

Discover 207

United Steelworkers

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Local 207L
A Voice in Washington D.C.

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 Clifton Baxter
 Tim Smith

Trustees:
 Jim Desgranges
 Bob Brubaker
 Terri Thompson

Guide: Rob Greer
 Guard: James Gutierrez
 Guard: Tim Thompson

Editor Jeffrey A. Fuhrer



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Vice President (Administration): **Thomas M. Conway**

Secretary—Treasurer: **James D. English**

Vice President (Human Affairs): **Fred Redmond**



JUNE

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

Holidays

June 14: Flag Day
 June 17: Fathers Day
 June 21: Summer Begins

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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.

Cover Photo: Our Rapid Response team in a meeting with Congressman Jim Jordan.

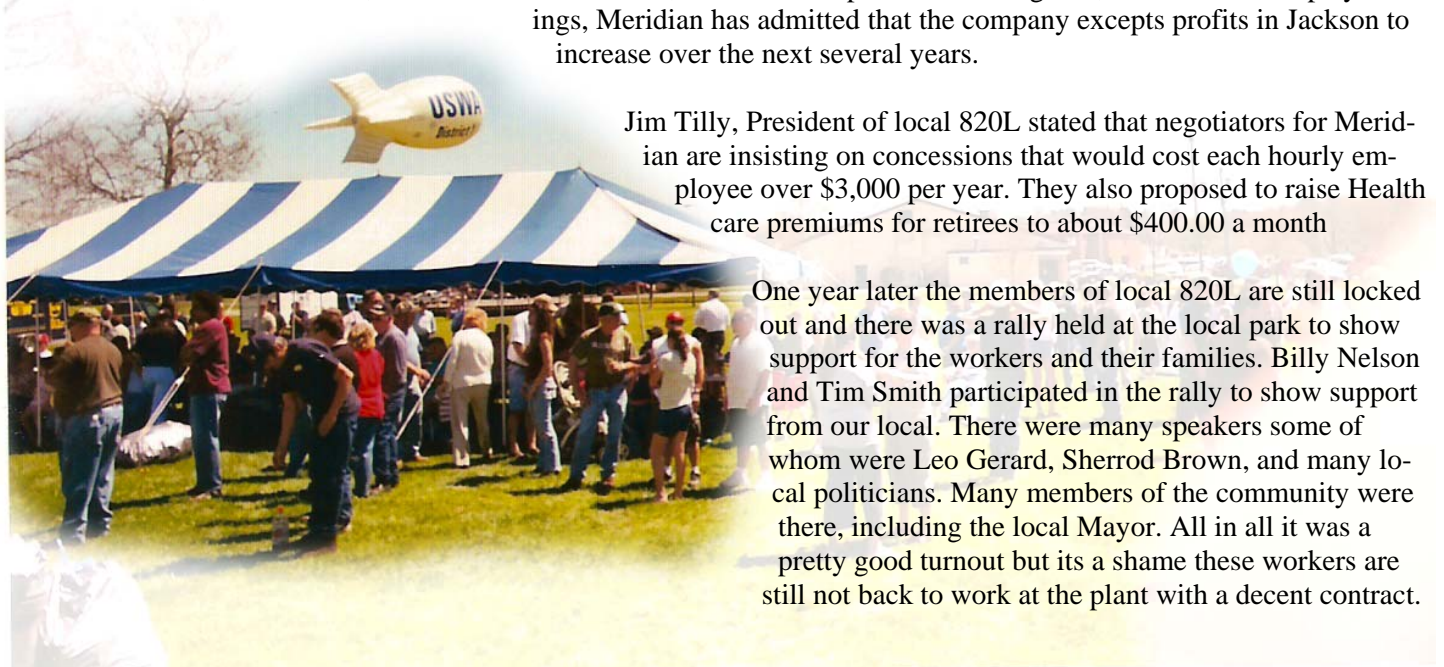
Lockout Rally

On April 21, 2006 Meridian Automotive locked out over 300 steelworkers at the company's Jackson, OH plant. They told the members of USW Local 820L that their regularly scheduled evening shifts had been cancelled, as were all shifts for the next day and beyond.

The company, which has 22 automotive parts plants nationwide and is headquartered in Dearborn Michigan, fell victim to the same conditions that affected better known plants like Delphi, and filed to reorganize under Chapter 11 Bankruptcy protection in April of 2005. The Jackson plant which supplies parts to makers of large trucks like Mack, Volvo Truck, Peterbuilt and Kenworth, has remained profitable throughout, and in its bankruptcy filings, Meridian has admitted that the company expects profits in Jackson to increase over the next several years.

