

## Area Council Changes Format At Recent Meet



Southern Washington Area Council speakers are from left, State Representative Alan Thompson, General Vice President John Eyer, and Area Representative Fred Delaney. Pictured with Delaney are from left, Council Vice-President Harold Wilson, President George Johnson, Secretary-Treasurer Ray Steinauer. Mayor F. Clark Lewis of Longview greeted delegates to two-day confab in host city. Contract was studied, much work accomplished. —Burt Wells photos.

By Fred Delaney

The October meeting of the Southern Washington Area Council offered several innovations which resulted in the delegates accomplishing a great deal in their two-day confab.

Prior to the meeting, a call had gone out for resolutions pertaining to wage negotiations. With these in hand, delegates dug right into the work involved in the "new look" meeting designed by Council President George Johnson and his executive board. Purpose of the changes was full consideration of resolutions and suggestions for improvements in the contract.

Following the two days of work, it was the consensus of the 28 delegates that local union committees must have the contract tools needed to solve the more critical of our problems. It was felt the Arbitration sections, Rights of the Parties section and the Matters Covered section are causing Local committees much difficulty in solving local grievances and that these sections should be removed from the contract.

At its opening session, the council heard from Mayor F. Clark Lewis of Longview, Washington, where the council meeting was held. State Representative Alan Thompson (D) discussed legislation of interest to labor. John Eyer, general vice president, and Burt Wells, secretary-treasurer of the AWPPW, also spoke.

Among others in attendance were Hugh Bannister, Trustee; Chuck Anglin, Northern Washington Council President, and Fred Delaney, Southern Washington Area Representative.

The next council meeting will be held jointly with the NWA Council at a time and place to be determined by the Executive Board.

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### FLASH

Secretary-Treasurer Burt Wells is recovering at Emanuel Hospital in Portland after an emergency appendectomy Wednesday night, October 6. He will remain in the hospital four or five days during which additional tests will be made.

Best wishes for a speedy recovery, Burt!

## Oregon Council Elects Burke, Holland, Thompson

By Karl H. Hopp

Secretary, Oregon Area Council

Three trustees, Ralph Burke, Local 677-Springfield, Brown Holland, Local 64-Portland, and James Thompson, Local 166-Oregon City, were elected to the Executive Board of the Oregon Area Council at the Council's meeting in St. Helens on September 25.

Election was by secret ballot from a slate of eight candidates.

The 27 delegates, representing nine locals, also adopted by-laws to govern the Council's actions. A. R. Fisher, Local 3-Albany, was chairman of the committee which drafted the bylaws.

Reports were presented by Oregon Area Trustee Dick Long, who discussed AWPPW executive board actions, Oregon Area Representative Ed Foley, who summarized problems and successes of Oregon locals, and John Thorne, AWPPW organizer at Wauna.

In addition to outlining progress of the organizing at the new Crown Zellerbach operation, Thorne pointed out that an election has been called for Wauna but that the NLRB has set no date. He also noted that for the first time in years there is competition in the organizing of pulp and paper workers on the West Coast.

In a brief speech AWPPW President William R. Perrin pointed out that some of the predictions made during the rebellion of West coast pulp and paper workers against the international unions are coming true. He noted that one of the international's conventions recently tightened provisions to make domination of the international's officers even more pronounced.

He also said that some employers still are attempting to proceed as they did in the past with many grievance and arbitration cases resulting; that litigation of various types is taking much

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# The Rebel

Published by the Association of Western Pulp and Paper Workers  
A New, Democratic Trade Union

812 S.W. WASHINGTON STREET, PORTLAND, OREGON 97205

This Paper UNION MADE by Members of AWPPW

ADVISORY BOARD OF THE REBEL is composed of the following: President William R. Perrin; Executive Vice President Dick Archer; General Vice President John Eyer; Secretary-Treasurer Burt D. Wells; Hugh Bannister, Trustee-at-Large in two areas north of Oregon border; Graham Mercer, Trustee, Northern Washington-Alaska; Don DeLaGrange, Trustee, Southern Washington-Idaho-Montana; Dick Long, Trustee, Oregon; Jim Garfalo, Trustee, Northern California; Elmer Lines, Trustee, Southern California-Arizona.

