

MARCH 2004
ISSUE 3
VOLUME XXX
USWA LOCAL 831

The Informer

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

Wear Your Union Logo Proudly

Local 831 has several items in stock for your purchase. In addition to the items listed below, we also have a few odd and end shirts in various sizes. Stop by the hall today to start wearing your union logos proudly.

- Family Security tee-shirts, Reduced to \$8.00
- Solidarity Rocks tee-shirts, up to size XL \$10, 2XL-\$11, 3XL-\$12
- Black shirt with Flag & Eagle, M-XL \$10, 2XL-\$11, 3XL-\$12 & 4XL-\$13
- Black satin jackets, M-XL \$32, 2XL-\$33, 3XL-\$34
- Black hat, \$8, black & tan hat, \$10, Camouflage hat, \$10
- Golf bag pouch, \$3.50
- American flag pins, \$1.00



PAF Jackets Presented

Over the last few weeks, some of our members have stopped in the hall to pick up the Steelworker PAF jackets they won as a part of the drawings held for signing up for the USWA Political Action Fund. This fund is used to support legislators who support working men & women. Pictured today are: President Barber presenting to B.J. Moore, Barry Hudgins and Walter Borden. We will run more in later issues.



INSIDE THIS ISSUE

PAGE 2

- SOAR Minutes
- February 2004 Arbitration Results

PAGE 3

- March Membership Meeting Minutes
- Member Chatter

PAGE 4

- Editor's Column
- A little knowledge, some old, some new!

PAGE 5

- Questions & Answers

PAGE 6

- The Many Avenues Of Steelworkers

PAGE 7

- Pension & Insurance

PAGE 8

- April Calendar
- Condolences
- Retirees



MARCH 10, 2004

President Jack Dodson called the meeting to order. All Board members were present except J.C. Hudson.

Opening prayer was by Joel Bryant.

Minutes of the February meeting and Treasurer's were read and approved.

Willie announced that raffle tickets are available for a set of Goodyear Tires and proceeds must be turned in by the April meeting. The drawing will be held at the April meeting.

Motion made by George Stewart to buy a utility cart for the supply room. Seconded by Marie Marlowe. Motion passed.

Drawing for door prizes won by:

- Freddie Anderson - oil and lube change from Perry Bros., Piney Forest Rd.

- Ming Y. Toth - oil and lube change from Perry Bros., Piney Forest Rd.

- Jimmy Gross - oil and lube change from Gold Adkins, Goodyear Service Store.

- Pete Romano - oil and lube change from Gold Adkins, Goodyear Service Store.

Mack Nelson was the winner of the 50-50 drawing.

Motion made to adjourn meeting. Motion seconded and passed.

We appreciate the members who prepared the lunch for this meeting.

Nancy Guill, *Secretary*

February 2004 Arbitration Results

Arbitration was held on February 26 & 27, 2004 with the Arbitrator, Stanley Sergent hearing the cases.

Grievance # 108-03-1525, Discharge for absenteeism (Won)

Employee had been given a last chance letter for absenteeism and had absences after that letter. The arbitrator ruled that a last chance letter is to give an employee an opportunity to improve. In this case the grievants' near perfect attendance from January until October 2003, (the absence that triggered the termination) clearly demonstrated the employee had both the ability and desire to maintain attendance at an acceptable level. As a remedy, the arbitrator ruled to reinstate the employee without back pay for lost earnings or other benefits.

Grievance # 109-03-1521, Discharge for absenteeism (Lost)

Employee was discharged for absenteeism. The union felt the discharge was procedurally defective because the grievant never received a five-day suspension prior to the last chance letter. The arbitrator ruled that the grievant had a dismal record for the short period of employment and despite repeated efforts on the part of the company to correct the problem through counseling and progressive disciplining. There is a point where the company should be able to say enough is enough. "That point was clearly reached in this case," therefore, the arbitrator denied this grievance.

Grievance # 113-03-1320, Discharge for violating last chance letter (Lost)

Employee had a last chance letter for threatening and harassing behavior. Incidents leading up to the termination included conversations with the nurses where the grievant was loud and the nurses felt threatened. As a part of the last chance letter, the employee had agreed to never harass or threaten an hourly or salary associate by any method, such as telephone call, letter or in person. The arbitrator ruled that the last chance letter had been violated and the discharge was just.

