

Scholarships Available

Goodyear/USW 746L Scholarship: An application form is available on the website or may be picked up at the Union Hall or the Guardhouse. Deadline for applying is Monday, March 31 by 3 p.m. At the time of enrollment, scholarship recipients must be a dependent child of a Goodyear-Tyler employee; active, retired, layoff, or eligible partial plant closure associate as defined by the company benefits program. Scholarships will be awarded to Tyler Junior College, Trinity Valley Community College, and The University of Texas at Tyler or At-Large Scholarships to any accredited college or university in Texas and/or any accredited trade or vocational school in Texas.

The scholarship is for use during the coming scholastic year, which includes summer 2008; fall 2008; and spring 2009; any unused portion will revert back to the Scholarship Association in February 2009. It is understood that this is an academic scholarship to be used toward obtaining a college or technical degree.

The 2008 Scholarship Committee will work the same as in the past year. Planning of the scholarship banquet is underway and those receiving the scholarships will be notified of the date, time and place. The Goodyear-Tyler recipients will be selected by a scholarship selection committee comprised of faculty members at an area college or university, at the request of the Goodyear-Tyler/USW 746L Scholarship Association Board of Directors, which includes Marsha Ballard, Anthony Cox, Kerbie Henry, Blue Martin, Gary Martin, Lewis Pryor and Sam Sammons.

Philip Murray Memorial Scholarship: The United Steelworkers District 13 office is accepting applications from high school graduates or those graduating before July 1, 2008. Applicants must be a member, son or daughter of a member, or a legal ward of a member of Local 746L. All candidates must have a "B" average or better during their junior or senior year in high school to be eligible. The Philip Murray Memorial Scholarship may be used at any accredited college or university in the United States or Canada. There are no restrictions as to the curriculum a winner may follow, except that it is one that will normally lead to a bachelor's degree. Students awarded other scholarships may continue to receive the Philip Murray Memorial Scholarship.

A section of the Scholarship Application must be completed by the Union representative and signed by the Finance Secretary. Therefore, the application is available at the Union Hall only, not on the website. Deadline to apply is Friday, April 25, 2008.

ICD Coordinator Position Opening

Steve Day, Institute for Career Development Coordinator (ICD) has given notice of resignation. For those interested in interviewing for this position, mail your resume to Marsha Ballard, Goodyear Tire & Rubber Company, P. O. Box 4670, Tyler, TX 75712, Attn: ICD Position, or drop it off at the Guardhouse or Union Hall. The deadline for turning in a resume is Friday, April 4, 2008 by 3 p.m. Please provide your contact information. DO NOT FAX RESUME, as it will NOT be accepted.

Executive Board

The 2008 USW Local 746L Executive Board members are Harold Sweat, President; Chris Antal, Vice President; Blue Martin, Recording Secretary; Charles Anderson, Financial Secretary; Gary Martin, Treasurer; Sherrell Brown and Turk Gorkmen, Guards; Joe Barron, Marcus Howard, and Red Blake, Trustees; and Wayne Hill, Guide.

Union meetings are held the first Thursday of each month at the John Nash Activity Building.

Deadline For TRA December Exits: Week of April 14

You must either be in Trade Approved Training or have been determined qualified for and signed a "Waiver of Training" in order to receive TRA funds after UI runs out. *If you do neither before this deadline, you can never receive Trade Readjustment Assistance (TRA) funds as a result of your Goodyear layoff.*

TRA is the money set aside for qualifying workers under the Trade Adjustment Assistance program. This is the money received by persons who are determined in need of training after their Unemployment Insurance (UI) funds are used up. However, it can only be paid to persons who qualify, meet the necessary guidelines, and do the necessary paperwork.

This is a federal deadline. We cannot change or bend the

deadline for anyone – there are no exceptions!

What do you need to do? Meet with a Peer Resource Counselor in the Goodyear Room immediately to see if you qualify for these funds! **(There are six staff and 500 of you. If you do not call now, we will not be able to see you in time to get the necessary paperwork done!)** If you live outside of Smith County, take this article with you to your local Workforce Center and ask to speak to someone in WIA!

This is the deadline for everyone laid off December 28, 2007. If you were laid off after that, your deadline is 16 weeks from your layoff date.

