



FROM THE PRESIDENT'S DESK

by
Jim Wansley

On Sunday April 22 our membership approved a new Local Contract tentative agreement. With that our 2006 negotiation, both master and local, is at an end. At time this is written only about half of the local unions covered by the Master Contract have reached agreement on a local contract. Those that haven't include Topeka, Union City, Lincoln, Akron and Sun Prairie (Sun Prairie reached a tentative agreement and the membership voted it down.) I want to thank those who worked on our agreement and those who came out to vote.

One of the items that changed from the last contract is moving the days off canvass before the four-plus-four in our canvass procedure. We have set a date of May 5 for this change to be implemented, in order train stewards, lead hands and managers, as well as to accomplish any computer program changes needed.

We have a number of outstanding issues regarding the Early Employee Separation Allowance, or buyout, which are still unresolved. One of them involves doing another limited posting for those who will be retirement eligible and who, if they elect to stay and draw Income Continuation as part of a plant closing, won't be able to pass on their medical coverage to their spouse if that employee dies before retiring. Another involves exclusion of people not considered "active employees" from both the buy out or the Income Continuation piece. We are working on those issues and will meet with Goodyear Corporate people at the Interim Meeting to be held the week first week in May to try and resolve them.

Another issue we are dealing with involves getting people's stock options turned on, when those people have not previously filed the necessary paperwork or when they have been fired and then re-instated. We're having to get those names directly to Corporate from the union to get the options in place. We are doing so as the plant refers them to us.

Right now we're one of the few North American tire plants meeting our ticket. As long as we are it will make it that much more difficult for Goodyear to shut down the Tyler plant. As to what the ticket here will be the last half of 2007, no one knows. However, someone in Corporate will be forced to make a decision sometime soon on that question. That should be a reality check time for them.

There are lots of rumors out there about somebody buying the plant or about hiring a bunch of people in the near future. I know

of nothing that would substantiate either rumor.

This week we had several issues arise around people parking in unauthorized areas, either outside the designated parking lot or parking in handicapped parking spots illegally. You can expect the plant management people here to become more sensitive on that issue, given our potential closure situation. That doesn't mean new actions on the part of guards or managers should be initiated without making the union leadership and, as much as possible the employees aware of the problem and the planned action, which is what happened last week when guards began placing decal-like warning stickers on cars parked improperly. Plant management clearly understands our position. When a plant is in this type situation stuff starts disappearing from the plant. Some of that has been going on already. Parking only where you are supposed to is what needs to happen. Be aware there will be heightened security regarding the parking lot. Don't be out there under suspicious circumstances.

We just completed doing a grievance review to settle as many grievances as possible. Some of the outstanding grievances involve issues that were handled by the new Local Contract changes. Your Grievance Committee did a good job during this review and our outstanding grievances are at an all time low. That cleared the way for us to arbitrate remaining issues more quickly.

We met with the Texas Workforce Commission recently to identify resources for people leaving as part of the buy-out or as part of any shut down reduction. We are putting together a task team to insure we get everything available to those leaving the plant. The Workforce Commission people are first rate.

Our Institute for Career Development (ICD) coordinator, Steve Day, and the Local Joint Committee have been very successful in getting the Tyler ICD program off the ground. More and more people are taking part in classes and exploring educational opportunities.

As soon as I know anything new on our situation I will get it to you, by letter or article. Right now, making our ticket is the best thing we can do to keep Tyler open. I deeply appreciate the membership of this local union for what's being accomplished here, every day, without a lick of corporate support and in spite of the negativity coming from that bunch. It says volumes about who and what we are, as well as what a mistake it will be to shut down this plant.

Vote on Local Tentative Agreement Held April 22, 2007

The members of United Steelworkers Local 746L voted 75% to ratify the local contract between the Union and Goodyear Tire and Rubber Company, Tyler, Texas.

Pension and Insurance Notes

by Sherrell Brown

401K LOANS AFTER YOU EXIT THE PLANT

Several members have asked the question, "How do I handle my 401k loan when I no longer work for Goodyear?" The information below will explain what you need to do.

When a person exits, it is their responsibility to contact JPMorgan after their exit date has been placed in the system and sent to JPMorgan. They need to request coupons to continue making their payments. They will mail the payments directly to JPMorgan. If the member chooses not to make payments, then the loan will be defaulted after 90 days and they will receive a 1099 for

the amount of the remaining outstanding principal. If the member is planning on taking a distribution, then the loan would be defaulted at the time of distribution if prior to the 90 days. If he is doing a rollover and doesn't pay the loan off, then he would rollover only the amount of funds in the Plan and pay taxes on the outstanding principal balance of the loan. He would have to pay the loan off prior to doing a rollover if he wanted these funds rolled over also.

