

## Kitchen Getting Hotter

# Talks Reach Critical Point

Three contract settlements already reached and several others at the "mighty close" stage was the way the AWPPW scoreboard read as this issue of *The Rebel* went to press. Contract agreements had been reached at Crown Zellerbach, Los Angeles; Northwest Paper, Pomona, and Potlatch Forest, Pomona.

As the negotiations moved into the short stroke stage, the build-up of pressures on bargaining board members became greater and greater, leading to a couple of interesting observations by negotiators.

One remarked, "Boy, I'm sure beginning to understand what Harry Truman meant about the place that the buck stops and also his heat in the kitchen bit."

Another, echoing the sentiments about the negotiations' pressures, made the significant observation that: "When we have signed all these contracts, we may not all be satisfied, but you can bet your bottom dollar that having had so many of our members face this test by fire is going to be a real boon to us. It will make us a much stronger, close-knit union."

These and many similar remarks led Negotiations Coordinator John Eyer, who hears all the good news as well as all the bad, to turn sage and say, "Sometimes a small group of guys don't realize how tough they really are until they have had to bite the bullet in a rough negotiation. There just can't be the buck passing that sometimes occurs when the negotiations are conducted by large groups."

And President Hugh Bannister observed: "One by one our bargaining boards are finding that Durocher was right . . . nice guys seldom win . . . and as they toughen up they get closer and closer to a good contract."

The three contract offers that have been accepted are quite similar, according to Southern California Rep Danny Smith, with the exception that the Crown Z agreement is for three years while the others cover two years.

Money package represented by the C-Z pact is calculated to be 95.3 cents. The wage increases are 6 per cent the first year, 20 cents the second year, and 6¼ per cent the third year. In the two year contracts the wage increases are 6 per cent and 20 cents.

Very significant improvements were made in the health and welfare coverage, with one of the most substantial being an increase in the company contribution for dependent coverage from the present \$10 to \$17, \$21 and \$25 in the three years of the contract.

The shift differential goes up one cent per shift per year.

Another major improvement was in the area of vacation pay where the present 40 hours pay at the regular job rate was boosted to the following schedule: one week vacation—44 hours per week pay at regular job rate; two weeks vacation—44 hours pay; three weeks—46 hours pay; four weeks—48 hours pay, and five weeks—50 hours pay.

Adjustors were removed from job analysis with resulting substantial rate improvements.

In the second year a ninth paid holiday, which shall be a "floating" holiday, will be added.

All pre-1967 ULA pension rates are increased to \$5 per month per year of service in the third year of the contract. Also in the

third year, participants' contributions exemptions to the C-Z Retirement Plan will be increased from \$6600 to \$10,000 of annual earnings.

Major language changes included:

Change in the definition of "Qualified" in the seniority clause in line with the staff recommendation.

A restructuring of the mechanics' training program.

Requirement of mutual agreement on seniority ground rules, which are part of the contract.

Penalty payment for split days off in accordance with this sentence: "Employees assigned to schedules, not specifically excluded by this section, which do not provide for consecutive calendar days off, shall receive payment of a penalty by the company of twenty (20) cents per hour for all hours worked throughout the course of such schedules."

A summary of all negotiations follows:

### Boise Cascade

*Local 1, St. Helens*—Received an "unsatisfactory" offer on March 19. Local voted overwhelmingly to give bargaining board strike authorization.

*Local 467, Salem*—Still meeting.

*Locals 171 and 293*—Opened negotiations and still meeting.

Local 171 bargaining board members are Harry Groce, James Hudson, Don Harris, Howard Jirmasek and Paul Methner. Randy Dunn, Earl Glispey and Earl Woods represent Local 293.

*Local 69, Wallula*—Opened negotiations and still meeting. Bargaining board members are Robert Easterday, Bud Hoge, John Best, Gerry Kerby and Don Poitras.

### Crown Zellerbach

*Locals 682 and 850, Antioch*—Broke off negotiations. Strike authorization voted for bargaining boards by large majorities.

*Local 5, Camas*—At the request of the company, Local 5, although feeling that such a move was unnecessary, agreed to call in Leroy Smith, federal mediator. He sat in on the negotiations, starting March 25. Many issues in the bargaining are unresolved and notification of termination of contract at 8 a.m. on April 1 has been given the company. Local 5 voted strike authorization to its bargaining board by a 1483 to 200 vote.

*Local 214, Lebanon*—Still meeting.

