

The Rebel



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Local 89 Ratifies Three-Year Contract

Area Rep Bill Martello reports the workers at Roseburg Forest Products, at Medford, Oregon, members of AWPPW Local 89, ratified a three-year contract, which contains no take-aways, in voting held March 13. A summary of features of the agreement is as follows:

Term – The term of the agreement is three years, from September 16, 2019 through September 15, 2022.

Wages – Upon ratification, each employee is to receive a lump sum payment of \$425.00. Also, upon ratification, advanced jobs are receiving a 2.25% general wage increase, and all other hourly wage rates will be increased by 2.0%. Effective September 17, 2020 and again on September 17, 2021, advanced jobs shall receive a 2.5% general wage increase, and all other hourly wage rates will be increased by 2.0%. Upon ratification, a \$1.00/hour bracket adjustment becomes effective for millwright and electrician apprentices, and also a \$1.50/hour bracket adjustment for millwrights, machinists, mechanics, and electricians.

New Packaging Line Operator Rate – A new rate of \$22.37 per hour is established for packaging line operator, effective November 18, 2019.

Shift Differential – An increase to \$0.75 per hour becomes effective June 1, 2020 for fourth (relief shift).

Medical – The current medical plan is retained, with 75% company and 25% employee premium split.

Oregon Sick Leave – The company will offer employees



The Local 89 Bargaining Committee is pictured, from left to right, are President Tim Peterson, Treay Charley, and Cory Page. A fourth member, Mike Campbell (not in pictures) also served on the Bargaining Committee from September to December.

that use less than 16 hours of sick leave on a sliding scale to cash out unused Oregon paid sick leave.

Contract Language – Several contract language improvements were bargained concerning temporary assignment, overtime, shift scheduled, and job postings.

Area Rep Martello thanks the Local 89 Bargaining Committee members, President Tim Peterson, Treay Charley, Cory Page, and Mike Campbell for their hard work and dedication to their members during the negotiations.

Bill Martello Retiring After Stellar Union Career

Area Representative Bill Martello was presented with an honorary gift clock by AWPPW President Greg Pallesen in recognition of his service to the AWPPW.

Bill began his membership with the AWPPW in 1975 when he started working for what was then known as the Crown Zellerbach Company in West Linn, Oregon, and worked there for 21 years, until the mill was idled. As the shutdown of the West Linn mill was looming, Bill applied and was hired at the SP Newsprint mill in Newberg, Oregon, a week after leaving West Linn.

Bill worked at the Newberg facility until he became a full time AWPPW Area Rep for the Oregon, Idaho, and Virginia area in 2014. Prior to being elected as the full time Area Rep, Bill served as the AWPPW Relief Area Rep for several years.

Bill has been a longtime advocate for the AWPPW and has held multiple positions at his local union, at both locations, including local President, Standing Committee, Wage Delegate, and Council Delegate. He has done an outstanding job in leading the way to support the P.U.L.P. (Power and Unity though Local Participation) process at the locals he currently represents. Bill said, “I feel extremely fortunate to have been a member of the AWPPW for so many years. It is the best union representing its members there is.”

Bill enjoys woodworking as a hobby and plans to do that after he



Bill Martello, left, displays gift he was presented by President Pallesen, right, commemorating his many years of service.

and his wife relocate to the McCall, Idaho, area. Bill’s dedication and tireless efforts to represent the members of the AWPPW will be greatly missed. We all wish you the best in your well-deserved retirement, Bill.

Pallesen, AWPPW Joins Fight On Searches

Brothers and sisters, during the 2020 Washington state legislative session, the AWPPW submitted bill SHB 2239, prohibiting unjustified employer searches of employee personal vehicles. The bill was one of the first to be heard in committee. AWPPW Local 633 member Bill Sauters provided excellent testimony, and AWPPW Washington Area Council delegates visited senate and house reps' offices requesting passage of the bill.

SHB 2239 had good support but unfortunately did not get referred out of the Finance Committee. We will continue our efforts to get the bill passed in the 2021 session and similar bills in Oregon and Virginia. Please see letter below, written to Chairman Ormsby and members of the Appropriations Committee, requesting their support for passage of SHB 2239.

— President Greg Pallesen

SHB 2239

Prohibiting unjustified employer searches of employee personal vehicles.

Chairman Ormsby and Members of the Appropriations Committee,

I am writing to urge your support and a “do pass” recommendation on SHB 2239 which will help to address and ensure that employees of private employers are afforded the same basic rights to privacy that their counterparts in the public sector hold. This legislation is extremely important to our more than 4000 members and we appreciate your consideration in this committee.

