

# The Rebel



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## Local 13 Ratifies Contract After Long Negotiations

After 35 months of negotiations, AWPPW Local 13 in Toledo Oregon has ratified a contract offer that was presented by the Georgia Pacific Corporation. Summarized features of the agreement are:

**Term** — The new labor agreement duration is a six-year contract that was retroactive back to 2016 when the previous agreement had expired.

**Wages** — There is a 2nd tier wage system for new employees hired after the date of ratification; a \$1500.00 signing bonus; The General wage increases are 0% 2016, 0% 2017, retroactive 2% for 2018, 2% in 2019, 2% in 2020, and 2% in 2021.

**Pensions** — A \$5.00 increase in pension for 2018, a \$4.00 increase in 2019, and a \$1.00 increase in 2020 which brings the pension total to a \$57.00 flat rate.

**Contract Language** — There were also various local language changes to the agreement.

AWPPW Area Rep Brad Monroe would like to thank the Local 13 bargaining team of Scott Sinsel, Randy Howard, Con Chappell, and Cory McAlpine, for their tireless efforts during this lengthy process to obtain the labor agreement.



Local 13 (Toledo, OR) bargaining delegates, from left to right, are Scott Sinsel, Randy Howard, Con Chappell, and Cory McAlpine.

## Port Angeles Mill Subject Of Great News!

McKinley Paper Company announced, on September 24th, the conversion plan startup at its Port Angeles paper mill, the site of AWPPW Local 155, to produce 250,000 tons of containerboard, increasing to 500,000 tons its capacity in the USA and bringing its total capacity to 2'000,000 tons in Mexico and USA,

McKinley will replicate its sustainability model to produce paper without cutting trees in the middle of the forest heart of USA: The State of Washington, contributing to further enhancing the environmental status in the region. By recycling paper, the company aims to reduce energy and water consumption and landfill disposal in the region as well as to become a net capturer of CO2, helping to build a green economy.

State of the art machinery and equipment orders are in place. Maritime infrastructure will be enhanced to improve input and output freight options and minimize costs. Additionally, the cogeneration system will be upgraded to efficiently produce green energy. Production is expected to begin by September 2019 and the company looks forward to positively impacting local and regional employment and the overall economy.

The company would consider additional investments and strategic alliances in the Northwest USA to deploy a corrugated box system to integrate its paper production into more value-added paper products. McKinley is the U.S.A. subsidiary of Bio PAPPEL, integrated producer of containerboard, uncoated free sheet, newsprint, corrugated boxes, cut size paper, notebooks, paper sacks, and other paper specialties. Bio PAPPEL operates 30 production facilities and 13 recycled fibers collection centers in Mexico, U.S.A. and Colombia, and employs 11,178 personnel.



## Happy Holidays

To All Members, Retirees,  
And Families

From Your  
*AWPPW Officers  
and Staff*



# Pallesen Shares Actions . .

Brothers and Sisters:

For more than a year we have been working with several people and groups, including potential buyers, to get the Newberg, Oregon paper mill restarted. As previously reported, WestRock (WR) closed the Newberg, Oregon papermill 2 weeks to the day after they assumed ownership. WestRock (#2 U.S. paper producer) had also made a \$4.9 billion-dollar proposal to purchase Kapstone (#5 U.S. paper producer).

We, the AWPPW, were able to obtain and submit to the U.S. Department of Justice (DOJ) WR's correspondence that clearly states WR would not be restarting the Newberg papermill, would not sell the mill to anyone who would restart the mill, and would only sell the mill to someone who would demo the mill. The correspondence also stated WR would no longer be responsible for any past, present, or future environmental issues, and that the paper mill equipment must be destroyed. WR's correspondence went on to list the mill equipment that had to be destroyed.

This type of action by WR should be, and at one time was, illegal, as WR would have been in violation of U.S. anti-trust rules and regulations.

On October 30th the DOJ approved WestRock's acquisition of Kapstone Paper, and the approval has zero restrictions. WestRock now has free reign to reduce product supply by closing other paper mills, and then increase prices.

