

## Local 831's Angel Tree Drive A Success

Thanks to the charitable hearts of our union brothers and sisters, both active and retired, and the salaried staff of Goodyear, our annual Angel Tree drive promises to bring joy to under-privileged children this year.

As much as we are blessed throughout the year, there are many in our community who go without. Local 831 steps up each year with a tradition that offers children some Christmas cheer and happiness that they would otherwise go without.

This year Local 831 committed to 36 angels, resulting in some great gifts as pictured. Gate collections for the Salvation Army totaled \$3,007.55. Our local also made a donation of \$2,500.00.

We also had brothers and sisters "Ring the Bell" by the "Red Kettle" on December 22<sup>nd</sup>. They were at Kmart from 11am to 8pm, and at Sam's Club from 5pm to 8pm, to give a little more for those that need it most.

The Salvation Army is always in need of volunteers. If you are interested in helping, call 434-792-3963.

Local 831 would like to say "Thank You" to everyone that gave this year, and have a safe and Merry Christmas.



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This issue is dedicated to the memory of:  
Becky Brown, Earl Wilson, and Charlotte Wright.

*Merry Christmas*

From the USW Local 831 Officers, Representatives and Staff of The Informer



President Jack Dodson welcomed members and guests to the 2011 Christmas lunch. There were 199 members and guests attending the luncheon which was enjoyed by all. Myrtle Fitzgerald entertained the group with beautiful singing of Christmas carols accompanied by Ann Holley on the piano.

After enjoying a delicious lunch, door prizes were awarded.

The next meeting will be January 11, 2012 at the Union Hall, 11:00 a.m. The meal will be prepared by Nancy Chaney and her committee.

Respectfully submitted,  
**Nancy Guill**, Secretary

## The Mortgage Story

Over the years the mortgage lenders were happy to loan money to people who could not afford their mortgages. But they did so anyway because there was nothing to loose on their part. These lenders were able to charge higher interest rates and make more money on sub-prime loans. If the buyers default, the bank seized the home and put it back on the market. They could even pass the risk off to mortgage insurers or package these mortgages as backed securities.

The whole thing was one big rip-off. Everything is fine when homes are selling like hotcakes and their value continues to go up. But when people can't pay, well, guess what? When too many home owners got slammed with their adjustable mortgage they couldn't make the payments! This causes lenders to suffer from liquidity and have to sit on more foreclosures than they could sell.

Mortgage-backed securities became more risky and worth less causing investment firms to suffer. The scheme worked well, but while it reverses everyone suffers.

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# PENSION & INSURANCE

By Gloria Gravely

## Flexible Spending Account

If you are enrolled in the Flexible Spending Account for 2011 and there are funds remaining in your account, please make sure that you have a healthcare claim receipt for 2011 in order to claim your remaining funds by the deadline of March 31, 2012.

## MetLife (Life Insurance)

This is a reminder to watch the mail for important information from MetLife before the end of 2011. MetLife will be sending out life insurance information with rate changes for actives and retirees. The transition from Minnesota to MetLife will take place on January 1, 2012.

MetLife (Accident & Sickness Benefits)

Accident and sickness benefits will be administered by MetLife beginning on January 1, 2012 for all active employees. MetLife will be sending information to the homes by the end of 2011 on how to file a claim for A&S benefits. Watch the mail for this information and make sure that you open the letters and read the information carefully.

NOTE: Please do not throw away your mail from the vendors that administer your benefits for Goodyear. Reading this information will help you to understand what kind of benefits you have and how to use them. Below is a list of all vendors that may send information to your homes:

- Goodyear Benefits Solution Center
- Anthem B/C B/S
- Delta Dental
- EyeMed
- Medco
- MetLife
- J P Morgan
- Express Scripts
- Goodyear Retiree VEBA
- Highmark B/C B/S
- Liberty Mutual

## House Passes Anti-Labor Bill

On November 30<sup>th</sup>, the House passed HR 3094, which affects the way workers can organize and form a union. The vote tallied with 235 for and 188 against.

The bill's design is to block a proposed National Labor Relations Board (NLRB) rule to quicken the pace of union elections. The bill, which is now before the Senate, targets a labor-relations rule that could take effect by year's end. Under the rule, elections on whether to form into a collective-bargaining unit could be held as soon as ten days after the NLRB certifies the election petition.

The bill would over-ride that rule by requiring a wait of at least 35 days. Opponents of the bill say it serves no purpose other than giving employers more time to attempt to persuade workers to reject unionization, and give employers more say in determining which workers are eligible for union representation.

## CAUTION

If You Think  
OSHA is a small  
town in Wisconsin  
YOU'RE IN TROUBLE!