Our members are having their vehicles searched arbitrarily without cause or warrant by private employers. Employees are also being disciplined for having their legally owned private property in their vehicle(s) while on employer premises. State and Federal Laws define that a person's vehicle and all personal property within that vehicle are the person's private property. State and Federal Employees while on the employer's premises are not subject to the same search standards as their counterparts in the private sector, but should be afforded these same fundamental rights to privacy. Furthermore, employers are not unduly burdened by the presence of legally possessed items that are secured within their employees motor vehicles and therefore should only be able to search an employee's vehicle(s) if they have probable cause to do so.

What this legislation does: Provides for the basic protection from unjustified employer searches and ensures non-compliance is appropriately dealt with by:

- Prohibiting the unjustified search of an employee's vehicle within employer parking lots, garages or access roads. Exemptions are provided for employer-leased vehicles, lawful searches by law enforcement, when necessary to prevent an immediate threat and when an employee consents to a search based on probable cause of unlawful possession of employer property or a controlled substance.
- Establishing a Civil Penalty for violation of these provisions.
- Allowing employees to possess their property within their vehicle except where prohibited by law.
- Preventing an employer from conditioning employment on a waiver of these provision.
- Providing additional exemptions for vehicles at correctional institutions, military installations and facilities and employer areas that are subject to search under state and federal law.
- Addressing the concern of employers who do not have a private security force on-premises by adding business owners or agents to those authorized to perform the search.
- Requiring Employers to provide notice to employees that their vehicles may be subject to a search.
- Providing for the employee to select a witness to be present during a search.

Our Position: The AWPPW believes that when employees go to work in their own vehicle, that vehicle should be afforded the same protections from unjustified searches as other workers in the state. This legislation will ensure these basic protections for workers, while still allowing the employer to fulfil their fundamental duty to provide a safe work place and their ability to perform probable cause searches on their premises. We have worked closely with various stakeholders to address the concerns and arrive at this substitute language.

Thank you for considering this legislation,

Respectfully,

Sean L. O Sullivan, Lobbyist, AWPPW, and
Joshua Estes, Lobbyist, AWPPW

On behalf of PNWRS Clients: Association of Western Pulp and Paper Workers, Washington Area Council.

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REBEL DEADLINES SET

**Deadline for the next regular "Rebel" edition is
May 12, with a publication date of May 22.**

**Deadline and publication dates for the issue
following are July 14 and 24, respectively.**

Spring Urges Stay Informed On COVID-19

Sisters and Brothers of the AWPPW,

These certainly are unprecedented times we are currently facing. The novel coronavirus (COVID-19) has taken over the world conversation. With the spread of the virus from one country to another and now here in the United States, I wanted to make sure this information was provided to all our members, working or retired, and to everyone reading *The Rebel*. I believe this information cannot be over communicated during this time. Everyone should follow these measures to help reduce and contain the spread of this virus. These recommended practices are from the Center for Disease Control (CDC). Please watch for updates from the CDC as the overall situation develops and guidelines change. Please utilize these suggested practices regularly and may you and your families stay well.

Basic protective measures against the new coronavirus

Stay aware of the latest information on the COVID-19 outbreak, available on the WHO website and through your national and local public health authority. COVID-19 is still affecting mostly people in China with some outbreaks in other countries. Most people who become infected experience mild illness and recover, but it can be more severe for others. Take care of your health and protect others by doing the following:

Wash your hands frequently

Regularly and thoroughly clean your hands with an alcohol-based hand rub or wash them with soap and water.

Why? Washing your hands with soap and water or using alcohol-based hand rub kills viruses that may be on your hands.

Maintain social distancing

Maintain at least 1-meter (3 feet) distance between yourself and anyone who is coughing or sneezing.

Why? When someone coughs or sneezes they spray small liquid droplets from their nose or mouth which may contain virus. If you are too close, you can breathe in the droplets, including the COVID-19 virus if the person coughing has the disease.

Avoid touching eyes, nose, and mouth

Why? Hands touch many surfaces and can pick up viruses. Once contaminated, hands can transfer the virus to your eyes, nose or mouth. From there, the virus can enter your body and can make you sick.

Practice respiratory hygiene

Make sure you, and the people around you, follow good respiratory hygiene. This means covering your mouth and nose with your bent elbow or tissue when you cough or sneeze. Then dispose of the used tissue immediately.

Why? Droplets spread the virus. By following good respiratory hygiene, you protect the people around you from viruses such as cold, flu, and COVID-19.

If you have fever, cough, and difficulty breathing, seek medical care early.

Stay home if you feel unwell. If you have a fever, cough and difficulty breathing, seek medical attention and call in advance. Follow the directions of your local health authority.

Why? National and local authorities will have the most up to date information on the situation in your area. Calling in advance will allow your health care provider to quickly direct you to the right health facility. This will also protect you and help prevent spread of viruses and other infections.

Stay informed. Follow advice given by your healthcare provider.

Stay informed on the latest developments about COVID-19. Follow advice given by your healthcare provider, your national and local public health authority, or your employer on how to protect yourself and others from COVID-19.

