



THE STRIP

Local 746L



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TYLER, TEXAS

November, 2004

COMPANY POLICY ON ACCIDENTS

By Sherrell Brown

Most of you by now are aware of the Company policy that concerns filling out a first report of incident. This policy now states you are to fill out a report no matter how trivial the incident. The Union was asked to sign off on this policy and we did so, for this reason. It can actually protect you concerning your Worker's Compensation rights.

The Texas Worker's Compensation Law says you only have 30 days to file a claim. If it is filed later than thirty days you have to show good cause why it was filed late. Good cause is very hard to prove in the hearing proceedings. Therefore when a claim is filed after thirty days it is usually denied and upheld.

We work in an industrial setting and we always have bumps and bruises. In the past when something that we thought was trivial we would just tell the Area Manager and ask him or her to put it in the night book and we would continue to work. The problem with is if the Area Manager forgets to record this and does not remember you telling him of the incident, you will probably be out of your thirty day time limit. With the policy of filling out a claim on every injury no matter how trivial we are assured to be within our time limit set by Texas Law.

There is another good reason Goodyear wants us to do this for their benefit as well as ours. You and I are not Doctors what we think is a small and insignificant matter may well be a serious injury.

When someone is hurt the plant has to allocate money for this claim in a timely manner to be compliant with Goodyear. If a member comes to the dispensary with an injury that actually occurred 3 weeks ago there was no money allocated for this injury and has to be allocated now, which puts the plant over budget and does not look good on the plant Worker's Compensation cost. We all attended shift meetings presented by President Jim Wansley who spoke of our high Worker's Compensation cost, which is one of the main things along with safety that corporate uses to gauge our plant proficiency.

The Union feels this is a good policy to protect you the worker. I have had numerous members come to my office and say they hurt something six weeks ago, it seemed small and they thought it would work its self out, but it only got more painful and now the member cannot work with it and must seek medical attention. The member is now out of their thirty day time limit and the claim will be denied by the carrier for a timely filing issue. We have the right to dispute and go through the hearing process, we may or may not win. If the claim was filed timely the carrier may still dispute the claim, but the thirty day issue will be out of the way and not help them in their case.

You will be the worker with the injury and the one at risk for a denied claim if you wait to fill out your claim at a later date. The Union urges you to protect yourself and comply with the company policy.



Blimps Cheer on Voters

With the presidential election getting close, Goodyear's airships are reminding the nation to vote. James Wilson, chief technician for the Florida-based Stars & Stripes airship, is programing "MAKE IT A GOOD YEAR VOTE ON NOV. 2" on the blimp's night sign. The Spirit of Goodyear and Spirit of America will also be flashing messages to remind voters to get out and vote.

Looking for more information on election issues? Go to Goodyear's Government Relations Web site at www.bipac.com/goodyear for tools and information to better understand and deal with the many important issues that impact you life — both at home and at work.

OPEN ENROLLMENT IS NOW UPON US

Open enrollment is here again, here are just a few reminders of what you will need to remember. This year will be different in that there will be no paper enrollments. This year enrolling for your 2005 Benefits, you have 3 enrollment options. You may roll over your existing coverage by taking no action (with the exception of Flexible Spending Account contributions, this is for active employees only) enroll online or enroll by phone. Be sure to read your booklet carefully so you don't miss anything. There is a computer set up in the benefits office at the plant for your convenience. *If your spouse works be sure you fill out a new COB form so you can be reimbursed, if a COB is not filled out the premium will revert to 0.*

During this enrollment you have the opportunity to change you medical coverage if you so desire, you can change your elections as many times as needed thru November 14th. After November 14th you must have a qualifying event or wait until next year. Retirees on Medicare must elect the NPPO. The following is a condensed comparison of our options.