Tyler Organizational Changes Noted

Effective April 10, 2007 the following changes were made; Bruce Stoltzfus has resigned as Plant Manager. Bobby Wayman, formerly MECCA Operations Manager, assumed the role as Plant Manager. Current Manager of Maintenance & Engineering,

Bryan McCooy will assume responsibilities for Operation Manager of MECCA. "I have spent a great deal of time on the floor over the last few days just simply talking to as many associates as possible," stated Plant Manager Bobby Wayman. "There has not been much communication lately about how we are performing. It's a mistake for any of us to think that our major performance indicators don't count.

Although our situation is challenging, keeping our production solid, our safety in check and our waste low still makes a difference," Wayman continued. "I certainly don't have all the answers but I can say that we need to stay focused and make Tyler's ultimate fate a business decision and not because we left anything on the table. I'm being honest when I say that there is no magic wand to wave and get answers. All I ask is that we all do what we can to show that, regardless of our circumstance, Tyler is still one of the best plants in North American Tire," Wayman concluded.



Plant Manager Bobby Wayman

Bridgestone, USW Reach Tentative Contract

The United Steelworkers union said on Wednesday that it has reached a tentative agreement on a new master contract with Bridgestone Corp. covering workers at six of the Japanese tiremaker's U.S. plants. Terms of the agreement were not released by the USW, which said it wanted to hold informational meetings with its members on the deal first. "The tentative agreement and contract proposals follow the pattern established in the BF Goodrich and Goodyear contracts," said USW Executive Vice President Ron Hoover. Commenting on the agreement, a Bridgestone spokesman said: "It has been our goal throughout this process to achieve contracts that are in the best interests of both parties and allow our companies to participate successfully in a fiercely competitive global marketplace. We believe these agreements are reflective of that goal." The locations covered by the tentative agreement include Akron, Ohio; Noblesville, Ind.; Des Moines, Iowa; Russellville, Ark.; La Vergne, Tenn., and Oklahoma City. Workers in the Warren County, Tenn., and Bloomington, Ind., plants are considering individual contract offers that cover workers in their own plants. The USW, which represents 5,000 Bridgestone workers, said the ratification process will be complete by April 25. If approved, the contract will expire on July 18, 2009.

Michelin to close Ohio plant

Michelin North America announced that it will close its tire manufacturing facility in Mogadore, Ohio and consolidate production in its BFGoodrich plant in Tuscaloosa, Ala. The Mogadore facility has approximately 70 employees and produces short runs of specialty tires, such as rock crawling and competition tires. Michelin said the transfer of production will begin in July and be completed by the end of October. "This difficult decision to close the Mogadore facility supports Michelin's emphasis on reducing production costs while continuing to provide its customers with quality products," said a Michelin spokesman. The Tuscaloosa facility currently employs approximately 1,275 people and produces BFGoodrich brand passenger car and light truck tires.

Michelin looks to expand in China

Michelin is looking to spend \$300 million to expand its tire manufacturing operations in Shenyang, China, according to news reports. The project, according to Chinese government officials would create the world's largest tire production facility. While Chinese officials say Michelin has signed a memorandum of understanding with the provincial government of Liaoning in northeast China for the expansion, the French tire company would not confirm that a decision had been made. "I'm not confirming these figures," a Michelin spokesperson told Reuters News. "It's true we have a study underway at Shenyang, but for the moment no decisions have been taken."

Our monthly meeting was a huge success; we had approximately 70 people in attendance. We are still trying to increase our club's membership, so we're urging all retirees if you haven't joined the SOAR Club to please do so. The Hamburger Supper turned out really well, the club made \$370.00. Also we want to thank the Adams Financial Group for furnishing the beef for the hamburgers. We want to thank each and every one of you who cooked and worked to make the supper so delicious. Mrs. Hazel Stanley won \$50.00 from the 50/50 pot. Mrs. Tennie Hulsey is with the Gospel Echoes and they were our entertainment. Tennie, you all were fantastic.

At our next meeting May 14th, 2007, Dr. Nathaniel Nix, Chiropractor, will be presenting a 30-minute symposium, which should be very interesting. So re-



Dr. Nix with Doris and Burnis Manoy

UNITED STEELWORKERS
SOAR
STEELWORKERS ORGANIZATION OF ACTIVE RETIREES
RETIREES' CORNER
 by
Helen Young

tires let's make a good showing.

At this moment I'm not sure what we have in store for the June meeting, but it will be wonderful.

On July 9th, 2007, we will be having a Silent Auction and a Cake Walk. This is open to retirees and non-retirees, anyone who would like to attend. We will have some good things to auction off. I will try to list some of the objects in our next publication.

