

Fishing Rodeo Held At Goodyear Lake

The Fishing Rodeo was held at the Goodyear Lake on Monday May 30, 2011. Kids of all ages participated and trophies were handed out in three categories: Largest Fish, Smallest Fish and Most Fish. Overall, Lauren Green had the largest fish, 16 ¾. Tanner Wilkerson caught the smallest fish, 5 ½ in. and Savannah Evans, completed with the most fish at 11! A special thanks to all who participated and volunteered to make this such a great event. A very special thanks to James Adkins, who heads the event.



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The SOAR Minutes for June and July will be posted in the next month's issue, due to moved meeting date.



Are You Currently Taking Classes?

Are you interested in taking courses to propel your education to the next level? If so, take advantage of your Union Negotiated benefits and sign up for a class today! The CDC offers numerous courses! Please visit them on the web at: [Http://www.cdcdanville.com](http://www.cdcdanville.com) or contact (434) 792-1670 for further information.

Goodyear Blimp Explodes



The "Spirit of Safety", one of Goodyear's smaller leased European blimps, suddenly caught fire and incinerated in Western Germany, on June 15th, sending a very dedicated and heroic pilot to an unfortunate and unexpected death. The pilot, "Michael Nerandzic", went above and beyond the call of duty and displayed the ultimate selflessness in his actions, by lowering the blimp to a safe level for all three of his passengers to jump off safely. It is believed that, the sudden drop in weight caused the airship to immediately escalate then dispersing into flames. It is not known at this point what caused the failure to occur.

PENSION & INSURANCE

By Gloria Gravely

ACCIDENT & SICKNESS BENEFITS (A&S)

Accident and Sickness Benefits are paid if an employee goes out of work due to a non-work related injury or illness. In order to receive those benefits, an employee must report their claim to a Claims Service Representative at the toll-free number (1-866-574-4252) that is listed on your Goodyear/Liberty Mutual A&S card. The benefit payment begins as stated below:

- The first day of hospitalization, accident or surgery.
- The eighth day for an illness.
- Payment amount is \$410.00 per week for employees hired prior to December 22, 2006.
- Employees hired after December 22, 2006 with 3 months or more of continuous service, payment is (18) hours times the employee's grade wage rate.

NOTE: If an employee is approved for Family Medical Leave (FMLA) but has not contacted Liberty Mutual to start an A&S claim, you will not be paid a benefit payment. There seems to be a misunderstanding that if you are on an approved FMLA leave, that automatically starts your A&S claim. **This is not true.** You must contact Liberty Mutual in order for your A&S benefit to start.

IMPACT/EAP Now Offers Intensive Outpatient Treatment

For years Goodyear Danville has only had one option for substance abuse rehabilitation: 28 day residential (inpatient) treatment. Fortunately, they now offer intensive outpatient substance abuse treatment, also known as IOP, for qualifying employees and dependents 18 years and older through IMPACT, our wellness program. The Fletcher Center, who specializes in behavioral healthcare, has now added outpatient substance abuse treatment to their practice. This addition enables them to provide a specialized level of care designed to recognize and treat adults with addictions and co-occurring mental health disorders right here in the city. Their individualized plan for treatment allows employees to get treatment and continue to work, no matter what shift they're on. This means that even if the employee is on 12-hour shifts, a program administrator can work out a plan compatible to that work schedule for treatment on scheduled days off. The program lasts around 8 to 10 weeks, 2 to 3 days a week, and around 3 hours a day. A free initial assessment is given by a licensed professional counselor to determine if the addiction can be treated by an IOP, or if residential treatment is needed. From there, IMPACT directs the employee to a Medical Plan Administrator to facilitate the pre-certification process.

There are obvious advantages to intensive outpatient substance abuse treatment. Some workers cannot afford to be out of work for 28 days straight, but this plan allows them to get treatment for drug or alcohol abuse while continuing to work. They also learn how to maintain sobriety and a healthy lifestyle while living in the same day to day environment. Also, getting treatment in town makes it easier for family members who have been affected by another's chemical dependency to get involved in educational supportive groups provided by The Fletcher Center.