The Obstacle in Our Path

In ancient times, a King had a boulder placed on a roadway. Then he hid himself and watched to see if anyone would remove the huge rock. Some of the king's wealthiest merchants and courtiers came by and simply walked around it. Many loudly blamed the King for not keeping the roads clear, but none did anything about getting the stone out of the way.

Then a peasant came along carrying a load of vegetables. Upon approaching the boulder, the peasant laid down his burden and tried to move the stone to the side of the road. After much pushing and straining, he finally succeeded. After the peasant picked up his load of vegetables, he noticed a purse lying in the road where the boulder had been. The purse contained many gold coins and a note from the King indicating that the gold was for the person who removed the boulder from the roadway. The peasant learned what many of us never understand!

Every obstacle presents an opportunity to improve our condition.

Author unknown

Meet your Division Leadership



Red Roden, Maintenance Division Chairman has been with the Company 24 years in September and is a Millwright by trade. Other duties include EI and Training Coordinator, and Scholarship facilitator. Red is married with two children.

Stewards for the Maintenance Division are S1 – Douglas Ray, S2 – Robin Calicutt. S3 – Erwin Anderson



Jon Hood, Production Division Chairman has been with the Company 23 years. He is a Lay Down Operator. He is also married and has three children.

Stewards for the Production Division are . Stewards are S1 – Dewayne Loosier, S2 – Danny Warren, and S3 – Terry Gibbs.

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Tire Rebate Coupons

Tire Rebate Coupons may be picked up at the Union Hall until Friday, **April 4, 2008 by 3 p.m.** The coupons are available for those who left the plant in the December 2007 Partial Plant Closure.

State and federal programs designed to help the people affected by the Goodyear Partial Plant Closure will expire soon. These programs have deadlines or eligibility requirements. These are your funds! It is your responsibility to learn the procedures and apply. Federal trade approved funds have a deadline of the week of April 14. *(See detailed article located elsewhere in the Stretch.)*

FROM THE PRESIDENT'S DESK

by
Harold Sweat

The **Supplemental Unemployment Fund** (SUB Trust Fund) position for this period is 41.37%. This dropped 25.61% from last month's report of 66.98%.

The Company notified the Union of plans to take some days out of the schedule in Buffalo, Fayetteville and Topeka. The reason for the temporary plant shutdowns is inventory adjustment of medium radial truck tires. The SUB Fund level mentioned above does reflect an estimated adjustment for this one-week inventory shutdown.

The Supplemental Unemployment Fund rules have been tested through many years of layoffs and plant closures. The SUB Fund is designed to provide a means for people to transition beyond the loss of their job. Contact a Peer Resource Counselor at the Workforce Center and learn about each program and see what is right for your situation.

Several people have exited in 2008 and may still be eligible to Preferential Hire. The sixty-day deadline for signing up for **Preferential Hire** has passed for those who exited in December 2007. Preferential Hire transfers have gone to Topeka, Gadsden and Fayetteville.

The Company is trying to retain a ticket for the Tyler plant that will sustain the hourly workforce with the current staffing level. **Equipment removal is taking place throughout the dormant**

parts of the plant. Training will be completed soon. The company says all the people who stayed to train will be exited by the end of April.

On behalf of the Union, I want to personally say a **heartfelt thank you** to the following people:

- Sherrell Brown, Benefit Rep who is still at the Union Hall working hard for our people.
- Tressa Hawkins, our secretary who has displayed a very patient and caring attitude toward our members during this trying time.
- Joe Wyatt, editor of the Stretch for several years, exited the plant in December but agreed to continue helping with the Stretch and website. Due to his busy schedule this will be the last Stretch Joe will publish as the editor. The Stretch has won several awards during Joe's leadership bringing much recognition to the Union.
- Charlie Waters, who donates time in various ways at the Union Hall.
- The people who have brought food to the Union Hall and to the Peer Resource Counselors at the Texas Workforce Center.
- Our wonderful group of SOAR Club volunteers who donate their time in so many ways!
- Our own Peer Resource Counselors at the Texas Workforce Center who are striving to make sure you receive all the benefits available.

These are difficult times for all of us whether you are on layoff, still in the plant or retired. The Union is on your side. Be proactive! Take the initiative to find out what benefits or information is available. Remember we are not defined by the way we handle Plan A. It is the way we handle Plan B when Plan A does not work!

