to support the children in the community. Just think, if everyone takes an angel this year, that's one less child who will not go without this Christmas season. The Salvation Army has notified Local 831 that 100 angels will be available at the hall by November 22nd. Stop by anytime to support this worthy cause.

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 am on a continuous schedule and have less than 12 hours of vacation left this year, can I carry those hours over to next year?

No, you may only carry over remaining full 12-hour days! However, once a year if you have less than 12 hours left you can be excused for a full working day during that year with your remaining hours.

Christmas Time is coming

Christmas Time is coming

Christmas Time is coming

Christmas Time is coming

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Members Chatter

At the November Union meeting, we asked five of our members what were their views on the Lean Manufacturing Process that is in the Danville plant. Here are their answers.



Cathy Barker, dept. 2431, D crew
"The people I have talked to that are involved in some way with Lean, seem to think it is positive step. Some say that it has improved their job. Only time will tell."



Jerry Oakes, dept. 1320, A crew
"I don't know anything about the Lean Manufacturing process."



David Wilson Jr., dept 1521, C crew
"Whatever it takes to streamline the process and increase our profitability is worth taking a look at."



Joanne Harris, dept 2333, D crew
"It is the way of the future."

Danny Barber, Local Union President *"Lean is doing the same things that are members have suggested for years."*

Grievance Up-Date

During local negotiations in 2003, it was agreed upon by both parties, (company/union) to have a way of cleaning up the backlog of grievances, dating back to 2000. The decision the two parties came up with was to have mini arbitrations to help in the cleanup. Mini-arbitration is simply using an impartial person with knowledge of the local contract to hear the case and to be the mediator. The company and the union must agree on the mediator and agree if the case should go to mini-arbitration. This process is basically the same as an arbitration hearing, as both sides present their cases. In mini arbitration, instead of the Human Resource Manager or President Barber or the Field Rep presenting the case, the Division Chairman and Business Center Manager would present the case. The mediator hears the case and rules the next day, thus, speeding up the process. In mini-arbitration it is possible to hear up to 10 cases, where in regular arbitration about 3 cases are heard. Two cases that are never heard at

mini-arbitration are, workplace violence and discharge. Below is a grievance update starting from 2001.

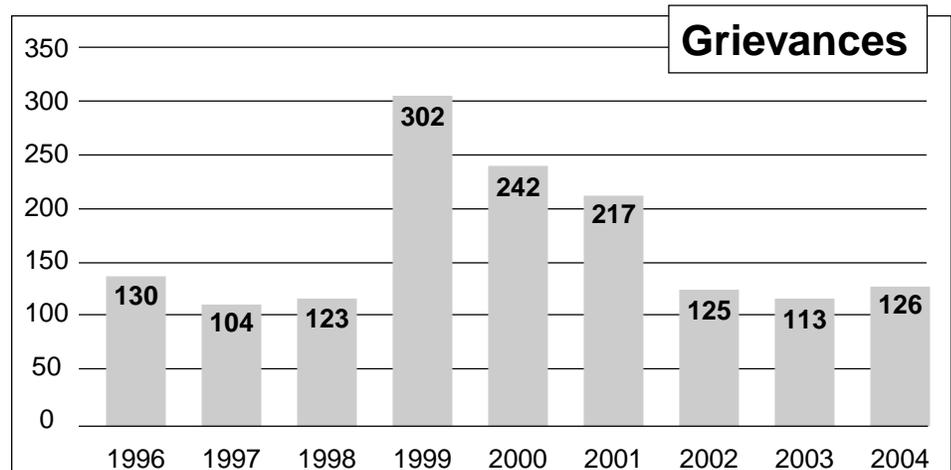
2001.... 217 filed, 155 were settled under normal grievance procedures, 60 were settled prior to the mini-arbitration and we have 2 pending because employees are out of work.

2002.... 125 filed, 80 were settled under normal grievance procedures, 45 were settled prior to the mini-arbitration, 8 will be heard during full arbitration and was heard at the mini-arbitration. We lost that one.

2003.... 113 filed, 66 have been settled under normal grievance procedures and 47 are currently being worked on prior to the next mini-arbitration. We hope to clean up 2003 before the end of the year.

2004.... 126 filed year to date.

The majority of these grievance settlements and the work to clean up our backlog started in August 2004. The grievance committee has done a terrific job with the clean up.



PENSION & INSURANCE

• When you receive information concerning your benefits from Goodyear, Delta Dental, Anthem Blue Cross/Blue Shield or Cole Vision, please DO NOT DISCARD! This information is sent to you for a reason, to read and know what your benefits are. Do not rely on someone else to tell you what you have. It is always good to have copies for your records. Don't get caught out there with no insurance simply because you did not READ.