Why? National and local authorities will have the most up to date information on whether COVID-19 is spreading in your area. They are best placed to advise on what people in your area should be doing to protect themselves.

Protection measures for persons who are in or have recently visited (past 14 days) areas where COVID-19 is spreading:

- Follow the guidance outlined above.
- Stay at home if you begin to feel unwell, even with mild symptoms such as headache and slight runny nose, until you recover.
- Why?** Avoiding contact with others and visits to medical facilities will allow these facilities to operate more effectively and help protect you and others from possible COVID-19 and other viruses.
- If you develop fever, cough and difficulty breathing, seek medical advice promptly as this may be due to a respiratory infection or other serious condition. Call in advance and tell your provider of any recent travel or contact with travelers.

Why? Calling in advance will allow your health care provider to quickly direct you to the right health facility. This will also help to prevent possible spread of COVID-19 and other viruses.

In Solidarity,
Vice President Bill Spring

The Stewards' Corner . . .

Weingarten Rights: Union Representation at Investigative Interviews

Union members can have a union rep present at interviews that may lead to discipline.

If you are a union member, you have a right to have union representation at any interview or meeting that could lead to disciplinary action against you. The Supreme Court case of National Labor Relations Board v. Weingarten, decided in 1975, established this basic entitlement and the procedures for when and how union reps may participate in interviews. Collectively, these rules are referred to as “Weingarten rights.”

The Weingarten case

The actual lawsuit that led to the establishment of Weingarten rights involved an employee at a lunch counter. Laura Collins was

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Sullivan Reports On Bills Status

Oregon Legislative "Short Session" For 2020

Remember, in the last edition of *The Rebel*, I predicted this 2020 session would be a fast and furious short session, but I didn't know it would come to an abrupt end. I was more than correct-sadly.

Professor Jim Moore who teaches politics and government at Pacific University and is the Political Outreach Director with the Tom McCall Center for Civic Engagement, writes that voters authorized a permanent even-year of 35-days for short session in a 2010 constitutional amendment. He goes on to say that to tighten the short session senators were allowed only one bill, representatives only two with other bills coming out of committees.

The argument is on the focus of the short session should be for cleaning up loose ends from the longer odd-year session and enacting relatively minor policy changes or advancing major policy issues without the clutter of all the other bills clogging the calendar in the longer session (*News Register*, 1-30-2020).

SB-1530

I will begin by returning to the 2019 session and the then carbon bill, HB-2020, which is very similar to this short session bill, SB-1530. On HB-2020 of the 2019 session, according to Oregon State University (OSU) climatologist Dr. Philip Mote, the impact would be minimal if Oregon were to go carbon-neutral today.

The idea of the short session in 2010 came from the democratic control of both chambers of the Oregon Legislature in 2010. My memory is that the short session was/is for loose ends and minor policy changes not major policy changes like the carbon bill SB-1530 (94 pages with one amendment being 177 pages). I should note that there was another carbon bill HB-4167 a mirror of SB-1530 which had its first reading in the House on February 18th, 11 days after SB-1530 had its first reading in the Senate.

The argument between the republicans and the democrats was over making SB-1530's effective date upon passage of it via the Emergency Clause. That made it effective at the time of passage not the customary date of January 1st of the following year. Normally the Emergency Clause is utilized "for the immediate preservation of the public peace, health and safety".

In argument against the clause is why Senator Thatcher (R) submitted a bill in this 2020 session. Senate Joint Resolution (SJR)-202 to end the short, even year sessions with constitutional amendment going to the voters. The senator thinks that the original intent of minor policy decisions and budget adjustments has strayed from its intended purpose. Although SJR-202 didn't even get a public hearing (PH) sure as it rains in Oregon there will be ballot measures on this issue.

Senator Boquist (R) states that the entire world's carbon footprint is 36.8 billion metric tons and Oregon's part of that is 1/10 of 1%. The senator added that SB-1530 possess a threat to national security, because it targets national security affecting industrial capacity and specific industrial sites. As examples he offered cement and steel production which transfers U.S. production to Communist China. The senator has a point about offshoring of industrial work. Presently we are seeing this with the shortage of masks to ward off the coronavirus. South Korea had plenty of masks because they produce them there. Years earlier San Francisco rebuilt one of their bridges with steel from China because it was cheaper. I would add that there are very few steel mills in the U.S. that can produce wide flange beams needed for bridges due offshoring and bad trade agreements.

Representative Gomberg (D) broke from his caucus on the Emergency Clause because it didn't allow time for signature gathering.

Representative Witt (D) stated that SB-1530 is flawed and while there are many other jurisdictions who have a higher carbon

output his district would be adversely affected.

Also, commissioners from 23 counties of the 36 counties opposed SB-1530.

