

JANUARY 2004  
ISSUE 1  
VOLUME XXX  
USWA LOCAL 831

# The Informer

Representing Workers of Goodyear Tire and Rubber/Servitex/Goodyear Service Store/URW 831 Credit Union

## Local 831 Volunteer Opportunities Available

After every local union election the President has the duty of appointing and/or re-appointing members to serve on committees. President Barber has indicated that any member that is interested in serving, including those already on committees should submit a letter to him before February 1, 2004.

Local 831 has the following committees:

**COPE** works directly with area legislators on issues affecting workers. There are seven members. They also assist in voter registration and other manners pertaining to legislation.

**By-laws Committee** consists of three members. They review any requests of proposed changes to our by-laws and report their findings to membership.

**Educational & Publicity** -The committee consist of three members who are responsible for preparing the Informer, reporting to International on local issues of interest and other communications as directed by the President.

**Membership Development & Organizing** duties include encouraging and assisting those eligible for union membership to join as well as assisting other facilities to become union.

**Skilled Trades Committees** made of maintenance members of various trades. They meet to discuss job determinations, submit applications for journeyman cards and work with the maintenance Division Chairman on other issues pertaining to the skilled trades in our plant.

**Civil Rights Committee** meets to discuss any issues that surface pertaining to ones civil rights. They meet as necessary.

**Women of Steel** meets to discuss issues effecting our female workers.

**Picnic committee** is in charge of organizing and preparing an annual picnic for the members of local 831.

There are a lot of opportunities available for those interested in moving Local 831 into the future. Just provide a written request to President Barber prior to the deadline.

## Relay for Life to be held in May

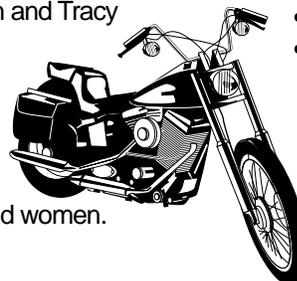
This year's Relay for Life, sponsored by the American Cancer Society will be held at the Pittsylvania County Fairgrounds on May 21 and 22 of 2004. The Women of Steel are once again helping to spearhead this event. They are asking for volunteers for team leaders in every department in the plant on each crew. They will also need fund raising volunteers and individuals to walk in the relay. This will be the third consecutive year that our Local has participated in this event. All monies will go to research in finding a cure for cancer. Anyone that is interested should leave their name, phone number, department and shift with either Charlotte Wright, Janitor, B crew 7 8 &9 Banburys or Brenda Miles, Recording Secretary of Local 831. You can also call the Hall at 388-5537 and someone will get the word to either Charlotte or Brenda. Department Team Leaders are needed immediately. Thanks for your continued support for this cause.



## PAF Drawings Held

Many of our members signed up for the PAF contributions last year and all names who contributed through December 2003 were put into a drawing for a 2003 Harley Davidson and other prizes. Local 7173 member, Trisha Garcia, drew the tickets. Jerry Hartman of USWA Local 1023 (Yokohama-Salem, Virginia) won the grand prize of the Harley Davidson motorcycle. Locals in Virginia signed enough members to allow the state to have its own motorcycle. The other three states in our District were put into another drawing for a motorcycle. Our local did come away with 10 PAF jackets. They go to G.T. Haar, Billie Moore, Desmond Wilson, Barry Hudgins, Linda Johnson, Grady Scarce, Nathan Blackwell, Walter Borden, J.L. Anderson and Tracy Wright.

Thank you to everyone who has elected to contribute to the Political Action Fund. This money is used to support legislators who support working men and women.



## INSIDE THIS ISSUE

PAGE 2  
• SOAR Minutes  
• If Microsoft Built Cars  
• District 8 Scholarship 2004

PAGE 3  
• January Membership Meeting Minutes  
• Member Chatter

PAGE 4  
• Editor 's Column  
• New Shirts Coming!  
• Thank You!  
• Avoid Overtime

PAGE 5  
• Questions & Answers

PAGE 6  
• Union Highlights In 2003

PAGE 7  
• Shop Stewarts Elected & Appointed

PAGE 8  
• February Calendar  
• Condolences  
• Retirees  
• Dues Reminder



January 14, 2004

The meeting was called to order by President Jack Dodson. All Board members present. There were 90 members present.

Opening prayer was by Lester Doss followed by Pledge of Allegiance.

Minutes of December 2003 and November 2003 read and approved as read.

Treasurer's report for December 2003 and November 2003 read and approved as read.