In solidarity,
Harold Sweat

Important Deadlines

April 4	Resume for ICD position
April 4	Goodyear/USW 746L Scholarship Application
April 4	Tire Rebate Coupons pickup
April 14	TRA Waiver of Training
April 25	Philip Murray Memorial Scholarship Application

Editor's Note

As Harold Sweat stated in the "From The President's Desk" article, this will be the last Stretch that I am editor of. Outside of my friends in the plant, not being editor anymore will be my biggest loss for leaving Goodyear. I have truly enjoyed every minute I have spent working on this publication and the opportunities that it has given me. I especially want to thank Jim Wansley for giving me the opportunity to do this and to grow within this union. Thanks to Harold Sweat for all of the support that he has given to me as an editor and as a friend. Thanks also to Helen Young and Tressa Hawkins for helping me to get The Stretch printed and mailed each month. They

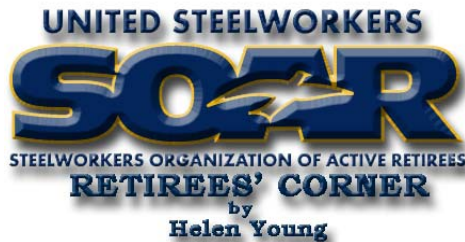
both did a lot of work that was above and beyond the call of duty.

Being editor for these past few years and really helped me to be prepared for what I am facing now while going to college. I am taking computer drafting and the computer skills I have developed as editor are really an asset to me now.

I will miss you all and I hope that each and every one of you who left finds a job or retirement or whatever makes you the happiest. To the ones who stayed, I hope Goodyear is in Tyler a long time for you. God Bless you all!

Joe Wyatt

As you all know our Stretch won't be coming out but quarterly now so we will have to get the news to you as best we can. If anyone has any questions concerning our meetings or some of our up coming events, please feel free to call me, Helen Young at 903-561-4096. Leave a message if I'm not at home and I will get back with you.



At our meeting in December 10th, 2007, we had covered dishes to go with turkey and ham. We had around 70 members present and we all enjoyed singing Christmas Carols together. Billy Joe Price even led us in a few Carols. We had a very wonderful get together because we all remembered that Jesus Christ was born on that day for each and every one of us.

At our January 14th, 2008 meeting we had around 50 members present. Also we had our 42 Tournament that day and Mr. Charlie Jones was our 1st place winner and I don't know the how the other winners went. Congratulations Charlie and you guys, I know this was not an easy feat. We had our monthly meeting and adjourned. We all kind of all milled around and visited one another. It was a good time.

At our February 11th, 2008 meeting as it was close to Valentine's day we had Mr. James L. Wages "Sincerely Elvis" as our entertainment. We had around 54 members present and we had Finger Foods and we all enjoyed the lovely music. We had door prizes, which was definitely in the Valentine Day Theme Chocolate Roses. The SOAR Club honored Mr. Roy Stanley with an Appreciation Plaque for all that he has done for the club and also his lovely wife Hazel Stanley.

At our March 10th, 2008 meeting we had 56 members present. Also we had another 42 Tournament and Mr. Mike Ware was 1st place winner, Bobby Jones was 2nd place winner and Charlie Jones our 3rd place winner. Congratulations guys on your winnings. We played Bingo and we had a lot of fun playing. Some of our mem-

bers would like to take a day trip like to the boats in Shreveport or some other one-day trip that might interest some. Please call me (Helen) and let me know what trips you all would like. Right now I am getting some info on a San Antonio Trip.

At our April 14th, 2008 meeting we will have the Hubbard Gospel Singers present as our entertainment. I hear they are really good. If you haven't been to any of our meetings this would be a good time to come and join us. We will have finger foods and lots of fellowship and fun.

On May 12th, 2008 meeting will be our annual Fish Fry, we won't have entertainment but will have our big 42 Tournament that day. The 42 Tournament will start around 10:30 am. until 5:00 pm. Then at 6:00 pm our SOAR meeting will start. Anyone interested in joining the 42 Tournament on that day please call Deno Robertson at 903-561-1467 or Roy Stanley at 903-592-3260.