In my view, SB-1530's 'just transition' in the bill's language is too vague in that it states there would be training/retaining for jobs in a clean energy program of up to \$10 million a year from the Climate Investment Fund. It needs to be a boiler-plate statement like something Tony Mazzocchi would have envisioned from the true Just Transition. Like wages being at least 80% of the base wage with full benefits until you find a job at your rate of pay. Full funding for schooling, so that you can develop marketable skills.

On the other hand of the argument, Representative Gorsek (D) stated that he supported the Emergency Clause because there would not be enough time to implement SB-1530 by 2022 because of the work it will take to facilitate. He isn't alone, there were other democrats that had the same thought.

In this session of 2020, there were 255 Bills and only three made it through both chambers awaiting the governor's signature. Some of the Bills that didn't make it were:

HB-4007, would have made it so striking workers would be eligible for unemployment.

HB-4010, which would have pared back the Oregon tax break called Opportunity Zones/giveaways to wealthy investors created by Congress. HB-4010 would require investment funds to disclose certain information about their investments. The bill also required that the Legislative Revenue Office study this policy.

House Joint Resolution (HJR) 202, known as "The Hope Amendment" would ensure that every resident of the state has access to cost-effective, clinically approved health care. Surveys conclude that Single Pay would be the cheapest way to cover all with health care rather than a public option.

The Oregon Legislative Emergency Board met March 9th approving \$5 million for Coronavirus and another \$5 million for Governor Brown's executive action on carbon emissions, two top items, among others that the board considered.

Governor Brown issued an Executive Order on March 10th due to the failure of SB-1530. This means that state agencies have until May 15th to report to her on their plans for implementation of her order. State agencies like DEQ will have to halt whatever they were doing and start to work on the order by the governor. At this point it is unclear how it will fall out but certainly will be challenged in the courts.

Winners and losers of the short session, in my point of view, are we, the citizens. They got done what a fat man should get for dinner — NOTHING. That said, don't throw the baby out with the bath water when it comes to the short session. To remove the short session would return us to more special sessions, time, and money spent to achieve what the citizens say they need and want.

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AWPPW January Board Meeting Held



Panning around the conference room, the AWPPW Executive Board meeting is pictured in progress at AWPPW headquarters in Portland.

The AWPPW Executive Board met January 30th for the regularly scheduled biannual meeting, following the audit by the area trustees conducted January 26 through 29, for the six months ending December 31, 2019.

AWPPW President Greg Pallesen opened the meeting, followed by reports of officers, trustees, area representatives, relief area reps, and AWPPW Organizing Director Miles Cook. All members of the Executive Board were present, as were all the area representatives.

Relief Area Rep Bill Sauters attended as an observer, and also gave a report on things he has been involved with, such as Get Out The Vote, and giving testimony on HP 2239.

The full text of the Oregon legislature's Senate Bill 1530, on the subject of greenhouse gas emissions, was entered into the minutes of the meeting.

Under new business, President Pallesen announced that Area Rep Bill Martello will be retiring about mid-year, and that this would be the last Board meeting he would be attending.

The Board passed the following motions:

- To hold a \$500 donation to Jobs With Justice, pending their



clarification on some key issues, and then to donate the \$500 if they support the AWPPW on said issues.

- To donate \$3,500 to the Washington Fair Trade Coalition.
- To hold the next AWPPW Executive Board meeting at AWPPW headquarters in Portland, on July 30, with the audit process beginning on Sunday July 26.

Sullivan Reports On Oregon Bills Status

(Continued From Page 4)

The carbon emissions in Oregon are located presently in Portland not Harlan County where the jackalopes outnumber the humans. So why not have a regional carbon emissions toll tax on traffic in Portland during high carbon emissions, then go from there to other regions. One size does not fit all Oregon when it comes to carbon emissions. If there were a fire on your block you wouldn't have the fire department searching your town to put out the fire on your block. You would want them to come to your block where the fire is presently.

Lastly SB-1530 was front-loaded and jammed-up the proceedings of the session. I am not making the case for either party, because in the end the democratic process was a loser as well. There are no winners and it is a sad testimony of our current politics here in Oregon and in Washington D.C.

You can always contact me with any questions or discussion topics at 971-237-3125 or msullivan@awppw.org

— Mike Sullivan
Oregon Political Director, AWPPW

OR & CA Area Councils Hold Meetings



OR-ID-VA Area Council delegates and AWPPW officials take time out to have group photo taken during busy meeting in Salem, Oregon.

The AWPPW Oregon, Idaho, and Virginia Area Council was held February 12 – 14, in Salem, Oregon. While there, the council delegates had several appointments at the State Capitol with various elected state representatives and senators.

