

USW & Goodyear Offers Layoff Worker's Assistance

It's an uncompromising hit of reality... "Layoff". Many of us have experienced it more often than we'd like and for some it's a first. Maybe a little disturbing to see it plastered across the front page of, "The Danville Register & Bee", but I think for most, it wasn't surprising. Layoffs are sometimes indicators of current economic conditions or a particular industry's state of business. While I'm sure we all would like to work through and through until our retirement, it seems impossible considering our current world of numbers as layoffs have become more inevitable than not. Businesses continue to adjust business plans/models to simply, "Accomplish more with less".

With Goodyear's recent announcement of layoffs, we've been delivered another blow. A rude awakening to a constant-changing business. Our production/ticket has been reduced yet again, short time is

still in full effect as we continue to face some challenging economic times and Goodyear's transition in changing their business plan.

These unexpected changes during these uncertain times, can sometimes bring on undesired emotions. The feeling of stress and being overwhelmed shouldn't be taken lightly. YOUR health is important to your family and Union Brothers/Sisters.

Whether on layoff or not members can use the Employee Assistance Program(EAP). A confidential program that offers a number of resources, such as Stress Management, Financial Planning/Assistance, Parenting, Substance Abuse to name a few. Our Union Representative for EAP is Courtney Dixon. He's available 24hrs a day 7 days a week for any of your EAP needs. You can contact him at: (434) 791- 9155 in the plant. Cell: (336) 324-9736. Email: CDIXON@USW831.ORG or the toll free number for EAP: 1 800-324-9736.

Local 831's Picnic Committee

Here they are, organizing games, entertainment, door prizes and food preparation for the local union's annual picnic on October 20th



Harry Adams, Pam Wright, Scott Davis, B J Moore, Barry McCubbins, Ethel Johnson, Gary Campbell, Larry Hook, Crystal Bailey, Brenda Miles and Rick Miles. Not pictured is committee member Harry Brooks, Local 831's Picnic Committee are hard at work to plan and provide a day of fun for all. Don't forget your raffle tickets. Get them while supplies last from any committee member or local Union representative.

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The meeting was called to order by President Jack Dodson. All Board members present. There were 125 members present.

Opening prayer led by Juanita Edwards followed by the Pledge of Allegiance.

The name of Malcolm Nelson was called for the attendance prize. He was not present. October's prize will be \$50.00.

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

Jack gave a report of the Pigeon Forge bus tour. Call Jack to make reservations at 792-0043. Brenda Searce gave a report on the one day bus trip to the Southern Supreme Fruitcake factory on December 3. Call Brenda for reservations at 724-7158 for reservations.

New members who joined this month are:

Scott & Fran Cotner and Rena W. Robinson

Door prizes won by the following:

Oil and lube change
- Goodyear Piney Forest Rd. Store - Jean Worley

Oil and lube change -
Goodyear Mt. Cross Rd. Store
- Norvil Echols

Motion made to adjourn by George Stewart seconded by Kenny Durham. Motion passed.

Respectfully submitted,
Nancy Guill, Secretary

NOTE:

RAPID RESPONSE:

Members send e-mail

addresses to

Jane Payne at:

jjpayne 43@yahoo.com

or call 434-724-1257

PENSION & INSURANCE

By Gloria Gravely

OPEN ENROLLMENT (ACTIVES)

Open Enrollment begins Monday, October 22, 2012 and will run thru November 4, 2012. During this period, you are allowed to make changes to the benefits, add dependents under the age of 26 who do not have insurance etc. Please mark your calendars now and start getting the necessary documentation that will be needed to make the change. (ex. Birth certificates to add a dependent)

More information will be communicated thru the Plant newsletter, Union Boards and at the Union Meetings.

OPEN ENROLLMENT (RETIREEES)

Letters are being sent out to all Retirees/Surviving Spouses concerning the upcoming 2013 Open Enrollment. The letters are highlights of Open Enrollment and the change with the Prescription Drug Program. Effective 1-1-2013, Express Scripts will no longer be the Prescription Drug carrier for Retirees. Watch your mailbox for information from SilverScript and CVS/Caremark in the months ahead. An informational meeting is being scheduled and will be communicated to all retirees as soon as possible. Please be patient as we work through this transition.