Heritage Health Plan		NPPO (Blue Cross)	
Deductable	\$0.00 Must be in Network	In Network	Out of Network
Co-pay	\$10.00 for PCP and \$20.00 for Specialist total cost.	Deductible	
Out of pocket limit.	None	\$100.00 Per Person	\$200.00 Per Person
PCP required	Yes	\$200.00 Per Family	\$400.00 Per Family
		Co-Pay	
		\$15.00 Per Visit	30% Co-Payment
		10% of other charges	30% of other charges
		Max. Out of Pocket	
		\$1000.00 Per Person	\$2000.00 Per Person
		\$2000.00 Per Family	\$4000.00 Per Family

PLEASE NOTE FOR THOSE OF YOU WHO USE CHIROPRACTIC SERVICES THE HERITAGE PLAN DOES NOT PROVIDE ANY CHIROPRACTIC SERVICES

RETIREES			
Heritage Health Plan			
Same as Above			
NPPO (Blue Cross)			
In Network	Out of Network	In Network	Out of Network
Deductible		Co-Pay	
\$100.00 Per Person	\$300.00 Per Person	\$15.00 Per Visit	25% Co-Pay
\$200.00 Per Family	\$600.00 Per Family	10% of other charges	25% of other charges
	Max. Out of Pocket		
	\$750.00 Per Person	\$2000.00 Per Person	
	\$1500.00 Per Family	\$4000.00 Per Family	

The above is only a brief comparison of the coverage offered at the Tyler Plant. For complete details of the coverage a Summary Plan Description of each option may be picked up in the Plant Benefits Office.

Those of you who want to know more about the Heritage Health Plan may meet with representatives from Heritage in the plant. Schedules will be posted through out the plant.

READ YOUR WORKBOOK THOURGHLY. IT IS UP TO YOU TO MAKE THE RIGHT DECISIOIN FOR YOUR FAMILY.

Goodyear to Reduce Production at Union City Plant

Goodyear announced that it plans to reduce production at its Union City, Tenn., tire plant by approximately 10 percent, effective Nov. 1. The company is taking this action primarily in response to cutbacks previously announced by automakers.

Approximately 250 positions at Goodyear's Union City plant will be affected. The plant will work with the State Department of Labor and Workforce Development to help provide outplacement services for laid off associates.

Bush, Kerry Talk to Tire Dealers

On October 14th, the tire trade publication Modern Tire Dealer released a question-and-answer article featuring written responses from President George W. Bush (R) and U.S. Senator John Kerry (D-Ma.) that addressed issues important to independent tire dealers.

MTD's Editor Bob Ulrich asked the two presidential candidates what they thought of small business issues important to retail and commercial tire dealers. The questions ranged from free trade to tax relief and from rising insurance costs to aid for small business.

* When asked, "Do you support NAFTA (North American Free Trade Agreement) as it stands now?" President Bush said: "Open markets abroad mean more potential buyers for American goods and services, and more jobs at home. Because American workers are so productive, we can compete with anyone in the world, as long as trade is free and the rules are fair."

In answer to the same question, Senator Kerry said: "John Edwards and I will ensure that strong and enforceable labor and environmental standards are included in the core of all future trade agreements, like they were in the Jordan Free Trade Agreement. . . . John Edwards and I will stick up for American interests by enforcing our existing trade agreements and ensuring that strong enforceable trade and environmental rules are in the core of all new trade agreements."

* On aid to small business, the President said in part, "The burden on small businesses of excessive health care costs hurts their opportunities to expand, purchase new equipment, and hire new workers. To reduce the burden of health care costs on small business owners and employees, I have proposed the creation of Association Health Plans, so small businesses can pool together to negotiate lower health care costs and provide health insurance to their employees."

Senator Kerry stated, in part, "Small businesses are struggling in an environment ... that puts big business ahead of the small American entrepreneur. As the former owner of a cookie and muffin shop ... I have first-hand experience with the obstacles faced by small business owners. As president, I will create a 'Small Business Opportunity Fund' to help provide additional loans and venture capital to entrepreneurs."

To read complete responses from Bush and Kerry go to Modern Tire Dealer's Web site. The article can also be found in the publication's October issue.

More about Bush, Kerry and their platforms can be found on Goodyear's Government Relations Web site at www.bipac.net/goodyear.

U.S. Tax Bill Vote is a Win for Goodyear, Manufacturers

The \$136 billion tax-cut bill just passed by the U.S. Senate is a major win for Goodyear, many other businesses and individuals who have sought to help level the world's economic playing fields and create more U.S. manufacturing jobs.

One of the key areas addressed by the legislation," according to Scott Scheiferstein, Goodyear director of taxes, "was relief from double taxation of income, such as dividends and royalties from foreign subsidiaries."

The Alternative Minimum Tax (AMT) and its 90 percent Foreign Tax Credit (FTC) limitation were also addressed. The AMT required Goodyear and other U.S.-based companies to pay taxes on income derived from operations in other nations, but allowed the companies to only claim 90 percent of their foreign tax credits when paying U.S. taxes. Thus, U.S.-based companies were being taxed twice on the other 10 percent of their overseas income.

