

Walking the Walk

Doris Waddell will flat out tell anyone, that if it wasn't for the advancement in cancer research she may not be alive today. Waddell is battling cancer for the fourth time. Ms. Waddell works at the Danville plant on #2 Tuber, where she has been employed for 11 years.

At the tender age of 11 she was diagnosed with cancer in her throat. In 2002 she was treated for cervical cancer. Two years later she would have a rare form of cancer called Spindle Neoplasm Sarcoma. In each case she beat cancer.

"If it wasn't for events like "Relay for Life," an organization that raises money for cancer research, I'm not sure I would be alive today," said Waddell.

Relay for Life is held every year, not only to raise money but to raise awareness about cancer and the hope that one day a cure will be found. This year's event was held at the Carrington Pavilion on May 20 and May 21. The 24 hour event started at 6:30 pm Friday and ended at 9:00am Saturday.

During the event, teams walk for twenty-four hours because cancer does not sleep. The goal is for each team to have someone walking during the 24 hour period. As a tradition, cancer survivors were given the honor to walk the first lap. Opening ceremony began at 6:30pm with prayer, guest speakers and singing. There are many activities going on during the 24 hour period including a slide show of people who have lost the battle to cancer.

Cancer does not discriminate against race, gender or age. It is a disease that has affected almost every family member in one capacity or another. Doris Waddell is fighting her fourth battle with cancer. This time it is breast cancer. She is bound and determine to win this battle just like she won the others.

Ms. Waddell believes early detection is one of the keys in defeating this horrible disease. She urges everyone to have yearly checkups. She also suggests screenings to those who have a family history with cancer.

Luminaries were on display to honor and remember those who have cancer and those who have lost the battle to cancer. Ms. Waddell had two luminaries this year, one for her and one for her father. Ms. Waddell is scheduled for surgery after the Memorial Day break and she plans to continue to work until then. Please go by and wish her well and tell her that we are all praying for her.



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Happy Father's Day June 19th



The meeting was called to order by President Jack Dodson. All Board members present except George Stewart and J.C. Hudson. There were 119 members present.

Opening prayer led by Billy Hedrick followed by the Pledge of Allegiance.

The name of Barbara Shields was drawn for the attendance prize and she was present. The next drawing will be for \$10.00.

New members welcomed were Henry and Willie Luck.

Brenda Scarce gave a report on bus tours.

Karen Shields of Sam's Club offered membership plans to Sam's Club.

There will be no meeting at the Union Hall in June. We will meet on June 30 at Dan Daniel Park, oven #17, 4:30 p.m. for a picnic and ballgame.

Door prizes won by the following:

Piney Forest Goodyear Store - Inez Gosney
Goodyear Mt. Cross Road Store - Michael Wilkes
50-50 - Earl Kraft

Motion made to adjourn by Charles Denny seconded by Barbara Shields. Motion passed.

Respectfully submitted,
Nancy Guill, Secretary

PENSION & INSURANCE

By Gloria Gravely

DELTA DENTAL

If you have a dental claim that did not process correctly, please have it checked on as soon as possible. Do not wait over 6 months to call and inquire about that claim because Delta Dental can only go back 6 months to reprocess a claim. If a Dental office continues to bill you for a service, more than likely you either owe the money or the claim was not processed correctly. Bring a copy of the bill and the Explanation of Benefits (EOB) to the Union hall so that the Benefits Representative can contact Delta to resolve the issue.

THE MENTAL HEALTH PARITY ACT

The Health Plan (Anthem Blue Cross Blue Shield) includes Medical and Substance Abuse provisions. Goodyear has to be in compliance with The Mental Health Parity Act law which means if a Health Plan includes Medical & Substance Abuse benefits, the financial requirements for the Substance Abuse benefits can be no more restrictive than the Medical benefits. So, with that in mind, another option is in place for anyone who needs help with Substance Abuse. Employees are not required to go through Goodyear for Substance Abuse treatment. They can go through the medical plan due to the Mental Health Parity Act.

