

# THE REAL ISSUES

## AGREEMENT

between

**FIRESTONE FIBERS &  
TEXTILES COMPANY**  
Hopewell, Virginia, plant

and

**UNITED RUBBER, CORK  
LINOLEUM AND  
PLASTIC WORKERS OF AMERICA,  
AFL-CIO**

on behalf of  
**LOCAL UNION 900**

Effective April 1, 1987

Marty and Juggy say that the Hopewell, Virginia plant is a chemical plant. To the left is the front of the agreement between the United Rubber Workers and Firestone Fibers and Textiles Company in Hopewell. Marty and Juggy will lie to you and tell you half-truths to confuse you and get your mind off the real issues. The real issues are the issues that affect the Gastonia employees, not what kind of plant is in Hopewell, Oklahoma City or anywhere else. The difference between Hopewell and Gastonia is that Hopewell has a union contract and can sit down and talk to the company about issues that affect them. Let's compare the differences between the union plant in Hopewell and the non-union plant in Gastonia. REMEMBER THE BIG DIFFERENCE IS THAT THEY HAVE A WAY TO TALK TO COMPANY ABOUT WAGES, HOURS OF WORK AND WORKING CONDITIONS AND YOU DO NOT.

### FIRESTONE UNION PLANT HOPEWELL, VIRGINIA

#### ACCIDENT AND SICK PAY

\$180.00 per week (effective  
4/1/88--\$182.50 per week)

#### PENSION

\$17.00 per month per  
year of service

#### WAGES

Lump sum for agreeing  
to new contract -- \$1000.00

#### VACATION

1-3 years of service 1 week  
3-5 years of service 2 weeks  
5-10 years of service 3 weeks  
Over 10 years service 4 weeks  
Over 20 years service 5 weeks

#### HOLIDAYS

12 paid holidays

### FIRESTONE NON-UNION PLANT GASTONIA, NORTH CAROLINA

#### ACCIDENT AND SICK PAY

\$85.00 per week

#### PENSION

\$10.00 per month per  
year of service

#### WAGES

Lump sum for voting union out -- \$100.00

#### VACATION

1-3 years of service 1 week  
3-13 years of service 2 weeks  
13-18 years of service 3 weeks  
18 or more years service 4 weeks  
18 or more years of service 4 weeks

#### HOLIDAYS

9 paid holidays

(OVER)

3-30-88



FIRESTONE UNION PLANT  
HOPEWELL, VIRGINIA

DENTAL INSURANCE

Dental care provided for employees costing employee only \$3.00 to \$9.65 per month depending on whether single or family coverage

VISION CARE PLAN

Only cost to employees: \$5.00 deductible on frames and lenses. (No further cost to employee if seeing participating doctor).

PROCEDURE TO HANDLE  
EMPLOYEE PROBLEMS

Employee and Union take up problem with management. If no settlement is reached, dispute may be submitted to Arbitration for final and binding decision by impartial Arbitrator.

THE BIG DIFFERENCE

Hopewell employees' wages and benefits can not be changed without their voice and consent.

FIRESTONE NON-UNION PLANT  
GASTONIA, NORTH CAROLINA

DENTAL INSURANCE

Gastonia employees are not expected to have dental problems or toothaches  
NO DENTAL COVERAGE.

VISION CARE PLAN

No vision care plan other than providing safety glasses. All other costs must be paid by employee.

PROCEDURE TO HANDLE  
EMPLOYEE PROBLEMS

"Open Door Policy" Employee takes problem to management. If employee does not like their answer to problem- "employee opens door and leaves.

THE BIG DIFFERENCE

Employees have no say so about wages being cut or work-loads being increased. Firestone makes all the decisions.

**VOTE YES**

ISSUED BY URW IN-PLANT COMMITTEE

MCC-1174