We will continue pressuring WR to restart the Newberg paper mill or sell it to those who do want to restart the mill. On Page 3, opposite, is a letter from Oregon's political leadership who have been, and continuing, to work with us on getting the Newberg paper mill restarted.

— AWPPW President Greg Pallesen

*(Continued On Page 3)*

## VP Spring Urges Member Involvement

Brothers and Sisters:

Challenging times require your involvement.

Labor continues to be under attack today by big business and a current administration that is passing legislation that becomes unfair to you and your rights. For many years rules and regulations have been in place that protect and maintain your working environment. Those rules, laws and regulations are being challenged and overturned continuously by the current U.S. Supreme Court and the National Labor Relations Board.

Collectively, workers everywhere must stand together and band together to protect our rights. We must demand healthcare that truly takes care of our families, and we should not be asked to subsidize it through our own wages. We need to fight for pay and benefits that can support us and our families — not just be able to get by. After a career of working, a person should have retirement benefits that they can truly retire with.

In these changing and challenging times, your involvement in your union is needed more than ever. Think about the wages and benefits that you currently have at your job today. You, as a union member, have those benefits because people got involved in the union. As our industry is declining and the folks who are currently involved are now reaching retirement age, it is very important for newer employees to become the next generation of leaders.

If you are interested in getting involved there are resources available for training and learning how to be a guard, shop steward, recording secretary, financial officer, bargaining delegates, or Local President. All you need to do is attend your next union meeting

and start getting involved in your local. The people that benefit the most from your participation in your union is you and your family.

Getting started is not hard and only requires a few hours of your time in a month. Start by becoming a guard, delegate, or recording secretary. If you are interested in some of the more advanced positions within the local, don't be afraid. There is training available for those positions.

So, does this mean that you must know about all the laws and regulations or become involved heavily in politics? No, but you should learn about those things that have an effect on you and the facility that you work at.

The process is not difficult to learn, but the results from your involvement can lead you and your coworkers to become the next generations of leaders.

It just takes a little effort on your part to start getting involved, but you are the one who benefits the most.

Fraternally,

Bill Spring

Vice President, AWPPW



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### REBEL DEADLINES SET

**Deadline for the next regular "Rebel" edition is January 15, with a publication date of January 25.**

**Deadline and publication dates for the issue following are March 19 and 29, respectively.**



# .. Taken Against WestRock



SUZANNE BONAMICI, UNITED STATES REPRESENTATIVE  
EARL BLUMENAUER, UNITED STATES REPRESENTATIVE  
KATE BROWN, GOVERNOR



October 2, 2018

Steven C. Voorhees, CEO  
WestRock  
1000 Abernathy Rd NE  
Atlanta, GA 30328  
United States

Dear Mr. Voorhees:

We are writing to express our concerns about the status of the WestRock-owned mill in Newberg, Oregon and to encourage an open dialogue with local stakeholders about its eventual dispensation.

When the mill closed indefinitely in January 2016, shortly after being acquired by WestRock, over 200 workers lost their jobs. Since then, the mill has sat idle while WestRock has sought a buyer for the facility. Communities across Oregon, particularly the City of Newberg, have a significant stake in the future of this site. We understand the City has been in communication with WestRock since the closure, sharing information with interested potential buyers in addition to preparing a new Riverfront Master Plan for the Newberg Riverfront area that includes the WestRock mill site. The details of WestRock's disposition of the mill site will have a significant impact on the City's ability to establish long term plans for the area, which is key to the city's overall development. This master plan process has been shared with WestRock and the City of Newberg has been seeking your input and feedback.

Since the mill's closure, a nationwide recycling crisis has resulted in a glut of waste paper products in the United States. China's decision to stop accepting certain mixed recycling eliminated a major market for U.S. exporters – with distressing results. Massive amounts of recyclable waste are accumulating at facilities around the state and across the country - or being sent to less expensive landfills for disposal, jeopardizing years of environmental progress. We believe potential solutions to the crisis in Oregon should include consideration of existing recycling capabilities, which could be harnessed by a buyer possibly interested in modifying and re-opening the Newberg mill.