An employee has 2 options:

1. Once-in-a-lifetime treatment

- Employee contacts IMPACT or the EAP coordinator Courtney Dixon requesting 100% payment.
- Employee meets with Goodyear HR, agrees to and is bound by "Memorandum Of Understanding" (current policy)
- IMPACT informs employee to contact Anthem Blue Cross Blue Shield.
- Anthem B/C B/S facilitates with employee:
 - * Pre-certification process
 - * Approved Facilities
 - * Admittance
- Employee completes program.
- Payment is made by Goodyear at 100%.
- Employee enters Rehabilitation Program per existing policy that includes (2) years random testing and (2) years of After Care.

2. Self-Referral through Medical Plan

- Employee must be enrolled in a Goodyear Medical Plan, Anthem Blue Cross Blue Shield (B/C B/S)
- Employee contacts Anthem B/C B/S directly or the EAP Coordinator or Goodyear directs employee to Medical Plan
- Anthem B/C B/S conducts pre-certification to determine the status of care that you will receive (outpatient/Inpatient)
- Employee completes approved treatment plan
- Payment is made consistent with enrolled plan provisions (employee responsibility is determined by plan design of deductibles, co-insurance, etc.) up to your out of pocket maximum.
- The benefit of this option is more confidentiality.

If you have any questions or concerns with this information, please contact Courtney Dixon, EAP Coordinator at extension 155.



May Membership Meeting Minutes

USW Local 831 held its regular membership meeting on May 12, 2011 with President Danny Barber presiding. These are the highlights of the meeting:

- Prayer was led by Courtney Dixon followed by the Pledge of Allegiance
- Roll Call of Officers
- Reading of regular membership meeting minutes from April, they were approved as read
- Executive Board reports from May 2 and May 12 were approved as read and contained the following:
 - o Motion to pay expenses for Local 307 President (Topeka) to testify at arbitration

- o Motion to donate \$500 to the Fishing Rodeo to be held May 30
- o Thank you was received from Liberty Tax Service for donation to the March of Dimes
- o Motion to uphold the Grievance Committee
- o Motion to donate \$15,000 to the Devastation Relief Fund
- o Motion to allot \$2000 for office chairs and table for the Vice President's office and the Communications office
- Financial Report was given and approved as read
- Motion by Greg Gammon to accept 16 new members, motion carried
- Pension and Insurance Report

was given by Gloria Gravely (see page 2)

- Trustee Report was given by Becky Inman and Pam Wright
- President Danny Barber reported on the vacation shutdown being changed to a partial shutdown for the months of August and December
- Robert Bowe and Tim Hobbs won the 50/50 raffle
- The name of Russell Miller was drawn for the \$100 attendance drawing, he was not present
- David Wilson, CC#5423, was the Picnic Raffle winner
- Motion to adjourn. The next union meeting will be held on June 2, 2011

Goodyear Found Negligent In Termination Suit

A Cumberland County jury has ordered Goodyear to pay \$450,000 in compensatory damages to a woman who sued the tire maker for wrongful termination.

Lashanda Shaw, who was hired by Goodyear's Fayetteville plant as an area manager in September 2007, was awarded the amount April 1 following a five week trial in Cumberland County Civil Superior Court after jurors found that the tire maker was negligent in inflicting severe and disabling emotional distress upon her. Shaw sought more than \$1.5 million, but jurors voted not to award punitive damages.

Goodyear has said it will ask the judge in the case to throw out the verdict and consider an appeal.

According to court documents, Shaw had filed several complaints of harassment with both Goodyear and the Equal Employment Opportunity Commission (EEOC), and then was fired as a means of retaliation. Shaw alleged that despite her complaints about harassment from a supervisor, no actions were taken by Goodyear to correct the problem.

In its decision, the jury found that Goodyear did not intentionally discriminate against the plaintiff because of her race or sex, and that Shaw would have been terminated anyway, regardless of her complaints.

