

## Annual Picnic Draws Many

U.S.W.A. Local 831 held their annual picnic on October 12, 2002. Union members, along with their families, came out to socialize, eat, and enjoy a day that was negotiated by our union.

Some of the events that went on included: Marlo the Magician who performed tricks to amuse the kids. Prizes donated by Local 831 were given to children as they arrived. Pony rides were available, a horseshoe competition, and a basketball competition, games, etc. Trophies were awarded to the winners of the competitions. Booths were set up for people to stop by for informational purposes and prize opportunities.

Prizes were won by numerous union brothers and sisters. The first prize, a Southern Caribbean Cruise for 2, plus \$2,000 spending money, went to Clyde Walker, Jr. This was the benefit raffle where people bought



The children decided to make a balloon chain, it was over 50 feet long.



Continued on page 4 Waiting for their ticket to be drawn.

## 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 will be

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## Continuous Update

November 18, 2002 has been proposed as the day the MRT Parts of the Plant return to 12 -hour shifts. More information will be coming soon!

# Can Goodyear Get things rolling again?

The title of this story is a question that many investors and employees are asking. On Sunday, September 29, 2002 a very lengthy story appeared in the Akron Beacon Journal detailing five key issues Goodyear must resolve to get back on track. To summarize that story, a few excerpts are included.

## Issue # 1 **NOT MAKING THE RIGHT TIRES**

*The company isn't making the right tires at the right prices Selling tires is a lot like selling television sets, vacuum cleaners or any other commodity product. You can either be a low-cost producer and compete on price or you can be an innovator and wow the customers and demand higher prices. For years, Goodyear played both ends of the market successfully. It served the cost-conscious market with the Kelly brand and served the upscale market with the Goodyear brand, through its' huge dealer network. Somewhere along the way the industry shifted the way it distributed and sold tires and Goodyear stumbled.*

*Some tire dealers feel Goodyear is putting too much emphasis into high-performance tires while letting the competitors run away with the market share on the average tire market.*

## Issue # 2 **INEFFECTIVE ADVERTISING**

Goodyear has failed to get the people excited about its tires, despite rolling out a huge, multi-million-dollar advertising campaign last year called "On the Wings of Goodyear". The company's message - trust us with your family's safety - just didn't cut through the clutter of commercials. It's not easy to build brand awareness and brand preference, but that's the goal of advertising. It requires smart, steady work. The smart part comes when deciding whether to use hard or soft sell, in crafting a message that will blast through the thousands of other images that bombard people all day long, and placing those ads in the right magazines, newspaper and television. The steady part comes in staying with the right message for months and years, as Michelin did with its hugely successful baby-in-a-tire campaign. Some people, including tire dealers, wonder if Goodyear has done either part well.

## Issue #3 **DEBT QUESTIONS**

Thirdly, high debt is siphoning away

cash. Goodyear has more than \$3 billion in long-term debt on its balance sheet, forcing it to pay huge sums in interest. By itself, a large debt load isn't bad, if a company is borrowing for new equipment or operations that will bring in additional sales. But Goodyear's largest acquisition in recent years - buying the Dunlop tire business in North America and Europe from Japan's Sumitomo Rubber Industries - has been a disappointment. Goodyear paid about \$1 billion to acquire Dunlop, borrowing the money to do so. But it has failed to see a big bump in revenues. Goodyear's interest expense has rose 52% while research and development budget has fell 14%. In the next year, Goodyear has hundreds of millions of dollars in bank loans and notes coming due.

## Issue #3 **TOUGH LUCK**

Goodyear has been bad forecasting their tire needs. In 1998, it misjudged customer demand, making too many tires and bloating inventories. The next year, it pulled back on production and scaled back several factories, betting the demand would fall. Instead, demand soared as auto-makers rang up another record year and Goodyear was caught short. Dealers around the country raged at Goodyear for leaving them high and dry on orders, costing them sales.

Not all the bad luck was of Goodyear's own making. In 1999 Dow Jones & Co. the publisher of the Wall Street Journal pushed Goodyear and three other companies off the Dow Jones Industrial Average in favor of four high-growth companies. That forced dozens of indexed mutual funds to sell all their Goodyear stock, helping to push down the share price sharply that year.

