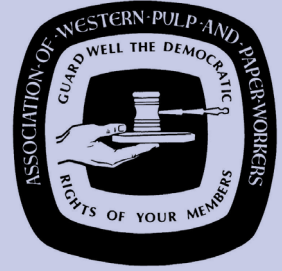


The Rebel

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Annual Safety Conference Great As Ever



Goldie Valentine accepting for Randy Rodahl, Local 153 (Longview, WA) Safety Advocate Award (posthumous award) With Ken Parsons, Local 153



Jeff Timm, Local 28 (Sumner, WA), Washington Area Council Safety Representative Award



Joey Lange and Amber Cooke, Local 153 (Longview, WA) Safety Innovators Award



Scott Ireland, Local 153 (Longview, WA), Washington Area Council Safety Representative Award

After several years of Covid related cancelations the 30th Annual Western Pulp, Paper, and Forest Products Safety and Health Conference returned with a bang. Wrapping up year 2022, was, once again, a smashing success and very well attended with some very enthusiastic participants. An abundance of vendor's booths provided a wealth of information about the latest safety devices and protective equipment. Daily classes, workshops, and forums proved stimulating and helpful information to new safety delegates as well as the "veterans" that keep coming back year after year. Some of the topics covered were:

- Hazard recognition/risk assessment
- Mobile equipment safety
- Ergonomics
- Lockout/Tagout
- Respiratory protection
- Fall protection
- Safety leadership
- Safety committee effectiveness
- Topics specific to sawmills
- Topics specific to logging.

The event was held November 29th through December 2nd at the Holiday Inn, (formerly Red Lion Hotel on the River) Jantzen Beach Portland, Oregon. The safety awards banquet, which is the special highlight of the event, featured awards for the categories Safety Advocate, Safety Professional, Safety Innovators, Safety Committee/Team, Local

Union, Life Saving, Contractor, Supervisor of the Year, Manager of the Year, and Employer. The Rebel publication is proud to be able to share with you the photos of AWPPW members who received awards. The photography, was performed by Mitchell Dyer Photography, Inc. This annual event is dedicated to the principle that safety and health in the workplace is the first and foremost priority. Its goal is to make certain that when a member goes to work each day, that person returns safely home. The Safety Steering Committee that helps plan the annual conference is made up of participants from the AWPPW area councils and others. These dedicated participants promote and endorse programs devoted to providing safe workplaces and educating safety committee people in on-the-job safety and health for all workers. The planning session for the next conference, fall of 2023, is already under way. Dan Miller came out of retirement for this year's event. Dan has been an inspiration to many during his classroom training sessions and as the emcee for many years. He has always delivered on the importance of the awards that are given to folks recognizing their efforts in safety and health.



Washington Area Council President Russ Ipock Presenting Awards



Oregon Area Council President BJ Wawrak (far right) attending The Safety Conference

Elections Matter



Greg Pallesen, President

Brothers and Sisters,

As we know, elections matter especially when it comes to working class legal rights under the National Labor Relations Act (NLRA) and Board (NLRB) as reported by Robert Iafolla from Bloomberg Law.

NLRB Chair Hails Board's Precedent Output, Says More on Way (1)

Interview

Jan. 18, 2023, 2:15 AM; Updated: Jan. 18, 2023, 9:20 AM

NLRB Chair Lauren McFerran defended the current board majority against criticism that it's been slow to change labor law precedent, telling Bloomberg Law in an exclusive interview that its performance during her first full year leading the majority stacks up favorably to that of her Trump-era predecessor.

The National Labor Relations Board handed down five major rulings that moved the law in the 12 months after Democrats gained control of the board, compared to three precedential decisions during former Chair John Ring's first full year leading the then-Republican majority, McFerran said. The NLRB's production came amid factors beyond its control, she said Jan. 13.

"One thing that I think people forget is that this board in particular had an unusual number of significant cases that were thrust upon us," McFerran said. "The validity of the general counsel's appointment, the continually evolving standards for safe elections during a pandemic, and the rather unprecedented situation of a board member who participated in cases in violation of criminal law—the board had no choice about addressing those issues."

McFerran, a 46-year-old Texas native, first joined the NLRB in 2014. Previously, she worked as a top staffer for the Senate Committee on Health, Education, Labor and Pensions, where she served under Democratic luminaries Ted Kennedy of Massachusetts and later Tom Harkin of Iowa.

President Joe Biden tapped her to lead the NLRB in January 2021, when she was still the lone Democrat on the board. Democrats took the majority in September 2021, following the confirmation of Biden's two NLRB appointees.

December Decisions

The NLRB closed out 2022 with a string of precedential rulings, which it handed down during the week of Ring's Dec. 16 exit. Over the dissents of the Republican minority, the three Democratic members voted to ease union organizing of smaller worker groups,

lower a barrier to worker access to property, and clarify the NLRB's power to make employers pay workers for the economic repercussions of labor law violations.

The full scope of the board's Thryv, Inc. ruling—which mandates compensation for "all direct or foreseeable pecuniary harms" suffered because of unfair labor practices—still must be litigated. McFerran declined to comment on whether the board could require payment for things like reputational damage or emotional distress, a position that NLRB General Counsel Jennifer Abruzzo called for in briefing for the Thryv case.

McFerran drew a distinction between Abruzzo's role as an advocate and the board's responsibility to decide the cases that come before it, which includes crafting decisions that can withstand appeals court challenges. Drafting those rulings can be labor- and time-intensive endeavors because board members have multiple perspectives on issues, she added.