There are two ways to take advantage of this program. Employees with at least three years of service can utilize their once in a lifetime admission to a chemical dependency rehabilitation center at the company's expense. With this option Goodyear pays 100% of the cost and a "memorandum of understanding" is signed. The other option to get this benefit is through their medical insurance plan, in which the employee is responsible for co-pays and deductibles. With this option, they do not have to make Goodyear aware of the treatment they receive and there is no limit to utilization.

For enrollment, or if you have any questions, call IMPACT at 1-800-227-6007. You can also contact your Employee Assistance Program Coordinators, Courtney Dixon at 434-791-9155, Jean Burks at 434-791-9153, or The Fletcher Center at 434-791-2059.

June Membership Meeting Minutes

USW Local 831 held its regular membership meeting on June 2, 2011 with President Danny Barber presiding. These are the highlights of the meeting:

- Prayer was led by David Wilson, followed by the Pledge of Allegiance
- Roll Call of Officers
- Reading of regular membership meeting minutes from May, they were approved as read
- Executive Board reports from June were approved as read and contained the following:

- Motion to send three delegates to the 2011 Biennial AFL-CIO State Conference to be held Aug 4-6, 2011 in Williamsburg Va.
- Motion to allot \$925.00 to change one thermostat and add a new heating and air conditioning return near the Financial Secretary's office.
- Financial Report was given and approved as read by Greg Gammon.
- Motion to accept 34 new members, motion carried

- Pension and Insurance Reports was given by Gloria Gravely (see page 2).
- Becky Inman and Sylvester Mayo won the 50/50 raffle.
- The name of J.T. Simpson was drawn for the \$125.00 attendance drawing, he was not present
- Charles "Chuck" Echols Jr., CC#6583 was the \$250.00 Picnic raffle winner.
- Motion to adjourn. The next union meeting will be held on July 14, 2011.



Our Growing Inequality

Since the 1970s, the CEO class and their political allies have used policy to reshape our economy to their benefit. They've gotten excessive tax breaks for corporations and the very richest, trade policies that rob our communities of good jobs, deregulation that left average Americans unprotected from financial fallout and laws that encourage union-busting. Last year they even got a court case – Citizens United – that allows unlimited corporate dollars to influence our elections.

These policies matter a great deal. They are creating a massive wealth and income gap in our country. Take a look at the numbers:

- The richest one percent of Americans owns over 35 percent – more than one-third – of our nation's wealth.

- The four hundred wealthiest Americans now have more cash, stock and property than the combined total of half of America's households.

- Median CEO pay jumped 27 percent in 2010. Workers' pay grew just

2.1 percent in 2010.

- The average hourly wage in 1972, adjusted for inflation was \$20.06. By 2008, the average hourly wage dropped to \$18.52. In other words, income for the middle class has stagnated over the last 30 years.

- In the early 1960s, the top fifth of wealth holders had 81 percent of all wealth, and the bottom four-fifths held 19 percent. But it has only gotten worse since then – as of 2009, the top fifth wealthiest Americans hold over 87 percent of the nation's wealth. The bottom four-fifths hold just under 13 percent.

Let's Fight Back – The next time someone tells you that our country is "broke" remind that person that there is plenty of wealth – it's just not in the hands of the middle class. This isn't good for us. It isn't good for our democracy. And, it will get worse if we lose the state-level fights over collective bargaining rights – our tool to fight for fair wages and benefits. Please stay involved in state and national fights and watch for ways to get involved through Rapid Response.

Goodyear Sells Asheboro Plant to Korea-based Company

Goodyear Tire & Rubber Co. has agreed to sell its global wire business, including a plant in Asheboro, to South Korea-based tire reinforcements producer Hyosung Corp for about \$50 million.

The business manufactures tire reinforcement wire in Asheboro and Colmar-Berg, **Luxembourg** and employs about 600 people.

The Asheboro plant is located at 890 Pineview Road.

The sale comes five years after Goodyear sold its global tire fabric operations to Hyosung, which has tire reinforcement operations in in Brazil, China, Luxembourg, Vietnam and the U.S.

The sale of the wire business is not expected to result in a significant gain or loss, Goodyear, the largest tire maker in the U.S., said in a statement on Friday.

In 1983, Goodyear announced plans to build a \$50 million wire cord plant in Asheboro. The announcement was made of the merger of Goodyear and Celeron Corporation, a diversified natural gas pipeline company. The two companies will sign a multi-year supply agreement after the closing of the deal, which is expected to take place in the third quarter.