## Issue #4 **UNHAPPY WORKERS**

Lastly, there is low employee morale. For decades, landing a job at Goodyear meant landing a job with a solid respected company that prided itself on treating employees well. But for the last two years, Goodyear has

angered countless salaried workers by distributing A, B and C performance grades. Those who got C's were denied raises and warned that a second C would result in a demotion or firing. Goodyear dropped the system one-day prior to the filing of a lawsuit by hundreds of salaried employees. "If Goodyear needs a method to motivate its workers, it should just revive what worked in the past, when people were proud and excited to be associated with the company," said an editorial in Rubber & Plastics News. "It wasn't long ago."

The question remains, how long Goodyear will take to fix those issues.

You can access the full story at Ohio.com on the web. Click on archives posted on Sunday, September 29, 2002

Source: Akron Beacon - Journal

## **In Spite of Our Leadership**

In days past, unions didn't have to worry how management ran the business. They did it pretty well, with strong corporate leadership. It appears those days are gone, for at least right now. Stock shares have plummeted, moral is low, and Goodyear is in debt up to its ears. So how can union members here at the Danville plant help? First of all, we have very little control over corporate decisions and how well they manage. But we do have control over our performance here in Danville. How well our product performs for the customer determines our job security. Whether a tirebuilder or janitor perform your job with pride. Put quality in everything you do, work safe, and have genuine care about the plant. Remember it's more of us than it is them. This plant belongs to us we are the ones that have made Goodyear - Danville what it is, despite of our Leadership.

## Members Message



*"In this day and time, it is important now, more than ever, to be united." Things we have gained in the past are paying off for our retirees Now."*

**Joseph Price**

Retired/Service Banner Units

### 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.

Barry Hairston

John Fry

Garland White, Jr.

Danny Durham

### USWA Local 831 CREDENTIALS

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Providence, NC 27315-9477  
(336) 388-5537 • FAX: (336) 388-5009  
USWA District 8 • www.uswa831.org

**Danny Barber**

President and Editor

**Dana Dixon**

Managing Editor

**Gloria Gravely & Danny Travis**  
Associate Editors



# Editor's Column

## Don't wear a target on your back!

If you have been paying any attention to the happenings in and around Goodyear at any and all locations, you will have noticed that outsourcing is a hot topic. I'm not sure if there is an exact science as to how they pick and choose which jobs they would like to outsource, but one thing is clear to me - I need my union and my union needs me!

In some locations, janitors and yard gangs are the choice while others outsource warehouses, shipping and receiving. One group that was a surprise to many is the outsourcing of the maintenance jobs in Akron. Non-core, I think is the title they placed on the proposed outsourcing in Danville. Well, if they consider maintenance a non-core job, I'm really wondering what they consider real jobs within Goodyear. With the route that has been taken in Akron, I think it is time that our craftsmen reunite and show Goodyear that we are one union that stands for all.

I know there have been times when production and maintenance have had their difficulties and we may not always understand the wants and needs of each other, but I know that we must go into 2003 as one strong and united union. Let's forget the past and team up for the future. If you know people who are not members of Local 831, urge them to join. It only cost \$10 to rejoin, just sign the card. You can get them from any union representative or call the hall, we'll send someone to see you if you are ready. When Goodyear goes hunting, don't give them a clear and easy target. Remaining non-union, without a vote on your own future is like giving in before the fight.

And then there is another issue. If you have heard a lot of noise in the plant lately, it's the salary folks screaming about their increases in benefits. No, I'm not talking about increases in coverage, I'm talking about medical premiums (\$90-\$200 per month), co-pays on drugs (\$30-\$60 per prescription) and many of them have stated "it's like taking a 15% decrease in pay." What can they do? Nothing, they don't have a union (yet!). They must grin and bear it. And, don't think for a minute they wouldn't do it to us. The plan is probably already in motion. The only difference is we have someone to speak out for us, The UNION.

Brothers and Sisters, in closing, we are in for the fight for our lives. If you have not prepared for April 2003, you had better start now and do it quickly. While I know many of you have fully funded your PHP (People Helping People) accounts at the credit union, there are some out there who have not. So, what can you do to prepare; save money, stock your cabinets, save your tax refunds next year or pay some payments ahead. There are many things you can do to prepare. Brainstorm your own list, make it a family issue.

Solidarity begins today! Let's get it going!