"We are, I would say, doing our work very well," McFerran said. "We plan to have robust production of cases in the coming year, as we have throughout the course of my chairmanship."

Looking ahead to 2023, the NLRB has pending cases that give the Democratic majority the chance to set new rules for determining whether a worker is an employee with labor law rights or an independent contractor without them, assessing the lawfulness of workplace rules and employer handbook provisions, and deciding if a confidentiality requirement in an arbitration agreement violates federal law.

Money Matters

The NLRB escaped a budgetary crisis that would have required furloughs when Congress late last month gave the agency its first spending increase in nearly a decade.

McFerran called the 9% spending boost a "down payment on rebuilding the agency" that protected against "worst case scenarios." The NLRB will "put every additional dollar to good use," spending some of that \$25 million increase to hiring more personnel, she said.

Potentially the most important use of that cash influx is supplementing the NLRB's ranks of administrative law judges, McFerran said.

"I'm hearing a lot of feedback that people are having trouble scheduling hearings in a timely manner, and our judges have been at capacity right now," she said. "So we'd love to try to put some resources there to avoid any bottlenecks in cases moving forward. But that down payment isn't enough to fully staff up, or to modernize the agency, McFerran said. For example, the NLRB has a "failing electronic case management system that we've been patching together with Band-Aids," she said.

The agency remains vulnerable to the same type of expenses—

Focus on Training

Brothers and sisters,

Leadership training is a high priority going forward. More often than not local officers are thrown into positions with little to no training.

This lack of training creates situations where mistakes can occur. In no way is this the fault of the individuals stepping into these roles however, we all need to reach out for assistance.

We also need to be willing to acknowledge that need for help and embrace it. This is where we as an association must work together to service our members to the best of our ability.

In December, President Pallesen sent a group to the Carpenters international training center in Las Vegas to attend what they



Scott Tift, Vice President

call "the three day". Under the carpenter's leadership structure organizing is the first prerequisite in pursuit of a leadership role.

This was an intense program focused on running an organizing campaign. You had to not only work with teams as the lead you also had to engage individuals face to face in a pressure driven high speed environment.

It included 25 instructors that push your limits just to see how you deal with pressure and decision making in the moment. This goes on for three days and at the end you are given an evaluation.

We want to expand the level of training to the locals. We need local leadership to reach out to your respective area representatives and identify what training is needed. We all live in a very busy work life so don't hesitate to remind any of us if you feel you've be left behind or unheard. Together we can accomplish great things. Most importantly we must be willing to accept the areas we need to improve on but also understand that we all have those areas.

In Solidarity,
Scott Tift



Left to Right: Tim Martin, George Flores, Antonio Lopez, Russ Ipock, Bill Sauters, Scott Tift, and Matt Eason

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REBEL DEADLINES

The deadline for the next regular edition
of *The Rebel* is March 21, 2023
with a publication date of March 31, 2023.

Deadline and
publication dates
for the issue
following are
May 16 and 26
respectively.



Results of Local Elections Announced

LOCAL 5

Officers for the new term at Local 5 (Camas, WA) are President – Aaron Boedeker; Vice President – John Robinson; Financial Officer – Sheena Flores; Recording Secretary – Beth Lisignoli-Pass; Trustees – Tony Collins, Dave Williams, and John Robinson; Standing Committee GP Camas – Beth Lisignoli (Chairman) and Dan Anderson; Standing Committee Fitesa – Tony Collins (Chairman), Ben Ramirez and Phil Hagensen; Safety Delegate GP Camas – Sheena Flores; Safety Delegate Fitesa – Aaron Boedeker; Inside Outside Guard – Phil Hagensen; Wage Delegate GP Camas – Dave Williams; Wage Delegate Fitesa – Ben Ramirez

LOCAL 69

Officers for the new term at Local 69 (Wallula, WA) are President – Todd Schadler; Vice president – John Muenks; Recording Secretary – Alan Park; Financial Secretary/Treasurer – Andrew Dallas; Trustee – Nate West. Standing Committee are Holden Rice; Kevin Steele; Andrew Dalles; and Kevin Steele. Wage/Council/Convention delegates are John Muenks; Todd Schadler; Matt Hackler; Junior Delegate - Hector Morales.

LOCAL 78

Officers for the new term at Local 78 (Portland, OR) are President - Morgan Buck; Vice president - Anthony Lakin; Recording Secretary - Ryan Lemuel; Financial Secretary - Dennis Gilson; Treasurer - Dennis Gilson; Trustees - Bobby Mcneeley, Pedro Estrada, Ryan Kussman; Standing committees are J.D. Gibbens- (chairman); Roger Robison; and Caleb Gilson.

LOCAL 153

Officers for the new term at Local 153 (Longview, WA) are President – Ryan Campbell; Vice President – Dan Crabb; Recording Secretary – Kurt Gallow; Financial Secretary – Dave Wendel; Trustee – Brenda Small; Executive Board – Matt Pomerinke, Leland Montgomery, and Mandie Bryant; Guards – Matt Marquart, Darren Ipock, and Mike Allen; Standing Committee – Jack Williams; Central Safety – Casey Gelvin and Kelly White; Council & Convention Senior Delegate – Art Byman, Russ Ipock Jr., Dan Crabb, and Ryan Campbell; Council & Convention Junior Delegate – Mandie Bryant and Eric Gilbert; Junior Wage Delegate – Jack Williams.