"As a result of the jury's verdict,

hopefully Goodyear will enforce its zero tolerance policy in the future and ensure that all complaints by employees of harassment, discrimination and retaliation are investigated promptly, fairly and thoroughly," Shaw's attorney Harvey Kennedy said. "The lesson from this verdict is that Goodyear needs to make major changes at its Fayetteville plant to eradicate race and sex discrimination, harassment and retaliation."

"Goodyear is pleased that the jury agreed that the company lawfully terminated Lashanda Shaw and was not held liable for unlawfully discriminating or retaliating against her," Goodyear said in a prepared statement. "The company respectfully disagrees with the verdict and damage award in Ms.

Shaw's favor on one of her claims of negligence."

Kennedy also alleged that other Fayetteville employees that testified on behalf of Shaw were retaliated against.

"We brought in a lot of other witnesses to testify that they made complaints of harassment and discrimination to the HR department and none of their complaints were investigated either," he said. "There seemed to be a pattern of not investigating, and then the employees testified they were retaliated against after they came forward and made their complaints."

A spokeswoman for Goodyear said that she could not substantiate these claims. She also added that Shaw was fired as a result of poor performance.

Solidarity Alert

The global labor community is sending a strong message of solidarity with the United Steelworkers, calling on Honeywell Corp. to end its nearly one-year lock out of USW Local 7-669 at the nation's only uranium processing plant.

Europe's three biggest labor federations sent a letter to Honeywell that states: "We call on you to take all measures to ensure that this lock-out be ended immediately, with all workers welcomed back to their plant without reprisals, and with full agreement of their union, the United Steelworkers."

Please join our brothers and sisters from Europe in keeping the heat on Honeywell by signing our petition urging Honeywell to end the lock out and bring back our experienced members.

Please help us show our solidarity by signing our online petition at www.experience-matters.usw.org and let Honeywell know it picked the wrong fight with the wrong union.

Let's keep showing Cote (whose \$20 million salary this year includes a 54 percent pay raise) that we won't lie down as his company tries to break our union. Sign our petition now and pass them on. Here's to holding tough - one day longer, USW.

Governor Of Maine Declares Historic Artwork Too Pro-Labor

It's Diego Rivera Redux in Maine, as Governor Paul LePage is taking down a mural in the state Department of Labor building depicting the history of the labor movement and changing the names of conference rooms that he deems too pro-labor.

The 11-panel installation depicted such figures as Rosie the Riveter and FDR-era Labor Secretary Francis Perkins as well as events like a 1937 shoe mill strike and 1986 paper mill workers' strike. Several rooms are named after historic labor figures including Perkins and Cesar Chavez.

A spokesman for LePage told the Lewiston Sun Journal that business had complained about the piece and "The message from state agencies needs to be balanced." He added that the rooms could instead be named "after mountains, counties or something."

Progressive and labor groups are upset about the change and the artist who painted it, Judy Taylor, told the paper that the mural's message was already fair.

"There was never any intention to be pro-labor or anti-labor," she said. "It was a pure depiction of the facts."

Maine blog Dirigo Blue posted a purported e-mail to staff from Department of Labor Commissioner Laura Boyett explaining the decision, as well as pictures of the offending mural.

"We have received feedback that the administration building is not perceived as equally receptive to both businesses

EDITOR'S COLUMN...

Honoring Memorial Day

This year's Memorial Day, many will pause and reflect on our fallen military members and their ultimate sacrifices. Some will visit a memorial or decorate a veterans grave with a flag, flowers or simply honor them with a visit. Many will find other ways of celebrating the memory of those that have given themselves for our freedoms.

For me, this Memorial Day will be different than those in the past. Being a veteran myself, like so many others in our plant, this Memorial Day signifies a peaceful resting for those who fought and died against the War On Terrorism. Can you say "Mission Complete"?

You see, "The War On Terrorism", is considered this generation's unfortunate version of a conflict and war, such as, Desert Storm, The Korean Conflict, Vietnam, World War I/II, and the list continues. With the demise of Osama Bin Laden, thanks to our military and more specifically, the United States Navy Seals. Now we can all have something to celebrate and pay our respects for, however, not forgetting how this was possible.

