

Contract Progress Normal

The AWPPW's far-flung negotiations are going "about as expected at this stage" in the estimation of Western's officers and Area Reps who have been on the firing line with the local union bargaining boards. (For late developments in the Fibreboard negotiations, please see the Fibreboard story on this page.)

Some real progress is hidden behind the slow, tedious chore of hammering out contract language in each of the negotiations. Also, bargaining of local issues, something that is being dealt with for the first time by both sides, is understandably proving to be a step-by-step process.

"Although it seems as if things are going slowly, it appears to us that generally things are moving normally for this stage of the collective bargaining. Some of the negotiations have moved along more rapidly and easily than we anticipated, while others have been less fruitful to this point," President Hugh Bannister summarized.

He noted that a good deal of time has been spent in the presentation and study of agendas and in clearing the "underbrush" from around the main issues.

The following run-down on negotiations was compiled from the "status sheets" maintained by John Eyer, the bargaining coordinator:

Boise Cascade, St. Helens, and Local 1—Recessed on March 1 and to resume on March 14.

BC, Salem, and Local 467—Opened talks on March 11 with Bud Foley representing the AWPPW. George Lewis, Walt Rutherford and Thornton Coffey make up Local 467's bargaining board.

Crown Zellerbach, Antioch, and Locals 682 and 850—Resumed bargaining on Feb. 26 and still were meeting at *The Rebel* deadline.

C-Z, Camas, and Local 5—Opened Feb. 12 and talked until March 7, at which time talks were recessed until March 17. Meanwhile, Local 5 will conduct a series of meetings for local members to discuss the lack of substantial movement in the negotiations. A strike authorization vote will be taken prior to a resumption of talks.

C-Z, Lebanon, and Local 214—Opened negotiations March 10 with Bud Foley representing the AWPPW. Vic Dixon, Bill Morford and Orval Pettengill are Local 214's bargaining board members.

C-Z, Los Angeles, and Local 266—Opened talks Feb. 20 and still are at the table.

C-Z, Port Angeles, and Locals 155 and 269—Opened negotiations on March 6 with John Swanson representing the AWPPW. Local 155's negotiators are Joe Baxter, Bob Andrews, Bob Anderson and Jack Bell. Bob Childers, J. K. Brown and Warren Hilt are Local 269's bargaining board members.

C-Z, Port Townsend, and Local 175—Opened talks on Feb. 27 with John Swanson representing the AWPPW. Local 175's bargaining board is composed of Charles Kenyon, Donald Sandvig, G. W. (Pat) Johnson and Robert Porter.

C-Z, West Linn, and Locals 68 and 166—Started negotiations March 6 with Bud Foley representing the AWPPW. Local 68's bargaining board is composed of William R. Perrin, Harold King and William Riggs. The Local 166 negotiators are James Thompson, Elwood Cushman and Karl Hopp.

Fibreboard at Stockton (Company-wide)—Negotiations opened March 3 and were recessed March 7.

Georgia-Pacific, Bellingham, and Local 194—Talks still are recessed indefinitely and no other negotiations are scheduled with G-P mills.

Grays Harbor Paper, Hoquiam, and Local 315—Started negotiations on March 3 with Fred Delaney representing the

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Changes Made In Job Analysis

Substantial improvement in the language of the existing Job Analysis Plan was negotiated by President Hugh Bannister in a meeting with representatives of the Manufacturers Association in Portland on March 1.

Since a number of local unions and manufacturers have indicated a desire to retain Job Analysis in their locally negotiated contracts, the AWPPW felt that improvements which would be mutually beneficial should be agreed upon by the parties before any local contracts were signed.

Most significant of the improvements agreed upon is one allowing exclusion from Job Analysis, by local agreement, of jobs in non-production fields subject to the approval of the Job Analysis directors. The type of jobs that could be excluded by local agreement include oilers, warehouse truckers, laboratory technicians, storekeepers and hydro-electric operators.

