

Walkout Involved Local Issue

During my recent trip to Northern California to visit the area's locals and tour the plants, a situation arose that demonstrates clearly the necessity for this union to negotiate a contract which provides for solving local issues locally.

While in Arcata meeting with Local 49 president Carl Crook, I was notified that a work stoppage had occurred at the West Antioch and Antioch Fibreboard plants and that pickets had been posted at the San Joaquin plant, causing it to go down, also.

Needless to say, the car was turned around and headed back to Antioch, where I thought I might be of assistance. I immediately

got together with the area rep, Charley Newport, and the local 249 president, Chris Reyes.

It appears a seniority problem arose and failure of the foreman to solve the issue with the people involved created a situation which got completely out of hand, resulting in the shutdown of the West Antioch Carton Plant. Once this became a subject for discussion in the rest of the Antioch division, a work stoppage became a reality in the complete facility.

The inability of the local officers and area representative to curtail the walkout at that point and to resolve the issue resulted in a more restrictive situation when pickets showed up at the San Joaquin division, shutting that plant down.

I want to point out that the area representative and local union president had informed their people that this was an illegal walkout and that they were subject to the disciplinary action provided by Section 6 of the ULA.

Notification was immediately wired from the Association office in Portland, informing the local unions that this was an illegal work stoppage and that the Association of Western Pulp and Paper Workers was instructing its members to return to work.

At approximately 9 p.m. Saturday, November 9, Chris Reyes, Charley Newport and I met with Fibreboard representatives in an attempt to resolve the issue that created the problem, as well as to negotiate amnesty for all those involved in the walkout.

The attempt to resolve the issue that night proved futile, for the adamant attitude of the membership did not change appreciably even after an explanation by Chris Reyes concerning the meeting with management.

After receiving a call the following morning from management regarding the situation, a meeting was held by some mem-

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Local Resolutions Due By January 15

January 15 is an important date in preparation for 1969 ULA negotiations.

That is the date set by the staff for receipt of local resolutions and credentials. Those resolutions received in the Portland office prior to January 15 will be analyzed, compared and included in a final staff report to the wage delegates, scheduled to meet in Portland on February 3. Those received after January 15 will, of necessity, be delivered to the prewage without comment.

An entire year has been spent by the staff in planning and preparing for these all-important negotiations. The summer seminar was a result of that work, as were the staff recommendations on two-level bargaining, bargaining procedures and agenda items. The final phase of preparation will be a report to the delegates covering both local resolutions and the staff recommendations.

The January 15 date was selected for the resolutions cut off because of the February 3 prewage conference and the time limitation that date imposes on meaningful research.

January 15 also was selected as the date for receipt of credentials so that the staff can do the necessary planning needed to develop recommendations for representative prewage committees.

While all ULA locals are requested to submit their ULA resolutions and credentials before January 15, at the same time it is important that those local problem areas not be overlooked. A major, if not the major, item on the ULA agenda will be true two-level bargaining.

This means that each ULA local must develop its own agenda to be used in negotiating a local agreement. Each ULA local should have a completed local agenda prior to the prewage conference so that it will be prepared for bargaining at both levels.

All of this means that there is a great deal of work to be done by the local unions prior to the middle of January. To do this will take an effort by all members. The time has passed when a few local leaders can do all the work and make the necessary decisions. From this time on it will take an informed membership, working together, to negotiate under the proposed procedures. What good will all this work do?

The results of this process will be better wages and working conditions for every worker in the pulp and paper industry. That seems to be worth the effort doesn't it?

—Dick Archer

H&W: Medical Costs Up

Of all the problems presently facing AWPPW members, the spiraling cost of medical care has become one of the most important. While the cost of living index has risen approximately 4% the past year, medical costs are rising at the rate of 8% and hospital costs at 12%. To make matters worse, these increases are expected to continue at the same or a greater rate for several more years.

As usual, the loser in this situation is the worker and his family. He must pay these increased costs out of his earnings *after* he pays taxes. Thus, the net result of the rising cost of medical care is to reduce the worker's earnings with no increase in medical protection.

