



Discover 2007

United Steelworkers

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2008

<http://www.uswlocal2071.org>

Issue 1, Volume 17



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Local Union No. 207L
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SEPTEMBER

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

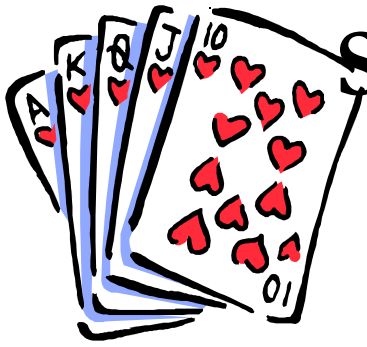
Cover Photo: George Shafer & Jason Wilkerson at the Hancock County Fair working in the AFL-CIO booth.

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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.



September 20, 2008

3rd Annual R & B Poker Run

All Models and Makes Welcome

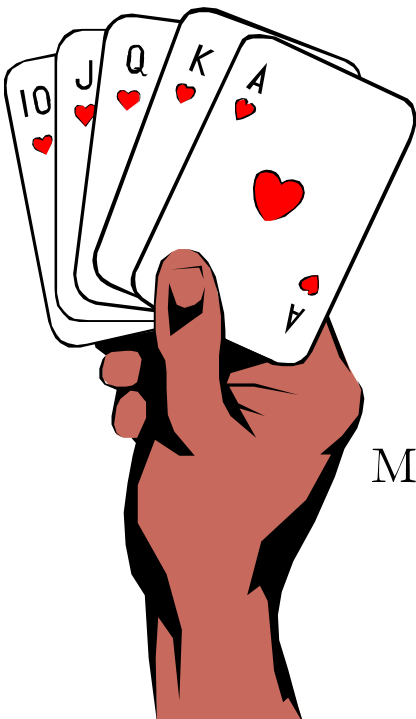
Door Prizes
50/50

Trophies for best 3 hands

Sign ups 10:00 to 12:00
First bike out at 12:00



**At: USW Local 207L
Union Hall
1130 Summit Street
Findlay, Ohio 45840**



Stops

Billy Jack - Benton Ridge
Bullwinkles - Dola
Main Street Tavern - Belle Center
Despo's - Huntsville
Ada VFW - Ada

All Proceeds go to the United Way



Vote Absentee

Now that we work 12 hours, and some of us drive long distances back and forth to work, we find the polls are not opened long enough for us to vote. Here is some information about voting absentee. Check our web site to find your local Board of Elections.

Who Can Vote Absentee?

Any qualified elector may vote by absent voter's ballot for an election.

You may request an Absentee Ballot by...

- Completing an Absentee Ballot Application and mailing it to the Board of Elections.
- Calling the Board of Elections and requesting an Absentee Ballot Application to be mailed to you.
- Mailing a letter to the Board of Elections with the following information:
 - Your name and home address.
 - The election for which you are requesting a ballot.
 - Your date of birth.
 - One of the following:
 - Your driver's license number; or
 - The last four digits of your social security

number; or

- A copy of your current and valid photo identification or a copy of a current utility bill, bank statement, government check, pay-check, or other government document that shows your name and address.

If the election is a primary, your party choice, or that you want to vote an issues-only ballot. The mailing address to which you want your ballot sent.

You must state that you are a qualified elector. Your signature. (May not be signed by Power of Attorney)

What's the deadline for requesting an absentee ballot?

Applications by mail for absentee ballots must be received by the County Board of Elections no later than 12:00 noon on Saturday, November 1. You can request and vote an absentee ballot in person at the County Board of Elections until the close of business on Monday, November 3, 2008.

When will I get my ballot?

County boards of elections will begin mailing absentee ballots no later than September 30, 2008.

You may return your absentee ballot to the Board of Elections by:

mailing it to the Board of Elec-

tions for your county hand-delivering by you or a relative to the Board of Elections office

What's the deadline for returning absentee ballots?

