

Discover 2007

United Steelworkers

USW LOCAL 207L

<http://www.uswlocal207l.org>

Issue 3, Volume 1

Getting Started Class



District 1

Volume 10, Issue 1

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APRIL

S	M	T	W	T	F	S
1 A/C	2 B/D	3 B/D	4 A/C	5 A/C	6 B/D	7 B/D
8 B/D	9 A/C	10 A/C	11 B/D	12 B/D	13 A/C	14 A/C
15 A/C	16 B/D	17 B/D	18 A/C	19 A/C	20 B/D	21 B/D
22 B/D	23 A/C	24 A/C	25 B/D	26 B/D	27 A/C	28 A/C
29 A/C	30 B/D					

Inside this issue:

District One	3
Goodyear	4
Safety	4-5
Stress	5
Retirement Plan	6
Iraq	6-7
Women of Steel	7
Workers Comp	
Women of Steel	8
Scholarships	
President	9
Retirees	
Our Web Page	10-
	11
Crossword	12

Cover Page: Left to right, top row: Van Tenpenny USPA President, Kahy Boyd local 1123, Jim Coleman USPA Secretary Treasurer, Randy Sells local 2L. Left to right, bottom row: Terry Mullins local 7697, Jeffrey A. Fuhrer USPA Communication Coordinator and Nick Rosta local 1538.



Front left to right: Ron Coldren, financial secretary, Ron Rettig, vice president Rodney Nelson, president, Kevin Welch, recording secretary, Billy Nelson, treasurer, James Gutierrez, guard, Tim Thompson, guard. Back row, left to right: Jim Desgranges, trustee, Bob Brubaker, trustee, Tim Smith, executive board member, Clifton Baxter, executive board member, Rob Greer, guide, Bob Brumbaugh, executive board member and Terri Thompson, trustee.

District 1 Getting Started

Cover Story

In the first week of March, District 1 Director Dave McCall sponsored and the United Steelworkers Press Association (USPA) hosted a Getting Started class in Pittsburgh.



The purpose of the class was to help local union editors develop their skills in editing. We had a variety of participants, some who had never done a newsletter to those who have. This was not a problem since Marco Trbovich, USW Director of Communications and his staff, re-designed the course this year, making it more proficient.

Instructors and trainers for the class were provided by the United Steelworkers International's Communications Department.

After the initial introductions and protocols, the participants began to learn writing and editing techniques. Editors began examining the communication needs of their local unions. Gerald Dickey, USW Communications Technician, led the class into an exercise on how to choose a lead story.

The next part of the class was layout and design. The technique used was cut and paste. It's a simple basic way of learning how to put a main page together. Aaron Hudson, USW multimedia graphic designer instructed this part of the class.

Aaron is the person who designs the USW@Work magazine.

We then moved into the computer lab. It was at this time we were able to use a desktop publishing program to develop newsletters.

In the end, each participant had to create a newsletter. As a whole, the class went over each newsletter to find the good points and help out with the bad points.

On the last day editors learned various methods of reducing mail and distribution costs. The course ended with basic legal principles to follow for publishing a newsletter.

Other instructors consisted of Barbara White Stack, Wayne Ranick and Jim McKay, all from the USW Communications Department. USPA instructors were; Tenpenny USPA President, Jim Coleman USPA treasurer and Jeff Fuhrer USPA District 1 Communications Coordinator.

Some responses received from local union members who participated in the class.

Chris Tunney to District 1 Director Dave McCall "Thanks for your consistent passion for continuous education in our district. Under your watchful leadership, we have been allowed to embrace many opportunities to better ourselves, and our membership. We are all stronger, because of your vision and dedication." USW Local 1123

Terry Mullins, "Jeffrey, We printed and distributed our first newsletter last week. The people in the plant loved it. They wanted to know who put it together (they thought it was done professionally)." USW Local 7697

Diane Walsh "Jeff, Things are looking good...of course that's because you put two pounds of knowledge in a one pound brain. I really appreciate all of your patience and willingness to help get me through this." USW Local 87L

"Thanks for your consistent passion for continuous education in our district."