It is time to take a long look at the 1969 negotiations to see if something can be done to counteract this trend.

Most plans in the pulp and paper industry provide health and welfare coverage for employees and a dollar amount to be paid by the employer toward the cost of dependents' coverage. This, in effect, fixes the employer's cost and places the burden of paying the increased costs on the employer.

In the search for relief from this situation, the AWPPW staff has made several recommendations. First, where most plans call for fixed limits on coverage, such as \$40 per day hospital room

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Clatter and Chatter... by hugh bannister

On Sunday, Nov. 3, my wife, Cecile, and I arrived in Stockton and checked in at Eden Lodge where we were met by Harold and Lucille Morris, Jim and Helen Garfalo and Charley and Marj Newport. Later we enjoyed a very fine Chinese meal at On Lock Sams.

Monday, I made a tour of the Stockton Fibreboard plant in the company of Morris and Newport. We spent a few minutes with Bill Baker and Jim Garfalo who introduced us to the other fellows in the shop.

We ran into Larry Maimone prior to touring the beater area in search of Sachus Orosco, who is the Union representative on the California State Safety Planning Committee. We didn't find Sachus but he notified me at the union meeting in the evening that he was quite concerned about his workshop plans for the California conference.

Pension Changes Posed

The Crown Zellerbach Council, with all eight C-Z locals represented, met Nov. 20 with company officials at West Linn Inn to discuss proposed changes in the C-Z pension plan.

Although no changes were agreed upon, the Council delegates were encouraged by the overall tone of the discussion and the attention paid by management to the Council's proposals, according to Pat Johnson, Local 175, Port Townsend, the Council secretary.

Adding to the optimistic feeling that finally they had gotten management's attention was the agreement upon another meeting, scheduled for 9 a.m. Jan. 3 at West Linn Inn, according to Johnson. This will be prior to the prewage conference.

The Council proposed nine changes in the C-Z pension plan and found the company particularly interested in a suggested change to take care of the "automated" employee. The proposal calls for the present disability retirement formula to also be applied to employees displaced by technological change unless the company places the employee in another job of like status and pay within the same plant. The employee would have the option of taking a lower rate job or taking his pension and the option could be exercised at any time up to his retirement date.

Another proposal was that employees temporarily engaged in union business should not lose pension credits for these temporary periods. This was proposed because some well qualified people have refused to take union posts or perform union work for which they are well qualified because they feel they can't afford to lose pension credits for the time they would be gone from their jobs.

The Council also asked for retirement at 62 with no reduction in benefits and that for computation purposes the best three years of the last ten be substituted for the present five best consecutive years of the last ten.

* * *

At the Crown Council meeting on Oct. 26 at Local 68 Hall in Oregon City problems involving equal employment opportunities and arbitration under the single arbiter plan were discussed in addition to drawing the agenda for the above mentioned pension meeting.

Camas appeared to have the large majority of the EEOC problems, and reported little progress toward obtaining workable ground rules governing progression of female employees. Most of the other mills represented had few, if any, women employees.

In the discussion of the single arbiter plan, the majority expressed satisfaction with the present system as compared with drawing the arbiter from a panel for each case. They felt that one arbiter looking at each set of facts in the same terms of reference to the contract provided greater consistency than the multiple arbiter system. A minority argued that Sam Kagel took in too much territory in rendering his decisions.

We missed Dave Lagomarsino, but we did run into Ray Bellumini who was in charge of things on the board machine. Ray introduced us to his crew before we headed for the carton plant and a word or two with Julia Green and her sister employees.

Charley and I spent a few minutes with John Aguilar in an attempt to explain why the AWPWW newspaper, *The Rebel*, wasn't answering some uncomplimentary accusations that have been made against officers of the organization. It was concluded *The Rebel* shouldn't be used as a garbage disposal.

