

## Thanks for Giving!

Once again as usual, Local 831 membership has sponsored a gate collection to give to the Salvation Army for those who are not as fortunate as we are during the Christmas season. Buckets were set up at the main entrance for those who wished to donate money to families who are struggling financially. This year we collected \$3,286.45. Here at the Danville plant, we are blessed with a good job and good benefits. How sad it must be, not to be able to provide for your family. Unfortunately that is the case for many families right here in our community. But, you have made a difference in peoples lives if you donated your money to the Salvation Army. By donating your money, a child will wake up on Christmas morning with some of the same magic that our children will wake up to. On Christmas morning a mother or father will be grateful for what you have done and perhaps realize what Christmas is really all about. Surely, it is better to give than to receive.



Besides the gate collection, our local has sponsored an Angel Tree for the second straight year from the Salvation Army. The tree, which was located at the union hall, was adorned with 100 angels that were in hopes of a visit from Santa. All merchandise that is purchased by you for the angel goes to that individual angel. There were various items the angel wished for but you could buy as much as you wanted. Because of your time and money you made their hopes come true. If you have never shopped for an angel you are missing a true blessing. Membership allotted our local \$2000.00 to buy for approximately 20 angels that were on the tree, the rest of the angels were chosen individually from our members. Once again, all the angels were taken from the tree. Again, thank you for your contribution

to help the unfortunate and may you and your family have a joyous Christmas and a wonderful New Year!!!

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*Happy Holidays*

to all the members and their families of USWA Local 831



December 8, 2004

Jack Dodson, President, welcomed 169 SOAR members to the 7th Annual Christmas lunch catered by Mary's Diner. Prayer was by Rev. Billy Hedrick.

Jack announced that the Board members were re-elected for another four years. They are: Jack Dodson, President; Willie Fitzgerald, Vice-President; Nancy Guill, Secretary; Earl Guill, Treasurer; George Stewart, Nancy Chaney and J.C. Hudson, Trustees. We thank you for your confidence.

Willie Fitzgerald has been elected to attend the SOAR International Conference in April 2005 representing our District.

The following door prizes were donated:

- Dan Valley Foods** - Fruit Basket
- URW Credit Union** - 2 Golf-Size Umbrellas
- Goodyear Tire & Rubber Co.** - 2 Free Oil and Lube Change
- Perry Bros.** - 2 Free Oil and Lube Change
- Mary's Diner** - 2 Gift Certificates
- USWA** - 2 Jackets
- Dr. Valerie Hoffman** - 4 - \$25.00 Cash Awards
- SOAR Chapter** - 8 - \$25.00 Cash Awards

**50/50** - won by Doris Scott  
The next meeting will be on January 12, 2005 at 11:00 a.m. followed by lunch. Our annual February Brunswick Stew will be on February 9. Mark your calendars now to attend these important meetings. Your help is needed to make our Chapter a success.

Remember our military men and women during this Holiday Season.

See you next year.

**SOAR Board Members**

## For the Holiday Season:

*"Your children need your presence more than your presents."*

- Rev. Jesse Jackson

## Member Focus

From time to time, we have a member who goes beyond the call of duty and we feel they should be recognized. For December, that member is Aubrey Reynolds. Three years ago, Aubrey talked about ways to increase donations to the Salvation Army at Christmas time. In the end, he made a challenge to everyone in Business Center "C", that he would match, up to \$1,000 their combined collections of funds to be donated to the Salvation Army to benefit the young and less fortunate of our area. For that year, Business Center "C" fell a little short of the challenge, but Aubrey gave \$1,000 anyway. In 2003, the challenge was repeated and met and once again, Aubrey gave \$1,000. For the third year running, the challenge is on and it looks like our member of the month will again be writing that check. It is not often that you find someone willing to give at this level. USWA Local 831 says, hats off to Aubrey Reynolds for his continued efforts to benefit the Salvation Army.



## Local Trustees Meet Quarterly

Local 831 Trustees meet every three months to audit the books and financial records of the local union. It shall be the duty of the trustees to have charge of the hall and all property of the Local Union, subject to the direction of the Local Union. They shall give a report of such audit at the next regular Local Union meeting and they shall also perform such other duties as the Local Union may require.