USW Goodyear Settlement

The following are the Highlight of the Goodyear-Dunlop/USW agreement:

Secured health care for current and future retirees through the creation of a \$1 billion-plus, company-financed benefit trust called a Voluntary Employees' Beneficiary Association (VEBA)

Goodyear cash payment	\$700 Million
Goodyear stock	<u>\$300 Million</u>
Total	\$1 Billion

\$550 million the company's commitment to invest in our USW-represented plants.

Protected at least 90% of product ticket and manning levels in our plants.

Continuation of COLA payments.

Restored the two year frozen pension credit with a \$55 multiplier.

Preserved affordable, high quality health care coverage.

Full seniority for the time they were on strike.

Strikers get 24 hours of pay for missed holidays.

All temporary replacement scabs leave the plants before USW workers returned.

Separation pays \$2000/year Min. \$8,000 max. \$40,000

Life insurance \$45,000

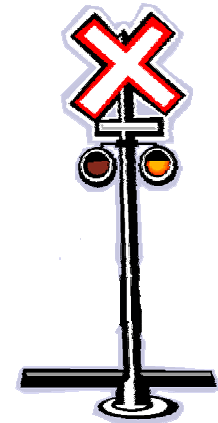
Health Insurance: Employee only \$5.00, + child \$12.00 or + spouse \$12.00 and Family \$18.00/month



Local 207L Recording Secretary
Kevin Welch

----- Railroad Safety -----

Following several recent incidents and near misses involving our railroad spur we met with Norfolk Southern Corporation,



and as a result we are raising our level of awareness and commitment to railroad safety. The area of concern is the section of tracks located south of the intersection of Lima & Western (along the corporate building).

Exit Door Near the Mail Room - A high focus area will be the exit door near the Mail Room that leads out over the train

tracks and toward the Tech Center. When a train is present, the clearance area between this door and the train is less than ideal. We have installed several red flashing lights and additional signage to warn you that a train is on our property. These lights will be activated when the locked gate over the train tracks is opened by the train crew and it will remain on until the gate is closed. While these red lights are flashing, you need to exercise extreme caution especially when exiting this door. If the lights are flashing, cautiously look out and locate the train, and then make a conservative decision as to whether it is safe to cross the tracks.

Clearance Between the Train and the East Wall of the

Corporate Building – Again, when a train is present, the clearance between the train and the east wall of the corporate building and sections of the plant is minimal. The only way to address this is by restricting access to this area when a train is present. Under no circumstances should anyone attempt to walk between the train and building even while the train is stopped. And no one should ever climb between parked train cars, or pass under a parked train car.

Train Crew – When a train is present it is imperative that we follow any train crew instructions or signals, such as to wait and not cross in front of, or behind, a train. Unfortunately

(Continued on page 5)

this has not always been the case. When a train is parked and there is no visible train crew, stay at least 10 feet in front of or behind the train. A parked train can move unexpectedly and without warning.

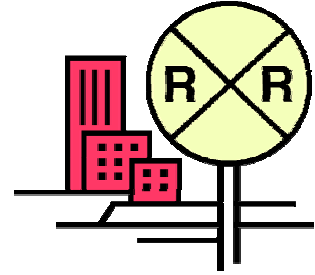
Storage Near the Tracks – Recently a train switch crew reported that during a back up move, a skid of rubber that was placed too close to the tracks "snagged" a lever and uncoupled a box car from the train. Fortunately, the air on the car was connected, so when it was

uncoupled the brakes were set, stopping the car from rolling into the warehouse door. Any items that are set too close to the tracks are also a hazard to the crews that ride on the side of the rail cars. Material staged too close to the tracks could strike one of the crew members and knock them off of the car, causing a serious injury. What we have decided to do, (with the railroads request) is to paint a yellow stripe on Western Ave. 10ft. from the center of the track. Inside of this striped area is to be an "all clear" zone. Please keep this area

clear of any obstruction, storage or vehicles.

