

The Rebel



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Special Safety Tour Held At Kapstone



Pictured, from left to right: Steve Sheridan, Kapstone Safety Manager; Trenia Critzer, CPU Local 675 Safety Director; Ed Atkins, Safety Manager of the MWV Covington plant; Bruce Lowman, IBEW Local 464 Safety Committeeman; Harry Volk, AWPPW 153 Central Safety; Rodney Bell, President of IBEW Local 464; Tony Markland, President of CPU Local 675; Steve Darval, Kapstone Safety Leader. Photo by Hazel Ladner- MWV Regional Safety/Health Manager, North America Corporate Safety, Health & Environment.

Representatives of Covington Paperworkers Union/ AWPPW/UBC Local 675 and IBEW Local 464 from the Covington, Virginia, MeadWestvaco mill recently visited and toured the Kapstone Paper & Packaging mill in Longview, Washington (formerly Longview Fibre).

The purpose of this visit was to look at Kapstone's safety program. This venture was a joint effort of the Labor/Management

Safety and Health Committee from MeadWestvaco, Covington, and the Kapstone Safety Team. The Covington folks appreciated the hospitality and insight that was afforded to them by Kapstone and their employees. Kapstone has some good programs in place, such as an onsite physical therapist.

The overall sentiment from employees, though, is that

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AWPPW Plans 50th Birthday Celebration!

The AWPPW Is Turning 50!

The AWPPW will be holding a Tri-Area Council meeting on Monday through Thursday, the week of August 18th, in Portland at the Carpenter's training hall in N.E. Portland. Included with this session will be two days of training classes and another day for the areas' meetings, followed by a joint councils meeting session.

There will be additional festivities in celebration of the 50 years since the AWPPW was originally formed, when the "rebels" decided to walk out of the old international's convention, in 1964, and form their own, democratically run, union.

There will be more background information in the July edition of *The Rebel* about the history of the formation of the AWPPW, and the September edition will carry details of the celebration itself.

Original "Rebels", current, and retired members, are all welcome to attend the celebration, so please check your July edition of *The Rebel* publication.



Another Bogus "Jobs Fair" Scheduled

Brothers and Sisters, the following is a news release I worked on in conjunction with Elizabeth Swager Director of the Oregon Fair Trade Campaign along with Gillian Locascio Director of the Washington Fair Trade Coalition.

Southwest Washington's Congressional Representative Jamie Herrera continues to support trade acts and economic policies that benefit the corporations that are off-shoring our jobs.

I urge you to call and email your own Congressional Representatives to let him, or her, know their constituents, along with all U.S. working families, need fair trade, not unfettered trade agreements that benefit multinational corporations.

Remind your Congressional Reps these are the same multinational corporations that no long support working families in their own communities, state, or in our great nation — the same corporations that pay little or no taxes. Remind them the outsourcing of our jobs continues to cause the loss of tax revenues which then increases our national deficit.

If any Congressional Rep wants to have credibility with regard to U.S. jobs and to reducing our national deficit, they need to address our failed trade and economic policies and our trade deficit.

FOR IMMEDIATE RELEASE

May 13, 2014

Media contacts:

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Response to Congresswoman Jamie Herrera Beutler's Jobs Fair

For the fourth year in a row, Rep. Herrera Beutler will be holding a Southwest Washington Jobs Fair, representing herself as a champion of jobs and the economy. Her record, however, speaks differently. Instead of supporting policies that would create living wages here, Rep. Herrera continues to support policies that benefit the corporations that are off-shoring our jobs.

Greg Pallesen, Vice President of the Association of the Western Pulp and Paper Workers, shares, "With regard to

jobs, especially manufacturing jobs, we currently have the lowest levels of employment in pulp, paper, sawmills, and plywood mills than at any time in the last 20 years. U.S. plant sites continue to close; the equipment dismantled then shipped overseas and brought back online producing the very same products that were being manufactured here. Rep. Herrera is proud of the fact that raw log exports from the Pacific Northwest are at record highs. This should come as no surprise to anyone because Rep. Herrera continues to support a U.S. trade agenda that results in the export of our raw materials such as logs, coal, oil and natural gas along with exporting our family wage jobs."

