



THE STRETCH

Local 746L



VOLUME 35, ISSUE NO.3

TYLER, TEXAS

March, 2005

C.O.P.E. Attends District 12 Legislative Conference

Local President Jim Wansley and the members of the Local 746L Committee On Political Education (C.O.P.E.) attended a USWA District 12 legislative conference during the week of February 14 in Phoenix, Arizona. Bud Allred, Kinsey Alexander, Sandra Hardin and Turk Gorkman comprise the committee. Nicki Killingsworth, the amalgamated unit chairman from Malakoff, also represented Local 746L at the conference.

District 12 Director Terry Bonds addressed several hundred people attending the conference from across the western United States and introduced a number of political activists, inside and outside the Steelworker organization. USWA International President Leo Gerrard addressed the group on the first day of the two-day conference. District 12 Political Coordinator Chris Youngmark, USWA Political Director Chuck Rocha and others spoke to those present, and took part in the workshops presented.

"District 12 included several of the battleground states in the recent general election. We can be very proud of the hard work of the Steelworker people we put on the ground working for candidates in those states. We did win some of the key races. We also have to recognize that four more years of the Bush administration will be a fight with a president dedicated to destroying everything we stand for, including overtime pay, pension insurance, affordable health care, reasonable trade policies and the social contract between government and people embodied by our social security system. We cannot wait until the 2006 elections to gear up and motivate people on these issues. We will be under attack on every issue starting now," said Bonds.

"This is my first opportunity to address the members of District 12 since the elections and since the Steelworkers Union won its historic fight with CF&I, a fight that involved two Steelworker locals and a company determined to break them. A fight that went on for six years before we won it. A fight that resulted in removal of a CEO and an agreement that paid union members over \$110 million in back pay. It is a settlement that resulted in those union members receiving full credit for years of service while they were out toward retirement and seniority. It was a fight that defines what the Steelworkers are all about, which is defending our people and winning. The members of

those locals are truly heroic and we can all be proud of the message this settlement sends to corporate America. We will fight one day longer than they will," said Gerrard.

"We have to take back the democratic Party. The first step is to stop the decline that's taken place since the inception of the Democratic National Committee twelve years ago. We now have a \$600 billion trade deficit with China alone and over \$6 trillion overall. No other nation on earth has allowed this to happen to it. If left uncorrected the question is not whether it will result in a financial meltdown of the dollar and a collapse of our economy, but when it will happen. China and two other countries currently finance some forty percent of that debt. They will pull the plug at some point and interest rates will skyrocket, with devastating results for working men and women in the United States. The health care system has lost its base due to jobs going overseas. Right now the cost of health care adds about \$1800 to the cost of a General Motors car produced in this country. At Bethlehem Steel the cost is about \$5,500 a worker. Health care costs are rising and drug companies, who record record profits, spend 44% of their profits on advertising to convince us we need more drugs. The current system simply can't be maintained any more and health care reform has to happen, but what also has to happen is jobs stay here," said Gerrard.

"The merger between P.A.C.E. and the Steelworkers would create the largest union in the United States, one diverse enough to change the direction this country is going. We have to get started now, however. Bush will begin dismantling Social Security now. He will push for expansion of the disastrous NAFTA agreement now, even though it has not yielded a single thing promised for our country or those in the rest of the Americas. District 12, with this conference, is leading the charge in the fight," said Gerrard.

"I want to thank the members of our COPE and Nicki

Killingsworth for going to this conference and for agreeing to work to educate people on what's going on. This trip was tiring for everyone and the sessions started early and went late. A lot of good information was obtained and a lot of good ideas put forth about how to educate people and work to make a difference," said Wansley.



Local 746L Committee On Political Education (C.O.P.E)

From The President's Desk

For the fourth time in four years we've had a change in plant manager. Mike Drain was moved out and a guy named Terry Tennyson replaced him, "temporarily, until a permanent replacement is named." Tennyson who is currently the plant manager at the Goodyear Tech Center in Akron, will stay in Tyler for "three to six months," according to Goodyear Corporate.