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What Can We Do To Achieve Another Payout?

There are several things that everyone can do to help achieve another Share Plan payout. Making our monthly ticket is crucial to receiving a payout, because it affects three of the four Share Plan metrics. The more tires we build the better our conversion cost will be and that will help reduce our waste as well.

I'm told our number one problem for missing the ticket is not having enough labor because people are laying out of work. I think there are more problems than attendance. Things like no stock, no liners, and many more issues. These issues need to be addressed and corrected for this plant to be able to achieve its ticket and receive more Share Plan payouts.

We must also do something to reduce our waste, there is a lot of money that we could be receiving if we could just get our waste down a few cents. The key to future Share Plan payouts is reducing conversion cost and waste, the potential to receive money is there, if we could just get our waste down a few cents. If we can reduce those two metrics we can get some good payouts for this plant. If you have any issues or solutions to any of the problems, contact me directly and we will get them addressed.

In Solidarity,
Ricky Austin

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■
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President and Editor

■
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Michael Scott - *Managing Editor*
Danny Travis - *Senior Writer*
Joshua Moyer - *Communications Coordinator, Associate Editor*
Butch Robinson - *Associate Editor*



EDITOR'S COLUMN...

I Am A Union Member

In November 1975, I began a journey with Goodyear-Danville and Local 831 that would provide me with more than I ever imagined. I would first like to give thanks to God. For without His grace and mercy I would not be sitting here writing my last editorial as an active employee and union member. Now, after 35 years and seven months I will retire and begin a new chapter in my life.

When a person stays somewhere as long as I have, it becomes part of your identity whether you like it or not. People associate who you are to a certain degree to with, where you work. Without an identity, we don't know who we are. Peyton Manning is the quarterback for the Indianapolis Colts; Danny Travis is a tirebuilder. Though Peyton's job is much more glamorous than mine, it is only a game. His successes are measured by wins and losses. My job is real life and its successes are measured in each tire that I build, knowing that it will deliver people safely. If Peyton fails, he loses a game; if I fail, someone could lose their life. To take on that degree of responsibility, I was paid well, enjoyed great benefits and was able to provide a good life for my family. For that I am truly grateful.

The reason that I was able to provide a good life for my family was due to the respect Goodyear had to have for me. You see, I am a Union member. Without the bargaining power of my union, I feel certain that the wages and benefits that I earned would not have been afforded to me. Because of the union, life's struggles were a little less harsh. Because of the union I was able to attain respect. Because of the union I was more than just a worker. Because of the union I stood strong and proud. To hear the words of my daughter when she was young saying "My daddy works at Goodyear" and to see the reflection on her face of the pride that I had is something I will always cherish. I am saddened to say however that the pride I had then was much stronger than it is now. That's because the truth is, Goodyear is not the same Goodyear as it once was. And it is such a shame. I guess my identity has changed somewhat.

In closing, I would like to say that it has been an honor and a privilege working with so many people that I consider friends. Words do not describe the respect and gratitude I have for each of you. I appreciate God putting all of you in my life. I would also like to thank President Danny Barber for giving me the chance many years ago to serve on the Education & Publicity Committee. In the words of artist Bob Dylan: May God bless and keep you always, May your wishes all come true, May you always do for others and let others do for you. Thank you and God bless you!

Danny "Tree" Travis, Senior Writer



How did "Chuck" Win \$250.00?

Congratulations to Charles "Chuck" Echols Jr., CC#6583 for being the Picnic Raffle Winner! Call the Union Hall or contact any picnic committee member to purchase raffle tickets for the Annual Picnic. Please refer to the website: <http://www.usw831.org>, for a list of committee members.



Questions & Answers

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

What are the contractual holidays for the July 4th holiday period?

For those on 8 hours, the holiday is July 4th, and July 5th is your birthday holiday. For those on 12 hours, the holiday is July 4th, and your floating birthday holiday is to be taken during your birth month. Those bidding to and from an 8 hour job, refer to letter #6 (pages 297-298) of the contract to see how this is applied.

Kumho Tire Defends Production Practices

South Korea's Kumho Tire said it will conduct an internal investigation of the manufacturing process at a Chinese plant after Chinese television reported tires made there failed quality standards.