The War on Terror will continue, so long as there are groups or people with the intent of causing harm to the United States of America. You can rest assured, Americans will continue to rise to the cause.

The same concept is easily applied to our senior Union members and retirees. They too have sacrificed, although in a different light than our military, to ensure that fair working rights, health benefits, wages and retirement benefits are achieved and maintained. It's up to us to continue this uphill battle, to ensure Goodyear Danville is around for the next generation and more generations to come.

So while you're celebrating this Memorial Day, take a minute or so to pause and pay respects to our fallen servicemen and women, and those injured in battle.

Joshua Moyer, Communications Coordinator



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and workers - primarily because of the nature of the mural in the lobby and the names of our conference rooms," the e-mail reads. "Whether or not the perception is valid is not really at issue and therefore, not open to debate. If either of our two constituencies perceives that they are not welcome in our administration building and this translates to a belief that their needs will not be heard or met by this department, then it presents a barrier to achieving our mission."

Annual Picnic Raffle And The Winner Is...

The fourth drawing for the annual picnic raffle for the \$250 VISA Card was held at the May membership meeting. And the winner is David Wilson CC# 5423. At the annual picnic, first place prize is a 4 day trip to Las Vegas plus car rental and \$500 Visa, second prize is a 4 day Myrtle Beach trip plus \$300 Visa and third prize is a \$500 VISA Card. After each monthly drawing all winning tickets will be put back in for chances at future drawings. Tickets are still available and still only \$5 each. The annual picnic will be held on Saturday, October 15, 2011. The gate will open at 10 am, lunch will be served from 10:30 - 2:30.



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 is plant policy around cell phone usage?

Cell phones are currently not allowed in the Danville plant. A new policy may be forthcoming according to H.R.

Safety Slogan and T-Shirt Design Contest

The Goodyear-Danville Safety Slogan and T-Shirt Design Contest included 52 outstanding entries. Each artist, 21 in all, received a safety item for submitting their slogan and art work. The contest winner, Seasar Stewart, Dept 1110 "A" Crew, will receive both the Lone Star gift card and the Goodyear gift pack and the design will go on a t-shirt. The other three artists were Tim Russell, Dept. 1913 "B" Crew Slogan: Rolling with Safety. Lynn Grace, Dept. 3541 2nd Shift Slogan: Let Safety Guide You Home. Terry Wyatt, Dept. 1320 "B" Crew, had two in the top five; Slogan: Goodyear: The safe way. The only way. And Slogan: Safety at all times: Making them. Driving on them. Landing on them., will get a \$50 steak dinner. The finalists are not ranked. Gift cards can be picked up in the Communications Office or by calling Jo Andrews at ext. 380 to arrange a time. Special thanks to Union Safety Committee Member Kathy Crawley for coordinating the contest.



Obama Against Cuts To Medicare

President Barack Obama thinks one of the ways to cut spending is to end the Bush tax cuts for the wealthy. The President coupled a call for \$4 trillion in long-term deficit reductions with an attack on Republicans plans for taxes. Obama said spending cuts and higher taxes alike must be part of any deficit-reduction plan.

"We have to live within our means, reduce our deficit and get back on a path that will allow us to pay down our debt," the president said in a speech at George Washington University. "And we have to do it in a way that protects the recovery and protects the investments we need to grow, create jobs and win the future."

Obama told the group that Republicans want to end Medicare as we know it. He said that the Republicans want to extend the tax cuts for the wealthy while demanding 33 million seniors pay more for health care.

"That's not right, and it's not going to happen as long as I am president," he vowed.

Of \$4 trillion in cuts, Obama said \$2 trillion should come from taxes, including ending Bush-era tax breaks for the wealthy, and the rest recouped from lower interest payments on the national debt.

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What He Said ...

Plant-wide meetings began on the afternoon of May 12th to allow Danville plant manager Tim Noe to deliver a “state of the business” address to the employees of the Danville plant.