The following is a list of the legislative representatives the AWPPW delegates met with:

Senator Betsy Johnson (D), Representative Raquel Moore-Green (R), Senator Denyc Boles (D) Representative David Gomberg (D) Senator Arnie Roblan (D) Representative Brad Witt (D) Senator Lee Beyer's staff (D) Senator Jeff Golden (D) Representative John Lively (D) Senator Lew Frederick (D) Majority Leader staff Representative Barbrea Smith-Warner (D). The primary focus of the discussions for the delegates to the elected officials in Oregon

was the topic of the Cap and Trade Bill being heard in the short session.

Since that time, Oregon Governor Kate Brown has established a new bill for the state creating limits for greenhouse gas emissions over the next several years.

Delegates also talked to representatives about the bad trade policies that had been made in the past and the adverse effect they have had on our industry.

Discussions also included the adverse effects that have been seen in California on the bag bill in that state. There has been a 62% reduction of paper bag use in California since the ban was

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AWPPW President Greg Pallesen, at left, swears in California Area Council officers, left to right, Mike Gomez, President; Glen Williams, Treasurer; and Adriaan Jenkins, Vice President/Recording Secretary.

A California Area Council meeting was held in Anaheim, California, on February 20 and 21, at AWPPW Local 672's union hall. The AWPPW officers that were present were President Greg Pallesen, Vice President Bill Spring, Secretary-Treasurer Rick Craft, California Area Rep Greg Jones, and AWPPW Organizing Director Miles Cook, with each providing reports to the council.

The local union represented at the meeting each gave their local reports as well.

The Kimberly Clark mill at Fullerton, which is scheduled for closure, will continue to complete the final layoffs of workers in May and, therefore, this will be the last such council meeting for those members of AWPPW Local 672 that attended the meeting.

Bill Messenger from the Washington State Labor Council,



Delegates to the California Area Council sworn in by AWPPW President Greg Pallesen, at left, from left to right, Greg Pallesen, Mike Gomez, Matthew Lopez, Vinod Kumar, and Adam Barajas Jr.

who was also a former AWPPW member, as well as an officer of his own local at that time, attended this council meeting as a guest and gave a report on the progress of the training for Trade Assistance for those effected by the layoffs in Fullerton.

AWPPW Organizing Director Miles Cook gave an update on the status of the positive election results at the Packaging Corporation of America plant at McClellan, California, near Sacramento.

Council President Mike Gomez completed election of officers for the council and welcomed some new delegates which were sworn in by AWPPW President Greg Pallesen.

The next meeting time and place for the California Area Council will be determined by the council officers and announced when arrangements are in place.

Annual PPRC WA-DC Fly-In Held



Attending the Washington, D.C. PPRC Fly-In, are, from left to right, Greg Pallesen, Todd Schadler, Bill Spring, Dean Rudolf, Charles Conard, Chris Rice, Bob Booth, Justin Langdon, Andy Hansford, BJ Wawrak, and Jason Cowles. See story below for listings of local unions represented and titles.

AWPPW officials President Greg Pallesen, Vice President Bill Spring, and Oregon/Idaho/Virginia Relief Area Rep Bob Booth attended the annual Pulp & Paper Resource Council (PPRC) fly-in held in Washington, D.C., beginning January 31st. The three officers attended the fly-in in support of the AWPPW members who are a part of the PPRC lobbying efforts and to meet with the PPRC steering council.

While there, President Pallesen, VP Spring, and Relief Rep Booth also had appointments with the following Congressional leaders:

Council Active In OR Capitol

(Continued From Page 6)

started. Delegates expressed concern that this same negative reaction could happen in Oregon after passing the bag ban in the state.



Oregon Idaho Virginia Council members met with Dan Whitt to discuss issues with trade and carbon cap legislation at state Capitol in Salem, Oregon.

- Oregon Senator Jeff Merkley
- Oregon Senator Ron Wyden
- Oregon House Representative Suzanne Bonamici
- Oregon House Representative Earl Blumenauer
- Oregon House Representative Kurt Schrader
- Virginia Senator Tim Kaine
- Virginia Senator Mark Warner,
- Washington Senator Patty Murray,
- Washington Senator Maria Cantwell,
- Washington House Representative Derek Kilmer
- Washington House Representative Denny Heck, and
- Washington House Representative Rick Larsen.

Current issues were discussed that are impacting pulp and paper workers jobs, including job losses due to unfair trade agreements, tariffs, tax breaks for multinational corporations, mill closures, and carbon emissions.

The members from the AWPPW that attended the PPRC meetings in Washington, D.C. were:

- AWPPW President Greg Pallesen
- AWPPW Vice President Bill Spring
- Bob Booth, AWPPW Relief Area Rep, and Local 675 President (Covington, VA)
- Local 69 President Todd Schadler (Wallula, WA)
- Local 5 President Dean Rudolf (Camas, WA), also Vice Chair of the PPRC
- Charles Conard, Local 677 (Springfield, OR)
- Chris Rice, Local 675 (Covington, VA)
- Justin Langdon, Local 677 (Springfield, OR)
- Andy Hansford, Local 675 (Covington, VA)
- BJ Wawrak, Local 13 (Toledo, OR)
- Jason Cowles, Local 677 (Springfield, OR)

Training Strengthens Skills . .



