

# Vital Education Program Nears

One of the most important programs in the AWPPW's short history, the fall seminar, will get under way August 19 at Portland State College Center, 1820 S.W. Park. There will be 58 local union delegates in the first class.

They will register Sunday, August 18, between 4 and 7 p.m. at College Center to obtain materials, etc. Classes start bright and early Monday morning in the four College Center classrooms assigned to the seminar.

This class will complete its work Saturday morning, August 24, and will break up following lunch that day.

The second class of 64 delegates will register Sunday, August 25, start classes the following day and "graduate" on August 31.

Professor George Brooks, School of Industrial and Labor Relations, Cornell University, and a former education and research director for the Pulp Workers, will head the seminar staff. Others who will teach include Professor Harlan Perrins, Rockland Community College, Suffern, N.Y.; Sara Gamm, instructor at Cornell University; John Eyer, retired general vice president of the AWPPW and the Association's staff and officers.

Subjects which will be covered in the class sessions will be:

(1) Individual job rate adjustments, including study of our present job analysis program and a comparison of job analysis with other methods of setting individual job rates;

(2) Automation problems, particularly those involving seniority, mill and department closures, work assignments, severance pay, hours of work, contracting of work and wages;

(3) Bargaining economics as related to industry productivity, cost of living, industry pattern settlements, etc.;

(4) Bargaining backgrounds, procedures, techniques and strategies as related to central and local bargaining, both of which will receive close attention.

(5) Health and welfare, particularly the areas of hospital, surgical and medical insurance of employees and dependents.

## Six Hours Of Classes Daily

The classes will be divided into four sections and there will be four class sessions each day, except Saturday. Each class session will be of 1½ hours' duration. The delegates will lunch each day at the college.

In addition to the classes, six panel discussions will be held in the course of each week's session. Each panel will be composed of a moderator, AWPPW staff personnel and one or more of the local delegates attending the seminar.

The panels, with their moderators and staff members listed, are:

**Job Rate Adjustment** — Harlan Perrins, moderator; Don DeLaGrange, general vice president, and Danny Smith and John Swanson, Area Reps.

**Bargaining Procedures** — George Brooks or Sara Gamm, moderator; Hugh Bannister, president; and Bud Foley and Fred Delaney, Area Reps.

**Two Level Bargaining** — George Brooks or Sara Gamm, moderator; and Charlie Newport, Bud Foley and Fred Delaney, Area Reps.

**Automation** — John Eyer, moderator; and Don DeLaGrange, Charlie Newport and John Swanson.

**Health and Welfare** — Dick Archer, executive vice president, moderator; and Hugh Bannister, Danny Smith.

**Priorities** — George Brooks, moderator; and the entire AWPPW staff.

Dick Archer, seminar director, and Hugh Bannister again stressed the importance they attach to the seminar as a vehicle which can bear fruit at the 1969 negotiations.

"For the first time the AWPPW will have, in the 122 delegates who attend the seminar, a large number of people who have had the opportunity to discuss, under the leadership of experts, the pros and cons and possible solutions of many of our problems. Their own and other local unions and the area councils will have the advantage of their experience and knowledge well in advance of the pre-wage and wage conference. This should strengthen us both from the standpoint of our proposals and the support of the wage conference delegates by an informed membership," they said.

## Local 254 Honors Lines



Elmer Lines, outgoing president of Local 254, Vernon, Calif., and a leader in founding of AWPPW, was feted at dinner party by officers and shop stewards honoring his long and dedicated service to local and union. From left at head table are Mrs. Lines, Elmer, Don Bufalini, newly elected president, and Mrs. Bufalini. Lines has accepted position with Fibreboard Corporation. Area Rep and Mrs. Danny Smith were guests.

# Series To Explore Grievance Process

(This is the first of a series of articles on grievances, disputes and complaints and the proper actions, procedures and counter-actions that should be followed by individual members and local unions to meet the terms of the law and to insure the greatest likelihood of a satisfactory settlement of the problem.)

Recently, I have received letters from groups of AWPPW members, as well as individual members, expressing some concern about our grievance processing. This has led me to the following questions:

(1) Do our members know the procedure for pursuing grievances, disputes or complaints as dictated by the contract, and the law?

(2) What is the responsibility of the Union in processing grievances?

The U.S. Supreme Court has established these and other major rules on the rights of individual employees in the contract enforcement process. Among the major guidelines are:

1. Section 301 of the Taft-Hartley Act authorizes the enforcement of contract rights that involve claims of individual employees.

2. It is the duty of Union to represent all employees, and as the bargaining agent is under a duty to handle grievances for all members of the bargaining unit, not merely for its members.