I've had a lot of people ask why it happened and what it means for Kelly Tyler. The why is simple enough. Since August 2003 Tyler hasn't made its Annual Operating Plan (AOP) goals and, therefore, has repeatedly missed its "variance," which means the number of tires weren't produced at the cost projected in the AOP. Goodyear, under CEO Robert Keegan, and Goodyear North American Tire, under Jon Rich, holds its plant managers directly responsible when that happens. Four other plants have seen plant operating team members, including plant managers, reassigned or terminated since 2003 when their facility failed to meet its variance. In the last half of 2004 Kelly Tyler missed its variance for five of six months, chiefly because of failing to produce 27,000 tires per day.

In a conversation I had with Jon Rich in August 2004 he put it very simply. Based on information he receives from the North American Tire plant managers Rich reports to Keegan what tires the plants will produce and at what cost, which in turn determines what income Goodyear NAT will have for the coming year. Keegan goes to the Board of Directors with projections based on those figures. The Board in turn reports to the shareholders and the marketplace what performance will occur. Goodyear stock is rated on how well the company performs to its stated goals.

Keegan holds Rich accountable for meeting the projections. Rich holds the plant management in each plant accountable. In 2004 the numbers were off repeatedly, even when they were re-evaluated every few months and re-adjusted for actual performance. That means what Rich told Keegan, what Keegan told the Board and what the Board and Goodyear told the world was repeatedly wrong. Rich fully intends to get management teams in the plants that will do what they say they will. If he doesn't make that happen, Keegan will get someone who will make it happen. Keegan is not a Sam Gibara. He will hold people accountable. It's just that simple.

What it means for Kelly Tyler is also simple enough. First, it means we missed our variance at precisely the time (fall, 2003) when Goodyear was allocating money and resources, and deciding where to increase or decrease ticket or install different equipment, for 2005. Equipment that we have been pushing to get more of so we can convert more of our manufacturing capacity to tires the company can make money on, which is what our Break Even Plan is all about. That means missed opportunity for Tyler, as our BEP meetings stalled in September 2004 due to poor performance.

Second, it means we are faltering just when the other plants, though struggling with their own cutbacks and changes, are improving their indicators. That includes Union City, the only tire plant with worse numbers than Tyler, now that Huntsville is gone. That's an extremely dangerous situation. Believe me when I say Tyler does not want to go into the 2006 negotiations with the worst performance indicators in North America. That was exactly the situation Huntsville found itself in during the 2003 negotiations.

There is an up side to all this. Tennyson is making it apparent he, like Jack Bare, Carol Goodwin and Mike Drain before him, will work hard to make Tyler competitive and secure a future for the

plant. He is putting in long hours, spending time on the floor and really trying to listen and communicate. He brings to the party nearly thirty years of experience and, so far, has shown a good deal of common sense in analyzing the problems facing the Tyler plant.

One of the good sense things he recognized almost immediately is that maintenance is broken in the Tyler plant and it has just about reached a crisis stage. In the 2003 negotiations the bargain resulted in a commitment to cut cost across the board in Tyler, and in the other Goodyear NAT plants, rather than take wage cuts or deeper benefit cuts. We've had to embrace some dramatic changes. Some of them haven't worked out. The maintenance reorganization in Tyler, and similar maintenance reductions elsewhere, has resulted in a company that simply cannot count on its equipment to be reliable any more. It's obvious we must do something different. Even Corporate people are beginning to openly recognize it.

Exactly what needs to happen to the maintenance organization in Tyler isn't clear to Tennyson or anyone else at this point. He is bringing in people he trusts to evaluate where we're at and then some sort of decision will be made about what can be done about it. But it's not just maintenance that's struggling. We have been cut back in the salaried ranks, in production jobs and in maintenance. Manning is reduced in every Goodyear NAT plant, not just ours. We have to determine what can be done in each of the three areas that have seen cut backs. Adding people without getting the tires won't do anything but drive the indicator numbers in the wrong direction.

In early March we will be meeting again with Corporate and USWA International people concerning the Break Even Plan. We will be pushing to run the plant full again and put in place the jobs needed to do so. We need to go into that meeting having met our variance for January and February.

I know saying all that doesn't help someone who is willing to do the job, but can't because stock isn't there or the machine isn't running because it's awaiting maintenance. All you can do is show up for work, work safely, stay busy and do the little extras that help someone else when you're down. The rest of it will require effective management and getting in place the resources needed.

