

Executive Board Meeting Speedy

The July Executive Board meeting was conducted in record time, making clear that, under normal circumstances, additional time can be allotted for the Trustees to conduct their audit. It was the consensus that they should have three days for their work and that two days normally will be sufficient for conducting the Executive Board meeting.

This . . . the 14th . . . session of the Executive Board discussed and took actions on the following: the seminar, job analysis, repayment of the judgment fund loans to locals and individuals and the request for withdrawal from the ULA by Local 863, Simpson-Lee, Ripon, Calif., for the purpose of independent bargaining.

The final report on the August Seminar, which will attract more than 100 local and council delegates to the two sessions at Portland State College, was made by Vice President Dick Archer. (See report on seminar elsewhere in this issue of *The Rebel*.)

Several local unions and the Oregon Council requested that the Job Analysis Reps attend the seminar at the expense of the Association. This proposal was rejected by the board on three occasions.

A schedule of repayments to those local unions which responded with loans when the AWPPW was in financial straits in

connection with the Portland Case judgment has been established by the board, along with a procedure for full repayment of all personal loans, all loans from locals of less than \$500 and the \$7500 loan from Local 155, which is experiencing financial problems.

The schedule, barring, of course, another financial crisis on the part of the Association, provides for the repayment of all judgment fund loans within ten months.

The request of Local 863, Ripon, based upon a recent vote of the membership, for withdrawal from the Uniform Labor Agreement for the purpose of independent bargaining was discussed thoroughly by the board. The board voted unanimously to allow withdrawal of Local 863.

In other matters the board:

- (1) Established policy regarding area office expenditures for janitorial services.
- (2) Established policy on vacation schedules for area Reps and officers.
- (3) Made no changes in existing policy regarding per diem and health and welfare provisions for the staff.
- (4) Discussed problems relative to financial assistance to both independent and ULA locals with an eye to setting needed procedures and limitations.

Northern Council Studies Variety Of Problems

Delegates representing 16 local unions gathered in Bellingham for a three day Northern Washington-Alaska Council meeting July 17-19. Locals 194 and 309, Bellingham, were the hosts.

Guest speakers, panel discussions, Council business, AWPPW reports, and elections provided a full and interesting slate.

Duane Stookey, Supervisor of Industrial Insurance, representing the Washington State Department of Labor and Industries, discussed the Washington State Workmen's Compensation law and the rights of an injured workman under the law.

Representatives of the Kaiser Aluminum plant, Spokane, Washington, appeared before the Council to explain their experience with the Washington State Apprenticeship program. Paul Roberts, Industrial Relations Director, and employee Gail Burchett, a member of the United Steel Workers, detailed the methods undertaken by Kaiser to become the first industrial plant in the state to develop an apprenticeship program acceptable to the State Apprenticeship Board.

Vice President Dick Archer led a panel discussion on health and welfare. Appearing on the panel were Norman Weekes, Local 155, Port Angeles; Jim Large, Local 169, Hoquiam; Don Creery, Local 817, Seattle; James Borden, Local 211, Cosmopolis; and John Swanson, Northern Washington-Alaska Area Representative.

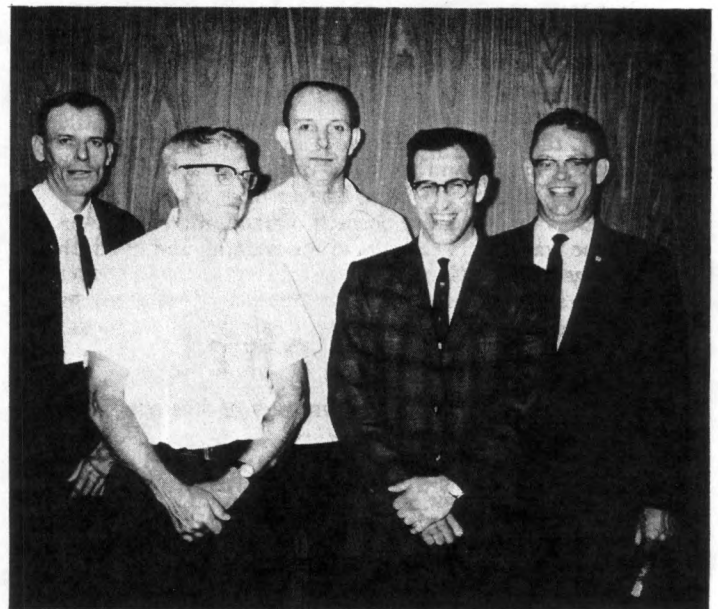
Delegates were divided into four discussion groups dealing with a variety of subjects of importance to the Council. As a result of these discussions two interim committees were formed. The first is a committee charged with pursuing the creation of a Washington State Safety Code for the pulp and paper industry. This committee also will work on improvements in workmen's compensation and medical aid. Members are Jim Borden, Local 211, Cosmopolis, and Jim Large, Local 169, Hoquiam. They will be assisted by Area Rep John Swanson.

