

*USWA Local 831 Union
Officers and Representatives
would like to wish
all union members, and
their families a
Merry Christmas
and a Safe
and Happy New Year.*



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A Time For Giving...



The gate collection total was \$3,284.50

Year in Review

The year 2002 was an eventful one for Local 831. This listing is only the highlights.

January 2002

- Donation of \$1,000 to the Ringgold Fire Department for the purpose of rebuilding the structure.

February 2002

- Donation of \$250 to the March of Dimes.
- Local 831 holds shop steward school.
- Local 831 representatives manned the phones at the "March of Dimes" Telethon for one hour.

March 2002

- Donation of \$500 to Providence Spring Fling.
- Representative attends first time study school in Knoxville, Tennessee.

April 2002

- Local 831 observed Workers Memorial Day. Safety Committee members passes out stickers.
- Women of Steel co-chairs attend Southern Virginia Council meeting in Lynchburg, Virginia.
- Donation of \$100 to Pelham "Summer Fest" event.
- Donation of \$250 to Relay for Life for the Cancer Society.
- COPE Committee reports on Action call to congressmen on retiree benefits for the steel industry.

May 2002

- Donation of \$35.00 to North Carolina Special Olympics.
- Danny Travis appointed as Full Time member of the Education Committee.
- COPE Committee reports on 2002 General Assembly.

June 2002

- Local union representatives attend the District 8 Summer Institute in Blacksburg.
- Delegates were nominated to attend the 31st Constitutional Convention in Las Vegas.
- Purchased half page ad for the AFL-CIO souvenir booklet for the Russell Axsom Retirement Award dinner.
- Purchased one quarter page ad for the Americans for Democratic Action.

July 2002

- Donation of \$500 to the USWA R/P.I.C. Syndicate Strike Fund.
- Purchase half page ad of the 24th Annual

Talking Politics and Taking Action

The United Steelworkers has long been in the forefront of Legislative and political change. Our success is greatly determined by the **government we elect** and by the economic, social and environmental policies in place.

We know that we must be involved in all aspects of Legislative and political action. We must, directly as a union, lobby governments at the national, provincial and local levels. We must work with other unions, community and coalition groups. To identify and promote our common interests, we must also engage our members building and electing the men and women to office that will support the working man and woman.

Our voice and our actions must be part of the development, promotion and implementation of a practical, progressive alternative to the current corporate-led neo-liberal agenda that is dominating our nation and globe today.

First, we need to be **relevant**. Our issues need to reflect the concerns of our members. We must develop effective ways of listening to our members and better understanding the issues and concerns that affect their lives. As well, we need to make sure that we bring our members' issues to campaigns instead of bringing campaign issues to our members.

Second, we need to **communicate** more effectively both within our union and outside our union. Communication with our membership is the key to solidarity and effective action. A well-informed union membership has the unity that it needs to develop, promote and implement common goals and agendas. Effective communication outside our union helps to build support for our issues and agendas and moves them closer to implementation.



The members of the COPE Committee & Education Committee has started the PAF Check-Off. The USWA has been very effective in supporting legislators who support workers. Signing up for the Political Action Fund (PAF) will show our commitment to the political process. You will see more in the near future on PAF sometimes called PAC.

Horse Show. August 2002

- Our Six delegates attended the 31st Constitutional Convention. The session was filled with informative speakers and constitutional amendments.
- Communications Coordinator, Dana Dixon attends the United Steelworkers

Press Association Convention and accepts the following awards for Local 831 Informer:
Ray Pasnick Award for Editorial Excellence
Runner-Up on Best Health & Safety

Continued on page 6



December 11, 2002

GREETINGS TO ALL SOAR MEMBERS

The Christmas lunch was a huge success again this year. One hundred seventy-one members and seven guests attended the luncheon. Winners of door prizes are as follows:

- 2 - \$50.00 cash prizes won by Kenny Wilson and Thomas Gosney.
- 12- \$25.00 cash prizes won by Kathy Hamlett, J.J. Davis, Dave Andrews, Elmer Bailey, Diane Hyler, Ming Toth, Charlie Logan, Joan Shelton, Paul Marlowe, Joel Ross, Mildred Soyers, and Clarence Wilson.
- A ham donated by Dan Valley Foods won by James Mayfield.
- A pie donated by K & W Cafeteria won by Brenda Woody.
- Dinner for two donated by Short Sugers won by Clyde Everett.
- Tool box donated by Car Care won by Barbara Frye.
- Computer balance donated by Smith-Davis won by James Roop.
- Four oil and lube changes donated by Gold Adkins of the Goodyear Service Store won by Ruby Hudson, Larry Herndon, Roberta Allen, and Archie Glass.
- Gift certificate donated by Red Lobster won by Jerry Snead.
- Gift certificate donated by Applebees won by Jeff Dixon.
- Winning raffle ticket for a set of Goodyear tires donated by Gold Adkins was held by Mac Nelson.

Congratulations to all the winners. Our next Soar meeting will be on January 8, 2003. New things are happening and your support is needed. Have a very Merry Christmas and a Happy New Year.