It's easy to lose sight of what we have in all the frustration about what we're trying to accomplish or have had to deal with. We are better off than we were this time last year. We have recalled all but about thirty people from lay off. We have been through a rough time, dealing with changes that no one wants to have to deal with if they can help it. Those changes occurred because of the condition of the company. The company is in better shape today than it was a year ago. Our jobs are more secure than a year ago, though we aren't out of the woods yet.

I want to thank everyone who is trying hard to make Tyler a more competitive, more secure plant. As I said earlier, we have had four plant managers in a row that have been willing to work hard for the survival of this plant. I have no doubt Tennyson will work hard for us. Just as Jack Bare, Carol Goodwin and Mike Drain did before him. But at the end of the day we are the ones who will make it happen, if we are given the resources and support we need. First we had to survive. Next we have to make our plant truly competitive. That's union principle. That is the only real job security in today's world. Thank you again.

Retirements



Jerry Teague retires from Kelly after 37 years of service. Jerry was a trucker in Dept 431.



Tommy Johnston retires with 42 years of service. He was the highest hourly seniority in the plant. Tommy was a controller/loader in Dept. 705

Obituary



Harold Hooper

Harold Hooper passed away last month. Harold last job at Kelly was a Q-Tech. He retired in 1999.



Linda Thompkins

Linda Thompkins passed away 2-3-05. Her continuous service date is 12-28-87. The last job she held was Electrician. Linda was an active associate at the time of her death.

Retirees Corner

by **Tennie Hulsey and Carol Swanson**

March 8th, 7:30 am, will be the annual Retirees Breakfast to be held at John Nash Activity Center.

March 14th, 6:00 pm, will be the SOAR (Retirees) monthly meeting. Fish Fry is scheduled for the members at the John Nash Activity Center. Retirees are encouraged to join the SOAR Organization and come for the monthly meeting and fish fry.

March 19th SOAR Organization are going to meet 9:00 am at the Union Hall and travel to the Fish Hatchery in Athens. For additional information regarding the retirees breakfast, fish fry, or the trip to Athens Fish Hatchery contact President Eugene Hulsey at 903-566-2383.

April 7 & 8 a fun trip has been scheduled for Hot Springs, Arkansas to attend the horse races. To sign up or additional information contact Linda Bateman 903-561-6527.

Ladies Auxiliary

March 1, 10:30 am, will be the ladies auxiliary monthly meeting at the John Nash Activity Center. President, Tommie Francis, encourage all ladies to attend and bring a covered dish.

Special Prayers

LaJoy Bailey is recovering in Clairmont Nursing Home in Tyler. Her plans are to be home in two weeks. Angie Stephens is home recovering from foot surgery. Continue to pray for LaJoy and Angie.

Retirees' Banquet

The annual Retirees' Banquet was held on February 11th at Harvey Hall. There were about 500 people in attendance. Catering was done by the Women's Building Catering. This year's banquet had a Valentine's Day theme with lots of red and pink decorations.

Casey and Lindsay Rivers provided the excellent entertainment by singing Patsy Cline, Roy Orbison and Elvis songs.

There were lots of pictures made at the banquet. Unfortunately, there is not enough room in this month's Stretch to put any. There is a special Stretch available via e-mail if you would like to see the full color pictures. Just send an e-mail to joewyatt@cox-internet.com and it will be sent to you. You will need an Adobe reader which you probably already have. If you don't one can be downloaded for free at www.adobe.com. Click the icon on the left side of the page that says get Adobe Reader and follow the instructions.



**S.O.A.R. Club's newest members.
Danny and Linda Parker.**



Left: How many retirees does it take to empty a trash can?

Right: Does this mean that Dino Robertson has gone to work at Harvey Hall? No, he was helping Helen Young set up for the Retirees' Annual Banquet.



Local Officials Attend Amalgamated Conference

Local 746L President Jim Wansley and Malakoff Unit Chair Niki Killingsworth were in Pittsburgh Pennsylvania during the last week of January to take part in a USWA International Amalgamated Local Union conference. Other amalgamated Goodyear plant locals attending the conference included Marysville, Ohio; Danville, Virginia; Topeka, Kansas; Akron, Ohio and Freeport, Illinois.