Kenny Stevens gave a report on the Conference he attended in Miami in Nov. 2003. Kenny read the letter he sent to the Danville Register concerning the treatment received by law enforcement personnel.

Wyatt Watkins reported that DanChem employees are on strike and need Soar members to help at the picket line.

Brunswick stew will be at the next meeting on February 11.

Door prizes for an oil and lube change from Perry Bros. won by Lynn Stewart and Wadie Fitzgerald. Oil and lube change from Goodyear Service Store, Mt. Cross Road won by J.C. Hudson and Joel Bryant.

Fifty-fifty won by Draper Fuquay.

Willie Fitzgerald reported that Gold Adkins will have the tire sale March 22-26 and wants Soar members to attend the hot dog stand.

Motion made to adjourn and seconded.

Our thanks to Nancy Chaney and her group for a delicious meal.

Respectfully submitted,  
**Nancy Guill**, Secretary

**PLAN NOW TO ATTEND THE  
NEXT MEETING ON  
FEBRUARY 11,**

## If Microsoft built Cars

For all of us who feel only the deepest love and affection for the way computers have enhanced our lives, read on.

At a recent computer expo (COMDEX), Bill Gates reportedly compared the computer industry with the auto industry and stated, "If GM had kept up with technology like the computer industry has, we would all be driving \$25.00 cars that got 1,000 miles to the gallon".

In response to Bill's comments, General Motors issued a press release stating: If GM had developed technology like Microsoft, we would all be driving cars with the following characteristics (and I just love this part):

1. For no reason whatsoever, your car would crash twice a day.
2. Every time they repainted the lines in the road, you would have to buy a new car.
3. Occasionally your car would die on the freeway for no reason. You would have to pull over to the side of the road, close all of the windows, shut off the car, restart it, and reopen the windows before you could continue. For some reason you would simply accept this.
4. Occasionally, executing a maneuver such as a left turn would cause your car to shut down and refuse to restart, in which case you would have to reinstall the engine.
5. Macintosh would make a car that was powered by the sun, was reliable, five times as fast and twice as easy to drive - but would run on only five percent of the roads.
6. The oil, water temperature, and alternator warning lights would all be replaced by a single "This Car Has Performed An Illegal Operation" warning light.
7. The airbag system would ask, "Are you sure?" before deploying.
8. Occasionally, for no reason whatsoever, your car would lock you out and refuse to let you in until you simultaneously lifted the door handle, turned the key and grabbed hold of the radio antenna.
9. Every time a new car was introduced car buyers would have to learn how to drive all over again because none of the controls would operate in the same manner as the old car.
10. You'd have to press the "Start" button to turn the engine off.

Please share this with your friends who love - but sometimes hate - their computer!

## District 8 Scholarship 2004

"At the desk where I sit, I have learned one great truth. The answer for all our national problems - the answer for all the problems of the world - comes to a single word. That word is education," Lyndon B. Johnson, former President of the United States.

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 our "Scholarship Program" for high school graduates of our brothers and sisters of participating locals in the Welfare and Education Fund. There will be four scholarships awarded in our district, one from each state of Kentucky, Virginia, West Virginia and Maryland. Total value of each scholarship is \$4000.00 (\$1000.00 per year). Any son, daughter or legal ward of active, retired or deceased USWA members in Local Unions participating in the District 8 Welfare and Education Program.

The applicant must be accepted for admission in an accredited college or university. The candidate however, should not wait for acceptance by a school before he or she files for the scholarship. Determining factors of receiving the award will include: High School Record, SAT/ACT Scores, Essay, Grade Point Average, Financial Need and Extra Curricular Activities.

Applicants must be postmarked on or before the fourth Friday in February - (February 27, 2004). Applications for the District 8 Scholarship can be picked up at the Union Hall.

# January Membership Meeting Minutes

USWA Local 831 held its regular membership meeting on January 8, 2004 with President Danny Barber presiding. These are the highlights of the meeting:

■ David Payne opened the meeting with prayer followed by the pledge of allegiance.

■ Roll call of officers, all were present except Gloria Gravely who was out sick

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

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

• To send the negotiating committee to a Workshop and Discussion on Jan.19-20 in Nashville

• To send two COPE Committee members to the USWA Industrial Union Legislation Conference on Feb. 1, 2, and 3rd in Washington D.C.