• Open Enrollment has come to a close and if you did not send your Coordination of Benefits (COB) form back under the "Working Spouse Provision" for members whose spouse works 32 hours or more and who has access to an employer sponsored health care plan, you will not be reimbursed half of the premium in which your spouse pays unless this form has been sent in.

• If you are a Diabetic and you are using the Retail Drug stores to get your supplies, you may want to check into using Diabetic Supply of USA. This program provides services to diabetics of all ages and lifestyles throughout the U.S. If you are a diabetic or you have a family member, friend or co-worker who has diabetes and has private insurance or Medicare, call Diabetic Supply of USA. Representatives are available 7 days a week to serve all of your diabetic and other health care needs. Don't Delay, Call today! (1-800-726-9811) With one phone call you can have the following supplies shipped directly to your home: Glucose Meters, Test Strips, Insulin & Syringes, Medications, Control Solution, Lancets & Lancing Devices and Insulin Pumps & Supplies. Pamphlets are available at the Union Hall.

New Folks Joining the Team!

Under the Tentative Agreement that was negotiated with Goodyear Tire & Rubber the union can go into unorganized Goodyear facilities and communicate to unrepresented employees about becoming members of the union. This is the first company in the tire and rubber industry to agree to neutrality and card check recognition with respect to its non-union operations.

Should a verified majority of the workforce sign cards designating the union as their bargaining representative, the company must recognize the union as the bargaining representative of the employees at the location in question.

The provision and the amendments to letters 1 and 5 of the Collective Bargaining Agreement now provide our members with unprecedented rights to hire into Goodyear's non-union facilities and certain classifications that are not represented by the union that now can be represented.

Since this provision has been implemented the USWA have organized in three Goodyear plants, they are: Statesville N.C., Asheboro N.C. and Utica N.Y. Additionally, they have gone into the Fayetteville N.C. plant (union plant) where they organized a classification of approximately 90 workers that were previously non-bargaining unit jobs. A recent campaign at the retreat plant in Spartanburg, S.C. fell only a few votes short of another victory. Over 19,000 USWA members work at Goodyear facilities across the United States and Canada.

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Organizing

**Attention: New members of
Local 831 and All non-members**

This is just a reminder to let you know where this Local started and where we are TODAY. Our C.O.L.A. started after a 4 month strike over 5 cents in 1976 and now in 2004 it is \$12.971 because of union members sticking together.

That alone is a great gift of what solidarity will do when staying united. All NON-MEMBERS can contact any member or call the Union Hall at 388-5537 to get your card TODAY.

Thank You

The Organizing Committee

Antonio Harris- Chairman Dept 2541 D-crew
Barry Austin- Secretary Dept 2541 D-crew
Linwood Saunders- 1st-shift
Stuart Lovelace Dept 1524 B-crew
Ricky Miles Dept 2541 A-crew
Chris Apple Dept 2431 A-crew
Carolyn Coles Dept 1320 D-crew
Dennis Saunders 1st-shift
Henry Stowe Dept 2333 B-crew
Tony Powell Dept 2541 A-crew
Harry Brooks Dept 2431 C-crew

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.

Charlie T. Davis - 1411
 George T. Haley - 1524
 Charlie Glass - 4040

*We Send Our
 Sincere Condolences To*

Sam Barker, Pete Clifton, John Martin, Demetrius Monroe,
 Andy Pickeral, Bernard White
 To the family of Retiree Jimmy Gross

ATTENTION

All union members should hold on to your last check stub so that you will know what you paid in dues for the purpose of filing taxes for the year 2004. The Local has no way of knowing what a member pays because everyone's dues is not the same. **Remember:** keep your last check stub.

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
DECEMBER 2004 CALENDAR						
November AC 28	BD 29	BD 30	AC 1	AC 2	BD 3	BD 4
BD 5	AC 6 Executive Board Meeting 7:30 AM	AC 7	BD 8 SOAR Meeting 11:00 AM	BD 9 Union Meeting 7:30 AM/PM Mini Arbitration	AC 10	AC 11
AC 12	BD 13	BD 14	AC 15	AC 16	BD 17	BD 18
BD 19	AC 20	AC 21 Winter Begins	BD 22	BD 23	AC 24 (T) (C) Christmas Eve Plant Holiday	AC 25 Christmas Day
AC 26	BD 27	BD 28	AC 29	AC 30	BD 31 New Year's Eve Plant Holiday	January BD 1 New Year's Day