Wansley and Killingsworth also attended a retirement ceremony held for USWA Vice-president Andrew “Lefty” Palm on Tuesday January 25 at the USWA headquarters building. Palm, who headed up the Goodyear Master Contract negotiations in 2003, retired due to health reasons after some thirty years of service to the USWA International Union.

“Andrew Palm supported and helped make possible a Master Agreement that provided job security for the Tyler plant at a time when Goodyear made no bones about it’s intention to close the plant. USWA President Leo Gerrard, who hosted the retirement ceremony for Lefty, said it best when he said the Steelworker union will not be the same without Palm in the vice-president spot. His leadership will be missed, as well as his sense of humor in even the most difficult of situations,” said Wansley.

During the two days of the conference, Wansley and Killingsworth attended both workshops and general sessions on, among other things, the rules and regulations affecting amalgamated local unions. At one of the workshops, Tyler’s Chuck Rocha made a presentation on the recent general election. Rocha, who serves as the Steelworker International’s National Political Director, went over the way working men and women voted in the general election last November. He provided insight about the issues that influenced the way people voted.

“It was heartbreaking for those of us in Organized Labor to see an administration dedicated to destroying unions get re-elected and get four more years to wreak havoc on our rights, our pay and our ability to bargain fairly for working men and women. The assault on overtime pay, pension protection, medical coverage and other things sacred to us has already begun. However, the Steelworker union was more effective in the last election than ever before. We got more union people to vote, got more minorities to vote and

we’re going to build on our 2004 program so the next election will see us elect congressmen and senators who will support working people, support keeping jobs here and support Organized Labor in keeping manufacturing alive in this country,” said Rocha.

“There are some 1700 Steelworker local unions today. Many of them are amalgamated locals. At the Steelworker Constitutional Convention in April we will be voting on approval of a merger between the PACE International Union and the Steelworkers, much like to one that took place in 1995 between the Rubber Workers and the USWA. To survive in today’s world the different unions in this country are being forced to merge. The Steelworker union is emerging as the union that will still be there. That means more diversity and more amalgamation as we go forward. It also affords us the opportunity to become more diverse and more effective, whether we’re looking at representing people or affecting the political process. While at the conference we heard from several locals that have an incredible amount of diversity and are stronger as a result,” said Wansley.

“I want to thank Niki Killingsworth for attending the conference, as well as being the voice of organized labor at the Malakoff facility. Being a union representative at a facility that only employs about twenty-five hourly people, with only about half of them union members, presents challenges that union representatives at Kelly don’t have to contend with. The Malakoff facility underwent some dramatic changes when a French firm bought it out several years ago. In the last contract negotiation they faced the same health insurance issues we did at Goodyear. For the first time the hourly people have had to pay part of their health care premiums. Niki inherited the union leadership role at a difficult time and a young age. He has done a good job of representing the workers at Malakoff. At this conference he attended workshops and general sessions diligently. Our local is fortunate to have him as Unit Chairperson for our amalgamated unit,” said Wansley.

The local has made provision to sent Killingsworth to the upcoming Steelworker Constitutional convention in April, as a voting delegate.



[standing, left to right]
Niki Killingsworth (Tyler), Danny Barber (Danville), Ron Hoover (USWA), Terry Trull Danville), John Sellers (USWA)
[seated, left to right]
Jim Wansley (Tyler), Steve Vanderheyden (Freeport), Howard Kropff (Akron)

Tyler Welcomes Tennyson as Interim Plant Manager

January 18th marked the first week for new **Plant Manager,**

Terry Tennyson. Mr. Tennyson brings with him a wealth of tire business knowledge and management expertise. He has had a long career with Goodyear that has taken him to a variety of Goodyear facilities within North American Tire. Locations at which he has served include: Danville, Virginia; Valleyfield, Canada; The Tallmadge Training Center in Akron; Union City, Tennessee; Spartanburg, SC and the Tech Center in Akron.

Mr. Tennyson is married to wife Ruth Anne who is a Middle School Teacher in South Carolina. They have three grown children, John Tennyson of New York City, Theresa Tennyson a US Army Field Interrogator and Linguist, and Jesse Tennyson, a recent college graduate that is interning with a New York based production company in New York City.