Members of Local 320 once again extended themselves and expressed their kind hospitality by having Charley, Cecile and me to an excellent chicken dinner which was held prior to a special union meeting held to discuss two level bargaining, its ramifications and its necessity. Pete Estrada was taking minutes of meeting and is deeply engrossed in subject matter.

* * *

Charley and I drove over to Ripon Monday afternoon and spent a couple of hours at the plant where we chatted with Don Kline, president of Local 863, Hiram Holmes, v.p. and Nancy White, rec. secy., about the problems in the plant. We toured the plant where we met many of the employees and spent a few minutes talking to Clint Sanders, who represented the local as a council delegate on several occasions.

Vacation relief seems to be the present hang up between the local union and management. Just one more reason for the necessity of two-level bargaining with the right to strike.

* * *

On Nov. 5, I drove to Antioch and, after a couple of unsuccessful attempts to contact Bob Porto, we took a short trip through the machine room at Crown where we had an opportunity to talk to Wayne Murphy, v.p. of the local, and Dick DeMercurio, standing committeeman. We also spent a few minutes in the power house where two-level bargaining just happened to get the most attention.

We also took a trip through the box and finishing department of Crown on the 850 side where we spent some time with Bob Callaway and the boys in the shop, discussing the need for 100% coverage on the health and welfare, which was of prime concern.

While on the tour, we spent an enjoyable coffee break with Florence McGinnis and Wanda Perry and we also ran into Jack Myers, pres. of Local 850, who was busily maintaining the production machinery.

I was introduced to Doug Meirhofer and renewed acquaintanceship with Rex Ivie of the rubber dye department. My old friend, Sam Higgins, was taking a couple of weeks off. A few of our members discussed our proposed two level bargaining.

* * *

As part of a program to visit all areas of all plants in Northern California, I spent Tuesday evening, Nov. 5, going through the carton department of the San Joaquin plant, where we spent

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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.

Local Plant Issue Prompted Walkout

(Continued from page 1)

bers of Local 249 to discuss the situation and to find a way to get all members back into the plant.

A committee was formed to act on behalf of the membership. Named chairman was Chris Reyes, president of the local. This committee instructed Reyes as to limitations required to resume the work schedule. With Chris Reyes assuming full responsibility for the negotiations, which incidentally was a horrendous responsibility for him, we set up a meeting with the management spokesmen.

In a situation such as this it is impossible for an individual to react as an individual, for he must, at this point, express the will of the membership and the expressed desires of that membership.

I want to take this opportunity to express an opinion of the way that Chris Reyes conducted himself as the representative of the membership of Local 249.

Chris did an excellent job of representing Local 249 members. The committee placed in his hands the responsibility of acquiring the minimum requirements necessary for the membership to return to the plant. He did just that. All those involved in the work stoppage at the Antioch Fibreboard plants received complete amnesty. A meeting was held the day that the plant resumed operations and the long standing problem which had created the work stoppage ultimately was resolved.

I think it appropriate that I take this opportunity to point out the futility of resolving problems in this manner. I think it behooves both management and labor to sit down and to establish a way in which local issues can be resolved before they become serious problems. A work stoppage or wildcat strike is not the solution to solving our local problems.

I believe it must be evident to both management and labor that two-level bargaining, with the right to resolve local issues on the local level, is an absolute necessity. —Hugh Bannister

H&W: Medical Costs Up

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and board, the limit would be eliminated and specific coverage provided. For example, the \$40 per day room and board would be removed and the plan written to provide a semi-private room at no cost to the employee.

The staff also recommends that a similar schedule be negotiated for dependents and that enough of the available wage package be earmarked to cover the premium.

This change is necessary to eliminate the soaring premium cost, now being paid by the employee, which in some cases is now as high as \$24 per month.

These changes have been suggested because of a recognized need to find relief from the present medical costs and the spectre of future increased costs.

Each employee, ULA and independent alike, must place priorities on each item of concern in forming a bargaining agenda. Important changes in present health and welfare programs should be carefully considered. After looking at all the factors the AWPPW staff recommends that health and welfare be given a very high priority in 1969. —Dick Archer

LOCAL 171, VANCOUVER, WASH.