On June 9th, 2008 meeting we will have a Bluegrass Band for entertainment. If you like Bluegrass then you must make this meeting.

SOAR Auxiliary Ladies

The Auxiliary Ladies meet the first Tuesday of every month. We have around 15 to 20 ladies that attend normally. Ladies this is a good time to just get away from home for a few hours and enjoy yourself. We are always taking outings and we always have a lot of fun just getting away for a while. I do want to encourage all of our new retiree's ladies and our past retiree's ladies (You see ladies I didn't say older) to join our Auxiliary Club. We meet at the John Nash Activity building at 10:00 a.m. and bring a covered dish. We have a day trip coming up soon on April 18th, 2008, the Ladies will be leaving the Union Hall at 9:00 am and we will be going to Ennis, TX for the Bluebonnet Festival. Now this sounds like a lot of fun come and join us.



42 players and Lynn Kersh is telling them how to play. (Deno Robertson, Roy Stanley, Geoffrey Smiley, Arvin Whittaker & Lynn Kersh)



42 winners Charlie Jones, Freddie Young, Unidentified, David Dickson & Roy Stanley.

More SOAR Pictures on next page

New Retirees



Charlie Jones with his winnings.



Loretta Bradley

Clifton Henry



President Burnis Manoy giving Appreciation Plaque to Roy Stanley



Robert Jay

Dale Nolf



James Wages singing to Billie Brown and Barbara Eschberger



James singing to Tressa Hawkins our Union Hall secretary.



Mike Stephens

Laura Turner

401K Withdrawal Info

When you take money out of an individual retirement account before you reach age 59½, the Internal Revenue Service considers these premature distributions. In addition to owing any tax that might be due on the money, you'll face a 10 percent penalty charge on the amount. But there are times when the IRS says it's OK to use your retirement savings early.

Two popular, penalty-free withdrawal circumstances are when you use IRA money to pay higher-education expenses or to help purchase your first home. When it comes to school costs, the IRS says no penalty will be assessed as long as your IRA money goes toward qualified schooling costs for yourself, your spouse or your children or grandkids. You must make sure the eligible student attends an IRS-approved institution. This is any college, university, vocational school or other post-secondary facility that meets federal student aid program requirements. The school can be public, private or nonprofit as long as it is accredited.

Once enrolled, you can use retirement money to pay tuition and fees and buy books, supplies and other required equipment. Expenses for special-needs students also count. And if the student is enrolled at least half-time, room and board also meet IRS expense muster.

First-home exemption

Then there's your home. Uncle Sam offers various tax breaks for homeowners. He'll even bend the IRA rules a bit to help you get into your house in the first place. You can use up to \$10,000 in IRA funds toward the purchase of your first home. If you're married, and you and your spouse are both first-time buyers, you each can pull from retirement accounts, giving you \$20,000 in residential cash.

Even better is the IRS definition of first-time homebuyer. Technically, you don't have to be purchasing your very first abode. You qualify under the tax rules as long as you (or your spouse) didn't own a principal residence at any time during the previous two years. In fact, you can even share your IRA wealth. The IRS says the first-time homebuyer using your IRA funds for a down payment can be you, your spouse, one of your children, a grandchild or a parent.

Be careful not to take out your money too soon. You must use the IRA funds within 120 days of withdrawal to pay qualified acquisition costs. This includes the costs of buying, building or rebuilding a home, along with any usual settlement, financing or closing costs.

Different treatment for Roths

These homebuying IRA options apply to traditional retirement accounts. The rules are a bit different if your nest egg is in a Roth IRA. The \$10,000 you take out for your first home is a qualified distribution as long as you've had your Roth account for five years. This means you can take out your retirement money without penalty, and because Roth earnings are tax-free, you'll have no IRS bill either.

If, however, you opened your Roth IRA less than five years ago, the withdrawal is an early distribution. As with a traditional IRA early withdrawal, a Roth holder can use the first-home exception to avoid the 10 percent penalty, but might owe tax on earnings that are withdrawn. You can reduce the tax bite by withdrawing first the already taxed contributions you made to your Roth. In fact, the IRS has specific rules about the order in which you can take unqualified Roth distributions: contributions, conversions from tra-

ditional IRAs and earnings. Check chapter 2 of IRS Publication 590, Individual Retirement Arrangements, for details.