L to R, Sylvester Mayo, Gloria Gravely, and David Payne

David Payne, Chairman of the Trustees, has been on the committee for 15 years and finds great pleasure in holding this position in the local union. Gloria Gravely is serving her 2nd term as a Trustee. "I consider this to be one of the most important jobs in the union because if international finds any discrepancies, the Trustees could be held accountable for not catching them." Sylvester Mayo is a newcomer to the committee, he believes in double checking and then checking again. All three Trustees take their position seriously because they know that the Local Membership's hard earned dollars are on the line.

The Local Union is very fortunate to have Financial Secretary, William "Stick" McLaughlin who keeps the books in such great order. This makes the job of the Trustees much simple. He can account for every dollar that goes out of this Local and the members should be proud to have such a loyal Financial Secretary.

At the end of the day, a report is sent into the International Headquarters signed by all three Trustees and a copy is kept for their records. The 2nd and 3rd quarter of the books were done on November 23, 2004 and December 3, 2004; everything was in order.

# December Membership Meeting Minutes

USWA Local 831 held its regular membership meeting on December 9, 2004 with Vice President Terry Trull presiding. These are the highlights:

■ Benny Toller opened with prayer followed by the pledge of allegiance.  
■ Roll call of officers, all were present except Wayne Dickerson and William "Stick" McLaughlin (Vac); President Danny Barber (Union Business).

■ Recording Secretary, Brenda Miles presented the meeting minutes from the November meeting. They were approved as read.

■ Executive Board report for December was approved as read and contained the following items:

• Motion to send 2 COPE committee members to the AFL-CIO Legislative Conference in Richmond, Va.

• Motion to send President and Vice President to the USWA Amalgamated Conference in Pittsburgh, Pa.

• Motion to renew the Billboard contract for another year for \$285.00. Board located off 58 in front of Schewels.

• Thank You letter from the

Danville Life Savings Crew for the sponsorship in the Golf Tournament.

■ Financial Secretary report was not given due to the fact that the bank statements were not back. November report will be given at the January meeting.

■ Pension and Insurance Representative, Benny Toller, gave the P&I report to membership. (see Pension & Insurance Report)

■ Brenda Miles reported on the Angel Tree and encouraged everyone to get one off the tree, which benefits the Salvation Army.

■ Dana Dixon, Communications Coordinator reported that copies of The Informer will be sent to Statesville, NC and Spartanburg SC. to help educate on the benefits of a Union. USWA International will pay the cost of printing extra copies of The Informer.

■ David Payne and Gloria Gravely gave the Trustee report. The Financial Secretary's books were in order for the 2nd and 3rd quarter. A copy of the report was sent to International for their records.

■ Vice President Terry Trull gave

these points of information:

• Goodyear is trying to hire as many people as they can before the first of the year.

• The number of people with 30+ years of service in the plant is over 300.

• 55 years old + 10 years of service is 170 people.

• Mini Arbitration is going well

• Weekly meeting with Plant Manager and Human Resource Manager

• The Rumor of Christmas Holiday shutdown is just a Rumor, will run normally and be down only for the scheduled Holidays.

■ 50/50 drawings were won by Irving Lawson and Brenda Miles.

■ Michael Hughes, cc#4587 dept. 1110, was drawn for the attendance drawing. Was not present. The January attendance prize will be \$300.00.

■ Motion to adjourn, motion carried.

## District 8 Scholarship Draws Near

If you have a son or daughter, who is a senior in High School, the time is here for them to apply for the District 8 Scholarship Award, if they plan to attend college. Four scholarships, one each from Virginia, West Virginia, Kentucky and Maryland are awarded (IPO one from each state) annually to the children or legal wards of active, retired or deceased members of the Steelworkers Union. The total value of each scholarship is \$4,000.00. (\$1,000.00 for each year)

The United Steelworkers of America, District 8, has always and continues to support education. Providing support to educate our member's young adults is achieved through the Scholarship Program for high school graduates of brothers and sisters of participating locals in the Welfare and Education Fund. The student must graduate from high school after January 1st of the year of the award. They must be accepted for admission in an accredited college or university. The candidate however, should not wait for acceptance by the school he/she wishes to attend before they file the application to the Scholarship Committee. Other scholarships in addition to this one may be accepted. Their high school record, SAT/ACT scores, essay, grade point average, financial need and extra curricular activities will determine bases of the award.

