Financial overhaul plan fine tuned

Washington – TNG's Int'l Executive Board fine-tuned and formalized the long-range program for renovating the union's financial structure during its spring meeting and sent it on with recommendations that it be enacted by the delegates to TNG's 1985 Convention, June 24-28 in Pittsburgh.

As approved for the Officers' Report to the convention, Aug. 1 would be the kickoff date for the multi-faceted program, which would take nearly seven years to be fully accomplished.

Over that span, the plan would increase income at the local and international levels while also reducing costs at both levels and raising the level of benefits paid to striking and locked out members from TNG's Defense Fund.

The program was developed in response to a directive from last year's convention that the IEB study all aspects of Guild finances and develop a long-range program to assure the union's continued financial viability.

First endorsed by the IEB during its winter meeting in January, the program is based on conclusions drawn from a special, three-day meeting last fall of local Guild leaders and the deliberations of an expanded IEB Finance Committee appointed following last summer's convention.

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Adoption of the program would provide the union "a better chance of continued solvency and possible expansion of services," the IEB noted in the Finance section of its Officers' Report.

Under the program's first step, a period of Guild-wide higher dues payments to replenish TNG's Defense Fund, to begin Aug. 1, would remain in effect until the Defense Fund reaches a new high of $6 million.

The payment of strike benefits to more than 200 Puerto Rico Guild members during their 141-day strike against the San Juan Star that ended March 3 left the Defense Fund balance below the $4.5-million level that triggers a period of full regular dues under TNG's Constitution. The collection of those dues payments was delayed, however, pending convention action on the finance program.

If approved by the convention, the cutoff on higher dues payments to replenish the Defense Fund would be raised to $6 million from its current $5-million level, while the triggering point for higher dues to rebuild the Defense Fund in the future would remain at $4.5 million.

Tripling the margin between the trigger and the cut-off point will leave $1.5 million available for strike-benefit payments before a period of higher dues would be triggered under the constitutional mechanism.

Upon the Defense Fund reaching $6 million, the second facet of the finance program would take effect with higher-dues payments reduced by half and collected for two additional months. Proceeds from that special dues collection would be used to fund TNG's severance

(Continued on Page 4)

Deficit of $91,773 foreseen on heels of $95,714 surplus

Washington – TNG's Int'l Executive Board is recommending that this summer's Guild convention adopt a budget that projects a $91,773 deficit in the operation of the union's General Fund for the current fiscal year, which began April 1.

The projected deficit nearly matches in size a $95,714 surplus produced from the operation of the General Fund in the fiscal year that ended March 31.

The payment of delinquent per capitas in the past fiscal year "cushioned" the General (operating) Fund "throughout the year against steadily mounting costs," the IEB pointed out.

Those catch-up per-capita payments, totalling $162,935 for the year, came mostly in advance of the 1984 Convention. It was the first convention affected by implementation of a constitutional provision requiring locals to be in good standing with TNG in order to have voice and vote in the deliberations, the IEB explained in its Officers' Report to this year's convention.

1984-85 audit: What came in and where it went . . . 6

The auditor's report on TNG's operations for the 1984-85 fiscal year showed General Fund operating expenses of $3,209,539 on income for the year of $3,305,253. The $95,714 surplus from operations follows an $83,798 surplus the year before, the IEB noted.

The budget that the IEB is recommending for the current fiscal year projects operating expenses of $3,339,183 – $129,644 higher than last year – on income totalling $3,247,410 – $57,843 less than last year.

The budget anticipates continuation of an 85-15 percent formula for apportioning per capitas between TNG's General Fund and Defense Fund. The IEB is asking the convention to extend that formula through February of 1987.

(Continued on Page 2)

The GUILD REPORTER

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BILL BURKE Washington-Baltimore Guild

Second TNG arrest in apartheid protests

TNG Human Rights Co-ordinator Anna M. Padia is one of eight national leaders of the Coalition of Labor Union Women arrested May 3 at South African Embassy as protests of that nation's apartheid policies continue. CLUW leader's arrests took place during meeting of its national board. Arrests since daily protests began at embassy in late November exceed 2,000. Early arrestees included TNG President Charles A. Perlik, Jr., and Washington-Baltimore Guild President Ernie Mercer [Guild Reporter, Dec. 14]. Padia, a CLUW vice president, was to appear in court May 13 for illegally demonstrating at an embassy.

Guild moves to protect members in UPI fracas

New York—Wire Service Guild leaders were putting in many extra hours at the nationwide local's headquarters here in an effort to ensure that the interests of members working at United Press Int'l are protected to the fullest measure possible in light of the news service's having filed for Chapter 11 protection under federal bankruptcy law on April 28.

Paychecks issued for the pay period ending April 26, which employees had been advised not to cash due to inadequate funds, had been replaced by good checks bearing the designation "UPI debtor in possession" following clearance by a federal bankruptcy court judge who authorized release of the funds.

The bankruptcy court will supervise the operation of the company while it seeks to reorganize under the protection from its creditors provided by Chapter 11 of the federal bankruptcy statute.

Employee claims involving unpaid expense vouchers, past-due overtime pay, notice and severance payments to some who have terminated and back pension-fund payments are among the issues addressed in petitions before the court that seek to facilitate payments to employees, Wire Service Guild President William Morrissey reported.

Debts to employees of up to $2,000 each are given precedence in bankruptcy court in the event of

(Continued on Page 2)

Remote-input alert issued 8

New shielding push urged ... 3

Policies urged on aid programs, job sharing

Washington – TNG's bargaining policies would be expanded to include a call for company-paid employee assistance programs and establishment of guidelines for job-sharing arrangements under recommendations by TNG's Int'l Executive Board to this summer's convention.

Counseling to help employees deal with conflicts, stress and personal problems provided through employee assistance programs "can play an important role in the well-being of employees," the IEB said. It called for adding provision for company-financed assistance programs covering employees and their families to TNG's Collective Bargaining Program.

Locals must include all provisions enumerated in the bargaining program in their contract proposals.

A look at where job sharing is occurring in the Guild

Employee assistance programs are currently in place in about a dozen Guild units, the IEB said. Such programs, the board pointed out, can have the additional benefit of reducing health care costs by correcting problems that might lead to serious illnesses.