Absentee ballots must be received by the County Board of Elections by 7:30 p.m. on Tuesday, November 4, 2008.

What if it's too late for me to mail my ballot to my Board of Elections?

Take your ballot to your Board of Elections in person any time during business hours (usually 8:30 am.-4:30 p.m.) and until 7:30 p.m. on Election Day. If your ballot arrives later than that, it won't be counted, so if you're cutting it close with the mail, it's better to hand deliver your ballot. If you can't do that yourself, a family member may deliver your ballot for you.

What should I do if I lose my ballot or don't receive it?

Call your County Board of Elections, which can provide you with a replacement ballot or let you know what went wrong if you never received a ballot.

For more information: Call the Ohio Secretary of State's toll-free number at 877-SOS-OHIO (877-767-6446), or call your local Board of Elections.

Commercials – Commercials, What do they sell?

The time is upon us, it is a voting year. What do we get with this very special year? We get all kinds of commercials. That's right, you know what I mean. Don't you just hate it, all the junk that comes with all these so called true commercials? The truth or not the truth. We have seen it in the past, all these allegations against one another. Some of these are so far out of proportion I just can't believe the stupid things that are being said.

I saw a commercial about Obama, claiming some sort of connection with the bombing of the United States Capital. The problem with this message is that Obama was about eight years old at the time of this bombing.

So I investigated to see what the commercial was talking about. Today it is a lot easier to check things out, by using the internet.

The commercial makes a statement about Bill Ayers. This is what I have found out about him.

BY CHRIS FUSCO AND ABDON M. PALLASCH Staff Reporters April 18, 2008 Chicago Sun-Times

Ayers, 63, spent 10 years as a fugitive in the 1970s when he was part of the "Weather Underground," an anti-Vietnam War group that protested U.S. policies by bombing the Pentagon, U.S. Capitol and a string of other government buildings. Nobody was hurt in the attacks by the defunct organization, which the FBI labeled a "domestic terrorist group."

Today, Ayers and his wife -- fellow former Weather Underground fugitive Bernardine Dohrn -- live in Hyde Park, where they moved after surrendering in 1980. Federal charges against the two were dropped because of improper surveillance, so they avoided prison.

Ayers and Dohrn have raised

two sons of their own and adopted a third boy whose parents were Weather Underground members who went to prison. They've built stellar reputations as professors: Dohrn at Northwestern's law school, Ayers as an education professor at the University of Illinois at Chicago.

Along the way, they met a rising political star named Barack Obama, who lived in their neighborhood.

Another interesting part of the commercial was the report that Ayers and Obama served on the same left leaning board. When I checked into this I found out they both did serve on the same board. From December 1999 to December 2002 they both were members of the board for the not-for-profit Woods Fund of Chicago. So I went to the web page of this non-profit organization. Here is their history and their mission according to their web site.
<http://www.woodsfund.org>

Their History
Woods Charitable Fund was established in 1941. It was the philanthropic expression of the Woods family of Lincoln, NE and, later, of Chicago. The first generation founders were Nelle Cochrane Woods and Frank Woods, an attorney and nationally prominent telephone company executive. Mr. and Mrs. Woods and their three sons incorporated the foundation. Two sons remained in Lincoln, while Frank Woods, Jr. (who did not use the "junior"), worked in Chicago after finishing college; he eventually headed Sahara Coal Company and a family office in Chicago.

Their Mission
Woods Fund of Chicago is a grant making foundation whose goal is to increase opportunities for less advan-

tagged people and communities in the metropolitan area, including the opportunity to shape decisions affecting them. The foundation works primarily as a funding partner with nonprofit organizations. Woods supports nonprofits in their important roles of engaging people in civic life, addressing the causes of poverty and other challenges facing the region, promoting more effective public policies, reducing racism and other barriers to equal opportunity, and building a sense of community and common ground.

The main thing to remember is that you can't always believe what you see and hear. If you want to know the truth sometimes you have to do a little investigation on your own. It all comes down to you! How far do you want to go to find out the real truth?