WORKERS COMPENSATION SEMINAR

The USW District 8 Staff represented by Sam Penn, held a Workers Compensation Seminar on August 30, 2012 at the United Steelworkers Local 831 Union Hall. Local Officers and Representatives throughout the District attended the 1 day session to learn the ends and outs of Workers Compensation.

Gary Kendall, General Counsel to the AFL-CIO out of Charlottesville, Va spoke on some important steps that you need to follow in order for your claim to be considered a compensable injury by definition of the Virginia Workers Compensation Commission. The following steps to consider and points of info are:

The injury by accident must arise out of the course of your employment.

Employees need to fill out a "Claim for Benefits" form from the Commission even if the claim is accepted or denied. It protects your rights under Workers Compensation.

Give detailed description of how the injury occurred and parts of the body injured. Be specific. The first 5 minutes after an accident can cause a person to lose their Workers Compensation claim.

Employers are required to offer a Panel of Doctors for the employee to select from. The employee can use their Union option at that time to choose the Doctor of their Choice.

When a Doctor is designated as the treating physician, they become the Doctor of Choice.

Employees have a right to get your medical records going back 10 years if you file a workers comp claim.

Employees have a right to get their medical records from their doctor.

Employers cannot be sued if an employee is injured in the workplace.

If denied workers compensation, file for an industrial hearing before the commission.

Ask questions concerning your rights such as temporary partial benefits, temporary total, mileage, loss of use, disfigurement, marketing while out of work under a denied claim, etc.

Watch out for some lawyers. Make sure that they have your best interest at hand when settling a Workers Compensation claim.

Private detectives are being used by Employers so please conduct yourselves as if detectives are watching you if out of work on Workers compensation or disability.

Stay off Facebook/Networking sites

The Seminar was an overall success. Mr. Kendall gave a great presentation on what to do and not to do when you are injured in the workplace. Local 831 would like to thank Mr. Gary Kendall, Sam Penn, Staff Rep. and entire District 8 Staff for putting on such an informative session. In close, "Be Pro-active on Safety. The Best way to protect yourself is to Not have accidents," as stated by Attorney Gary Kendall.

September Membership Meeting Minutes

USW Local 831 held its regular membership meeting on September 13, 2012 with President Danny Barber presiding. These are the highlights of that meeting:

- Prayer was led by Greg Gammon, followed by the Pledge of Allegiance
- Roll Call of Officers
- Reading of the regular membership meeting minutes from July was given by Pamela Wright and they were approved as read
- Reading of the regular membership meeting minutes from August was given by Pamela Wright and they were approved as read
- Reading of the Executive Board Report from July was approved as read
- Reading of the Executive Board Report from August was approved as read
- Financial Report for the month of

July was given by Greg Gammon and was approved as read

- Financial Report for the month of August was given by Greg Gammon and was approved as read
- Pension and Insurance Report was given by Ricky Austin (see page 2)
- Courtney Dixon and Mark Powers of the COPE Committee reported on the AFL-CIO Conference, and thanked the membership for the opportunity to attend
- Sean Poole reported on the opportunities offered by the Career Development Center and encouraged membership to take advantage of the classes offered at the center. Any employees affected by the lay-off will still be able to attend classes
- Points of Information
 - Danny Barber addressed the membership about the recently

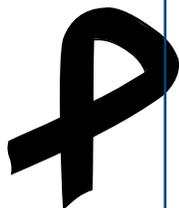
announced lay-offs concerning the Danville Plant

- The name of Robert Florance, CC#7257/1320 was drawn for the \$500.00 attendance drawing. He was not present
- Winners of the 50/50 drawings were Ernest Goode, CC#7739/1411 and Barry McCubbins, CC#5235/2431
- Picnic Raffle Winner for the month of August was John S. Gammon, Retiree
- Picnic Raffle Winner for the month of September was Pete Morton, CC#5297/2431
- Motion to adjourn by Brenda Miles, Seconded by Danny Barker, Motion carried
- The next Membership Meeting will be held on October 11, 2012

USW Local 831 Hosts Workers Compensation Seminar



*Don't forget,
October is
breast cancer
awareness
month. Early
detection is the key
to survival in this and all
forms of this dreaded disease.*



Annual Picnic Raffle And The Winners Are.....