Locals that seek contract provisions to allow an employee to share a full-time job with another employee, should make sure the option is available to all employees covered by the contract without loss of benefits or other protections, the IEB also said. It did so in recommending that a new section addressing job sharing be added to TNG's Recommendations on Collective Bargaining.

Unlike the bargaining program,

(Continued on Page 6)

Deficit of $91,773 foreseen on heels of $97,714 surplus

(Continued from Page 1)

Without convention action, the formula would revert to an 80-20 percent apportionment formula this July.

The 85-15 percent apportionment, first authorized on a temporary basis by the 1982 Convention, produced estimated additional General Fund revenues of $152,000 last year, the IEB said, noting that without it the General Fund would have shown "a substantial deficit." Continuation of the 85-15 split is expected to produce about $150,000 in extra income for the General Fund in the current fiscal year, the IEB said.

While General Fund income for the year ended March 31 exceeded projections by $52,459, operating expenses were $55,184 below budget estimates for the year.

Over-budget items included rent and maintenance costs, totalling $204,704 for the year, $11,486 over projections, while expenditures for the salaries of international representatives ran $56,300 below budget projections.

The need to replace essential equipment at TNG headquarters resulted in a cash outlay of $80,833 during the year for equipment, the IEB said. The board pointed out, however, that due to accounting standards that require equipment to be depreciated, or written off, over its useful life, the audit of TNG's operations for the year shows an expenditure of $36,000 for machinery and equipment.

The General Fund owed the Special Organizing Fund $13,980 and the Defense Fund $40,011 at year's end, while General Fund assets totalled $701,907, including $468,608 in cash, according to the audit.

TNG's Defense Fund, meanwhile, showed a $604,095 operating deficit for the year. Expenses, including the payment of strike benefits to Guild strikers in Vancouver, Wilkes-Barre, Vallejo, Chicago and San Juan, totalled $1,595,163, on income of $991,068.

The net worth of the Defense Fund at year's end was $4,553,830—including amounts receivable, which do not count as liquid assets—down from $5,157,925 at the end of the prior fiscal year.

The Defense Fund balance was "precariously on the edge" of triggering a period of full-regular-dues payments "for much of the year," the IEB said, noting that although the liquid assets of the fund had dropped below the $4.5 million trigger point late in the year, higher-dues payments to rebuild the fund had been postponed pending action by the June convention on the board's proposed long-range finance program.

The projected General Fund budget and income estimate for the current fiscal year, to end next March 31, were recommended by the IEB for convention approval on roll-call votes of 13 to 2.

The estimate of General Fund income totalling $3,247,410 for the year assumes the receipt of monthly per-capita payments on behalf of 27,100 members and 350 agency-fee payers, as well as continuation of the 85-15 percent per capita apportionment.

Voting to recommend convention approval of the General Fund income estimate along with extension of the 85-15 per-capita apportionment to February 1987 and, separately, to recommend the General Fund budget were TNG President Charles A. Perlik, Jr., Secretary-Treasurer Charles Dale, Int'l Chairperson Harry S. Culver and Vice Presidents Lee C. Clifford, Thomas R. Hiltz, Robert C. Holt, Jr., Carol D. McGarvey Rothman, Peter E. McLaughlin, David M. Mulcahy, Richard M. Peery, Marie Shellock, Stanley Souza and Gene Turner. Voting against the recommendations were Vice Presidents Larry D. Hatfield and Roger L. Stonebanks. [Vice President Faye McCracken had been called away from the meeting when the votes were taken.]

Earlier, on a 14-to-2 roll-call vote, the IEB defeated a motion by Hatfield to instruct the IEB's Finance Committee to revise its proposed budget to "reflect more realistic expenditure estimates."

Dale had advised the board that the Finance Committee's first draft of a General Fund budget for the year had projected a $259,000 deficit, rather than the $91,773 deficit the committee ultimately recommended. Perlik urged against a revision of the budget, however, speculating that it would be a "fatuous exercise" to recommend a budget to the convention with so large a deficit.

Hatfield and Stonebanks voted in support of the referral motion. All 14 other members of the IEB voted against it: Perlik, Dale, Culver, Clifford, Hiltz, Holt, Rothman, McCracken, McLaughlin, Mulcahy, Peery, Shellock, Souza and Turner.

In other actions, the IEB approved a contribution of $150 to the Freedom of Information Center at the University of Missouri and a $500 Defense Fund contribution to Retail, Wholesale and Department Store Union members striking the Eaton department store chain in Canada. A motion to make the contribution to the Eaton strikers from the General Fund rather than the Defense Fund failed.

On the recommendation of both the Finance and Human Rights Committees, the IEB also approved contributions of $850 to the Leadership Conference on Civil Rights, $100 to the NOW Legal Defense and Education Fund and $50 to the Planned Parenthood Federation.

A $400 contribution to the National Committee on Pay Equity was also approved by a vote of 9 to 7 on a show of hands. The Human Rights Committee had recommended a $500 contribution to the committee, while the Finance Committee had recommended that the contribution be held to $300.

International briefing

Linda K. Foley of TNG's bargaining staff describes the working conditions and benefits typically provided under Guild newspaper contracts to a pair of visitors from Japan. Their meeting at TNG headquarters was one of several with international union representatives in Washington arranged by the Japanese Embassy for the visitors, Nobuo Hatakenaka, an official in Japan's Ministry of Labor, and Koichiro Yamaguchi, a Sophia University law professor.

Reagan administration warned on 'secrets act'

Washington—TNG's Int'l Executive Board has called upon the Reagan administration to "abandon all ideas" of trying to enact an official secrets act and "give up its attempt to read one into existing laws."

The board was reacting to the prosecution of a naval intelligence analyst for giving classified photos to a British military magazine and to the withdrawal of a CIA proposal to make it a crime for a government employee to disclose national secrets, as the IEB put it, "even without any intention to cause injury to the United States."

The proposed legislation reportedly was advanced by CIA Director William J. Casey as part of an intelligence-agency appropriations bill.

It was "hastily shelved amidst speculation that its promulgation was not likely to help the theory of the government's prosecution" of the naval intelligence aide, the IEB said.

At the same time, however, the IEB pointed out, "administration officials indicated it might reappear later as part of even more comprehensive legislation on unauthorized disclosure."

