

THE SPOTLIGHT

5724 Seward, Lincoln, NE 68507 • (402) 434-2970 • www."nebraska.com/~uswa286

**FEBRUARY
2002**

**The February
winner of the
Nebraska
AFL-CIO
calendar
raffle from
Local 286 is**

**Mike
Matulka**

CONGRATULATIONS!

Ucinda Sims, Editor
Hugh Bowen, President

Goodyear . . . In the News

Goodyear announced plans to close its tire plant at Marikina in the Philippines due to overcapacity and continuing softening in market demand. This plant employs approximately 175 people and produces about 1200 tires per day. Operations ceased on February 1, 2002.

Also on February 1st, Goodyear announced plans to voluntarily replace about 200,000 light-truck tires that it says have been linked to 11 deaths in accidents involving tread separations. Goodyear is not admitting a defect and insists all of its Load Range E tires are safe. The new program calls for replacing 16-inch tires used on 15-passenger vans and ambulances from model years

1996 to 2000.

On Friday, February 8th, in response to reported fourth quarter losses as well as its first reported annual loss since 1992, Goodyear CEO, Sam Gibara announced that Goodyear would be eliminating an additional 3,500 jobs this year to reduce costs. According to Gibara, these cuts would include about 1300 workers at an Australian joint venture that is closing two plants. The rest will come from Goodyear facilities. Also included in the plan is a change in the relationship with automakers, claiming that they will drop some contracts if the automakers will not accept higher prices

Q&Q: Questions and Questions

Recently, we have all been surrounded by a seemingly endless amount of questions that have no answers. While it is easy to believe that the lack of answers is a question of secrecy, it is actually more likely that there just are no answers.

Inside this issue of your newsletter you will find some questions that we do know the answers to. On page 2, you will find some questions that have come up about the stock option plan, along with the answers. On page 4 is a table that shows you possible earnings at different selling prices for a variety of number of shares.

We know that there are also lots of questions about layoffs, freeze language and of course, the sub fund. Some of the questions can be answered and some will require some additional time for investigation.

Your representatives at the Union Hall are always available to answer your questions and concerns. We will continue to keep you updated as we find out new and more up to date information.

March 2002

Su	Mo	Tu	We	Th	Fri	Sat
					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						

**Next Regular
Membership Meeting**

**March 10th at 2:00 pm
Union Hall • 5724 Seward**

FROM THE PRESIDENT'S DESK

Hugh Bowen

On the bottom of this page and on page 4 you will find some information and answers about our stock option plan. I received this and thought it was good information for everybody to have as well as being simply

written and easy to understand.

With all the surplus labor, bumps and layoffs, there are certainly a lot of questions being asked about options and choices. Some of your questions require some investigation and we are currently looking into these things. We understand that this current wave of labor movement exposes a lot more of you than usual to the system.

One part of the surplus labor program is the 'freeze clause'. If you are surplus labor and, excluding waivable jobs, your seniority will only hold jobs that are currently frozen, you will be placed on layoff under the freeze clause. The language of the freeze clause provides for the most senior person to be called back to the first job to unfreeze. A job becomes frozen when the number of unqualified people on that job reaches 15% of the classification.

If you are placed on layoff, you are entitled to a payment of \$100 during your waiting week with unemployment. Please understand that the \$100 is paid from the sub-fund and is only payable if the sub fund pays for that week. If there is no payment for that week, you will not get your \$100.

We are still getting weekly updates on the sub fund and will continue to do so as long as the sub fund stays below 10%. It seems that it is impossible to predict even on a weekly basis. There is a hotline available in the plant at extension 8822. This information is updated on Tuesdays.

We are waiting on a report back from the International about their meeting with Goodyear corporate on Monday, February 11. As I reported at the February membership meeting, it is my belief that if corporate indicates that they are willing to sit down again about the decisions to be made in the hose department, we will be meeting with them about both hose and belts. If they are not willing to participate in any further meetings about hose, I really feel that meetings about the belt department will be next. We will keep you updated as information becomes available.

I would just like to remind everyone that if you do have questions or concerns, please let us know. We will do our best to answer your questions and help you through this process.

Goodyear Stock Option Plan... Some Answers

When can I exercise my stock options? All participants can make a personal choice when to exercise their options. You do however, have to do so before the expiration date of the plan: December, 4, 2010.