LOCAL 155

Officers for the new term at Local 155 (Port Angeles, WA) are President - John Fox; Vice President - Sean Smart; Recording Secretary - Greg Meneely; Financial Secretary - Patrick Singhose; Treasurer - Rachel Gear; Trustees - Jason Gump, Byron Boeckerman, and Thomas Rome; Standing Committee members - Nick Gear, Greg Meneely, and Rocco Pietrafeso

LOCAL 396

Officers for the new term at Local 396 (Salem, OR) are President - Bill Randall; Vice President - Ken Randall; Recording Secretary - Scott James; Treasurer - Amanda Martinmaas; Three (3) Trustees: Rosendo Barboza, Scott James, and Ken Randall; Guard - Rosendo Barboza

LOCAL 412

Officers for the new term at Local 412 (Deer Island, OR) are President - Paul Stephens; Vice President - Brian Hutchins; Treasurer, Duane Luttrell

LOCAL 747

Officers for the new term at Local 747 (Nampa, ID) are President – Marcos DeLaPaz; Vice President – Freddy Alfaro; Treasurer – Rick Millard; Recording Secretary – Nuvia Morales; Trustees – Nuvia Morales and Ricardo Alvarado; Sergeant of Arms – Eric Garcia; Safety Delegate – Sam Tuitasi and Ricardo Alvarado; Standing Committee – Adrian Adame and Marcos DeLaPaz; Bargaining Committee – Martha Rivera and Marcos DeLaPaz

LOCAL 817

Officers for the new term at Local 817 (Seattle, WA) are President - RS Massie; Vice President; Nick Akyle; Financial Secretary/ Treasurer - Pavel S Sulzhik; Three (3) Trustees - Colin Mahardy, Eduardo Cabrales, and RS Massie; Standing Committee Chair, James Dougherty



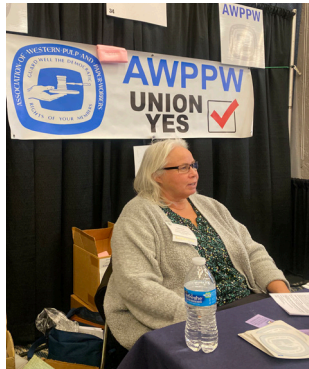
Safety Conference Survey and Highlights...



Vice President Scott Tift and Washington Area Trustee Josh Melcher



Organizing Director Miles Cook and Washington Area Trustee Josh Melcher



Janice MacArthur
Retired Washington Trustee

First, I'd like to thank everyone who attended the safety conference this year. Your commitment to learning is the reason for this event. Secondly, I want to thank Josh Melcher (Washington Area Trustee) for organizing and running our vendor table. Several others took a watch as well. Janice MacArthur (Retired Washington Trustee) Miles Cook (Organizer). AWPPW Vice President Scott Tift is on the steering committee to help plan the annual Safety and Health Conference. A safety survey was offered to all participants at the conference. In return for participating in the survey, attendees received an AWPPW stocking cap — a nice participation gift for this time of the year. In addition, we played the climate legislation video that the AWPPW created. These videos were instrumental in stopping damaging language this year in committee. We must stay vigilant in our fight to help draft this language or it will be the end of pulp and paper in the northwest. The videos are posted on the AWPPW web page. The Association thanks all those who participated in the survey by giving their input to this study.



Remington Summers sporting one of our pink stalking hats

[continued from page 2](#)

such as costs related to mandatory field office relocations—that pushed it to the brink of furloughs last year, McFerran said.

“There are certain expenses in the future that are out of our control that we have to absorb,” she added.

Keeping Pace With New Work

The NLRB has an eye on its precarious financial situation even as it tries to manage the agency’s expanding workload.

NLRB operations are “starting to look a little bit like Lucille Ball on the chocolate factory line,” McFerran said. The board is “moving the pieces faster”—14% quicker on unfair labor practice cases and 42% speedier on requests for review in representation cases in the last fiscal year—“but because of increased intake, we’re not keeping up with the workflow,” she said.

[Representation petitions shot up by 53%](#) in FY 2022 compared to the prior fiscal year, while unfair labor practice charges jumped by 19%, according to agency statistics. Overall case intake at NLRB field offices increased 23%, the largest jump in a single year in nearly five decades.

The general counsel’s side of the NLRB has experienced a greater workload spike because of that increase in petitions and charges. But work eventually shifts to the board side of the agency as they’re processed and litigated, McFerran said.

McFerran pointed to the pandemic as one driver of increased union

organizing, calling it a “moment of awakening for many workers whose work and participation in our economy had been historically devalued.” She said there’s also likely a generational component, as younger workers seem to have a “more collectivist, we’re-all-in-it-together mentality.”

Aside from additional funding, the agency needs former member Ring’s vacancy filled to keep up with the mounting workload, McFerran said. She also warned that it would be inefficient to let member Gwynne Wilcox’s term lapse. Wilcox has only been on the board since July 2021, but because terms are tied to seats rather than appointees, her term is scheduled to end this August.

McFerran said her office absorbed Ring’s staffers, but that she’s trying to ensure lone Republican member Marvin Kaplan has enough resources.

“Work of the board is the work of the board,” she said. “Whether it’s writing unanimous decisions or writing decisions where there’s a majority and a dissent, everybody needs the capacity to do the job.”