Terry enjoys fishing, hiking and is an avid reader-especially history related material.



Tyler's New, Interim Plant Manager, Terry Tennyson

To All Employees: I would like to communicate a few

of my thoughts about my first week in Tyler. Obviously, it was a hard week with the leadership change and banbury issues. Starting the week of 1/31/05, I am planning on having meetings with all associates on all shifts.

Some of the positives I see are:

1. Associates that genuinely seem to work hard
2. Associates that seem to be aware of the plant's plight.
3. A very positive, knowledgeable Union and Union leadership.

With the positives there are areas of concern:

1. Safety
2. Housekeeping is poor. This can lead to serious safety issues like the fire in the banbury dust collector, etc.
3. Plant performance
4. Perception of Tyler by

Tire Coupons to be Distributed This Month

The tire rebate discount coupons for associates and retirees will again be offered for 2005; they allow savings on up to 12 tires. The discounts will be applied through mailed rebate checks, rather than at the point of sale.

The tire rebate program again provides U.S. associates and retirees with coupons for a specific dollar savings per purchased tire. The savings amount per tire varies by product line purchased. For example, buyers of the new Goodyear Fortera and Wrangler featuring SilentArmor Technology tires – when available – will receive a \$20 rebate per tire. Others qualifying for the \$20 rebate are Goodyear Assurance, Eagle and other Fortera and Wrangler tires, along with the Dunlop SP Sport and Direzza lines. Rebate levels will be \$10 per tire for remaining Goodyear, Dunlop and Kelly products, except for light-truck bias and Marathon trailer tires, which qualify for a \$5 rebate.

As in 2004, the process for this year's program is simple:

1. The tire purchaser gets his or her best deal on Goodyear, Dunlop or Kelly brand tires at any authorized retailer, then;
2. mails the original invoice and the needed coupon(s) to the address shown on the coupon(s); and finally,
3. the applicable rebate amount will be sent to the purchaser.

Associates and retirees should expect their personal rebate coupon books to begin arriving this month. Those who already purchased tires in 2005 – before receiving their new rebate coupons – should just save the invoice, then follow the steps to obtain the rebate after receiving the 2005 rebate coupons.

N.A.T. (North American Tire) leaders.

I truly believe we can make big improvements very quickly in Tyler. However, we can only do this if we work together as one team. We will all win together or all lose together. I believe one of the things that made our country great is having good manufacturing jobs and will commit that I will do everything I can to help keep as many of these jobs as possible in the Tyler plant.

How do we do this? There are no "silver bullets" or "magic dust", just hard work and common sense. The first thing we have to do is fix safety. We cannot have a fatality or serious accident. We must remember that each OSHA accident really hurts the plant. The second thing we must do is make our A.O.P. (Annual Operating Plan). We must produce our ticket at the cost that we committed to.

It is important to get 2005 started off on the right foot. Even with the fire in banbury dust collector last week we can still make our A.O.P./Business Plan in January.

However, we must produce well this week and certainly not have any more accidents.

All we can hope for in today's world is a chance to positively impact our future and destiny. I feel the key to this is to perform well and reduce costs. We can only be successful if we work as a team. You will see a lot of me in the next several months. I am a strong believer in face-to-face communications. I do this by spending time out of the floor, having all-associate meetings and round tables, round tables, round tables.

Terry Tennyson
Plant Manager – Tyler Plant

P.S. If you don't know what "Conversion Variance" is, you soon will. This is our bottom line. We all have to understand it!

Blessed are those who hunger and thirst, for they are sticking to their diet.

March 2nd Slated as Global Safety Day

Everybody has a special day in his or her life, whether a birthday, an anniversary, or a day of some other significance. Goodyear is planning a special day for March 2, and it should be one that will have people feeling great.

Beginning on that day, and on the first Wednesday of each month in 2005, Goodyear will observe Safety Day, a 24-hour period during which it is hoped that no one in the Goodyear world gets hurt.

"On average, Goodyear has nine recordable injuries every single day of the year," said Mike Porter, director of global health and safety. "That means every day, somewhere in one of our facilities, nine associates require medical treatment because of a work-related incident.