## THE CHALLENGE

The rains came, reminding us suddenly and forcibly that wage negotiation time can not be far behind. But this fall there is a difference . . . a welcomed difference.

It is pleasant to realize that for the first time we have the opportunity, with all of us working together, to start molding a contract which will really meet the desires and needs of workers in the west coast pulp and paper industry.

Needs and desires sometimes were recognized in the past but getting them translated into action at the bargaining table was something else again. Now, however, we all know that reasonable, desirable proposals introduced at the negotiating sessions will be vigorously pursued.

Therefore, it is gratifying to find the area councils wisely concentrating much of their effort on development of well-researched, realistic local resolutions and programs to be presented at the pre-wage conference. AWPPW officers and trustees are aware that a great deal of work and thought are going into the drafting of local resolutions and council recommendations.

And this is great!

Remember, one of the major reasons for the existence of the Association was the desire of its members for an organization willing to use new ideas to solve old problems and to accommodate itself to change. It is encouraging to find our members ready and willing to burn some midnight oil to come up with the new ideas.

Change always is with us. Robert Oppenheimer says: "One thing that is new is the prevalence of newness, the changing scale and scope of change itself."

The Association officers and the local leadership must bring completely new and fresh ideas to bear on both our problems and those of the labor movement in general. We must cure ourselves of the notion that something still is good simply because it was good in the past.

We must remember that all of our problems are not old ones and bring new solutions to bear in solving the new problems. Yesterday's solutions simply won't unravel today's problems. Nor will today's solutions stand a chance against tomorrow's problems.

Association members must always demand a vigorous, far-sighted leadership and must take the responsibility of developing this type of leadership, on the local and council level, for the future.

All of us, working together, meeting the constant challenge of change and newness, and facing the future unafraid can prove a tremendous force in improving our wages and working conditions.

That is why it is so encouraging to find so many members so busy preparing for the wage conference. That is why the rain, though a harbinger of the wage conference, doesn't seem so depressing this year.

—Dick Archer

## NLRB Board To Decide Samoa Election Issue

Major development on the organizing front the past week was a decision by the NLRB Regional Director to "buck" the Samoa case to the NLRB board in Washington, D.C., for a decision, according to John Eyer, AWPPW general vice-president.

"Significant and novel" issues involved in the Georgia-Pacific Samoa plant election led the Regional Director to this decision. This may lead to a delay of several weeks, and perhaps several months, in an NLRB election at Samoa.

This was disappointing to Eyer and his assistants at Samoa, all of whom were hoping for an early election.

It is probable the "significant and novel" issue is the desire of the International Brotherhood of Electrical Workers to carve out a unit for maintenance electricians and powerhouse employees. Complicating the decision of the NLRB was the "patsy" announcement of the Pulp Workers that, "we will not oppose a craft unit or a departmental unit here in the event the IBEW requests either or both".

This statement, made by Hugh Hafer, an attorney for the International, is diametrically opposed to the historic position of pulp and paper unions.

Eyer said all possible steps are being taken by AWPPW to obtain an early decision on the matter by the NLRB so that election can be held at Samoa where approximately 190 people are on the job.

Other developments: An election will be held October 15 at Ponderosa Paper Products Company at Flagstaff, Arizona, where about 75 employees will choose between the AWPPW and the UPP; employment at Wauna is up to about 65 employees but the NLRB has made no decision either on the unfair labor practice charge filed by AWPPW or on the date for an election; the Federal Conciliation service has called for a meeting of both sides in the Sampson Cordage strike on October 13 at Bellingham.

## Executive Board Sets Date

The quarterly Executive Board meeting will take place in Portland the week of October 25. Place of the meeting is yet to be selected.