Kumho, the biggest tire maker in China, used excessive amounts of recycled tires as raw materials in its manufacturing facility in the northern municipality of Tianjin, CCTV reported, saying that could cause tires to rupture.

The report sent Kumho's shares down 7.84 percent, underperforming the broader market, which climbed 0.05 percent over the same period.

A Kumho spokesman, however, defended the practice to use recycled rubber in producing new tires and insisted that there were no safety issues with the company's products.

"We will send a team to the Tianjin plant soon and will announce the results of the probe transparently," it said in a statement. The company has four plants in China.

Global tire makers including Bridgestone Corp, Michelin and Goodyear Tire & Rubber, have enjoyed a bull run in China where robust demand had pushed up auto sales to record highs.

China, now the world's biggest auto market, is also one of Kumho's major growth drivers, contributing to 30 percent of its global sales, according to the company spokesman.

The CCTV report has also made some large automakers nervous, including some of Kumho's big-name clients.

Volkswagen AG's Shanghai venture sent a statement to media on Thursday, clarifying that none of the Volkswagen and Skoda cars made at the venture have ever used Kumho tires.

General Motors' Shanghai venture also issued a statement saying it will help handle consumer complaints or inquiries immediately.

Hyundai Motor's venture in Beijing, which counts Kumho among its suppliers, said the company is investigating the matter.

Chery Automobile said Kumho tires used on some of its vehicles are not made at the Tianjin plant.

Other Kumhu clients in China, such as PSA Peugeot Citroen, could not be reached immediately.

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The "Tree"

Danny "Tree" Travis. This name is almost synonymous with Local 831. After more than 35 years with the Goodyear Tire & Rubber Co., with the last sixteen serving on the local's Education Committee, Tree has virtually seen it all.

Tree started with the Company in November of 1975. During that time he has been through many things. He has seen the end of the Vietnam Era, a four and a half month strike for better wages and benefits, has worked through seven U.S. presidents, being very proud to have worked for and supported the election of this country's first African-American president.

Many may not realize that Tree is very political in his thinking. With that said, he is also somewhat opinionated. He believes that everyone has the right to his opinion. HaHa.

Being a more than loyal and dedicated member of local 831 seems the grossest of understatements. Tree has participated in and been responsible for many aspects of local unionism.

It would seem unimaginable, not to mention the influence of one of Tree's best friends, Dana Dixon. Dana, who went to be with his Lord and Savior in December of 2009, following a fight with ALS, was a large part of why Tree became such a passionate member of our communications team. He helped Tree to develop an outlet for the fire that Tree has for working people today.

You may recall an editorial that Tree wrote for the Informer, our local publication, that was entitled, "To whom much is given, much is required." Written in 2006, this writing received the United Steelworkers Press Association award for best editorial and column. Dana was most pleased to have garnered this award. He loved Tree like a brother and the fact that his friend wrote it was just icing on the cake. Tree misses him greatly.

Now, considering that I am penning this "tribute to Tree" so to speak, I guess that I should say something regarding my feelings for him. Great friend. I have much respect for him,

Continued on page 7



Pay Me Now or Pay Me Later

Each month I write an article about training. I try to write something informative that will make us think. As a union training coordinator, I attend all types of meetings and I talk to every new-hire that comes through our doors. I also help with the, "meet and greet" process by showing each job we will be offering. As of June 2, 2011, we have shown 259 jobs. That's a lot of open doors! The thing that bothers me is, anyone with a problem ALWAYS wants to blame training. This employee had scrap - it must be training, this employee got hurt - it must be training. How do I know training is not the problem? I know because - if Labor Trainers are using their check sheets the way they were intended - we train everyone in each classification the same way. When we are asked to do refresher training, 100% of the time we find they know their job. As a matter of fact, in the survey taken throughout North American Tire, 95% of the employees surveyed said they had the skills and knowledge to do their jobs. This was one of the highest ratings in the whole survey. So, I guess what I am trying to say is, leave the training department alone and our employees will be trained.

To give you some information and something to think about, we have already had over 200 training disruptions and temporary transfers this year. That number doesn't include the undocumented occurrences. Every time someone's training is disrupted by temporarily transferring them or the Labor Trainer to a different job, the continuity of training is disrupted.