**Dana Dixon, Managing Editor**

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## Local 831 Sponsors Hole at Ed Steffey Open

ordered and mailed to each participant at the tournament. "The response was very favorable when 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.



**SOAR**  
MINUTES  
October 9, 2002

The meeting was called to order by President Jack Dodson. All officers were present. The Pledge of Allegiance was recited followed with prayer by Paul Marlowe.

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

Jack reported that Kenny Stevens has resigned as Treasurer of the local Soar Chapter due to increased responsibilities as a representative on the International Soar Executive Board. He has agreed, however, to remain on the local Board until a replacement can be appointed.



*SOAR Members Socializing*

Kenny gave a report on the trip to the Pittsburgh office to audit names and dues paid for the local membership. The books are now more up-to-date and proper billing of dues will be done in the future. Dues will be billed quarterly.

Jack gave a report on the Lancaster trip in November. Five more people are needed. A trip to Concord Mills Shopping Center is planned for December 5 and will include seeing the Tanglewood Christmas Lights on the return trip home. Cost is \$25.00 for members and \$28.00 for non-members. Call Jack Dodson at 792-0043 or Kathy Hamlett at 685-1688 for reservations and more information.

Soar brunswick stew will be cooked October 16.

Martha Flanagan gave a report on the cookbooks. Approximately 100 are left to sell and will be sold at the Union picnic on October 12.

Dana Dixon, Managing Editor, of The Informer gave a report on its publication. He introduced Associate Editors Gloria Gravely and Danny Travis. Dana stated they looked forward to assisting retirees whenever they can in getting the news out for the Soar Chapter.

Letters for the Christmas luncheon on December 11 are being mailed. If you did not receive tickets in your letter, contact Jack or Kenny. Reservation forms must be returned by December 2 to attend the luncheon at the Riveroak Church of God Family Life Center.

Marie Marlowe has agreed to accept the position as food coordinator for six months starting January 2003.

New members were welcomed to our Chapter.

Drawings for the oil and lube change donated by Gold Adkins of the Goodyear Service Store, Mt. Cross Rd. were won by Earl Guill and Paul Marlowe. The 50-50 was won by Judy Stevens. The meeting was adjourned.

Respectfully submitted,  
**Nancy Guill, Secretary**

**ATTENTION:** *New retirees are welcomed by the local Soar Chapter. Join now and enjoy fellowship with your former co-workers and a good lunch. Meetings are each month on the 2nd. Wednesday at 11:00 a.m. at the Union Hall.*

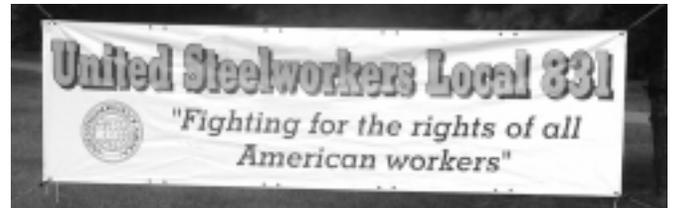


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## Annual Picnic Draws Many

tickets for \$5.00. The second prize of \$500.00 cash went to Heather Franks. The grand prize, donated by the union, of \$1,000.00 went to Jerry Hall. Congratulations goes out to all of the prize winners of 2002. A list of all the winners will be posted in the plant.

The picnic committee, which consists of Harry Hughes (chairman), Pamela Carter, Dennis Dillion, Ricky Miles, Jerry Harris, Tommy Robertson, Ted Fitz, Steve Howell, Ralph McCubbins, and Brenda Miles, should be applauded for the hard work, time, and energy they spent in putting together this great event. A big thank you also goes out to our working committee who gave up their day to accommodate our brothers and sisters during the picnic. Again, thank you local 831 for giving us a day to let our solidarity shine.



*Jerry Hall from the Goodyear Service Store wins the Grand Prize, \$1,000*



*From right to left, 1st place horseshoe, 2nd place horseshoe and 1st place basketball.*



URW 831 MEMBERS  
FEDERAL CREDIT UNION

## URW Credit Union Retirees Club

**Luncheon** November 1st  
at Ryan's Restaurant 12:00 Noon  
*Todd Yeatts with the City of Danville  
will be our guest.*

Space is limited so please call  
Beverly Hedrick by October 29th  
to reserve your seat.  
No other notice will be sent.