On Monday, October 25, the trustees will meet at 1:30 p.m. in the AWPPW offices to audit the books. The audit will continue on October 26.

The Executive Board will convene as a complete unit the morning of October 27, remaining in session until its work is completed.

Area representatives will attend the board meetings October 27 and October 28.

Observers may attend the meetings commencing with the Wednesday, October 27, session.

ULA Executive Board members also will gather on Monday, October 25, to audit the ULA books. Time and place are 9 a.m. in the AWPPW offices.

Officers of the ULA committee are George Wood, chairman; Clarence Dukes and Ed Foley, co-vice-chairmen; John Swanson, secretary; Dick Archer, treasurer; Charlie Gargaro, Dick Ameden, and Jack Myers, trustees.

### LOCAL 850, ANTIOCH, CALIFORNIA

Will read proposed changes to the local by-laws at the meetings of October 26 and November 2, and will vote on the proposed changes at the regular meetings of November 23 and December 7. Nomination of officers for 1966 will be held at the regular meetings of November 2 and November 23 and election of officers will be held December 7. The polling place will be announced later.

### LOCAL 580, LONGVIEW, WASHINGTON

Will nominate all Local officers at meetings Nov. 10 and 24. Elections will be Dec. 8 from 7 a.m. to 7 p.m. at Union Hall, 724 Fifteenth Avenue, Longview.

## SOUND OFF!

To The Rebel:

May I say that it is truly a pleasure to receive each edition of THE REBEL? And add that it is convenient, because of its size, to file for future reference? My compliments to the AWPPW officers and staff.

As with all human beings, errors in judgment and mistakes . . . honest ones . . . will be made by each of us in our new union. Nevertheless, it certainly leaves a good feeling in my heart to know that each effort made will be a dedicated and honest one in your behalf and mine.

Approaching quickly is the time for contract negotiations . . . March 1966. May we all look forward to them with dedicated purpose in mind not to provide "the moon" for each member, but to expect . . . as well earned . . . a fair share of the profits and fair working conditions.

Each member realizes we can't correct and simplify all the contract language in one year, but let's do a good job of what we do work on. With diligence, patience and care we can improve our contract year by year.

Management has two routes to choose from come March 1966. First is to force us out on strike unnecessarily as was done this last year. Second, management can and should meet us with mutual courtesy, respect and human dignity to consummate our negotiations.

The AWPPW certainly prefers the second choice and challenges management to select this route.

We are the same hardworking employees, who helped make profits for management, that we were last year and the years before. But, I am sure that at this point no one underestimates our determination.

Arnold W. Drugge, Local 169, Hoquiam, Washington.

To The Rebel:

In an NLRB election September 15 in Bellingham, Washington, for a group of eight employees of Steiner Paper Co., a division of Georgia Pacific, only one name appeared on the ballot, the AWPPW. The vote went seven to one for the AWPPW.

It seems the old International is just about as interested in its people now as it was before the forming of the AWPPW.

With all the hollering the "Watchman" is doing about the big drive the International is going to put on, you would think it would show a little interest at least. After all, the Steiner group did pay the International dues and for the usual amount of representation.

At this time I would like to welcome the Steiner group to the AWPPW and to Local 309 which they will be joining.

—Glenn A. Adams, President, Local 309, Bellingham, Wn.

## Oregon Council Convenes

(Continued from page 1)

of the Association's time, money and effort; that the local unions, by and large, are doing a terrific job, particularly since so many started from scratch politically and financially.

Perrin said the Association had made many friends, both in and out of labor. He noted particularly the cooperation that had been built up with other unions which deal with common employers.

Following the regular business session President Harold King called for a round table discussion of problems confronting locals and the solutions, actual and proposed, to these problems. Also, various resolutions, designed primarily for the informational purposes, were presented on subjects dealing with the 1966 wage negotiations.

Local 1, St. Helens, was host to all the delegates and their families at a ham and beef barbecue at a St. Helens restaurant.