Jim Tilly, President of local 820L stated that negotiators for Meridian are insisting on concessions that would cost each hourly employee over \$3,000 per year. They also proposed to raise Health care premiums for retirees to about \$400.00 a month

One year later the members of local 820L are still locked out and there was a rally held at the local park to show support for the workers and their families. Billy Nelson and Tim Smith participated in the rally to show support from our local. There were many speakers some of whom were Leo Gerard, Sherrod Brown, and many local politicians. Many members of the community were there, including the local Mayor. All in all it was a pretty good turnout but its a shame these workers are still not back to work at the plant with a decent contract.



Health and Safety

Safety Absolutes

The company has drafted these policies and is going to issue corporate wide.

1. Lockout Tagout
2. All personnel will be required to use all required P.P.E. (Personal Protective Equipment). Gloves, Steel Toe Shoes, Hearing Protection etc.....
3. No bypassing of any safety devices.
4. Maintain control of power industrial vehicles at all times.
5. No one shall walk on or across the conveyers, unless they are locked out.
6. All semi trailers will be secured before entering.
7. Confined space permits will be obtained before entry.

An Informational Guide to The 1998 Employee Stock Option Plan

This informational guide is provided to help you better understand the 1998 Employee Stock Option Plan including: the difference between stock and stock options, how and when to exercise stock options, and the tax considerations that go along with exercising stock options and stock ownership. You should review this information guide carefully to learn about your choices available with the 1998 Employee Stock Option Plan.

What is Common Stock?

Common stock is a share of ownership in Cooper Tire & Rubber Company. Shares are represented by stock certificates. Once you purchase Cooper common stock, you become a stockholder of the Company. Cooper's common stock is traded on the New York Stock Exchange under the symbol "CTB". As a public company, Cooper is owned by many individuals and investment groups.

What is a Stock Option?

A stock option gives an employee the right to purchase shares of Cooper common stock in the future at a fixed price. A stock option is not a share, and cash dividends are not paid on stock options. Your options are not transferable; they cannot be traded like common stock.

A stock option is another benefit of working at Cooper, and it doesn't cost anything.

It is an opportunity for employees to share in Cooper's success and make a profit with little risk. The better the Company performs, the better the chances that the stock will perform likewise.

Who is Eligible to Participate in the 1998 Employee Stock Option Plan?

Full-time employees of the Company as designated by the Board of Directors on July 21, 1998, were each granted an option for 100 shares of common stock.

How was the Grant Price of a Stock Option Determined?

The grant price of the stock option was determined by averaging the high and low trading prices of a share of Cooper's common stock on the New York Stock Exchange on July 21, 1998. That price is \$20.5625, and that price will not change during the option period.

What is "Exercising" a Stock Option?

When you exercise a portion of your stock option, you are buying Cooper's common stock at the fixed option price of \$20.5625.

To exercise your option, you need to fill out an exercise form and send it to the Company's Corporate Secretary in Findlay. You also need to include a check made out to Cooper Tire & Rubber Company for the appropriate amount. Once your form and check are processed, your certificate will be sent to your home address within 7-14 days. The shares are your property, and you may sell them at any time. However, you may want to make a long-term investment in your Company, and in your future, by holding onto your shares. Each time the Company's stock price rises, so does the return on your investment.

How Do I Know When to Exercise my Option?

Only you can decide when (and if) the time is right to

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exercise your option. If the stock price increases during the period before your option expires, you can profit by exercising. Stock prices are constantly changing, so you may see ups and downs in Cooper's stock price as you wait to exercise your option. You should watch the stock price, especially as the expiration date of your option gets closer. It really depends on your needs and the performance of Cooper's stock.

How Can I Benefit from this Stock Option?

You benefit by exercising your option when Cooper's stock is higher than the option price. Since the option has a fixed price, when Cooper's stock reaches a selling price higher than your option price and you exercise all or a portion of your stock option, you can sell stock and realize a profit.

Will I Owe Taxes on the Grant or When I

Exercise my Stock Option?

Under u.s. tax laws, there is no federal tax obligation created when you are granted a stock option. However, when you exercise your stock option, you will have taxable income equal to the gain between the exercise price and the fair market value on the date of exercise.

What Taxes Do I Have to Pay When I Sell my Shares?

When you sell the common stock received from the exercise of your stock option, any gain or loss will be treated as a "capital gain or loss" under U.S. tax laws.