3. If the disgruntled employee tries to recover from the employer in a breach of contract action, *he must prove not only that he attempted to exhaust the contractual remedy, but also that (a) the employer repudiated the contract grievance procedure or (b) the employee's attempt to use these procedures was frustrated by the union's arbitrary, discriminatory or bad faith conduct.*

## SOUND OFF

To The Rebel:

This letter is written to let all our union brothers know about the very able assistance which the Association gave Local 49, Samoa, in its recent negotiations.

We made some spectacular breakthroughs here which will help all locals of the Association, now and in the future. These breakthroughs were made possible by the excellent assistance afforded Local 49 by President Hugh Bannister and Area Representative Charlie Newport. Local 49 hopes to have their assistance again in its next negotiations. We only hope our local members remember the excellent job done, at re-election time!

O. B. Perkins

Jerry Crowe

Dean Hollyman

Tony Tonso

Carl Crook

Negotiating Committee

## The Rebel

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A New, Democratic Trade Union

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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.

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In light of the aforementioned obligations of the union by law, I think it is clear that after the individual has requested the union for representation, the union *must* respond. Contractually, under the agreement, the union must respond to grievances, disputes and complaints in a manner described in Section 29, Adjustment of Grievances (ULA) or corresponding sections in independent contracts.

Many of us are not aware that in many instances the complaint or dispute may not actually be a contract violation. But the problem still may be a subject for a grievance.

It behooves the agrieved person(s) to pursue the grievance procedure to get a satisfactory settlement or hearing. Many of us assume that if we tell our troubles to a shop steward or standing committee member he or she is obligated to pursue the issue on our behalf. This isn't necessarily so.

However, for our union to be productive, stewards and committeemen must be utilized and to be effective they must receive the support of the membership. If you, as a grievant, want answers to your problems don't just complain. Go to your shop steward, ask for his assistance and then support him.

The grievance *must* be initiated as specified in Section 29 or Section 30 (ULA) or in grievance procedure sections of independent contracts. It takes the combined efforts of the individual members, as well as the shop steward, standing committeemen and local officers, to successfully utilize the grievance machinery in the contract.

—Hugh Bannister

## 4-Unions Mull Problems

Representatives of the Four-Union Coordinating Committee met in Portland on July 31 to discuss problems arising from no-raid agreements and jurisdictional limitations.

In discussions concerning these areas, the AWPPW executive board agreed there could be no compromise with our constitution in relation to jurisdictional lines.

The AWPPW informed other members of the committee that we intend to be competitive in the field of organizing in the pulp and paper industry. It was recognized that a problem of communications has existed and it was agreed efforts would be made to correct this area of our relationship.

The position assumed by the AWPPW during the new administration's first Four-Union meeting . . . later upheld by our executive board . . . concerning a no-raid agreement was reiterated. Although AWPPW assured the other unions we had no intention of raiding their memberships, we stressed that no plans would be made to conduct a referendum which would allow us to enter into a formal agreement regarding a no-raid pact.

We realize a great deal of understanding of each of the other union's problems and limitations is necessary for a successful relationship of this nature. To understand, we must meet and discuss any areas of disagreement.

All participating organizations must respect the others' positions. It isn't necessary that we always agree, but it is vital that we understand, communicate and contribute our dialogue to the relationship.

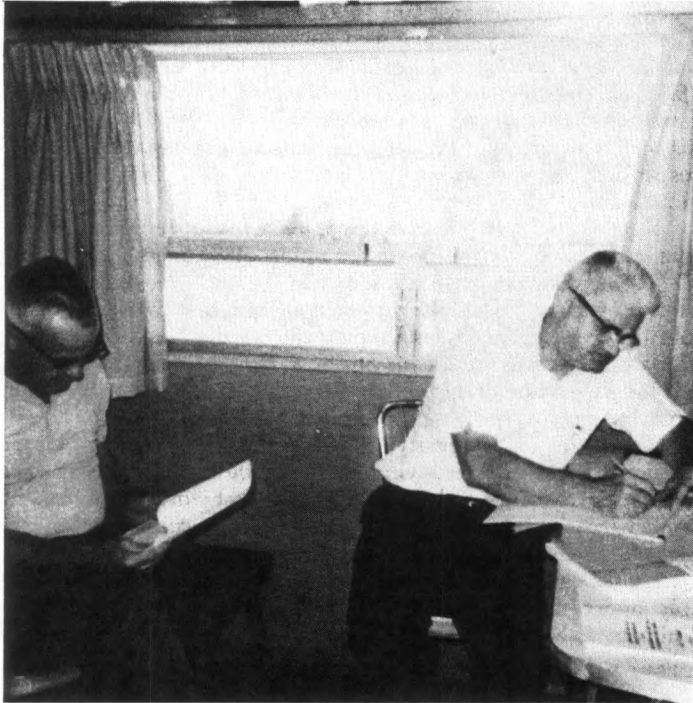
There have been no plans made to initiate formal minutes concerning these meetings. In our case, we have representatives of the trustees, area reps and executive staff on the committee for purposes of relaying information to the membership of the AWPPW.