(Updated with additional detail on the distribution of increased workflow at the agency. An earlier version was corrected to clarify the time period during which McFerran compared the board’s production of precedential rulings.)

To contact the reporter on this story: Robert Iafolla in Washington at riafolla@bloomberglaw.com

Fond Farewell to Donald Reese



September 15, 1935 - Donald (Don) Reese passed away peacefully on December 24, 2022 at the age of 87 at Cascade Hospital.

Don was born in St. Vincent Minnesota on September 15, 1935. He had fond memories and many stories about life in Minnesota. He lived in Minnesota until joining the Navy. While in the Navy he met his wife, Darlene and they married in 1956. They settled down in Getchel Washington where they raised two children, Rene & Tony.

Don worked at Scott Papermill in Everett and was also a volunteer firefighter. He enjoyed camping, wood working, dancing, playing music, and most of all spending time with his family - mostly his great grandchildren.

He is survived by his wife of 66 years, Darlene Reese; daughter Rene & her husband JD Deaver; grandson James & wife Amy; grandson Tony Jr & wife Sarah; and 5 great grandchildren.

He was predeceased by his son Tony Reese Sr.

Don was laid to rest in the Anderson Stanwood cemetery.

From the March 24, 2000 Rebel Edition Reese Bids Brothers, Sisters Fond Farewell

The end of an era, for me, is fast closing in . . . an era that began very innocently on the plant Health and Safety Committee back in 1976. From that appointment I progressed to the Mechanics Committee, the Standing Committee, local union President, Relief Area Representative for the AWPPW's Northeastern Washington/Alaska area, and, finally, I was granted the honor of serving as your vice president for the last five years.

All this progression didn't come without a whole lot of mistakes and a whole lot of help from the leaders of this great union. Folks like Farris Bryson, James A. Thompson, and Chuck Mahlum at the Association level, and local union officers like Cliff Cain, Stan Cooper, Norm Duncan, and Bob Overton, all gave me an education that can't be bought at any college.

The best, and probably only, way to get ahead in this business is by listening to and following great leaders like those mentioned above. This is how to gain the knowledge to represent the members as they deserve. There is no school to prepare anyone to be a good shop steward or a local union president, all the way up to being President of the AWPPW, that holds a candle to the knowledge offered by the existing leaders. You can go to school to learn how to write a grievance and how to represent that grievance, but you can only learn how to WIN that grievance through education from the existing leaders.

Stepping into this position has been a challenge. Succeeding in this position, if I have succeeded, is credited to the great membership represented by the AWPPW, under the leadership and

direction of all the elected officials, at all of the levels, combined. The AWPPW membership is used to being represented with quality representatives and Association officers in a way no other membership in any other union has available to them. Therefore, our membership is not bashful in their expectations.

The membership, as a whole, is not ignorant of the rights contained in their collective bargaining agreements or the constitution of the AWPPW. Because of this conditioned membership knowledge and expectations, you can't make many mistakes and still survive. You simply try harder to not make mistakes, which requires doing a little more research and adding to the knowledge and ability to represent the members, which is what an officer of the union is elected for in the first place.

continued from page 6

The future of this great union now hangs in the balance. Shrinking membership through automation, down-sizing, and mill closures, has reduced our numbers to an unacceptable level. Unless we increase that number, and we do it expeditiously, we will someday only be referred to in labor history books. You, the membership, can't afford to let that happen. You, the membership, must get onboard with the organizing program designed for the AWPPW and offer your time to help make the program work. I would bet that every member in the AWPPW has a friend or relative working in a non-union establishment of some kind. If you would simply bring that to the attention of the AWPPW organizers, they will take it from there.

Non-union plant wages, hours, and working conditions are what the companies employing our members use for comparison data during your contract negotiations, thereby making it harder to bargain a fair, equitable contract for our members.

I raise these concerns because of the complacency that has seemed to

replace the sense of duty of participation by the membership. It would be well served for everyone to take a look backward and try and picture where you would be without the union serving you. Try and picture having no safety program, wages just above minimum wage, no vacation, no pensions, no say in your contract, and no seniority rights to keep your job, just to name a few of the conditions of non-union plants.

Now, picture yourself at retirement age and picture your future in your golden years. Your social security is determined by your wage-earning years, the lower the wages the lower your benefits. Your union can provide that you don't just live from payday to payday with no luxuries in between after you retire. Your union can assure that after you retire you don't have to choose between health care and eating a well-balanced meal. You will be able to both.

I know that, to some of you, retirement is a far piece down the road. I will always remember a statement by the former AWPPW President Farris Bryson, now retired, as his own retirement was