## Training Program Chief Stresses Steward's Role

By Byron Lewellen

One of the most interesting aspects of conducting the Training Program is meeting the many fine members in different locals, attending union meetings where possible, touring the different mills and seeing how they operate.

At times I have wondered who is getting the most education. I look forward to each new class, the different personalities, and new problems that are posed at each mill.

For the most part, problems arising between employer and employee are basically the same. However, in each local at least one new one usually comes.

One of the biggest problems lies within our own ranks. That problem is the use of the Shop Steward.

A part of Unit One of the training manual reads: "A good Steward should make every effort to dispose of grievances as quickly as possible and to keep those grievances within his department."

This can only be done by study of the contract, communication between the Steward and officers, and allowing the Steward to apply himself. In the past, far too little emphasis has been placed on the Steward. He is often by-passed by members seeking advice.

The key to an effective local union is the Steward and how well he does his job. In effect, the Steward *is* the union.

The job of a *good* Steward is not an easy one. It is very often discouraging, but remember, the reward will be the satisfaction of serving the members and the union and for a job well done.

## Pension Talks Continue

It's World Series time and when you hear the question, "who's on first and who's on second", you would expect it to be baseball talk. But in the AWPPW office it is pension talk.

First round pension conferences have not yet been completed with all employers and second round talks already are underway. So, you see why people can be confused when the answer to their baseball question comes out, "Weyerhaeuser and Crown"—or some other such combination.

First of the second round talks was held Friday with R & W Paper of Longview. It proved to be largely an extension of the first conference. A third meeting has been scheduled. Next of the second round talks is slated with Longview Fibre.

Initial conferences will be resumed the week of October 11 after a brief layoff for the pension team. First round conferences will continue until shortly after the first of the year and second round talks will be interspersed among the first round dates.

Vice Presidents Dick Archer and John Eyer, who have headed the pension conference teams, indicate that at this stage it appears likely the company pension plans will have to be bargained at Portland at the wage conference. However, AWPPW has learned that the companies have been conferring on the pension matters and it is possible second round talks will give an indication of their plans.

The following pension committees have been named for the conference with Scott Paper scheduled for November 29:

AWPPW—Rosa Millo, 644; Don Moe, 196; Don Gilhausen, 196; John Eyer, 644; John Swanson, AWPPW; Chuck Anglin, 644; Donald Peterson, 644; Jim Davidson, 183; Dale Smith, 183; Farris Bryson, 183; Forrest Herr, 183; Dick Archer, AWPPW, and Carrol Parker, 644.  
Scott—R. Weller, J. Thomsen, A. W. Hudock, F. B. Harvey, H. M. Otterlei and R. McDean.

## LOCAL 196, ANACORTES, WASHINGTON

Will nominate candidates for all local offices at meetings October 14 and 28. Election of these officers will be Nov. 11 in the Anacortes Carpenter's Hall. Polls will be open 7-9 a.m., 2-4 p.m. and 7-9 p.m.

## First Aid Deed Brings Award



William Weikum, right, receives plaque of appreciation from Harold King, President of AWPPW Local 68, Oregon City, at recent Local 68 meeting. Weikum was rewarded for his diligence in equipping himself for administering first aid and administering it in time of need, possibly saving a fellow worker's life. Weikum applied mouth-to-mouth resuscitation and heart massage when George Selby collapsed on the job and became unconscious. Selby recovered. Oregon City Enterprise-Courier photo.

## S. Washington Area Delegates Meet

(Continued from page 1)

A synopsis of the work, reports, recommendations and resolutions of committees in various areas follow:

### WAGES AND FRINGES

1. Ten weeks vacation — 13 weeks pay — every five years in addition to present vacation schedule.
2. Pay raise to be on a percentage across the board.
3. All overtime at double time rate.
4. Companies to pay 16 cents per hour into jointly administered trust fund. Fund to provide necessary coverages.