In fact, the workforce at every pulp and paper manufacturing plant site in Representative Herrera's district has been approved for the Department of Labor's Trade Adjustment Assistance (TAA) program. To be TAA certified workers must be directly impacted by imports or by a shift in production of their firm to any country with a free trade agreement with the United States.

The impacts reach far and wide. When jobs are off-shored, the flood of unemployed workers drives down wages and benefits in all sectors. "We've had twenty years of NAFTA-style free trade, and the results are in: these so-called free trade agreements are hurting workers. Far too many families here in Washington State have suffered by having their livelihoods shipped overseas because of bad trade policies," says Gillian Locascio of the Washington Fair Trade Coalition, "No job fair can reverse the off-shoring; we need trade policies that promote family wage jobs."

Yet Rep. Herrera remains trapped in an outdated vision for trade. She continues to support the Trans-Pacific Partnership, which is being negotiated with a dozen Asian and Latin American countries. Corporations have had a place at the negotiating table through some 600 approved trade advisors, but the text of what would be the largest "free trade" agreement in U.S. history has been kept secret from the rest of society. Rep. Herrera even supports lowering Congressional oversight by passing Trade Promotion Authority, also called Fast-Track legislation, which would limit Congress to a simple up or down vote of the finished agreement, with limited debate or public input.

Locascio adds, "The Trans-Pacific Partnership includes countries like Vietnam and Malaysia, where workers are paid even less than workers in China. U.S. employers would have to compete with products made in sweatshop working conditions and with few environmental or safety protections."

Rep. Herrera has invited Weyerhaeuser and Georgia Pacific, two companies notorious for off-shoring jobs, to recruit at the job fair, as well as Walmart, equally notorious for maintaining a work force that relies on tax dollars to support their basic needs such as food and healthcare.

Bill Spring, President, of AWPPW Local 5, Georgia Pacific, Camas, Washington, calls for lasting solutions:

"Again this year we ask Rep. Herrera, 'Is this the best you can do for the workers in our district? In the future don't support so-called "free trade" agreements that off-shore our jobs. Be a job creator, not a pawn, for corporations like Weyerhaeuser, Kapstone, and the Koch-owned Georgia Pacific Corporation.'"

REBEL DEADLINES SET

The deadline for the next edition of "The Rebel" is July 16, with a publication date of July 25.

Deadline/publication dates for the following "Rebel" are September 17 and September 26, respectively.

CA Area Council Meeting Held



In left photo, AWPPW President John Rhodes, at left, installs new California Area Council delegates, Ray Allen and Adriian Jenkins. In right photo, Rhodes, far left, installs California Council officers, from left to right, Adriaan Jenkins, Devin Williams, Glen Williams, and Mike Gomez.

A meeting of the AWPPW California Area Council was held in Fullerton, California at Local 672's union hall on March 27 and 28, with Council President Lee Perry presiding.

The treasurer's report was given by Council Treasurer Glen Williams. Glen requested two volunteers to audit the council's financial books, Scott Miller and Richard Naranjo volunteered and conducted the audit the following morning.

Reports were given by the AWPPW officers, beginning with President Rhodes.

Vice President Greg Pallesen, in his report, discussed the delivery of *The Rebel* newsletter, and he asked that all local unions provide updated lists of names and addresses of all active members and retirees so they may continue to receive *The Rebel*.

Secretary Treasurer Jim Hassey reported on Association financial matters, and announced that the next AWPPW Executive Board meeting will be on July 24th.

Area Trustee Glen Williams reported the area trustees conducted the audit of the Association's books on January 26th and found the books to be in order.

Following a lunch break, the council attendees gathered at the Kimberly Clark mill facility for a plant tour.

After the tour, Area Rep Greg Jones presented his report



to the council.