Pay rates for jobs excluded from Job Analysis by local agreement would be bargained locally.

Another change in the plan for those locals and mills opting to retain Job Analysis is in the "Red Circle Rates" provisions. Previously, wage increases did not apply to red circle rates until the analyzed rate equalled the red circle rate.

Under the new provision "until the red circle rate is eliminated by virtue of the analyzed rate equaling or exceeding the red circle rate, one-half (1/2) of each future wage increase, or such lesser amount as is necessary, will not apply to the red circle rate."

This means that the red circle employee will get some portion of each wage increase up to one-half until the analyzed rate for the job becomes equal to or greater than the red circle rate.

Another change provides a means of solving disputes at the Job Analysis Plan directors' level where none previously existed. Under terms of the agreement, unsolvable disputes shall go to arbitration.

The new agreement also provides that individual job description forms will be revised to state that information on the form is for the sole purpose of analyzing the job. As a result of this change, Job Analysis Bulletin No. 8 will be eliminated.

This means that local unions will have access to the individual job description forms, which they have not had in the past.

Copies of the revised program will be mailed to all local unions immediately.

Contract Talks Progress Normal

(Continued from page 1)

AWPPW. Local 315's bargainers are Ed Rydman, Jack Brooks, Jack Miller, Paul Vrooman and Gene Black.

International Paper, Gardiner, and Local 101—Opened talks on March 4 with Bud Foley representing the AWPPW. On Local 101's bargaining board are Harold Hinshaw, Rich Sundeen, Ron Greenwood, Russ Tanner, Gary Barton, Don Watts, Tom Merton and Darrell Moullet.

Kimberly-Clark, Anaheim, and Local 672—Recessed indefinitely as of March 7.

Longview Fibre, Los Angeles, and Local 6—Opened negotiations on Feb. 27 and recessed indefinitely on March 7. Danny Smith represented the AWPPW. Local 6's bargainers were Mark Haller, Homer Johnson, Bill Cupps, Moe Hunter and Ted Leon.

Northwest Paper, Pomona, and Local 318—Opened negotiations Feb. 26. Talks now are recessed indefinitely.

Publishers Paper, Oregon City, Locals 68 and 166—Commenced negotiations on March 3 with Bud Foley representing the AWPPW. Local 68's board members are Eugene Osburn, Marvin Eggersgluss and Harold Evans. Local 166 is represented by Don Burns, Dick Long and Martin Lee.

ITT Rayonier and Locals 155, 169 and 269 at Port Angeles—Still meeting.

Simpson Lee, Everett, and Local 272—Recessed March 4, after presenting agenda, and will resume talks on March 10.

West Tacoma Newsprint, Steilacoom, and Local 180—Opened talks on Feb. 28 with John Swanson representing the AWPPW. These negotiations have been recessed until March 10. Local 180's bargaining board is composed of Mel Osgood, George Stevenson, Don Peterson, Ken Coffell, George Hopkins, Fred Carlbon and Les Ellison.

Weyerhaeuser Kraft, Everett, and Local 10—Recessed on Feb. 25 to resume on March 10.

Weyco Sulphite, Everett, and Local 20—Opened talks on March 8 with Dick Archer representing the AWPPW. Chuck Mahlum, John Norberg and Tel Carter are Local 20's bargaining board.

Weyco, Longview, and Locals 580 and 633—Opened March 5 with Dick Archer representing the AWPPW. Local 580's spokesmen are Bob Enloe, Bill King, Joe Eubanks, Bryan Stone and Harold Wilson. Al Murphy and Nelson Millard represent Local 633.

Weyco, Springfield, and Local 677—Opened talks March 7 with Bud Foley representing AWPPW. The Local 677 negotiators are Ralph Burke, Lee Estep and Lamont Forester.