Applications must be postmarked on or before Friday, February 25, 2005. Applications can be picked up at the union hall.

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# Thank You



A very special thank you has been extended to everyone for their donation for Goodyear Gate Guard Marty Synder. He is suffering from congestive heart failure. A bucket was set out for anyone to

contribute in his time of need. Anyone who didn't contribute, but would like to do so, you can see any of the other guards. "I really appreciate everything that everyone has done. Goodyear employees are truly caring people," stated Synder.

## USWA Local 831 CREDENTIALS

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Providence, NC 27315-9477  
(336) 388-5537 • FAX: (336) 388-5009  
USWA District 8 • www.uswa831.org

■  
**Danny Barber**  
President and Editor

■  
**Dana Dixon**  
Managing Editor

■  
**Gloria Gravely & Danny Travis**  
Associate Editors



## EDITOR'S COLUMN...

### This Christmas, Be a Child Again!

by Gwendolyn P. Yarbrough, L.C.S.W.

It has been said that Christmas is just for children, a sentiment spoken quite often this time of year. On Christmas day, seeing a child's face light up as they open their presents and the happiness they express over new toys is most moving. Adults can learn a lot about love, happiness and sharing from children. Children are refreshingly candid, as well as forgiving, direct and huggingly frank.

At times, it seems adults have perhaps grown up too much and too fast. There is an old saying "We grow old too soon and start too late." At Christmas time, adults spend much of their time in planning gift purchases, shopping, buying, wrapping and hiding presents. Unfortunately, the joyous season becomes more of a hectic and tiring time, rather than a time of feeling and reflection.

If you can experience the holidays through a child's eyes, borrow a little of their anticipation, the wonder and the "magic", you may be able to enjoy the holidays rather than dread them, wishing they were over before they even start. Just pay attention to the signs which are all around you, signs that will help to slow you down, allow you to pause, and reflect on the good things around you this holiday season.

Some of these signs include the leaves dropping slowly to the ground symbolizing it is time to "drop everything". It is important to wait patiently and notice what follows, crisp air and white blankets of snow, which are dropped in reverent silence. Christmas is a time for such quiet reverence, arriving as it does on the heels of winter. The sun sets in the sky and casts long shadows to remind one of the beauty of reflection. Winter and its stillness gives us time to revisit memorable moments from our year, and remember Christmases of our childhood. As "sophisticated adults", we often miss a lot in our hurried holiday doings.

"To lose the spirit of childhood is to lose the spirit of Christmas.

The lesson of Scrooge in Charles Dickens' book, A Christmas Carol, brings this message to light. He first went to Christmas past and then reflected on Christmas in the present. Scrooge was not so old that he could not return to the simplicity and the open sharing of childhood.

It is never too late to be a child again and to take time to watch the snowflakes fall. It is never too late to experience feelings as a child, to totally absorb oneself in a game or book or a gift you receive this holiday season, or to experience a new taste, a sound or even a new idea.

How old are you this Christmas? Better yet, how young are you this Christmas?

The world is in need of children, big and small, so this Christmas, be a kid once again, and enjoy.

*We (the editors) share the editors column with Gwendolyn during this holiday season. Gwendolyn is the wife of union member Jeff Yarbrough.*

## Mini Arbitration Continues

Last month, the first case was heard during a newly negotiated arbitration process. The process, which was explained in last month's Informer is basically a less formal type of arbitration. The most recent mini-arb was held on December 9, 2004 with two cases being heard by Mr. Ben Miller. The outcome of those two cases will be received in the next few days.

Prior to this round of mini-arb, we had 47 of 113 grievances that were filed in 2003 outstanding. Of those 113, 66 had already been settled and of the 47 that were pending, 35 were settled in the days leading up to the mini-arb. That leaves 12 outstanding grievances for the year 2003. Two of those are pending full arbitration and most of the other 10 are for people who are out of work and can't be heard until they return.



L to R are Mike Loring (grievant), Jeff Dixon (Division Chairman), Ben Miller (Arbitrator), Pam Meeks (BCM), and Roy Ranson (Area Manager).