What happens to my stock options if I get laid off? As long as you remain on the recall list your stock options remain until 2010. However, you may not continue to vest additional options until you return to work. Or retire? The stock options you have vested at the time of retirement may be exercised any time prior to expiration in 2010. Or quit? If an employee quits working for Goodyear, the stock options that were granted to him/her expire immediately. If you are thinking of quitting, consider exercising your stock options immediately. Or die? Your beneficiary may exercise the options anytime during the 3 year period following death, or before December 4, 2010, whichever comes first.

How do I cash in (exercise) my stock options? Solomon Smith and Barney (SSB) handles the administration of the Goodyear stock option plan for hourly employees. You can contact SSB by phone or through the internet. Both methods are very easy to use and understand. To use the interactive phone system, dial 1-888-772-1749. To use the handy internet site, log onto www.benefitaccess.com. Using either will require you to provide your personal identification number and temporary password that was mailed to your home. If you lose this information, you can still access it through the phone system by speaking to an operator.

The table on page 4 shows the amount of money you could get by cashing in your vested options. You have no tax liability until the stock options are exercised. Once you do cash them in, you have received cash or Goodyear stock. That income will have appropriate taxes withheld and at the end of that tax year, SSB will forward a statement of earnings for your income tax preparation.

Thanks to President Steve Vanderheyden and the officers and staff of USWA Local 745, Freeport, Illinois for their contribution to putting together this information.

IN THE EDITOR'S OPINION

Ucinda Sims

Safety is more than just a work program. It is more than just a buzz word to tack on at the end of a sentence to appear to be concerned. It is more than just a corporate afterthought.

Safety should be first in all that we do. It is the one 'work' habit that should follow us home. Working safely is the only way to guarantee that you will leave at the end of the day, able to enjoy your family and your life.

Currently, a large portion of our membership has been immersed into a sea of confusion, low morale, worry and even anger.

While the leading cause of accidents is usually a combination of unsafe working conditions and hazards, it is also possible to increase your risk by working while angry or not paying attention. Years of practice have taught us that there is not much we can do to facilitate a change in unsafe working conditions. It is, however, important to note that this history should not deter us from continuing to turn in unsafe conditions. Awareness of the problem is the only way to get anything fixed or replaced. As the people who work with the problem or around the problem every day, we are the ones responsible for turning it in.

It is so easy to get carried away with worry and frustration. The longer you have been doing your job, the easier it is to get lost in thought about something else. Questions about how long you will have your job, how would you learn to do something else, how would you pay your bills, how would you feed your family, how could they allow this to happen, how can they be so . . . And the list goes on.

In other parts of the plant, anger about plans that seem to pit worker against worker, vague accusations of "screw-

ing off" and not doing your job, the lack of concern for our customers and their needs...this list goes on and on also. If you continue to work in anger, your risk of an injury like a muscle strain or smashed hand or foot goes way up.

None of these outside forces are going to go away. It is up to us to find ways to keep focused and pay attention to what we are doing and keep working safely. Giving 100% of your attention to what you are doing, to the machine you may be running is a must. It is more important than production numbers. It is more important than housekeeping. It is more important than anything you do. If you find yourself daydreaming about what lies in the future, if you are extremely angry about something, if you cannot think about anything but what is going on around you, take a step back. Take some deep breaths. Walk around your work area. Sometimes, just going to the nearest bathroom and splashing water on your face has a calming effect. Perhaps the most effective way to combat this level of stress is to have a plan. And a plan B wouldn't hurt either.

Equally important is watching out for your neighbor. If you see signs that they are extremely stressed, stop and say hello, ask how its going, let them vent. Maybe you could tell them a joke (make sure it's a clean one, like the one about the duck). Just take a minute, you will both feel better. In the long run, a safe, healthy, calm and in control workforce will automatically produce the higher numbers, the improved housekeeping, as well as continuing our reputation for a quality product.

Sometimes, the worst part is not knowing, and it looks like it could be awhile before we know anything about the future of hose or our plant. In the meantime, we can only help the situation if we stay healthy and safe.

Maybe our new motto should be "Practice Safe Solidarity."

The Community Services Committee is going to be helping to collect food items for the Lincoln Food Bank at the gates of the 29th Annual Rocky Manginelli Memorial Swap Meet. The Event will be March 10, 2002. We will be manning the gates at 14th Street, 17th Street and 27th Street from 7:00 a.m. until 9:00 a.m. If you would like to help please let me know.