Grievance # 17-04-1411, Discharge for violating harassment policy (Won)

The company feels the grievant violated the policy on racial harassment. A small figurine that had lain on the desk for days was painted with a marker and then replaced the noose that was on it and placed it back on the desk. The figurine was a small Peter Pan toy that comes in a Wendy's Happy Meal. The toy was placed on the shelf of the desk, where it remained for several days. Witnesses, testified about the grievants' work history and the usual "joking around" that occurs in this department. The arbitrator ruled that the company has a right to enforce a policy prohibiting racial harassment, Secondly, there is no doubt the grievant engaged in extremely poor judgment, but there is no evidence that the employee acted with malice. Moreover, the grievant has apologized and shows true remorse. These gestures provide strong assurance that the grievant is not likely to repeat the mistake and should be given a chance to atone for the wrongdoings. Therefore, the grievant should be reinstated with full seniority, but must accept the blame for bad behavior by not receiving back pay for lost earnings or other benefits.

USWA Local 831 engages in Binding Arbitration in an effort to resolve grievances beyond the normal in-house procedures. Prior to arbitration, numerous grievances are resolved without taking them to the arbitrator. Appearances for the union usually include the Local Union Negotiating committee, the grievant and any pertinent witness. For the company, Human Resources Manager, Vincent Williams, the pertinent Business Center Manager and any witness they might want to call.

The numbering of grievances is as follows: Example 34-03-1521. The 34 represents the 34th grievance, the 03 is the year of that grievance and the 1521 would be the department were the grievance occurred. So, this would have been the 34th grievance of 2003 and it occurred in department 1521.



March Membership Meeting Minutes

USWA Local 831 held its regular membership meeting on March 11, 2004 with President Danny Barber presiding. These are the highlights of the meeting:

- Ronald Williams opened the meeting with prayer followed by the pledge of allegiance.
- Roll call of officers, all were present.
- Recording Secretary, Brenda Miles presented the meeting minutes from the February meeting. They were approved as read.
- Executive Board report from the February meeting was approved as read and contained the following items:
 - Motion to send three Women of Steel to the International Women's Conference to be held May 1-5, 2004 in Washington, D.C.
 - Motion to send the President and

Policy Member to the Spring Interim Meeting to be held in Albuquerque, New Mexico from March 23, - April 2, 2004.

- Motion to allot \$15,000.00 for the 2004 Union Picnic.
- Motion to accept the agreement between USWA Local 831 and SOAR Chapter 8-UR-1
- Motion to allow the Cub Scouts to use the grounds at the Union Hall from July 5-10, 2004.
- Grievance appeal: Motion made to uphold the Grievance Committee
- Executive Board action March 8, 2004. To send the Civil Rights Committee to training to be held at Local 400 in Danville, Va. on April 7, 2004.
- William (Stick) McLaughlin gave the Financial report for the month of February.
- Motion made to accept two

rejoining members

- Benny Toller, Pension & Insurance Representative gave the P&I report, which can be found in this issue.
- Recording Secretary, Brenda Miles reported on the Relay for Life in which the Women of Steel are sponsoring teams for this event. Relay for Life will run through May 21-22, 2004 at the Danville Fairgrounds. Anyone interested, please contact Brenda.
- President Danny Barber reported on local negotiations and the possibility of a strike.
- Phil Minter and Jason Davis won the 50/50 drawings.
- S.D. Ferguson name was drawn for the attendance prize. He was not present. The attendance prize for March will be \$50.00
- Motion to adjourn, motion carried!

Member Chatter

How do you feel about this? For the past five years, Local 831 has gotten more involved in the community and played a much broader role in charitable contributions. Some examples include: Relay for Life, supporting needy families at Christmas, Solidarity Day with the Braves, providing the union hall grounds for the Cub Scouts, March of Dimes Telethon etc.



Priscilla Fitzgerald
(1411-A Shift)
All the community involvement will benefit everybody. I would like to see more unions and for that matter companies get involved in the communities they serve.



David Vernon
(2541-B Shift)
We are blessed with both our union and our jobs, it great to be able to give to those less fortunate.



Ted Fitz
(1320-A Shift)
It's great! We're headed in the right direction. We're allowing people to see who and what we really are.



Jimmy Newcomb
(2431-A Shift)
We should have been doing this all along. I hope we can do more in the future. We've been blessed, now we're sharing.

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EDITOR'S COLUMN

Enough is Enough!

Union members and salary employees alike have reached a point where enough is enough. How much longer must we endure the continual uncertainty about Goodyear's financial accounting errors? This has been lingering over our heads and prevents the long anticipated turn-around that has been projected. I feel everyone is to a point that they wish Goodyear would just come clean on every issue. Only after everything surfaces can we really begin a rebuilding process. I'm not sure if they (upper management) are working out angles to protect their jobs, looking for scapegoats or what, but it has been far too long for employees and the financial world to wait. The longer it goes, the more people expect corruption.