• Motion to buy a \$500.00 gift card for the DAN CHEM workers who are out on strike

• Participating in the March of Dimes Telethon on Jan.25, 2004

• Local 831 will take letters of interest from union members on committee openings

• Two grievance appeals, both decisions of the grievance committee were upheld

• Motion to increase the price of The Informer ads from \$50.00 to \$75.00 for half page ad, quarter page ad from

\$25.00 to \$37.50 and business cards from \$15.00 to \$20.00

■ Benny Toller, Pension & Insurance Representative addressed the following items:

• Some providers are asking for the 10% co-pay up front because they are having problems getting individuals to pay their bills. They want to work out some type of payment arrangement if you cannot pay. The Doctors are calling Blue Cross/Blue Shield and getting the allowed amount first, then asking for the 10% co-pay in advance

• The drug co-pay went into effect on October 1, 2003

• If your spouse has insurance coverage with their employer and a claim is filed and paid, please keep the EOB (explanation of benefits). If Goodyear's BC/BS is secondary and the provider does not file for the secondary coverage, you will need the primary insurance EOB to file the claim

■ COPE committee member Byron Taylor gave a report on the winners of jackets who signed up for the PAC check-off and the winner of the Harley Davidson Motor Cycle

■ Dana Dixon and Paul Tucker won the 50/50 drawings

■ L. A. Adkins, cc# 2738, dept. 1411, name was drawn for the attendance prize. He was not present The attendance prize for February will be \$150.00

■ Motion to adjourn, motion carried!

## Member Chatter

### What is your New Year's resolution for getting Goodyear back on track?



**Pam Carter**  
2415-C Crew

*"Perform my job with quality in mind at all times."*



**Daniel Lee**  
1521—3rd Shift

*"Be at work and do the best I possibly can on my job."*



**Dillion Rucker**  
2541-A Crew

*"To build each tire with the utmost quality for I may one day meet it on the highway ."*



**David Soyars**  
1320-A Crew

*"Do my job according to the spec and be at work everyday I'm scheduled."*

## U.S. helps firms avoid overtime

WASHINGTON - The Labor Department is giving employers tips on how to avoid paying overtime to some of the 1.3 million low-income workers who would become eligible under new rules expected to be finalized early this year.

### Avoiding overtime

The Labor Department is suggesting ways employers can avoid paying overtime to newly eligible workers. It offered this example of a "payroll adjustment":

A worker earning \$400 per week for 40 hours becomes eligible for overtime pay, which would average five hours a week. The employer can convert the worker to an hourly pay rate. But instead of paying \$10 an hour plus overtime, the employer can cut the worker's pay to \$8.42 an hour, or \$336.80, for a 40-hour week. The five hours of overtime pay at time-and-a-half - totaling \$63.15 - gets added to the reduced pay. The new pay with overtime equals \$399.95 per week, compared to the old salary of \$400 per week with no overtime.

**Source:** Labor Department's proposal to revise overtime pay rules, published March 31, 2003, in the Federal Register.



USWA Local 831 would like to thank everyone for their contribution to the Salvation Army gate collection. We collected \$3,137.80. Thanks Again!

## USWA Local 831 CREDENTIALS

285 Shady Grove Road  
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 is OUR Union!*

The USWA is 1.2 million working and retired members throughout the United States, Canada and the Caribbean, working together to improve our jobs; to build a better future for our families; and to promote fairness, justice and equality both in the workplace and in our societies.

Our union is a resource: an organization that provides education, research and representation to help us achieve those goals; a network made up of hundreds of thousands of workers just like you, united to face the challenge of an ever-changing workplace in a constantly changing world.

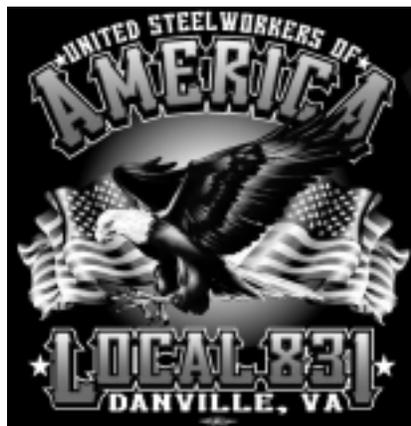
Steelworkers are men and women of every ethnic background from cities and towns across every region of our countries, workers who join together in local unions to bargain a better deal-more job security, a healthier and safer place to work, better benefits and an end to arbitrary, unfair treatment.

The USWA elects its own leaders both internationally and locally. We set the patterns for hundreds of thousands of workers in dozens of industries. Our union contracts do more than raise wages and deliver an array of benefits such as pensions, health care and vacations. They also secure equal treatment on the job and provide an established procedure for resolving differences with supervisors and management in a grievance procedure that resolves disputes on their merits, not on favoritism.