"I see a time when awareness about safety is so engrained in people's minds that they know instinctively not to put themselves at risk," said Porter. "In order for that to happen, Goodyear's leadership is setting the expectation to make sure people work toward achieving it."

Goodyear's Safety Day was inspired by the National Safety Council's recognition of June as National Safety Month, according to Porter, who would like to see Goodyear's safety day grow to include longer periods of time.

"In 2005, if we can have one day per month where no one gets hurt, then we can stretch that into an injury-free week, an injury-free month, and ultimately a work environment where "No One Gets Hurt."

By the end of 2007, Porter said Goodyear's safety goal is to have a recordable incident rate of less than 1.0.

"Goodyear is the industry leader in safety, but we can do better," said Porter. "When we have more people going home from work without an injury, people will know how much we gain – and more importantly how much they gain – by working safely."

The Philip Murray Memorial Scholarship

The Philip Murray Memorial Scholarship will be available again this year to members and outstanding sons and daughters of Steelworkers in this District. **Please Note: retirees are considered honorary members and are, therefore, not eligible.** Each scholarship is for \$1 500.00; to be applied on the expenses of the freshman year at any recognized college offering courses leading to a four-year degree.

Twelve Scholarships, each with a value of \$1,500.00 are to be made available for use in the freshman year at any accredited college or university in the United States or Canada. They will be awarded in May 2005 by the Existence and Educational Council, United Steelworkers of America, District 12. Winners of the scholarships will be selected by Selection Committees composed of professional educators.

WHO IS ELIGIBLE TO COMPETE:

All candidates must have a "B" average or better, during the junior or senior year in high school to be eligible. Candidates must be high school graduates, or members of high school classes graduating before July 1, 2005 and must be either members, sons or daughters of members, or legal wards of members, of Local Unions affiliated with the Existence and Educational Council, District 12, United Steelworkers of America, The PHILIP MURRAY MEMORIAL SCHOLARSHIPS are unrestricted as to sex, race, religion, political affiliation, and intended course of study.

HOW TO APPLY:

Applicants will fill out the attached application blank, except for the section to be filled out by the Local Union Financial Secretary. After completion of the application by the appropriate school official, applications should be mailed in an envelope addressed to The Scholarship Committee, United Steelworkers of America at the nearest of the following addresses:

P 0 Box 1410, Benton, Arkansas 72018-1410

P 0 Box 2009, Pueblo, Colorado 81004

P 0 Box 9699, Houston, Texas 77213

CLOSING DATE: To be considered application must be post-marked no later than April 15, 2005. Applications may be picked up at the union hall or from E.I. Coordinator Jim Clark.

Letter to The Editor Sam's Club

I really enjoy getting The Stretch in the mail. I still cannot believe that Sam's Club does not recognize us retirees as Goodyear employees. We retirees always have a meeting of such at Sam's—that is were the most of go when the check gets here on the first of the month (from Goodyear). Yes I have called Sam's and have voiced my opinion on this subject—they might see a picket in front of their store-of old Goodyear employees.

Keep up the good work—really enjoy the paper.

Bigr—Robert Kersh

Valentine Day Proposal



On Valentine's Day, Roger Burghart was building tires when he got a message that he was needed at the gate house. It had something to do with some kind of delivery that someone was trying to get to him. Roger borrowed a bicycle to go to the gate house not knowing what to expect when he got there.

He arrived at the gate house and there was his girlfriend of six months (Kathy Burleson) with a Valentine's Day gift for him, a ball and chain with the words "Will You Marry Me" on it. Roger immediately accepted, knowing a good thing when he saw it. They will be setting the date soon.

He brought the ball and chain back to his machine to show it off and also had to endure some good natured kidding from his co-workers.

Roger is the step-son of retired millwright Tom Sparks.

Kelly Tyler, Local 746L Attend Worker Comp Reform Session

Local 746L president Jim Wansley, Local 746L benefit representative Sherrell Brown and Kelly Tyler benefits manager Terry Murtha-Zea attended a Worker Compensation reform meeting on Friday February 18th hosted by the Texas AFL-CIO. The all-day session was held at the state AFL-CIO headquarters building in Austin. It was attended by about a hundred representatives from companies, local unions and other entities affected by the Texas Worker Compensation system, which everyone recognizes is broken and dysfunctional.