The idea of voting is to produce a government that has a high respect for human rights and freedoms. As voters we need to find answers to our questions. Many times we are bombarded with side distractions that have nothing to do with the real issues. We have to ask ourselves, are we voting on issues or are we voting with a party line? This is not just our future, but it is the future of our children's children. Ask yourself, what are the election issues that affect you and your family the most? Health Care, Job Security, Middle Class Tax Relief, NAFTA, CAFTA, Global Markets, Employees Free Choice Act, etc.....

One site you may want to look into:
opensecrets.org



Sudoku Puzzle

Fill in the grid with digits in such a manner that every row, every column and every 3x3 box accommodates the digits 1-9, without repeating any.

		7		9	3	4	8	5
	3	8	4					
6				8		3		
		3	8		6			
	5	4		7		9		6
		6	5			1	4	
					7			3
3				5	8	6	1	
9	6	1		2		8		

Answers on page 11

Fitness Center Sign-Up

Our company encourages fitness by paying one-half of fitness center memberships, up to a \$350 annual benefit, for you and your family. The fitness center must be in business in a local community for at least two years or be nationally affiliated and offer cardiovascular and strength training.

Beginning in 2009, Cooper is changing its fitness center reimbursement plan to coincide with our expanded health-and-wellness benefits package – which runs on a January-to-January calendar year basis. However, most current fitness center memberships run from Oct. 1 to Sept. 30.

To cover the interim period between October and December, Cooper is offering an open enrollment with reimbursement up to \$87.50 for those three months. If you are on a monthly bank draft payment plan, you do not have to make any changes at this time.

Watch for details later this fall regarding an additional open enrollment, which will cover memberships for the full 2009 calendar year.

In Findlay, representatives of the Findlay YMCA will enroll members in the Cooper cafeteria from 11 a.m.-1 p.m. and 4-7 p.m. Monday and Tuesday, September 15-16. Payment of the employee's portion can be made by personal check.

Those who can't stop by then or wish to enroll in **other** YMCAs and fitness centers for the three-month interim period should pay their fitness center by check or credit card, obtain a receipt, attach it to a completed fitness center reimbursement form and return it to Lynda Gallant by Sept. 22. You will find a form on page 11, cut it out, fill it out and send it in.

THINGS TO CONSIDER WHEN RETIRING AND OPTIONS TO SELECT

Health of both you and your spouse, if one has a serious health problem and is not expected to live long then it might be foolish to get them covered for survivor income. On the other hand if the retiree is in bad health and may not live very long, they could get their spouse a 100% annuity

You can compare the longevity of yourself and your spouse by going online to Northwest Mutual Insurance and they have a quiz that you and your spouse can take that will give you and your spouse your life expectancy base on your life style and family history. Think long term if your spouse's longevity is 10, 15 or even 20 years longer than yours,

you might want to take 100% annuity.

Life Insurance Policies

- A How much do you have, how much does your spouse have?
- B Our negotiated \$40,000 life is reduced over 30 months to \$3,000 and then there is also \$4,500 survivor insurance.

Savings and Investments, 401K's and IRA's other money generators or place you can get money from when needed.

When will you and your spouse get Social Security? The Options that are annuities you do not pay for the first 5 years and then pay more after they kick in.

Does your spouse work and are they covered for health insurance and can you be covered through their health insurance cheaper than through Co-

per's?

Do you have a home mortgage? How much of your income will go to cover that?

How much do you think you will need when you retire, a dollar amount per week, per month, per year?

When you are ready to retire please take some time to evaluate all that is going to be effected by your retirement. See a professional and ask questions, sometime they don't always give the proper advice. I once heard of a retiree who went to a financial advisor and he was told to take what ever pays the most. Therefore he took sole pensioner, meaning his wife did not get any pension when he died. She has out lived him by 20 years already and could be good for an other 20 more. What pays the most sometimes is short sighted.