*Locals 155 and 269, Port Angeles*—Still meeting.

*Local 175, Port Townsend*—Still meeting.

*Locals 68 and 166, West Linn*—Still meeting.

### Fibreboard

*All locals* in company-wide negotiations at Stockton—Resumed talks March 17 and are continuing. Local issues, which bogged earlier sessions, have been cleared up.

### Georgia-Pacific

*Local 309, Bellingham*—Opened negotiations March 19 with exchange of agendas. Date for future meetings not set. Local 309 bargaining board members are Glen Adams, Del Stremmler, Don Hornby, Douglas Meador and Paul Nielson.

*Local 194, Bellingham*—Will resume talks on March 31.

*Local 657, Santa Clara*—Exchanged agendas on March 14.

(Continued on page 2)

# SOUND OFF

To The Rebel:

In the March 12th issue of the Rebel, Mrs. Martina Carpenter does a very fine job of crucifying us as a union. I have been planning to write this letter, and this has prompted me to get on with it. So here goes.

I agree with the Editor's note wholeheartedly that we are damn sure, not gutless. Let me tell you how safety has progressed at our Georgia-Pacific plant here in Toledo. I am a safety captain in the pulp mill, and have been for the past seven months. The man I followed was a safety captain for eight months. He set up a policy to follow on safety in our pulp mill—and believe me, it has worked out real well. I will include our procedure further down in this letter, hoping that it might help other locals improve their present safety program.

First of all, I do have one thing to say. I think it is a pretty sorry affair when I read a copy of the Rebel, and you are offering your condolences along with that of the company involved and offering to share the blame for a man being killed on the job due to lack of safety consciousness on the part of the company

and the local. Two recent cases show me it is time we get off our duffs and reduce these unneeded death reports.

In the past 15 months, our shift (just one shift out of four) has turned in 449 safety slips. Out of those 449, we have had 388 slips completed, leaving me at the date of this writing with 61 slips still outstanding. Now I would say from that that the company as well as the union is interested in safety. We have to do our part, too. That is why we elect safety captains to process these safety slips with the company. I know it isn't proper union thinking to give the company credit for a job well done. But I don't give a damn. I think our company here is doing a fine job on safety, and I have found them very cooperative in most cases.

Now for the procedure that we have set up.

1. We turn a safety slip in to the pulp mill office. They have 30 days in which to completely process a suggestion and have the work completed to the satisfaction of the person who submitted the suggestion.

2. Thereafter, if not satisfactorily completed, the suggestion is passed on to the Safety and Claims supervisor. He is given five days to have the slip completed.

3. At the end of five days, if the slip has not been satisfactorily completed, it is then sent on to the Central Safety Committee which meets once a month at our plant. The committee is given 55 days to see that any slips that come to them are completed. If at the end of a 90-day period it has taken to run a slip through, the safety captain who submitted the slip feels the action taken—if any—is not adequate, he then turns the slip or slips in to the local union for a third step grievance procedure. And believe me, brothers and sisters, when this happens you would be surprised how fast these slips can be completed. I had five slips that I felt had been hanging fire far too long and last month turned them over to Local 13 here in Toledo. Of the five, four have been completed and I have been assured by the pulp mill supervisory personnel the fifth one will be taken care of in short order.

So, for the locals who feel their safety program is at a standstill, give this method a try. I'm willing to bet you will get good results.

To Mrs. Carpenter, I am truly sorry about the loss of your brother-in-law. But believe me, madam, we are not, and never will be, gutless.

—Charles M. Judy, Safety Captain,  
Georgia-Pacific, Local 13, Toledo, Ore.

## Talks Build Up

(Continued from page 1)

Local 657 bargaining board composed of Robert Whitney, Robert Marion, Daniel Teixeira, Arthur Kronsperger, Sr., and Richard Ryan.

Local 13, Toledo—Exchanged agendas on March 17, next meeting not yet scheduled. Local 13 bargaining board members are Virgil Gardner, Roy Criswell and Cleon Sinsel.

### Grays Harbor Paper

Local 315, Hoquiam—Still meeting.

### International Paper

Local 101, Gardiner—Resumed talks March 25.

### Kimberly-Clark

Local 672, Anaheim—Bargaining board received a "final" offer it considers "unsatisfactory." Local vote on proposal expected March 25.

### Longview Fibre

Local 6, Los Angeles—Recessed indefinitely.