Congratulations to retiree John S. Gammon (pictured on left), winner of the August Picnic Raffle VISA card.

Congratulations to Pete Morton (pictured on right), CC#5279/2431, winner of the September Picnic Raffle VISA card.

USW Local 831's annual picnic is next month, where the biggest prizes will be handed out. Check with a member of the Picnic Committee or the Union Hall for Raffle tickets. Check the Union Boards in the plant for a list of those on the Picnic Committee.

USW Local 831 CREDENTIALS

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President and Editor

■
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EDITOR'S COLUMN...

Mitt Romney Appeals To Voters, Just not 47% of Them...



Despite the differences of opinion between President Obama and Mitt Romney we have to ask ourselves, "are further assumptions and speculation needed to understand their positions"? Afterall, Mitt Romney HAS admitted to not caring for nearly half of our country.

Considering our nation's current state of affairs, a dismal attitude for constituents doesn't ring patriotic tunes for a presidential candidate. For that matter any individual who holds or would like to hold a public office for this great nation.

For some, it seems denial has been a plan of action to date. Even as Mitt Romney has inadvertently vocalized his un-supporting position for a little less than half, 47% to be exact, of Americans. It seems a few still view this form of behavior as acceptable. In fact, Mitt Romney continues to appeal to voters that I assume, believe in the following:

Moving American Jobs overseas, Dissolving Unions/Collective Bargaining, Tax Havens for the rich (Including himself), Tax increases for the middle class (YOU), tax reductions for the wealthy and the use of Medicare Vouchers...and the list goes on. Of course the oil corporations and electrical companies alike, embrace Mitt Romney like a long lost friend. It appears with him, they have someone to relate to. "How can we take more from the working class and ask more, yet give less?" How can we continue to shift the burden of increased taxes on the middle-class while paying a lower percentage in taxes, for ourselves? It seems, the fact of paying a higher percentage in taxes based on my income, compared to a Millionaire/Billionaire paying a lower percentage, doesn't really sit well with me. There's just something about it that just seems unfair.

Now I'm not going to act in the least as if our economy is currently in the best of standings or that we're comfortably positioned--(or so the underlying thought process goes with Obama supporters). I have mentioned the unspeakable, "We're NOT at our best as a nation". The politics/policies on both Democratic and Republican sides are as counterproductive as removing rocks from a rock quarry. The term bi-partisanship has long lost its meaning of working together or agreeing to disagree to move this country forward.

Yet, we still must inspire to hope and hope to inspire for a good decision! We must vote for God, Family and Country. One who understands OUR right to Collective Bargaining, OUR right to bear arms, OUR jobs and fair wages in America, OUR retirees and Social Security, OUR healthcare and YOUR Family. One that understands the Middle Class as the true backbone of America. I expect a leader to be concerned with 100% of whom they are positioned to lead, not just 53% and not for "Some of those People", but for ALL people.

"One Nation Under God With Liberty and Justice For **ALL**"

Joshua Moyer, Communications Coordinator

Questions & Answers

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

What are the requirements to be eligible for Tuition Assistance from the Career Development Center (CDC)?

If you have attended any accredited college during the current calendar year, or are currently enrolled in a class with an accredited college; you can be reimbursed for your tuition and the costs of books up to \$1500.00.

Tuition Assistance is part of your Union negotiated benefits through the CDC, and is awarded on a First Come / First Serve basis. Stop by the CDC or call 434 792 1670 for more information.

Safety Pointers

Ever having a mind for safety in the workplace, our Union Safety Committee, whose members are Dennis Saunders, Kathy Crawley, and Winfred Tate, has provided for us some tips that will serve to remind us to be safe at home.