Safety Committee

Special thanks to Thomas Carroll, Health, Safety & Security Manager



Stress Relief That Doesn't Come in a Jar

Your Health & Well-being

Yes, it's tax season, and yes, the weather outside is frightful, and yes, your boss is pressuring you to wrap up that looming project to meet next week's deadline.

But that doesn't mean you need to overeat, drink too much or head to the medicine cabinet for stress relief in pill form.

In fact, some of the most effective ways to relieve stress also happen to be the cheapest. (Perhaps that's more than coincidence?)

Cuddle up with your spouse

- Visit your local library and check out a few funny movies. Then pop some popcorn, strew pillows across the floor, kick back and laugh your cares away.
- Cuddle up with your spouse and kids. Studies indicate that being physically affectionate with your loved ones provides an antidote to stress.
- If you live alone, get a pet. Pets can be even more effective than human companions at relieving stress – they listen without judgment and don't talk back.

- Walk it off. Walking – or any exercise, for that matter – is one of the best ways to decrease tension and relieve stress.
 - Unplug. Turn off the TV and tune out all the negative, sensational stories. You'll be surprised how much calmer you feel when you limit your exposure to upsetting news.
 - Make healthy food choices. Higher-quality nutrition, broken down into small meals eaten every three or four hours, fuels your body with the energy it needs to cope with long, physically demanding days.
 - Cut back on caffeine. Past a certain point, coffee and caffeinated sodas can make you anxious and jittery – not the best frame of mind for tackling an important project. Plus, too much caffeine prevents deep, restful sleep at night, which then saps your energy for the next day.
- Get a massage. A skilled massage therapist can work that pain out of your neck in no time, leaving you relaxed and able to take on the world again.

Need more ideas for combating stress? Visit the Stress Center on the Mayo Clinic Web site at www.mayoclinic.com/health/stress

Your Retirement Suite

Get With the Plan

Now's a great chance to "get with the plan," if you've ever been at all curious about Cooper's 401(k) retirement plan options.

Professional investment counselors with Principal Financial Group, Cooper's 401(k) plan manager, will conduct one-hour educational sessions for non-union people in Findlay April 2-4 and for union workers April 9-11. PFG representatives will cover plan options and how to navigate the PFG system.

The sessions will be held at Local 207L Union Hall. Times will be, 11:00 A.M., 1:00 P.M.

and 3:15 P.M.

Both current plan participants and non-participants are invited to the classes, although seats are limited and will be assigned on a first come, first served basis.



Findlay union workers may sign up for the classes on a log at the plant entrance.

PFG is rolling out the Findlay classes as a pilot program, with plans to offer classes at other locations beginning in May. Check back here for more details.

No matter what your age or life situation, it's never too late to get with the plan. Just talk with the folks at PFG by calling 800-547-7754, or by visiting their Web site at www.principal.com for additional information.

The 4th Anniversary of the Invasion of Iraq

On this 4th 'anniversary' of the invasion of Iraq, we reflect on the tragic and catastrophic consequences plaguing Iraq and its people. Four years of occupation has turned Iraq into a country where sectarian militias and corruption control peoples' lives. As people witness the results of the invasion, the condemnation of the occupation of Iraq grows worldwide.

Every day – if there ever were any doubts – the evidence is mounting that the invasion and occupation were based on pure lies and with the clear objective of catering to an aggressive military agenda and feeding billions of dollars into an industrial military complex.

Every day, people grow more angry as they realize the extent of the lies and wonder what could have been if the billions spent on this war had been used instead to alleviate poverty, provide education and health care to millions of people around the world.

The challenges in Iraq are complex. Federalism has generally been rejected.

Violence is increasing in its scope and is more lethal. Iraqi lives lost due to the



invasion and occupation range from 400,000 to over 600,000. Every day, an average of over 100 persons are killed as a result of the sectarian violence rooted in the invasion and occupation of Iraq.