### Publishers Paper

Locals 68 and 166, Oregon City—Still meeting.

### ITT-Rayonier

Locals 155, 169 and 269, Port Angeles—Resumed talks March 24.

### Simpson Lee

Local 272, Everett—Still talking.

### West Tacoma Newsprint

Local 180, Steilacoom—Still meeting.

### Weyerhaeuser

Local 211, Cosmopolis—Still meeting. Local 211 bargaining board composed of James Howard, John Barreith, Larry Avery and Joseph Huss.

Local 10, Everett (Kraft)—Reopened talks March 21. Local gave bargaining board overwhelming vote for strike authorization.

Local 20, Everett (Sulphite)—Continued talks March 21 with bargaining board having overwhelming vote for strike authorization.

Locals 580 and 633, Longview—Still meeting.

Local 677, Springfield—Still meeting.

The Boise Cascade and Weyerhaeuser Coordinating Councils held meetings in Portland and Everett respectively the past weekend.

## Teamsters Hold Meeting

A dozen AWPPW members, two from Publishers and 10 from Crown, attended a Teamster meeting March 21 at the Bolton firehall in West Linn. The meeting had been announced by handbill and through the local news media.

Clyde Crosby, Teamster International Rep, and Bob Williams, director of the Teamster's United Paper and Allied Workers division, were on hand for the "recruiting" session.

## The Rebel

Published semi-monthly by the Association of Western Pulp and  
Paper Workers

A New, Democratic Trade Union

812 S. W. WASHINGTON STREET, PORTLAND, OREGON 97205

This Paper UNION MADE by Members of AWPPW  
Second Class Postage Paid at Portland, Oregon

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.

# By-Products Development Race On

A little more than a year ago John Eyer, then the AWPPW's general vice president, asked some searching questions about the pulp and paper industry's future in regard to by-products and pollution in a series of *Rebel* articles.

Those of you who read the series may remember that Eyer predicted in general terms that (1) as pollution laws become tougher, the cost of the industry's waste disposal would force it into the by-products research field, and (2) individual company research, such as that being conducted by Crown and Weyerhaeuser, would provide more significant progress toward by-products advances than industry-wide experiments, owing simply to the economic advantages that would accrue to the company making the break-through.

In the light of the series, several quotes from industry leaders as reported in the Outlook Section of the January 1969 issue of *Pulp & Paper* are enlightening. The questions asked industry leaders and their answers follow:

**Robert V. Hansberger**

**President, Boise Cascade Corporation**

**Q.**—Do you feel development and manufacture of chemical by-products, such as yeast and vanilla, are progressing satisfactorily. If not, what can one company or the whole industry do about it?

**A.**—The manufacture of chemical by-products is a highly desirable adjunct to pulp and paper manufacture. As far as lignin goes, there has been sporadic basic research without significant results. I think the industry should do more there.

The industry, acting through one or more associations, could well broaden its fundamental research.

**Q.**—What new approaches should the industry consider for stimulating development of new papermaking and converting processes?

**A.**—I mentioned earlier the desirability of broadening basic research through joint effort. This may also have merit in process development. However, it's more an individual company matter, partly equipment builder's and certainly paper manufacturer's. There are new processes coming. If the industry could ever learn

to develop a commercial, a competitive dry process for forming paper fibers, it would be the most dramatic break-through since the fourdrinier.

★ ★  
**John Gilbert**

**Corporate Director of Research, International Paper Co.**

**Q.**—Is the general enthusiasm about new uses for lignin warranted?

**A.**—I am long since disenchanted about attempts to find new uses for lignin. We think it is a useful fuel and burning it is proper and efficient.

We do make Binderene out of a tiny portion of our total lignin, but most of it is burned and I see no reason for any other program. (Binderene is used as a foundry additive, refractory brick binder, in fertilizers and gypsum board.)

But there should be more effort going into development of chemical by-products, even though it is already a major part of research programs in bigger firms. Again, it's economics. Other industries can often produce these by-products more cheaply. However, by-products based on tall oil and turpentine show promise for the pulp and paper industry and might become bases for developing new chemicals.

**Q.**—What does it take to make a research break-through?

**A.**—What is needed is *one* dedicated champion with vision and follow-through. Like the man who pushed the continuous digester.

What goes on in group research effort, at least in the United States, is usually rather tepid. It's partially our own fault. No company wants to share its secrets; the problems submitted to meetings and groups are usually too general in nature. . . .