- Stay focused at work and go home safe
- Safety is around for always
- Don't forget who was at home when you left them today, they want you back the same way you left
- Safety at home means you GET to work
- Always wear your seat belt on anything that has one, it is there for your safety.
- Keep your mind safety orientated all the time, not just at work.
- Teach your child(ren) about safety at all ages; it is the safe thing to do.
- Remember: DON'T text and drive, set the example for your young drivers.
- Speed kills.
- Water we all need but, it can be a hazard on the roads when driving in the rain.
- Check all your safeties on whatever machine you work with, it is worth the time spent,
- Don't wait for someone else to care about your safety, be first.
- What you are working with is special, someone will be riding or flying on them so do it with safety in mind.
- Always be approachable when someone tells you about safety, it could be a conversation you will not forget.
- SAFE is a small word but has a big meaning.

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A Day Just For You

Imagine that...It's not your birthday yet a day of celebration is in order. As the American dream remains somewhat stagnant, due to our current economic struggles, we have still earned, "deservingly," a day for ourselves.

Labor Day signifies the labor movement for the hard work, blood, sweat and tears that have went into and continue to go in building our great Country. The history of laborers begins as far back as the early 1600's. During this time, Polish Craftsmen went on strike for not being allowed to vote in the first Jamestown Colony election. The Polish were successful in their strike, which then allowed them voting rights.

Though the types of Labor struggles have differed greatly since the 1600's, the fight remains unchanged. This should further emphasize the importance of having Collective Bargaining and the Labor Movement. When industries are left to do the right thing, they fail. Considering the dangers in our working environment or for that matter any working environment, we can't allow them to fail and we should not accept any less. Everyday Unions across the globe continue to fight for wages, safer working conditions, equal opportunity, healthcare and the list goes on. We fight for better, not for worse.

Following the tone for a day just for you; Darryl Blackwell, Tony White and Thomas Siddle planned a day of food, fun and music for the Annual Labor Day Festival 2012. Sadly this year, there was a moment of silence in respect of the passing of our Brother Charles Crider. Charles participated annually in the event and will be truly missed.

There was a basketball tournament, horseshoe tournament and plenty of food for all to eat. Congratulations to the following...Sean Poole, Darrell Jones, Faron Osbourne, Terry Bowe, Eric Ferguson, Tony White, Calvin Glass, and Lamont Averett for winning the basketball tournament. Sean Poole for winning the 3-point contest. Joe Peterson -winner of the free-throw contest. Darrell Davis and Jerry

Court Recognizes "Union-Relations Privilege"

Far from a local story concerning Local 831 or Goodyear Danville, a recent court ruling in Alaska may have national implications that affect all union members. In a unanimous ruling handed down in July, the Alaska Supreme Court recognized a "union-relations" privilege implied in the state's Public Employee Relations Act, the statute governing representation rights of public employees. The Alaska Supreme Court is the first state supreme court to recognize such a privilege, which the Court found protected confidential employee communications with union representatives regarding anticipated or on-going disciplinary or grievance proceedings from forced disclosure.

The case stemmed from the termination of a state employee due to the falsification of an official document. The employee, Russell Peterson Jr., having worked for the State in a different capacity in the past, asked his superiors about recognizing the previous employment, which would add to his seniority as well as count towards his retirement. While investigating his previous employment with the State, it was discovered that the Peterson had not disclosed an old felony conviction during his more recent hiring process. The State immediately terminated him.

In response, Peterson filed a grievance under the Alaska State Employees Association's (ASEA) collective bargaining unit (CBA). The CBA states that only the union, and not private counsel, may represent an employee in a grievance proceeding. During the process the ASEA consulted with Douglas Mertz, Peterson's attorney, regarding strategy. Ultimately, the State and the ASEA could not settle the grievance and the ASEA decided not to take

the case to arbitration. Peterson then decided to file a wrongful termination lawsuit against the State.

During that case, the State subpoenaed the employee's Union Representative along with all the files concerning Peterson, including all written communications between the ASEA and Mertz. Peterson filed for a protective order on the basis of privileged information, which the lower court denied; saying once the information went from Mertz to the ASEA it was no longer protected. Peterson appealed that ruling to the Alaska Supreme Court, which ruled in Peterson's favor.