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

## If I'm on vacation during a holiday, do I still receive holiday pay?

If you are on a week's vacation and in that week there falls a negotiated holiday, you will receive 8 hours of pay for that day.

### Credit Problems?

Credit blemishes and bad marks on your credit report can hurt your buying power. In addition, until straightened out, they never go away.

This year, start making an effort to correct credit problems and restore your good credit. URW has several options to assist our Members in doing so.

#### Option A

##### Credit Builder Loan

URW will loan you \$500 to put into a Certificate account. You will then pay back the \$500 in either weekly or monthly installments. Once the loan has been repaid, the funds are yours.

#### Option B

##### Share Secured Loan

Deposit your tax returns or any other cash into either a savings account or Certificate account and URW will loan you money against your money. The interest rate is excellent and once the loan is paid, the funds are yours. Funds are even released as you pay down the loan.

URW reports to the credit bureau, so in no time, you too can start to rebuild and re-establish your credit! Call any Loan Officer for details.



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# Members Chatter

## What, in your mind, is the Credit Union Difference?



### Jamie Rising

URW is the only financial institution that I know of that does so much for both its Retirees and Kids. Since I have been here, I've noticed that URW has kids trick or treat the credit union, include them in the URW parade float and plan a Christmas party for them.



### Ellen Hargis

Coming from a bank, I've noticed that the credit union way of doing business is very interesting. The credit union way is very professional, yet relaxed. Members seem to feel that the credit union isn't as stuffy as a bank and feel more at ease conducting their financial business. I love it here! It's totally different from the bank.



### Lisa Tarpley

I too came from a bank and feel that we have better quality services and products. I'm very impressed by the motto of People Helping People. It's more friendly and the Members actually like coming in! If you come through the drive-thru, be sure to say "hi"! I look forward to seeing you!



### Eric Hancock

I am very impressed that a financial institution is ran by a staff and volunteers who really care. Here, there is no corporate red tape, our Board sets policy and the staff interprets it. Sometimes, people don't fit into a "cookie cutter" loan model. We have the ability to do what's best for the Member and sometimes that's not what a "cookie cutter" loan from a bank could accomplish. Also, as a Member, I am part owner of the credit union. That's is the new way to conduct financial business, where you actually have a stake in the business!

These are four of our newest members. When looking for a financial institution, Go UNION!

### URW COMMUNITY FEDERAL CREDIT UNION

Hours: Monday & Friday 7:30 AM - 5:00 PM Tuesday - Thursday 9:00 AM - 5:00 PM

Drive Thru Open Weekdays from 7:30 AM to 5:00 PM **434-793-1278**

## PENSION & INSURANCE

- Coordination of Benefits (COB) for 2004

*\*The company is not going back and reimbursing on COB's that are just being sent in for 2004. If a form was already in and it was an over-site by the company, the reimbursement will be made.*

- Fund management for 401-k: Some information about some new funds was sent to wrong addresses. Hewitt didn't use the quality checks that they should have. Information will be mailed out again.

- Anthem will no longer print provider directories after January 5, 2005. You will have to go on line to locate providers in your area.

Audits will be done on employee's dependents in 2005 to make sure your dependents are correct. ACS Benefit Solution Center will do the Audits.

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and Zip Code of the area of the provider you.  
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www.retirementpassport.com

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## WINTER WARM-UP

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# Statesville Mold Plant Reaches Agreement

November 22, 2004 - The United Steelworkers of America (USWA) announced today that members at Statesville, NC plant location have overwhelmingly ratified a three-year contract with the Goodyear Tire and Rubber Company. It is the first contract at the plant where the workers in February 2004 chose the USWA as its collective bargaining representative under a card check neutrality agreement.

"We're pleased that we have reached an agreement with Goodyear-Statesville that makes our members in Statesville partners in the ongoing turnaround of this company," said Tom Drescher, Local Union Negotiating Committee Member.

95% of voting members were in favor of the new agreement, which provides workers with a network of job security measures in addition to increased seniority and work

schedule rights. "Provisions that restrict the company's ability to contract-out work will maximize the utilization of our skilled and experienced members," said Terry Gentle, Local Union Negotiating Committee Member.