The judge in the naval-aide case, in a pretrial ruling late in March, adopted the Justice Dept.'s contention that the aide could be prosecuted for disclosing secrets even though no foreign spy was involved and there was no allegation of intent to harm U.S. security, the New York Times reported.

If the judge's ruling prevails, officials were reported to have noted that it would mean in effect that secrecy legislation already exists that is as broad as that the CIA's Casey was seeking.

The Pentagon Papers case showed that the purpose actually served by such secrecy is "the suppression of information of vital concern to the body politic," the IEB said.

Guild moves to aid members in UPI fracas

(Continued from Page 1)

liquidation, along with secured creditors, the Internal Revenue Service and, often, the creditors who advance capital to aid in a company's reorganization after filing a bankruptcy petition.

Financial statements filed with the court said that UPI's liabilities total $42.3 million, while the company's assets are valued at $21.8 million. Included in the liabilities are reportedly $8 to $10 million in secured debts and $35 million in debts to unsecured creditors.

Principal secured creditor is Foothill Capital Corp. of Los Angeles which has been providing the news service financial backing. It had reinstated a $4-million revolving line of credit with court authorization.

While representatives for UPI told the court that they anticipated seeking changes in their contracts with unions representing their employees, no such request had been made, Morrissey said May 8.

Members of the Wire Service Guild's UPI National Committee had rejected company proposals for further concessions under the Guild's contract prior to the bankruptcy filing. Guild-covered employees are currently working under an agreement made last fall that cut wages initially by 25 percent and suspended company payments to the pension fund, among other concessions.

Wages have been restored to 90 percent of their former levels under that agreement, which calls for the gradual restoration of the salaries that were in effect last August.

Under federal bankruptcy law an employer can ask the court to modify or abrogate its union contracts, but under legislation adopted last summer, at the urging of TNG and the rest of the labor movement, an employer must first seek to reach agreement on contract changes with the unions representing its employees. The amendment, included in a bill restructuring the bankruptcy court system, reversed a Supreme Court ruling which had held that a company could ignore its union contracts upon filing a bankruptcy petition.

Up to 80 Guild-covered employees were notified that their jobs had been terminated just prior to the bankruptcy filing, while operations in some bureaus had been greatly curtailed. All but 35 of the employees laid off were temporary or probationary employees.

UPI co-owners Douglas Ruhe and William Geissler, meanwhile, have said that they will ask the court to remove Luis G. Nogales from the position of chairman of UPI. They did so amidst exchanges of accusations of incompetency.

Ruhe and Geissler fired Nogales early in March, but he was restored to head the news service days later as part of a reorganization plan in which Ruhe and Geissler relinquished their control of Media News Corp., UPI's parent company, while a newly appointed four-member board of directors sought to reorganize the company's financial obligations.

Under that plan, worked out under pressure from Foothill, agreement from creditors was to be sought on converting debt into stock equity in the news service, with other blocks of stock to be divided among employees, Foothill and Ruhe and Geissler.

Ruhe and Geissler have said that control of the company reverts to them under terms of the March agreement upon a filing for bankruptcy.

The Wire Service Guild's Morrissey is one of the four members of the board of directors. Others are Nogales, Ruhe and UPI Editor-in-Chief Maxwell McCrohon.

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QUESTION OF FEAR?

U.S. officials rapped over writer entry bar

Washington—What is the Reagan administration "afraid of," TNG's Int'l Executive Board asked during its spring meeting as it denounced the decision of U.S. immigration authorities to deny Canadian writer and naturalist Farley Mowat entry into the United States.

Three days later, the reconstituted Canadian District Council of Guild locals joined the IEB's denunciation of the U.S. Immigration Service's action and called upon Canadian Prime Minister Brian Mulroney to protest to the U.S. government and to condemn the Royal Canadian Mounted Police for supplying U.S. authorities with names.

The IEB called the April 22 incident, in which Mowat was prevented from boarding a flight to Los Angeles at Toronto's International Airport, "symptomatic of an increasing Big Brother attitude by the administration on the free flow of information, news and ideas."

Mowat planned to travel to the West Coast to promote his new book, "Sea of Slaughter," which is critical of U.S. and Canadian policies that permit the destruction of seacoast wildlife.

In blocking Mowat's entry the administration "exhibits the same restrictive reflex it did not so long ago when it classified three award-winning films as 'political propaganda,' placing invidiuous conditions on their distribution," the IEB noted.

State Dept. officials, meanwhile, asked immigration authorities April 26 to lift the ban and permit Mowat to enter the country.

Mowat's entry into the United States was blocked under provisions in the 1952 McCarran Act barring communists, anarchists and like-minded aliens from entering the country, State Dept. officials said.

"Such thought-control legislation is repugnant in any free and democratic society," the Canadian District Council declared at its meeting April 27-28 in Ottawa.

The council also called upon TNG to support U.S. Rep. Barney Frank (D-Mass.) in his pledge to seek repeal of law which permits denial of entry on grounds of political beliefs and affiliations.

An immigration official acknowledged that reports published in 1968 in which Mowat was quoted as having threatened to shoot down any U.S. military aircraft flying in Canadian air space with a .22-caliber rifle was a factor in the agency's decision. Mowat's name was said to have been included for years in the immigration service's "lookout book," listing the names of tens of thousands of persons deemed inadmissible.

Asked about the quote reported to have appeared in the Ottawa Citizen of March 22, 1968, Mowat told the New York Times: "Oh, yeah, I've made that kind of statement many times. I think that probably related to the time when the SAC (Strategic Air Command) people had atomic bombs in Newfoundland, and the governments of both Canada and the United States denied it. So we formed a little organization called the Newfoundland Revolutionary Society, consisting of three people, and we were going to seize one of these bombs, drop it into a place called Red Indian Lake, and then do a 'Mouse that Roared'." Mowat was referring to the comedy in which a tiny country forces the superpowers to disarm by threatening to detonate a stolen atomic weapon.

"Any American aircraft that came over looking for their bomb, we would shoot them right out of the sky with our shotguns," Mowat explained. "I'm beginning to think that there are some people in your State Dept. that don't have any sense of humor," he told the Times.