Two coordinating committees have scheduled meetings to discuss the progress of negotiations. The Georgia-Pacific Council met March 7 at Bellingham with Dick Archer sitting in for the Association. The Weyerhaeuser Council will meet March 14 at the AWPPW Hall in Longview.

Rex Morris Advanced

Rex R. Morris has been elected a vice president for manufacturing of Crown Zellerbach Corporation. Morris, who has responsibility for a number of primary pulp and paper mills, will continue to make his headquarters in San Francisco.

Morris was named assistant vice president in 1967, following four years as resident manager of the company's large specialty papers mill at Camas, Wash. He joined C-Z in 1950 as a chemical engineer at Camas and was later promoted to technical assistant to the paper mill superintendent. In 1957, he was transferred to Lebanon, Ore., as resident manager. He came back to Camas in 1959 as assistant resident manager.

SOUND OFF

To The Rebel:

My brother-in-law, William G. Carpenter, Jr., was killed at Boise Cascade Corp. in St. Helens on February 5.

As you reported, there was no nip guard on the machine at the time. However, the next morning every machine had a guard and there were signs posted. They were a day late.

We talked to an attorney because we felt Boise Cascade had showed extreme negligence.

He told us:

In 1965, Boise Cascade, Crown Zellerbach, Weyerhaeuser, Georgia-Pacific, all the corporations and the insurance companies got a law passed in the State legislature that no matter how negligent they are they cannot be sued.* No matter how many men are crippled or killed there is no way they can be touched. The companies feel it is *cheaper* to *kill* a man than take adequate safety precautions. All they care about is money, money, money. They only shut down the winder long enough to get Bill's body out and the mess cleaned up. Consequently, Darlene is left to rear four small children on social security and Workmen's Compensation.

Here is my complaint:

Why hasn't this "marvelous" union, the AWPPW, done anything to change this law? Why hasn't it even had a representative to the safety meetings and committees in Salem for *two* years? Why doesn't it push for more safety in the mills? Why doesn't it try to get other unions to do the same? Is the IWA the only union with the guts to try? They can't do it alone. Are our unions composed of a bunch of cowards? Next time it may be you or your brother or son or father.

My husband runs the winder on #4 paper machine at Boise Cascade in St. Helens. Thank God he has a nip guard built in or he may be next.

Sincerely,

Martina Carpenter
St. Helens, Oregon

P.S. I wonder if the Rebel has the guts to print this letter.* It may be long but it is very important. Did you know the definition of rebel is: "One who resists any authority or established government." How about it?

☆ ☆ ☆

**Editor's Note:* The measure to which Mrs. Carpenter refers is Oregon's infamous "three-way" bill. Washington industries are pushing for adoption of a similar bill in that state now. The AWPPW is represented on the United Labor Lobby which is fighting this measure, as well as lobbying for and against other bills that would effect labor. Also, the AWPPW has taken the initiative to establish a safety code for the pulp and paper industry in Washington. Attendance at the Salem safety meeting to which Mrs. Carpenter refers is of extremely questionable value. Finally, the Rebel has frequently been accused of being brainless, but never gutless.

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.

Overtime Clause Clearly Spelled

Under provisions of the Uniform Labor Agreement there is no question but that "an employee is required to work overtime when so assigned," Arbitrator Sam Kagel decided in Arbitration Case WA-139 brought by Local 272, Everett, against Simpson Lee Paper Company.

The parties stipulated that:

(1) A tour worker must work overtime when his relief does not come in, and

(2) An employee may be required to work overtime in the protection of the plant, or continued operation of the plant.

Sections 9 and 17 (a) of the ULA and the Statement of Policy regarding Section 9 provided the language on which the decision revolved.

Local 272's position was that:

The parties had agreed to a clearly defined, regular 40-hour, 5-day work week and the company cannot require work during periods other than those specified by the ULA. Also, that in the past the company had a policy of voluntary overtime and voluntary overtime is the intent of the ULA and, therefore, the company was arbitrary and capricious in allotting and directing overtime and in contending it can require overtime as long as it is willing to pay for it.