Also we have a raffle going, for a trip to Pagosa Springs, Colorado. It's a 7-day trip for 4 at the Fairfield Pagosa Springs Resort from August 17 through August 24, 2007. Tickets are \$10.00 each. This would be a lovely vacation get away. Contact Burnis Manoy at 903-876-2824 or Mrs. Linda Bateman at 903-561-6227 for tickets.

SOAR Auxiliary Ladies

The Auxiliary Ladies will be attending lunch at Chez Bazan and then we are going to the movies at the Time Square Cinema on April 24th, 2007. We haven't picked out which movie we will see at this time.

On May 1st, 2007, at 11:30 a.m. this will be our Mother's Day outing and we will be having lunch at Oxford Street Restaurant. I have made reservations for 20 to 25 ladies.

Become 100 Percent Fad-Free

Diet fads come and go, and some may help you lose weight — for a short time. For National Nutrition Month 2007, the American Dietetic Association says the most effective long-term way to achieve a healthful lifestyle is to be 100 percent fad-free. The ADA defines "food fads" as unreasonable or exaggerated beliefs that eating (or not eating) specific foods, combinations of certain foods or use of nutrient supplements may cure disease, convey special health benefits or offer quick weight loss. The lure of quick and easy weight loss is hard to resist. That's especially true for those who struggle to make changes that will optimize their health, then wind up on fad diets that can be harmful to health in the long run.

The reality is no specific food or diet approach can reverse weight gain resulting from overeating and inactivity. Since most fad diets don't teach new eating habits and many require you to give up your favorite foods, people usually don't stick with them. Keep in mind these ways to enjoy a healthy lifestyle: Develop an eating plan for lifelong health. Too often, people adopt the latest food fad rather than focusing on overall health. Get back to basics and use the MyPyramid as your guide to healthy eating. Choose foods sensibly by looking at the big picture. A single food or meal won't make or break a healthful diet. When consumed in moderation in appropriate portions, all foods can fit into a healthful diet. Learn how to spot a food fad.

Unreasonable or exaggerated claims that eating (or not eating) specific foods, nutrient supplements or combinations of foods may cure disease or offer quick weight loss are key features of fad diets. Find your balance between food and physical activity. Regular physical activity is important for your overall health and fitness plus it helps control body weight, promotes a feeling of well-being and reduces the risk of chronic diseases. Food and nutrition misinformation can have harmful effects on your health and well-being, as well as your wallet.

Registered dietitians are uniquely qualified to communicate current and emerging science-based nutrition information and are an instrumental part of developing a diet plan that meets your individual needs. If it sounds too good to be true, it probably is — especially if the diet or product offers a "quick fix." For more information on how to become 100 percent fad-free, visit the American Dietetic Association's Web site, www.eatright.org

**WHO SAYS MEN DON'T
REMEMBER ANNIVERSARIES?**

A woman awakes during the night to find that her husband was not in their bed. She puts on her robe and goes downstairs to look for him. She finds him sitting at the kitchen table with a hot cup of coffee in front of him. He appears to be in deep thought, just staring at the wall. She watches as he wipes a tear from his eye and takes a sip of his coffee. "What's the matter, dear?" she whispers as she steps into the room, "Why are you down here at this time of night?" The husband looks up from his coffee, "I am just remembering when we first met 20 years ago and started dating. You were only 16. Do you remember back then?" he says solemnly. The wife is touched to tears thinking that her husband is so caring, so sensitive. "Yes, I do" she replies. The husband pauses. The words were not coming easily. "Do you remember when your father caught us in the back seat of my car?" "Yes, I remember," said the wife, lowering herself into a chair beside him. The husband continues. "Do you remember when he shoved the shotgun in my face and said, "Either you marry my daughter, or I will send you to jail for 20 years?" "I remember that too" she replies softly. He wipes another tear from his cheek and says... "I would have gotten out today."

A Dream Short-Circuited

By Harold Meyerson
Washington Post

On March 28, Circuit City announced that it was laying off 3,400 of its salesclerks. Not because they had poor performance records, mind you: Their performance was utterly beside the point. They were shown the door, said the chain, simply because they were the highest-salaried salesclerks that Circuit City employed.

Their positions were not eliminated. Rather, the store announced that it would hire their replacements at the normal starting salary.

One can only imagine the effect of Circuit City's announcement on the morale of the workers who didn't get fired. The remaining salesclerks can only conclude: Do a good job, get promoted, and you're outta here.

It was, in short, just a normal day in contemporary American capitalism.

Over at Wal-Mart, the employer that increasingly sets the labor standards for millions of our compatriots, wage caps have been set for certain jobs, and many longtime employees are now required to work weekends and nights in the hope that they'll quit. A memo prepared by a Wal-Mart executive in 2005 for the company's board noted that, "the cost of an associate with 7 years of tenure is almost 55 percent more than the cost of an associate with 1 year of tenure, yet there is no difference in his or her productivity."

