

PENSION & INSURANCE

By Gloria Gravely

■ Dependent Audit

The deadline for the dependant audit was midnight on December 16, 2005. Any dependents not verified by this date will be dropped from the insurance and the termination date will go back to July 11, 2005.

■ Optional Life Insurance

Effective January 1, 2006, Minnesota Mutual will be the carrier for the Optional Life Insurance. If you go out of work on A&S or Leave of Absence for a period of time, once you return to work you will need to call Minnesota Mutual at 1-800-660-2584 and let them know that you are back at work and to start your payroll deductions for your optional life insurance. If you come back

before 1-1-06, you would call Met-Life at 1-800-438-6388. Do not wait for Goodyear to get your deductions started again. The process will go faster by calling the Insurance on your own. If there are funds in the Cash Accumulation Fund, premiums will come out of that for the employee. Spouse's premiums will have to be mailed in if there is a policy on them.

■ Family Status Change

If you need to make a Family Status Change, you must have it done within the 31 days after the event. Marriage, divorce, birth of a child, loss of coverage, etc.; constitutes a change in family status. Please make sure you have the forms stamped with the date on it so there will not be

a dispute on the time frame in which it was done. Open enrollment will be the next time that you will be able to make changes. You can go by Human Resources at the plant or come by the Hall to make your changes. Keep a copy for your records.

■ Coordination Of Benefits (COB)

Everyone has to update a new COB form if they are expecting a reimbursement for 2006. The form was included in your Open Enrollment package. If you did not update it on the computer during Open Enrollment, you still can send it in to the Goodyear Benefits Solution Center. This applies to anyone who has a "Working Spouse" who pays a premium for the insurance. If the Solution Center does not have a COB on file for 2006, you will not get reimbursed the 50% of your spouse's premium. Send Your Update TODAY!



The Local Union SOAR Chapter held their annual Christmas Dinner on December 14, 2005. There were over 200 in attendance. The next SOAR meeting will be January 11, 2006. If you are not a member, **you don't know what you are missing out on!**

December Membership Meeting Minutes

USW Local 831 held its' regular membership meeting on December 8th with President Danny Barber presiding. These were the highlights of the meetings:

- Charlotte Wright opened the meeting with prayer followed by the Pledge of allegiance.

- President Barber welcomed several guests from Asheboro wire plant and got membership approval for them to attend our meeting.

- Roll call of officers, all were present except William McLaughlin who was on vacation.

- Recording Secretary, Brenda Miles presented the meeting minutes from November and they were approved as read.

- Executive Board report for December was approved and contained the following items:

- Send two COPE members who are lobbying the General Assembly to the AFL-CIO Legislative Convention

on February 12 & 13, 2006.

- Donation of four \$25 gift certificates from the Outback for the SOAR Christmas dinner.

- Board recommendation to accept the changes to the master language concerning the Freeport sale.

- Send President Danny Barber and one safety committee member to Tyler Texas for a safety seminar.

- President Barber read a letter concerning the change from BCM's to Value Stream Managers. The union is protesting the change.

- Motion to donate \$5,000 to the Veterans Memorial to be located in Dan Daniel Park. (See memorial story)

- Dana Dixon gave a brief description of the Veterans Memorial as Dave Newman explained it to the board. The model was on display at the meeting.

- Dana Dixon presented the financial report for October and

November. They were approved as read.

- Gloria Gravely addressed membership concerning pension and insurance issues. (See P&I in this issue)

- Jeff Dixon addressed membership on shop steward elections and the upcoming mini-arbitration set for January.

- Motion was made to move into the special meeting for the purpose of voting on two issues relating to the Freeport plant.

- President Barber explained the two issues surrounding the Freeport sale. (See Titan Deal extended)
- The vote was taken and the action was approved.

- 50/50 winners were Irving Lawson and Brenda Miles.

- The door prize drawing was for \$550 however, Charles Echols Jr., cc#6583, dept 2431 was not in attendance.