**Q.**—Can you give some thoughts on pollution and computers in the next few years?

**A.**—Pollution is still a giant problem. Costs are astronomical! And definitely in conflict with the cost-reduction philosophy. But, we must be good citizens. Application of some of the equipment we have is helping and new stuff will come along. . . .

As for computers, the whole idea is in its infancy and we look forward enthusiastically to its maturity. . . .

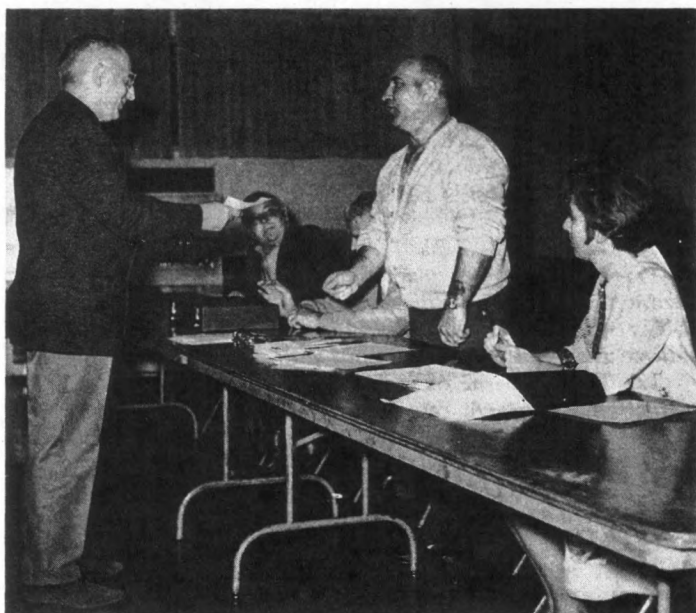
★ ★  
And there you have it . . . if you can figure out what "it" is!

It is interesting that Hansberger thinks more should be done on lignin research at the association level, while Gilbert is "disenchanted" with lignin and seems to think that association or industry-wide research is for the birds, "because no company wants to share its secrets."

As for John Eyer, he is of the same opinion still:

"All of the major companies are experimenting like crazy, because they all know that the one coming up with the break-through becomes king of the hill. I know of several who think they are getting mighty close. I still think I may live to see the chemical end of the pulp and paper industry wagging the paper-roll end."

## John Gerbi Honored



John Gerbi, retiring after more than 22 years at Northwest Paper-Potlatch Mill, Pomona, Calif., is presented \$50 check from Local 318 by Keith Hawn, president. Gerbi, who was born in Italy, worked in this country at American Car and Jewelry, Detroit, before coming to Pomona. He was a Shift Millwright Journeyman. AWPPW extends best wishes to John Gerbi.

## Harvey Nelson To Retire

After having announced his intention to retire this fall "after negotiations are concluded," Harvey R. Nelson, Region 3 president, IWA, was re-elected by acclamation at the recent convention.

Nelson, 63, announced his intention before the opening of nominations and said his decision was not based on politics, constitutional provisions or reasons of health. He stressed that "it is my choice, my decision."

Following his election, Nelson, long a friend of the AWPPW, told delegates his retirement date target is Oct. 1.

Candidates for the regional first vice presidency are Leonard (Blackie) Palmer, the incumbent, and Clarence Hauck of Local 3-1.

# Local 315 Wins, But Loses Cases

You're all acquainted with a couple of old sayings: (1) You can't win for losing, and (2) Half a loaf is better than none.

Some reflection might indicate that the two obviously conflict with one another.

But the decisions in a pair of AWPPW arbitration cases, WA 140 and 143, really throw the blocks to the idea that the two old "saws" aren't compatible.

The cases involved AWPPW Local 315 and the Grays Harbor Paper Company of Hoquiam, Wash., and revolved around the question of whether an employee can be "canned" without "just cause" during the probationary period of his employment.

In one case the employee discharged was a hemophiliac (a person having a tendency, usually hereditary, to bleed profusely even from slight wounds) and the company presented irrefutable evidence the types of injuries which had occurred in the plant the previous year were of the sort that would be particularly dangerous to a person so afflicted.

The other employee was terminated because of poor work habits, including failure to abide by safety regulations and practices and to follow repeated instructions. Again, the company produced evidence that the employee, in the course of the 30-day probationary period, had been spoken to repeatedly about these complaints.

