



LOCAL W261 NEWSLETTER

Published by members for members

April 2014

History of Employee Assistance Fund Golf Tournament

The golf season is upon us once again! If you haven't put your clubs to good use like I have this winter, it's time to dust off the sticks and get ready for the 8th Annual IAM Local W261 Employee Assistance Golf Tournament.

For those of you who are not familiar with the whys and wherefores of this event, a brief history: In 2006, Gena Creswell contracted leukemia. Because of such an outpouring of generosity from you, the employees at the Medford facility, in support of Gena in her time of need, that's how an ongoing sustainable employee assistance fund was created.

Raffles, and the golf tournament are some of the ways we raise money for the fund. Union member employees of Timber Products Medford facility and their immediate family members are eligible to receive assistance from the fund. This money is intended to cover costs over and above insurance benefits - gas needed to travel to medical appointments, etc.

If you or your immediate family need assistance from the fund, please contact a committee member – Jose Luna, Tom Morgan, Wayne Boyd, Manny Munoz, or Robin Waterbury - they'll be happy to provide information.

Our very first golf tournament in 2007 was a huge success, and a big chunk of the proceeds went to Barbara Robertson, who was undergoing cancer treatment at the time..... — Continued on page 2

Assistance Fund Committee Members:

Jose Luna

Tom Morgan

Wayne Boyd

Manny Munoz

Robin Waterbury

They will be happy to provide information.



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Kids Corner spring 2014

Youth Baseball and Soccer has started please support our local youths remember be respectful and supporting of our coaches umpires and opposing teams they are all volunteer's and they are donating there time and knowledge please lets make it fun for the kids

Camo corner

Diamond lake report ice is receding back one more week of good weather and the ice should be gone, with all the rain lakes our up and fishing should be good remember to check your boating registrations and tags get ready for a good season remember to run your boat at home and make sure its ready as well

Salmon season starts in may get your gear together to fish springer's .

Golf Tournament Continued...

She and her husband Bruce can attest not only to the benefit of some extra money in their time of need, but also to knowing that their co-workers at Timber Products care about them and their families.

To date, many families have been helped because of your willingness to share, the fund has provided families with financial assistance. Quite an accomplishment!

You can help - not only by buying raffle tickets, but by donating items or services to the raffle. Hobbies are a good way to help out. Jennifer Osuna, donates two beautiful Blankets each year, so if you're feeling especially artsy-crafty, donate some of your work. Jay Wood always makes something special, as do Cheryl and Lon Stockebrand.

We are always grateful to the businesses and individuals who sponsor one or more holes for the golf tournament. Connie Himes and Ed Standridge have chipped in each year as individual hole sponsors. If you have ideas, suggestions, or know of a business that would be interested in donating products or sponsoring a hole, please let us know.

Entry fees are a large portion of our dollar intake, so sign up for the challenge and fun. Thanks to all of you for playing.

This year's event will be held at Stone Ridge Golf Course on Saturday, June 14, 2014. Further information will be provided at a later date, with sign-ups available throughout the plant.

If you need help, ask for it. Jose Luna, Tournament Director



Contract

Negotiations start Monday the 21st.

I want to thank all of you that took the time to fill out our contract surveys.

The plant committee will start the bargaining sessions on Monday April 21. We have nine days set aside to negotiate this new contract.

We will start with language first and then move into economics. So if you are wanting to know if and how much of a raise you are getting, we will not even be talking about that for the first few meetings.

Here are the bargaining dates:

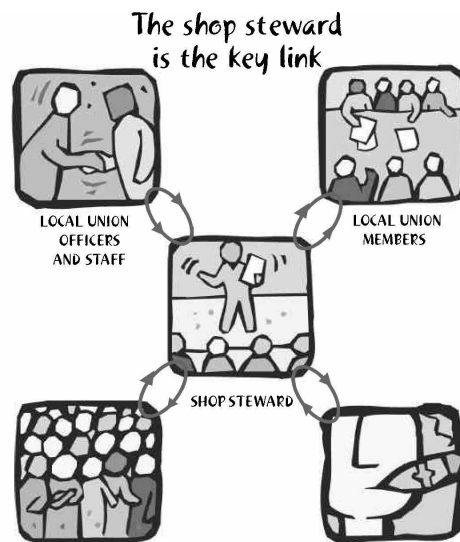
April 21

April 29-30

May 12-13

May 21-22

May 28-29



We are looking for leaders to be shop stewards

What are the roles of a shop steward?

Leader:

Uphold the current bargaining agreement. (CBA)

Act promptly and decisively

Build spirit of cooperation

Truth and supportive.

Motivate.

Lead by example.

Organizer:

Grow solidarity.

Improve attendance at meetings.

Make daily contacts/networks.

Organize the unorganized and support the organized.

Negotiator:

Settle grievances.

Distinguish between gripes and complaints.

Police Contract.

Check working conditions.

Keep written records.

Educator:

Keep members informed.

Discuss Labor Movement.

Discuss company policies.

Explain IAM programs.

Educate new members

Teach union values and principles.

Help facilitate change

Communicator:

Detect and stop rumors.

Keep members informed/network.

Provide access to needed assistance.

Direct problems thru proper channels.

Use effective methods communication.

Build union culture.

Transform apathy.

Political Activist:

Raise political awareness and understanding.

Register and encourage voting.