SOAR presents: Atlantic City, NJ March 4, 5, 6 2003

- Features:**
- Round trip transportation , via chartered motor coach
 - Deluxe accommodation for two nights at Trump Marina Hotel Casino
 - Baggage handling gratuity • \$30 coin bonus • Use of Health Spa • Two buffet meals

Members	Non-Members
Tour Cost (per person)	Tour Cost (per person)
\$162.00 Double Occupancy	\$172.00
\$212.00 Single Occupancy	\$222.00

For More Information: Jack Dodson 434-792-0043 or Kathy Hamlett 434-685-1688

Emergency Cancellations: All monies cheerfully refunded except for tickets and services that we are unable to obtain a refund.

March 4, 2003 6:00 a.m. Depart from USWA Local 831 Union Hall
March 6, 2003 10:00 p.m. Arrive in Danville, VA
 Deposit of \$50 January 27, 2003 - Balance is due.

Please remit form with payment to: **Jack Dodson** 1296 Little Creek Road Ringgold, VA 24586

Atlantic City March 4 - 6, 2003

Name _____ Room with: _____

Address _____ Please circle: Smoking Non- Smoking

City _____ State _____ Zip _____ Amount Enclosed: \$ _____

Phone (Home) _____ (Work) _____ Full Payment: \$ _____

I hereby agree to indemnify and hold harmless SOAR or any associates from any and all claims, losses, liabilities, injuries, or damages. I have read and understand all conditions of this tour.

Signature _____ Date: _____

December Membership Meeting Minutes

USWA Local 831 held its regular membership meeting on December 12, 2002 with

- Roll Call of Officers
- Meetings from the October membership meeting were read by Secretary Brenda Miles and approved by membership. There was no meeting in November.
- Executive Board minutes from October and November were read and approved. November minutes gave approval to the following item:
 - Send 2 COPE Committee members to the steelworker Legislative Conference in February.
 - Send President, Policy member, Maintenance Division Chairman and Skilled Trades Chairman to the contract Policy meeting in Pittsburgh in February.
 - Received a Thank You from Goodyear for our participation in the Ed Steffey Memorial Education Open.
 - Approved the use of the union hall for the Regional Women of Steel meeting.
- Terry Trull gave the Pension & Insurance report. Benny Toller and Gloria Gravely were attending the United Healthcare Benefit Administration system. Terry reported that United

Editor's Column

With the 2003 negotiations quickly approaching there are numerous terms you will hear and Local 831 will work diligently to keep you abreast of everything as it happens.

As we strive for "Family Security" there are a number of issues that contribute greatly toward retrieving that goal. Job security is family security, healthcare is family security, pensions and capital investment is family security. Making sure we do not give in to temporary workers is family security and other new and mostly misunderstood issues have surfaced as family security issues.

Successorship and neutrality clauses are definitely new lingo that can go a long way toward providing "Family Security Now".

In past years, the only negotiation terms we heard were wages and pensions, those days are gone. There is a whole new arena we must play within. The NAFTA's and WTO's have changed the playing field so intensely that we must look hard at ways to keep our jobs in the U.S. When Mexico started stealing our jobs they thought they had achieved the things we always took for granted, now, the WTO has opened a whole new continent up to "World Trade" and it has basically stole some of the same jobs from Mexico that Mexico stole from the United States. Therefore, Brothers and Sisters — we must develop initiatives to keep production at home, in the good old U.S.A.

Other areas of the contract have also taken a beating in the past few years. There was a time that we could negotiate a contract and Goodyear representatives would stand behind it. Now, so many old negotiators have retired that the new people seem to want to interpret the language much differently than it was negotiated. It makes it more difficult to write a contract when you must put language in place for every type of situation that could arise. In the old day, we would work through issues — today if we don't have written language, we have nothing.

Our union (the USWA) and our local (831) is dedicated to keeping membership informed and they ask that as events unfold and you are asked to participate in surveys, rallies and things of this nature, please do so. "Family Security Now"

Dana Dixon, Managing Editor



USWA Local 831 CREDENTIALS

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 USWA District 8 • www.uswa831.org

Danny Barber
 President and Editor

Dana Dixon
 Managing Editor

Gloria Gravely & Danny Travis
 Associate Editors



Healthcare will start administering benefits for the Comprehensive Medical Plan starting in January. Dana Dixon and Byron Taylor reported on the Communications network for the upcoming negotiations. The theme "Family Security Now" will start appearing and the communications network is already in progress. President Barber also spoke on the

upcoming negotiations and told membership to be ready for a fight. Anthony Carter and Al Medlin won the 50/50 drawing. R. O. Oakes dept. 1631 cc#0358 was drawn for the attendance prize of \$475.00, the member was not present so the January prize will be \$500.00.

Questions & Answers

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

How does the Birthday Holiday work for people on 12 hours continuous operations?

The birthday holiday for all employees on continuous shedule may be observed by said employees anytime during his/her birthday month by giving a 48 hour notice. If birthday holiday is not taken within that month the employee will be paid 8 hours pay. *Refer to page 29 Local Holidays, red language in the black contract book.