In photo at left, pictured, from left to right, are Michael Trujillo (Local 657), Devin Williams (Local 83), Mike Lepka (Local 69), Matthew Lopez (Local 83), Richard Hunt (Local 5), and Instructor Rick Craft. In right photo, students proudly display their completion certificates.

AWPPW Secretary-Treasurer Rick Craft conducted a QuickBooks financial training class for new local union treasurers and financial officers February 25 through 27 at AWPPW Headquarters in Portland. Local 5 (Camas, WA), Local 69 (Walla Walla, WA), Local 83 (Stockton, CA), and Local 657 (Santa Clara, CA) sent their treasurers and/or financial officers to the AWPPW headquarters in Portland, Oregon to complete the training. The class spanned three days and all aspects of completing the duties of treasurer or financial officer of the local were covered. The class teaches basic

QuickBooks data entry and how to use the data to process required state and federal forms, including IRS and other government filings, QuickBooks operations, banking details, local accounting practices, trustees and auditing, membership data, and payroll, to name a few.

If your local needs additional training to keep the local in compliance with state and federal regulations and filings, please contact Secretary-Treasurer Rick Craft for more information on how to arrange the necessary training.

Future Labor Educational Events May Have Changed Plans

The following are a few programs that had been announced since the last edition of *The Rebel* went to press. Due to the curtailment of many group activities since the onset of the Coronavirus, you are urged to check on any of these, first, which you may be interested in. There may be cancellations or rescheduling at future dates.

- The University of California at Berkeley's Labor Center had scheduled its Lead Organizer Training 2020 for April 14-17. The registration deadline was Friday, March 13th, but if it is still to be held, you may still inquire. Workers and community members across California are working to ensure that families can thrive where they work, live, and learn. Who is this training for? This workshop is offered to individuals in labor and community-based organizations who are leading organizers and want to strengthen their skills in effectively managing their team. Groups entering contract bargaining, conducting campaigns, or undertaking issue-oriented activities during 2020 and beyond should consider sending their lead organizers to this training.

Mandatory criteria: You are currently leading at least one organizer on an active campaign with clear goals and a timeline. You are able to attend the entire 4-day training. Topics will include:

- Organizing Plans that Build Power
- Transformational Leadership and Leading on Purpose
- Leadership Development and Accountability
- Leadership Self-Evaluation and Assessment
- Giving/Receiving Feedback
- Healthy Work and Life Habits

The location will be the SEIU-USWW, 1650 Harbor Bay Parkway, Suite 200, Alameda CA, 94502. Space is limited. There is a selection process after the application deadline. You must contact the Labor Center to check on the status of this program at http:// Page 8



Area Reps Bill Martello and Brad Monroe conducted shop steward training for Local 78 (Portland, OR) on March 2nd. Attending were, from left to right, Barry Rippey, Melanie Boucher, Bobby McNeily, Kenneth Cline, and Donald Tannehill.

laborcenter.berkeley.edu/lead-organizer-training/

- April 25th was set for the next Portland Metro Leadership school to be conducted by the University of Oregon's Labor Education and Research Center (LERC). Anyone interested should contact LERC directly for updates on the scheduling of this program and other pertinent details. LERC can be reached.

- The annual Summer Institute for Union Women was scheduled for Tuesday, July 7th - Saturday, July 11th, at the Evergreen State College, Olympia, Washington. Childcare services and language access services to be made available. The program is hosted by the Washington State Labor Education & Research Center. Anyone interested should contact Anita Scheer 206-934-6671 anita.scheer@seattlecolleges.edu for updates as to whether this can still be held, and, if so, for more information as to cost, registration, and more.

. . Building Strong Union Leadership



Mark Brenner, from LERC, standing, is pictured during his instruction of contract bargaining training of some AWPPW Washington local officers and bargaining delegates.

AWPPW Washington Area Rep Jim Anderson arranged for trainer Mark Brenner, from the University of Oregon's Labor Education and Research Center (LERC) to conduct a special bargaining training session for Locals 422-Usk, WA; 580-Longview, WA; and 633-Longview, WA.