### BARGAINING METHODS AND CONTRACT

1. Delete "no strike clause" from contract.
2. Improve language on supervisors working.
3. Overhaul entire mechanics package.
4. Hold pre-wage conference prior to joint wage conference to give locals and management time to evaluate agendas.
5. Send Area Council Presidents, or alternates, to the next (January) AWPPW Executive Board meeting.

### RESOLUTIONS

1. Make General Purpose of Agreement a section of contract.
2. Bargain a maintenance of working conditions clause.
3. Local unions, hiring business agents, can place them on standing committees.
4. Count holidays as time worked.
5. Automatically progress Helpers.
6. Class Oilers in the mechanics package.
7. Unlimited leave of absence for union offices.
8. Revise Job Analysis program
9. Have Local unions maintain job analysis description file as companies do now.
10. Place emphasis on fringes, contract language and not wages alone.
11. The NLRB ruling pertaining to unions withdrawing from multi-employer bargaining should be investigated immediately by the AWPPW.

Ty Horn reports the following rate changes as a result of job analysis at:

**INTERNATIONAL PAPER COMPANY, GARDINER, ORE.**  
Miscellaneous—Storeroom—Store Clerk, Senior + .105.  
Yard—Labor Lead Man + .055.

## U.S. COURT RULES ON FINE QUESTION

The 7th U.S. Circuit Court of Appeals has upheld the right of a union to fine members who crossed picket lines during a strike.

This ruling upheld a NLRB decision in cases involving the Auto Workers whose locals 248 and 401 fined members who crossed picket lines during strikes against Allis-Chalmers plants in West Allis and LaCrosse, Wis. in 1959 and 1962.

The court denied a review petition filed by Allis-Chalmers. The company said it would appeal to the U.S. Supreme Court.

## Local Nominations Slated

### LOCAL 293, VANCOUVER, WASHINGTON

Will nominate all local officials at a regular meeting on Nov. 11. Meeting will be at 7 p.m. in the Boise-Cascade Credit Union Hall, 2727 Evergreen Blvd., Vancouver.

### LOCAL 169, HOQUIAM, WASHINGTON

Will nominate candidates for all local offices at regular meetings on Nov. 8 and Nov. 22, both at 7:30 p.m. in the IWA hall. Election of officers will be in the time clock alley of the plant on Dec. 8 and Dec. 9 with polls open 6:30-9:30 a.m. and 3:30-7:30 p.m.

### LOCAL 20, EVERETT, WASHINGTON

Will continue nomination of candidates for all local offices on Oct. 14 and 28. Nominations opened Sept. 23. Election will be Nov. 11 at the Company Garage of the Weyerhaeuser Sulphite Plant, Everett, from 7 a.m. to 7 p.m. and at the Union meeting.

### LOCAL 320, STOCKTON, CALIFORNIA

Will nominate candidates for all local offices at regular meetings on Oct. 25 and Nov. 8. Election of officers and voting on local bylaws will be Dec. 13 at Union Hall, 121 E. Vine St., Stockton, Calif.

### LOCAL 677, SPRINGFIELD, OREGON

Will nominate candidates for all local offices at regular meetings in November. Elections will be in the clock house at the plant on Dec. 8 from 7 to 8:30 a.m. and from 3 p.m. to 4:30 p.m. and on Dec. 9 from 7 to 8:30 a.m.

### LOCAL 175, PORT TOWNSEND, WASHINGTON

Will nominate candidates for all local offices at regular meetings Nov. 1 and Nov. 22 at 8 p.m. in American Legion hall. Elections will be Dec. 6 with polls open from 8 a.m. to 8 p.m. in the American Legion hall.

### LOCAL 10, EVERETT, WASHINGTON

Will continue nomination of candidate for local offices at its regular meeting Oct. 21. Nominations were opened Oct. 7. Election will be at the regular meeting on Nov. 4 at the Labor Temple and on Nov. 5 at the clockhouse.

### ASSOCIATION OF WESTERN PULP AND PAPER WORKERS

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After you read  
**"THE REBEL"**  
pass it on to a friend