The second committee formed will work with local unions in establishing apprenticeship programs and in coordinating local

apprenticeship activities in the area. Members are Norman Weekes, Local 155; "Pat" Johnson, Local 175; and John Barreith, Local 211.

In other action, the Council made arrangements to have the area job analysis representative present at future Council meetings

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Health and Welfare panel discussion members at Northern Washington-Alaska Council meeting included from left, Norman Weekes, Local 155, Port Angeles; Jim Large, Local 169, Hoquiam; Don Creery, Local 817, Seattle; Jim Borden, Local 211, Cosmopolis; John Swanson, Area Rep.

Scott Remodeling To Cut Work Force

Scott Paper, Anacortes, has announced a number of changes in the mill operation, including some major remodeling, which will result in the reduction of the work force by about 40 members of Local 196. The local has approximately 108 members, so the magnitude of the blow to the individual members and to the local can be readily appreciated.

Scott will shut down the dryer at Anacortes and ship pulp wet to the Scott mill at Everett. The Anacortes plant will make only bleached Alder pulp.

Remodeling will include the rebuilding of the boilerhouse and installation of an automatic gas-fired boiler and the rebuilding of the chippers, accompanied by a change to a long-haul log process.

Scott has announced that five will be cut from the work force in September and the remainder of the 40 are expected to be severed in December. Some of those who will be cut have as

much as 10-15 years of seniority.

The Standing Committee of Local 196 and John Swanson, Area Rep, have been meeting with Scott to arrange for the employment at Scott, Everett, of those being laid off at Scott, Anacortes. So far Scott has agreed the Anacortes people will have top priority on job openings at Everett. Additional meetings are planned and Swanson will keep the Local 196 members fully informed of all developments.

On the theory that every cloud has some sort of silver lining, the changes planned at Anacortes should put the mill on a more competitive basis and thereby provide more job security for those remaining.

But, meanwhile, 40 of our members are facing the tough, bleak prospect of being without jobs in the near future. The AWPPW will continue to make every effort to see that these people are placed.

Local 13's Dewey Brandon Saves Toledo Girl's Life

Dewey Brandon, Local 13, is a hero.

And no one will attest more emphatically to that than nine-year-old Debra Kalez, daughter of Mr. and Mrs. Roly Kalez, Toledo, Ore., because Brandon's action saved Debbie's life.

Debbie was driving her dad's tractor one recent evening, with her dad sitting next to her keeping a careful watch on his daughter's prowess.

While backing the tractor up, Debbie got too close to a river bank, plunging the machine and herself into the river. The tractor came to rest on top of her in about four feet of water.

Debbie's father freed himself. He sent his son, a bystander to the accident, to one neighbor. Kalez ran toward Brandon's house—nearby.

Brandon says Kalez was bleeding and crying, "Help . . . my baby . . ." as he approached his house.

Brandon and Kalez raced to the river where they and the neighbor summoned by Kalez' son pushed the tractor off Debbie.

Brandon immediately began mouth-to-mouth resuscitation. It was this quick action—which lasted 10 or 12 minutes—which undoubtedly saved Debbie's life.

"I took one look and yelled, give her mouth-to-mouth respiration," Brandon recalls. "Then I jumped back in and began to breathe for her."

Brandon, who is employed by Georgia-Pacific and is an elected safety captain, says that two years ago he attended a compulsory G-P first aid course.

However, there's a big difference between practicing mouth-to-mouth resuscitation and giving it during an actual emergency, he says. And he adds . . . "I hope I never have to do it again."