Simpson Lee's position was that:

The ULA not only did not limit the company's right to work overtime but, in fact, guarantees the right unless the company specifically contracts the right away. Also, past practice recognized the right of the company to discipline an employee who refused to work assigned overtime and local ground rules recognized the right of the company to assign overtime.

First, Kagel examined the conditions which brought about the ordered overtime that was at issue. Overtime was assigned shipping and warehousing employees for Saturday work. The mill's converting plant and finishing room were operating then and it was necessary that their completed products be assembled and moved to the warehouse to assure a continuous production flow. The work, therefore, was judged necessary for the mill's operation.

Next, the arbitrator examined the language of Section 9, ULA. He concluded that the section gave the company the option of working beyond 40 hours and, since the decision as to when to operate the mill is vested in the company, Section 9 must be read as conferring a right on the company, at its discretion, to require work beyond 40 hours.

Then, Kagel studied the statements of policy regarding Section 9 and decided that they reinforced his opinion that Section 9 gave the company the right to require overtime work for overtime pay.

Finally, he studied past practice and bargaining history. Kagel concluded that while the methods of seeking substitutes for overtime work have been different under past and present practices, the principle has remained the same . . . the overtime must be worked by someone. He noted that other past practices represent a recognition of mandatory overtime.

So, Kagel's decision, obviously, was that an employee is required to work overtime when so assigned.

Moral: The arbitrator can't and won't rewrite the contract language and this was Local 272's way of telling other AWPPW locals to "quit kidding yourselves about what the language means and get new language if you're fed up with the overtime problem."

This Is Building 68 Built



It also may be the building the Oregon Supreme Court gave to the International unions in its recent decision on the Portland and Oregon City cases. However, since neither the lower courts or supreme court specifically decided the fate of the building, which is owned by a building corporation and was built with money obtained through special assessment, the AWPPW has instructed Attorney Don Willner to file a petition for a rehearing and clarification on the matter of the building as well as other aspects of the Supreme Court's recent decision.

LABOR FIGHTING INCOME TAX BILL

Taxes and who is to pay them are real problems for labor this year and unions in the states of Oregon and Washington are no exception. (Developments in Oregon are covered in another story in this issue of *The Rebel*.)

In Washington, the United Labor Lobby is fighting a tough battle against a flat-rate income tax plan that would be coupled with a possible property tax change if the Republican and Association of Washington Industries-controlled house has its way. While Gov. Dan Evans runs around pretending to be all things to all peoples, there is no question but that he is committed to the big business position, which, distilled to the final drop, is: "Sock it to the working stiff."

However, labor is beginning to make its voice heard and is picking up support from the small businessman and the AAA league executive, who has awakened to some of the facts of life. Whether the Labor Lobby and its growing group of supporters will block this regressive tax legislation remains to be told.

As if a major tax problem isn't enough, labor also is facing a major attack on workmen's comp in Washington. Oregon's disastrous experience with the three-way plan is added emphasis to the Washington Labor Lobby opposition to the AWI proposed emasculation of the state's present system.

Gene Hain, Will Parry and Gale Van Curen, the three AWPPW reps on the Washington United Labor Lobby, are doing a terrific job of getting the "straight skinny" back to the AWPPW locals and are to be congratulated for their work and dedication. Many locals, particularly Local 5, Camas, are working their reports into hand bills which are being distributed to each local member for information and action.

REVIEW BOARD NOTED

The story concerning the action of the AWPPW Public Review Board in the Johnnie Young case which appeared in the June 12, 1968, issue of *The Rebel* has been reprinted, almost in its entirety, in issue No. 34 of *Union Democracy in Action*.

The report showed, according to UDIA, that the AWPPW's Review Board "is indeed a genuinely independent body."