According to newspaper reports, WestRock initially conditioned sale of the mill on the purchaser's willingness to destroy the existing paper machines and mill equipment, a proposition that appears aimed at reducing competition in the industry. This is problematic and, as our colleague Senator Wyden has noted in a recent letter to the U.S. Department of Justice and the Federal Trade Commission, possibly illegal. Manipulating competition erodes confidence in our markets and can result in artificially high prices for consumers. We understand that WestRock may currently be open to selling to buyers with an interest in re-starting the mill and we encourage ongoing good-faith negotiations, especially in light of evolving conditions in the paper market and global supply chains.

We cannot ignore the consequences for Oregon communities and a potentially productive mill site sitting idle for an extended period of time. A decision regarding the future of the site needs to consider the local community's desires being developed through the Riverfront Master Plan process and the full range of possibilities for the site, in consultation with Newberg leaders and other stakeholders.

We urge you to consider the following questions. How will WestRock continue engagement with the City of Newberg as it pursues sale of the site? Has equipment at the mill been salvaged for other WestRock operations to the point that it no longer makes it viable as a mill operation? On what timeline will WestRock pursue sale of the mill? Please clarify whether WestRock is considering offers from all prospective buyers, including those reluctant to destroy the existing paper mills and equipment?

We stand ready to engage with you and other stakeholders to further discuss the future of this site, including through briefings, meetings, and updates with our staff. We would appreciate the opportunity to have a dialogue with you about this issue and how it affects Oregonians.

Sincerely,

Suzanne Bonamici  
Member of Congress

Governor Kate Brown  
State of Oregon

Earl Blumenauer  
Member of Congress

# Sullivan Discusses Upcoming Events

## The Mid-Term Elections

Although most Americans did not vote, an estimated 114 million did. The National Elections had some gems for the quest to get Medicare for All. HR-676 (federal) will be expanded and should pick up at least 11 representatives more to be sponsors. Mark Dudzic, Chair of Labor Campaign for Single Payer (LCSP), states that it is at a tipping point of support because 70% of Americans support Medicare for All/Single Payer.

Expansion of the Medicaid portion of the Affordable Care Act of 2010, commonly called Obamacare, was voted on and approved in the states of Idaho, Nebraska and Utah. These states voted heavily for Trump in 2016.

The Oregon Working Families Party (WFP) reported that a record number of candidates wanted the WFP endorsement. Of those endorsed, 74% won their campaigns in Oregon.

The Oregon election gives the Democrats a super-majority in the house by picking up three seats. This gives them 38 seats to the Republicans 22 seats. In the senate the Democrats have 18 seats and the Republicans 12 seats. The voters re-elected Kate Brown for Governor, and approved Measure 102 for affordable housing while defeating Measures 103,104,105 & 106.

Here is hoping that with Democrat super-majority in both chambers and a Democrat for governor, that they use this power wisely and not as a whip. In the September legislative days, the Joint Committee on Carbon Tax listened to testimony either on a Carbon Tax or Cap-n- Trade. Either way, there will be at least one Bill coming out on either type of tax. There also should be some tax reform bills coming up as well. There will be Legislative Days again in January followed by the 2019 session starting in late January or early February.

## Labor History Month

In Oregon, Labor History Month is November. If you haven't yet read or listened to any labor history, I have listed a couple of books and CDs you might look at:

### BOOKS:

- *The Peoples' History of the United States*, by Howard Zinn
- *The Man Who Hated Work But Loved Labor*, by Les Leopold
- *Capital Moves (RCA)*, by Jefferson Cowie

### CDs:

- *We Have Fed You All For 1000 Years*, by Utah Phillips
- *Making Speech Free*, by Utah Phillips

You can always contact me with any questions or discussion topics at 971-237-3125 or at [msullivan@awppw.org](mailto:msullivan@awppw.org)

— Mike Sullivan  
Oregon Political Director, AWPPW



## 2019 WA Legislative Season Previewed

National election trends favored Democrats who picked up more than 30 Congressional seats in the 2018 election, flipping control of the U.S. House of Representatives to a Democratic Majority, while Republicans maintained control of the U.S. Senate.