Sen. Barack Obama

Issues



Sen. John McCain

Obama told the 2007 AFSCME Leadership Forum and the Take Back America conference that as president, he would sign the Employee Free Choice Act.

Obama says universal health care is coming. "The time has come for universal health care in America," he said at a conference of Families USA, a health care advocacy group. "I am absolutely determined that by the end of the first term of the next president, we should have universal health care in this country,"

A secure retirement is part of the basic respect owed to workers, Obama says.

Obama said he opposed CAFTA because workers are not getting help dealing with the negative effects of the corporate-driven global economy.

McCain is not a co-sponsor of the Employee Free Choice Act. On June 26, 2007, he voted to block a Senate vote on the bill.

McCain has advocated shifting health care responsibility to individuals. McCain said, 'you've got to make portable health insurance more affordable' and that to make health care portable, premiums would probably have to go up."

McCain voted against a resolution amendment saying Congress should reject any Social Security plan requiring deep benefit cuts or massive increase in debt. (S. Con. Res. 18, 3/15/05)

In the Senate, McCain voted for Fast Track trade authority. He also voted in favor of CAFTA, as well as free-trade agreements with Singapore, Chile, Oman and Australia.

SUMMARY OF ELIGIBILITY, PENSION AMOUNT, PAYMENT

DURATION FOR EACH TYPE OF RETIREMENT

RETIREMENT TYPE	ELIGIBILITY	PENSION AMOUNT	PAYMENT DURATION
	Article 4	Article 5	Article 6
NORMAL	at least age 65 with minimum of 5 yrs *CS	Current Amount of Pension	60 months guarantee
EARLY-NORMAL	Age 62 but not 65 with 10 CS	Current Amount of Pension	60 Months guarantee
EARLY WITH 30 YEARS	At least Age 55 but a) not 62 with 30 years *CS	Pension Amount + Supplement	60 months guarantee until 80% **SS or when Social Security starts
	b) 30 years at any age up to 55	Pension Amount	60 months guarantee
EARLY-DEFERRED	At least 5 years service (*CS)	Pension Amount (deferred until age 62)	60 months guarantee after payment starts
EARLY-REDUCED	Age 55 but not 62 with 10 years *CS	Pension Amount reduced 0.4% per month for each month short of age 62	60 months guarantee
DISABILITY	10Years *CS at date of Disability	Pension Amount + Supplement for each month before age 62 or receives disability Social Security	60 months guarantee Supplements is dropped when Social Security accepts disability. Person is required to pay back from the date **SS accepts their claim
	Permanent & total Disability at least 5 months at Retirement		
LUMP SUM PAYMENT	Article 8 Age less than 55 with at least 5 years *CS	Article 8 see Article 8	Article 8 one time payment
DUE TO PHYSICAL OR MENTAL INABILITY TO DO JOB IN THE PLANT	Article 8 more than 5 *CS less than 10 *CS	Article 8.2	one time payment

8/25/2008

**SS = social security

*CS = years of service

Night Time Workers

Health & Safety

There is little conclusive evidence about the short and long term effects of working Non-standard hours over extended periods of time. Many studies have indicated that workers on these shifts are no less healthy than those on standard day shifts. There is reason to question these findings.

When workers suffering from stress, ulcers, digestive problems and sleep disorders_ gravitate to day shift jobs, an impression may be created that long term shift workers are healthier. There is increasing evidence connecting the effects of shift work to general well-being of workers. There can be no argument that there are some real connections between hours of work and quality of life.

The International Labour Organization reports that regardless of the physical adaptability of some workers, there are some disorders which strike nearly all shift workers. These are most frequently "digestive and sleep problems."

The workers who are on these non-standard shifts know they

have an internal alarm clock`. This explains many things: why they seem to wake up just before their alarm clock goes off, why they get hungry just before break time; why they have to go to the washroom at approximately the same time each day. This perception that the body wants to do certain things at certain times of the day, almost independently of the mind, has basis in fact, there is scientific evidence for it.