**Christmas Lunch** December 20th  
at Stratford Inn 12:00 Noon  
Again, space is very limited at the Stratford.  
No other notices will be sent.

*Note: Please reserve your seats by December 17th.*

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## Enroll in PAC Check-Off Today

What is PAC and why should I enroll? PAC which stands for Political Action Committee known as local 831's COPE Committee is designed to track the political process. By contributing to PAC, you are helping to support politicians that continue the fight to protect our jobs, fight the continuing de-industrialization of the United States, fight to protect our overtime, and continue the fight to guarantee free and democratic unions. So join in and sign up today. PAC check off cards will be available through your COPE Committee and Executive Board Members. By enrolling a dollar a week you are protecting your job, future and also there's a big incentive; a Harley Davidson Sportster. Each person who enrolls a dollar a week has a chance at winning a 2003 XLH Sportster 1200. Check with committee members and watch the boards for more information. **Remember Pac: It's Your Job! It's Your Future! It's Your Union!**

## CBA Visits Danville

The Collective Bargaining Agreement Committee (CBA) was in Danville October 9, 2002 to view the Maintenance Co-op Program. President Barber welcomed the group to Danville. The committee consists of Terry "Buck" Taylor, Chuck Oplinger, Kevin Terrett, Marina West, Mitch Huggins, Gary Glass, Paul "Digger" Dobrzanski, and Jim Warnsley. The CBA Committee is just a small piece of the USWA-Goodyear Master Negotiating Team. Other committees utilized are the Table Committee on which President Barber serves. Benny Toller, our Policy Committee member, is on the Pension and Insurance Committee. There is also a sub-committee which is part of the overall Master Negotiating Committee. Representing the International Union on this visit were W.T. Davenport and Ron Hoover.

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# Questions & Answers

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

## What is the difference between the Executive Board and the Negotiating Committee? What role does each play during discussions/negotiations?

### EXECUTIVE BOARD

The executive board's main function is the day to day running of the union hall. The board meets at least once a month to discuss issues such as travel, charity donations and grievance appeals. The board is responsible for all matters involving the interest of the local union and its decisions shall be binding until reversed by the local union.

### NEGOTIATING COMMITTEE

The negotiating committee also referred to as the grievance committee is responsible for all contracts or agreements between this local union and Goodyear Tire & Rubber Company. Contracts or agreements shall be submitted for approval or disapproval by the local union membership. This committee shall make final disposition, adjustments or recommendations on all signed grievances. Any member who feels the grievance committee did not give their grievance the proper attention shall have the right to appeal their decision to the executive board.

Basically the difference between the executive board and the negotiating committee is the board oversees the hall and the negotiating committee oversees the grievance and negotiating aspects.

## Rules for Investing

### in Today's Stock Market

Edward Jones

Hershel Stone - 836-4717

Chris Eastwood - 791-2595

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SALES	FINANCING
REPAIRS	WARRANTY

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# October Membership Meeting Minutes

USWA Local 831 held its regular membership meeting on October 10, 2002 with President Danny Barber presiding. Highlights of the meeting included the following:

■ Pledge of Allegiance followed by Courtney Dixon with the prayer.

■ Roll Call of Officers - All officers were present except David Payne, who was on vacation.

■ Executive Board met on October 7, 2002 and listened to a presentation from Mike Scarver about starting a PAC check off. Other items approved prior to this meeting were:

Send President Barber to Pittsburgh the week of Oct. 14, 2002 for a Table Committee meeting.

Agreed to host the CBA Committee.

■ A motion was made to dispense with the regular meeting for the purpose of discussing the proposed "memorandum of agreement". Motion carried.

■ President Barber read and explained the proposed memorandum. Questions were taken from numerous members and the vote was taken. There were 591 members in favor and 161 members against. The memorandum passed.

■ Dennis Quill and J.D. Emerson

won the 50/50 drawings.

R.T. Mitchell, dept. 1520, cc 2486 was drawn for the attendance prize of \$450 .00; the member was not present so the November prize will be \$475.00.

Motion to adjourn, motion carried.