Will nominate candidates for president, vice president, recording secretary, financial secretary, treasurer, standing committee (3), trustees (3), guide (1), and guard (1) at the December meeting. Election will take place Jan. 7, 1969 at the mill site, 907 West 7th Street, Vancouver, Wash., from 6 a.m. to 6 p.m.

Compulsory Safety Rule Of Paramount Interest At Washington Meeting

The Washington State Safety Conference was held November 14 and 15 at the Olympic Hotel in Seattle. It was my pleasure to have addressed the conference and to have participated in the two day program.

It is interesting to note that, except for one local union, participation was of a high degree by both ULA and independent affiliates.

The issue that seemed to keep coming to the fore and drawing the most interest was that of compulsory safety, and the degree of responsibility that should be assumed by management or labor for enforcement.

For example, if management arbitrarily establishes company or plant safety rules and the contract states that all employees and the signatory company are to comply with said rules, who administers the enforcement of these rules?

If a serious safety situation exists and no provision for enforcement is provided or management ignores its responsibility, are employees within their rights to refuse to work under the unsafe conditions?

These are some of the questions pursued in the workshop that I attended. Conclusions by the union delegates were generally to the affirmative.

Area Representative Fred Delaney delivered an interesting speech dealing with these topics, as well as touching on the Union's present efforts to establish a state safety code for pulp mills.

One revealing thing about this conference was the lack of participation by delegates in the workshops, where participation is necessary for success. It was very difficult for those presenting the subject matter to get a response.

Another observation I made during my stay at the Olympic was that the rooms are too expensive and that when delegates are on \$20 per diem they can't afford a single room for \$19.86 a day.

I suggest we hold future conferences in a mill town with every effort being made to keep the cost of participating delegates to a minimum. There would be the further advantage of advertising our efforts in the mill communities.

Thanks are in order for those committee members and delegates who participated and made this conference a reality. Thank you! —Hugh Bannister

Have Skills, Want Jobs!

There has been considerable "nibbling" by management of various mills through their union members concerning the ten instrument men desiring jobs. However, no written job offers have come through this office.

Hard to understand — when you know there is a shortage of this skill in the industry and that specific mills are under-manned in this department? Not really — you can only deduce that the employers' union does not permit such a hiring practice among its members.

Perhaps the only relief is to advertise outside this particular employer-group 'union.'

LOCAL 657, SANTA CLARA, CALIF.

Will vote for all elective officers Wednesday, Dec. 18 from 2 to 3 p.m. and at the regular union meeting that night at Room 140, Santa Clara Motelodge, 1655 El Camino Real, Santa Clara. Offices to be voted on are president, vice-president, corresponding secretary, treasurer, financial secretary, sergeant-at-arms, trustees (3), delegate and local trial board.

Apprenticeship Training Discussed

Meetings are under way between representatives of the AWPPW, Manufacturers Association and the Joint Washington Council Apprenticeship Committee and representatives of the California, Oregon and Washington State Apprenticeship divisions to investigate the possibility of our present local mechanics' training programs being qualified under the state apprenticeship programs.

This effort is being made because returned servicemen in training programs below the rate of journeyman are entitled to benefits under the Veterans Administration. These benefits range up to \$100 per month for a maximum of 36 months for married veterans with dependent children. However, in order for a veteran to receive payment the training program must be approved by the state apprenticeship agency as a bonafide apprenticeship program.

The first of these meetings was held with representatives of the Washington State Apprenticeship Division of the State

Department of Labor and Industry in Olympia on Oct. 21.

It became apparent that the ULA mechanics training program meets the training requirements of the state law—but falls short in plan administration. The Washington State apprenticeship laws require a jointly administered program at the local level, and also require that any dispute be processed through the Washington State Apprenticeship Council. The ULA provides unilateral administration by the employer and requires disputes to be processed through the grievance procedure to final and binding arbitration.