District 8 Katrina Collection Efforts Outstanding

District 8 Director Ernest R. "Billy" Thompson has reported on fund raising efforts in his district. As everyone knows, Local 831 raised \$17,178.20. While this is a great effort, District 8 did have a few larger contributions. Local 9477 raised \$49,000 and their company matched that with another \$39,000. Local 14440-01 raised \$20,000 with a company match of \$20,000. The other Local Union that did better than our local was 9443, they raised a combined \$31,546.68 from five amalgamated units. There are many more locals who gave and they are too numerous to mention. As you can see, Virginia lead fund raising efforts for the district. Again, thank you to everyone who contributed to these efforts.

Goodyear Names Wessel Director

AKRON, Ohio (Dec. 6) -- Goodyear has elected Michael R. Wessel, an attorney with nearly 30 years of experience as a policy and international trade adviser in Washington, to its board of directors.

Wessel was nominated for election to the board by the United Steelworkers union, which received the opportunity to get representation on the board via the 2003 master contract settlement with the Akron tire maker.

Wessel has been a senior vice president with the public affairs consulting firm Downey McGrath Group since 1999, and was appointed by Congress to serve as a commissioner of the U.S.-China Economic and Security Review Commission in 2001. He became a fellow of the Economic Policy Institute in 1996.

He served as a staff assistant, legislative director, policy director and general counsel for former Rep. Richard Gephardt (D-Mo.). He was an economic and trade policy adviser for Gephardt and later John Kerry in their president campaigns.

He also was a senior policy adviser for the Clinton/Gore Transition Office in 1992 and 1993.

Goodyear's board now numbers 11 directors.

KATRINA FUNDS RAISED

KENTUCKY	91,304.02
WEST VIRGINIA	30,300.00
VIRGINIA	121,118.20
MARYLAND	96,350.00
TOTAL	339,072.22



\$25.00 OFF
TAX PREPARATION FEE

TWO LOCATIONS:

617A Piney Forest Road • Near Hall's Pastry Shop
Piedmont Mall - Lower Level • Near JC Penney
Danville, VA 24540

Present this coupon to your tax preparer and Liberty Tax Service will prepare your return to your satisfaction.

Free Electronic Filing and
Most Refund Loans in 24 Hours
Coupon Expires 4/15/2006

434-793-1090

Titan Extends Ag Deal Deadline For Fifth Time

The following was obtained from Tire Review:

Despite claims that it has reached an agreement with the United Steelworkers that would pave the way for the completion of its planned purchase of Goodyear Tire & Rubber Co.'s agricultural tire business, Titan International has filed for its fifth extension for the deal.

The new deadline set by Titan is Dec. 31. Last week, Titan said that it had reached a tentative deal with USW Local 745, which represents Goodyear's Freeport, Ill., ag tire plant, and said that it had reached an agreement with the USW International.

According to Titan, USW Local 745 will schedule a ratification vote in the coming weeks. Titan announced last February that it was buying Goodyear's North American agricultural tire business, including the Freeport plant, for \$100 million. However, Goodyear's master contract with the USW prevented the sale from being completed until the prospective purchaser - in this case, Titan - negotiated a new contract with the union.

Titan had to extend the completion date for the deal four times as it worked to reach an agreement with

EDITOR'S COLUMN...

Toyota more American than General Motors & Ford

At a time when trade deals are putting American workers out of work and big business is busy moving operations out of this country, why is it that some of the foreign auto makers are finding the United States to be home? Toyota has been on U.S. soil for some time now, but would anyone every thought that they would be vying to become the #1 American-made automobile manufacturer. Toyota just announced plans to expand production in the U.S. through its alliance with Subaru and Fuji Heavy Industries. Fuji currently makes 100,000 cars a year at their Indiana facility, including Outback station wagons, Legacy sedans and Baja and Tribeca sport-utility vehicles.



