

## NLRB Decisions Expected Soon

Word expected from Washington, D.C., on date of the forthcoming representation election in mills under the ULA did not come through before the Rebel went to press.

It is possible that the awaited news will come over the wires before many Rebel readers receive this issue. Information from

Washington is that a decision will be forthcoming sometime during the week which ends April 8.

The Washington board will decide the unit size and order an election within a 30-day period. The Portland office will set the election date at a conference of those concerned.

Officers of the Western Association have been assured that the NLRB has placed the ULA case on a priority basis. Spokesmen for the board have stated that everything possible is being done to expedite a decision.

— VOTE WESTERN —

## IMPORTED SEA COOKS FAIL TO WOW OREGON CITY FOLK

The fun and games division of the old internationals staged a television show in West Linn and Oregon City as advertised — just in time for April Fool's Day.

Timed to catch the night television news but careful to be out of the way before the shift change, the sign carrying shufflers the internationals bussed from Portland drew an audience of only a few stragglers.

"By and large the local people ignored the demonstration, knowing it for what it was," observed Harold King, president of Local 68.

Some of the placard carriers told local people who queried them that they were "on the beach" members of the Marine Cooks & Stewards union. In the view of other observers, many of them were "the best of Burnside." Burnside Street is the heart of Portland's skid road.

The following paragraph appeared in Local 68's newspaper:

"On or about April 1, April Fool's Day, the old internationals plan to invade this area with a squad from the International Sailor's Union. They will probably have some more funny papers for us to read. Please treat the misled hyphenated brothers with courtesy and carefully file any unwanted literature in the round file. . . . Keep Oregon City and West Linn clean!"

— VOTE WESTERN —

## Canada Asks Autonomy At Pulp Worker Meet

Bugging in B.C. and other aspects of the battle between the internationals and the Pulp and Paper Workers of Canada produced interesting echoes at the recent Canadian conference of the International Brotherhood of Pulp, Sulphite & Papermill Workers.

What happened at this first-ever conference for the 40,000 Canadians out of the total 181,000 on both sides of the border who still wear the IBPS&PMW button?

The Canadians asked for a study of ways they can be more their own men than the northern branch of Tonelli's fiefdom. West Coast Canadian locals, reacting to the challenge of the independent Pulp and Paper Workers, have been in the forefront in pushing for greater Canadian autonomy within the Pulp, Sulphite & Papermill Workers.

The vote for a one-year study of "the problems of Canadian identity" within the international was unanimous. It was a compromise move to replace stronger action sought by B.C. delegates, who said autonomy was needed as a weapon against its independent rival.

## Workers At Wauna Pick Internationals

The AWPPW lost the election at Wauna. Employees of Crown Zellerbach's newest mill voted, 153 to 85, for the old international unions over Western in an NLRB consent election held at the mill on March 28. There was one "no union" vote.

Of 262 eligible employees, 239 cast ballots in the election.

General Vice President John Eyer praised Red Woodby, Virgil Gardner, Dick Cole and Area Rep Bud Foley for their efforts in the Wauna campaign, stating, "Well done. You did an excellent job under the circumstances you faced."

"The AWPPW wishes the Wauna workers the best of success in the future," Eyer concluded.

— VOTE WESTERN —

## NLRB Hands Hafer Rebuff On Dardan-Osborn Appeal

Hugh Hafer, prominent teamster attorney, who represents the old paper unions in harrassing the AWPPW, has been rebuffed again by the NLRB in his appeal of charges filed in behalf of a couple of instant reps.

The case arose from handbilling activities by Dardan and Osborn on property of the Longview Fibre Co. plant in Longview. Hafer appealed from the Regional Director's refusal to issue a complaint in the cases.

Arnold Ordman, NLRB General Counsel, in rejecting the appeal said:

"Under all the circumstances, including the Company's having permitted non-employees to solicit and to distribute literature in the parking area for any union, the evidence that Dardan and Osborn had not conducted their organizational activity in such area, and the absence of evidence that the Company had permitted employees to engage in any activity on behalf of AWPPW that they could not conduct on behalf of any other union, its refusal to permit Dardan and Osborn to continue their activity did not violate the Act. Accordingly, and since the evidence was insufficient to establish any threats against Dardan or Osborn that could be attributed to AWPPW, further proceedings herein were deemed unwarranted."

Put in layman's language, Hafer was kicked out by the NLRB with the sorry case the old unions trumped up for their lawyer.

# "Of The People, By The People, For The People"

As we approach the NLRB election date the issues are coming forward in the minds of the voters and the mud slinging by the old paper unions appears to be ineffective. (We can expect more mud slinging from them. Lacking appealing issues, they will manufacture trivia).