Sectarian conflict and occupation are the principal challenges to stability in Iraq. If the situation continues to deteriorate, the consequences will be severe. A slide toward total chaos could trigger the collapse of Iraq and a total humanitarian catastrophe.

Iraqi workers bear the brunt of this invasion and pay its highest price. Tens of

thousands among these victims and forced refugees, are workers and their families.

According to Antonio Gutierrez, the United Nations High Commissioner for Refugees, "At the rate of 40,000 to 50,000 a month, up to 2.3 million of an estimated population of 27 million, might be permanently displaced (inside Iraq) by the end of this year." There are more than one million displaced outside the country (in Jordan and Syria) and each day more skilled workers leave Iraq.

The occupation and civil war have caused a dramatic decrease in the social and living standards of the Iraqi working class. There is an almost total lack of basic services.

The torture and murder of labour leaders in Iraq has become a troubling trend in a country where trade unionists still operate under anti-union legislation from the Saddam Hussein era. The deliberate targeting of trade unions, as

(Continued on page 7)

(Continued from page 6)

witnessed by the recent ransacking of union offices by the occupying and Iraqi forces, is a particularly alarming feature of life in occupied Iraq.

In the face of this situation, courageous Iraqi trade unionists continue to defend workers' rights and public services for Iraqis. They are mobilizing against the privatization of public assets and the oil fields.

The political mistakes committed over the last four years and beyond have created a situation where clear and simple solutions are hard to see.

However, what is needed is courageous political leadership for the Iraqi people and those of the neighboring countries to overcome their differences, and avoid a growing, destructive war which threatens the region.

We join with our sisters and brothers, and friends around the world in calling for an immediate withdrawal of the occupying forces and the initiation of a broad diplomatic initiative to bring peace and democracy to Iraq and the region.

Canadian Labour Congress (CLC) - March 16, 2007

Women of Steel

The WOS are now selling raffle tickets to run with the Ohio Lottery Pick 3, the numbers have to be straight and the 7:29pm drawing only. There are 27 chances to win and will run with the May 2007 drawing. The tickets are \$5.00 and is a way for us to raise money for the scholarship fund. Payout is as follows, Monday-Friday-\$50.00 and Saturday payout is \$100.00. We are also going to be doing a cookbook so anyone wishing to put a recipe in can get those to me by e-mail at:

teresabrown@uswlocal207l.org

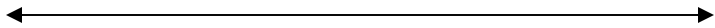
or just give them to me or Tina DeLa-Rosa so we can get it turned in.



Teresa Brown

In Solidarity,
Teresa Brown

There will be a Women of Steel meeting at Local 207L Union Hall on the 30th of March at 4: 00 P.M.



New Man on the Job

The workers compensation committee has a new face. Dave Sharninghouse has been breaking in with me on Wednesdays. We will be in the office on Wednesdays to answer your questions and help with any problems you may have.

I have had many questions regarding Permanent Partial Disability. For claims after June 30, 2006 there is a 26 week waiting period. For claims before June 30, 2006 there is a 40 week waiting period. A state doctor's exam will determine your percentage of disability. Your award is based on the rate of the year in which you were injured. If you think you are eligible for this award, contact us at the union hall on any Wednesday.



Dave Sharninghouse



Mike Lee

Workers Compensation Committee
Mike Lee
Dave Sharninghouse

UNITED STEELWORKERS DISTRICT 1 WOMEN OF STEEL SCHOLARSHIP

David R. McCall, District Director
Michele M. Laghetto, District Women of Steel Coordinator
Scholarship Committee
Karen Halladay, Beth Powell, Cindy Starcher, Debbie Quinn

ESSAY TOPICS

You **must** use one of the following titles for your essay:

- Women in the Union
- How Important is Union Activism
- The Role of the Union in Politics
- The Importance of Labor Organizing
Union Made Merchandise

REQUIREMENTS

Choose one of the topics listed above – title must include one of the above topics
Use 8 1/2" by 11" white paper, one side only
Minimum one full/complete page and maximum four pages
Essays will be evaluated on content of topic, spelling, grammar, and punctuation, in addition to the above requirements
Deadline for 2007 – Received in Canton Office by June 15, 2007