**WORLD COM WORKERS WIN**—The U. S. Bankruptcy Court for the Southern District of New York ruled Oct. 1 that nearly 9,000 laid-off WorldCom. workers can be paid their full severance, commissions, health care, unpaid vacation and other monies owed. When WorldCom. filed for bankruptcy in July, the company froze payments at \$4,650 per worker. The employees' victory marks the second legal win for workers of scandal-ridden, bankrupt firms who were faced with losing their full severance and other funds. In the WorldCom. and earlier Enron Corp. cases, the AFL-CIO stepped in to support the nonunion workers with legal assistance and advice as part of its campaign to put workers first and hold corporations accountable.

**PINK SLIPS FOR POLITICIANS**—on Oct. 19, AFL-CIO President John Sweeney will kick off the federation's "No More Business As Usual" national day of action with a rally and precinct walk in Baltimore. AFL-CIO Secretary-Treasurer Richard Trumka will be in Alabama and AFL-CIO Executive Vice President Linda Chavez-Thompson will swing through Texas, New Mexico and Arizona. UNITE President Bruce Raynor will lead an action in Maine. In some 100 events nationwide, union activists will urge working families to vote in November and give pink slips to lawmakers who go easy on corporate wrongdoers. For information, visit [www.aflcio.org](http://www.aflcio.org) or e-mail [Oct19@aflcio.org](mailto:Oct19@aflcio.org).

**Hoffman Chiropractic**  
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# Concord Mills Shopping

December 5, 2002

Features: Round trip transportation, via chartered motor coach, Concord Mill Shopping bag, Concord Mills directories of stores, Concord Mills coupon book loaded with savings at stores throughout the mall, Tanglewood Christmas Lights

*The shopping and entertainment destination of the Carolinas! Over 200 stores including, manufacturer and retail outlets, off-price retailers and unique specialty stores. A festive food court theme restaurants, a 24 screen, state-of-art, AMC Theater, and interactive retailers, including the world famous Bass Pro Shop.*

Members Tour Cost (per person): \$25.00

Non-Members Tour Cost (per person): \$28.00

### FOR MORE INFORMATION CONTACT:

Jack Dodson 1296 Little Creek Road  
Ringgold, VA 24586 (434) 792-0043

Kathy Hamlett 315 Meadowview Drive  
Danville, VA 24541 (434) 685-1688

December 5, 2002 7:30 a.m.

Depart from USWA Local 831 Union Hall

December 5, 2002 10:00 p.m.

Arrive in Danville, VA

One day tour: PAYMENT IN FULL with sign-up

We need to know by November 1, 2002

## We Send Our Sincere Condolences To

Henry Adkins, George Barker, Gary Berisford, John Carter, Gregory Chisholm, J. W. Coles, Henry B Daniel III, Rick Danko, Kevin Edmonds, Jason Edwards, Brian Johnson, David Jones, Jessie M. Lampkin, Herman Lewis Jr, Andre O. Marshall, Terry Martin, Curtis Meadows, Ronald Murphy, Jonathon Presley, John Roberson, Kevin Sexton, Malon Shelton. Lloyd Stanton

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

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<b>NOVEMBER 2002 CALENDAR</b>						
 October BD <b>27</b> Time Change Fall Back One Hour.	AC <b>28</b>	AC <b>29</b>	BD <b>30</b>	BD <b>31</b> Halloween	November AC <b>1</b>	AC <b>2</b>
AC <b>3</b>	BD <b>4</b> Executive Board Meeting 7:30 AM	BD <b>5</b>	AC <b>6</b>	AC <b>7</b>	BD <b>8</b>	BD <b>9</b>
BD <b>10</b>	AC <b>11</b> Veterans Day	AC <b>12</b>	BD <b>13</b> SOAR (Retirees) Meeting	BD <b>14</b> Union Meeting 7:30 AM/PM	AC <b>15</b>	AC <b>16</b>
AC <b>17</b>	BD <b>18</b>	BD <b>19</b>	AC <b>20</b>	AC <b>21</b>	BD <b>22</b>	BD <b>23</b>
BD <b>24</b>	AC <b>25</b>	AC <b>26</b>	BD <b>27</b>	BD <b>28</b> Thanksgiving Day (T) (C) Plant Holiday	AC <b>29</b> (T) (C) Plant Holiday	AC <b>30</b>
December AC <b>1</b>	BD <b>2</b>	BD <b>3</b>	AC <b>4</b>	AC <b>5</b>	BD <b>6</b>	BD <b>7</b>