Allowable, but not preferable, distributions

Early IRA withdrawals also are penalty-free in a few other instances. Unfortunately, most of these are hardship situations that no taxpayer wants to face: Payment of excessive unreimbursed medical expenses. Payment of medical insurance premiums while unemployed. Total and permanent disability. Distribution of account assets to a beneficiary after you die.

You also can get IRS-approved early access to your nest egg if you take IRA money on a specific schedule. Known as substantially equal periodic payments, this method allows you to begin withdrawing from your IRA early as long as the amounts are determined by an IRS-calculated life-expectancy table.

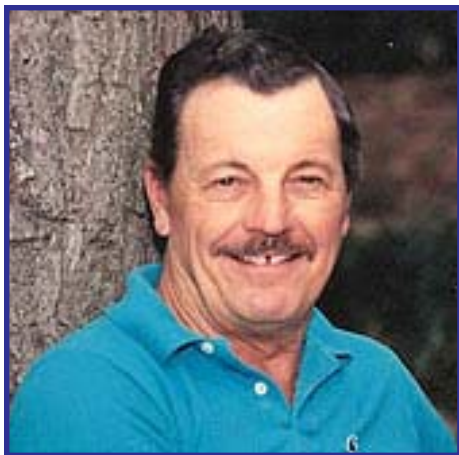
Finally, keep in mind that the early withdrawal exceptions do not eliminate your tax bill if you take the money out of a traditional IRA. Unlike Roth accounts where you eventually can withdraw your money tax-free, taxes are merely deferred on traditional IRAs. So when you take the money out of such an account, regardless of your age or the purpose of the withdrawal, you'll owe your regular tax rate on the amount.

But the early withdrawal exceptions do protect you from paying the IRS more in penalty charges. To let the IRS know that you used the retirement money early for a tax-acceptable purpose, file Form 5329. When you report your withdrawal here, you'll also enter a code, found in the form's instructions, that lets the IRS know the distribution is penalty free. Other options may be available due to the Goodyear plant closure. Check with a qualified Financial Advisor.

Oxymoron questions

1. Is it good if a vacuum really sucks?
2. Why is the third hand on the watch called the second hand?
3. If a word is misspelled in the dictionary, how would we ever know?
4. If Webster wrote the first dictionary, where did he find the words?
5. Why do we say something is out of whack? What is a whack?
6. Why does "slow down" and "slow up" mean the same thing?
7. Why does "fat chance" and "slim chance" mean the same thing?
8. Why do "tug" boats push their barges?
9. Why do we sing "Take me out to the ball game" when we are already there?
10. Why are they called "stands" when they are made for sitting?
11. Why is it called "after dark" when it really is "after light"?
12. Doesn't "expecting the unexpected" make the unexpected expected?
13. Why are a "wise man" and a "wise guy" opposites?
14. Why do "overlook" and "oversee" mean opposite things?
15. Why is "phonics" not spelled the way it sounds?
16. If work is so terrific, why do they have to pay you to do it?
17. If all the world is a stage, where is the audience sitting?
18. If love is blind, why is lingerie so popular?
19. If you are cross-eyed and have dyslexia, can you read all right?
20. Why is bra singular and panties plural?
21. Why do you press harder on the buttons of a remote control when you know the batteries are dead?
22. Why do we put suits in garment bags and garments in a suitcase?
23. How come abbreviated is such a long word?
24. Why do we wash bath towels? Aren't we clean when we use them?
25. Why doesn't glue stick to the inside of the bottle?
26. Why do they call it a TV set when you only have one?
27. Christmas - What other time of the year do you sit in front of a dead tree and eat candy out of your socks?

OBITUARIES



James Bickerdike



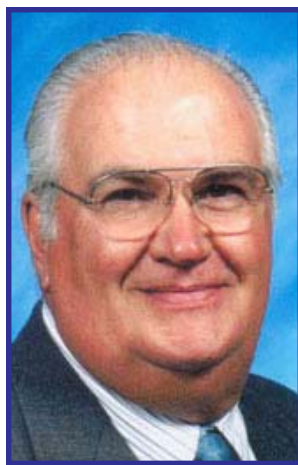
Sylvester Robinson



Clarence Helms



J. R. Vickers



Vic Cutting



R. D. (Big Boy) Simpson

Goodyear CEO gets 18% pay increase

Formulas show Keegan makes over \$20 million in strong 2007

By Jim Mackinnon Beacon Journal business writer

The five top-paid Goodyear Tire & Rubber Co. executives were paid a combined \$34.1 million to \$34.7 million in 2007, depending on two different compensation formulas.