The agenda for the meeting was the 2010 Employee engagement survey results, the plant’s strength and weaknesses, (the Company called them opportunities), and where we go from here.

Conducted in the fall of 2010, with approximately 1400-1700 employees of the Danville plant, eighty-six percent of us participated in the survey. This figure was in keeping with the average for NAT, which was eighty-six percent as well.

A comparison was made to the 2008 survey. Over this two-year period, our strengths are in the teamwork, how well we work together, and support, meaning systems are in place to help us do our jobs, categories. Though we have some marked improvements, we continue to struggle in the communications and plant leadership categories. And it appears, we as employees want to be more involved in the decisions that affect our place at Goodyear.

Now onto what our customers expect of us. The original production calendar for 2011 took us to 8200 tires per day through December with two weeks out for vacation shutdown. Due to increased customer demands, our ticket has increased to by more than 1000 tires per day by years’ end. While this is great news for our plant, with this comes a change in the shutdown schedule.

We had expected that the schedule for vacation shutdowns would be the first week of August and the last week in December. This with vacation hours held accordingly.

This schedule has changed. The plant shutdowns will now be partial day vacation shutdowns.

Contract language governing how the Company handles shutdowns for vacation is found in Art. IX, Vacations, Sect.3, (p. 87). This language was negotiated at the master level; therefore, it is the same in each of the NAT plants.

Our contract doesn’t reference shutdowns as weeks or days, but hours. Up to eighty hours of vacation per person, per crew, can be used in daily or partial day increments. For example, this years August down-



I See New People

As all of you know we have shown a lot of jobs since January 2011. To be exact the number is 204, that’s a lot of new people. This number does not count surplus labor and employees who have bid to other jobs. The training process never stops; we get 1 trained, 2 more comes in. Preferential hires from Union City are here now. In the near future vacation relief employees may add to our numbers. We have new people everywhere.

As union brother and sisters, we need to set an example of the right way to do our jobs. Sure, our trainers will teach them all the correct ways to do their job. They will hopefully be able to be certified and be a productive addition to our plant. One thing I know from the past is they may not hear everything we tell them, they will remember the things they see their co-workers do. Always work safely, no short cuts, wear your PPE and if you see a new person doing something that puts them at risk, or others at risk, let them know in a positive way. To our trainers, I want to thank them for all there help and support. Many of you have been training non stop for over a year. With all the new people we are hiring, we will have to be patient and be sure we cover the basics. Follow your training checklist, fill out your comment sheet and remember - if we don’t teach them, we cannot expect them to know it. If you feel you are being pushed to get trainees trained let your training department know. Remember, we don’t need employees to fill a job; we need employees that can do a job. When the sheets are signed our trainees should be certified.

I know all of us can remember when we were hired. Our plant, with all the equipment and loud noises, not knowing our way around, and not knowing any of our co-workers, can be overwhelming. If you see someone who looks lost, ask them if they need some help. If you see a new face in the break area or cafeteria, go over and introduce yourself. Our new people are just like us. They want to work and provide for their families and, at some point, we are going to ask them to join our union. It won’t hurt to start spreading some sugar now.

I see new people, you see new people. I think the question is, what do they see? Let’s show them why we are proud to be union members.

Ronnie Crane, *Union Training Coordinator*

time will cause each crew to use (24) hours of vacation.

In an attempt to settle confusion around the canceling of a vacation shutdown, the agreement says that the Company must give (30) days notice of cancellation for shutdown periods of more than three days. Not (60) days as some have been led to believe.

To sum it up from a positive perspective, the news of a ticket increase and greater demand for our product is what keeps us in busi-

ness. Maybe this is another sign of a growing economy and brighter days ahead.

Sure, there will be some inconveniences, such as vacations that have been paid for or airline tickets purchased, so speak to someone about it now rather than having to deal with it later. Get the burden behind you so that you can enjoy the time off that you’ve worked so hard for.