The human body is governed by many environmental time cues. These include day and night, light and dark, months, seasons and years. Seasonal climate changes, fewer daylight hours in winter, monthly cycles of the moon, and eleven year cycles of sun spot activity have all been shown to affect human moods and behavior. The most frequent cyclical changes are daily intervals. Human beings adjust to these daily cycles by adopting a daily cyclical pattern of activity which scientists have labeled a circadian rhythm?



The name comes from combining two Latin words, circa dies mean-

ing about a day. The circadian rhythm is the internal clock that governs the way the body functions on a daily basis. Regardless of what is actually done, the circadian rhythm keeps track of what the body ought to be doing. During the day, people should be awake, and physically and mentally alert and active. This is when food should be consumed and processed as the metabolism is efficient at breaking these nutrients down and transforming them into energy.

At night the human body wants to slow down. Digestive systems and metabolism rates go down, physical activity declines, and mental facilities are sorted out. The body wants to rest and restore itself. While this is happening, the body is supposed to sleep.

As intelligent beings, people can decide whether or not they will listen to what the circadian rhythm tells them. They can choose to go against it, and go to work when they should go to bed.

(Continued on page 10)



The AFL-CIO created Union Privilege in 1986 to provide union members and their families with valuable consumer benefits.

Union Plus benefits, offered by Union Privilege, serve the interests of today's working families. The Union Plus brand promises the value, quality service and cost-savings that union members deserve. At Union Privilege, we are committed to improving the quality of life of working families through our unique products and services. We achieve our mission through:

Strength of Unions We use the purchasing power of more than 13 million union members to negotiate the best products at the lowest prices.

Quality of Our Offerings
Our superior programs and services promote better lifestyles for working families.

Support for Consumers
Our staff advocate your rights and the best services with our partner companies. Plus our tips and resources help members make informed decisions for themselves and their families.

www.unionplus.org

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<http://www.uswlocal2071.org>

(Continued from page 9) (Night Time Workers)

They can close all the drapes in the house and pretend it is dark at noon. They can turn on the fluorescent lights and pretend the sun is shining at midnight. Their bodies, however, may suffer.

When workers try to turn day into night and night into day, they cause a conflict in their bodies. The body revolts against the mind. They find themselves unable to sleep properly during the day. They are disturbed by insomnia, hunger and trips to the bathroom. Food eaten at night is processed slowly. Constipation or diarrhea may result. Instead of a constant level of alertness overnight, there are alternating stages of hyperactivity and fatigue. Attempts to change the circadian rhythm can disrupt tissue repair and growth, affect breathing and alter the way organs function? The more often we disrupt the rhythm, the more acute these problems become. The damage to the body can be severe. Short term effects include jet lag, depression, irritability, indigestion, fatigue, and a poor appetite. There is also an increase in mental and physical stress. These effects are compounded by time. Instead of getting used to the changes, reactions may, in fact, worsen.

Short term effects of disruptions to the circadian rhythm include;

- > heartburn/ indigestion;
- > constipation/ diarrhea ;
- > sleep loss/ fatigue;
- > insomnia/ jet lag;
- > depression/ mood swings;
- > irritability,/ nervousness;
- > loss of appetite;
- > loss of sexual interest;
- > stomach pain; and
- > muscle and joint pain.

Higher susceptibility to common ailments such as flu, colds and headaches; may also result.

Long term effects include;

- > heart problems;
- > duodenal ulcers;
- > rheumatoid arthritis;
- > weight problems;
- > nervous disorders;
- > depression; and
- > insomnia and other sleep disorders.

Although society seems to operate on a hour basis, the body still wants to sleep at night and be active during the day.

Source: Workers Health and Safety Centre
www.whsc.on.ca

United Steelworkers Support Obama

An Organizer at Heart. Raised by a single working mother and his grandparents, Barack Obama learned early the hard work required to sustain a family. After college, he turned down jobs on Wall Street to work in a Chicago community devastated by the closing of steel mills. He returned to Chicago after law school, taking what he learned as an organizer to the Illinois State Senate and the U.S. Senate, where he has been a strong advocate for all working families.