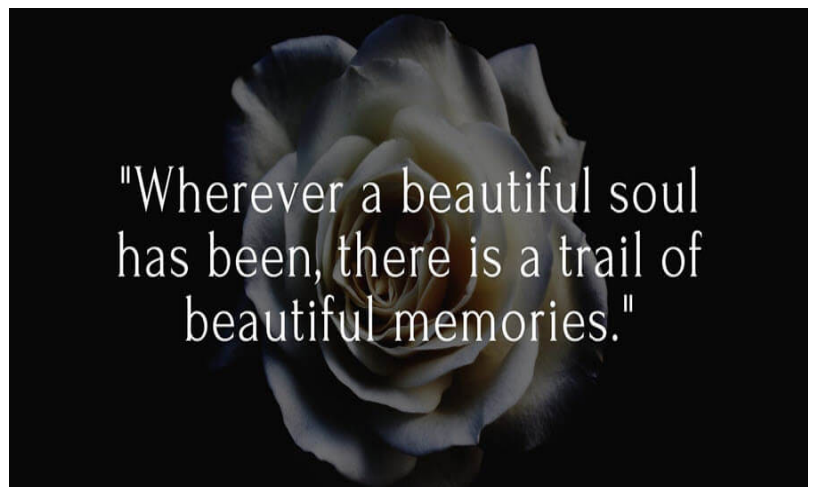
nearing: "I can remember when I was a new kid on the block and they were talking about retirement. I couldn't see that far ahead, and now it is just around the next corner." Maybe that is why I am even talking about it. The next corner I turn will be my turn into retirement, and your corner isn't that far away. It's hard to believe I started in the mill 40 years ago!

Many thanks to everyone who made it possible for me to serve as Vice President. I said, at the 1994 convention, that it was a dream of mine to be nominated to an elected position to serve at AWPPW headquarters. Thanks to everyone who supported me, I was able to live that dream for five great years. Words cannot express what your support and friendship mean to me. A simple "thank you" doesn't sound like enough, but, in the final month before going out to pasture, a great big, hearty "THANK YOU" is what I want to say, most of all.

-Vice President Don Reese

Vice President, Donald Reese will always be honored and remembered by many as a great leader who was committed and passionate about the AWPPW, its members and labor rights. Our sincere condolences on the loss of Donald Reese. Wishing his family peace, comfort, courage, and lots of love at this time of sorrow.

-AWPPW Officers and Membership



Oregon and Washington Legislative Sessions have Begun



Josh Estes

Sean O'Sullivan

Our members have endured, we have lost, and we continue to advocate for our collective futures in the face of constant attacks on our livelihoods. As we prepare for the legislative sessions in both Washington and Oregon, we expect nothing less than a fight! Our Union is not scared of battle, in fact, it was formed by rebellion. We have since come a long way from the early days of the sixties, but our passion, our will, and our fight have never wavered. Our battles have taken many shapes over the years and as always, we adapt and find new ways to advocate for our families, our jobs, and our communities.

The Washington State Legislative session began on January 9th and the Oregon session followed with a January 17th start. The issues facing our members in both states are similar and the threats are large. Sean O Sullivan and I will be working hard on behalf of the Washington Area Council and the Oregon Council to tackle these threats head-on. We encourage member participation, and we will be working closely with both councils and the Portland office to prioritize the work that is most critical to the membership.

While housing, homelessness, and mental health appear to be the priorities for both Democratic Governors Jay Inslee and Tina Kotek, addressing the ongoing concerns of climate change is also a continued concern of both elected leaders and their parties. In Oregon, recent municipal bans on natural gas in Eugene and Milwaukie have led to a bill to prohibit local natural gas bans. The larger concern for our members is the potential for a future outright ban, as advocates continue to push for an eventual phase-out of natural gas and a switch

to cleaner alternatives like hydrogen. These are just a few of the issues facing the session ahead. In Washington, we keep pushing for increased protections regarding the search of members' vehicles while on company property. HB 1491, sponsored by Rep. Orcutt (R-20) and Rep. Chapman (D-24), would prohibit the unjustified employer search of employees' personal vehicles. This is a bill that the AWPPW has worked on in previous sessions and we are grateful to the Representatives for championing this issue for us again during the 2023 session.

The session has begun, and the road will be bumpy at times, but rest assured we will continue the fight to protect the democratic rights of our members and our jobs! Sean and I look forward to working to expand our efforts in Oregon and continue to serve the Washington council as your 2023 lobby team.

If you have any questions or want to get involved, please don't hesitate to reach out. You can email us anytime at info@pnwrstrategies.com.

This is YOUR UNION, and it's worth fighting for!

In Solidarity,

Josh Estes

Local 817 Treasurer Training



Secretary Treasurer, Jeannie Schell and Financial Secretary/ Treasurer- Pavel S Sulzhik, Pavel

The Association is committed to assisting locals to be effective, efficient, and successful. Secretary Treasurer, Jeannie Schell recognizes Financial Secretary Treasurer, Pavel S. Sulzhik and the leadership of Local 817 for their hard work to bring the local back to a solid foundation. Also want to Thank Washington Area Representative, Bill Sauters for his continued assistance.

ASSOCIATION OF WESTERN PULP AND PAPER WORKERS

PROCEDURES FOR OBJECTING NON-MEMBERS TO FILE WITH THE UNION OBJECTIONS TO THE EXPENDITURE OF DUES FOR PURPOSES NOT GERMANE TO COLLECTIVE BARGAINING

Union membership is an asset of great value to working people. A discussion concerning these important principals is included below.

Under Section 8 (a) (3) of the National Labor Regulations Act, 29 U.S.C. §158 (a)(3), employers and unions have the right (except in so-called "right-to-work" states) to enter into agreements requiring that workers, as a condition of employment, join and maintain their membership in the union.

This law and policy is consistent with the democratic principal of majority rule, and it ensures that everyone who benefits from union representation shares in the cost of providing that benefit. Consistent with this principle and the law, many collective bargaining agreements between employers and the Association of Western Pulp and Paper Workers ("AWPPW") local unions affiliated with the United Brotherhood of Carpenters & Joiners of America, require as a condition of employment that workers enjoying the benefits of these agreements join the union and remain members in good standing.