In Washington's 3rd Congressional District, AWPPW Washington Area Council delegates endorsed Carolyn Long (D), who conceded to Rep. Jaime Herrera Beutler (R) which means Washington's U.S. House delegation will consist of seven Democrats and three Republicans in the next term of Congress that begins in January, 2019.

Washington State election results mirrored the national trend, with Democratic gains in the elections. Washington State Democrats will have a strong majority in the upcoming 2019 Washington Legislative session with a Senate increase by at least three Democratic seats and by at least a half dozen Democratic seats in the House.

Washington State voters rejected Initiative 1631, a proposed carbon fee on fossil-fuel emissions and supported Initiative 1639, a ballot measure seeking to make Washington's firearms law among the strictest in the country.

Senate Democrats recently met to select a new majority leader because the current leader, Sharon Nelson, retired rather than running for re-election. Senator Andy Billig, who serves as deputy majority leader, was selected as the Senate Majority Leader.

The 2019 legislative session will begin in early January. A Democratic controlled legislature could mean more discussion on Democratic priorities such as women's health, gun control, campaign finance reform, and a legislative proposed carbon tax. We will be following these and other issues that may have an impact on the AWPPW.

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If you are interested in following what's going on in the legislative session visit [www.leg.wa.gov](http://www.leg.wa.gov) or tune into tvw.org.

If you want to find and contact your legislators go to <http://app.leg.wa.gov/DistrictFinder>.

"The Stand" is an email publication brought to you by the Washington State Labor Council. Sign up to receive this email publication at [wscl.org](http://wscl.org).

I am grateful for the opportunity to continue providing legislative support and updates through the upcoming 2019 legislative session.

Sincerely,

JD Rossetti  
Washington Legislative & Political Director  
Washington Area Council, AWPPW





# Groups Protest Presidential Firings



Pictured at left, AWPPW President Greg Pallesen attends rally in Vancouver as cities across the country protest Jeff Sessions forced resignation. At right are banner carrying rally participants

In cities across Washington state and the rest of the nation, protests were organized in response to recent shakeups in the Trump administration.

The president demanded Jeff Sessions resign as Attorney General and named Matthew Whitaker the Acting Attorney General, a man who has expressed hostility toward the ongoing investiga-

tion into Russian meddling in our democracy — and whether the president's campaign played a role.

*The Seattle Times* editorial board writes, "After the president's firing of Attorney General Jeff Sessions, Congress must act quickly to safeguard Special Counsel Robert Mueller's investigation."

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## DFR Cases Get New Attention

In case you have not seen this, please note the following from attorney Rob Lavitt's office.

### **NLRB General Counsel Ramps up Prosecutions of DFR Cases: What Your Union Can Do to Prepare**

On September 14, 2018, the Trump-appointed General Counsel of the National Labor Relations Board, Peter Robb, issued new instructions to the Board's regional directors and officers in handling duty of fair representation charges under Section 8(b)(1)(A). This move signals plans to increase the Board's focus on duty of fair representation ("DFR") cases. These changes will make it harder for unions to assert a "mere negligence" defense to DFR claims, and will make it harder to "cure" DFRs involving failure to communicate with a grievant or to respond to a grievant's information requests.

### **Narrowing the "Mere Negligence" Defense to DFRs**

Historically, the Board has not considered mere negligence a breach of duty of fair representation, because it does not rise to the level of conduct that is arbitrary, discriminatory or in bad faith. But under Peter Robb's new instructions to NLRB regions, unions may no longer simply claim that they have "lost track, misplaced, or otherwise forgotten about a grievance, whether or not [they] had committed to pursue it." Instead, in most cases, unions will now need to show "the existence of established, reasonable procedures, or systems in place to track grievances." Unions must be able to show that they have a system in place that, "while reasonable, was not effective in a particular case for an identifiable and clearly-enunciated reason." Without these kinds of systems or procedures, Regions are directed to bring a DFR charge under a gross negligence theory.