The union agreed at the master table to accept far less than it deserves in an effort to put Goodyear back on firm ground. Salary people (not at the top) have suffered far too many job losses for there not to be any significant improvements to illustrate a turn-around in progress.

Many people are of the opinion that for years, Goodyear has funneled profits from North America to other regions. Other regions appear to have also contributed to the destruction of the accounting processes that Goodyear uses. Is there an end in sight? Will the SEC clear Goodyear? Will we ever get to see the financial results of the 3rd or 4th quarter of 2003? Are we really any better off than we would have been under the corporate raider, Goldsmith?

A lot of the Goodyear employees (union and salary) have put their faith in some of the new leadership, Keegan and Rich and the time has come that we deserve more than rhetoric.

You got some splaining to do Lucy!

Dana Dixon, Managing Editor

A little knowledge, some old, some new!

- * A dime has 118 ridges around the edge.
- * A "jiffy" is an actual unit of time for 1/100th of a second.
- * All 50 states are listed across the top of the Lincoln Memorial on the back of the \$5 bill.
- * Babies are born without kneecaps. They don't appear until the child reaches 2 to 6 years of age.
- * If the population of China walked past you, in single file, the line would never end because of the rate of reproduction.
- * If you are an average American, in your whole life, you will spend an average of 6 months waiting at red lights.
- * It's impossible to sneeze with your eyes open.
- * On a Canadian two-dollar bill, the flag flying over the Parliament building is an American flag.
- * The words 'racecar,' 'kayak' and 'level' are the same whether they are read left to right or right to left (palindromes).
- * There are 293 ways to make change for a dollar.
- * There's no Betty Rubble in the Flintstones Chewable Vitamins.
- * Your stomach has to produce a new layer of mucus every two weeks; otherwise it will digest itself.

Now you know everything!

USWA Local 831 CREDENTIALIALS

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Danny Barber
President and Editor

Dana Dixon
Managing Editor

Gloria Gravely & Danny Travis
Associate Editors



Questions Answers

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

If I bid on a job that is listed as “under protest”, what happens if the protest is settled?

A job is listed as “under protest” if an employee has been removed from, terminated or otherwise no longer on a job and the company has elected to fill that vacancy, however the union has grieved the availability of that job. If the protest is settled by replacing the original person to the job, the person who has bid and may have been awarded the job may have to be moved back to his or her pre-bid job (if it is still open) or even be subject to being sent to the employment office for job placement.

ANNUAL EASTER EGG HUNT!



URW holds our Annual Easter Egg Hunt every year on Good Friday at Dan Daniel Park. Kids and adults alike enjoy the festivities!

DATE	FRIDAY, APRIL 9, 2004
WHO	KID CREDIT UNION MEMBERS
WHERE	DAN DANIEL PARK
WHEN	4PM - 6PM
WHAT	EASTER EGG HUNT & PICNIC
ADMISSION	FREE