(That, of course, is because Wal-Mart does nothing to raise its employees' skills lest it have to raise their wages.) Coincidentally, in the same week that Circuit City axed its clerks, an analysis of Internal Revenue Service data from 2005 that became available showed that the bottom 90 percent of Americans made less money that year than they had in 2004. According to a study by economists Emmanuel Saez of the University of California at Berkeley and Thomas Piketty of the Paris School of Economics, total reported income in the United States increased by 9 percent in 2005 over its level in 2004. All of that increase, however, came from the wealthiest 10 percent of Americans, and the wealthiest 1 percent experienced an increase of 14 percent. Among the remaining 90 percent, income actually decreased by 0.6 percent.

And 2005, let us remember, wasn't a year of economic downturn. The American economy was humming along. It was only the American people who weren't doing very well.

What all this amounts to is a triumph of corporate and financial power, and of the conservative economics that shores it up.

Once upon a time, American prosperity actually benefited Americans. From 1947 through 1973, productivity in the U.S. rose by 104 percent, and median family income rose by an identical 104 percent. Those were also the only years of real union power in the United States, years in which one-quarter of the workforce, and in some years one-third, was unionized. Apparently, this level of worker power and mass prosperity proved intolerable to our financial elite and their political flunkies.

Since the '70s, American business has generally done its damndest to keep its workers down. Employers routinely opted to pay the negligible penalties for violating the National Labor Relations Act rather than permit its employees to join unions. In 1969, according to the National Labor Relations Board, the number of employees who'd suffered illegal retaliation for exercising their right to join or maintain a union was just over 6,000; by 2005, that number had risen to 31,358. According to a study out this January from the Center for Economic and Policy Research, fully one in five activists on unionization campaigns are illegally fired. And as worker power declines, so do living standards. Secure retirement pensions are history; employer-provided health benefits are going fast.

To all of this, conservatives offer no remedy whatever save to make things worse. Employer-provided pensions collapsing? Let's gut Social Security, too. Health insurance tottering? By all means, let's preserve our private, for-profit system, which currently fails to cover 47 million of our fellow Americans. All income increases going only to the rich? Let's switch to a flat tax (Rudy Giuliani's most recent brainstorm), which further shifts the tax burden from the upwardly mobile rich to the downwardly-mobile everyone else.

And restoring the right of workers to join unions, which is the key to rebuilding a vibrant middle class? There's a clear way to do that. Next week, the Senate will take up the Employee Free Choice Act, which the House has already passed. By compelling employers to recognize unions if a majority of their workers sign affiliation cards, the legislation would bring a modicum of balance to workplace relations, and to the American economy as well.

Business, the president and the Republican leadership are fighting the measure with everything they have.

What they don't have, however, is their own theory of how to regain mass prosperity. How could they? Mass prosperity is precisely what they've labored mightily, and successfully, to destroy.

Eltife Bill Focuses On Job Retention

By ROY MAYNARD, Tyler Morning Telegraph Staff Writer

A new bill filed by state Sen. Kevin Eltife, R-Tyler, could expand the potential uses for the Texas Enterprise Fund to help the state keep - not just attract - jobs. The Tyler Republican's bill was co-authored by Houston Democratic Sen. Rodney Ellis. It was prompted, in part, by the recent decision of the Goodyear Tire & Rubber Co. to close its Tyler plant. "Manufacturing jobs are the backbone of our economy," Eltife said. "The lack of a clearly stated goal of retaining manufacturing jobs hit very close to home with the decision of Goodyear to close its plant in Tyler."

Officials hoping to convince Goodyear to keep the doors open had limited options, he said. "While the state has used the Enterprise Fund to bring jobs in the front door, we are losing manufacturing jobs out the back door because we do not have the tools in place in this state to make sure we retain these important jobs," he said. The Texas Enterprise Fund was created in 2003, with an initial investment of \$295 million. But its allowable uses should be expanded,

Ellis agrees. "This legislation is vital to providing real economic security for Texas," Ellis said. "The Enterprise Fund is intended to help Texas bring in new business and spur greater prosperity. It is ludicrous to think we cannot tap that resource to ensure jobs and businesses stay in Texas."

For the past several years, the local Goodyear plant, which historically produced tires with smaller rim sizes - sizes most newer vehicles no longer use - has worked to maintain viability. In 2003, the plant barely escaped closure; the company and workers agreed to shut down the Huntsville, Ala., plant. But last fall, the company announced it would close the Tyler facility; a deal reached in December will allow the plant to remain in operation until at least Dec. 31 of this year.

UPDATE: This is Senate Bill #1979 and it is currently under review by the sub-committee.