### **Expanding DFR Theories for Failure to Communicate Grievance Decisions or Respond to Grievant's Information Requests**

Regions have now also been directed to pursue complaints against unions based on a "failure to communicate decisions related to a grievance or to respond to inquiries for information or documents by the charging party." Unless the union has a "reasonable excuse or meaningful explanation," the General Counsel's memo reasons that such failures qualify as "arbitrary conduct." Significantly, failure to respond to inquiries or communicate with a grievant can constitute a DFR even if the union's underlying decision or handling of the grievance would not constitute a DFR on its own. Furthermore, a union may not cure the violation by responding to the grievant after the ULP charge has been filed. If a union has responded to a grievant's question, but the grievant is not satisfied with the union's response, a failure to follow-up with the grievant will not alone qualify as a DFR. The General Counsel has instructed Regions to bring violations under a gross negligence theory.

These new standards represent a significant departure from previous Board practice. The General Counsel's memo justifies the changes based on a claimed increase in unions asserting a "mere negligence" defense to DFR charges, and claims to be committed to "fair enforcement" of the law. However, it is hard to view these changes as anything other than a commitment by the Trump Board to refocus attention on using labor laws to go after unions.

### **What Should Unions Do to Prepare?**

Unions should take stock of their existing procedures and

*(Continued On Page 6)*

# Training Benefits Active Members



On November 5th Area Rep Bill Martello conducted shop steward training at Local 675 (Covington, VA). Pictured from left to right are Bryan Riley, Tommy Hubbard, and Eric Fodus. Also trained but not present for picture taking was Dave Fraley.



AWPPW Secretary-Treasurer Rick Craft conducted financial officers' training for Local 13 (Toledo, OR) officers, from left to right, Eddie Larson, financial secretary, and John Comstock, treasurer.

## SOUND OFF

Come this January, this old man will have been retired from the AWPPW headquarters as Executive Vice President, and prior Area Representative, 30 years. I came aboard at 42 years of age in 1970. I retired in January of 1989 at age 62. So, come March, I will have bounced around this ball for 92 years.

In the words of Ken McDonald, a long time member of Local 5, my local, "If I knew I was going to live this long, I would have taken better care of myself". Hah! . . . But, other than a new heard valve a couple of years ago, I am in good physical and mental health.

I bought a cement mixer last year and formed and poured 45 feet of concrete sidewalk and just finished building a truck port. The heart valve stopped my flying my own airplane several years ago. So, I keep active. I have lots of e-mail friends, and that helps keep my mind focused.

Now that I have bragged about my health, I am getting to the real reason of my letter. I have followed this union since walking picket in Camas, Washington, in its inception in 1964, to the last edition of *The Rebel* I just received in September. We have suffered the reduction of our locals and membership down through these past 30 years; rejoiced in the merger with the Carpenters, followed the trauma and the victories with great interest, attended numerous funerals of union members, and reminisced with their families over their service.

I traveled this early jurisdiction from Alaska to California in local negotiations during the 1970'S through most of the 1980'S. I met delegates in these numerous bargains that reinforced my belief that we had created a group of great, intelligent members, both women and men, plus we seemed to elect full and part time leaders in the officers, reps, trustees and reliefs who matched wits and skills with management boards and attorneys, over and over.

Looking back, I am so proud and blessed to have been a small part of this group and this union. Hopefully, the union will organize and regain lost members and locals back in the coming

years. I will check in at age 100 to remind everyone in this union, again, how special you are. We have survived for 55 years in coming 2019. Again, I am so proud to have been a part of this union's existence.