*I don't know the key to success,  
but the key to failure is trying to  
please everybody. -Bill Cosby*



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# December Membership Meeting Minutes

USW Local 831 held its regular membership meeting on December 8, 2011 with Vice President Tim Brown presiding. These are the highlights of the meeting:

- Prayer was led by Reverend Willie Futch followed by the Pledge of Allegiance
- Roll Call of Officers
- Reading of regular membership meeting minutes was given by Brenda Miles they were approved as read

- Executive Board report from December, approved as read
- Financial Report for the month of November was given by Greg Gammon and approved as read
- Pension and Insurance Reports was given by Gloria Gravely (see page 2)
  - If you were in the Flexible Spending Account with unclaimed money, please claim by December 31, 2011
- AFLAC – Pat Morgan spoke to

membership about AFLAC benefits

- Liberty Tax Service Give-Away
- Vice President Tim Brown, entertained questions from the floor.
- The name of William Hudson CC#6417 was drawn for \$250.00 attendance drawing, he was not present
- Motion to adjourn. The next Union Meeting will be held on January 12, 2012.

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## USW Files NLRB Charges Against Cooper Tire

The United Steelworkers (USW) International and its Local 207L filed charges this month with the National Labor Relations Board (NLRB) against Cooper Tire alleging the company committed unfair labor practices in bargaining and imposing a lockout at its Findlay, Ohio tire plant.

Cooper locked out 1,051 members of USW Local 207L on Nov. 29, 2011 at its profitable Findlay facility, despite the union's good faith offer to keep working while negotiations toward a new labor contract proceeded.

The USW said that the centerpiece to the charges is the company's demand that bargaining unit members ratify a contract absent

the full details of an incentive plan that could possibly result in major wage cuts. Cooper insisted that its incomplete proposal would have to be accepted, ratified and implemented before necessary studies would be finalized. That meant workers would vote on a proposal not knowing if their wages were increasing or decreasing and by what amounts.

In total, the USW alleges some ten charges. They include refusing to bargain by conditioning continuation of talks on the union moving from its current negotiating position; falsely declaring impasse; disparaging the International union in meetings with bargaining unit members; and unilaterally changing conditions of

employment by canceling scheduled work and extending the Thanksgiving holiday shutdown until the lockout began on Nov. 29.

The unfair practices also include the lockout itself and its continuation in support of a bargaining position tainted by the illegal labor practices cited in the charges.

The USW represents about 850,000 working men and women in the United States and Canada in a wide variety of industries, ranging from glass making to mining, paper, steel, tire and rubber and other manufacturing environments to the public sector, service and health care industries.

## Note to Employees: "Happy Holidays" from Cooper Tire

Picture this. Contract negotiations, rejected offer, lock-out, offended and hurt picketers, replacement workers, flaring tempers, and accusations flying from both the Union and the Company. Sound like a 1960's labor dispute. How about a 2006 strike at any Goodyear tire plant?

This was the scene in Findlay, Ohio as workers at the Cooper Tire & Rubber Co., were locked –out on November 30, 2011. The Monday following their Thanksgiving holiday.

Many on the picket line watched while huddled around fire barrels,

as temporary workers were bussed in to do their jobs. A staunch show of solidarity considering the high unemployment rate and labor discord around the country.

Three years ago labor negotiators in this industrial heartland, in an attempt to help Cooper Tire dig out of a financial hole, did as many like them. They took concessions in the form of no raises and a two-tiered wage system to help the company, their company, to remain solvent during the recession. Now, they want it back.

Rodney Nelson, local USW

president said, "they have to understand that people are not going to keep working for less and less. We're not asking for more, we are asking to get back the concessions we gave them." Goodyear is Cooper Tire's largest competitor in the United States.

The union filed charges against Cooper Tire on December 6, 2011 with the NLRB. Just as a lot of things in life, we get warnings. "A shot across the bow," so to speak. We should consider this as ours.

## Future Of Obama's Jobs Bill Uncertain

Obama has been waging a campaign-style effort to rally public support behind his \$447 billion jobs bill, which has been shuffling around the House and Senate for months. The plan combines payroll tax cuts for workers and businesses with \$175 billion in spending on roads, school repairs and other infrastructure, as well as unemployment assistance and help to local governments to avoid layoffs of teachers, firefighters and police officers.

The key elements of the jobs package reprise parts of Obama's \$800 billion-plus 2009 stimulus measure and a Social Security payroll tax cut enacted last year. Unlike the controversial stimulus bill, the jobs measure would be financed by a 5.6 percent surcharge on income exceeding \$1 million, raising more than \$450 billion over a decade.