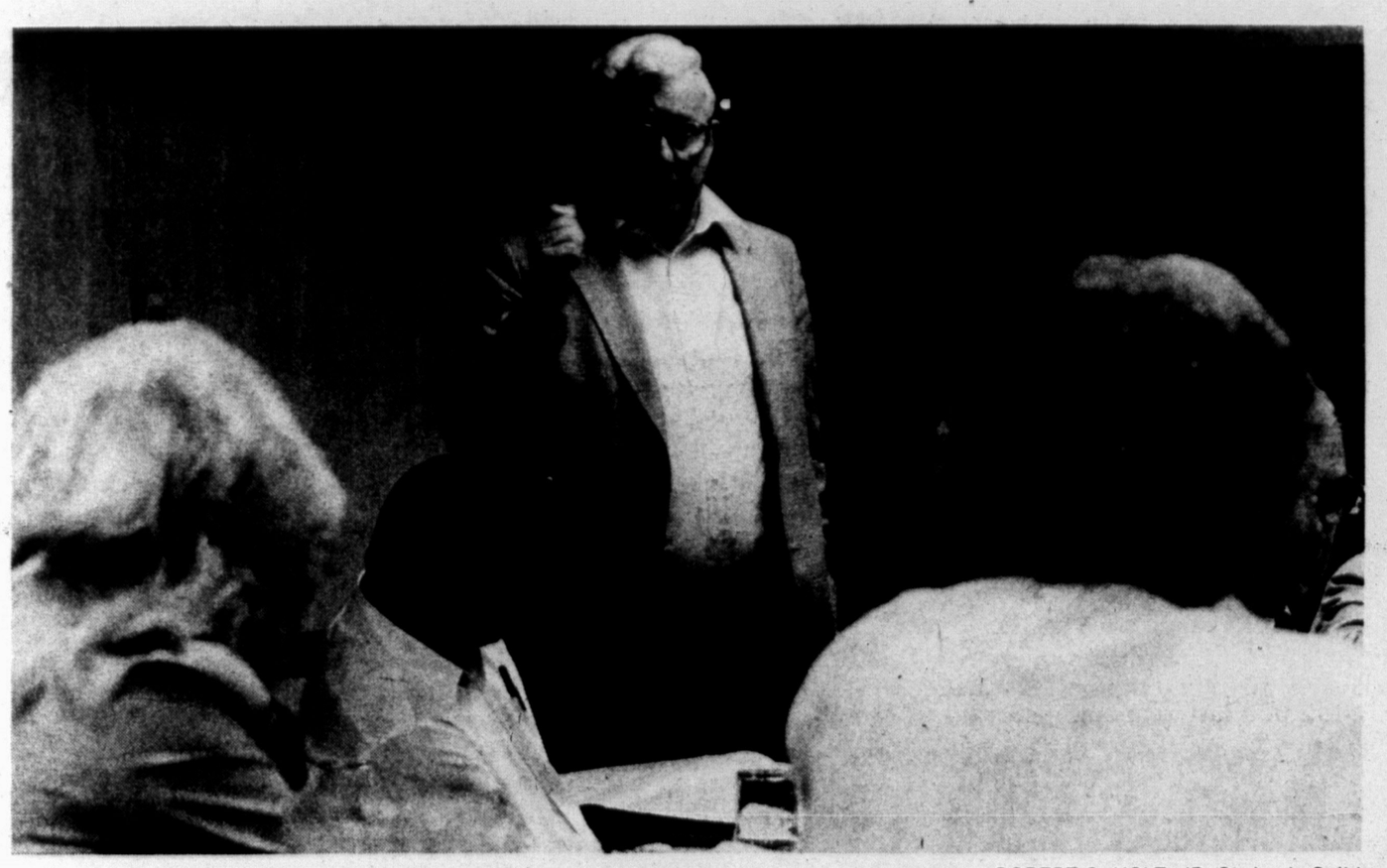
An immigration official told the paper that that agency takes "more seriously perhaps than Mowat the firing at . . . or even the symbolic firing at a United States aircraft," the Times reported April 27.

Mowat, author of the bestseller, "Never Cry Wolf," explained that he had never shot at a U.S. military aircraft "because if I'd hit one and if it had fallen, I would have been vaporized."

The writer has refused to meet with U.S. immigration authorities unless they come to his home in Toronto. He turned down an offer to cross the Peace Bridge at Niagara Falls to plead his case before U.S. immigration officials.

Speculating that "I may have met lots of anarchists and I have certainly met lots of communists," Mowat denied that he is a member of any subversive organization, the Washington Post reported April 25.

The IEB called the incident "worth little more than a deep chuckle were if not" that it shows once again "how weak" the Reagan administration "is in resisting the censor's impulse."



ROBERT C. HOLT, JR./St. Louis Guild

Making a point at tri-council session

TNG President Charles A. Perlik, Jr., makes a point during joint meeting of Great Lakes, Midwest and Southern District Councils May 4-5. Councils also heard reports from Int'l Chairperson Harry S. Culver, Secretary-Treasurer Charles Dale and five TNG vice presidents. Session was attended by more than 40 representatives of 22 locals. Toledo Guild was host.

IEB urges new shield push, tests on VDTs

Washington—Guild locals should intensify their efforts to ensure that video display terminals on which their members work are shielded to block emissions of very low frequency (VLF) radiation, TNG's Int'l Executive Board has said.

In making the recommendation, the IEB pointed to the report prepared for IBM by the director of the University of Washington's Bioelectromagnetics Research Laboratory, which includes advice that "it is certainly desirable to shield" the covers of some older-model VDTs. [Guild Reporter, April 26.]

The IEB is asking delegates to this summer's Guild convention to endorse its call to locals to step up efforts to ensure that VDTs are properly shielded along with other recommendations included in the Safety & Health Section of its Officers' Report to the convention.

VDTs manufactured under federal standards in effect since Oct. 1, 1983, contain adequate shielding, according to professor Arthur W. Guy, who prepared the report for IBM. Those standards were issued by the Federal Communications Commission in an effort to reduce static in short-wave radio reception created by the operation of VDTs.

The IEB also is asking the convention to endorse a recommendation that TNG and its locals urge government agencies in the United States and Canada to immediately initiate research into the "extent and significance" of VLF radiation emissions from electronic terminals.

The National Institute for Occupational Safety and Health and the Canadian Radiation Protection Bureau should conduct research into the applicability to VDTs and their operators of findings that exposure to magnetic-field radiation at frequencies and intensities lower than those associated with VDTs has produced malformations in chicken embryos, the IEB said.