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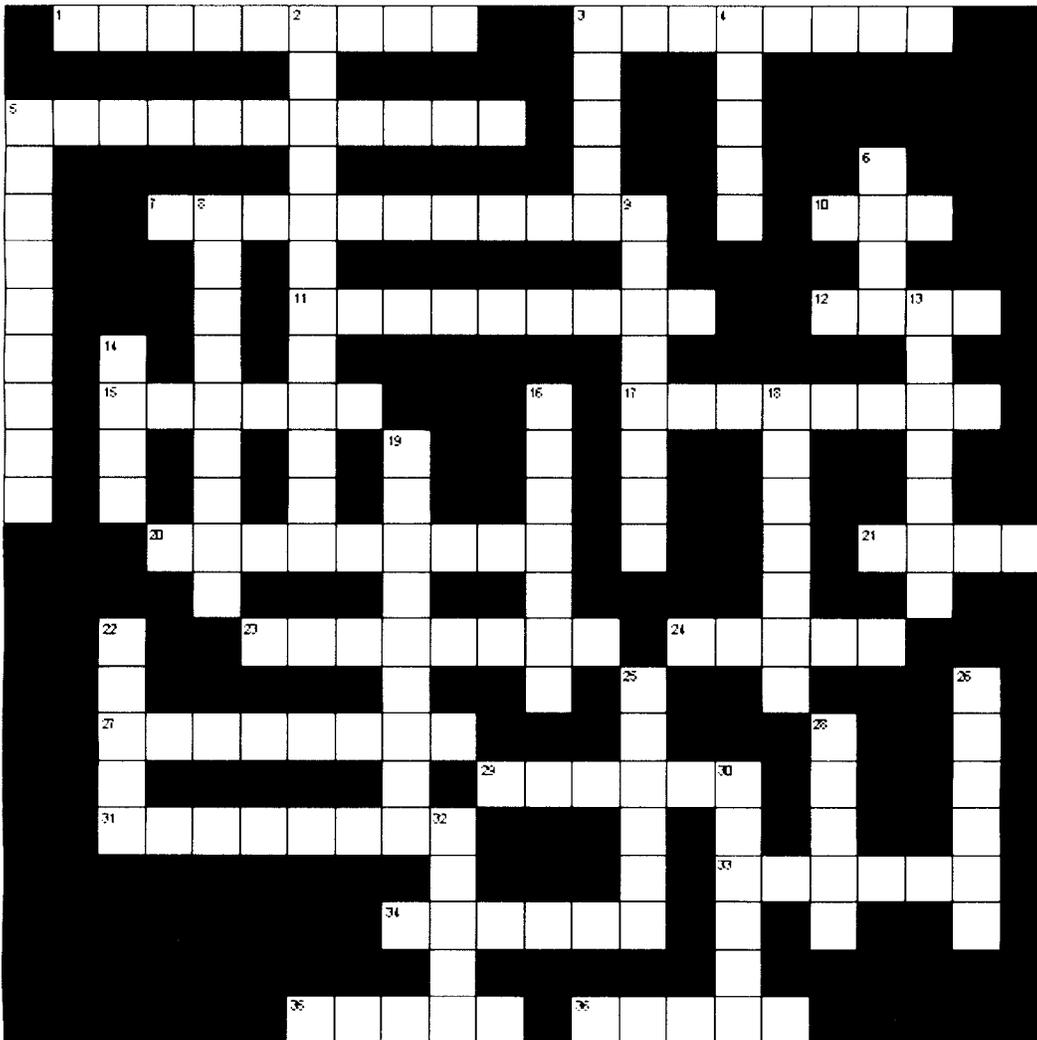
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The Many Avenues of Steelworkers

The following are words that represent types of work, fields where they may work or products they make or work with.



Across

1. Dow works with these.
3. More and more of this product is being used in cars.
5. In some plants they have "production workers" and _____ workers.
7. Places to eat away from home.
10. "_____ and Order"
11. Gas, electric, telephone, cable, etc.
12. "Hold your _____ until you can see the whites of their eyes"
15. Not sickly but in good _____.
17. This industry hauls merchandise and goods all across North America.
20. Factories where metal castings are produced.
21. A soil that is almost plastic when

- it is moist; but becomes hard when it is fired.
23. Instructors try to help better workers with _____ programs.
24. The buildings where our money is stored in vaults.
27. A foil used for cooking or re-heating.
29. Baseball players slang for a bat.
31. Churches conduct these on Sunday.
33. This agent plans holiday trips for you.
34. This metal is used to make electric or thermal conductors.
35. Workers take pulp and make it into this product.
36. Instruments that we use in a vocation, a job or a practice.

Down

2. These workers are in the building trades.
3. Some people do this to walls, others do it to their faces.
4. The initial industry our union was built on.
5. If this breaks down in a mill, the products can't be made.
6. Instead of driving, take this.
8. We send our children each day to hopefully obtain this.
9. The extraction of metal through heating.
13. You may go to this place if you don't own it - car, truck, movie.
14. The people in Newport News make these.
16. The work of caring for the sick or injured.
18. A preservation method of sealing cooked food for future use.
19. Some spouses want this arranged and re-arranged all the time in the livingroom.
22. These workers joined the USWA in 2003.
25. The check (cheque) bounced like a _____ ball.
26. Where we stay when we are on trips.
28. "Rock and Roll" is now "Heavy _____."
30. Not wholesale but _____.
32. Don't cast the first one.

PENSION & INSURANCE

If you receive a letter from Akron, Goodyear Medical Benefits concerning your COB not being on file, don't hesitate filling it out and sending it back. The Medical Benefits Department does not have you on record as having received one.

BC/BS has informed us that they can not discuss anything about your medical bills unless they have a signed authorization form on the employee, spouse and a dependent child 16 years of age and older on file.

The Working Spouse Reimbursement for active and retired employees will not be subject to any Federal and FICA taxes. (local or state taxes may apply)

Injectable medications are dispensed in 30 day supply only and you will only be charged only 1/3 of the 90 days supply for each 30 days supply.