In making the case for the bill, the White House cites economists like Mark Zandi of Moody's Analytics, who predicts that the measure would add 2 percentage points of growth to the economy, add 1.9 million payroll jobs and reduce unemployment by a percentage point. But Republicans point to optimistic predictions about the 2009 measure that didn't come to pass; unemployment hovers just above 9 percent nationwide.

Republicans say the 2009 stimulus measure was an expensive failure

### USW Local 831 CREDENTIALS

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## EDITOR'S COLUMN...

### A Heart Like Becky's....

I can't work? We can't negotiate in good faith? What about my family? What about Christmas....

This is the grim scene at Cooper Tire & Rubber Co., in Findlay Ohio. After returning from their Thanksgiving shutdown, replacement workers were already in place and 1,050 members of USW Local 207 were locked out. According to USW.ORG, the company is crying broke yet in 2008 when Cooper Tire was losing money, workers gave up \$31 million in pay and benefits concessions to help their employer stay alive. Cooper Tire has since profited, dramatically, and employers only want returned, what they gave up.

That said, I've had the opportunity of realizing some very important things in my life and in my time of being with Goodyear. I've realized some things and people are what they seem and some things aren't as much as what they appear to be. I was blessed and honored to have met a very wonderful person...who was exactly as what she appeared to be, Becky. I initially met Becky Brown on 4 Tuber, booking as this one of my first jobs a New-Hire to Goodyear. Becky's personality and sense of humor could light up the most dimmed of rooms... Her light hearted perspective on life is one that any person could learn from, in terms of just being happy and treating people right. While I didn't know Becky as well as most in the plant, I can easily tell you, she was one of the best additions to life, that God has given to us. She was an ideal example of pure love, happiness and bliss. There were better plans for her this week and she is now blessing our heavenly skies with the angels of laughter and love. She will be deeply missed.

I say that to say this, Cooper Tire or any Company could learn a lot from **A Heart Like Becky's** and so could we all...I know I did...

May you bless heaven with the same gift of love, laughter and happiness that you blessed us with.

**Joshua Moyer**, Communications Coordinator



and say the current plan is just like it.

The president has been struggling in opinion polls, and his crusade for the measure has always been a long shot, given that Republicans control the House and can filibuster at will in the Senate. Obama has nonetheless pressed for the bitterly divided Congress to pass the measure in its entirety rather than seek compromise with his GOP rivals.

"This is not the time for the usual games or political gridlock in Washington," Obama said in his weekend radio and Internet address. "Any senator out there who's thinking about voting against this jobs bill needs to explain why they would oppose something that we know would improve our economic situation."

While Republicans backed the payroll tax cut last year and support elements like continued tax breaks for investments in business equipment, they're adamantly opposed to further spending and say the tax surcharge would strike at small businesses.

*Continued on page 7*

# Questions & Answers

If anyone has a question for The Informer, please submit it to Butch Robinson, Joshua Moyer or your Division Chairman.

## Must I call the FMLA hotline on each occurrence?

Yes you must call the gatehouse and ask for the FMLA line, then explain your situation, leave your name clock card and dept. You may call this line if you have FMLA pending, you should also keep a record of when you called and which gate guard you spoke with.

## Labor Movement Icon: Philip Murray

As the first president of the United Steel Workers, Philip Murray indeed, earned the title of American labor leader. Born in 1886, his family immigrated to the United States from Blantyre, Scotland in 1902. Brother Murray worked in the Pennsylvania coal mines until the time came that he was involved in a fight with his foreman. Murray was fired and 600 mineworkers struck, formed a local of the UMW and elected 18-year-old Philip Murray, president.



Murray died in November of 1952 after having risen from a young president of a fledgling miners local union through the ranks to become the president of the SWOC, (Steel Workers Organizing Committee), which became the United Steel Workers of America in 1942, with Murray continuing as president.

Honored, posthumously, in 1991 by induction into the Labor Hall of Fame, this workhorse for the plight of the working-man garnered great respect and affection in his tireless effort as a negotiator and inspiringly patriotic leader of industrial unions.

To quote Brother Murray, "Unions are created to make living conditions just a little better than they were before they were created, and the union that does not manifest that kind of interesting human beings cannot endure."

Statements such as this, being driven, and emotionally charged with a passion for the people, truly makes Philip Murray an icon of the American labor movement.

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# Closing The “Carried Interest” Loophole Could Benefit Schools

A bedrock principle of our society is that we obey laws and follow rules. And one set of laws where voluntary compliance is critical involves the collection of taxes. We currently have the world’s most efficient tax collection system because most Americans scrupulously obey these laws, even as tax rules grow ever more complex.