Please direct your questions to:
Michele Laghetto, 4069 Bradley Circle NW, Canton OH 44718

Telephone 330-493-7721

TWO SCHOLARSHIPS will be awarded by lottery from those applicants who comply with the application requirements:

- One (1) Technical/Trade Institute Scholarship with a total value of \$1500 to be applied toward tuition at any accredited trade or technical school in the United States.
- One (1) Academic Scholarship with a total value of \$2000 to be applied toward tuition at any accredited college or university in the United States.

WHO IS ELIGIBLE TO COMPETE: Daughters, sons, step-children (with proof of residency with the member)

and legal wards of any United Steelworkers, District 1 member are eligible to apply for the scholarship awards. The candidate must be in a graduating high school class during the year the scholarship is being awarded and have attained at least a 2.8 cumulative grade point average, which must be stated on the attached transcript for the year of graduation.

HOW TO APPLY: Applicants must complete an application blank with all required information. Incomplete information will result in rejection of the application. The High School Principal or Guidance Counselor must certify the applicant's academic status on the application form. A copy of the applicant's current transcript (including first half of graduating year) and an essay must be attached to the completed application. The application must have certification and the Local Union Seal verifying the membership of applicant's parent/step-parent or legal guardian. Applications are to be sent to United Steelworkers, District 1 Women of Steel Scholarship Committee, 4069 Bradley Circle NW, Canton OH 44718.

DEADLINE: Applications must be received by June 15, 2007 in the Canton Office. Faxed applications will not be accepted.

Additional applications can be obtained by contacting the USW at 330-493-7721.



Local 207L Scholarship Applications are due no later than April the 30th.

Dear Friends,

I want to thank everyone that contributed to the sale of candy which the money was used in the Dueling Piano fund raiser for the Habitat for Humanity. Special thanks to Terri Thompson for coordinating everything for us. Thanks to everyone that attended the Dueling Piano event. This goes to show you can have a good time and still help out a good cause.

After attending the USW Benefits Conference, I learned a lot on what to expect in future contract negotiations. We seem to be pretty fortunate here at Cooper Tire compared to what is happening to most manufacturing jobs out there. Good-year just got off a 3 month strike. There are massive job losses in Ohio.

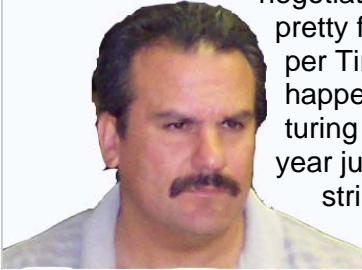
Those jobs are moving over seas. There

are tough contract negotiations going on around the state also.

Our Sub-District Director, Pat Gallagher, asked me how things are going in the plant. I told him we were "rolling with the punches." He laughed and said "that's good, but every once in a while you'll get one on the chin Rod, that's just the way things are."

I just want the company to know we don't need these punches thrown. I would like to remind the company how well we workers made the transition to continuous operations go and how scrap cost has gone down since then. We have met our challenges every time and kept up our end of the bargain. We are willing to do what is expected of us but not drugged through the mud. We will fight for what is right!

Rodney



**USW Local 207L President
Rodney Nelson**

Jim Steinman

Retirees



Louis H. Steegman

Louis and his wife Kristine have six grandchildren. He plans on spending a lot of time fishing, hunting, camping and visiting his kids and grandchildren. We wish you a happy retirement, Louis.





Your Union Web Page

Your Union Web Page

E-Mail Us: Here is where you e-mail any officer or committee member. Just click on the name of the person you want to e-mail.

Stewards: This will take you to the union stewards page so you can e-mail them.

Newsletters: Here you can look at Local 207L's newsletters, present and past.

Links: You will find many links here. U.S. Government, Ohio Government, other Local web sites, Medical, Politics and many more.

Search: This has 17 different search engines, that you can access. There is also information on how to use search engines.