Effective April 1, 2004 spouses who have other coverage that is primary must use their prescription drug benefit before the Goodyear or Dunlop benefit will be processed.

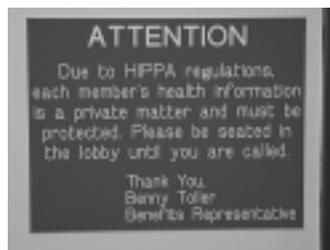
If the spouse has other coverage that is primary, the Express Scripts Mail Order Service cannot be used for prescriptions effective April 1, 2004.

Remember: When visiting a retail pharmacy, your spouse should present the prescription drug card for their plan as well as the Goodyear prescription drug card to receive the maximum benefit possible.

Outside of the Pension and Insurance office you will find a bright red sign which states:

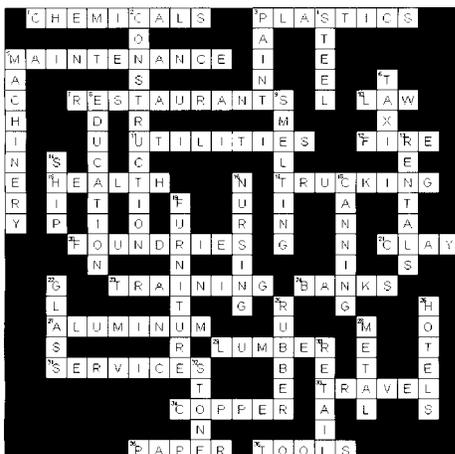
Due to HIPPA regulations each member's health information is a private matter and must be protected. Please be seated in the lobby until you are called.

Thank you,
Benny Toller
Benefits Representative



Due to HIPPA regulations everyone is asked to abide by this sign. Not only does it protect the members privacy act, it also protects Local 831. Please act accordingly.

Thank you



Spring

CAR CARE PACKAGE!

- Lube, Oil Change & New Filter (Up to 5 quarts of a major brand oil)
- Top Off Antifreeze & Other Fluids Under The Hood*
- complete Tire Rotation
- Check Tread Depth On All Four Tires
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- Evaluate Brake Condition
- Inspect Battery Terminals & Conditions
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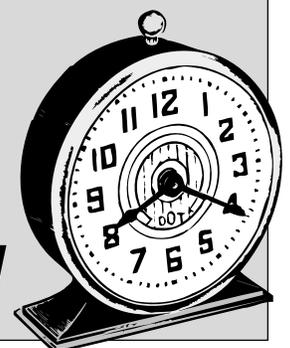
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Don't Forget!
Time Change
on April 4
Spring Forward



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.

- Elmer Logan - Dept 1522 Hired 1/20/69
- Lloyd Stanton - Dept 1524 Hired 9/30/74
- Henry Adkins - Dept 2415 Hired 8/23/71
- Melvin Stowe - Dept 2541 Hired 4/19/71
- Edward Richardson - Dept 2415 Hired 5/17/93
- Lewis Tripp - Dept 2541 Hired 1/16/67
- Ed Caviness - Dept 2415 Hired 11/5/73
- Mike Hatcher - Dept 3541 Hired 1/7/74
- Ruth Williams - Dept 2333 Hired 3/4/74
- Mike Bliss - Dept 1110 Hired 6/21/71
- Ivey Carter - Dept 2431 Hired 5/6/68

We Send Our Sincere Condolences To

Alfred Brown, John Cannon, Jason DeMott, Dean Duffey, Eddie Harbour, Ricky High, Willy Knight, Doug Knowles, Timmy Law, Jerron "Pete" Morton, Ralph Motley, Jr., Michael Motley, James Parker, Brett Phelps, Danny Robinson, Tommy Stephens, Danny Travis, Donnie Walker

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
APRIL 2004 CALENDAR						
March AC 21	BD 22	BD 23	AC 24	AC 25	BD 26	BD 27 Interim Meeting
BD 28	AC 29	AC 30	BD 31	BD April Fools Day 1	AC 2	AC 3
AC Daylight Savings Time Begins 4	BD 5	BD Executive Board Meeting 7:30 AM 6	AC 7	AC Union Meeting 7:30 AM/PM 8	BD Good Friday 9	BD 10
BD Easter Plant Holiday (C) 11	AC Easter Plant Holiday (T) 12	AC 13	BD SOAR Meeting 11:00 AM 14	April BD 15	AC 16	AC 17
AC 18	BD 19	BD 20	AC 21	AC 22	BD 23	BD 24
BD 25	AC 26	AC 27	BD 28	BD 29	AC 30	May AC 1