Over the years, however, the National Labor Relations Board and the courts have, to some degree, undermined union security by holding that these clauses can be enforced against workers who refuse to join the union or resign from it only to the extent of requiring "financial core" membership; that is, the payment of union initiation fees and periodic dues. Workers cannot lawfully be required to actually join a union as a condition of employment. But, again, they can be required to pay the union an amount equal to the dues and fees uniformly required of union members.

These rulings are contrary to the plain language of the statute, which specifically states that an employer can lawfully make an agreement with a union "to require as a condition of employment membership" in the union. Nevertheless, unless and until these legal interpretations are changed, the AWPPW and its local affiliates will follow the prevailing law and enforce union security provisions in a manner consistent with the statute and applicable court decisions. Recently, court decisions have further narrowed workers' union security rights, holding that "financial core" non-members can file with the union an objection to paying for union activities that are not "germane" to collective bargaining in order to obtain a rebate of that portion of their dues which is determined to have been expended for non-germane purposes.

Like most unions, the AWPPW and its local affiliates spends the vast majority of its funds on activities that even the courts agree are directly related to collective bargaining. In addition, the AWPPW expends some funds for other activities, including certain organizing activities, legislative activity, publications, etc. All of these activities help to strengthen our union and thereby create a more favorable position for labor in the collective bargaining process. In that sense, every one of these activities advances our union's fundamental mission—workers joining together to better their lives. However, backward-looking court decisions have taken an extremely narrow view of the role of the trade union movement, ruling that certain such activities are not "germane" to the labor organizations function as the legally recognized representative of workers in collective bargaining.

"Financial core" membership carries with it very high costs—the loss of benefits, rights and privileges that workers would otherwise be entitled to as union members. These include: (1) the right to receive union funeral benefits, (2) the right to vote on whether a strike will be called against their employer, (3) the right to vote on the rate of dues they are required to pay, (4) the right to vote on the ratification of collective bargaining agreements that determine their wages, hours, and working conditions, (5) the right to vote in the election of the union officers and stewards who represent them, (6) the right to attend, speak, and vote at union meetings, where union policies that directly affect their jobs are determined, and (7) the right to a transfer card, so that they are not required to pay a new initiation fee if they go to work in a different collective bargaining unit, which frequently happens when a worker changes jobs.

In short, these non-member workers lose very important rights, benefits and privileges, including the right to meaningful involvement in setting the terms and conditions of their employment—a voice and a vote in union governance—thereby allowing others to unilaterally make decisions affecting them, their families, and their livelihoods.

It is illegal for an employer to compensate a non-member in any way for the loss of these valuable union rights and benefits. As for the union, it is required by law to represent non-members in the same way that it represents members.

All workers covered by an AWPPW local union collective bargaining agreement that includes a union security agreement clause will be informed, prior to the initiation of dues and fees, as well as on a yearly basis of their rights and obligations through this notice to become non-members. Objecting non-members, who choose to file with the union objections to the expenditure of dues and fees for purposes not germane to collective bargaining, must comply with the following procedures:

Section 1: Workers who are covered by a union security agreement may, prior to paying any dues and fees or at any other time, choose not to become members or resign from the union (hereinafter "non-members"). These non-members have the right to object to expenditures of dues and fees for activities, which are not germane to collective bargaining (hereinafter "non-chargeable activities"). Such non-members—who perfect an objection to fees and dues pursuant to the procedures set forth herein—shall be entitled to an appropriate reduction in their dues and fees.

Section 2: Non-members who wish to file an objection shall do so annually by stating their objection in writing and mailing it to either the Secretary-Treasurer of the AWPPW at 1430 SW Clay, P.O. Box 4566, Portland, OR 97208-4566, or the non-member's local union. For those who have periodically filed, the annual notice of objection must be received at either the above address or the local union office between February 15th and March 16th of the current year. As an alternative, a non member may, between February 15th and March 16th of the current year, specifically request recognition as a continuing objector. An objector whose request does not specifically request continuing objector status will be considered an annual objector. A continuing objector is required to notify the union of any changes to the objector's mailing address. The objection must include the objector's social security number, a statement of the nature of the objection, the objector's current home address, and it must identify the objector's local union. The non-member is obligated to inform the AWPPW Secretary-Treasurer of any change in address. Upon receipt of an objection, the AWPPW will send the objector a letter of acknowledgment and notify the objector's local union that an objection has been filed. Those individuals that first choose to resign their membership, or who refuse to join the union, before, during or after March 16th of the current year, and who wish to file an objection must send their objection to the AWPPW Secretary-Treasurer no later than 30 days from the date of their resignation or refusal, as otherwise specified above.

Section 3: AWPPW will calculate its total operating expenditures for all purposes during the preceding fiscal year, and determine which expenditures are chargeable or non-chargeable. Properly objecting non-members shall not be charged for those expenditures—activities or projects—that are not germane to collective bargaining. The AWPPW Secretary-Treasurer will review the independently audited expenditures and determine what expenditures are chargeable and non-chargeable to the objector. The AWPPW Secretary-Treasurer shall allocate union expenses into major categories and designate those expenses as either chargeable or non-chargeable. The objector's local union shall be responsible for reviewing its own audited records to determine chargeable and non-chargeable expenditures.