The three other unions stated they hope we would continue as a member of the Four-Union Coordinating Committee, and we expressed a desire to participate as a productive and equal member of this committee.

—Hugh Bannister



# Housing 'Sleuths' Going Great Guns At Halsey



Hard at it, Aumell Fisher, Local 3, Albany, and Ralph Burke, Local 677, Springfield, track down housing for prospective employees of new American Can Co. mill under construction at Halsey, Ore.

The trailer office in Halsey is in business and business is picking up. We already have been of assistance to several employees seeking housing, and numerous others have been provided with information.

Brothers Aumell Fisher and Ralph Burke have been provided numerous listings by local realtors and can provide housing information from Albany—17 miles to the north—to the Springfield-Eugene area—25 miles to the south. They also know what is available in between.

It is reported that 12 hourly employees will go to work on



Home away from home—practically—for Fisher and Burke is AWPPW trailer office at Fifth and Market Road No. 3, near American Can millsite.

Monday, August 12. More and more people will be employed as each facet of operation is completed.

The converting department will start first and parent rolls will be shipped from other American Can plants to be converted to a finished product at the Halsey site. Complete paper conversion at the Halsey site is expected before the end of the year.

Work is progressing on other production facilities, with the paper machines scheduled to go on the line in late 1969. When finished American Can will employ approximately 450 people in its operation at Halsey.

If you are planning to visit the area or know someone who is—because of job interest or need for housing—drop in and see us. We will gladly help you in any way we can.

You can't miss the trailer—it's located in Halsey and Halsey is not that big. Ask anyone where the Association of Western Pulp and Paper Workers trailer is—they'll tell you.

## Consent Election Hearing Conducted

The AWPPW was contacted on July 31, by Elwood Strumpf of the Portland office of the National Labor Relations Board to notify us he had been contacted by Weyerhaeuser Company with the intent of working out a consent election agreement for the Springfield clerical employees and the professional and technical employees that we had filed on as a separate unit.

Brother Ralph Burke and I met with various Weyerhaeuser officials headed by Oliver Malm of Weyerhaeuser's legal department at Tacoma. We listened to their proposal and asked questions for clarification.

Whereas we had filed on 52 people in two separate units (the professional and technical people having the option to vote to join the larger clerical unit), Weyerhaeuser's position was that the "appropriate unit" was one composed of 78 employees, an increase of 50% in numbers. We parted with the promise to consider their proposal and to give them an answer via the NLRB office by August 5.

The decision was that a hearing was necessary to determine the job and job content of the 26 additional employees that the company desired to put in the unit.

The hearing took place at the NLRB in Portland on August 7th. There was mutual agreement reached on those employees

that the AWPPW initially petitioned for as being within the appropriate unit.

Mr. R. W. McDuffie, Springfield, area manager, testified on those additional jobs the company thought belonged in the "unit." Some of those jobs turned out to be: six in personnel, working in a different building; six in Cottage Grove, 26 miles away; four management accountants; two summer employees (students); four buyers (purchasing agents) and four medical technicians.

In short, the Weyerhaeuser proposal of an "appropriate" unit is: all employees under jurisdiction of the Area Manager, barring mandatory exclusions under the Act. There is one exception—a group of clericals in Albert Lea, Minn., who fit the above definition, are excluded by the company.

The two parties will meet August 13 to reconcile differences of opinion so that a consent election can be agreed to.

It is the desire of Western to have an early election. It is not our desire to exclude anyone wanting union representation nor do we necessarily want to force unionism on anyone. Weyerhaeuser's position has complicated matters from the AWPPW's standpoint but we are working on what we hope will be a satisfactory solution.

—Don DeLaGrange.

# Arbiter's Interpretation Tests Contract Language

Frequently AWPPW members ask staff people why locals have taken certain cases to arbitration when, on the face of it, they appeared to be certain losers. The reason often has little to do with the particular case.

What the local is after is an interpretation of our contract language by the arbitrator. Frequently we find it doesn't mean exactly what we thought it did, and we are alerted that the particular sections involved must be cleaned up at our next contract negotiations.

Such a case in point was WA-114, involving Local 672 and Kimberly-Clark Corporation, Fullerton, Calif. K-C won the decision of Arbitrator Sam Kagel but Local 672 obtained Kagel's interpretation of what constituted a "reprimand" and found that it differed substantially from ours.