Thank you,
Milt Schmidt
Chairman, Community Services Committee

BuyUnionNOW.com COUPON

Get \$10 OFF any two pairs of Carharts!

This coupon code is ONLY good for any 'TWO' pairs of CARHARTT clothing.

All products at <http://BuyUnionNOW.com> are GUARANTEED American-made, Union-made. When you check out, enter in coupon code '2PAIR' and \$10 will automatically be deducted from your total. This coupon is only good for two or more pairs of Carharts.

This coupon will expire February 28, 2002.



Retiree's Corner

Retirees Meeting

The February Retirees Meeting started at 5:30 with a potluck dinner. The regular meeting started at 6:30. The \$5 door prizes were won by Larry Richter and Darlene Arnold. Tickets for the May 13th Chicken Dinner are on sale at \$2.50 per person. See Barb at the Union Office or Marv Tenopin.

Retirees Meeting, March 11th, 2002 Potluck Dinner 5:30 pm

Bring a covered dish and your own table service. We will have election of officers. If you would like to run for an office or nominate someone for office, come and be elected. We need new people with new ideas.

The 2002 dues of \$4.00 are now due.

Send your dues to Jim Landstrom or pay Barb at the Union Office.

BUSHwacked

... since last month

- Bypassed Congress to appoint labor solicitor opposed to worker safety measures;
- Fired all members of key federal workers' dispute resolution panel;
- Revoked union representation for hundreds of workers in five Department of Justice divisions;
- Proposes to restore food stamps for documented immigrants;

FROM THE PENSION AND INSURANCE OFFICE

Sally Edwards and John Bell will be conducting pre-retirement seminars. The first two seminars will be Monday, March 4, 2002 at 7:00 p.m. and on Wednesday, March 6, 2002, at 7:00 p.m. Please call the Union Hall and leave your name, social security number, projected retirement date and the evening you will be attending. We will have your individual worksheets prepared for you. We will discuss all your benefits as retirees and your pension options. This is just the beginning. Future seminars will be held. We will keep you informed as they are scheduled.

Gross Earnings

Selling Price	Number of Options Sold									
	1	20	40	60	80	100	120	140	160	200
\$19.00	\$ 1.32	\$ 26.40	\$ 52.80	\$ 79.20	\$ 105.60	\$ 132.00	\$ 158.40	\$184.80	\$211.20	\$264.00
\$20.00	2.32	46.40	92.80	139.20	185.60	232.00	278.40	324.80	371.20	464.00
\$24.00	6.32	126.40	252.80	379.20	505.60	632.00	758.40	884.80	1,011.20	1,264.00
\$28.00	10.32	206.40	412.80	619.20	825.60	1,032.00	1,238.40	1,444.80	1,651.20	2,064.00
\$32.00	14.32	286.40	572.80	859.20	1,145.60	1,432.00	1,718.40	2,044.80	2,291.20	2,864.00
\$36.00	18.32	366.40	732.80	1,099.20	1,465.60	1,832.00	2,198.40	2,564.80	2,931.20	3,664.00
\$40.00	22.32	446.40	892.80	1,339.20	1,758.60	2,232.00	2,678.40	3,124.80	3,571.20	4,464.00
\$44.00	26.32	526.40	1,052.80	1,579.20	2,105.60	2,632.00	3,158.40	3,684.80	4,211.20	5,264.00
\$48.00	30.32	606.40	1,212.80	1,819.20	2,425.60	3,032.00	3,638.40	4,244.80	4,851.20	6,064.00
\$52.00	34.32	686.40	1,372.80	2,059.20	2,745.60	3,432.00	4,188.40	4,804.80	5,491.20	6,864.00
\$56.00	38.32	766.40	1,532.80	2,299.20	3,065.60	3,832.00	4,598.40	5,364.80	6,131.20	7,664.00
\$60.00	42.32	846.40	1,692.80	2,539.20	3,385.60	4,232.00	5,078.40	5,924.80	6,771.20	8,464.00
\$64.00	46.32	926.40	1,852.80	2,779.20	3,705.60	4,632.00	5,558.40	6,484.80	7,411.20	9,264.00
\$68.00	50.32	1,006.40	2,012.80	3,019.20	4,025.60	5,032.00	6,038.40	7,044.80	8,051.20	10,064.00