You see, the USWA is our union, an organization fighting to improve our wages, benefits and working conditions; to ensure justice and dignity on the job; and to create a social movement to better the lives of all working people.

Anytime someone says, what's the union done for me? Remind them of all the things the union does behind the scenes. The union movement works, if you're not on board-you should be!

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# Questions Answers

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

## Question-What is the procedure for shift preference when you bid on a new job?

Employees transferred or awaiting transfer **may** file a "Preferred Shift" card with the department to which they have or will be transferred. Such employees will not be eligible for shift preference rights until they have completed the learning time of the job, or 30 days from the job award date or transfer date, whichever is the lesser. Thereafter, their cards will be processed as outlined in Article X, Section 5.

The word **may** in the above language puts the burden of responsibility on the employee. The employee must ask for the shift preference card and must keep it up to date as they see fit. Failure to fill out a card or have a card filled out incorrectly could result in placement on whatever shift has the opening. Employees must fill out a new card every time you are awarded a new job. Your "Preferred Shift" card does not travel with you.

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## Rules for Investing

in Today's Stock Market

Edward Jones

Hershel Stone - 836-4717

Chris Eastwood - 791-2595

# Union Highlights in 2003

## JANUAR Y 2003

- \* Michael Scarver, USWA PAC Director gave presentation on PAC at Howard Johnson

## FEBRUAR Y 2003

- \* Approval to send the President and Policy Member to the "Most" Time Study Conference

## MARCH 2003

- \* Union holds first press conference with the media concerning contract negotiations. Six media sources attended
- \* Gloria Gravely and Danny Travis attended the USPA Newsletter Conference in Nashville
- \* District 8 Rapid Response Coordinator, Ronnie Watson spoke to membership about the current struggles of labor and the importance of supporting candidates that support labor

## APRIL 2003

- \* \$500.00 was donated from Local 831 to the Providence Fire Department
- \* Vice President, Terry Trull reported to membership that the Union had a firm to check Goodyear's books and that the company is indeed in bad financial shape

## MA Y 2003

- \* Local 831 participates in the Relay for Life, which is sponsored by The American Cancer Society for the second consecutive year and contributes \$1,000.00 to the foundation
- \* Update is given on negotiations in Cincinnati. Three prime things needed for the union members: Successorship, Job Security and Neutrality

## JUNE 2003

- \* Motion to send two COPE committee members to the AFL-CIO Convention in Vienna, Virginia
- \* Names were drawn for reserved seating to see the Danville Braves play. We held 2 Solidarity Days at Braves games.

## JUL Y 2003

- \* Local 831 members hold a parking lot rally at the Danville plant for the purpose of receiving information on negotiations and a prayer vigil for it's members and the community
- \* Regular membership meeting was dispensed with in order to move into a special meeting for the purpose of discussing the rejected offer from Goodyear

## AUGUST 2003

- \* David Dabbs wins attendance drawing for the August meeting of \$700.00
- \* Executive Board Member, Wayne Teague retires after 30 years
- \* Past Vice President, Johnny Dodd accepts his 30+ year retirement watch and pen set at the August meeting

## SEPTEMBER 2003

- \* Motion is made to hold the vote on the tentative agreement on September 12, 2003 at the Union Hall
- \* Tentative agreement is explained to membership by President Barber and Policy Member, Benny Toller
- \* Motion to hold nominations of officers at the October 9, 2003 meeting

## OCT OBER 2003

- \* P&I Rep, Benny Toller reported that open enrollment starts Nov. 10, 2003, COB forms must be filled out and mailed or faxed to Goodyear Medical Benefits Dept.
- \* Local gets involved in a state education initiative to help

# WINTER WARM-UP *Car Care Package*

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## NOVEMBER 2003

- \* Union officers are elected
- \* Motion to allot \$2000.00 to support the Angel Tree for Christmas
- \* Motion to donate \$250.00 for the March of Dimes Telethon

## DECEMBER 2003

- \* Eddie Robitson is introduced as the new District 8 Staff Representative
- \* Women of Steel sponsors a 50/50 raffle to benefit the Homeless Shelter of Danville
- \* Salvation Army Gate Collection is held at the Danville plant

# Shop Stewards Elected & Appointed

During the month of December, every area of the plant had to elect new shop stewards for the next two years. Below are those elected and appointed by Division and Department.

