

The Danville View

Delivering the news of Goodyear-Danville

Danville changes schedule

Plant to begin three-shift, eight-hour operation end of March

Goodyear-Danville will change its work schedule to a traditional 8-hour operation, effective March 30. The change is in response to continued lower demand for commercial truck tires and current economic conditions.

The plant, which currently operates seven days a week, 24 hours

a day in most of its medium radial truck production departments and maintenance, will see its schedule in MRT tire production realigned to three shifts, five days a week – Monday through Friday. The bias and radial aircraft tire production areas of the plant, which currently operate five days a week on three eight-hour shifts, will continue with the current schedule.

The partial shutdown that was postponed from Feb. 21-28 has been rescheduled to March 21-28. When the remaining team members return from the partial shutdown, the plant will be operating on its new schedule. The March 21-28 shutdown will run aero tires with some support areas needed.

“Adjusting the plant’s operations from a four-shift rotation to a three-shift, traditional schedule,” says Danville Plant Manager **Andrew Harper**, “means

fewer production team members will be needed. Several options exist for reducing the number of employees.”

Options for reducing the bargaining unit workforce include buyouts, optional layoffs, voluntary layoffs, and involuntary layoffs. The number of team members impacted by the schedule change is still being determined. It will be both hourly and salaried team members. In excess of 400 Goodyear-Danville team members will be impacted.

The agreement Goodyear negotiated locally includes a special “Danville only” fund for laid off production team members. The fund includes two years worth of payments to all team members who remain on layoff. Newly hired team members were not eligible for Supplemental Unemployment Benefit payments under the Master Agreement. The benefit will pay \$100 per week until the eligible employee has received the maximum 104 weeks or the company has paid out the entire fund, whichever comes

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Schedule Change Questions & Answers

Q: When will we know who is being laid off?

A: The two week period for decisions regarding buyouts opens today (Friday, Feb. 20). The list of the number of positions per classification per shift that will remain in the plant following the restructuring will be posted today on the job boards.

Q: Has the date for the next shutdown been determined?

A: Yes. March 21-29. Bias and radial aircraft production will run, as well as maintenance and select continuous operation support areas. When everyone reports back to work beginning Sunday, March 29, at 11 p.m., the plant will operate on the new traditional schedule. A general notice is being posted today with the specifics for the partial shutdown.

Q: When will the layoff be effective?

A: The company will determine when employees will exist the plant, including those going to layoff. The earliest layoffs will not be effective until Monday, March 23.

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Informational meetings to be held next week

Informational meetings concerning the schedule change of Goodyear-Danville will be held for team members and their spouses at the following dates and times:

Tuesday, Feb. 24

10 a.m.

1:30 p.m.

Wednesday, Feb. 25

8 a.m.

1:30 p.m.

3:30 p.m.

The meetings will be held at the ball fields building. Questions can be directed to Labor Relations Manager **Peggy Scholzen** at 434-791-9305.

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Q & A

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Q: How will I know if I'm going to get the \$2,000 buyout package?

A: We plan to compile the list of buyout awards on Friday, March 6. Remember, the deadline for submitting the buyout application is Thursday, March 5, at 4 p.m. No applications will be accepted after this date.

Q: Will salaried positions be cut?

A: Yes. The exact impact is still being determined. Moving from four shifts to three shifts will impact the number of production salaried staff and contractors needed.

Q: Are there salaried buyouts, too?

A: No. Salaried employees whose jobs are eliminated will be eligible for the Supplemental Unemployment Compensation Benefit Plan (SUCB).

Q: When will salaried know something?

A: The timing of the salaried announcement is still being determined, but will be by March 20. As many reassignments as possible are being considered.

Q: When will the traditional schedule start?

A: Sunday, March 29, at 11 p.m., when the remaining team members

return from the March 21-29 shutdown. Everyone will be on the five days a week, 8-hour schedule at that point.

Q: How many hourly team members are eligible for the buyout?

A: More than 99% of hourly team members have more than six months of service and are eligible for the buyout.

Q: What are the actual starting times for the 8-hour work schedules?

A: Third shift is 11 p.m. to 7 a.m. First shift is 7 a.m. to 3 p.m. Second shift is 3 p.m. to 11 p.m.

Q: Can they schedule us on Saturdays?

A: Yes. The company can schedule Saturdays either as a full scheduled work day or partials, per the contract.

Q: Will we still have a shutdown this summer?

A: Yes, it will be Aug. 3-9.

Q: Was there an announcement made at the Asheboro wire plant?

A: Yes. Goodyear announced Wednesday that 48 hourly employees will be laid off at its Asheboro, N.C. wire plant by Feb. 23. The reduction is necessary due to the economic slowdown, which has caused a decreased demand for the wire produced at the Asheboro plant.

Schedule

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first. Goodyear-Danville is offering 200 buyout packages. The buyout is \$2,000 per year of service to a

maximum of \$40,000. A letter explaining the Buyout Program along with an application for the program is being mailed today to every eligible team member's address of record.

Danville welcomes new interim HR manager

Goodyear-Danville welcomes a temporary addition to the Danville team.

Collier Cropp, labor relations manager at Goodyear's Fayetteville plant, will be taking on the role of interim HR manager until the position can be permanently filled.

Cropp, who was born and raised in Culpeper, Va., graduated from the University of Maryland in 1969 with a BS in education for industry, which is the equivalent of industrial engineering.

He started out as an area manager in RM&M for Kelly-Springfield in Cumberland, Md., in 1969, and soon rose to the position of



Cropp

industrial engineer. In 1981, he became the EEO manager for Goodyear in Fayetteville. Cropp has held the role of HR Manager for three different Goodyear plants, including Fayetteville, Gadsden, Ala., and Akron. He retired from Fayetteville in 2006, but was asked to return as the labor relations manager in 2008.

Cropp is married with three children.

Human Resources' Kirsten Schreiter, who has been serving a dual role as interim HR manager and manager of talent and recruitment, will return to her original role.

Cropp is expected in Danville on Monday, March 2.

Big Lots coupons available

Team members can get 20 percent off their purchase at Big Lots with a coupon available outside the



Communications Office.

The coupon is valid only on Sunday, Feb. 22 from 10 a.m. to 10 p.m.