Reminder: For all employees returning from traditional to continuous operations, this starts in January 2003.

Do I still get Easter Monday if I work on a 12 continuous operations schedule?

No! All Holidays, national or local will be observed by a plant shutdown for continuous operations employees. Easter Sunday will be the only day observed. * Refer to page 29 local holidays red language, in the blcak contract book.

If I have 4 hours of vacation left at the end of the year can it be used as one 12 hour day off?

Any remaining fractional day of vacation hours may be scheduled as full scheduled days with that portion of the day equal to the remaining vacation hours being paid as vacation and the balance of the day being excused without pay. This provision may be used only once per calendar year. Employees will have the oprion to receive pay-in-lieu of vacation time off for all fractional day vacation hours.

* Refer to Article IX Vacations page 238 (A) (4) red language in the black contract book.

Rules for Investing

in Today's Stock Market

Edward Jones

Hershel Stone - 836-4717

Chris Eastwood - 791-2595

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Year in Review *continued from page 2*

Environment story on
Ergonomics.

Merit Award - Best Front Page "September 11 Edition"

- Two Cope Committee members attend 32nd AFL-CIO Constitutional Convention in Williamsburg.
- Kenny Stevens, SOAR Secretary/Treasurer elected to the International SOAR Executive Board.

September 2002

- Union Safety Committee attends Joint Health & Safety Symposium in Toronto, Ontario, Canada.
- COPE Committee attends Rapid Response Conference in Roanoke, Virginia.
- Sponsored a hole in the Ed Steffy Educational Open Golf Tournament.

October 2002

- Two Time Study members attend advance Time Study school in Knoxville, Tennessee.
- Danny Barber presented the memorandum of agreement that would be an extension of the pink card that would allow laid-off workers to return to previous jobs that they were surplus from.
- Memorandum of Agreement passes.
- Annual picnic held a big success.

November 2002

- Donation of \$200 to SOAR retirees.
- Workers return from Layoff.

December 2002

- Local adopts 2 needy families for Christmas.
- Gate collections for Salvation Army total \$3,284.50.

**Cornerstone Complete Care
793-0700**

A Milestone in Safety

December 9, 2002 marked a milestone in the Safety performance of the Goodyear - Danville plant.

On that day 41 employees were awarded jackets and clocks for achieving 30+ years without a single accident or injury.

Working in an industrial environment as we do, 30 years accident-free is quite an accomplishment.

Union members recognized were:

Arthur Gwynn, Calvin Lipscomb,
Danny Barber, Edward Smith, Jr.,
Ernest Luck, George Gwynn,
James Sparks, John Stephens,
Johnny Gauldin, Larry Burton,

Larry Strader, Michael Yancey, Neal Eddy,
Richard Austin, Robert Oakes, Robert Slade,
William Luck, Willie McCain

"Members like these make safety a way of life, they don't just work safe, they live with safety in mind", stated Mike Baker, Safety Committee Chairman.

The rest of the membership now has a goal to work toward. In addition to the jackets and clocks, each 30+ Accident & Injury free employee will have a banner with their name on it hanging on the main aisle.

Congratulations Brothers



Hoffman Chiropractic
799-4000

RETIREES

Congratulations to the following retirees. We wish them much success in their future endeavor's and hope they can fully enjoy their union negotiated retirement benefits.

Jimmy Vipperman
Bennie Pickeral
J.B. Baldrige
Jerry Snead
Kinley (Kenny Ray) Terry

We Send Our Sincere Condolences To

John Bowman, James Clark, Steve Cook, Ronnie Crane,
Danny Gammon, John Gammon, Andrew Gammon, Tim Gammon,
Rena Robinson-Gorham, Larry Gorham,
Curtis Meadows, Mike Moore, Dale L. Newcomb, Pheabe Pannell,
Harriet Smith, Teresa Torain, Mike Wells, Ronnie L. Wilson

2002 Dues Notice

All members should hold on to their last check stub of 2002 in order to verify your union dues for tax preparation purposes. With dues amounts varying from person to person the local has no way of verifying each members dues.



Please remember - hold your last stub.

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

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
JANUARY 2003 CALENDAR						
December AC 29	BD 30	BD 31 — (T) (C) — Plant Holiday	AC 1 New Year's Day (T) (C) — Plant Holiday	AC 2	BD 3	BD 4
BD 5	AC Executive 6 Board Meeting 7:30 AM	AC 7	BD 8 SOAR (Retirees) Meeting 11:30 am	BD Union 9 Meeting 7:30 AM/PM	AC 10	AC 11
AC 12	BD 13	BD 14	AC 15	AC 16	BD 17	BD 18
BD 19	AC Martin Luther 20 King, Jr. Day	AC 21	BD 22	BD 23	AC 24	AC 25
AC 26	BD 27	BD 28	AC 29	AC 30	BD Women of Steel 31 Council Meeting	February BD 1
BD 2	AC 3	AC 4	BD 5	BD 6	AC 7	AC 8