Now in addition to the many Toyota ventures in the U.S., BMW has a huge plant in South Carolina; Hyundai has begun operations in Alabama and along with these once foreign automakers come several associated automobile parts manufacturers. If these guys can make it happen right here in the United States, why can't GM & Ford who already have a presence also make it happen instead of running to foreign countries to make their vehicles and ship them back to the states? The answer in my mind is our American companies are so caught up in padding the pockets of the executives that they have lost track of who made them what they are today. This philosophy of greed for the CEO's will eventually cause these companies to topple. I never thought I would say it, but it looks as if some of these once-foreign companies are actually treating the employees better than the old American companies. As GM & Ford scream about employee compensation, Toyota and Hyundai are paying wages as high as and even greater in many locations. I know that the Toyota plant in Indiana has a top pay of \$26.60 an hour. Pay and benefits are competitive and the vehicle quality is better than most, but we must remember, that quality is being provided by the American worker that GM & Ford continually complain about. All in all, I think the problem with GM & Ford really lies with the upper management and as usual, the workers get the blame.

I still am dedicated to my philosophy of buy American, however, I'm finding that these foreign-born, now American automobile manufacturers may be more American than the American-born companies. I just feel if they can make it happen, GM & Ford can too.

Dana Dixon, Managing Editor

USW Local 831 CREDENTIALS

285 Shady Grove Road
Providence, NC 27315-9477
(336) 388-5537 • FAX: (336) 388-5009
USW District 8 • www.usw831.org

■
Danny Barber
President and Editor

■
Dana Dixon
Managing Editor

■
Janet Gwynn & Danny Travis
Associate Editors



the USW and USW Local 745.

Informer Editors note:

In addition to the vote by Local 745 members, other locals are required to hold votes on two key issues contained in the Master agreement. The first being the transfer of Supplemental Unemployment Benefits (SUB) funds from the Goodyear/Kelly fund to establish a Titan fund for those workers. The transfer would be calculated by using the formula for

funds already designated from the Freeport plant. The second would be extending preferential hire language to those employees on layoff now for 60 days. Those employees would be allowed for only the 60-day period. Employees still working would have pref-hire rights for 5-years if layoffs occur. Approval of these terms would clear the road for Local 745's vote and the sale to continue.



Jeff Dixon,
Division III Chairman

Questions & Answers

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

If I'm on vacation during a holiday period, do I still get holiday pay?

Yes, you still get holiday pay, however, by being on vacation you are not scheduled and your pay would be 8 hours if on continuous (12-hour) schedule. Normally, without having vacation scheduled, employees receive 12-hours on scheduled days and 8-hours on non-scheduled days. On traditional schedule (8-hours) workers receive 8 hours for each holiday.

Language on this issue can be found on pages 28-32, Article VI, General Wage Agreement, Holiday Pay.

Support Your Union! BE INVOLVED

WINTER WARM-UP *Car Care Package*

- Lube - Oil Change
- Top Off Under-Hood Fluids
- Replace Wiper Blades
- Complete Tire Rotation
- Check Tread Depth On All Four Tires
- Adjust Tire Pressure To Manufacturer's Specs
- Evaluate Brake Condition
- Inspect Battery Terminals & Conditions
- Examine All Belts & Hoses For Cracks & Proper Tension

** Except extended-life antifreeze.*



\$44.95

**Offer Good
January and
February 2006
with this Coupon.**

*Visit our store at
450 Mt. Cross Road • Danville, VA
434-792-1022*

New Union Members Visit Hall

Newly organized workers from the Goodyear wire plant in Asheboro paid a visit to Local 831's union hall during the December meeting. President Danny Barber introduced the group to membership and welcomed them to Danville. The following attended from Asheboro were: Jackie Cranford, Jerry Lindley, James McKenzie, David Wilburn, Mike Allred and Rosa Callicult. Mrs. Callicult is currently involved in negotiations with Goodyear.

The new union members were invited to Danville to get a first hand look at a union meeting in action. After the meeting, the group was invited to sit in on a grievance committee meeting to observe how one is conducted.