As of this time, therefore, no pulp and paper industry mechanical training program will be approved in Washington. Basic changes in the administration of the negotiated mechanics training program will be necessary before any plan will be approved.

The AWPPW was represented at the Olympia meeting by the Joint Washington State Council apprenticeship committee of Norm Weekes, Local 155, chairman; Bob Enloe, Local 580 and Ken McDonald, Local 5. John Barreith, Northern Washington council president, and Vice President Dick Archer also attended the meeting.

A meeting also was held with the Oregon Apprenticeship and Training Division of the Oregon State Bureau of Labor on Nov. 13. Dick Archer and Norm Weekes represented the AWPPW and S. W. Grimes represented the Manufacturers Association. After a thorough investigation of the Oregon State Apprenticeship regulations it was found that, with minor differences in emphasis on apprenticeship administration at the local level, Washington and Oregon laws are quite similar, except as applied to electrician apprentices.

By state legislative action, Oregon has made separate provision for apprenticeship and licensing of electricians. Our training program in most Oregon mills presently meets these requirements and our members currently in the electrical training program below the rate of journeyman can be apprenticed. Those interested should contact their local officers.

A meeting has been tentatively scheduled Dec. 3 with the California State Apprenticeship Division to round out the investigation. Details of this meeting will be published in a later edition of the Rebel.

From the investigation to this date, it is clear the training in the pulp and paper industry meets or exceeds in all cases the requirements of the various state apprenticeship regulations. It is equally clear that the administration of the various programs must be changed before these programs will be approved.

As preparations for the 1969 negotiations begin, each local should decide whether or not it wishes its training program to meet state apprenticeship requirements. If it does, plans should be made to make the necessary changes.

Alcoholism Council Work Supported By Local 580

Members of Local 580, Longview, Wash., took an action at their October 23 union meeting which again points up the fact that the AWPPW probably is "ahead of its times" as a union and which may be the forerunner of similar actions by other Western locals.

Knowing that the program of the Lower Columbia Council On Alcoholism was in jeopardy owing to a lack of operating funds, Local 580 voted to donate a dollar a member to the organization to assist in its work with alcoholism.

P. R. Enloe, president of Local 580, presented a check for \$750 to Bob Maxwell of the Council.

This action places Local 580 among the first unions to recognize that alcoholism is a problem with which both employers and unions are going to have to start dealing in an enlightened manner sooner rather than later.

Local 1000 Stewards Trained

Oregon Area Representative Bud Foley conducted a shop stewards training class at North Bend, Ore., for Local 1000 on November 11-12. Attending were Ray Cheser, Jim Johnson, Robert Porter, Larry Bair, Joe Bohanan, Ralph Van Hoof, Edward Hurst, Jay Henslee, Roy Johnson and Hugh Brown.

From the students' comments, the class was well received and Foley was given a vote of thanks for his efforts.

580 Case To Be Re-Filed

The U.S. Ninth Circuit Court of Appeals has upheld the opinion of the U.S. District Court that the federal courts do not have jurisdiction, under the Landrum-Griffin Act, in the Leo L. Phillips vs Floyd Osborne (Local 580) Case.

Basically, the court ruled that it didn't have jurisdiction because this particular type of suit cannot be brought under the Landrum-Griffin Act.

Therefore, Don Willner, AWPPW attorney, will file the case in the Superior Court of Cowlitz County, Wash., immediately.

LOCAL 155, PORT ANGELES, WASH.

Will hold election of officers, standing committee and trial board on Dec. 17 at Carpenter's Hall, Port Angeles, from 7 a.m. to 7:30 p.m.

N. CALIFORNIA AREA OFFICE HOURS TOLD

Charley Newport, Northern California Area Rep, has announced office hours for the Antioch office, which is located at 703 A street, Antioch. The following hours are effective immediately:

Monday through Friday
8:30 a.m. until noon; 12:30 p.m. until 5 p.m.
Saturday and Sunday, Closed

LOCAL 783, WARD COVE, ALASKA

Will continue nomination of officers Dec. 4 during the regular meeting at Carpenter's Hall, Ketchikan. Election of officers will be Dec. 18 at Carpenter's Hall from 1 p.m. to 8 p.m.