More and more it is apparent to AWPPW members that Western's leaders have more interest in the welfare of the people than the hyphenated eastern business agents.

Western leaders are elected by the people from bottom to the top. Western leaders are close to the people, having just left the mill to serve the people by election. They can be returned to the mill by the people.

The fact that Western's leaders are close to the people just about disposes of the old union trivia about inexperience as far as the voter is concerned.

The inexperience issue has died out from another aspect as the thinking union member realizes his elected local union officers would be replaced by a choice assortment of finks, fellow travellers, eastern business agents, trade union mercenaries and just plain company "yes" men, if the internationals could buy themselves an election.

Generally, the local union member is proud of his local union officers and prefers his elected choices to those the internationals would foist on him.

Western stands out on principles of unionism. The old paper unions were never popular in the house of labor. Practically all of the fraternizing was done by local unions which became active in state feds and city councils.

It generally was accepted and understood in the trade union world that the old paper internationals were something akin to company unions. They played a "company game" when other

AFL-CIO unions were trying to bargain improvements. "Respect no picket lines but their own" the international man testified in court. Often they even refused a kind word for an AFL-CIO union in trouble.

When the old unions got in trouble, they ran to George Meany for help. Meany didn't bother to investigate, but ordered local unions, which had refused to knuckle under, thrown out of the house of labor. State and local AFL-CIO leaders went through the motions of complying but did little else. Mostly, they were, and are, sympathetic to the struggle of the pulp and paper worker to get good representation.

Unions dealing with the same pulp, paper and timber employers were quick to assess the meaning of the revolt and welcomed us as brothers to the community of labor.

These AFL-CIO labor leaders recognized that the pulp and paper worker under the banner of Western would work cooperatively toward the common goal of building better wages and conditions of employment in our industry.

There is no way to vote AFL-CIO as a bargaining agent in the NLRB election. AFL-CIO good or bad, is an umbrella which hides the old unions. The UPP and the Pulp and Sulphite may hope to confuse some voters. They underestimate the intelligence of the Western working man and woman.

The election choice is the old unions: Pulp and Sulphite and United Papermaker. It is eastern business agent or western democracy for a choice. Put another way, the choice is between AWPPW with its elected leaders or the old paper unions with their trusteeships and appointees.

The AFL-CIO leadership in the east will promptly forget you if you vote old union. Just as soon as they get their head tax again they will open bottles of champagne and celebrate the crushing of trade union people.

There would then be unity in the house of labor but the community of labor would be the worse for it.

The AFL-CIO, as an organization, is not the enemy, but the old paper unions are. The old unions will be on the ballot.

The small contests between Western and the old unions will probably be blown out of context. The winner will probably claim the win points to the outcome in the ULA. The loser will claim it does not.

The NLRB election in the ULA will be decided by the issues from within. The faith of the members will decide.

The people will produce a great victory. They have faith in the future. They will stand with their officers from bottom to top.

Victory lies in the hands of every single member. We are in position to make trade union history by an avalanche of votes for Western.

Vote Western for continued improvement in your own member controlled union.

—Bill Perrin

## SOUND OFF

To The Rebel:

This letter is to express the concern the people in the paper industry in the south have in your struggle to remain part of a democratic union. We would also like to confirm that the west coast is not the only area where UPP and Pulp and Sulphite have tried to make working people submit to their dictator type unions.

The recent work stoppage at Scott Paper Co. at Mobile is a good example of the degree of concern they have for their members. The work stoppage was over the safety problems we had in the mill. A brother was killed on a rewinder that we had been trying to get the company to make safer for years. After the death, the local union demanded the company correct this situation. They refused and the people walked out. Both international unions refused to represent the people and would not let the local leaders settle the dispute. Then they led the people across our picket lines. As a result, 61 of our brothers and sisters were fired.

This is not the first time the internationals have failed to represent the people who pay their wages. They are as complacent now as ever in their concern for the rights of the worker. The very ideals that union people have fought so long for are not part of their relations with the companies here. They can give a tremendous amount of lip service, but the end result is always the same. They sit back and let the company take back the things we gained in negotiations.

Your survival is of paramount importance to us, as it is to the rest of the paper workers across the nation. We believe the only way the workers in this industry will ever gain their rights and dignity is through a democratic union such as you now have on the west coast.

—Charles W. Shuler (Terminated Scott Employee),  
Satsuma, Ala.

## The Rebel

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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; John Barreith, 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.

# Brand X Merchandise Compares Poorly

For more than a year the international unions have tried, in one form or another, to arrange a meeting between themselves and the officers of the AWPPW. Purpose of such a meeting, they claimed, was to discuss labor peace in the west coast pulp and paper industry. The theme was: "Let bygones be bygones. Let's get together and iron out our differences."