Each union member from Asheboro talked about trials and tribulations they have endured from the beginning of their endeavor. "Right from the get-go these workers have had to fight every step of the way to organize. It began, when the card-check recognition was challenged by some employees for the legitimacy of the process. Our master agreement allows The United Steelworkers to try to organize at any Goodyear plant in North America if they so desire. This process is what was challenged," stated 831 Communications Coordinator Dana Dixon. Instead of waiting for two years for a decision from the National Labor Relations Board (NLRB), the Steelworkers decided to drop the card-check and have a traditional NLRB style election. The results of the vote to organize were overwhelmingly agreed to.

"After talking to my new union brothers and sisters, I felt a little spoiled. When I began working for Goodyear-Danville 30 years ago, all I had to do was sign a union card. There was no harassment from management, no retaliation or any of the things that these fine people have had to go through just to have what I have always had," commented Education & Publicity Member Danny "Tree" Travis.

"It was obvious to me that we were in the midst of new leaders to come. Dedication, commitment and fortitude were ingredients that I saw in each of our visitors. Local 831 wishes our new union members the very best and they have our support," stated President Danny Barber.



Memorializing Our Veterans

With all the recent conflicts, it's not hard to realize we owe our veterans much thanks. A local group, which was formed, to look at ways to honor Korean War Veterans has done just that. Mr. Dave Newman, one of the founders of this group spoke with city officials about donating a piece of land for such a memorial, after a site was offered, the group decided that they had been given such a great location that they should use it for all veterans, not just Korean war vets. That is how the Veterans Memorial was started. Located at Dan Daniel Park, the memorial will sit in the middle of a half-acre site where site preparation has already begun.

Our local union membership has already agreed to donate \$5,000 to the project. That money will pay all costs on the granite podium that will hold the 30" X 30" bronze plaque that honors our only local Congressional Medal of Honor recipient, Mr. Archer T. Gammon. The plaque was recently located during the cleaning of a local museum. Once it was found, the family was immediately contacted and the family donated it to the memorial project. The plaque was once mounted on the Archer T. Gammon ship. After its' decommissioning, it was sent to Danville. You may ask yourself why Local 831 has taken such an interest in this project. The answer is quite simple. "We have 600+ members who are veterans and this is a way we can honor each and every one of these hero's," states President Danny Barber.



Dave Newman addressed the Executive Board on Monday, December 5, 2005 with an impressive model of the memorial as well as a nice list of local businesses and organizations who have already contributed. The memorial will be a semi-circle style with a walkway. The center of the memorial will feature three flags; the U.S. flag, the Virginia state flag and a POW/MIA flag. A seven-foot high black granite wall that is 156' long will hold all the "Killed in Action" (KIA) names. In the walkway, there will be 2'X4' black granite slabs with a brief history of each war, starting with the revolution, 1812 up to today. This will allow a scout leader or history teacher access to the facts needed to teach history. The plaque podium (sponsored by 831) will be located in the center of the wall that will house the names of veterans who were KIA. In addition to this listing of names, anyone may purchase bricks that will make up the walkway in honor of any vet-

**ENJOY HEALING & RELAXATION
IN THE COMFORT OF YOUR OWN HOME**

DISCOVER THE HEALTH AND BEAUTY BENEFITS OF SAUNA HEAT

FINNLEO
Saunas / Steam / Infrared

MARQUEE SPA
LIFE WATER AND MORE

ENJOY STRESS RELIEVING HYDROTHERAPY

SPAS • SAUNAS • WATER FILTRATION SYSTEMS • POOL CHEMICALS
BOTTLED WATER • ABOVE GROUND POOLS • POOL MAINTENANCE

H2O ZONE

MOUNT CROSS PLAZA • 365 LOWES DR. SUITE A • DANVILLE • 792-6300
ACROSS FROM WAL-MART

FALL/WINTER HOURS • MONDAY - SATURDAY 10-6 • SUNDAY CLOSED

\$500.00 OFF ANY SPA OR SAUNA
TO ANY CURRENT GODYEAR EMPLOYEE OR RETIREE

eran, living or dead and from any location. These bricks are available until January 31st at \$70 each. Forms can be obtained from the union hall or at the Community Foundation, located in the First Citizens Bank, 530 Main St., WBTM, Star Tribune in Chatham, M&M Furniture, Danville Register & Bee and the Chamber of Commerce. "Our goal is to build a history lesson for generations to come," stated Dave Newman. A local teacher recently asks the students, "What did veterans do?" A little boy raised his hand and said, "They did what they had to do, so that we can do what we want to do!" This is a true story that happened right here in Danville according to Mr. Newman. So this is why Local 831 has agreed to help with this project, to honor those who did what they had to do, so that we are allowed to do what we do today!