There used to be a commercial about Fram oil filters that said, "Pay me now or pay me later". I believe we are always going to pay for training, or the lack of it. If we don't give the time and/or resources to train, it will drive up the cost of every indicator we strive so desperately to bring down. Lack of training affects safety, quality, production and even attitude. If we are constantly moving trainees and do not give them the opportunity to be trained, they feel no one cares if they learn their jobs or not. On the other hand, if we allow our trainees the opportunity to be trained, they will feel they are important to the process, and it will cut down on training time. This will benefit the trainee and our business. I truly believe this is what every-body wants.

Last but not least, to the trainers, training coordinators and managers who have a role in training, I would like to ask you this question: If we don't care about training, who will? And on that note, when someone says to you, "training sure does cost". Just say to them, "yes, it sure does". The REAL question is: "Do you want to pay me now or pay me later"?

In closing I would like to wish someone I consider a good friend a happy and prosperous retirement. Danny "Tree" Travis will be retiring in July. I have stood with Danny on the picket line, built tires and served on various committees. No one has been more loyal to their union or committed to their job. I want to thank Danny for making our union and company the best it can be, as all our union brothers and sisters do. I also would like to thank Danny for being my friend over the years and always supporting me through good and not so good times. As we all know, Goodyear will replace Danny as they do when anyone retires. The challenge for Goodyear is to find someone with the commitment and dedication Danny has shown over the years. So enjoy your retirement, my friend, you deserve it. Danny "Tree" Travis, clock card 3133, has clocked out.

Ronnie Crane, Union Training Coordinator

Continued from page 6

The "Tree"

his work ethic, his opinions and his zest for life. If backed against the wall, I definitely want Tree in my corner. I hope to continue this relationship well into the future.

With his pending retirement on July 1, comes the closing of one door and the opening of another ...one of a retiree. Tree's life is far from over. It's just the beginning. Now, he and his beautiful wife Judy can get reacquainted and enjoy the fruits of their labors. With the upcoming event of their daughter's Danielle's

wedding, they will be able to enjoy watching the young couple start their new life together. To their advantage, they will have a loving dad to help them.

Thirty-five years. What an accomplishment. Not only as an employee, but also as a union member. We'll not say goodbye but say congratulations. Tree won't be easy to get rid of. He'll always be around and he'll continue to write for our paper from a different perspective.

Who knows? Maybe this is where he'll announce that he's put on a new hat. Grandpa.

Butch Robinson



Safety Alert... *from our Safety Office*

We all know safety glasses are mandatory. If you wear prescription glasses you can receive a new pair every two years, however, if you break your glasses before two years, you ARE entitled to a new pair. Go to the plant hospital, get a form, take the glasses and form to Sterling Optical.



DREAMING UP THE IDEAL RETIREMENT

IS YOUR JOB. HELPING YOU GET THERE IS OURS.

It's simple, really. How well you retire depends on how well you prepare today. Whether retirement is down the road or just around the corner, if you're working toward your goals now, the better off you'll be.

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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.

Sandra Adkins
Dept 1412/CC 3620

Tommy Dalton
Dept 1110/CC 4786

We Send Our Sincere Condolences To



Richard Austin III, Norman Baldwin Jr., Travis Brooks, Tremaine Brooks, Randall Campbell, Jason Cassell, Johnny Cook, Perry Jordan III, Glenn Marlowe, Kevin Minter, Kerry Oliver, Kenneth Rutledge, Dennis Wimbush Jr.

Condolences to the Family of Retirees: John Tarpley, Rev. Thomas Brooks

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
JULY 2011 CALENDAR						
					1 AC	2 AC
3 AC	4 BD  Independence Day	5 Birthday Holiday (8 Hours) BD	6 Exec. Board Meeting 7:30 AM AC SOAR Exec. Board Mtg 1:00 PM	7 AC	8 BD	9 BD
10 BD	11 AC	12 AC	13 SOAR Meeting 11:00 AM BD	14 Union Meeting 7:30 AM 7:30 PM BD	15 AC	16 AC
17 AC	18 BD	19 B/D	20 A/C	21 A/C	22 BD	23 BD
24 BD 	25 AC	26 AC	27 B/D	28 B/D	29 AC	30 AC
31 AC						