LOCAL 272, EVERETT, WASH.

Will hold election of officers in the mill office, Simpson Lee Paper Co. on Dec. 5 and 6 from 6:30 a.m. to 4 p.m.

Clatter and Chatter... by hugh bannister

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a few minutes talking to Sal DiGregorio and Marie Green about problems in that area.

I attended the Local 713 meeting that night, and was given the opportunity to spend 45 minutes explaining two-level bargaining and answering questions regarding this item.

The following morning, Charley Newport and I returned to the San Joaquin plant and made a tour. Had the opportunity to talk to fellows like Virgil Calisesi and Sullie Sullivan, an old 249 delegate, on the two level bargaining possibilities.

While in the shop, we ran into Jack Rallo, Ducky Smith and Joe Bonanno of the oiling crew. We had a lively discussion concerning their responsibilities and duties. Needless to say, being an oiler myself, we had a lot of common ground to work on. We took a minute or two to shake hands with Doc Harrington on his way in for a little overtime.

* * *

That evening, prior to going to the Local 249 meeting, we stopped off at the bowling alley and Ed Pollard, president of Local 713, introduced me around to the gang from his local who were bowling. Guys like Ed Escobar, who was returning to work after being laid up for nine months with a back operation. I also was introduced to Lyle Robbins who, with Ralph Vinci, was on a company operated train before the job was eliminated.

Ed also introduced me to Ron Shore, safety committee member from Local 606. I also noticed the v.p. of Local 713, Dick Davis, bowling up a storm. We ran into Glen Ronfeldt, standing committeeman delegate from Local 850, who was checking up on the Local 850 bowlers. Just prior to leaving the bowling alley, "Tony," Ed Pollard's official trouble maker, showed up after working overtime, and wasn't too happy about not being able to bowl.

Work as directed strikes again!

* * *

When Charley Newport and I went through the Fibreboard plant at West Antioch and discussed the possibilities of two-level bargaining with the members of 249, everybody seemed to be at ease. In fact, the first group we ran into included Marj Hart and some of the other gals in the carton department who were on their break. Marj introduced us to Sue Crandall, Marion Gonzales and others. We said hello to Angelo Ramirez in the carton department, as well as the bopst machine operators, John McFarlan and Leroy Easterday. After shooting the breeze with these fellows, we went over to the testing lab and talked to Charley's son.

Rudy Aguinaga drove by on his fork truck and said hello. I was also introduced to the laminating crew before heading for the machine room. We ran into an old time delegate, George Wright, from the former Local, No. 330. Roland Servin and I discussed a problem on secret balloting. Dick Taylor introduced us to the maintenance crew members who were in the shop. We also ran into Don Perez as well as Joe Pimentel, shift oiler, and Ollie Olson, doing a little maintenance work on the end of the machine.

We took a tour of the power house where we ran into Lee Veel, shop steward in that department. They seemed to be having quite a bit of trouble there regarding work assignments and job descriptions. In fact, they told me they were looking for outside

union support. Operators doing maintenance work seems to be the hang up.

* * *

The following morning, Thursday, Nov. 7, we continued our tour of the 249 plant in the company of Chris Reyes, president of Local 249. Chris introduced us to Manuel Teixeira and Ed Langley in corrugating as well as Joe Viareal, who seemed to be quite concerned about our health and welfare coverage. Jerry Crowl also was concerned about health and welfare, injuries and safety. I observed his badly scarred hand, the result of an industrial injury. I can understand his concern.

Joe Vasconcellos, who according to Chris is a darn good safety man, passed by and waved at us. Chris introduced me to Jack Phillips and Jim Parreira, shop stewards in that department. Jim seemed quite concerned with the job analysis program not providing enough money for those operators.