NOTICE: Optional Life Insurance

If you receive a January 2006 premium, **PLEASE DISREGARD THAT NOTICE**. Effective January 1, 2006, Minnesota Mutual will become the carrier for our optional life insurance. Notices will go out from Minnesota Mutual around late January or the first of February concerning your January premium payments. All funds will roll over to Minnesota Mutual after December 31, 2005. Please do not send any more premium payments to Met-Life after that date because it will be hard to recoup that payment. Keep in mind that your premiums should be up to date with Met-Life by the end of December.

Every Effort Exhausted

It all started last August with a preliminary mailing from the Budco Dependant Verification Program asking Goodyear employees to verify their dependants. Employees had a chance to remove dependants if they were not eligible, and there would be no penalty. If all dependants were eligible, you did nothing.

In September, Budco sent mail to employees asking for verification of dependants. Marriage license, birth certificates, school records of children, income tax records all could be used to verify dependants. Budco stressed in their letter that they must receive this information by December 16, 2005. In early December, Budco reported that there were over 900 employees listed in Danville that had not returned this very important information. Budco had stated, that all dependants insurance would be cancelled if they did not receive this information by December 16.

With the help of Marion Purnell, BJ Jenson, Gloria Gravely, Greg Gammon and former P&I representative Benny Toller that number decreased to a little over 600 December 8. What did they do? These individuals called or attempted to call every person that had not responded to Budco. "I don't think some people understood the severity of not responding to Budco. Dependants would lose their coverage if this information was not received by the December 16 deadline," stated P&I Rep Gloria Gravely.

Employees at the Danville plant have been reminded about the deadline through union meetings, the plant newsletter, union newsletter, DQTV, bulletin boards, shift start up meetings, module meetings, local 831's website and then finally through phone banking. "We could not get in touch with some employees because their addresses



and phone numbers had changed. It is the responsibility of the employee to make certain that their phone numbers and addresses are up to date with Goodyear. We are doing everything we can to get in touch with the no responders, but there will probably be some that we will not be able to reach," stated P&I Rep Greg Gammon. Employees who miss the deadline of sending the information on their dependants will not be able to get them back into the system until open enrollment is offered in late October or early November of 2006.

RETIREMENT IS NO TIME TO STOP PLANNING FOR RETIREMENT.

You've spent years saving and investing for the day when you can put work behind you and enjoy the things you love. But the only thing that should change on that day is your strategy.

At Edward Jones, we can create a plan to help ensure the money you've saved will be there for you throughout your retirement. So you may look forward to a steady, stable income for years to come.

To find out why it makes sense to talk with Edward Jones about your retirement savings, call today.



Chris R. Eastwood, AAMS
Investment Representative
1295 South Boston Road
Danville, VA 24540
(434) 791-2595



Hershel M. Stone, CFP®
Investment Representative
2276 Franklin Turnpike
Danville, VA 24540
(434) 836-4717

www.edwardjones.com
Member SIPC

Edward Jones
MAKING SENSE OF INVESTING



Totally Free Checking with Free Cash!

Just Fill Out and Bring in This Coupon and We'll Deposit \$15 in Your Account When You Open a New Checking Account for \$250 or More!

Name _____

Address _____

City _____ State _____ Zip _____

Unlimited Check writing * No Minimum Balance First Debit Card is Free

This bonus is a cash offer valid only for new checking accounts. One cash gift per member. Accounts opened with funds transferred from existing URW accounts are not eligible for the free cash offer. Free cash offer may be discontinued without prior notice. Free cash gift will be deposited directly into your new account at opening.