Our political leaders, however, cannot expect compliance to go on forever when tax unfairness is rampant. This disparity is particularly clear in New York City - where the South Bronx, the poorest urban county in the country, lies just 10 miles from the excess of Wall Street.

One starkly unjust tax provision once again garnering attention - this time as part of President Obama’s American Jobs Act - is “carried interest.” Since the mid-1980s, the performance-based management income earned by a few thousand extremely wealthy private equity, hedge fund and other money managers has been taxed as capital gains, when all that these managers do is manage money - specifically not their own money - for other people. This management income, in form and substance, is no different from the management income that hundreds of thousands of other managers earn every day from the results of the businesses they oversee.

Yet carried interest alone is taxed as capital gains, while everyone else is taxed on ordinary income. Because the 15% capital gains tax rate is less than half the 35% maximum ordinary income tax rate, the cost to the Treasury is massive.

We estimate annual loss of tax revenue from carried interest is at least \$10 billion a year, or \$100 per American household a year. Our state manages 41% of the world’s hedge fund assets, more than any other city on Earth.

Investment partnership managers say that reforming carried interest would create an “investment tax” of sorts, with dire consequences for the American economy. Yet the consequence would only be to the managers’ incentive fees.

They also claim the annual amount to be collected by changing this tax policy is “only” a couple of billion dollars a year, so the deficit- and debt-closing effect would be minimal. This argument doesn’t properly account for the activities of the more than 1,000 private equity funds, 8,000 to 9,000

hedge funds, 1.2 million real estate limited partnerships and the 1.3 million “other” limited partnerships that each year file with the IRS. It also makes the false assumption that the managers will adjust their behavior to avoid higher taxes, even though carried interest is determined by contract and is therefore immune from so-called “avoidance schemes.”

This has to change, and we believe we have just the way to do it. It is time to convert carried interest into public interest by redirecting this annual \$10 billion tax break to people who actually need it, namely K-12 teachers - some 80,000 of whom work in New York City, the largest public school system in the country.

The \$10 billion a year gained from ending the carried interest exemption, in fact, is just about enough to waive the income taxes on those who choose to teach our children - enabling us to give refundable tax credits to K-12 teachers based on their qualifications and teaching specialties, in order to increase the pool of teachers in critically important areas such as languages, math and sciences, and instructing disadvantaged students.

America has a long and successful record of using the tax code to reward desirable social actions. In the 1960s, we gave income tax relief to VISTA and volunteers because their work was deemed so important, and today, we proudly give substantial relief to our courageous active-duty military personnel.

Teachers are just as patriotic and important, and vis-a-vis all other municipal professions they are far and away the most difficult public servants to recruit and retain. New York City’s teachers serve more than a million students in nearly 1,700 schools.

All informed citizens want high teaching standards and accountability. But they also understand the economic plight of our K-12 teachers is a major obstacle when it comes to developing top talent.

Providing federal income tax relief to teachers would be a powerful response to this demand, and an important step toward restoring the health of our national economy and our global competitiveness. Properly taxing carried interest is the means to this end.

## Mine Owner Agrees To Record Settlement Payment

The owner of the West Virginia coal mine where a fiery explosion killed 29 miners last year has agreed to pay a record \$209 million in compensation and fines, officials said Tuesday, but the financial settlement does not stop other investigations into the disaster at the Upper Big Branch mine.

The settlement stops federal prosecutors from pursuing any criminal charges against Alpha Natural Resources, the company that acquired the mine’s owner, Massey Energy Co., in June. However, inquiries into individual criminal liability are ongoing, and the agreement does not bar prosecutors from pursuing criminal charges against individuals, according to U.S. Atty. R. Booth Goodwin in Charleston, W.Va.

“No individuals are off the hook,” Goodwin said.

The financial settlement includes \$46.5 million in criminal restitution to families of the 29 miners who died and to two others who were injured. Each will receive \$1.5 million, which is half the amount Massey had offered when it sought to settle with families immediately after the blast, according to the Associated Press.

Alpha also agreed to invest at least \$80 million in mine safety enhancements at its underground mines, to place \$48 million in a trust to fund research to advance mine safety and

to pay up to \$34.8 million in penalties to the federal Mine Safety and Health Administration.

“The tragedy at Upper Big Branch will never be forgotten, and the families affected by it will never be made completely whole again,” U.S. Atty. Gen. Eric H. Holder Jr. said in a statement. “While we continue to investigate individuals associated with this tragedy, this historic agreement — one of the largest payments ever for workplace safety crimes of any type — will help to create safer work environments for miners in West Virginia and across the country.”