It also called on locals to "investigate and combat" other safety and health hazards in the workplace, including those posed by asbestos, chemical and carbon monoxide fumes and unsafe vehicles and furniture.

Locals should appoint safety and health committees and support health-promotion and illness-prevention programs designed to detect diseases like cancer and high blood pressure and aid employees in dealing with problems such as those caused by stress or drug dependence, the IEB also said.

At the same time, it recommended that the convention call on locals to "combat environmental problems associated with smoking" through measures like rear-ranged seating, improved air circulation and installation of ionizers "without resorting to outright bans on smoking."

New call for pay equity urged

Washington—Noting that the Guild's pursuit of wage parity between inside and outside sales employees is moving into the courts, TNG's Int'l Executive Board is calling on delegates to this summer's convention to renew calls to locals to intensify efforts to "achieve equal pay for equal work, or work of equal value."

Three locals are currently engaged in legal action in an effort to win salary adjustments for inside advertising sales employees, the IEB pointed out in the Human Rights Section of its Officers' Report to the convention.

Those locals, Memphis, St. Louis and Southern Ontario, have filed charges of sex-based discrimination over the lower salaries paid the inside sales force, predominantly filled by women, compared to the pay for outside sales jobs, mostly filled by men.

The St. Louis Guild charge against the Post-Dispatch moved into federal district court in March when the local filed suit under Title VII of the U.S. Civil Rights Act.

The Southern Ontario Guild's charge against the Toronto Star is before Ontario Human Rights Commission, while a Memphis Guild charge against the Memphis Commercial Appeal is before the Equal Employment Opportunity Commission, the IEB report said.

Although wage parity for inside sales employees with other employees in key Guild-covered jobs has been a Guild bargaining goal since 1971, it has been achieved in only one Guild contract, the Hawaii Guild's agreement with Maui News, the IEB noted.

It also recommended that the convention renew calls to locals to:

- Make greater efforts to bargain contract provisions that will aid minorities and women in achieving upgradings, including promotion, tuition-aid and training clauses.
- Seek payroll information that will provide the basis for charting a profile of Guild-represented employees and identifying patterns of discrimination.
- Utilize the job scholarship referral service operated by Howard University for the Minorities and Communications Division of the Assn. for Education in Journalism to provide information about job candidates to employers.
- Associate with other unions and organizations that share the Guild's human rights objectives.

Local per-capita delinquencies tallied

Washington—In keeping with a directive by TNG's 1983 Convention, the Int'l Executive Board reported the following locals delinquent in the payment of per capita to TNG as of April 1:

Local	Arrears	Amount
Battle Creek	10	$1,414.00
Chicago	1	5,656.00
Columbus	2	2,262.40
Detroit	1	10,716.10
Kingston	2	949.40
Lansing	3	999.90
Lehigh Valley	2	969.60
Madison	2	161.60
Northern Ontario	2	545.40
Peoria	4	5,050.00
Pueblo	1	828.20
Puerto Rico	2	19,796.00
Rochester	7	3,252.20
San Antonio	2	1,616.00
Vancouver-New Westminster	1	10,059.60
Washington-Baltimore	1	18,311.30
Wire Service	5	75,699.50

The delinquencies totalled $158, 287.20.

Full payment was received after April 1 from Chicago, Detroit, Kingston, Pueblo, Puerto Rico and Washington-Baltimore, Secretary-Treasurer Charles Dale reported during the IEB's April 20-23 meeting. Partial payments were received from the Lansing and Wire Service Guilds.

LOCAL ELECTIONS

Akron

Rick Reiff, president; **Charles Montague,** 1st vice president; **Barbara Galloway,** 2nd vice president; **Don Bandy,** secretary; **Doug Oplinger,** treasurer.

Chicago

David Fusaro, president, **Michael S. Perlman,** 1st vice president; **James Wisuri,** 2nd vice president; **Larry Finley,** 3rd vice president; **Mary Kilzer,** secretary; **Suzanne Ontiveros,** treasurer.

Columbus

Ronald Hicks, president; **Gwen Kyle,** vice president; **Donna Jakeway,** secretary; **Bruce R. Bartlett,** treasurer.

San Antonio

Mark Linsalata, president; **Laura Lambeth,** vice president; **Alissa Schramm,** secretary; **Jim Steinberg,** treasurer.

GR publication shifted in June

The Guild Reporter will be published on the first and third Fridays of June—the 7th and 21st—rather than the customary second and fourth Fridays of the month.

The publication dates are being changed to accommodate coverage of TNG's 1985 Convention, June 24-28 in Pittsburgh.

There will be a single issue of the paper in July, on the 19th.

Proposal for financial overhaul is fine tuned

(Continued from Page 1)

pay liability to its staff. Thereafter, the program calls for TNG to make regular payments to the severance fund account in order to maintain full funding of its obligation.

Those two aspects of the proposed financial program were approved unanimously by all 15 members of the IEB present to act on the recommendations. [Vice President Faye McCracken was called away from the IEB meeting before the finance-program votes were taken. A member of the expanded IEB Finance Committee that drafted the proposal, she had voted to approve it without exception during the IEB's winter meeting.]

A third phase of the program—a series of increases in the Minimum Dues mandated for Guild locals by TNG's Constitution and in the factor used to calculate locals' per-capita payments to TNG, plus the dedication of a proportion of new funds raised by the latter to TNG's Defense Fund as well as corresponding increases in the level of benefits paid to striking members—also was approved without dissent. TNG Vice President David M. Mulcahy of New York, however, said that he was approving that set of recommendations with the caveat that it be subject to membership approval.

Each of the six separate sets of recommendations to the convention which encompass the various facets of the financial program was approved in a separate roll-call vote.

The proposal for raising the Minimum Dues established under TNG's Constitution would take effect upon the conclusion of the higher- and half-higher dues periods. Phased in over a six-year period, the schedule of monthly Minimum Dues first would be raised to 5.5 percent of a week's salary from the current 5 percent, plus $1.50, which the IEB said was the equivalent of 5.35 percent.

A year later, the Minimum Dues would be raised to 6 percent and then by 0.2 percent in each of the following years until reaching 7 percent, on Feb. 1, 1992, under the schedule projected by the IEB.