In effect, Kagel ruled that when a Union receives a *copy* of a company letter to an individual alleging violation of company policy or when an employee is given a disciplinary suspension these are to be considered "reprimands" in any future problems arising between the employee and the company.

Obviously, the ULA can use more definitive language regarding "reprimands."

In case WA-114, Kimberly-Clark imposed a 13.3 hour disciplinary suspension on an employee for alleged violation of the local Ground Rules concerning relief and meal periods.

The company contended the suspension was levied against the employee only after he had received previous suspension and repeated warnings that he was abusing the provisions of the Ground Rules. The Ground Rules call for 10 minutes on the first and third breaks and 20 minutes on the luncheon break.

The company testified that the week of December 4, 1967, the employee's crew leader had orally warned him about over-

staying a break and on December 12, 1967, his supervisor noted that he was ten minutes late in returning from the first break. The suspension at issue stemmed from this incident.

K-C also produced records showing that on December 4, 1964, the employee overstayed his break by ten minutes, drawing a written warning, and that on January 19, 1965, he overstayed his lunch break by five minutes, receiving a day-and-one-half suspension and a warning of more severe discipline for future violations.

Kagel ruled that these actions were reprimands and, therefore, admissible . . . the point the union questioned.

The employee's position was that he had diarrhea, causing him to overstay his break. However, he testified that he had not told his crew leader of his illness prior to the break because he didn't think it was any of his business. Neither did the employee tell his supervisor of his illness immediately upon his return to work but only after being told he was to be suspended.

Kagel, in his summary, pointed out that the employee's previous record of overstaying breaks made it seem prudent for him to have mentioned his illness, either before the break or immediately upon returning. Kagel did not consider the employee's testimony on the latter point acceptable.

He concluded, therefore, that the company had acted reasonably under the circumstances and, thus, had not violated the Uniform Labor Agreement when imposing the two-day disciplinary suspension.

## Wildcat Gene Does It Again, Wins In Latest Fistic Foray

Gene Thompson, the fightin' Wildcat from Local 171, ran his pro ring record to six wins and one loss with a unanimous six round decision over Howard Meredith of Albany, Ore., at the Portland Armory on July 29.

The Fightin' Fireman from Boise Cascade cracked a knuckle on Meredith's head in the second round. This injury, one of the few Thompson has suffered in a 95 fight career as amateur and pro, will sideline him for a few weeks.

In discussing his plans with Dick Archer, Thompson said boxing still is a hobby with him. He explained that he has a job he likes with guys he likes to work with and that he likes to spend as much time as possible with his family. He concluded, therefore, that no matter how good his pro record might become he probably wouldn't be interested in a career in the "big time" because of the time the continual, hard training would take from his family and job.

**ASSOCIATION OF WESTERN  
PULP AND PAPER WORKERS**

**2nd Class**

**812 Washington St.  
Portland, Oregon 97205**

## Stewards Schooled

In a continuing AWPPW educational program, a series of three Shop Steward classes were conducted recently at Salem, Ore., and Seattle, Wash.

Local 467, Salem, participated in two sessions July 29-30 and July 31-August 1. The first group instructed by Oregon Area Rep Bud Foley included Richard Tyler, Dannie M. Hayward, Gerald Smotherman, James E. Duncan, Jerald W. Baker, Charles W. Shank, Vernon L. Castle, Bud Burleson, and Allen Hornaday.

Executive Vice President Dick Archer led the second school. Stewards who attended were Lyle R. Burnham, Larry Stone, Merle Sheythe, Jack Menear, Bob Wiltout, Richard McCarroll, Jay Shultz, Don Margraves, Russell Graves, and Jimmy Babb.

Byron Lewellen, Local 10, Everett, was instructor for the Local 817 course held at the Roosevelt Hotel in Seattle July 26-27. Jack Miller, Mel Brumbaugh, Virgil Froemke, Ed Baur, Jim Dunaway and Corley Reid, Shop Stewards; Will Parry and Joan Meiron, Standing Committee; and Jack Allen, Safety Committee, all of Longview Fibre, attended. Parry handled arrangements for the classroom.

## Grape Boycott Aid Sought

Representatives of the United Farm Workers Organizing Committee have requested the assistance and cooperation of AWPPW members, particularly those in Oregon and Washington, in pressing the labor boycott of California-grown table grapes.

The union is striking all California growers for refusal to negotiate. It was pointed out that settlement with the wine-grape growers was reached largely as a result of labor boycott of California wines.

This is the same union whose organizational efforts were supported by resolution of an AWPPW convention several years ago. Local unions will receive additional information regarding the table grape boycott by mail, according to Hugh Bannister.

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