What if I am not a U.S. Citizen?

You should consult a tax or financial advisor before exercising your option.

What if I have Additional Questions?

Any further questions which arise should be addressed to your employee relations or human resources department.

AFL-CIO

On the 8th and 9th of May, AFL-CIO held a conference in Columbus, Ohio. Members George Shafer, Rodney Nelson, Teri Thompson and Shane Hanley attended the conference.

Guest speakers for the conference were

Governor Ted Strickland,
Joe Rugola Ohio AFL-CIO new President
Bill Burga outgoing Ohio AFL-CIO President

Tim Burga: Director, Government Relations, Ohio AFL-CIO
Ron Alexander: Chairman, Legislative Committee, Ohio AFL-CIO
Joe Rugola: President, Ohio AFL-CIO
Petee Talley: Secretary-Treasurer, Ohio AFL-CIO

Featured Speakers:

Joyce Beatty, House Minority Leader
Kim Zurz, Director, Department of Commerce
Teresa Fedor, Senate Minority Leader



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Topics Discussed during the Ohio AFL-CIO Convention were:

- Reindustrializing Ohio**
- Fair Trade Issue**
- Minority in Ohio Legislature**
- Tuition Cost**
- Minimum Wage**
- Foreclosure of Homes**
- Middle Class Family Problems**
- Physical Education**
- Homestead Property Tax Cut**
- State Budget**
- Workers Rights**
- Fair Trade & Jobs**
- Healthcare Disclosure**
- Fair Share**



**Teresa Fedor,
Senate Minority
Leader**

A Voice in Washington

Cover Story

Rapid Response

The rapid response conference was held in Washington D.C. from April the 21st through the 25th. Seven hundred and eighty two people were in attendance representing the United Steelworkers. The topics were the Employee Free Choice Act and the Anti-Sweatshop Bill.

We need to keep contacting our Senators and Congressmen to support these two important bills. Senator Voinovich is still not supporting the Free Choice Act.

Several Congressional speakers attended and spoke at the rally outside of the Capital building. Those speaking were Senator Sherrod Brown (OH), Senator Richard Durbin (IL), Senator Bob Casey (PA), Senator Bernie Sanders (VT), Congresswoman Betty Sutton (OH), Congresswoman Tammy Baldwin (WI), Rep. Pete Visclosky (IN), Rep. Jason Altmire (PA), Rep. Mike Doyle (PA), Rep. Zack Space (OH), Rep. Joe Donnelly (IN) and Rep. Stephanie Tubbs-Jones (OH).

We were reminded of how important it is to send letters and make calls to our Congressmen and Congresswomen. Local 207L was recognized for our participation on the letters and calls we make to Congress in District one.



Rapid Response Committee
Rob Greer
Bob Brubaker
Terry Glick
Steve Gliche

USW Local 207L \$1000.00 Scholarship Winners



Jaelyn Gamber, Daughter of James Gamber will be attending the University Northwestern Ohio In the fall.

Chase Ellis, Son of Dave Ellis, will be attending University of Findlay in the fall.

Zachary Howell, Son of Jerry Sharp will attend Bowling Green State University in the fall.



Kaleigh D Schmehl, Daughter of Dan Schmehl will attend the University of Findlay in the fall.



Ricardo Sanchez, Son of Ricardo Sanchez will attend the Northwestern University in the fall.

Family Fishing Derby

The 2007 Family Fishing Derby and Picnic of the Cooper Fishing Club was held on May 12, 2007. There were about 80 people in attendance. Cool and windy weather probably kept the numbers down.

The prizes for the largest fish for kids were won by Nathan Gault and Kyle Gibson. All kids received a goody bag and a had a chance to win a door prize. With the generous donations this year, many kids won a door prize.

For the adults, the largest trout 2 lbs 8 oz was caught by John Ickes. The largest bass, 3 lbs 13 oz, was caught by Andrew Balser. The largest walleye was caught by Sherri Opper. There were no catfish caught this year.

Winners of the 50/50 raffle were Rick Sanchez, Jon McKinley and Don August.

Remember that here is a lot of fishing time left. Memberships are available any time by contacting Marv Hall at Ext 3291 or at mlhall@coopertire.com.



Olivia Bumb, Daughter of Rodger Bumb will attend either Ohio State University or Miami University in the fall.