Area Reps Jim Anderson and Tim Martin were on hand during this session. The training was held at Local 580's union hall in Longview on February 3, 4, & 5. Those attending were:

- Local 422:
 - Brandon Hofstee, Standing Committee/Bargaining Board
 - Russ Fulton, Standing Committee / Bargaining Board
 - Jake Ackley, President / Bargaining Board

- Local 580:
 - Mark Jewett, Standing Committee Chair/Bargaining Board
 - Jeff Hill, President/Bargaining Board
 - Randy Wilson, Bargaining Board
- Local 633:
 - Jason Postier, Standing Committee Chair/Bargaining Board
 - Richard Murray, Standing Committee Chair/Bargaining Board
 - Lowell Lovgren, President/Bargaining Board
 - Kirk Williams, Standing Committee/Bargaining Board
 - Bill Sauters, Vice President/WA Area Relief Rep

Special Message About Union Elections

(Editor's Note — This condensed version of information just received on union elections is being shared in case your local has no choice, at present, but to cancel its regularly scheduled officer election, or unable to hold them at this time, but may defer it to a later time. In the event this happens, anyone having questions may contact your AWPPW area representative or officers.)

Advisory on Union Officer Elections in Areas Affected by the Coronavirus (COVID-19)

Due to the Coronavirus (COVID-19), the Department of Labor's Office of Labor-Management Standards (OLMS) issues this advisory regarding the labor union officer election requirements under Title IV and the reporting requirements of Title II of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA). OLMS recognizes that due to the disruption caused by COVID-19, it may be difficult or impossible for some unions to conduct timely union officer elections. Similar difficulties may

confront unions, labor relations consultants, and employers faced with public disclosure filing requirements. OLMS issues this advisory for those unions, employers, or labor relations consultants affected by COVID-19.

Elections: The LMRDA requires that all national and international labor unions elect their officers not less often than every five years. Officers of intermediate bodies, such as general committees, system boards, joint boards, joint councils, conferences, and certain districts, district councils and similar organizations, must be elected at least every four years, and officers of local labor unions not less often than every three years. See the OLMS Electing Union Officers publication for further information.

Labor unions affected by COVID-19 must still make a good faith effort to conduct officer elections within LMRDA timeframes.

(Note — Enforcement measures are spelled out in the communication received from OLMS and can be provided to anyone who needs the full text by contacting AWPPW headquarters.)

Local Union Election Notices

NOTE: The following local union officer election notices cover nominations/elections of President, Vice President, Recording Secretary, Financial Secretary, Treasurer, Trustee, Standing Committee, and Delegates for AWPPW Conventions, Wage, and Councils. Any exceptions or additions will be noted in the individual local union's notice.

LOCAL 1 — ST. HELENS, OR

Will hold nominations for officers at the regular union meetings at 4:00 p.m. on April 22, May 13, and May 27, 2020, at the union hall, 230 S. 1st Street, St. Helens.

Voting is set for June 9 and June 10, 2020, at the union hall, from 5:00 a.m. to 6:00 p.m., both days.

Ballots will be counted June 10th after the union meeting, at 6:00 p.m.

LOCAL 13 — TOLEDO, OR

Will hold nominations for officers, including a guard and an SET chairman, at the April 15 and May 6, 2020, regular union meetings at 4:30 p.m. at the union hall, 138 N.W. 1st Street, Toledo.

Voting will take place June 1, 2020, at the mill main gate/bike shed, from 6:00 a.m. to 7:15 a.m., 3:00 p.m. to 4:00 p.m., and 6:00 p.m. to 7:00 p.m.

Ballots will be counted at the union hall on June 4, starting at 7:15 p.m.

LOCAL 89 — MEDFORD, OR

Will hold nominations of officers and sergeant-at-arms at the April 1 and May 6, 2020, regular union meetings at 7:45 a.m., 2:00 p.m., and 3:45 p.m. both of the days, at the Labor Temple, 4480 N. Pacific Hwy., Central Point, Oregon.

Voting will take place on June 3, 2020, same times and location as above.

Ballots will be counted at close of polls at the polling place.

LOCAL 633 — LONGVIEW, WA

Will hold nominations for officers and trial board, with three L-3 standing committee members and two extruder standing committee members, at the May 12 and May 26, 2020, union meetings at 6:30 p.m. at 724 - 15th Avenue, Longview.

All voting will take place at the mill lunch room, for L-3 and Shipping, on June 16, from 4:30 a.m. to 6:30 a.m. and on June 17 from 4:30 p.m. to 5:30 p.m.; and for Extruders Crew A & C, on June 15, from 5:00 a.m. to 7:00 a.m., and for Extruders Crew B & D and Maintenance, on June 17, from 5:00 a.m. to 7:00 a.m.

Ballots will be counted June 17, 2020, at the union hall, starting at 6:00 p.m.

LOCAL 675 — COVINGTON, VA

Will hold nominations at the union hall, 424 W. Prospect Street, Covington, for these positions, in addition to those carried in the headline above: WestRock east mill vice president and committeemen, WestRock west mill vice president and committeemen; Ingevity production committeemen (2), maintenance committeemen, and hourly safety director; job analyst, sergeant-at-arms, chaplain, WestRock hourly safety director, WestRock west mill safety committee persons and sub committee chair, and WestRock east mill safety committee persons and sub committee chair. The rest of the positions are carried in the standard heading this page. The dates and times of nominations are, April 2, April 9, and April 16, 2020, at 12:00 p.m., 3:00 p.m., 5:00 p.m., and 6:30 p.m. all three dates.