Local reports were given by representatives each local union. Discussion was held on the upcoming Tri Area Council Meeting, to be held in the Portland Area at the Carpenters Training Facility during the week of August 18th, which will include AWPPW President John Rhodes' plan to hold some Leadership Training classes as well as a celebration of the 50th Anniversary of the AWPPW.

Elections of council officers was held. Council President Lee Perry opened the nominations. All those who accepted nominations ran unopposed, and a motion was made to declare a white ballot election. AWPPW President John Rhodes swore in new council officers, President - Mike Gomez, Vice President - Devin Williams, Recording Secretary - Adriaan Jenkins, and Treasurer - Glen Williams. Also, initiation of new council delegates, Ray Allen and Adriaan Jenkins, was held, with President Rhodes swearing them in.

The next area council meeting will be the Tri Area Council in Portland. Discussion was held about holding the council meeting after that, in March, 2015, in Fullerton, California, pending whether they are still in negotiations, with further talks to take place during the Tri Area Council meeting.

Special Safety Tour Held At Kapstone

(Continued From Page 1)

Kapstone has reached its safety goals by using fear and intimidation. Many employees volunteered information that not all incidents and accidents are being reported based on retaliation from the employer. Employees also reported company leadership has openly stated the management team can drive the incident and accident rates to near zero by emphasizing discipline. These approaches actually increase the possibility of a catastrophic accident rather than helping to create a safer work environment.

This creates a serious matter which the union leadership has brought up with the Kapstone's plantsite managers and also with the company's corporate leadership team. Complaints have also been filed with Washington State Labor and Industries.

But all is not lost. The Covington representatives gained some valuable pointers from the visit to Kapstone.

Special thanks are extended to AWPPW Local 153 President Bruce Stoner and Don Powell, Local 153's safety committee member and Hourly VPP Coordinator.

**Safety is . .
everyone's
concern!**

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Workers' Health Matters Improve Some

HB-4104

HB-4104 was signed into law on April 4th 2014 by the governor! If you recall, HB-4104 allows an injured worker to receive medical treatment in a timely manner whether or not it is Workers' Comp related. This was not an easy accomplishment as it needed to pass through the Management-Labor Advisory Committee (MLAC) before going to the governor.



The MLAC was established in 1990 with the purpose of studying issues affecting Workers' Comp, and reporting those findings to the legislature. The governor will not sign any Workers' Comp bill without the MLAC's blessing. Unfortunately, to move anything through the committee, requires a majority from the five labor and five management members.

Here, we should thank Representative Paul Holvey (D-Eugene), a member of the United Brotherhood of Carpenters (UBC), for his persistence. Rep. Holvey chairs the Consumers Protection and Government Efficiency Committee.

In August of 2013, the issue of delaying medical treatment for workers, until knowing if the injury was a Workers' Comp claim, came before this committee. Rep. Holvey then had a concept draft of the bill. He presented this draft three times to his committee before they endorsed the final version and voted for it unanimously.

At the time, injured workers were forsaking the Workers' Comp system and going to their own health care provider to avoid the delay in medical treatment. So, from now on, if you are injured at work, HB-4104 allows you to get medical treatment right away, before the determination of what the injury is declared. This allows for a quicker recovery and a faster return to work.

Workers' Comp Ombudsman

Another person I want to mention is Jennifer Flood, Workers' Comp Ombudsman for Injured Workers. The office of Ombudsman is an independent advocate for Oregon's injured workers. The office can help you informally resolve problems which may arise when you file a Workers' Comp claim. Jennifer Flood is great to deal with and was of great help to Rep. Holvey in getting HB-4104 to become law.

The Ombudsman's office is there to help you, and here is some contact information, 503-378-3351 or 800-927-1271, e-mail is oiw.questions@state.or.us . . . or, to reach Jennifer Flood herself, call phone numbers 503-947-7031 or 800-927-1271 ext. 7031 and e-mail Jennifer.r.flood@state.or.us Please remember that Jennifer Flood is a busy person, so don't be put off if you are referred to a staff member of the Ombudsman's office.