Debbie was taken to the hospital. Outside of contusions and abrasions, she was fine . . . thanks to the training and quick thinking of Dewey Brandon!

The Rebel

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ADVISORY BOARD OF THE REBEL is composed of the following: President Hugh D. Bannister; Executive Vice President Dick Archer; General Vice President Don DeLaGrange; Secretary-Treasurer Burt D. Wells; Herb Somes, Trustee-at-Large in two areas north of Oregon border; Chuck Moser, Trustee, Northern Washington-Alaska; Marion Claypool, Trustee, Southern Washington-Idaho-Montana; Dick Long, Trustee, Oregon; Jim Garfalo, Trustee, Northern California; Charley Gargaro, Trustee, Southern California-Arizona.

Weyerhaeuser Unit Hearing Scheduled For Springfield Clerical, Professional Group

The unit hearing for the clerical workers and the professional and technical employees of Weyerhaeuser, Springfield, will be at 10 a.m., Wednesday, August 7, in Portland. If the unit can be agreed upon by both Weyco and the AWPPW it is possible to have an election within a month.

The trailer office is well established in Halsey and is doing business. Brothers Aumell Fisher and Ralph Burke have made their contacts with the realtors of the area and are well supplied with listings in real estate. If you are interested in housing in that area, be sure to drop by and see them.

A decision is expected at any time on the Weyco, Longview, clerical unit and Brother Al Murphy of Longview is being used to assist the in-plant committee in its efforts to get the AWPPW to represent them.

Word has been received that C-Z has agreed to an election at its new Gilroy plant and consequently the AWPPW is withdrawing its unfair labor practice charge against Crown. Our reason for filing was to assure the workers in the plant the right to an election. Western believes in and practices the right of self determination.

Local 153 Rejects ULA Withdrawal

At a referendum vote conducted July 18, members of Local 153 rejected a proposal to withdraw from the ULA at this time. The vote was 305 to 98. According to Homer Divine, president, Local 153, the "consensus was that this was not the proper time to seek to bargain independently."

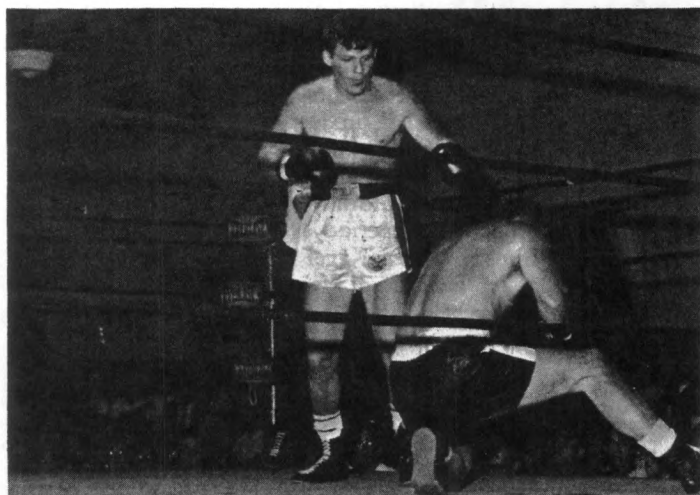
The vote was taken after a thorough study and explanation to the members by Local 153's committee on independent bargaining. A summary for local members was prepared by the committee explaining the options.

LOCAL 254 ELECTS DON BUFALINI

Don Bufalini has been elected president of Local 254, Vernon, to fill the unexpired term of Elmer Lines, who resigned to accept a management position.

Carl Nigl has been elected to replace Bufalini as vice president of the local. Ray Holden fills Lines' unexpired term on the Standing Committee.

Gene Thompson Kayoes Ring Foe



Gene "Wildcat" Thompson, Local 171 boxer, stands over his foe, Gird Riechenbach of Seattle, after decking him in the first round of ring battle.



Thompson raises glove in traditional victory salute after kayoing Riechenbach in 1:49 of second round. (Photos by Burt Wells and Dick Archer)

Gene "Wildcat" Thompson delivered on his promise to win his fight at the Holcomb Arena in Vancouver for all his fans in the AWPPW and, although he didn't literally make good on his promise to knock his foe "out of his trunks," the Local 171 member handily put his opponent away in the second round to the delight of a good house, liberally sprinkled with Rebels rootin' for Gene.