Locals would continue to have the option, as many currently do, of setting their dues rates higher than those reflected by the Minimum Dues schedule. The option of substituting another dues formula yielding at least equivalent local dues revenue also would continue.

Upon the Minimum Dues rate reaching 6 percent—projected to be Feb. 1, 1987—the factor used to compute locals' per-capita payments to TNG would be changed from 1.65 percent, plus $1.35, to a straight 1.939 percent. That factor is applied to the average of reporter top minimums in Guild daily newspaper contracts in effect each April 1 to produce the monthly per capita locals pay TNG.

On April 1 of each of the five years after the year in which the per-capita formula is first adjusted, the formula would be raised by an additional 0.05 percent until reaching 2.189 percent, in April of 1992 as the IEB currently projects the timetable for implementation.

In each of the five final years in which the per-capita formula would be adjusted, 40 percent of the new revenue produced by the rise in the formula would be deposited in TNG's Defense Fund. Those amounts would be in addition to the regular apportionment of per-capita payments between the General and Defense Funds.

On July 1 of each of the final five years, the basic benefit paid to Guild members who are on strike or locked out would be raised by $10 per week, taking the benefit from the current $100 a week to $150, in 1992 under the IEB's projection.

By a vote of 13 to 2, the IEB also recommended that the convention authorize extension of the current 85-15 percent per-capita allocation formula through Jan. 31, 1987. Under that formula, of each per-capita payment, less $1.35, 15 percent is deposited in the Defense Fund. Expiration of the 85-15 allocation is calculated to coincide with the Model Dues rate reaching 6.0 percent. At that time the 80-20 percent allocation, which was in effect before the 1982 Convention authorized the temporary reapportionment, would be restored.

Voting in favor of extending the 85-15 allocation were TNG President Charles A. Perlik, Jr., Secretary-Treasurer Charles Dale, Int'l Chairperson Harry S. Culver and Vice Presidents Lee C. Clifford, Robert C. Holt, Jr., Thomas R. Hiltz, Carol D. McGarvey Rothman, Peter E. McLaughlin, David M. Mulcahy, Richard M. Peery, Marie Shellock, Stanley Souza and Gene Turner.

Voting against the recommendation were Vice Presidents Larry D. Hatfield and Roger L. Stonebanks.

One of the cost-saving aspects of the IEB program, a recommendation that TNG switch from annual to biennial conventions following the 1987 meeting, was approved by a vote of 10 to 5.

Perlik, Dale, Culver, Clifford, Holt, Hiltz, McGarvey, Peery, Shellock and Turner voted in favor of the recommendation, while Hatfield, McLaughlin, Mulcahy, Souza and Stonebanks voted against it.

It is estimated that a change to biennial conventions would produce annual savings for TNG and its locals of at least $200,000.

A recommendation that TNG be authorized to make a $750,000 interest-free loan from the Defense Fund to the General Fund for the acquisition of a headquarters building for TNG was approved on a 13-to-2 roll call.

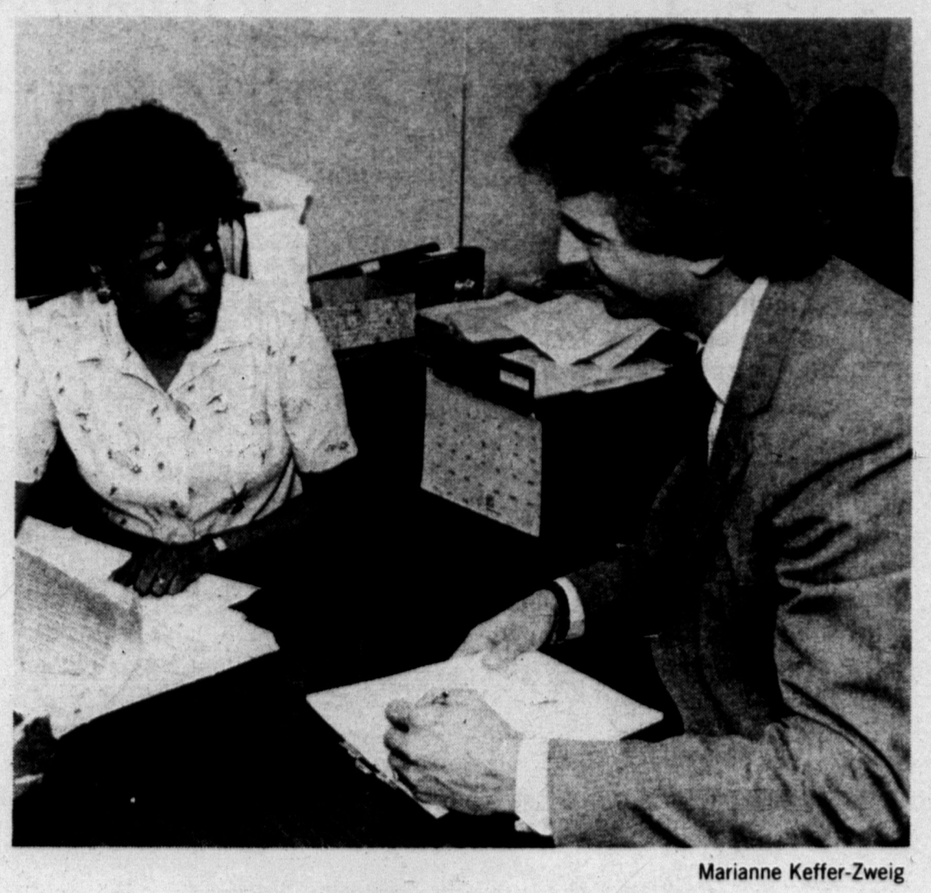
Voting to recommend authorization of the loan were Perlik, Dale, Culver, Clifford, Holt, Hiltz, Rothman, McLaughlin, Mulcahy, Peery, Shellock, Souza and Turner. Voting against it were Hatfield and Stonebanks.

The loan would be repaid in regular installments over a period of no more than ten years and would be treated as a liquid asset of the Defense Fund so as not to hasten a period of higher-dues payments as a result of the transfer, under the IEB recommendation.

Purchase of a headquarters building is seen as a protection against spiraling rental costs, as well as a source of income. TNG is exploring the possibility of acquiring or constructing a building in a Washington suburb which would be about twice the size it currently needs, thus allowing it to rent the auxiliary space, TNG officers have said.