Community Federal Credit Union
A Union Tradition Since 1970!

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 2005. 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 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

Ronald Archer, James Beard, David Bray, Danny Bumpus, Gus Camburides, Rodney Cobbs, Earnest Ferguson, Gene Ferrell, Tracy Fitz, Timothy Francisco, Donovan Garland, Holly Gibson, Bennett Gobble, Charles Gourley, William Gunter, Timothy Hardy, Leonard Hearp III, Randy Hodnett, Anthony Inge, Roman Inge, Ernest Irvin, Kenneth Irvin, Todd Isom, Irving Lawson, Jr., Eugene Lipscomb, Jerome Mcelrath, Curtis Paul, Charlie Perkins, Sean Poole, Brian Pruitt, Suzanne Pruitt, Rocky Rice, Ted Rice, Kenneth Rigney, Danny Robertson, Ronald Scott, Jr., Stanley Shelton, Lester Taylor, Lawrence Thomas, Shelby Totten, James Towler, Jerry Towler, Vernon Towler, Connie Tucker, Jr., Preston Turner, Ricky Wharton, David Wiles, David Witcher, Randolph Witcher, Ronald Wooten, Sr.,

U.S.W. Local 831

285 Shady Grove Road
Providence, NC 27315

Return Service Requested

Presorted
Standard
U.S. Postage
Paid
Danville, VA
Permit No. 141



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
JANUARY 2006 CALENDAR						
BD 1 New Years Holiday	AC 2	AC 3 Executive Board Meeting 7:30 AM	BD 4 SOAR Executive Board Meeting 1:00 PM	BD 5	AC 6	AC 7
AC 8	BD 9	BD 10	AC 11 SOAR Meeting 11:00 AM	AC 12 Union Meeting 7:30 AM/PM	BD 13 Virginia's Lee-Jackson Birthday Observed	BD 14
BD 15	AC 16 Martin Luther King Birthday Observed	AC 17	BD 18	BD 19 Mini-Arb Scheduled	AC 20	AC 21
AC 22	BD 23	BD 24	AC 25	AC 26	BD 27	BD 28
BD 29	AC 30	AC 31	February BD 1	BD 2	AC 3	AC 4

Continental Tire Wants 35% Pay Cut

The following was obtained from the Charlotte Observer:

Management asks 1,000 at Charlotte plant to decide by Jan. or production may be cut

Management of Continental Tire North America has asked the 1,000 workers at the company's Charlotte plant to give up 35 percent of their pay and benefits by January.

If the workers' union doesn't agree, the company is ready to immediately cut the plant's production by 30 percent, and hasn't ruled out closing the plant altogether, said chief executive Alan Hippe.

The plant's union leaders say they need more information before they'll decide whether to agree to the demands.

Continental is the No. 4 tire manufacturer in the world; it has 29 locations in its worldwide tire division.

Hippe, who heads the Charlotte-based division of German automotive giant Continental Group, described the company's demands in an interview with the Observer this week in his Charlotte office.

Failure to reduce costs at the plant, which the company has said is its costliest, would require "severe decisions," Hippe said. "This is not excluding a stop of production in Charlotte."

United Steelworkers Local 850 organized six workers and two union leaders to meet with the Observer Thursday to discuss their frustration with the demands.

"It's unfathomable. It's a huge cut for anybody to take," said Brian Rich, a 28-year employee.

Added Jerry Bullard, a 30-year employee: "People are taking this as a kick in the teeth."

Other manufacturing industries such as steel have made such demands in response to competition from lower-paying countries, and other U.S. automotive companies including General Motors Corp. and Delphi Corp. are demanding huge concessions from workers.

"I don't think (the Continental demands are) extreme relative to the crisis in manufacturing," said Chad Apaliski, a staff researcher for the international office of the United Steelworkers of America union in Pittsburgh.