Health Care for All Oregon

Health Care for All Oregon (HCAO) is a group which has been formed to get health care reform leaning towards a single payer insurance plan. I have been going to meetings of this organization for about a year. They are gearing up for a ballot measure and/or a bill to go through the legislature by 2016. Considering that health care costs have risen three times faster than wages makes this a huge issue for the AWPPW.

AWPPW members are covered for health care because it has been negotiated into contracts with the employers. But that is even a risk today, and we all know of people (friends or family) who have no medical coverage. HCAO is an opportunity to do

better for everyone. Interestingly, the Public Citizen did a study on health care in 2012. In it they stated: Canada has a lower infant mortality rate; they live longer than we do in the U.S.; they pay half of what we do for health care, but they smoke and drink more than U.S. citizens. Sign me up for that program! Seriously, health care is an urgent issue and has to be dealt with. I will continue to track this for a while to come.

The Primary Elections

As I write this the results of the primary are not yet in. Please take time after this election to get to know the candidates running in your area for the November general election. This will allow you to better inform your local union's delegates to the AWPPW's Oregon-Idaho-Utah Area Council as to who should receive endorsement at the September Area Council meeting.

Here is hoping all is well with you and yours.

As always, you can contact me at 971-237-3125 or e-mail me at msullivan@awppw.org, if you have questions or wish to discuss any of the legislative issues.

— Mike Sullivan

Oregon Political Director, AWPPW

Lenard B. Roberts

The AWPPW headquarters was sorry to hear that Lenard "Lenny" Roberts passed away in mid April after a long illness. He was 77.

Roberts was an "Original Rebel", having moved to the west coast from his home state of Missouri, with wife Marjorie, in 1961, and went to work at the mill in North Bend, Oregon, then owned by Menasha. The mill was later acquired by Weyerhaeuser Company.

Roberts served his Local 1000 consistently as president and council and convention delegate all the way from 1976 until 1995.

He occasionally served on the local's Standing Committee also.

Len Roberts also was also very active with both the AWPPW Oregon/Idaho/Utah Area Council and the Weyerhaeuser Coordinating Council, and served officer positions with both councils, up to and including president.

Roberts became elected as President of the AWPPW and served in that position from 1995 to 2002, before going into full retirement.

Lenard's hobbies were fishing and hunting, but especially pheasant hunting, which he enjoyed along with his wife and his cherished hunting dogs.

Roberts is survived by his wife, Marge, who he married in August of 1955; son Rick, daughter Sandy, and two grandchildren. Son Rick had also worked at the mill in North Bend.

A memorial service was held at the Church of Christ in North Bend on May 10th.

On behalf of its officers, staff, and membership, the AWPPW extends sincerest condolences to the family, friends, and fellow union brothers and sisters of Lenard Roberts.



Wagoner Attends COPE Convention



In left photo, WSLC President Jeff Johnson is pictured with Lynne Dobson WSLC Secretary Treasurer. In right photo, from left to right, are 1st Congressional District Congresswoman Suzan DelBene; 8th Congressional District Candidate Jason Ritchie; 3rd Congressional District Candidate Bob Dingethal; 10th Congressional District Congressman Denny Heck; 9th Congressional District Congressman Adam Smith. (Photos provided by Sean O'Sullivan.)

On May 10th the Washington State Labor Council held it's statewide Committee on Political Education (COPE) convention. There were delegates from many different unions and from every legislative district. A democratic vote is taken to decide which candidates will receive the endorsement of the State labor council.

This year WSLC President Jeff Johnson altered the usual format to include a variety of panels who responded to prepared questions as well as questions from the delegates. The panels included Supreme Court Justices, current congressional representatives, candidates for U.S. Congress, and candidates in hotly contested legislative races. This new approach fit very well with the main objective of giving our support to candidates willing to stand with us for justice in the workplace.

It was great to see so many old friends from the labor movement including brother Sean O Sullivan, who was there pitching his favorite candidate.