Dear Friends,

I would like to touch on a few issues going on in the plant. The new rules are out now concerning Ohio's smoking law. There is no reason why we can't have areas set aside outside our plant in compliance with state law. Our grievance will move forward till the company recognizes our contractual right to smoke areas. Since the smoking rules are clear now, the company is in violation of Article VIII, paragraph G. of the Collective Bargaining Agreement. Until we resolve this issue we must obey the company's rule of no smoking on company property except across the street on your lunch break. Smoking inside the plant will never happen again, so please don't break that rule, especially for safety reasons.

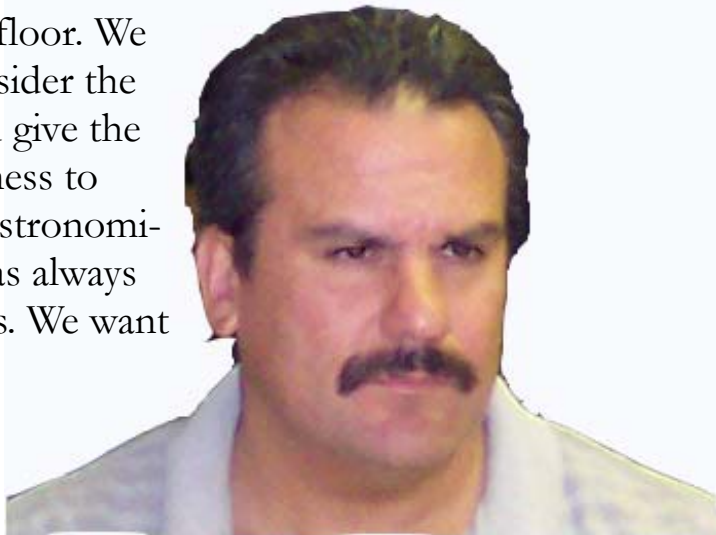
Since there is a lot of training going on in the plant, please check your averages to make sure you have one. There has been cases where people have trained others when they have no average in their new class. If you are training someone, please put their name and clock number on your card and circle it to let the pay roll girls know who you're training. It's less hassle on everyone.

The union disagrees on how the company is giving away 3rd openings. Although the company is within their contractual rights it is fostering bad feelings on the floor. We officers have asked the company to consider the feelings of the workers on the floor and give the jobs away like they always have. In fairness to the company, they are experiencing an astronomical amount of training cost. Seniority has always been one of our most appreciated rights. We want the company to be aware of this.

We have still not resolved a few payroll issues that popped up because of 24/7 changes. We will fight for what is right for as long as we have too.

We have an arbitration set for the discharge of Dave Flick. Dave is recovering still from his surgery and hasn't had any money coming in. Since he was fired he doesn't get workers comp. If you would like to drop off a few bucks to help Dave out until he can get back on his feet, stop by the hall and we will make sure he gets it. I'm sure he will greatly appreciate it.

Thanks Rodney



Calendar

We need pictures from you.

Send in by e-mail or bring in your pictures to the union hall. We are going to put a calendar together, using your pictures. We want all kinds of pictures, flowers, animals, vacations, water falls, zoos, children, old - young - middle age - any age, nature, sports, art, if you can take it, we want it, if you can make it, we want it. I will place some of them on our web page so others can use them as screen savers. Twelve of the best pictures will be used in a calendar for the year 2008.

Check Out The Pictures We Have Now On The Web
<http://www.uswlocal2071.org/pics.htm>



Imagine Life Under the Health Care For All Ohioans Act

The only 4 NOs you will hear:

You go to your personal physician for a visit.

NO Co-payments, NO Deductibles, NO Premiums, NO One Excluded.

You pay nothing. The doctor bills the Ohio Health Care Fund.



You have your prescription filled by the pharmacist.

NO Co-payments, NO Deductibles, NO Premiums, NO One Excluded.

You pay nothing. The pharmacist bills the Ohio Health Care Fund.

You need hospitalization.

NO Co-payments, NO Deductibles, NO Premiums, NO One Excluded.

You pay nothing. The hospital is paid by the Ohio Health Care Fund.

You go to the emergency room.

You do not wait hours and hours. Since everyone has health care coverage, people can see their own doctors for routine care and don't have to use the emergency room as a doctor's office.

Your care is better.

You choose your own doctor, who knows you personally and understands your needs. The doctor is part of a system that encourages physicians to practice medicine of the highest quality.

You sleep better.

Your health care is secure. You no longer have to worry about losing your health care coverage if you lose or change your job. Your employer no longer has to worry about the ever-increasing costs of health care. You no longer have to worry about ever-increasing deductibles and co-payments.

SPAN Ohio (Single-Player Action Network Ohio)