— Fraternally,  
Bob Rodgers

## DFR Cases Get New Attention

*(Continued From Page 5)*

protocols to ensure there are protections in place that will help to avoid DFR liability under the General Counsel's new theories. First, make sure your union has a policy and system in place to respond to and track duty of fair representation complaints. Such a system should create protocols to ensure grievances are not "lost track [of], misplaced, or otherwise forgotten about." Second, unions should confirm that they have systems in place to ensure decisions relating to the grievance process are communicated to the grievant, and that they respond promptly to information requests. When faced with a DFR charge, unions should expect more aggressive prosecution and handle such charges accordingly.

This e-update should not be used as a substitute for true legal advice based on specific circumstances. Please feel free to reach out with questions.

Melissa Greenberg  
greenberg@workerlaw.com

Danielle Franco-Malone  
franco@workerlaw.com



# Local Nomination & 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 5 - CAMAS, WA

Voting on officers, trial board, and inside and outside guards will take place by mail-in ballots, with instructions to be included when mailed to members.

Ballots will be counted on December 10, 2018, at the union hall, 514 N.E. Dallas, Camas, starting at 9:00 a.m.

## LOCAL 69 - WALLULA, WA

Will vote on officers, trial board, and guards at the employee lunch room at the mill, on December 19 and December 20, 2018 from 5:30 a.m. to 7:30 a.m. and 5:30 p.m. to 7:30 p.m., both days.

Ballots will be counted on December 21, at the union hall, 2314 Gum Street, Kennewick, starting at 8:00 a.m.

## LOCAL 78 - PORTLAND, OR

Will vote on officers and guards at the millsite cafeteria on both December 12, 2018, from 5:30 a.m. to 3:00 p.m., and on December 14, from 5:30 a.m. to 1:30 p.m..

Ballots will be counted after final close of polls on December 14th at the polling place.

## LOCAL 153 - LONGVIEW, WA

Will vote on officers, guards, trial board, three executive board members, and two central safety committee members by mail-in ballots, which will include instructions, and are due back at the local's post office box address the morning of December 4, 2017.

Ballots will be counted on December 4, starting at 5:30 p.m., at the union hall, 724 - 15th Avenue, Longview.

## LOCAL 155 - PORT ANGELES, WA

Will vote on officers, guards, trial board, and all other committees, at the I.S. Building at the mill, on December 10 and December 14, 2018, from 6:00 a.m. to 8:00 a.m., both days.

Ballots will be counted as soon as possible right after final close of polls on December 14th, at the Oil Shop on the millsite.

## LOCAL 396 - SALEM, OR

Will vote on officers and guards on December 6, 2018, at the millsite lunch room, from 6:00 a.m. to 8:00 a.m. and 2:00 p.m. to 4:00 p.m.

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

## LOCAL 412 - DEER ISLAND, OR

Will hold nominations of officers at the regular union meeting on December 4, 2018, up until 6:15 p.m., at Local 1's union hall, 230 S. First Street, St. Helens.

Voting will take place December 20 and December 21, 2018, at Local 1's union hall, from 5:30 p.m. to 6:30 p.m., both days.

Ballots will be counted after final close of polls on December 21 at the polling place.

## LOCAL 657 - SANTA CLARA, CA

Will vote on officers on December 17, 2018, at the airport office building, 1400 Coleman Avenue, Santa Clara, from 5:00 a.m. to 8:00 a.m. and 1:00 p.m. to 5:00 p.m.

Ballots will be counted right after close of polls at the airport office building conference room.

## LOCAL 672 - FULLERTON, CA

Will vote on officers at the mill cafeteria hallway on December 3, 2018, from 9:00 p.m. to 11:00 p.m.; on December 4, from 1:00 p.m. to 3:00 p.m.; and on December 5, from 5:00 a.m. to 7:00 a.m.

Ballots will be counted right after final close of polls on December 5, at the union hall, 1501 N. Raymond Avenue, Anaheim.