Memorial Day is May 28th

The Meaning of "TAPS"

If any of you have ever been to a military funeral in which taps were played this brings out a new meaning of it. Here is something Every American should know. Until I read this, I didn't know, but I checked it out and it's true: We in the United States have all heard the haunting song, "Taps". It's the song that gives us that lump in our throats and usually tears in our eyes. But, do you know the story behind the song? If not, I think you will be interested to find out about its humble beginnings. Reportedly, it all began in 1862 during the Civil War, when Union Army Captain Robert Ellicombe was with his men near Harrison's Landing in Virginia. The Confederate Army was on the other side of the narrow strip of land. During the night, Captain Ellicombe heard the moans of a soldier who lay severely wounded on the field. Not knowing if it was a Union or Confederate soldier, the Captain decided to risk his life and bring the stricken man back for medical attention. Crawling on his stomach through the gunfire, the Captain reached the stricken soldier and began pulling him toward his encampment. When the Captain finally reached his own lines, he discovered it was actually a Confederate soldier, but the soldier was dead. The Captain lit a lantern and suddenly caught his breath and went numb with shock. In the dim light, he saw the face of the soldier. It was his own son. The boy had been studying music in the South when the war broke out. Without telling his father, the boy enlisted in the Confederate Army. The following morning, heartbroken, the father asked permission of his

superiors to give his son a full military burial, despite his enemy status. His request was only partially granted. The Captain had asked if he could have a group of Army band members play a funeral dirge for his son at the funeral. The request was turned down since the soldier was a Confederate. But, out of respect for the father, they did say they could give him only one musician. The Captain chose a bugler. He asked the bugler to play a series of musical notes he had found on a piece of paper in the pocket of the dead youth's uniform. This wish was granted. The haunting melody, we now know as "Taps" ... used at military funerals was born. The words are :

**Day is done.. Gone the sun...From the lakes... From the hills...
From the sky... All is well... Safely rest...God is nigh... Fading
light... Dims the sight... And a star. ...Gems the sky...Gleaming
bright...From afar...Drawing nigh... Falls the night...Thanks and
praise...For our days... Neath the sun....Neath the stars...Neath the
sky...As we go... This we know...God is nigh.**

I too have felt the chills while listening to "Taps" but I have never seen all the words to the song until now. I didn't even know there was more than one verse. I also never knew the story behind the song and I didn't know if you had either so I thought I'd pass it along. I now have an even deeper respect for the song than I did before. Remember Those Lost and Harmed While Serving Their Country. And also those presently serving in the Armed Forces.

CITGO CHANGING IT'S NAME ! (to hide who they are from U.S. Public)

Diane Sawyer on ABC news interviewed the Venezuela's Communist President, Hugo "the Ego" Chavez just last week — March 2007 He is very dangerous, and you can tell he is thrilled to be selling oil to America and having a foot on the throat of this country. He is something else. If you did not hear the interview, the following was discussed and it is true. They have all this money coming in and the overwhelming majority of his own people are living in poverty and Chavez is so rich. He is best of friends with Castro and Russian leaders.

He told Diane Sawyer that he was friends with all the world leaders, but not with President Bush, he is as dumb as a "donkey" and "the Devil". NEWS FLASH: Chavez is NOW getting a Russian Weapons Factory built by Putin. The RUSSIANS are building an AK-47 Kalashnikov Assault Rifle factory in Venezuela, to give armament support to Communist Rebel groups throughout the South and Central America. Chavez now has Iranian's operating his oil refineries in Venezuela for him. It is likely only a matter of time, if not already, before Chavez has Iranian built long range missiles, with a variety of warhead typed aimed at: Guess Who? Remember the last Communist that pulled that in 1962? CITGO is NOW in the process of Changing Its Name to PETRO EXPRESS due to the loss of gasoline sales in the USA due to the recent publicity of ownership by President Hugo Chavez of Venezuela. Every \$ dollar \$ you spend

with CITGO or PETRO EXPRESS gasoline will be used against you, your basic human rights, and your freedoms. He will fund and equip terrorist, foment revolutions, destabilize governments and start wars here in the Americas that will result in the death and destruction of the lives tens of thousands of free people. In short, this Communist dictator wants to pickup where the Supreme Ruler of Cuba, "Uncle Fidel" left off and destroy America. The only difference between Castro and Chavez is that Chavez has "OIL". THIS IS VERY IMPORTANT CHAVEZ OWNS CITGO. and he is now starting to feel the loss of revenue from his holdings. This is a very important move that everyone should be aware of. This takes away his ability to cause trouble and gives him more problems in Venezuela. ANNOUNCED JUST RECENTLY, CITGO, BEING AWARE THAT SALES ARE DOWN DUE TO U.S. CUSTOMERS NOT WANTING TO BUY FROM "CITGO-CHAVEZ", HAVE STARTED TO CHANGE THE NAME OF SOME OF THEIR STORES TO: "PETRO EXPRESS" DO NOT BUY FROM "PETRO EXPRESS" EITHER!!! "PETRO EXPRESS" IS ALSO 100% OWNED BY "CHAVEZ." if you care about the America that you live in now, feel free to, but not pressured to, to send this to anybody and everybody that you know. Fight the "Communist" with "Capitalism \$\$", and take his money away !! Their plenty of other oil companies to buy from, all day long !