Section 4: The AWPPW and its local union's review described in Section 3 shall be completed no later than March 31st of the current year. As soon thereafter as practicable, a description of chargeable and non-chargeable expenditures shall be mailed to each non-member who has filed a timely and proper objection under the procedure described herein. The appropriate AWPPW local union shall also mail the non-member objector and the AWPPW Secretary-Treasurer its description of chargeable and non-chargeable expenditures.

Section 5: The amount to be paid by the non-member objector shall be calculated based upon the percentages of chargeable and non-chargeable expenditures indicated in the review. The review based upon the most current audit report for both the AWPPW and the appropriate union shall be used to determine the amounts to be paid by the non-member objector(s), until such time as the audit reports and reviews for the previous fiscal years have been completed. Any subsequent adjustments in favor of the objector will be sent to the objector as soon as is practicable.

Section 6: Within 60 days after receipt of the non-member's objection, the AWPPW will forward the allocation of expenditures referred to in Section 5 above, to any non-member who makes a proper and timely objection. They shall also

receive a dues rebate in the percentage amount of their dues reduction back to the date of their objection. The AWPPW will also immediately notify the employer pursuant to any dues check-off provision of the collective bargaining agreement to reduce the objector's dues by the non-representational portion for the remainder of the fiscal year. All reduction checks will be sent to objectors by registered or certified mail and will be accompanied by an explanation of how the amount was determined, an explanation of the appeal procedure, and the statement of allocation described above.

Section 7: Non-members filing a proper and timely notice of objection to Section 2 herein may challenge the calculation of chargeable and non-chargeable expenditures by filing a challenge with the AWPPW Secretary-Treasurer, at the address indicated above. Such challenges must be made in writing and must be sent to the AWPPW within thirty (30) days from the date of mailing of the description of chargeable and non-chargeable expenditures as set forth in Section 5. Failure to comply with this procedure will render any purported challenge invalid.

Section 8: Upon receipt of a proper and timely challenge, the AWPPW Executive Board will review the challenge and determine its merits. A written response will then be sent to the challenging non-member explaining the Board's decision. If the Board acquiesces to the challenge, then the AWPPW will forward the non-member's challenged expenditures; if however, the non-member wishes to continue to challenge the non-chargeable calculation, the challenging non-member must, in writing, send to the AWPPW, at the above indicated address, a request for neutral and binding arbitration within fourteen (14) days from the date of the mailing of the Board's decision. Failure to comply with this procedure will render any purported challenge invalid.

Section 9: Upon receipt of a proper and timely request, the Secretary-Treasurer of the AWPPW will then provide to the challenging non-member a list of neutral arbitrators from the Federal Mediation and Conciliation Services (FMCS). Upon receipt of this list, both the challenging non-member and the AWPPW will strike names from said list in order to select a neutral arbitrator, who is acceptable to both sides. Challenges may be consolidated by the AWPPW Secretary-Treasurer for determination jointly by the arbitrator as appropriate. To the extent there are multiple objecting non-members, they must jointly agree on the selected arbitrator. The AWPPW Secretary-Treasurer shall have the authority to informally resolve challenges in the best interest of the AWPPW. The Arbitrator shall have jurisdiction over all procedural matters affecting the arbitration. The cost of the arbitrator's services and any necessary expenses associated with the arbitration will be borne by the local union. Individually incurred costs, such as the cost of representation, traveling costs, costs of a party's own copy of the transcript, etc., will be borne by that party.

Section 10: At the arbitration, the union shall have the burden of establishing that the reduced dues amount being charged to the challenging non-member(s), is lawful. In determining the correct amount, the arbitrator shall give full consideration to the legal requirements limiting the amount the challenging non-member(s) may be charged and shall set forth the legal and mathematical basis of such determination in the decision. The order and decision of the arbitrator shall be final and binding on all parties.

Section 11: The AWPPW and the appropriate local union shall establish an escrow account containing the portion of dues paid by non-members filing challenges pursuant to Section 7 herein, which reasonably may be in dispute in arbitration. Upon receipt of the arbitration award, the escrow fund shall be distributed in accordance with the arbitrator's decision.

Section 12: This notification of procedures and rights provided herein is applicable to all members and non-members of the AWPPW and its affiliated local unions, who have a union security agreement. The notice of these rights will be published annually in the Rebel magazine and given to all new workers, prior to the payment of dues and fees, within a local union affiliated with the AWPPW. The United Brotherhood of Carpenters & Joiners of America ("UBC") also provides an annual written notice detailing the rights and procedures of a non-member affiliated with the UBC, which is published in its Carpenters magazine. Nothing herein changes the rights or obligations of a member or non-member with respect to the UBC's policies and procedures regarding objections to the expenditures of dues and fees for purposes not germane to collective bargaining.

Steps for Local Bylaws Changes and Amendments

All changes and amendments to Local Bylaws must be done accurately according to the steps defined in the Bylaws and the AWPPW Constitution and DOL rules and regulations.

Example Local Bylaw Language stating steps required for Changes and Amendments to Local Bylaws

ARTICLE XI -- CHANGES AND AMENDMENTS TO THESE BYLAWS

Section 1. All proposed changes and amendments to these Bylaws shall be presented at a regular union meeting. The proposed change or alteration must be approved by a majority of those members present at said meeting. The proposed change or alteration shall then be read by the Recording Secretary at the next two regular union meetings and shall be voted on at the second and third meetings after the initial presentation. Notices advising of the proposed Bylaws change shall be posted on the union bulletin boards throughout the mill. These notices do not need to specify the exact nature of the proposed change (except in the case of an increase in the initiation fee or monthly dues, or for an assessment), but they must state the dates and times and the location where the meetings and voting will be held. To be adopted any proposed change must receive at least two-thirds (2/3) majority vote of those members voting at the regular meetings. The voting will be by secret ballot.