"The countries where Goodyear's foreign competitors are based either exempt this type of income from taxation altogether or have no such limitation on the use of foreign tax credits," said Scheiferstein. "This gave competitors an unfair advantage over Goodyear."

Over the past 10 years alone, the 90 percent AMT and FTC limitation has cost Goodyear tens of millions of dollars.

"The repeal of the old provisions should ensure that with proper planning, Goodyear federal income tax payments will be lower for many years to come and a truer reflection of what the company should be required to pay under a fair and equitable tax code," said Scheiferstein.

Besides the income tax provisions, tire excise tax simplification is also contained in the bill. These provisions have long been sought by Goodyear and the rest of the tire industry.

Under the current system, a tire's weight is used to determine the tax due. Changes in weight caused by new compounds, for example, create higher administrative costs for the tire companies who must print new catalogues, among other things. The new law, which is effective Jan. 1, uses load range and rim diameter to determine the correct tax. Also, the law makes it clear that tires sold to the U.S. Department of Defense and Coast Guard are exempt from tax.

"The changes have been sought for some time," said Scheiferstein, "and with a considerable amount of involvement from Goodyear's Government Relations office and help from organizations like the Rubber Manufacturers Association and National Association of Manufacturers. We can celebrate all the hard work."

"While only time will tell what benefit the legislation actually provides to Goodyear," he said, "I believe the number will be very significant."

Though the bill would cut business taxes by \$136 billion over the next decade, it is expected to be revenue neutral — a point seldom made in recent days by U.S. news media. Revenue neutral means that while cutting corporate taxes \$136 billion, the same amount will be raised elsewhere by increasing other taxes, closing tax law loop holes and corporate shelters. Also, the top U.S. corporate tax rate is still a sizeable 35 percent.

Another benefit of the bill is that its provisions are expected to help create more jobs among some 200,000 U.S. manufacturing firms who benefit from the legislation.

"You Know You're From Texas If:"

1. You measure distance in hours.
2. You've ever had to switch from "heat" to "A/C" in the same day.
3. You carry jumper cables in your car ...for your OWN car.
4. You only own four spices: salt, pepper, ketchup, and Tabasco.
5. You think sexy lingerie is a tee shirt and boxer shorts.
6. The local paper covers national and international news on one page but requires 6 pages for sports.
7. You think that the first day of deer season is a national holiday.
8. You know all four seasons: Almost Summer, Summer, Still Summer, and Christmas.
9. There is a Dairy Queen in every town with a population of 1000 or more.
10. Going to Wal-Mart is a favorite past-time known as "goin wal-martin" or off to "Wally World."
11. You describe the first cool snap (below 70 degrees) as good chili weather.
12. A carbonated soft drink isn't a soda, cola, or pop ... it's a Coke, regardless of brand or flavor.



Goodyear Policy Committee Joins ADA In Honoring Bernie Kleiman

On October 24th the Goodyear Policy Committee joined a host of others in honoring USWA International Special Counsel Bernie Kleiman at a dinner hosted by the Americans For Democratic Action in Pittsburgh, Pennsylvania.

People from the Goodyear Policy Committee locals representing Tyler, Danville, Akron, Marysville, St. Marys, Freeport, Buffalo and Union City attended the event. President Jim Wansley and Chris Antal represented USWA 746L. Antal, who worked with Bernie Kleiman while serving as a member of the local union Negotiating Committee, were raised in the same Chicago neighborhood.

The Goodyear Policy Committee's Five-Man Table Committee remained in Pittsburgh for two more days to meet and discuss issues and handle several items concerning the Goodyear Master Agreement. Earlier this month, while attending the fall interim meeting Wansley was selected to serve on the Table Committee as the Kelly Tire representative. He replaced Freeport's Steve Vanderheyden in that position.

"This was an opportunity for our local union to recognize Bernie for a lifetime of fighting for social justice and worker's rights. He has been instrumental in bargaining for over forty years, having joined the USWA International staff in 1964. He soon rose to the rank of Legal Counsel. He was instrumental in the 1997, 2000 and 2003 Goodyear Master Bargain. He is a staunch supporter of Tyler and has fought tirelessly to keep our plant open and make it competitive," said Wansley.