Voting will take place at the WestRock Training Center, at the East Mill Gate (#2), and at the Paper Machine Gate (#5), on May 7, from 2:00 p.m. to 7:00 p.m., and on May 8, from 5:00 a.m. to 8:00 a.m. and 2:00 p.m. to 7:00 p.m., at all three locations.

Ballots will be counted at the union hall right after close of polls on May 8, 2020.

LOCAL 677 — SPRINGFIELD, OR

Will hold nominations for officers, guard, and trial board at the regular union meetings on May 14, at 5:00 p.m. and May 28, at 7:00 p.m., at the IAM Hall, 1116 S. "A" Street.

Voting will take place at the millsite on both June 17 and June 18, 2020, from 5:00 a.m. to 7:00 a.m. and 4:00 p.m. to 6:30 p.m., both days.

Ballots will be counted after final close of polls on June 18th, starting at 7:00 p.m., at the millsite.

Special Message About Union Elections

Be sure and see the notice at the bottom of Page 9 of this edition of *The Rebel*. It is important that all members be aware of how changes may become necessary, even on short notice, during this challenging time.



Area Rep Brad Monroe swore in new officers at Local 78 (Portland, OR). From left to right, are, back row, Ryan Kussman, Dennis Gilson, Randal Thompson; and, front row, Tony Lankin, Diane Carter, and Ryan Lemuel. Election results listing positions were published in the January edition of *The Rebel*.



Area Rep Tim Martin (with back to camera) swore officers in at a local union meeting for Local 69 (Walla Walla, WA). Pictured from left to right are Dan Provencher-outside guard; Gabe Medina-central safety; Frank Mora-wage delegate; Mike Lepka-financial secretary/treasurer; Larry Dahlin-standing committee; John Muenks-vice president/wage delegate; Todd Schadler-president/wage delegate; and Jasper Wade-recording secretary.



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osha.oregon.gov/conferences

A joint effort of the Oregon/Idaho/Utah Pulp & Paper Workers Council of AWPPW, the Department of Consumer and Business Services Oregon Occupational Safety & Health Division (Oregon OSHA), the Washington/Alaska Council of AWPPW, the Washington Department of Labor & Industries (DOSH), USW, the pulp and paper manufacturing, and forest products industries.



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Publication of the
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Weingarten Rights: Union Representation at Investigative Interviews

(Continued From Page 3)

accused of stealing and interviewed by the store manager and a loss prevention specialist. The company believed Collins had taken a large box of chicken but paid only for a small box. Collins said she took only four pieces of chicken – the amount customers receive in a small box – but had to put it in a large box because the store was out of small boxes. Her story checked out, and Collins was cleared.

From these humble facts, Weingarten rights were born. During the interview, Collins asked several times for her union rep or shop steward, but the company wouldn't grant her request. Although management asked Collins to keep the interview to herself, Collins told her shop steward about it and the union filed an unfair labor practice charge against the company. Ultimately, the Supreme Court decided that an employee is entitled to union representation for investigatory interviews.

When Weingarten Applies

An employee who reasonably believes that an investigatory interview could lead to discipline is entitled to ask for union representation. An investigatory interview is a meeting with management at which the employee will be questioned or asked to explain his or her conduct, and which could lead to disciplinary action against the employee.

The employer is not obligated to inform employees of their Weingarten rights or to ask whether an employee would like a union rep at a meeting or interview. The employee must affirmatively request union representation.

The Employer's Options

Once an employee requests representation, the em-

ployer may not proceed with the interview without the union representative. However, the employee need not conduct the interview at all: It may interview the employee with the union rep present, or refuse to allow the union rep and discontinue the interview, carrying on its investigation by other means.

The Role of the Union Representative

The employer is under no duty to bargain with the union representative at the investigatory interview. The rep is present only to assist the employee. For example, the rep can clarify the facts, provide additional information, or suggest possible witnesses. The employer is free to insist that the employee provide his or her own version of the events under investigation.

Although some employers believe they are required only to allow a union rep to observe the interview without participating, Weingarten clearly gives employees the right to assistance from the rep. At the same time, however, a rep who consistently interrupts the proceedings or instructs an employee not to answer questions has likely overstepped his or her authority.

Only Union Members Are Protected

Today, it's clear that only employees who are in a union have Weingarten rights. For a few years, however, this right applied to everyone. In 2000, the National Labor Relations Board (NLRB) extended Weingarten rights to all employees, whether or not they were in a union. Non-union employees were entitled to ask that a coworker be present at investigatory interviews. However, the NLRB reversed itself in 2004, going back to its previous interpretation that only union members have Weingarten rights.