Bud Sunday's Leisure Well Earned



Francis "Bud" Sunday receives Local 320's retirement gift from Harold Morris, president, at ceremony at Fibreboard Corp. in Stockton, Calif.

Francis "Bud" Sunday, Local 320, Stockton, Calif., retired twice and within a matter of days.

On January 31, Bud retired after 41½ years' service with Fibreboard. On Valentine's Day, with the rank of lieutenant, he concluded 3,600 hours of active duty with the Stockton Police Reserve which he helped to organize in 1946.

Bud was featured in articles in the Stockton Record and the Local 320 News Beat for his jobs well done.

His work with Fibreboard at Stockton was continuous except for 10 days. Bud was born and raised in Junction City, Kansas, in 1904, but came to the coast in his youth in search of a job. He started at Fibreboard—then the National Paper Co.—on August 7, 1926. He quit the mill in May of 1927, only to return 10 days later. This time Bud stayed for good, moving around in different departments until he found a job he really liked in the electrician department. It paid the momentous sum of 55¢ per hour. This was in 1929.

Bud worked hard to establish a union in his plant, becoming a charter member when the goal was realized. He was president of his local under the old UPP, and served actively even when not in office.

The largest group ever assembled at Fibreboard for a retirement party gathered to honor Bud at ceremonies in the electrical shop. Tom Butler officiated with the presentation of gifts and "Pee Wee" Reynolds unveiled a plaque detailing Bud's many activities. George Ragsdale and several other retired electricians were present at the festivities.

Fellow police reservists also gathered to do Bud honor and presented him with a retirement badge and an honorable discharge. His wife, Maty, daughter, Mrs. O. L. Smith of Stockton, son, Francis Jr., a Fibreboard mechanic for 22 years, and four grandchildren witnessed the proceedings.

Bud has some remodeling and repair plans for his home—and then maybe some travel plans.

The Association congratulates Bud and wishes him and his wife a long and happy retirement.

Tax Vote Looms

Oregon AWPPW locals are facing another chore besides negotiations in the coming weeks—that of gearing up to fight a 3 per cent sales tax which will be offered Oregon voters for their decision on June 3.

A Republican administration and legislature jammed the sales tax through both houses—with a short stop in the senate to fix up some of the more obvious stupidities of the house-passed measure—under the guise of providing property tax relief. It at one time also bore the motherhood-and-flag label of "help for education."

The senate had to remove that cloak to make the measure believable to even the first cousin of the village idiot. But it still has some "goodies," such as property tax help for the elderly, that the Republicans hope to use for a sales pitch.

But the truth of the matter—as stated by the administration's own tax commission experts—is that only owners of homes or properties worth more than \$40,000 will realize any "relief" in their taxes and roughly two thirds of all the "relief" will go to large companies.

The first thing locals must do is see that their members are registered to vote in the June election. The second thing they must do is to be sure that their members understand that trading \$150 a year in sales taxes for \$90 in property tax "relief" is a damned poor bargain.

There simply is no sense in the working man helping the "fat cat" get fatter!

UNION FINANCIAL REPORTS DUE

The attention of union leaders has been called to the rapidly approaching deadline for financial reports required by the Labor-Management Reporting and Disclosure Act.

Two types of reports are due—Form LM-2 for gross annual receipts of \$30,000 or more and the simpler Form LM-3 for smaller unions. Unions on a calendar year basis must submit these reports by March 30.

LOCAL 169, HOQUIAM, WASH.

Will hold nominations for alternate Standing Committeeman at regular meetings April 14 and 28. Election will be May 13 and 14.

G-P Sets All-Time Records

Georgia-Pacific announced it had set new all-time records on all fronts in 1968, with sales reaching \$1.023 billion, a 15.6 per cent increase over 1967.

Net income for 1968 was \$76.62 million compared with \$58.55 million in 1967. The per share income was up from \$2.54 to \$3.30.