It is a great honor to represent the AWPPW among all the other labor unions in our fight for working families. The force is strong with labor in our state because of our union brothers and sisters standing shoulder-to-shoulder to fight for us all. I en-

courage each of you to support, however you can, the candidates endorsed by labor. Progress is always possible when we work together.

The campaign session begins in earnest, and I encourage our members to participate as much as possible. Please do what you can to send labor friendly legislators next year so we can make real progress for working families.

The next main event to mention, as far as politics, is the Washington State Labor Council's annual convention in July in Wenatchee, Washington, which I plan to attend in order to make new acquaintances and renew old ones, to begin early preparations for the next Washington State legislative session due to start in January.

Anyone having questions or wishing to discuss legislative matters is welcome to contact me at (360) 608-9878 or by e-mail at john.wagoner@awppw.org.

Meanwhile, I hope everyone and their families have a happy and safe summer.

— John Wagoner

AWPPW Washington Area Lobbyist

Educational Coming Events Announced

• **June 9 & 10, 2014** — Las Vegas - Labor Arbitration Institute's Labor Law and Labor Arbitration Conference, to be held at the Las Vegas Convention Center in Room N-245-247. Cost is \$525, with a discounted rate of \$450 for early registration before February 28th. Meals and lodging are not included and is the responsibility of each attendee. This conference is rich in topics and features, among many other stellar instructors, Arbitrator John Kagel, a arbitrator well known and respected throughout the AWPPW. For more information, e-mail the Labor Arbitration Institute at customerservice@laborarb.com or visit their website at www.laborarb.com.

• **June 10, 17, & 24, 2014** — LERC's Public Speaking Classes: "Say It Loud; Say It Proud! The Power of Our Story". These sessions will be held at the Oregon AFL-CIO offices in Portland at 3645 S.E. 32nd Avenue.

• **June 12-13, 2014** — Portland - LERC's Health Care Conference, featuring, "Health Insurance: It's a New World Out There". The location is the University of Oregon White Stag Building in Portland.

• **June 13-15, 2014** — 44th Annual Pacific N.W. Labor History Association Conference. This annual event takes place in the historic village of Cumberland, British Columbia, Canada, in conjunction with Cumberland's own Miners' Memorial Weekend, which commemorates the thousands of miners who were killed and injured in the coal fields of Vancouver Island. It features the spirit of resistance of labor leaders like Ginger Goodwin and Joe Naylor. For more details contact LERC.

• **July 8-13, 2014** — Summer Institute For Union Women 2014: "Together Women Win". Location will be in British Columbia, Canada, at the University of Victoria. There will be eight core courses offered and many short workshops as well. For registration forms and detailed course information, contact: Cassandra Cordero, Director, B.C. Federation of Labour, 200-5118 Joyce Street, Vancouver, BC V5R 4H1, tel: 604-430-1421 (main), direct: 604-436-7034, email: kcordero@bcfed.ca

• **August 1-3, 2014** — AFL-CIO Summer School, University of Oregon Campus, Eugene, Oregon. LERC also has information on this event.

Local 13 Hosts OR-ID-UT Council



The roomful attending the OR-ID-UT Area Council meeting is pictured as the meeting progresses at Local 13's union hall in Toledo, Oregon.

The Oregon Idaho Utah Area Council meeting was hosted by AWPPW Local 13 (Toledo, OR) on May 15th and 16th, at its union hall in Toledo. AWPPW President John Rhodes, Vice President Greg Pallesen, Secretary Jim Hassey, Area Reps Ken Hardwick and Don Draeger, and Relief Area Rep Bill Martello, along with the Council Lobbyist Mike Sullivan, were all in attendance and all gave reports.

For details on topics Lobbyist Mike Sullivan reported on, see his article on Page 4 of this *Rebel* edition.

Guest speaker Representative David Gomberg of Oregon House District 10, Central Coast, addressed the council and talked about issues that were important to the coast and the rest of Oregon. David talked about logging on state and federal lands, Oregon log exports long with ocean wave powered electrical generation. Even though wave powered generation sounds good, it is still many years off until there will be a real return on the dollar investment.