The fact of the matter is that they are not concerned with peace but with the per capita tax on the 21,000 west coast workers who kicked down the internationals' corrals and escaped in 1964.

Thus, the officers and trustees of AWPPW have refused to hold "peace negotiations" with representatives of the International unions, believing it was not in the best interests of the west coast workers to again place them in the not too gentle hands of the old unions.

Since this method of rounding up the Rebels has failed, the old unions are trying to get their "merger" at the polls. So, the AWPPW members now will have to make the same decision that their elected executive board has made several times in the past months.

The members should base their decision on the same factor as the executive board. . . . What's in it for the people?

What is it that the International unions are trying to sell? When all the fancy talk has been boiled down, they are trying to sell their way of doing things against the AWPPW way. In other words, their constitutions against ours.

What does the member have at stake in making his decision? Nothing except his liberty!

These are high sounding words. What do they mean to the workers in the plants? They mean the ideals, the concepts and the hopes written into the AWPPW constitution by the workers themselves compared with the constitutions of the internationals.

Like every careful buyer, the west coast workers should examine all the various products. In this and following issues of the *REBEL* we shall examine the products and compare brand "X" with the AWPPW constitution.

The comparisons will leave little question as to which constitution provides for a member-controlled union and guarantees the rights of local unions and individual members.

## **Powers of Officers and Executive Board**

At regular conventions both the Pulp Workers and Paperworkers allow the international officers to vote as delegates and allow officers to serve on convention committees. In addition, the Pulpworkers allow representatives to vote as delegates on all issues except officers' elections and dues increases.

The AWPPW constitution allows officers and representatives to be seated with a voice but no vote. It further forbids officers and representatives from serving on convention committees.

## **Special Conventions**

A special convention under the Pulpworker constitution can be called only by the President-Secretary or Executive Board. Under the Papermaker constitution either three-fourths of the international Executive Board or the membership of a majority of local unions must vote for a special convention.

The AWPPW Constitution provides for a special convention if requested by a simple majority of the Executive Board or 40 per cent of the local unions.

## **Election of Officers**

Under the Pulpworkers' constitution all officers are elected by convention delegates. The Papermaker constitution calls for election of all administrative officers by majority vote of delegates at convention. Vice president - regional directors are elected by roll call of delegates from the region at convention.

The AWPPW constitution provides for the nomination of Executive officers by local delegates at a convention and a referendum vote of all the members. Trustees and Area Representatives

are nominated by delegates from the Areas at convention and elected by referendum vote of members in the area involved.

## **Duties of Officers**

The Pulpworker constitution gives the President-Secretary the following powers: "He shall have full charge of all officers and shall remove an officer for just cause." He is given further the power to appoint representatives, organizers and other employees and to supervise and direct them.

The Papermaker constitution gives the president the power to hire and fire all employees, add or change regions at his discretion, call meetings of local unions and to grant such authority to vice presidents and employees as he sees fit.

The AWPPW constitution provides that the president and all other officials shall carry out, and be governed by, the decisions of the convention and executive board at all times.

## **Makeup of the Executive Board**

The Pulpworker executive board is made up of the president-secretary, the 11 vice presidents and treasurer. (All are responsible to the president-secretary.)

The Papermakers' executive board is composed of the president and all vice presidents who are responsible to the president.

The AWPPW constitution calls for an executive board made up of the four elected officers and six rank and file trustees, elected by the members in their area and responsible to those members.

So, as we begin to compare these three constitutions, the basic difference between the international union and the AWPPW becomes clear. Almost unlimited power is placed in the hands of a few top officers by the constitutions of the old international unions.

In the next issue we will see how these top officers protect each other as we examine further the powers and duties of the officers.

—Dick Archer

— VOTE WESTERN —

## **IWA CONVENTION BACKS REBELS**

Western States Regional Council No. 3, International Woodworkers of America, AFL-CIO, has informed William R. Perrin, president of the Association of Western Pulp and Paper Workers, that the following resolution, submitted by the Regional Council Executive Board, was unanimously adopted by the Regional Council convention:

WHEREAS: The Association of Western Pulp and Paper Workers in this year of 1967, are once again faced with industry negotiations, and

WHEREAS: The Association of Western Pulp and Paper Workers, does in fact, have to deal in the matter of wages, hours, and working conditions with the same forest products industry in which we in wood must bargain with, and

WHEREAS: The International Brotherhood of Pulp, Sulphite and Paper Mill Workers and United Papermakers and Paperworkers have chosen during this most inopportune time to force a new election on the Association of Western Pulp and Paper Workers which can only serve to the interest of the employers that must be dealt with, and

WHEREAS: The Association of Western Pulp and Paper Workers has proven in the past that they truly have represented their membership in the matter of wages, hours, and working conditions: now therefore be it

RESOLVED: That this Eighth Annual Convention of Western States Regional Council No. III reaffirm its support of the Association of Western Pulp and Paper Workers in their struggle for survival; and be it

FINALLY RESOLVED: That when called upon, we will give what assistance possible in their negotiating problems with the forest products industry.