Excellent Job Opportunity

The Federal Aviation Association is taking applications for air traffic controller school. We all have kids and know kids in the right age group (under 31) and with some effort they could reach a salary of over \$100,000 with benefits in about 3 years. You need only a high school diploma to apply and credit is given for college on the exam.

They need to go to http://www.faa.gov/jobs/job_opportunities/airtraffic_controllers/ for details and to fill out the application immediately - even if they don't know if they'd want to attend immediately - it's the federal government and it may take them months to call. The key is to apply NOW. There will be a lot of retirements coming up rather quickly and they need to line up training to accommodate these openings. It's my understanding that the FAA rarely has an open application such as this and that the jobs are coveted. This is a great opportunity and it should be noted that choosing a site like Anchorage or Indianapolis to train is a likely acceptance into the training program - after-which you can transfer anywhere in the country that has a tower. I hope that this is timely information for your daughter/son or anyone else who may find it useful. http://www.faa.gov/jobs/job_opportunities/airtraffic_controllers/

ICD – A WORK IN PROGRESS

by Steve Day, Tyler ICD Coordinator

Now that the Tyler Plant has begun to offer “Customized” classes using Institute of Career Development (ICD) funds, many questions have been asked about the process and how it applies to plant workers. In order to gain a better knowledge of the ICD process, it would be beneficial to understand more about how this directly applies to each person wanting to use these funds.

During calendar year 2007, Goodyear will make a monthly deposit into the Tyler ICD account based on an agreed formula during negotiations. Under current ICD guidelines, each worker in the Tyler Plant has a maximum amount of \$3,800 that can be used for training and gaining new skills for the current calendar year. This total figure is divided into two (2) separated accounts – Tuition Assistance (\$1,800) and “Customized” classes (\$2,000).

A figure of 20% of the monthly deposit is set aside for Tuition Assistance and the remaining 80% is used for “Customized” classes. What is not spent in any given month is carried over into the next month and the value increases if the amount spent is less than what was used. So far this year, Tyler has accumulated funds in both accounts and have spent very little of the money deposited. With the beginning of “Customized” classes being offered, some of that 80% that has been accumulating is being to be used. As a person begins to use ICD funds, the amount used is subtracted from the specific account. At no time will funds be spent from either the Tuition Assistance or “Customized” accounts if there are no funds to cover the expenses. All costs associated with “Customized” classes will be paid by Goodyear, thus no out of pocket expense to participants.

There are some very specific ICD guidelines and criteria that state how Tuition Assistance funds can be spent and what courses are eligible for ICD funding. The key to using funds for Tuition Assistance is that the class/course must be from an accredited college/university or meet certain standards set forth by ICD guidelines. Payments to cover Tuition Assistance costs are initially made by each person and expenses are submitted for reimbursement when the class is completed.

As noted earlier, only 20% of the monthly deposit by Goodyear is set aside for Tuition Assistance, which means that certain precautions must be taken to ensure that money is available when people want to use funds from that account. People wanting to use ICD funds must complete a Tuition Assistance Application Form and submit the form by the specified deadline established. Because only 20% of the monthly deposits go toward Tuition Assistance, it is absolutely critical that the plant be able to track how much money is in the Tuition Assistance account at any point, to determine that there is enough money to meet the demand. Using this form is one method to manage that process.

Here is an example to understand the need to establish a deadline for Tuition Assistance funds. People attending college for the Spring semester (January > May) project a cost of \$12,000 for tuition, fees & books. This means that the Tuition Assistance account must have at least that amount of money to cover the total expenses, but there is only \$10,000 in the account. Since the need exceeds funds available and we cannot spend what we don't have there is not enough money to pay the total costs! If that is the case, some of the expense from people wanting to use ICD money will not be covered due to the lack of funds. Should this take place, two separate factors will determine who will get use the money. 1) Was application submitted prior to the deadline date and 2) What is the seniority of the person wanting to use the funds. The Local Joint



Committee (LJC) decided that if this situation occurred, plant seniority would determine who would receive use of the funds IF all applications met the deadline date. In the example above, the lower seniority people would not have their expenses covered with ICD funds because there is not enough money to cover total expenses.