However, Continental's approach is different from other companies such as Goodyear, he added: "The take-it-or-leave-it attitude is extreme relative to other negotiations we've seen in the tire industry."

Hippe said the company has given workers the option of deciding where the cuts come from. They can keep more wages by cutting benefits such as pensions and health coverage deeply, or they can cut wages further to keep more benefits. The savings to the company would amount to \$32

million annually.

"It's a major change, no question about that," Hippe said. "We are flexible as long as we get the savings. We perceive it as a very reasonable offer. Even with that, we are still competitive in the Charlotte labor market. I think there is no doubt we will still find people prepared to work for us."

The cuts would bring the Charlotte workers' compensation in line with the company's European average, Hippe said, which includes both high-paid workers in Germany and low-paid workers in the Czech Republic. Hippe said the cuts are necessary to avoid shifting more production to low-cost countries such as Brazil, and to combat \$80 million in increased raw materials costs for the North American operation due to increases in oil and steel prices.

The demands follow the company's decision last summer to cut the Charlotte plant's production by almost a third, to about 6.5 million tires a

year, and reduce its work force by about 300 people.

Continental workers said meeting the company's demands would lead to a younger, less-skilled work force and contribute to higher turnover, which would result in higher training costs to the company.

They also say they want assurances the company won't be back to ask for more cuts later. Hippe didn't allay that fear in his interview: "We're not giving guarantees," he said, noting the company recently cut production at its Stoecken plant in Germany after winning concessions from workers earlier this year.

The Charlotte union is also asking for detailed information to prove the cost cuts are necessary, said Mark Cieslikowski, president of the local chapter. "We're not just going to sit here and say 'OK,'" he said. "If the company really needs the help, we're willing to help the company, because I've got 1,000 people who need their jobs."

The company has agreed to give the union more information next week, and the union will then begin working on a counterproposal. The workers' current contract expires in April, though the current discussions are not part of contract negotiations, but an independent demand.

Union members expressed doubt they can meet the company's Dec. 31 deadline for an agreement; Apaliski noted that 2003 negotiations between Goodyear and its workers took more than three months.

Tony Crumbley, vice president for research for the Charlotte Chamber, said that even after the cuts, Continental's compensation would remain above the average for manufacturing workers in the Charlotte region.

"If the wages are still above the average, that's positive. But if I were in the employees' shoes, I would have a hard time adjusting to that," he said. "But on the other hand, is a reduced job better than no job?"



Salvation Army & Local 831 Celebrate Christmas

Angel Tree

*A tiny tot, she hangs her head,
It is Christmas Day so why is she sad?*

*Her mother and father,
Grandma and grandpa too,*

*Are all unemployed so
What is a child to do?*

We all care so we lend a helping hand.

An angel we all become we have to take a stand.

Just imagine a child awakening without one present under the tree,

Not a doll, not a bike, nothing for them to see.

This is where both you and I have to come in,

To take up the slack and to look after all fellowmen.

There is a joy in giving, however, please give from your heart,

Not grudgingly, give cheerfully and let's all take a part.

Each year Local 831 and Goodyear join together to raise money to support the Salvation Army's Angel Tree. Aubrey Reynolds challenged the entire plant that he would contribute \$1,000 if the remaining

employees could raise \$10,000. This is the fourth year and each year the goal was met. Last year the gate collection, Union Angel Tree, Unisteel challenge, and maintenance collection raised a total of \$9,162.45.

This amount for this year was \$13,558.65. This includes \$6,098.65 from gate collections, \$2,000 Local 831 contribution, \$1,000 from the maintenance collection and Reynolds \$1,000 donation. Additionally, employees or Local 831 adopted 78 angels at an average of \$45.00 each for a net on angel gifts at \$3,460. That brings you to

the grand total of \$13,558.65.

When Division Chairman Jeff Dixon was asked how he felt about the Angel Tree, he stated, "this is one of many good things Local 831 does, it is very rewarding because you are given an opportunity to give back."

Thank you,

***Merry Christmas
and Happy New Year.***