In a separate action related to the proposed financial program, the IEB approved TNG's going forward with the purchase and installation of a data processing system which is planned to serve all headquarters operations, in addition to membership-record keeping.

The switch to an in-house computer system also is seen as a cost-saving move for TNG, eliminating the current arrangement of contracting with a distant computer service bureau. It also is expected to result in more efficient service to locals from TNG's bargaining and research departments and to help reduce some costs of publishing the Guild Reporter.



Marianne Keffer-Zweig

Information for EDP

Daniel M. Grove, right, of Computer Data Systems, Inc., gathers information on TNG's data processing needs for more efficient membership record-keeping. At left is Deborah B. White and in the background, Marilyn Stewart, both of TNG's office staff.

Timetable on proposed finance program

The following is adapted from the Finance & Administration section of the Officers' Report to TNG's 1985 Convention where it appears as a projected timetable for implementation of the long-range financial program that the Int'l Executive Board is recommending the Convention adopt.

June 24-28, TNG Convention adopts financial program.

July	$4,400,000	in Defense Fund triggers higher dues.
August	400,000	generated by 1st month of higher dues.
	$4,800,000	
September ...	400,0000	generated by 2nd month of higher dues.
	$5,200,000	
October	400,000	generated by 3rd month of higher dues.
	$5,600,000	
November	400,000	generated by 4th month of higher dues.
	$6,000,000	

New Defense Fund ceiling reached.

Higher Defense Fund dues replaced by new schedule at half their rate.

December	$200,000	generated for Severance Fund.
January 1986 ...	$200,000	generated for Severance Fund.
	$400,000	toward Severance Fund liability.

Feb. 1, 1986	5.5	percent Minimum Dues rate becomes effective.
Feb. 1, 1987.....	6.0	percent Minimum Dues rate becomes effective.
	80-20	apportionment of per capita between General-Defense funds.
		Per-capita rate changes to 1.939 percent, from 1.65 percent, plus $1.35.
Feb. 1, 1988	6.2	percent Minimum Dues rate effective.
April 1, 1988	1.989	percent becomes new per-capita rate, 40 percent of increase goes into the Defense Fund.
July 1, 1988		Basic TNG strike benefit increases by $10, becomes $110 per week.
Feb. 1, 1989	6.4	percent Minimum Dues rate effective.
April 1, 1989	2.039	percent becomes new per-capita rate, 40 percent of increase into the Defense Fund.
July 1, 1989		Basic strike benefit increases by $10, becomes $120 per week.
Feb.1,1990	6.6	percent Minimum Dues rate effective.
April 1, 1990	2.089	percent is new per-capita rate, 40 percent of increase into the Defense Fund.
July 1, 1990		Basic strike benefit increases by $10, becomes $130 per week.
Feb. 1, 1991	6.8	percent Minimum Dues rate effective.
April 1, 1991	2.139	percent is new per-capita rate, 40 percent of increase into the Defense Fund.
July 1, 1991		Basic strike benefit increases by $10, becomes $140 per week.
Feb.1, 1992	7.0	percent Minimum Dues rate effective.
April 1, 1992	2.189	percent is new per-capita rate, 40 percent of increase into the Defense Fund.
July 1, 1992		Basic strike benefit increases by $10, becomes $150 per week.

Finance program's roots are as deep as it is complex

By Charles Dale, *TNG Secretary-Treasurer*

LAST YEAR'S convention asked for it.

This year's convention has got it.

"It," of course, is the long-range finance program that is expected to be the main business before delegates scheduled to assemble the last week in June in Pittsburgh for TNG's 52nd Annual Convention.

Last year was not the first time a call for an overhaul of the union's finances has gone out from the Guild's annual convention. Our union repeatedly has come back to the same idea for one, simple reason: Guild finances at the international level are not what thoughtful, concerned leaders believe they should be, and the situation is not much better in many of our Guild locals.

At the international level, we've been making ends meet some of the time; but not frequently. As one speaker put it to a recent Guild convention: "No more quick fixes. Give us something that will take care of the money problems of this union for the long haul."

The convention last year directed the Int'l Executive Board of the union to produce by no later than March of 1985 a long-term program to do just that, following a review of the financial structure of TNG covering all financial aspects of the Guild.

What followed was systematic:

- A special committee of the IEB was appointed to do the reviewing and prepare a plan to be considered by the full board;
- To assist in that project, a meeting was set up in Washington to which leaders from all Guild locals were invited, a meeting that got rave notices for its value.

It was from that meeting that most of the concepts ultimately incorporated in the program going before the Pittsburgh convention were enunciated. It was at that meeting that Guild leaders from throughout the United States and Canada said, in essence, that we should:

- Increase the amount of money we have in our Defense Fund, the fund from which strike and lockout benefits and costs are paid;
- Increase the level of weekly benefits which support our members when they are on strike or locked out;
- Raise new money for the General Fund, which must handle the ever-increasing costs of this union's day-to-day operations;
- Solve a long-smoldering problem of TNG in its role as an employer, namely our severance-pay obligations to staff;
- Find ways to economize in the union's day-to-day operations, wherever practical.

That's what the IEB has done in the plan it has produced and is submitting to this year's convention. It is not a simple, quickly understood program; it is complex. It calls upon our members to make some sacrifices, as everyone knew up front it would have to do. Members, after all, are a union's only resource.

The program is necessary for the future well being of our union.

Without it, in the face of ever escalating costs, the union's operations—which involve meeting payrolls and covering fringe benefit costs as part and parcel of being prepared to handle bargaining and organizing emergencies that regularly confront this union and being able to marshal the ammunition our locals need to do a competent job of bargaining for our members, all those things and more—would suffer.

Without it, there is no hope of expanding any aspect of our operations and services, and in some areas expansion of Guild services is urgently needed; health and hospitalization cost containment, and pensions, for example.

Copies of the long-range program went out to all Guild locals in March, as last year's convention directed. The program's contents are being reported in this Guild Reporter, as they have been in earlier issues.

All Guild members should study the program, discuss it, ask questions, come to grips with the program's various elements. Then, we hope, you will reach the conclusion that the program needs and deserves your support and communicate that conclusion to your local's delegates to this year's convention.