I shook hands with Joe Iacona, a stitcher, as well as Red Smith, who was busy stacking. Louise Bryant and Vera Smith, who is the wife of Ducky Smith from Local 713, were busy at their machines when we were introduced. We finished off our tour of the carton plant with an introduction to Buck McGuire, trucker in that department. More later.

Longview Opinion Nears

From Sen. Warren G. Magnuson's office in Washington, D.C. comes word that the Longview clerical unit case is being circulated by the NLRB, that an opinion should be written in a week to ten days, and the parties notified of the decision within two weeks.

Meanwhile, back at the front, Al Murphy reports there has been considerable turnover and shifting of personnel. However, he also is quick to report there has been no loss of strength for the union and continually compliments the solidarity and determination of his in-plant committee.

He has outlined, in conjunction with this office, a wind-up to this campaign that should increase the membership of the AWPPW and bring the benefits of unionism to the clerical workers at Weyerhaeuser, Longview.

Newberg Organizers On Call

Jim Thompson and 'Egg' Osburn have visited approximately 25 percent of the workers of the Publishers Paper mill, Newberg, at their homes. They report that, with few exceptions, they are being treated cordially. Those workers who have not been visited can expect a call from Thompson or Osburn, for we know there must be questions they would like answered... such as, why do workers in this industry, who have been represented by both unions, prefer Western by better than six to one?

Western does not want employees of Publishers to go to the polls uninformed—give Jim and Egg a chance to talk to you. It could be that the reason they haven't called on you is that they don't have your address. You can correct this by calling their apartment—Phone 538-5815.

Meanwhile, the cards keep coming in and a signed card is an automatic free subscription to *The Rebel*.

LOCAL 713, ANTIOCH, CALIF.

Will hold election for officers and trial board members Dec. 3 from 7 a.m. to 7 p.m. at the Fibreboard Club, 2nd and L. Street, Antioch, Calif.

LOCAL 196, ANACORTES, WASH.

Will hold an election for local offices, standing committee and bargaining board members Dec. 12 at the Carpenters Hall.

NORTHERN AREA OFFICE HOURS POSTED

John Swanson, Northern Washington Area Rep, has announced office hours for the Everett office which is located in the Everett Labor Temple. The following hours are effective immediately:

Monday through Friday
8:00 a.m. until noon; 1 p.m. until 5 p.m.
Saturday and Sunday, Closed

ULA Fails As Bar To Craft Shuffling

There is *no* provision in the Uniform Labor Agreement prohibiting work assignment of employees covered by the mechanics' package across craft or trade lines. History shows the AWPPW has failed repeatedly to obtain such a prohibition both in negotiations and through arbitration.

Further, the seniority provisions of Section 20, of themselves, do not prohibit the crossing of craft lines so long as the case in question does not involve a specific violation of a seniority right provided by the section.

Therefore, in the absence of local ground rules and/or past practices indicating a definite prohibition against the crossing of craft lines, the fact that seniority ladders exist within the various crafts does not *alone* prevent assignment to work across craft lines.

However, the specific circumstances of each case determine whether or not an employer has violated the principle that a mechanic is to be employed "*primarily*" in his particular trade.

The above, in essence, was the reasoning of Arbitrator Sam Kagel in ruling for the company in Arbitration Case WA-127 involving Local 580 and Weyerhaeuser Company, Longview.

This case arose under the following circumstances:

The company was starting up a new chlorine plant, and, in anticipation of mechanical troubles, scheduled its maintenance

force around the clock during the start-up period. Few mechanical problems arose and there was not enough work to keep all the maintenance employees occupied.

A job, described as a fill-in task, constructing a cover over the salt conveyor had been underway for four months. It was a job on which the carpenter could work or not as he decided.

Saturday and Sunday were overtime days and there were no start-up problems. So, Saturday morning when the carpenter, working alone, started putting 4 x 8 and 4 x 10 plywood sheets on the conveyor roof the plant superintendent instructed a supervisor to assign someone to help the carpenter. A millwright was assigned to the job.