Those attending the conference were exposed to a system currently in place in several states, including California, that allows employers whose workers are covered by a union collective bargaining agreement to utilize a jointly agreed upon system that has proven to be highly cost effective and still provides good service for injured workers.

Texas AFL-CIO President Emmett Sheppard opened the session, telling those attending that employers and unions alike want to avoid a repeat of the disastrous reform efforts of a few years ago, when the Texas legislature listened to lobbyists a crafted Worker Compensation legislation that turned out to be almost totally dysfunctional. That, he said, has led to the crisis facing employers and workers today. The

collectively bargained Worker Compensation program pioneered by John Lewis and his USA Integrated Health Services group has proven to be a viable and effective alternative for workers covered by a union contract. Workers and employers benefit from such a program, which has been proven to be the case in a number of states.

In addition to Lewis, those attending were addressed by state AFL-CIO attorney Rick Levy; State of Texas District Council of Ironworkers President Marvin Ragsdale; and Ironworker IMPACT

Western Region Director Steve Rank. The Ironworker union has been a leader in utilizing collectively bargained Worker Compensation programs in a number of states, under the aegis of it's IMPACT organization.

"Not one employer or union has withdrawn from a collectively bargained Worker Compensation program after having entered into it. In every case the workers get faster, better treatment and the employer realizes significant savings. That is the real indicator of the effectiveness of such a program," said Ragsdale.

"Because of the politics involved Worker Compensation legislation ends up being hugely ineffective almost everywhere. Those of us who have been involved in Worker Compensation all know what's needed. Legislation providing for a collectively bargained

Worker Compensation program isn't going to solve the problems where no union represents the workers. It will allow the company and union to work together to solve them where a contract is in place, however. That's an important first step," said Lewis.

"I want to thank the state AFL-CIO for showing the leadership and initiative that made this conference possible. Worker Compensation cost is one of the items putting the Tyler plant at a disadvantage when compared to Goodyear plants in

other states. Another failed reform, produced by a political process that's driven by special interest groups like the insurance companies in Texas, isn't going to get it. Legislation allowing companies like Kelly Tyler and local unions like ours to provide good, timely treatment at a reasonable cost is the answer where a collective bargaining agreement, and qualified union benefit representatives are in place. I also want to thank Tyler management for sending a representative to this session," said Wansley.



From left: Sherrell Brown, Terry Murtha-Zea, Jim Wansley, Emmett Sheppard and Becky Moeller

USWA Holds Rallies Against Bridgestone

The United Steelworkers of America is held informational rallies at 200 Nissan automobile dealerships across the United States February 16th to protest the lack of a contract with Bridgestone Corp.'s North America division, and the company's unwillingness to follow the pattern agreement set by Goodyear, according to news reports.

The USWA entered negotiations with Goodyear, Michelin and Bridgestone during the spring of 2003. Goodyear was the first of the three to reach an agreement with the union. USWA used its Goodyear contract as an outline for others to follow. Michelin and the union have since reached an agreement.

However, Bridgestone hasn't made progress in contract negotiations, and the USWA members employed at eight U.S. Bridgestone plants have been operating without a contract since April 2003.

The USWA reportedly said it hopes to send Bridgestone a strong message by holding 200 rallies nationwide on the same day. The rally locations were chosen because of Nissan's strong relationship with the tiremaker.

MARCH

2005

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1 S.O.A.R Ladies Auxiliary Meeting	2 E-Board Meeting	3 Union Membership Meetings	4	5
6	7	8 Retiree Breakfast 7:30 AM	9 Dallas Region Discount Tire Plant Tour	10	11	12
13	14 S.O.A.R. Monthly Meeting	15	16	17 St Patrick's Day	18	19 S.O.A.R. Fish Hatchery Trip
20	21	22	23	24	25 Good Friday	26
27 Easter	28	29	30	31		




THE STRETCH Local 746L

Published monthly by
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 13624 State Hwy. 31W.
 Tyler, Texas 75709
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 Joe Wyatt
 Editor
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 The Stretch staff or publisher
 does not assume responsibility
 for views expressed in signed
 articles published in this publi-
 cation.

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