



Local Union No. 1133  
United Rubber, Cork, Linoleum &  
Plastic Workers of America, AFL-CIO, CLC

312 E. Garrison Blvd.  
Gastonia, NC 28052  
704/868-8830



April 2, 1990

Dale Dockery, President  
Richard McMillan, Vice President  
Wanda Hallbrook, Secretary  
Terry Wilson, Treasurer

Dear Fellow URW Member,

We feel sure that by now, most of our Brothers and Sisters have had the opportunity to attend the employee meetings held by Juggy Anand and Rowe Henderson. We would like to share some of our thoughts with you regarding their comments on the status of our plant at the end of 1989.

The year 1989 was indeed an excellent year for the Firestone Gastonia plant. We had remarkable improvements in almost every aspect of operations compared to previous years. Production records were set and broken again time after time. At the end of the year, we had achieved 102.9% of the goal for pounds per man hour worked that management had set for the year. The actual cost per pound of fabric produced was about 1¢ lower than the goal that management had set for the year. Keep in mind that management always sets high and optimistic goals for us. We can hold our heads up high for these great accomplishments.

Just two short years ago, our employee meetings were very negative and depressing things to have to attend. The talk was about poor productivity, poor quality, bad employee morale, and most depressing of all, the possibility of the Gastonia plant being closed. Then suddenly, things began to improve. Production went up, costs went down, great strides were taken toward the improvement of quality, and people started feeling good about their jobs and began to feel comfortable with the knowledge that their complaints were being addressed and settled. What happened? Well, I think we all know the answer to that question; WE ORGANIZED! We joined together as a UNION, as one body working towards a common goal, and that is to make our company productive and profitable, and as a result, to receive higher wages and better benefits for ourselves and our families. That is exactly what we did in 1989.

The year 1990 has begun with the same direction that we set in 1989. Most of the year still lies ahead of us. We have the opportunity to improve even more over last year. We have the opportunity to show management at our plant and all of Gaston county that voting for a UNION does not ring the death bell for a company. In fact, it could very well be its lifesaver.

As your duly elected officers, we would like to take this opportunity to thank you for your support over the last 14 months. Our jobs have not been easy, and without knowing that we had you standing behind us, it would have been almost impossible for us to carry out our duties as we should. Your continued support is absolutely necessary for the success of our UNION. As long as our UNION continues to be strong and successful, so will our plant.

# URWW

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In summary, we would like to say that you can be proud of yourselves and proud of your UNION for taking a company that was in a nosedive and putting it back on the map.

We can put to rest those old myths that UNIONS are lazy and unproductive. Our record speaks for itself. Let's all continue to stay on the right path.

WITH ALL OUR BEST WISHES,  
WE REMAIN FRATERNALLY YOURS,

PRESIDENT- ALLEN D. DOCKERY

*Allen D. Dockery*

VICE-PRESIDENT- RICHARD McMILLAN

*Richard McMillan*

TREASURER- TERRY WILSON

*Terry Wilson*

SECRETARY- WANDA HALLBROOK

*Wanda S. Hallbrook*