Even though the deadline for people wanting to use ICD Tuition Assistance funds for the Spring of 2007 was commu-

nicated to be March 1, not all people understood what was required or were aware of the deadline date. Recently, several people have contacted me saying that they either took a class or are currently taking a class that would fall under the Tuition Assistance area and asked if those expenses can be covered even though the deadline is passed. Since this is a policy decision, it was taken before the Local Joint Committee for consideration and the answer is “YES”, those expenses can be covered. **The LJC has agreed to extend the deadline for a person to complete the Tuition Assistance Application Form until 3pm on Friday, May 4. No applications for the Spring Semester timeframe (January thru May) will be eligible after May 4th.**

A deadline will be created and communicated in the near future for people that wish to take classes in the July thru August timeframe and want the costs to be covered under the Tuition Assistance category. **As with the Spring deadline, NO exceptions will be made if the deadline is missed for any individual.**

For a class to be offered as a “customized” class, a minimum of 5 people are required for a class to be considered. This also means that all 5 must attend the same class regardless of team assignment. If more than 5 are interested, it is possible that multiple classes can be offered but again, each class must have the minimum number and an instructor must be available.

If a person has an interest in a particular area of training but there is not enough overall interest from the plant population to develop a “Customized” class, it is still possible that a person can take the class and the cost could be covered by ICD funds. Here is an example – If 2 people want to take a class in AutoCAD and that class is offered as a continuing education class by Tyler Junior College, they can sign-up to take the class, complete a Tuition Assistance Application Form, take it with other people within the community (not just Goodyear workers) and if funds are available in the account, the cost could be covered by Tuition Assistance. Using this same AutoCAD example, if 5 people wanted to enroll in an AutoCAD class and all take it at the same time, it is possible that we could offer this same class as a “Customized” class and the cost would be paid for out of that “Customized” account.

The purpose of this information is to help clarify how the ICD process works and perhaps answered some questions that may exist. If you have any questions related to this letter or the ICD process in general, please contact me to discuss any concerns. Normally I am in the plant from 7am till 3pm on Tuesday and Thursday and also in and out on other days of the week. Please call me anytime and ask your question. If I am not in the office, leave a message or a question, and I will call you back as soon as possible. I will also set up a time when we can talk face to face about the ICD process. My plant phone number is Ext 649.

The ICD process is designed to help people learn new skills. You are encouraged to use these funds that can help you find meaningful employment once the Tyler Plant discontinues manufacturing operations.

OBITUARIES



R.P. Jones, 63, passed away on April 4th. He was a manager at the time of his retirement.



Alvin "Tall Man" Foster, 63, passed away on April 13th. Alvin retired in 2001 and worked in Dept. 514.



Frank Brown, 82, passed away on April 21st. Frank was a fork truck mechanic and retired in 1990.



Willie Booker, 77, passed away on April 21st. Willie was a fork truck driver and retired in 1999.

AFL-CIO Launches 2007 Executive PayWatch Website

CEOs—who already pull in enormous salaries and “golden goodbye” pay packages—have once again stacked the deck in their favor by backdating their stock options.

www.aflcio.org/corporatewatch/paywatch/pay/index.cfm
www.aflcio.org/corporatewatch/paywatch/goldengoodbyes.cfm
www.aflcio.org/corporatewatch/paywatch/stockoptions.cfm

Here's how it works: the CEOs pick favorable dates when the company's stock traded at a lower price than the price at which the stock options were granted, resulting in an instant profit. Stock options are supposed to be an incentive for the CEO to work harder. Instead, corporate directors let CEOs manipulate their stock option grants in a way similar to placing a “bet on a horse race after it is over,” according to *The Wall Street Journal*.

Here's what you can do to fix the broken executive pay system:

- 1) **Tell your representative you support H.R. 1257**, the Shareholder Vote on Executive Compensation Act,
www.unionvoice.org/campaign/vote_executive_compensation
- 2) **Tell the U.S. Securities and Exchange Commission (SEC) to allow proxy access** to make company boards more accountable to shareholders.

www.unionvoice.org/campaign/SEC_proxy_access

These backdating CEOs have sparked one of the decade's biggest executive pay scandals, as they may have violated accounting rules, state corporate law, federal securities laws and tax laws.

According to the AFL-CIO's 2007 Executive PayWatch website released last week, 257 companies have announced internal reviews, SEC reviews or received subpoenas from the U.S. Department of Justice related to stock option grants.

www.aflcio.org/corporatewatch/paywatch/

This year, the PayWatch website features case studies of CEOs who backdated stock options to take what they want from their companies and their shareholders with impunity. The case studies highlight the need for reform to protect companies and their investors—and the PayWatch site makes it easy for users to contact the SEC and members of Congress to help fix the CEO pay system.