## Eyer On Rostrum

John Eyer, pinch-hitting for Hugh Bannister and the other AWPPW officers who were involved in out-of-town contract negotiations, spoke before the convention of the IWA, Region III, at Portland's Sheraton hotel.

He reviewed the background of the AWPPW's current bargaining situation and the breakup of the ULA over the refusal of the union to allow the manufacturers to dictate the items to be included or excluded in the union's contract agenda.

Eyer predicted the spirit and determination of the AWPPW members, which have withstood many other tests, also would withstand the experience of conducting successful local bargaining.

Harvey Nelson, Western Regional Council president and a staunch friend of the AWPPW, warned his Woodworkers that "we expect contract negotiations to be very, very tough this spring" and cautioned them to get their houses in order for a strike. Nelson and other IWA speakers explained that the best year in the history of the woods-oriented industries had just passed and had placed the employers in a financial position where they might decide to "take a strike."

\* \* \*

Eyer also addressed, on behalf of President Bannister, the 32nd annual convention of the Western Council of Lumber-Sawmill Workers in Portland on March 11.

In addition to giving the 600 LSW delegates from 11 states a status report on AWPPW negotiations, Eyer also emphasized that all unions negotiating with the woods products industries this year can expect "hard nosed" stances by the companies which are coming off the best financial year in their histories.

The LSW convention approved contract demands worth approximately \$2 an hour, including a 50-cent per hour wage increase the first year and an 8 per cent increase each of the next two years.

George Casseday, Seattle, Council president, told the delegates they would have either the best settlement or biggest strike in their history by June 1.

## Hartung Becomes Lobbyist

A. F. Hartung, past president of the IWA, is lobbying at the 1969 session of the Oregon Legislature for the Oregon Industrial Union Council.

Stipulated issue agreed upon by both parties was:

"That the seniority and ground rules at this plant provide for a 30-day probationary period. The company has, during such 30-day periods, made unilateral decisions as to whether it would keep an employee and such decisions have not been made subject to the provisions of Section 17 (ULA) or the grievance procedure.

"The union contends that the discharges within the first 30 days must be treated as any other discharge.

"The company contends that an employee may be terminated within the probationary period without compliance with Section 17 of the ULA."

In brief, Local 315 argued that the union represented all the "employees" of the plant; that under terms of the ULA this included probationary employees; that, therefore, they were also subject to the "just cause" discharge provisions of Section 17. Local 315 also contended that Seniority Ground Rule No. 7 was intended to allow flexibility of movement of a new employee from job to job during his probationary period and not to waive any of his rights under the ULA, including justification for dismissal.

Basically, the company's position was that of the wounded lover . . . "after all this time how can you break up such a wonderful relationship?" The contention was that since the union had never "beefed" officially before when a probationary employee had been "canned" . . . with or without cause . . . why should it start making waves over something that was past practice? The company also contended that a probationary employee had no seniority and therefore the company did not have to show just cause.

Kagel, in his discussion, noted that the ground rule in question was identified as a "seniority" ground rule and that the rule did not state that during the first 30 days of his employment a person had no seniority. He then looked at Section 20 A (5) which sets "date of hire" as the start of mill seniority and noted that the ULA does not state that a probationary employee can be discharged without reference to ULA provisions dealing with discharge.

The arbiter then pointed out that a ground rule could not deal with the matter of discharge, which is thoroughly covered in the ULA.

Noting that it is not unusual for labor agreements to provide for discharge of employees at the company's will during a probationary period, Kagel pointed out the ULA made no such provision.

And, finally, he said Section 33 invalidated the company claim that past practice should prevent the union from making an issue of the matter now. The section says failure to enforce any ULA provisions is not considered to be a waiver of that provision.

So, Kagel decided that:

(1) Rule 7 of the plant Seniority Ground Rules does not permit the company to make unilateral decisions to discharge a 30-day probationary employee without such discharge being subject to the ULA terms dealing with discharge cases.

(2) The discharge of each employee was for just cause and was sustained in each case.

Thus, Local 315 won but lost . . . and could console itself that a half a loaf was better than none.

Unexpressed but implicit in the decision is the fact that the union now is on notice that it has the responsibility, along with management, of deciding whether a probationer is going to make a satisfactory, stable, reliable employee.

## Boise Cascade Declares Dividends

Boise Cascade Corp. has declared first quarter dividends of 6.25 cents on its \$2.50 par value common stock and 35 cents on the no par value cumulative convertible preferred stock.