At the dinner, held at the historic Pittsburgh Athletic Club building in downtown Pittsburgh, Kleiman recognized Tyler and the other former Rubber Worker locals for their outstanding representation of working men and women and their families. He and his wife were presented with a dozen roses from the Tyler delegation, which became the centerpiece at the head table.



Jim Wansley, Gloria Kleiman, Bernie Kleiman, and Chris Antal

September Obituaries



Roy Lee White

Lester Lightfoot

RETIREE SPLIT FAMILY INFORMATION

By Sherrell Brown

This information is not new it is just a reminder of how it works. A split family is a family in which one member is on Medicare and the other is not. The member who is on Medicare will have a card from Anthem with their Social Security number on it. The member who is not on Medicare will have a card from Blue Cross Blue Shield with their Social Security on this card.

When going to the Doctors office or hospital the member on Medicare should present both the Medicare card as well as the Anthem card. The member who is on Blue Cross will just present the Blue Cross card.

When either member of the family goes to the dentist or has to get medicine they should present the Goodyear card. Dental and prescription medicine are carried under the retired members Social Security number, unlike Medical.

The long and short of this is in a split family medical bills are paid under individual Social Security numbers. The prescription drugs and contributory dental are paid under the retiree's Social Security number.

Helpful Home Remedies?

If you are choking on an ice cube, don't panic! Simply pour a cup of boiling water down your throat and presto! The blockage will be almost instantly removed.

Avoid cutting yourself while slicing vegetables by getting someone else to hold them while you chop away.

Avoid arguments with the Mrs. about lifting the toilet seat by simply using the sink.

For high blood pressure sufferers: just cut yourself and bleed for a few minutes, thus reducing the pressure in your veins.

A mouse trap, placed on top of your alarm clock, will prevent you from rolling over and going back to sleep after you hit the snooze button. If you have a bad cough, take a large dose of laxatives, then you will be afraid to cough.

Have a bad toothache? Smash your thumb with a hammer and you will forget about the toothache.

Sometimes, we just need to remember what the rules of life really are:

You only need two tools: WD-40 and Duct Tape.

If it doesn't move and should, use the WD-40. If it shouldn't move and does, use the duct tape.

Remember:

Everyone seems normal until you get to know them.

Never pass up an opportunity to go to the bathroom.

And finally:

Be really nice to your family and friends, you never know when you might need them to empty your bedpan.

Retirees' Corner

Tennie Hulsey Carol Swanson

General S.O.A.R meeting will be held November 8th, Spring Creek Barbeque, 5810 S. Broadway Ave, Tyler at 6:00 PM. Potential members who will be retiring soon are welcome to attend the meeting. The expense of the meal will be paid by each member and potential member. Plans will be finalized by President, Eugene Hulsey and members for the December meeting and Christmas Party. (Details in the December Stretch newsletter)

The ladies auxiliary planned a trip to the Winnsboro Bakery and Cafe, October 19, 2004 for lunch and a day of "shopping". The ladies had a great time and encourage all members of the ladies auxiliary to attend the next trip (place announced in the December Stretch.) They truly now know what the saying means "shop until you drop". Next time a U Haul truck will be rented if these ladies go to bring their packages back to Tyler. LaJoy and Kay were glad to hear that information.

President Tommie Frances announced at the October meeting there will NOT be a November meeting due to the same day the National Election is scheduled. The ladies auxiliary December meeting plans will be in the newsletter in December. A Special "Thank You" is given to Joe Wyatt for all of his hard work editing the newsletter. The S. O. A. R. members appreciate you and thanks for letting us be a part of the newsletter. Our prayers are with Tennie and Eugene Hulsey during the sickness of two of Tannies' sisters. Please remember this family.



Ladies Auxiliary: from left to right Carol Swanson, Kay Robertson, LaJoy Bailey, Inez Keller, and Tennie Hulsey.