One of the vagaries of professional boxing is that fighters often fail to meet their planned foes in preliminary bouts and

this was the case with Gene on July 24. He had been scheduled against Jeff Wall of London but instead found his ring foe to be Gird Riechenbach, a German boxer fighting out of Seattle.

Riechenbach packed an unblemished 13-0 pro record into the ring against Wildcat.

To make a four minute and 49 second story even shorter, Thompson decked Riechenbach a couple of times in the first round and a couple more in the second before he buried a left clear to the wrist in the German boy's midsection.

With a loud "ugh" at 1:49 of the second, Gird became a knockout victim and Wildcat ran his pro record to five wins and one loss. His overall record as an amateur and pro now is 90 and 5.

The middleweight bout had been scheduled for six rounds and was one of the prelims to the Richie Sue-Marcel Cid featherweight main event. Sue, making a comeback after a stint of army service, kayoed Cid in 38 seconds of the fifth round to take another step toward a shot at the featherweight title.

Mike Morton, Thompson's manager, was quite impressed with the way the Boise Cascade fireman handled Riechenbach and said that if Wildcat wins his fight at the Portland Armory on July 29 he will be in line for a main event spot at Holcomb arena in the near future.

Congratulations to Gene on his latest victory and we will keep you informed of his progress.

Seminar Signs 121

A total of 121 local delegates representing 44 local unions from California, Oregon, Washington and Alaska have enrolled in the summer seminar scheduled in August at Portland State College. This is the largest project of this type in AWPPW history. In fact, it is the largest in the entire history of the pulp and paper industry on the west coast.

Owing to the size of the class it was necessary to schedule two sessions; the first on August 19-24 and the second on August 26-31. Registration will be on Sunday of both weeks from 4 to 7 p.m. at the Portland State College Center, 1820 S.W. Park. Each session will end with lunch on Saturday.

Designed to prepare local bargaining committees for 1969 negotiations, the subjects covered will be:

- (1) Individual job rate adjustments, including analysis of our present job analysis program and a comparison of the job analysis with other methods of setting individual job rates;
- (2) Problems of automation as they involve seniority, mill and department closure, work assignments, severance pay, hours of work, contracting of work, wages;
- (3) Economics related to industry productivity, cost of living, industry pattern settlements;
- (4) Bargaining procedures and strategy;
- (5) Health and welfare with emphasis on hospital, surgical and medical insurance for employees and dependents.

What do we hope to accomplish at the seminar? According to Dick Archer, who will head up the program, the aim is:

"When we get to 1969 negotiations we will need an informed membership supporting our bargaining committee's demands. The only way this can be done is to bring those committeemen together to discuss the important issues and provide as much information as possible. This we are doing."

Four-Union Meeting Called

Harvey Nelson, president of Region III, IWA, and Co-chairman of the Four-Union Coordinating Committee has requested a meeting of the committee July 31 in Portland's Heathman Hotel. The other members, along with the IWA, are LSW, Western Conference of Printing Specialties and the AWPPW.

According to Hugh Bannister, president of the AWPPW, some of the topics due for discussion at this meeting are no raid agreements, jurisdictional lines and the AWPPW executive board's decisions on these items.

LOCAL 13, TOLEDO, ORE.

Will nominate candidates for two vacancies on the Standing Committee on August 7 and 21. The election will be Sept. 4 at the local Union hall from 6 a.m. to 6 p.m. A bylaws change covering the election of delegates will be on the election ballot, also.

Local 460 Wins Promotion Case

A recent decision by Arbitrator Sam Kagel in Arbitration Case WA-113 of Local 460 (Billie C. Dudley) vs Boise Cascade (Salem) was decided in favor of Local 460 and unquestionably adds strength to the promotion subsections of the ULA Seniority Section, No. 20.

The decision also points up the necessity of checking Ground Rules to see that they agree with and enforce provisions of the contract.

At issue was whether Boise Cascade violated the ULA and Ground Rules in bypassing Billie Dudley, the third most senior man, and assigning the fourth senior man to a newly created relief job as Roll Lead Man.

A progression ladder exists in the Roll Wrap department. The lead man position is not on the ladder but is the top job in the department.