## Division I-Departments 1211 & 1320

"A" Crew	Andy Lunsford	Elected
"B" Crew	Donald Loftis	Elected
"C" Crew	Luther Adkins	Appointed
"D" Crew	Richard Barksdale	Unopposed

## Division I-Departments 2431

"A" Crew	Jimmy Newcomb	Unopposed
"B" Crew	John Hooks	Unopposed
"C" Crew	Lawson Williams	Elected
"D" Crew	Harry Brooks	Appointed

## Division I-Departments 1330, 1331, 1414 & 1415

1st Shift	Bobby McCain	Unopposed
2nd Shift	Ethel Jones	Appointed
3rd Shift	Courtney Dixon	Unopposed

## Division I-Departments 1411, 14121, 2311 & 2312

"A" Crew	Priscilla Fitzgerald	Unopposed
"B" Crew	Steve Wright	Appointed
"C" Crew	Lee Martin	Unopposed
"D" Crew	Matt Fraiser	Unopposed

## Division II-Departments 2333, 2421, 2420 & 2415

"A" Crew	Wayne Dickerson	Unopposed
"B" Crew	Mike Fox	Elected
"C" Crew	April Blackwell	Elected
"D" Crew	Barry Austin	Appointed

## Division 11-2541 & 3541

"A" Crew	Tony Powell	Unopposed
"B" Crew	Roger Dockery	Elected
"C" Crew	Scott Davis	Unopposed
"D" Crew	Paul Eastridge	Elected

## Division III-Departments 1521, 1522 & 1523 (paint line)

1st Shift	Bill Brown	Unopposed
2 nd Shift	Richard Miller	Unopposed
3 rd Shift	Daniel Lee	Unopposed

## Division III-Departments 1523 (truckers) , 1524, 1526, 1631 & 4040

"A" Shift	Greg Gammon	Unopposed
"B" Shift	Mark Long	Unopposed
"C" Shift	William Barksdale	Unopposed
"D" Shift	Jeff Nunley	

## Division IV-Department 1110

"A" Crew	Richard Eames	
"B" Crew	Barry Bridgen	Unopposed
"C" Crew	Frankie Reynolds	Unopposed
"D" Crew	Howard Wood	Unopposed

Thank you to everyone who ran for shop steward and good luck to those who have attained the position. Being a steward is a difficult job. As members we can help them in their duties by addressing issues in a timely manner and providing the full story when we have a problem. The steward works closely with the Division Chairmen in the resolving of grievances and upholding of our contract. Any time you have a problem and need representation, tell your area manager or lead hand that you need to see your steward and they should get them in a timely manner.

**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.

- Billy Barbour-2311
- Richard Davis-1411
- Roy Doolin—1411
- Montie Heath—2415
- A.C. Hodnett-2541
- Danny Scism—4040

## We Send Our Sincere Condolences To

Carl Adams, Tommy Adams, Steve Amos, Betty Adkins, Don Adkins, John Adkins, Leslie Barbour, Steven Cassidy, James Coles, John Crowder, Diane Durham, James Farmer, Quenton Giles, Eddie Hairston, Charles Hubbard, Ernest Jones, Marshall Jeffries, Barethonie Johnson, Lewis Ludwick, Allan Mayhew, Ricky Miles, Richard Rust, Percy Wilson, Donnie Younger



### Dues Reminder

Just a reminder to all members, you must keep your last check

stub with 2003 earnings if you use union dues as a deduction on your taxes. Every member's dues are different, so the Local Union has no way of posting dues amounts.

**U.S.W .A. Local 831**  
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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<b>FEBRUARY 2004 CALENDAR</b>						
February BD <b>1</b>	AC Executive Board Meeting 7:30 AM <b>2</b>	AC <b>3</b>	BD <b>4</b>	BD <b>5</b>	AC <b>6</b>	AC <b>7</b>
AC <b>8</b> AFL/CIO Legislative Conference In Richmond	BD <b>9</b>	BD <b>10</b>	AC SOAR Meeting 11AM <b>11</b>	AC Union Meeting 7:30 AM/PM <b>12</b>	BD <b>13</b>	BD Valentine's Day <b>14</b>
BD <b>15</b>	AC <b>16</b>	AC <b>17</b>	BD <b>18</b>	BD <b>19</b>	AC <b>20</b>	AC <b>21</b>
AC <b>22</b>	BD <b>23</b>	BD <b>24</b>	AC <b>25</b>	AC <b>26</b>	BD <b>27</b>	BD <b>28</b>
BD <b>29</b>	March AC <b>1</b>	AC <b>2</b>	BD <b>3</b>	BD <b>4</b>	AC <b>5</b>	AC <b>6</b>
AC <b>7</b>	BD <b>8</b>	BD <b>9</b>	AC <b>10</b>	AC <b>11</b>	BD <b>12</b>	BD <b>13</b>