Supports Union Workers. Obama knows that unions keep the middle class strong. He co-sponsored and voted for the Employee Free Choice Act in the Senate and has pledged to sign it as president to protect workers from harassment when they try to form a union and bargain. (H.R. 800, Vote 227, 6/26/07; *Chicago Tribune*, 3/4/07)

Will Protect Our Jobs, Retirement and Health Care.

Obama will stop rewarding companies for sending our jobs overseas, will fight to protect Social Security from privatization and has a plan to ensure everyone has high-quality health care. (Obama remarks, Raleigh, N.C., 6/9/08; *Quad-City Times*, 9/21/07; Obama for America website; Speech in Iowa City, Iowa, 5/29/07)

INTERIM REIMBURSEMENT FORM

Cooper Tire & Rubber Company Employee Agreement Form

This form must be completed in its entirety and returned to Human Resources to be processed.

Name _____

Address _____

Phone _____ Employee # _____

Fitness Center's Name _____

Type of Membership _____
(i.e. single, couple, family)

Three-Month Base Membership Cost plus tax \$ _____

Please reimburse me: _____ in 6 installments
(check one) _____ one-time in my paycheck (must provide receipt documenting paid-in-full)

In submitting this form, I agree to the following terms as an employee of Cooper Tire & Rubber Company, or one of its subsidiaries, participating in the Fitness Center Employee Reimbursement Program, I:

1. **have** enrolled in a family membership at the fitness center, or am the only member in the case of a single membership.
2. **have** signed/agreed to at least a three-month contract with my fitness center.
3. **understand** Cooper will reimburse 50 percent of my base membership cost. The maximum amount of Cooper's reimbursement is \$87.50. I am responsible for any joiner's fees or additional fees for payment arrangements such as drafts.
4. **understand** I will receive my reimbursement in my paycheck on a bi-weekly basis or in a one-time reimbursement if I pay in full.
5. **understand** Cooper's reimbursement is subject to income tax.
6. **understand** the reimbursements Cooper provides to me will cease if I am no longer employed by the company, cancel my contract with the fitness center or I discontinue payments to the fitness center.
7. **will** notify the Human Resources department if I cancel my contract with the fitness center.

(cut along this line)



2	1	7	6	9	3	4	8	5
5	3	8	4	1	2	7	6	9
6	4	9	7	8	5	3	2	1
1	9	3	8	4	6	5	7	2
8	5	4	2	7	1	9	3	6
7	2	6	5	3	9	1	4	8
4	8	5	1	6	7	2	9	3
3	7	2	9	5	8	6	1	4
9	6	1	3	2	4	8	5	7

Answers to the Sudoku Puzzle

USW LOCAL 207L UNION GOLF OUTING

LAKELAND GOLF COURSE

3370 COUNTY RD. 23
FOSTORIA, OHIO 44830

SATURDAY SEPTEMBER 20TH FOR A&C SHIFTS
SATURDAY SEPTEMBER 27TH FOR B&D SHIFTS
(YOU MAY PARTICIPATE IN BOTH EVENT DAYS)

DEADLINE FOR ENTRIES:
A&C SHIFTS IS SEPTEMBER 15TH
B&D SHIFTS IS SEPTEMBER 20TH

TEAMS: FOUR MAN
COST: \$25.00 PER MAN
TEAM BET: \$20.00 PER TEAM(OPTIONAL)

START TIME: 9:00 AM

ANY QUESTIONS CONTACT:
LUBY LEE
DAN PINA
PETE MEISNER
GEORGE MILLER

PAY ENTRY FEES AT MILSTREAM CREDIT UNION
BRING RECEIPT AND ENTRY FORM TO THE UNION Hall

PLAYER 1: _____

PLAYER 2: _____

PLAYER 3: _____

PLAYER 4: _____