## Safety Record Achieved



Displaying Ten-Year Safety Award presented to AWPPW Local 161 and Rayonier Research Laboratory at Shelton, Wash., are left to right, Floyd Watters, President of Local 161; Dr. E. L. Lovell, Rayonier Research Manager; William R. Perrin, AWPPW President; and Dan Adair, Safety Coordinator of Pacific Coast Pulp and Paper Manufacturers Association. AWPPW and Manufacturers Association jointly sponsor award. —W. J. McCleary photo.

— VOTE WESTERN —

## Reinstatement Includes Holiday Pay, Premium

A supplemental award has been issued by Arbitrator Sam Kagel in the C. H. Woodby discharge case. Woodby was ordered reinstated to his position in the original decision but was not given back pay for the full period he was off work. However, he was restored to all other rights from date of discharge.

Issues in disagreement in the supplemental award were questions in regard to the decision as follows: (1) "Is Woodby qualified for holiday pay on November 24, 1966 — Thanksgiving?" (2) "Is Woodby required to pay the company's share of the health and welfare premium for the month of November 1966?"

Arbitrator Kagel in reviewing the previous decision said, "Otherwise the decision is clear that he was to receive all of his rights under the Agreement for the period September 7, 1966 until his return to employment as if he had not been discharged."

DECISION: "C. H. Woodby is qualified for holiday pay on November 24, 1966 — Thanksgiving.

"Woodby is not required to pay the company's share of the health and welfare premium for the month of November 1966."

Area Representative Fred Delaney handled the discharge case and the supplemental issue of what was involved in the rights dispute. The latter was done by submission of briefs by both sides. There was no hearing on the supplemental issue.

— VOTE WESTERN —

## WESTERN KRAFT TALKS SOUGHT

The AWPPW has requested negotiations for the two Western Kraft plants at Albany, Ore., and Richmond, Calif. The present contract, negotiated in 1966, expires May 31.

In a letter to Western Kraft, William Perrin, AWPPW president, asked for appropriate dates to negotiate separate contracts for the two mills. Following withdrawal of Western Kraft from the ULA in 1966, one contract was negotiated covering both plants. The request for separate bargaining was in response to a request from Local 3, Albany.

## AWPPW Opens Bogalusa Office

The Association of Western Pulp and Paper Workers has opened an office in Bogalusa, La. to carry on the Crown Zellerbach organizing campaign, Godfrey Ruddick AWPPW Special Organizer reports. Ruddick expects to petition for an NLRB election at Bogalusa before long. Signature cards are coming in rapidly, he reports.

The office is located at 509 East 4th St. Bogalusa. The office opened April 3, 1967. Telephone number is 732-7216.

The Pulp Workers, in a near state of hysteria, have ordered Gilbert Snowden suspended from the local union at West Monroe, La. Brother Snowden's "crime" was attending the AWPPW convention in Portland last fall. A committee has been formed among Olin Mathieson employees to support Brother Snowden. Here we have another sample of democracy — New York style.

— VOTE WESTERN —

## RAYONIER TELLS MERGER PLAN

It has been announced in New York by the presidents of the two companies that Owens-Illinois, Inc. and Rayonier Incorporated are investigating the feasibility of a merger. Such merger would require approval of the boards of directors and stockholders of both companies.

Owens-Illinois produces various glass and plastic products, container board and fiber shipping containers and had net sales for 1966 of \$907,955,000 while Rayonier manufactures chemical cellulose, bleached paper-making pulps, lumber and silvichemicals and had net sales of \$171,176,000 in 1966.

Members of AWPPW Local 169, Hoquiam, Wash., were told by department supervisors that a condition of the proposed merger was that Owens-Illinois would continue benefits now enjoyed by Rayonier employees. Also, it was noted that some Owens-Illinois benefits surpass those of Rayonier.

— VOTE WESTERN —

## EYER, RUDDICK SERIES INTERRUPTED

Two series of articles which have been running in the *REBEL* have been interrupted by the press of work and do not appear in this issue.

General Vice President John Eyer, with an already crowded schedule, was required to make an unscheduled trip out of town and Special Organizer Godfrey Ruddick has been involved in opening an office in Bogalusa, La., for another campaign in the southern states.

Both are expected to resume their series of articles in the next issue of the *REBEL*.

ASSOCIATION OF WESTERN  
PULP AND PAPER WORKERS

2nd Class

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**"THE REBEL"**  
*pass it on to a friend*