Hoppy Easter

E P H K M S D Q E S V S O N U O L X G Q
F A R B P F R M Q T R H I P K S A X U P
J O S R U I A U X E A X S B Z U V D V K
W I I T B N Y F W C Y R M R V N I R N P
W N T N E T N O S I N G B F S D T E A H
G X S A Z R L Y L I M A F E T A S Y N E
W N M G W F R E E D O M S G L Y E A C F
B L Z X G K J L E C D K W Q O E F R A J
H T I A F E K P F B C X B L P K C P R C
F W W I W E K K P I E U G E U P C T D M
O G O N I Q O I H R O D E Z G F Q Q S C
V A E V Z T V C U Q M P U L E P Y M R V
D X P X N E S V B R S D C Z Y F J O S F
K G E Y F V N W T E T A L O C O H C J U
G Y A T F W B P E R S L M S H I D D E N

BUNNY CARDS CELEBRATE CHICKS
CHOCOLATE EASTER EGGS FAITH
FAMILY FESTIVAL FLOWERS
FREEDOM HIDDEN JOYFUL
PEEPS PRAYER SING SPRING
SUNDAY WORK YARD

All about Marshmallow Peeps

- Peeps are legion -- and manufactured in the US at a mind-boggling rate of five million a day.

- The best way to eat a Peep? Connoisseurs swear by letting them breathe for a few days out in the open air to produce a crunchy outside and a chewy inside.

- Pity the poor Marshmallow Peep! It has been subject to blending, microwaving, and bludgeoning all in the name of fun or weird science.

- For the record, Peeps get their day-glo look and gooey consistency from three simple ingredients: gelatin, corn syrup, and yellow dye #5.



FYI.....

According to the Guinness Book of World Records the largest Easter egg ever made was unveiled in Cortenuova, Italy in 2011 weighing in at 8,968 lbs. of dark chocolate and marshmallow.

Easter Basket Cupcakes

Looking for a few creative recipes for the Easter Bunny to drop off at your house? Try these recipes for cupcakes that will definitely be a treat at Easter or at any springtime celebration...

Spring Easter Basket Cupcakes

1 dozen cupcakes
1 can prepared or homemade vanilla frosting
1/2 cup shredded coconut
1/2 teaspoon green food coloring
1 1/2 teaspoons water
12 - 8 1/2-inch long orange or red licorice twists
8 ounces Jelly Belly jelly beans in pastel colors.



Frost cupcakes generously with white icing, being careful to spread out to the edge of each cupcake. Bend one twist and insert ends into cupcakes making a basket handle.

Combine water and green food coloring. Combine coconut and toss until the coconut is bright green. Add more of the water/food coloring mixture to achieve desired color.

To decorate cupcakes, place about 10 beans all of the same flavor standing up as a border. Sprinkle green coconut on top of cupcakes. Place five Jelly Belly beans in the center, using colors different than the border color.

Makes one dozen Spring Baskets.

Want to get extra-creative? Save time in the kitchen with this great idea for easy Easter theme cupcakes:

Carrot Top Cupcakes

Ice cupcakes in white.

Arrange 6 orange colored Jelly Belly beans, (cantaloupe, tangerine or orange sherbet flavor), side by side in rows; 3 in a row, 2 in a row, and one to make a carrot shape:

XXX
XX
X



Top the carrot with shredded coconut tinted green.

Happy Easter!

Source...

News Canada

Did You Know?

Each year, candy manufacturers produce more than 90 million chocolate Easter bunnies for Easter. Meanwhile, research shows that solid chocolate bunnies are the most popular -- followed by hollow chocolate bunnies, and marshmallow chocolate bunnies.

Grievance response from Timber Products Co Human Resources—The use of outside contractors and Non-bargaining unit employees at the Medford Complex.

I have carefully reviewed the information presented to me on 4/8/14 regarding the company using outside contractors and a non-bargaining unit employee to perform Mechanic work at the Medford Complex. Below are my findings and conclusions.

As soon as the Company was made aware of the Mechanic vacancy, it moved quickly to post the position internally and externally. At the 3rd step hearing, the Company provided the Union with a copy of the 1/20/14 department posting. The position was also posted plant-wide on 1/29/14.

The Union cited **Shawn B. [REDACTED]** in its 3rd step response, and stated that he should have been awarded the job. The Company reviewed **N. [REDACTED]** background, and determined that he was not qualified. **[REDACTED]**, the Medford Complex Maintenance Manager, concluded that he did not have the experience and skill sets required for the position.

The Union referenced Article I, Paragraph 1 – “...supervisory employees and other non-bargaining unit personnel shall not be permitted to do bargaining unit work which is normally done by employees in the bargaining unit, except in emergency situations...” The Union contends that this was not an emergency situation, and a blatant attempt to circumvent the working agreement. The Company believes this was an emergency situation. The number of forklifts that were out-of-service significantly impacted work flow and production, and in some instances, work stations were temporarily shut down. We wanted to ensure our customers were not negatively impacted.

Regarding the Union’s assertion that the Company blatantly attempted to circumvent the working agreement, the Company adamantly denies that. The Mechanic position has been difficult to staff for quite some time, and in fact five Mechanics have been hired in the last three years. A new Mechanic is scheduled to start on April 21. The Company has worked diligently to recruit and hire qualified Mechanics, and only chose to use contractors and the Spectrum Mechanic when the situation became an emergency. The Company views using TP non-bargaining unit personnel to perform bargaining unit work as a last resort, and our history confirms that. Additionally, the Company has ordered four new forklifts, and we expect them to arrive at the end of June or beginning of July.

Prior to bringing the Spectrum Mechanic to the Medford Complex, the Company notified the Union of its intent in writing. The Company was up-front regarding its plans, and as a professional courtesy, gave the Union notice of it. The Union stated that it asked to meet with the Company to discuss the matter, and no such meeting took place. In hindsight, it might have been useful to meet, but given the emergency condition, the Company determined it was necessary to move forward and use outside resources to address the issue.

The Company does not believe it violated the labor agreement. Having come to that conclusion, this grievance is denied.

Contact Us

Give us a call for more information about our services and products

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