## LOCAL 747 - NAMPA, ID

Will vote on officers, trial board, and sergeant-at-arms on December 18, 2018, at the millsite, from 6:30 a.m. to 7:30 a.m. and 2:30 p.m. to 3:30 p.m.

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

## LOCAL 817 - SEATTLE, WA

Will vote on officers December 5, 2018, at the Boeing Machinists' union hall in Tukwila, Washington, from 12:45 p.m. to 3:30 p.m.

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

## The Stewards' Corner . .

### Investigating and Handling Grievances Step 2: Putting the Grievance in Writing

When an employer denies a grievance after the first step, it is up to the steward to submit a written grievance. If the grievance is questionable, it is best to have the Chief Steward or Union Committee review the facts, and make the decision on whether to proceed with the grievance. Here are the basic points to remember when writing a grievance:

#### DON'T MISS THE TIME LIMITS

It is an aggravating fact that if the union misses the time limit for filing a grievance, the grievance is declared "dead." If the employer misses the time limit, the union gets to proceed to the next level.

### THE THREE PARTS OF A WRITTEN GRIEVANCE

Writing a grievance is very similar to the steps outlined in "Step One of the Grievance Procedure" for making an oral presentation. However there are some items that especially need to be remembered once a grievance gets to the written stage.

#### 1. State The Grievance Issue Simply

##### Sample Grievance:

##### Local Union Grievance in a Discipline Case

"Susan B. Anthony was suspended for three days on November 14. The suspension of Susan Anthony was not for just cause, in violation of Article IV of the contract. The employer is also in violation of all other relevant sections of the contract. Make Susan Anthony whole for all losses suffered."

The grievance form is not the place to argue the grievance.

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# The Rebel

Publication of the  
Association of Western  
Pulp and Paper Workers  
Your union for today . . . and tomorrow.

If your address has changed, please notify The Rebel

Local No. \_\_\_\_\_ Company \_\_\_\_\_

Name \_\_\_\_\_

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## The Stewards' Corner..

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That should happen in the grievance meeting.

### 2. State What Part Of The Contract, Law, Past Practice, Etc., Was Violated.

A grievance can be filed over a violation of the contract, a change in a well-established past practice, violation of a law (OSHA, FMLA, etc.) or a violation of an employer policy. Always state that the employer may have violated other parts of the contract:

"The employer is also in violation of all other relevant sections of the contract."

This covers the possibility that the wrong section was cited for the specific violation or that other articles may also come into play. Citing the wrong section of the contract on a grievance can cause the loss of an arbitration case. The union has the right to amend the grievance after filing it, to cite other specific sections of the contract, or to correct a mistake. Simply attach a letter to the grievance when advancing it to the next stage.

**Example:** The union wishes to amend grievance number 2002-10 by also citing Articles 2, 4, 6, and other relevant sections of the contract, as being violated by the employer in this case.

—Soupy Campbell, Chief Steward  
Jan 2, 2005

### 3. State What Remedy The Union Is Seeking

By leaving out the remedy, the employer can agree they made a mistake, but offer no solution. In cases of discipline, discharge or involving money, the "catch all" phrase to use is "The employee should be made whole." This phrase covers all the parts of the remedy that should exist, without forcing the union to try to list them all at the time the grievance is written.

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## KEEP GOOD RECORDS

Each local should develop a log book that is used for keeping track of the grievances. As each grievance is written, it is assigned a number and "logged in." The information should include;

- Grievance number
- Date 1st step filed
- Date to file next step
- What contract section or law was violated
- Brief description of grievance

These log books should be kept by the Chief Steward and passed on to his or her successor in office. Every grievance should have its own folder. This way, a complete record is saved for the future. If a grievance needs to go to higher steps, the Chief Steward will have all the information necessary to argue the grievance.

## THE ROLE OF THE MEMBERSHIP

A steward can make the most logical oral presentation of a grievance in the world, or write the perfect grievance and still not move the employer. The employer must be aware that there is a membership behind the union steward. It is the job of the steward to make sure the members know what is going on and, when necessary, get them to show their support.