While the decision is based on Alaska's state law governing employees of the state, the court did not limit its decision to public employees. Which means other states will likely follow suit in recognizing the "union-relations" privilege. Similar cases have popped up all over the country, but none have been as clear and decisive as the ruling in Alaska.

The Alaska decision "is the clearest statement of the right of workers to confide in their union representatives," said Michael Rubin, an attorney for the AFL-CIO. He added that other states will likely bring their laws into conformity with the court's ruling. The findings of the court also reflect the stance of the National Labor Relations Board, which is currently involved in a similar case.

In writing the majority ruling, Justice Daniel Winfree pointed out "the right of the Union and its members to function free of harassment and undue interference from the State." He added, "As with attorney-client relationships, there is a strong interest in encouraging employees to communicate fully and frankly with their Union Representative."

Walker for winning the horseshoe tournament.

My hope is as you enjoyed your Labor Day, you took a moment to reflect on how far we've come and how much further we have to go. In this struggle we must maintain

our position and stay the course for keeping what those before us have fought for, not just for Unions but for all Americans and those who only want the best for themselves and their families... after all, it is, "A Day Just For You."

What's A Near Miss????

This is the first question that I ask when I'm giving my presentation on Target Zero. I usually get quite a few answers. The most common ones are an "ALMOST" or a "COULD HAVE" incident that didn't actually occur. That's exactly what a NEAR MISS is, an incident that has the potential to cause personal injury or property damage.

When reporting near misses it's totally optional if you would like to enter your name on the card or remain anonymous. We are focusing on identifying and correcting the hazard before it injures someone.

There are fifteen near miss boxes located around the plant. They are located near time clocks and break areas. If you see a near miss please take the time to report it so it can be eliminated before it injures someone.

As we travel around the factory floor daily we see numerous hazards that need to be identified and corrected to keep our brothers and sisters safe. Please take the time to fill out a NEAR MISS CARD to identify those hazards. This safety program, as well as any safety program, is designed to send each of you home to your family or loved one

exactly how you came to work (safe and sound).

If we look at our safety performance for the past few months it's frightening to see the direction we are traveling, but I feel confident and know that we can turn this around. Remember, filling out a near miss card is a proactive way to prevent a serious incident.

Hampton "Lee" Martin, Target Zero Coordinator

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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.

Garland Hutcherson 5159/2431

Duane Owen 3664/1110

Rena Robinson 4266/1420

We Send Our Sincere Condolences To

Bruce Barker, Jason Broyles, Stanley Dalton, Teddy Darnell, Adrian Davis, Harriet Debrou, Mike Fox, Willie Futch, Troy Gibson, David Griggs, Brittney Gunter, Robert Hodges, Earl Hodges II, Denise Hunt, Ernest Irvin, Charles Lewis, Scott Loftis, Mark Long, Teresa Long, Jaraud Mayo, Jeffery McGuire, David McNichols, Stuart Moore, Victor Robertson, Oscar Shelton, Daniel Simmering II, Jeffery Simpson, Keith Soyars, Dwayne Taylor, Donald Thurman, Shelby Totten, Zebulon Trent, Deborah Walker, Donald Walker, Ricky Wharton, Andrew White,
Condolences to the Families of Retiree Larry H. Gibson

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
OCTOBER 2012 CALENDAR						
 Breast Cancer Awareness Month	1 A/C Exec. Board Meeting 7:30 AM	2 A/C	3 B/D SOAR Exec. Board Mtg 1:00 PM	4 B/D	5 A/C	6 A/C
	7 A/C	8 B/D	9 B/D	10 A/C SOAR Mtg 11:00 AM	11 A/C Union Meeting 7:30 AM 7:30 PM	12 B/D
Fall Interim Meeting (Goodyear Locals)						
14 B/D	15 A/C	16 A/C	17 B/D	18 B/D	19 A/C	20 A/C Union Picnic
21 A/C	22 B/D	23 B/D	24 A/C	25 A/C Retiree/VEBA Meetings	26 B/D	27 B/D
28 BD	29 AC	30 AC	31 BD HAPPY HALLOWEEN			