Section 2. All proposed changes and amendments that have been approved by the local's membership shall be presented to the President of the AWPPW for approval. The change will not become effective until it has been both ratified by the local membership as outlined in Section One of this ARTICLE XI and approved by the President of the Association of Western Pulp and Paper Workers.

When voting takes place on proposed changes and amendments to Local Bylaws the current exact language, if any, as written AND proposed new language must be on the ballot for each change or amendment language AND be clearly marked as to easily identify the language changes and modifications.

Example of current exact language as written AND proposed new language to be on ballot.

BY LAW CHANGE - CURRENT LANGUAGE in *ITALICS*

ARTICLE V -- MEETINGS

Section 1. Regular meetings are to be held at the H.O.P.E. Center located at 631 Eleanor Ave. Sacramento, CA 95815 on the second Tuesday of each month, and shall begin promptly at 4:30 p.m. When the meeting date falls on a holiday listed in the holiday section of the Mill Labor Agreement, the meeting will be canceled unless the President makes a change in the meeting date. Such a change must be posted throughout the plants at least ten (10) days in advance of the new meeting date.

PROPOSED BY LAW CHANGE - LANGUAGE CHANGES in ~~strikethrough~~ and bold.

ARTICLE V -- MEETINGS

Section 1. Regular meetings are to be held at the H.O.P.E. Center located at 631 Eleanor Ave. Sacramento, CA 95815 on the ~~second~~ **first** Tuesday of each month, and shall begin promptly at 4:30 p.m.

When the meeting date falls on a holiday listed in the holiday section of the Mill Labor Agreement, the meeting will be canceled unless the President makes a change in the meeting date. Such a change must be posted throughout the plants at least ten (10) days in advance of the new meeting date.

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If possible, before voting on bylaw changes and modifications takes place it is highly recommended to submit all proposed changes and amendments to the Portland office for approval or disapproval by the AWPPW General President. Doing so ensures all changes and modifications are done so legally based on the AWPPW Constitution, and Continuous Tabs, and DOL Rules and Regulations and the Local Bylaws.

For additional assistance contact the AWPPW Portland office.

Respectfully,

Greg Pallesen, AWPPW General President and Scott Tift, AWPPW General Vice President

Officer Recognition



Local 5 President Aaron Boedeker hosted the Officers Recognition dinner at Salyers Old Country Kitchen in Portland Oregon. Special guests invited were Vice President Scott Tift, and the Washington area representatives Bill Sauters, Tim Martin, and Russ Ipock. The Local 5 officers put in a lot of work this year with hosting a membership engagement BBQ collecting resolutions for both Camas and Washougals Bargains. The Officers have done a wonderful job upgrading the Robert DanBack hall and promoting member engagement; rallying members to show up and be heard. With just a handful of committed Officers Local 5 is helping guarantee a better tomorrow.

Thank you,

Aaron Boedeker

AWPPW Local 5 President

AWPPW Annual Financial Training

February 21st - 23rd

9am-4pm eachday

This class is for NEW Treasurers. This is a three (3) day class that teaches basic Quick Books data entry and instruction to process state and federal forms. All locals received a form to attend. Please submit the form to the Portland Office ASAP.

Strength through Training

On December 21st and 22nd, Area Rep Bill Sauters did training with Local 633 in Longview WA. We did things a bit different this time by doing basic steward training on the 1st day and brought in the standing committees (there are two in Local 633) and other officers the second day to do some standing committee training and local building. We discussed roles and responsibilities of all involved with the local and gave a basic overview of things that need to be done in order for the local to function. A lot of these things have been lost over time and a lot of new people are being elected into positions they really don't understand. We are confident that this training assisted with clarification of roles and responsibilities and empowering new leaders to build the local and get them functioning at a high level.



Back Row of photo- Recording Secretary Denise Wells, Standing Comm Extruders Steve Gutenber, Justin Hausen, Tyler Minium, Matthew Murray, President Richard Murray, Safety Chair Jason Crockett, Financial Sec Ashley Jastrow Front Row of photo- Vice President Randall Murray, Standing Comm Extruders Luke Johnson, Jeremy Vaughn, Standing Comm Paperboard Matt Wagoner, Standing Comm Paperboard Jamey Davidson. Instructor Area Rep Bill Sauters (not in photo)



The Rebel

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Local 69 Swearing in Officers



Left to right: John Muenks, VP / Wage Delegate; Andrew Dallas, Financial Secretary; Alan Peak, Recording Secretary; Todd Schadler, President / Wage Delegate; Holden Rice, Trustee / Standing Committee; Nathaniel West, Trustee; Tony Hilliard, Mechanics Committee; Matt Hackle, Mechanics Committee; Kevin Steele, Standing Committee/ Health & Welfare

Local 155 Port Angeles, Washington

I spent the day meeting with local leadership to discuss and begin planning for the upcoming negotiations in 2024. We did some very basic bargaining introduction, worked with the Local Union Standing Committee and started an outline of steps to be taken in preparation.

-Washington Area Rep, Bill Sauters