Many of the details have surfaced. The items we know of are as follows:

Prior to new contract	After contract approval
Plant operated on a rapid rotating 12-hour schedule. This means every time you returned from your off days you would rotate from days to nights or nights to days.	New schedule is 12-hour fixed. Shift choice is based upon seniority. New schedule starts on December 28.
No grievance procedure. No one to represent employees when they felt they were unfairly treated.	Established a grievance procedure that is similar to the Goodyear chain, including binding arbitration.
No seniority provisions	Seniority used for crew selection, overtime offering, layoff and recall, job bidding & vacation selection.
Vacation was decided by drawing names. If more than one person wanted a week, names would be drawn to see who would get it.	All vacation will be done on the basis of seniority. The person with the most seniority has choice first.
Contracting out language—none was available.	To protect the jobs of the plant work force, a provision was drawn up limiting out-sourcing and it applies to production and maintenance.
No employment security.	Provisions have been established to secure the Statesville plant work to their plant.
Employee healthcare, no caps.	Caps were established on co-insurance costs for employees. Cap is 5% for 2005 and 8% for 2006 & 2007.
No reporting pay procedure.	Establish a ½ shift reporting pay. If employee is required to report, they would be paid a minimum of ½ shifts pay irregardless of how long they worked.
General wage increases as company felt necessary.	10/1/04 -- \$0.30      12/27/04 -- \$0.20
Wages were \$17.25 for production and \$19.25 for maintenance.	10/03/05 -- \$0.30      10/02/06 -- \$0.27  Wages at the end of this contract will be \$18.32 for production and \$20.32 for maintenance.
No night shift differential	\$0.15 per hour night shift differential from 6:50 pm until 7:00 am

Statesville has eight holidays. Elections will be held for Officers and Representatives in January. These are the major issues; many other items were also discussed and agreed upon. USWA Local 831 welcomes our newest contract holders to the USWA and wish them a very Merry Christmas.



## ATTENTION

All union members should hold on to your last check stub so that you will know what you paid in dues for the purpose of filing taxes for the year 2004. The Local has no way of knowing what a member pays because everyone's dues is not the same. **Remember:** keep your last check stub.

## Check your Stub!

If you have worked during a week where you were paid vacation, you may have been over paid for your medical premium. If you have single coverage, you should have paid \$156.00 for the year, if you have family coverage, you should have paid \$468.00 for the year. This is listed as medical on your pay stub. If you have paid more than the above-mentioned amount, you may see Jim Garber, Human Resources for a refund of your over payment. Additionally, if you have overpaid for medical, likewise you have for the recreation association. Recreation should be \$104.00 for the year. You will want to carry your stub with you as proof.

## We Send Our Sincere Condolences To

Butch Blair, Shelby Blair, Horace Beck, John Farrish, Carl Franklin, Tony Gunter, Percy Hutchings, Danny Johnson, Raymond Johnson, Marvin Moore, Jimmy Newcomb, Pete Setliff, Dennis Shelton, Freddie Walker, Aubrey Wilson Jr.  
To the family of retiree Artis "Big Bo" Pride

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<b>JANUARY 2005 CALENDAR</b>						
December AC <b>26</b>	BD <b>27</b>	BD <b>28</b>	AC <b>29</b>	AC <b>30</b>	BD (T) (C) <b>31</b> New Year's Eve Plant Holiday	January BD <b>1</b> New Year's Day
BD <b>2</b>	AC <b>3</b> Executive Board Meeting 7:30 AM	AC <b>4</b>	BD <b>5</b>	BD <b>6</b>	AC <b>7</b>	AC <b>8</b>
AC <b>9</b>	BD <b>10</b>	BD <b>11</b>	AC <b>12</b> SOAR Meeting 11:00 AM	AC <b>13</b> Union Meeting 7:30 AM/PM	BD <b>14</b> Virginia's BD Lee-Jackson Day B-Day Observed	BD <b>15</b>
BD <b>16</b>	AC <b>17</b> Martin Luther King B-Day Observed	AC <b>18</b>	BD <b>19</b>	BD <b>20</b>	AC <b>21</b>	AC <b>22</b>
AC <b>23</b> / 30	BD <b>24</b> / 31	BD <b>25</b>	AC <b>26</b>	AC <b>27</b>	BD <b>28</b>	BD <b>29</b>