AWPPW Local 13 Delegate Don Cadwallader asked for help on the water mixing zone rules and regulations which affect everybody. Don stated "Three of the biggest issues about mixing zones are agriculture run off, city treatment systems, and paper mills. We have to have food to eat, then we need to poop, and paper is a nice ending for the process." Don asked David to push back on any language that would hinder proper usage of mixing zones.

Senator Arnie Roblan, Oregon Senate District 5, Coos Bay, spoke to the council, covering issues related to the state's need to address the forest health of the Elliot Forest and the Tillamook Forest. Both of these forests are at a point in which there needs to be some logging done. If the state takes no action to properly log these lands, we could very well lose them to insect infestation and/or wild fires, both of which have happened years ago.

Representative Brad Witt, Oregon House District 31, Clatskanie, addressed the council about issues that affect both Oregon and Washington. Both states are having issues with the trains that are transporting oil. Rail safety is an issue that impacts everyone in both states. The railroads are working to build safer tanker cars; however currently the federal government, state government, and the railroads have not agreed on the safety standards for tanker cars or with standards for the rail system as a whole, including the oil offloading facilities. Brad thanked the council for the support they give him.

AWPPW Vice President Greg Pallesen discussed employers' actions, in the workplace, that drive safety incident and

accident non-reporting. Such activity is illegal and can be reported through the OSHA Whistleblower program. Local 677 Delegate Tim Wagner reported this year's safety conference will include the topic of management by fear and intimidation and issues impacting non-reporting of safety incidents and accidents.

Some of the local reports included:

Local 1 (St. Helens, OR) reported new paper manufacturing equipment is being installed. This year's local union picnic will be August 14th, with all members and retirees invited.

Local 13 (Toledo, OR) reported they are waiting for an answer from the arbitrator on a termination case; they have another arbitration case coming up in May. Georgia Pacific, Toledo, and the union created a new union safety coordinator position. Local 13 member Eddy Larson has agreed to fill the safety role. Local 13 also worked with G-P and the Oregon Department of Fish and Wildlife to put on the annual fishing derby at the G-P reservoir. As usual, the event was a success.

Local 60 (Newberg, OR) reported they prevailed in an arbitration case concerning the termination of an employee. SP Fiber Technologies is proceeding with their plans to restart the currently idled paper machine with plans to produce brown paper.

Local 78 (Portland, OR) gave an update regarding unfair labor practice charges the local has filed against their employer concerning security guards performing the bargaining unit's work, such as boiler inspections, and company security guards receiving shipments.

Local 677 (Springfield, OR) reported that they have re-

(Continued On Page 7)



Area Rep Ken Hardwick, standing, reports to Area Council meeting.

Guests Address OR-ID-UT Council



Guest speakers addressing the OR-ID-UT Area Council meeting, left to right, are Rep. David Gomberg, Sen. Arnie Roblan, and Rep. Brad Witt.

(Continued From Page 6)

cently voted to extend their contract out to 2015. Included in the agreement are wage increases. The local has also scheduled shop steward training.

The council took action to support Cathleen Callahan for Columbia County Circuit Court Judge. Cathleen has also been endorsed by the Northwest Oregon Labor Council, International

Brotherhood of Electrical Workers Local 48, United Food and Commercial Workers Local 555, and the Teamsters Joint Council.

The next meeting of this area council will be during the AWPPW Tri-Area Council set for August 18-21 in Portland.

For more information about the Area Council meeting, you may contact your local's council delegates, the Area Representatives, or the AWPPW officers.

Notices Of Local Union Elections

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 final nominations of officers at the May 28 regular union meeting at 4:00 p.m.

Voting will take place June 10 and June 11, 2014, at the union hall, 230 S. First Street, St. Helens, from 5:00 a.m. to 6:00 p.m., both days.

Ballots will be counted right after final close of polls on June 11th at the union hall.