Classified: There is a place for you to enter information here. If you want to Buy, Sell or Rent. You can also send feedback at this location.

Date: Here you will see the current day, month, date and year.

USPA: This is a link to the USPA Web site. You will need an ID and a Password to get into the site.

PowerCast: This is a link to powercast. Powercast is the United Steelworkers' internet radio program, a fast new way to provide union news and reports of interest to all working families

Information: This is the place to go when you can't find what you are looking for. The information drop down menu is just loaded with knowl-

edge. Here you will find information about your 401K, work schedules, newspapers, District 1 and much more. This will change from time to time.

Temperature: You will find the current temperature and weather report for Findlay, Ohio here.

Stock: Here you can take a look at Coopers current or last stock prices. There is also a quote for the S&P 500 index.

Cooper Tire: This is a link to the Cooper Tire web page.

Retrieve E-Mail: You must have an ID and Password to use this link.

Counter: Here you can see how many people have viewed our web site.

USW: This is a link to the International United Steelworkers web site.

Web Master: Here you can e-mail our web master, Jeffrey A. Fuhrer.

Main Body: This is the main body of our web site. This part of our web will change frequently.

This is a picture of Pvt. 1st Class **Nate Speck**. He is stationed in Iraq.

His mother works here at Cooper Tire.

Julia Lasoya-Harthi



Our Loved Ones

What I'm going to do is make a web page with pictures and information about our loved ones who are serving in the military, especially those who have been and are in Iraq. I need for you to send me your pictures and information. You may send them though e-mail on our web page or bring them to the union hall, make sure that someone at the hall understands what the pictures are for. The information I need is: your loved ones name, rank, military branch, where they served or are serving and I need your name and what department you work in. Any additional information is alright. Thank You!

My e-mail:

jefffuhrer@uswlocal207l.org

New Employees

Because of the amount of new employees and the lack of space, I will be placing pictures of the new employees on our web site instead of in the newsletter.

If you do not have a computer or you are not connected to the internet, you may go to our union hall and use a computer there to see the pictures.

Deadline Reminder

Please remember that all information, articles and material to be included in the May "Discover207" must be submitted in writing or by e-mail no later than Thurs. April 18, 2007.

The Many Avenues of Steelworkers

The following are words that represent types of work, fields where they may work or products they make or work with.

Across

1. Dow works with these.
3. More and more of this product is being used in cars.
5. In some plants they have "production workers" and _____ workers.
7. Places to eat away from home.
10. "_____ and Order"
11. Gas, electric, telephone, cable, etc.
12. "Hold your _____ until you can see the whites of their eyes"
Not sickly but in good _____.
17. This industry hauls merchandise and goods all across North America.
20. Factories where metal castings are produced.
21. A soil that is almost plastic when it is moist; but becomes hard when it is fired.
23. Instructors try to help better workers with _____ programs.
24. The buildings where our money is stored in vaults.
27. A foil used for cooking or re-heating.
29. Baseball players slang for a bat.
31. Churches conduct these on Sunday.
33. This agent plans holiday trips for you.
34. This metal is used to make electric or thermal conductors.
35. Workers take pulp and make it into this product.
36. Instruments that we use in a vocation, a job or a practice.

Down

2. These workers are in the building trades.
3. Some people do this to walls, others do it to their faces.
4. The initial industry our union was built on.
5. If this breaks down in a mill, the products can't be made.
6. Instead of driving, take this.
8. We send our children each day to hopefully obtain this.
9. The extraction of metal through heating.
13. You may go to this place if you don't own it – car, truck, movie.
14. The people in Newport News make these.
16. The work of caring for the sick or injured.
18. A preservation method of sealing cooked food for future use.
19. Some spouses want this arranged and re-arranged all the time in the livingroom.
22. These workers joined the USWA in 2003.
25. The check (cheque) bounced like a _____ ball.
26. Where we stay when we are on trips.
28. "Rock and Roll" is now "Heavy _____."
30. Not wholesale but _____.
32. Don't cast the first one.