And, yes, those figures include the executives each getting up to two sets of Goodyear tires, including mounting and balancing, if they so wish.

Goodyear Chairman and Chief Executive Robert J. Keegan received \$20,451,008 in compensation for 2007. That is an increase of more than \$3.1 million, or 18.1 percent, from the \$17,313,118 the company reported it gave in compensation for 2006, when shares rose 21 percent.

The bulk of the 2007 compensation packages the executives received involved bonuses, stock and option awards, and other items.

Keegan, 60, was paid a base salary of \$1,176,667 in 2007, up slightly from \$1,133,333 for 2006. He was paid a bonus of \$3.5 million, nonequity compensation of \$8.8 million, other compensation of \$82,323, plus stock and option awards.

The executives did not necessarily receive all of that com-

pensation in 2007, since the proxy figures include such things as the change in value of pensions and noncash items, such as stock options.

Under a formula developed by the Associated Press to better determine what business executives actually receive in a fiscal year, Keegan's 2007 compensation was \$21,162,151. The AP calculations include salary, bonus, incentives, perks, above-market returns on deferred compensation and the estimated value of stock options and awards granted during the year. Keegan's compensation in 2006 was \$11.7 million under the AP formula.

The other four highest paid Goodyear executives were:

- W. Mark Schmitz, executive vice president and chief financial officer, who was hired last year. Total compensation: \$992,466 under the proxy; \$1,048,224 under the AP formula.

- Richard J. Kramer, president, North American Tire and former chief financial officer. Total compensation: \$5,023,372 un-

continued on back page

continued from page 7

der the proxy; \$5,383,427 under the AP formula.

•C. Thomas Harvie, senior vice president, general counsel and secretary. Total compensation: \$4,334,308 under the proxy; \$3,754,850 under the AP formula.

•Arthur de Bok, president, European Union. Total compensation: \$3,284,894 under the proxy; \$3,336,683 under the AP formula.

Goodyear's board of directors, which determines senior executive compensation, sets high expectations, said spokesman Keith Price. The company's leaders are compensated according to whether they meet or beat the board's targets, he said.

Most of the compensation is variable, or at risk, and based on short- and long-term objectives intended to tie into shareholder value, Price said. The executive salaries, for example, are below the median for comparable positions, Price said.

The long-term objectives are based on Goodyear's financial performance in 2005, 2006 and 2007, he said.

Over that three-year period, Goodyear's stock price increased by 93 percent and its market capitalization, or the share price times the number of outstanding shares, rose by \$4.2 billion, Price said. Also over those three years, sales grew by 16 percent and operating income rose by 53 percent.

Goodyear continued its financial turnaround story in 2007

after flirting with near bankruptcy in the earlier part of the decade.

Shares rose 34.4 percent; prices opened at a low of \$20.99 at the beginning of the year, hit a high of \$36.63 in July and ended 2007 at \$28.22.

The company raised \$862 million in a stock offering, reduced debt by \$2.5 billion and sold off its Engineered Products division for nearly \$1.5 billion. It also started the year with a new contract with the United Steelworkers (following a costly strike in late 2006) that promised to reduce the company's medical and labor costs. Goodyear also announced it had agreed to build a new corporate headquarters next to its technical center as part of a nearly \$900 million development project in East Akron.

Whereas Goodyear reported a net loss of \$330 million, or \$1.86 a share, on sales of \$18.8 billion in 2006 largely related to costs associated with the strike, the company returned to profitability in 2007. Goodyear had net income of \$602 million, or \$2.65 per share, last year, on record sales of \$19.6 billion.

The proxy noted that Keegan directed proceeds from a life insurance policy to go toward a charitable donation upon his death. According to the proxy, Goodyear donates \$1 million per director to one or more charitable organizations recommended by the director upon his or her death.

And just in case anyone wonders, the proxy statement also reported that Keegan opted out of the two-sets-of-tires program.

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