Agriculture Tire Market Expected To Improve

Farm tire manufacturers expect another very good year in 2011 after the market experienced a dramatic upswing last year. Following double-digit declines during 2009, all three measures of farm sector earnings—net cash income, net value added and net farm income—are expected to rebound to record or near-record numbers for 2010, according to U.S. Department of Agriculture data.

Preliminary reports show net farm income will reach \$81.6 billion in 2010, a 31-percent jump from 2009 numbers and about \$5.9 billion below its all-time nominal record in 2004. Net cash income is expected to rise nearly 34 percent from 2009 and reach a record \$92.5 billion. Net value added should reach \$132 billion, or about \$20 billion higher than in

the prior year, the USDA said.

The growth can be attributed largely to increases in commodity prices and production. Cash receipts are expected to rise 10.4 percent for sales of farm commodities in 2010, including an increase of \$9.4 billion for crops, primarily from cotton, soybeans and corn. Livestock receipts for 2010 are forecast to increase by about \$20 billion. These high commodity prices and production numbers have proved beneficial to farmers, who have had no trouble buying new farm equipment.

According to the Association of Equipment Manufacturers' December 2010 Flash Report, 100-plus horsepower two-wheel-drive farm tractor sales increased 18.2 percent year-to-date over

2009. Four-wheel-drive farm tractor sales increased 28.3 percent over the same period while self-propelled combine sales grew 10.3 percent.

Even two-wheel-drive tractors under 100 horsepower, sales for which either have remained stagnant or declined in the last few years, have seen a small boost in sales. The trend has been good for farm tire manufacturers, and one they believe will continue.

"If you look at the situation that's happening in the farm area, you look at the price of crops—they got to drop an awful long ways before people will start dropping off—we're real excited," said Maurice Taylor Jr., chairman and CEO of Titan International Inc., during a December conference call with investors. "We believe this thing is just going to roar right into 2011."

RETIREMENT

Doesn't Mean You Retire from Life

Maybe your idea of retirement is having a second career or working part time, volunteering or indulging in your favorite hobbies. Doing the things you want to do is what retirement should be all about.

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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.

Dept 2541/CC 4019 **Carroll Arnn Jr.**
 Dept 1420/CC 3844 **James Carter**
 Dept 2541/CC 3769 **Bonzell Garland**
 Dept 2431/CC 4402 **Jimmy "J.J." Johnson**
 Dept 2431/CC 3827 **Alphonso Inge**
 Dept 2541/CC 3180 **Ricky Weaver**
 Dept 2541/CC 2802 **Dennis Wilkins**

We Send Our Sincere Condolences To

Timothy Adkins, Reginald Apple, James Beard, Bryan Burns, Scott Cotner,
 Charles Crider, Courtney Dixon, James Ferguson, Darryl Fitz, Giles Gregory,
 Bruno Hodge, Gregory Holst, Christopher Hood, Charles Kirks,
 Michael Light, Thomas Lunsford Jr., Gabriel Madine, Andy Pickeral Jr.,
 Terry Reynolds, James Russell III, Paul Saunders Jr., Jeffrey Setliff,
 Lisa Spicer, James Spicer Jr., Wallace Turner, Tony White

Condolences to the Families of Retirees: James A. Allen, Virgil Ingram

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
JUNE 2011 CALENDAR						
			1	2	3	4
			Exec. Board Meeting BD 7:30 AM SOAR Exec. Board Mtg 1:00 PM	Union Meeting BD 7:30 AM 7:30 PM	AC	AC
5	6	7	8	9	10	11
AC	BD	BD	AC	AC	BD	BD
District 8 Summer Institute						
12	13	14	15	16	17	18
BD	AC	AC Flag Day	BD	BD	AC	AC
19	20	21	22	23	24	25
AC Father's Day	BD	B/D Summer Begins	A/C	A/C	BD	BD
26	27	28	29	30		
BD	AC	AC	B/D	B/D SOAR Meeting 4:30 PM Dan Daniel Park		