LOCAL 13 - TOLEDO, OR

Will vote on officers and guard on both June 2 and June 6, 2014, at both the main mill gate and the hog fuel boiler, 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 7:15 p.m.

Ballots will be counted after final close of polls on June 6th at the union hall, 138 N.W. First Street, Toledo, starting 8:00 p.m.

LOCAL 89 - MEDFORD, OR

Will vote on officers and sergeant-at-arms on June 4, 2014, at the union hall, 4480 N. Pacific Hwy., Central Point, from 7:45 a.m. to 4:00 p.m.

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

LOCAL 633 - LONGVIEW, WA

Will vote on officers June 16 and 17, 2014, at the L3 lunch room and the shipping lunch room, from 4:30 a.m. to 6:30 a.m.; on June 19th at the extruder lunch room, from 5:00 a.m. to 7:30 a.m.; and on June 21st at the extruder lunch room, 5:00 a.m. to 6:30 a.m.

Ballots will be counted after final close of polls on June 21st at the union hall, 724 - 15th Avenue, Longview.

LOCAL 677 - SPRINGFIELD, OR

Will vote on officers, guards, safety steering committee, and multi-skill committee at the south end of the Main Shop and at the northwest corner of the Shipping Department, on June 9, 2014, from 5:00 a.m. to 6:30 a.m. and 4:30 p.m. to 6:30 p.m., and again on June 10th, from 5:00 a.m. to 6:30 a.m.

Ballots will be counted right after final close of polls on June 10th at the Officer of the Customer on the plantsite.

PALM ELECTED LOCAL 412 PRESIDENT

Officers for the new AWPPW Local 412 at Deer Island, Oregon, are, president - Jason Palm; vice president - Danny Kneeland; treasurer - Kevin Sisco; site steering committee members - Gene Loss and Chris Montoya.

Attend your union
meetings.
Vote in your local
elections.



The Rebel

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Local 83 Members Ratify 5 Yr. Contract

Area Rep Greg Jones reports the membership of Local 83 (Stockton, CA) ratified a contract with Pactiv in January. A summary of some features of the agreement is as follows:

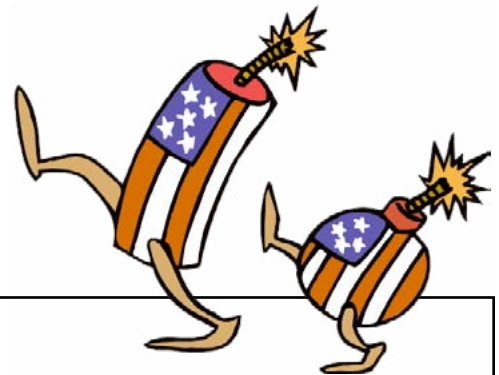
Term — The term of the contract is five years, effective, retroactively, from November 30, 2012, to November 30, 2017.

Lump Sum Payments — Employees received a \$700 lump sum payment, plus another \$700 for ratifying the contract by January 31st, 2014. An additional \$850 lump sum will be paid employees on December 1, 2014, with the option of deferring this payment to their 401(k) accounts. The lump sum payments were to only be paid to employees that were actively employed on the effective date of the lump sum payments or if on approved medical leave and they returned to work within thirty (30) days of the effective date of the lump sum payment. Employees who were hired after January 1, 2013, will have a pro-rated ratification payment.

Wages — Effective November 30, 2015, there will be a \$0.40 per hour wage increase. Effective November 28, 2016, wage increases of 2% becomes effective for all employees.

Dental Plan — Dental cost comparison information to be provided by the company for the current AETNA dental plan and the proposed Delta Dental plans. Dental cost information for 2015 will be available in October, 2014. The company agreed to offer dental coverage to its employees during the life of this agreement.

Area Rep Jones thanks Local 83 Bargaining Committee members Mike Gomez, Glen Williams, Casey Freeman, Rodney Subia, and Adam Barajas for their steadfast work in these very long negotiations.



Wishing you and
yours a safe and
GLORIOUS 4th!