August Retirement



Ronnie Williams

2005

D TEAM

★ HOLIDAYS

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19	20	21	22	23	24 ★	25 ★
26	27	28	29	30		

DECEMBER

SAT	SUN	MON	TUE	WED	THU	FRI
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24 ★	25 ★	26 ★	27	28	29	30
31 ★						

2005

C TEAM

★ HOLIDAYS

JANUARY

SAT	SUN	MON	TUE	WED	THU	FRI
★ 1 2	2	3	4 3	5 3	6 2	7 2
8 2	9 2	10 2	11	12	13 3	14 3
15 3	16 3	17 2	18 2	19 2	20	21
22	23	24 3	25 2	26 2	27 2	28 2
29 2	30	31				

FEBRUARY

SAT	SUN	MON	TUE	WED	THU	FRI
			1 3	2 3	3 2	4 2
5 2	6 2	7 2	8	9	10 3	11 3
12 3	13 3	14 2	15 2	16 2	17	18
19	20	21 3	22 2	23 2	24 2	25 2
26 2	27	28				

MARCH

SAT	SUN	MON	TUE	WED	THU	FRI
			1 3	2 3	3 2	4 2
5 2	6 2	7 2	8	9	10 3	11 3
12 3	13 3	14 2	15 2	16 2	17	18
19	20	21 3	22 2	23 2	24 2	25 2
26 2	★ 27	28	29 3	30 3	31 2	

APRIL

SAT	SUN	MON	TUE	WED	THU	FRI
						1 2
2 2	3 2	4 2	5	6	7 3	8 3
9 3	10 3	11 2	12 2	13 2	14	15
16	17	18 3	19 2	20 2	21 2	22 2
23 3	24 3	25 3	26 3	27 3	28 2	29 2
30	31					

MAY

SAT	SUN	MON	TUE	WED	THU	FRI
	1 2	2 2	3	4	5 3	6 3
7 3	8 3	9 2	10 2	11 2	12	13
14	15	16 3	17 2	18 2	19 2	20 2
21 2	22 2	23	24 3	25 3	26 2	27 2
28 2	29 2	★ 30 2	31			

JUNE

SAT	SUN	MON	TUE	WED	THU	FRI
				1	2 3	3 3
4 3	5 3	6 2	7 2	8 2	9	10
11	12	13 3	14 2	15 2	16 2	17 2
18 2	19 2	20	21 3	22 3	23 2	24 2
25 2	26 2	27 2	28	29	30 3	

JULY

SAT	SUN	MON	TUE	WED	THU	FRI
						1 3
2 3	3 3	★ 4	5 2	6 2	7	8
9	10	11 3	12 2	13 2	14 2	15 2
16 2	17 2	18	19 3	20 3	21 2	22 2
23 3	24 3	25 2	26	27	28	29
30	31					

AUGUST

SAT	SUN	MON	TUE	WED	THU	FRI
		1 2	2 2	3 2	4	5
6	7	8 3	9 2	10 2	11 2	12 2
13 2	14 2	15	16 3	17 3	18 2	19 2
20 2	21 2	22 2	23	24	25 3	26 3
27 3	28 3	29 2	30 2	31 2		

SEPTEMBER

SAT	SUN	MON	TUE	WED	THU	FRI
					1	2
3	4	★ 5	6 2	7 2	8 2	9 2
10 2	11 2	12 3	13 3	14 3	15 2	16 2
17 2	18 2	19 2	20	21	22 3	23 3
24 3	25 3	26 2	27 2	28 2	29	30

OCTOBER

SAT	SUN	MON	TUE	WED	THU	FRI
1	2	3 3	4 2	5 2	6 2	7 2
8 2	9	10 3	11 3	12 3	13 2	14 2
15 2	16 2	17 2	18	19	20 3	21 3
22 3	23 3	24 2	25 2	26 2	27	28
29	30	31 3				

NOVEMBER

SAT	SUN	MON	TUE	WED	THU	FRI
			1 2	2 2	3 2	4 2
5 2	6	7	8 3	9 3	10 2	11 2
12 2	13 2	14 2	15	16	17 3	18 3
19 3	20 3	21 2	22 2	23 2	★ 24	★ 25
26	27	28 3	29 2	30 2		

DECEMBER

SAT	SUN	MON	TUE	WED	THU	FRI
					1 2	2 2
3 2	4	5	6 3	7 3	8 2	9 2
10 2	11 2	12 2	13	14	15 3	16 3
17 3	18 3	19 2	20 2	21 2	22	23
★ 24 3	★ 25 3	★ 26 3	27 2	28 2	29 2	30 2
31						

NOVEMBER

2004

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	E- Board Meeting 3:15 PM Kelly Gift Shop Open	4 Union Membership Meeting	5	6
7	8 S.O.A.R. Meeting Spring Creek Barbeque	9	10 San Antonio Discount Tire Plant Tour	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25 Thanksgiving Holidays	26	27
28	29	30	31			

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