Local 580 complained of this assignment in its grievance.

The local, essentially, based its case on the argument that there is no distinction in the ground rules between production workers and maintenance workers; that since the ULA seniority provisions and the local seniority rules give production workers in a particular progression ladder certain job rights over other employees with more mill seniority but in another line of progression, the same rights should extend to employees under the mechanic's package; that, therefore, the company should have called in the senior carpenter available rather than assigning the millwright to help the carpenter with the roofing.

The company's basic case was that the real issue was the crossing of craft lines; that the ULA did not prohibit this; that the local was seeking to gain something through arbitration that the AWPPW had failed to gain in contract negotiations; that none of the seniority rights established by Section 20 or the ground rules for administering these rights was violated by the work assignment in question.

Both the union and the company backed up these basic arguments at length with additional arguments and documentation.

In his discussion, Kagel said that since the millwright assigned to help the carpenter had not been promoted, demoted, transferred, laid off nor recalled, "it is clear on its face . . . that Section 20 of the ULA simply does not apply to the fact situation in this case." He added that, therefore, the case could not be decided in terms of seniority . . . "in short, seniority was not involved in this grievance."

Kagel cited at length the history of negotiations and arbitration cases bearing on crossing craft lines, noting that in 1964, 1966 and 1967 negotiations AWPPW failed to obtain contract language prohibiting the crossing of craft lines and that arbitrators in Cases WA-18 (1965) and WA-59 (1967) had ruled that the ULA did not provide "for craftsmen to work only in their own job." It was obvious this history figured heavily in Kagel's decision.

He ruled that in this case, owing to the circumstances of the work assignment, there had been no contract violations.

Fish Couple Files Lawsuit

(The following story, which is self explanatory, appeared recently in the Port Angeles, Wash., News.)

"James R. Fish and his wife of Rt. 3, Box 1732, have filed a lawsuit in Clallam County Superior Court asking a total of \$150,000 in damages against John Eldridge, William Tolliver, Albert Haubrich, Crown Zellerbach and the Association of Western Pulp and Paper Workers Local #269.

The suit charges the defendants libeled Fish in making malicious, false, defamatory and libelous written statements about Fish. Fish claims these statements, solicited by Crown Zellerbach and supported by the AWPPW, caused him to be dismissed as an employee of Crown Zellerbach. The statements accused Fish of damaging Crown Zellerbach equipment.

In the suit, Fish asks \$100,000 for damage to his reputation and \$50,000 for loss of wages, loss of seniority and retirement benefits.

No hearing date has been set."

California Safety Conference Set

The California State Safety Conference will be held Dec. 5 and 6 at the Biltmore Hotel in Los Angeles. Registration will take place at 8:30 a.m. and the meeting will convene at 9 a.m.

LOCAL 687, FOREST GROVE, ORE.

Will hold nominations for all offices Dec. 16 at the regular meeting at the Forest Grove Light Plant Auditorium. Election will be Jan. 20, 1969. The swing shift may cast their votes at the plant before starting their shift.

LOCAL 1000, NORTH BEND, ORE.

Will hold election of officers, trustees and delegates Dec. 11 from 6 a.m. to 5 p.m. at the Millsite and from 5:30 p.m. to 7 p.m. at the regular meeting place.

LOCAL 580, LONGVIEW, WASH.

Will elect officers, standing committeemen, trustees, local bargaining board members and Southern Washington Area Council delegates Dec. 3 at 7:30 p.m. at the regular union meeting and Dec. 4 at the mill site during shift changes.

LOCAL 3, ALBANY, ORE.

Will hold election of officers Dec. 2 and 3 from 9 a.m. to 6 p.m. at the Albany Labor Temple. Offices open for election are president, vice president, recording secretary, financial secretary, treasurer, trustee and one member of the standing committee.

**ASSOCIATION OF WESTERN
PULP AND PAPER WORKERS**

2nd Class

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

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