The Upper Big Branch explosion on April 5, 2010, was the deadliest coal mining disaster in four decades.

A report by the Mine Safety and Health Administration determined that the blast was caused by a buildup of methane gas and combustible coal dust resulting from inadequate ventilation systems. Massey and its subsidiary, Performance Coal Co., allowed conditions in the mine “that set the stage for a catastrophic mine explosion,” the agency said.

Those conditions were “entirely preventable,” but the companies “promoted and enforced a workplace culture that valued production over safety, including practices calculated

to allow it to conduct mining operations in violation of the law," the agency said.

At the time of the explosion, Massey had one of the nation's worst safety records. At the Upper Big Branch mine, citations for safety violations increased sharply and regulators ordered miners out of the mine at nearly 19 times the national rate.

Some family members and union officials criticized the settlement Tuesday as inadequate and called for criminal charges against officials who had permitted unsafe conditions at the mine.

"We firmly believe the evidence is there for criminal prosecution," said Cecil E. Roberts, president of the United Mine Workers of America. "Until someone goes to jail, there will be no justice done here."

Goodwin, the U.S. attorney, said the settlement was aimed at preventing another disaster and that the payments for mine safety research would help advance that goal.

"For far too long, we've accepted the idea that catastrophic accidents are an inherent risk of being a coal miner," Goodwin said. "It's long past time we put that myth to rest. We believe that this agreement does that."

Continued from page 4

## Future Of Obama's Jobs Bill Uncertain

"It's not a jobs bill. In our view, it's another stimulus bill," Senate Minority Leader Mitch McConnell, R-Ky., told Fox News last week. "I don't think it'll pass and I don't think it should." House GOP leaders say they won't bring the measure to the floor. Democratic unanimity is not assured. Moderates like Sens. Ben Nelson, D-Neb., and Joe Manchin, D-W.Va. — both are up for re-election next year in states where Obama figures to lose — may abandon their party, even as oil-state Democrats have been assuaged by a decision to get rid of an Obama proposal to have oil companies give up tax breaks.

"We're likely to lose two, three, four Democrats," Sen. Dick Durbin of Illinois, the second ranking Democrat in the Senate, told Chicago's WTTW-TV. "I don't know if we'll pick up any Republicans."

If Democrats fail as expected — they control 53 votes in the 100-member Senate — it will start up a fresh wave of partisan finger-pointing.

# Give a Holiday Gift that Doesn't End when the Batteries Run Out.

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# 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.

**Jerry L. Scott**

CC# 6194 Dept# 2431

**Ronnell L. Wilson**

CC# 2333 Dept#5670

## *We Send Our Sincere Condolences To*

Cynthia Aldridge, Corey Brandon, Jill Briggs, Gregory Clark, Quran Clark, Tonya Clark, Keith Craighead, Brian Davis, Vincent Dickerson, Kenneth Easome, Frederick Elkins, Timothy Gammon, Quintin Giles, Rahman Hairston, Eric Harris, John Hazelwood, Sherry Hazelwood, Larry Hook, Barry Hudgins II, William Hyler, Curtis Meadows, Alfred Mullins, Thomas Mullins, William Mullins, Jonathan Nimmons, David Richardson, James Smith Jr., Jackie Snead, William Starkey, Henry Stowe, Arthur Thompson, Rayvon Venable, Reginald Venable, Dwayne Via, Antonio Waddell, Janet Waddell, Nevada Watlington, Carl White, Tracy Wright

**To the families of retirees:**


Clarence Graves, Edward "Pops" Richardson, Charlotte Wright, Jerry L. Scott

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<b>1</b> AC Happy New Year 	<b>2</b> BD Plant Holiday (8 Hours)	<b>3</b> B/D Exec. Board Meeting 7:30 AM	<b>4</b> AC	<b>5</b> AC	<b>6</b> BD	<b>7</b> BD
<b>8</b> BD	<b>9</b> AC	<b>10</b> AC	<b>11</b> BD SOAR Exec. Board Mtg 1:00 PM	<b>12</b> B/D Union Meeting 7:30 AM 7:30 PM	<b>13</b> AC	<b>14</b> AC
Martin Luther King, Jr. Observance w/the AFL-CIO, Detroit, MI						
<b>15</b> AC	<b>16</b> BD	<b>17</b> BD	<b>18</b> AC	<b>19</b> AC	<b>20</b> BD	<b>21</b> BD
<b>22</b> BD	<b>23</b> AC	<b>24</b> AC	<b>25</b> BD	<b>26</b> BD	<b>27</b> AC	<b>28</b> AC
<b>29</b> AC	<b>30</b> BD	<b>31</b> B/D				