Section 20, ULA, says: "This (Section 20) shall determine the extent of application of an employee's length of service in those situations in which seniority is a factor, namely, promotions . . ."

And Section 20, (A-7) reads: "Promotion means the movement of an employee from any rung on a progression ladder to a higher rung on the same ladder or the movement of an employee from any job opening not on a ladder which pays a higher straight hourly rate."

The Ground Rule says: "When an employee is . . . promoted . . . from one job to another up to a sixty (60) calendar day probationary period will be allowed with guaranteed previous job seniority protection, to allow management's evaluation of the qualifications and for the employee to elect to stay or to return to his previous job(s)."

Since the Ground Rules are written "to effectuate the application of seniority as set forth in Sec. 20, ULA" and did *not* on its

Staff Meeting

The matter of proper procedures for pursuing grievances occupied a good share of attention at the quarterly staff meeting held July 22-23 at Portland's Park Haviland hotel.

Based on the number of complaints to AWPPW officers and Reps, both by letter and in person, it has become apparent some of our members fail to get an airing of their problems owing to a misunderstanding . . . and sometimes a lack of knowledge . . . of grievance procedures.

It was agreed that to disseminate the grievance procedure information to the greatest number of members in the shortest time a series of articles will be prepared and published in *The Rebel*. The series will start in the near future.

This was an outgrowth of an exchange of ideas and evaluations concerning current grievances and other contractual problems faced by each area Rep.

The staff also explored what positions, if any, the AWPPW should take with regard to politics and how political positions that might be taken could be translated into editorial policies for *The Rebel* by the Executive Board. The staff noted that there were advantages and disadvantages to the association taking positions regarding politics and further thought will be given the arguments offered.

A discussion also was held on EEOC and the current position of the locals concerning local versus government action in solving the many problems in connection with equal employment.

It was generally agreed that results of local processing of EEOC matters has been less than profitable and that ultimately legal action by the locals or government action probably will be required to settle the issues.

The staff reviewed some of the problem areas in which it will have recommendations for the consideration of locals and their delegates prior to the next pre-wage conference.

face "indicate any limitation," it only tended to strengthen the language of the ULA.

Boise Cascade conceded that the movement to the relief Lead Man position was a promotion from the top job on the ladder and testified that the position, in fact, had been offered to the No. 1 and 2 men on the ladder.

Kagel said the ULA and Ground Rules made it clear that the probationary opportunity should have been given to Dudley and ordered that a probationary period as provided in the Ground Rules be given him. However, Kagel ruled that Dudley was not entitled to the relief Roll Lead Man's pay for the period the fourth senior man had held the job.

NW Council Meets

(Continued from page 1)

if necessary. Council by-laws were changed to provide that a member must be a local Council delegate in order to be a candidate for Council office. To continue in office as a Council officer, the member must continue to be a Council delegate. These changes will be effective with the next Council election.

Rosa Millo, Local 644, Everett, was elected to fill the vacancy created in the office of secretary-treasurer by the resignation of Melvin M. Melton, Local 194, Bellingham, due to ill health.

Chris Stuehm, Local 272, Everett, was elected by the Council to serve as job analysis representative for the area. Stuehm has served in this capacity for the past three years.

Reports by AWPPW President Hugh Bannister, General Vice President Don DeLaGrange, Secretary-Treasurer Burt Wells, Chris Stuehm and John Swanson concluded the meeting.

Southern Washington Council Vice President Bud Hoge, Local 69, and Secretary-Treasurer Gene Hain, Local 680, were special guests of the Council.

The next Council meeting will be a joint meeting with the Southern Washington Council at the Tyee Motel, Olympia, with date to be announced.

ITT-Rayonier Council Formed

Delegates from the four ITT-Rayonier plants met during the Northern Washington Council meeting to form an ITT-Rayonier council. Purpose of this council is to coordinate the activities of all Rayonier locals so that they can bargain as a unit.

Floyd Watters, Local 161, Shelton, was elected president. Jim Large, Local 169, Hoquiam, was elected secretary-treasurer. At this time no dates have been set for further meetings of the Rayonier council.

**ASSOCIATION OF WESTERN
PULP AND PAPER WORKERS**

2nd Class

**812 Washington St.
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