Want to take on corporate greed?

- 1) **Urge your representative to support H.R. 1257**, the Shareholder Vote on Executive Compensation Act. Introduced by Rep. Barney Frank (D-Mass.), chairman of the House Financial Services Committee, the bill would require public companies to submit executive pay plans to a nonbinding shareholder vote, giving shareholders a “say on pay.” A shareholder voice in the executive com-

pensation process will encourage directors to consider shareholder interests before approving questionable compensation plans. Go to www.unionvoice.org/campaign/vote_executive_compensation to urge your representative to support a say on pay.

- 2) **Encourage the SEC to allow proxy access** and allow shareholders to nominate directors and require companies to include these nominees on the company's proxy ballot. Such a move would end the self-perpetuating system that permits incumbent boards to hand-pick director candidates, making boards truly accountable to shareholders. Go to www.unionvoice.org/campaign/SEC_proxy_access to urge the SEC to allow proxy access.

In 2006, the average CEO of a Standard & Poor's 500 company made \$14.78 million in total compensation, according to initial estimates. This year the PayWatch site includes some of the executive compensation data required under new rules issued by the SEC in 2006. The new disclosure rules go further than ever before in revealing just how much executives are paid, making transparent previously hard-to-find information such as pension totals.

But a last-minute change in the rules weakened requirements for disclosure of stock options. The new PayWatch site provides, in comparison with the SEC provided total, the total compensation an executive received that includes the total value of stock and option awards granted in 2006, giving a better representation of what the CEO was awarded in 2006.

Unlike the employees who work under them, CEOs often are allowed to resign with big pay packages even if they don't do their jobs well. For example, Home Depot CEO Robert Nardelli resigned in January, leaving with a \$210 million exit package, even though the company's stock prices dropped during his tenure. Pfizer Inc. CEO Henry “Hank” McKinnell got a retirement package worth \$6.5 million a year, even though Pfizer stock fell 40 percent while he was at the helm.

Through six case studies — Home Depot, Pfizer, Apple, Caremark Rx, KB Home, United Health Group, visit the website, www.aflcio.org/corporatewatch/paywatch/retirementsecurity/index.cfm the site shows how executives benefited from large severance packages and stock option backdating at the expense of companies and their shareholders.

“Working people are fed up with a system that showers CEOs with lavish rewards with little or no accountability,” AFL-CIO Secretary-Treasurer Richard Trumka said recently. “When the board is failing in their duty, investors should have the tools to bring about real reform.”

Sears Supports Reservist

I assume you have all seen the reports about how Sears is treating its reservist employees who are called up? By law, they are required to hold their jobs open and available, but nothing more. Usually, people take a big pay cut and lose benefits as a result of being called up... Sears is voluntarily paying the difference in salaries and maintaining all benefits, including medical insurance and bonus programs, for all called up reservist employees for up to two years. I submit that Sears is an exemplary corporate citizen and should be recognized for its contribution.

Suggest we all shop at Sears, and be sure to find a manager to tell them why we are there so the company gets the positive reinforcement it well deserves. Pass it on.

So I decided to check it out before I sent it forward. I sent the following e-mail to the Sears Customer Service Department:

I received this e-mail and I would like to know if it is true. If it is, the Internet may have just become one very good source of advertisement for your store I know I would go out of my way to buy products from Sears instead of another store for a like item even if it was cheaper at the other store. Here is their answer to my e-mail.....

Dear Customer: Thank you for contacting Sears The information is factual. We appreciate your positive feedback. Sears regards service to our country as one of greatest sacrifices our young men and women can make. We are happy to do our part to lessen the burden they bear at this time.

Bill Thorn

Sears Customer Care

webcenter@sears.com 1-800-349-4358

For Your Protection...

Put your car keys beside your bed at night. If you hear a noise outside your home or someone trying to get in your house, just press the panic button for your car. The alarm will be set off, and the horn will continue to sound until either you turn it off or the car battery dies. Next time you come home for the night and you start to put your keys away, think of this: It's a security alarm system that you probably already have and requires no installation. Test it. It will go off from most everywhere inside your house and will keep honking until your battery runs down or until you reset it with the

button on the key fob chain. It works if you park in your driveway or garage. If your car alarm goes off when someone is trying to break in your house, odds are the burglar or rapist won't stick around.... after a few seconds all the neighbors will be looking out their windows to see who is out there and sure enough the criminal won't want that. And remember to carry your keys while walking to your car in a parking lot. The alarm can work the same way there.... This is something that should really be shared with everyone. Maybe it could save a life or a sexual abuse crime.

The Stretch staff or publisher does not assume responsibility for views expressed in signed articles published in this publication.

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