To help clarify what we readily concede is not an easily understood program, we will try in this and the next issues of the Guild Reporter to answer questions we most frequently hear being asked about it.

Q

Question: WHY DO THE Guild's finances need overhauling?

Answer: A PLAN HAS been put together to restructure the finances of our union because leaders at the local and international levels have wearied of the hand-to-mouth existence TNG has been compelled to endure. For example, TNG's General Fund, from which the international pays its operating costs, has operated at a deficit in 16 of the last 25 years. Last year's convention said "do something about this" and the Int'l Executive Board has put together the long-range finance plan as a solution.

Q: WHAT OVERHAULING is involved in the plan?

A: IT ENVISIONS generating between now and 1992 a bigger strike fund and higher weekly strike benefits for our members, providing new funds for the General Fund to meet rising, ongoing costs and, wherever possible, expanding TNG services to members while also cutting operating costs in areas where that can be done.

Q: HOW WILL IT produce a bigger strike fund?

A: TNG'S DEFENSE Fund is set up in its constitution to operate with what is commonly called a "trigger" and a "cut-off." The "trigger" is a $4.5-million floor, actually, and when liquid assets in the Defense Fund fall below that level, Guild members are called upon to pay higher monthly dues until the Defense Fund is rebuilt to $5 million. The plan calls for that $5-million "cut-off" to be raised to $6 million. It also calls for more money to go into the fund each month out of the per capita paid to TNG by Guild locals from members' dues.

Q: WHAT PURPOSE IS served by increasing the cushion between the "trigger" and "cut-off" points in the Defense Fund?

A: TO TRY TO eliminate what some have come to call the "yo-yo effect" of on and off higher dues to replenish the Defense Fund; i.e. the frequent need to confront our members with the prospect of higher dues if a major strike or lockout or a combination of smaller strikes and lockouts creates a drain on the Defense Fund that will drop the fund's liquid assets below the $4.5-million level. Enlarging the cushion from the current $500,000 to $1.5 million should reduce the frequency with which members face the prospect of their dues going up and down, like a "yo-yo."

Q: WHAT WILL HAPPEN to weekly benefits paid to members when they're out on strike or locked out?

A: THE BASIC benefit would be raised to $150 a week, from $100, in five steps of $10 each.

A

Q: WHERE WILL THE money come from to pay for that 50-percent increase in benefits?

A: FIRST, BY raising the "cut-off" point to $6 million in a series of higher dues months, beginning immediately after this year's convention in Pittsburgh. Members would pay higher dues for a period of four months—August, September, October and November—to rebuild the Defense Fund to $6 million. Later, as the seven-year plan reaches one point in its development, the amount that goes into the Defense Fund from per capitas received by TNG from locals would increase and, at still later points in the program's operation, still greater amounts of the per-capita dollars received by TNG would go directly into the fund.

Q: WHAT IS A per capita?

A: THAT'S WHAT your local sends to TNG each month on behalf of each member. The amount currently is $10.57. It comes from each member's dues payment and is almost the exclusive source of income with which TNG operates. Out of the $10.57, $9.187 goes into the General Fund to cover day-to-day operating costs and $1.383 goes into the Defense Fund to be used in strikes and lockouts.

Q: HOW IS THE per capita set?

A: TNG's CONSTITUTION contains a formula based on the average reporter top minimum being paid under daily newspaper contracts in effect on April 1 of each year. That average is multiplied by 1.65 percent, and $1.35 is added to the resulting amount to produce the per capita. Eighty-five percent of the amount produced by the computation before the $1.35 is added goes into the General Fund, along with the $1.35; 15 percent goes into the Defense Fund.

Q: WOULD THE long-range plan change this? How?

A: YES. THE 85-15 ratio would change to 80-20 early on in the plan's operation. Subsequently, the Defense Fund also would get 40 percent of all new funds generated by increases in the percentage factor that sets the per capita.

Q: HOW WOULD THE change from 85-15 to 80-20 affect TNG?

A: DRAMATICALLY! It would represent a loss of income into the General Fund of approximately $150,000 a year on the basis of today's per capita and that loss will require some very difficult belt-tightening until other elements in the plan begin to compensate for it. It is, however, one of a variety of steps seen as necessary to shore up and help provide long-range stability in our Defense Fund.

(To be continued)

Organize in tandem, IEB says

Washington—Guild locals should develop organizing programs in co-operation with TNG in order that the best use is made of available resources, including assistance from TNG's special organizing fund, the Int'l Executive Board said during its spring meeting.

It called on this summer's convention to endorse its recommendation to Guild locals, along with others aimed at enhancing Guild organizing efforts.

The special organizing fund, financed by a pair of special membership assessments collected last summer following authorization by the 1984 Convention, currently is subsidizing organizing programs underway in five locals and has assisted with projects in several others, the board reported, while noting that co-operative projects in still other locals are in the planning stages.

Guild locals won bargaining rights for a total of 848 employees in nine new units in the past year, the IEB said. It was the Guild's best organizing record since TNG's fiscal year that ended March 31, 1978, when Guild representation was extended to nearly 1,000 employees in new bargaining units.

In setting its organizing priorities TNG should continue to concentrate first on bringing into membership free riders who are covered by Guild contracts but have opted not to join, the IEB said in making its recommendations to the convention.

It noted that several concentrated efforts to organize nonmembers in Guild units are underway currently.

Locals should establish organizing committees to survey the potential for organizing new groups of employees, including not only those in the Guild's traditional jurisdiction, but also "those engaged in new methods of gathering, processing and distributing advertising, news and other information," the IEB said, proposing to renew a call by recent Guild conventions.

IEB urges political action agenda

Washington—Last year's federal elections in the United States and Canada are history but the issues around which the election campaigns were waged are still alive and "new ones are developing," TNG's Int'l Executive Board said in adopting its political-action recommendations to this summer's Guild convention.

Big business and its right-wing allies in the United States, the IEB noted, are "pushing forward" with a legislative agenda that would deprive Guild members and other working people of gains won at the bargaining table and in the legislative halls.

At the same time, these forces are waging a campaign to "create the contrary-to-fact impression of liberal media bias" in an effort to discredit and "stifle fair and balanced reporting of their agenda and of the opposition to it," the IEB charged.

Guild members must make their views on the issues that concern them, known to legislators, the IEB said, stressing the importance of Guild locals establishing political action committees.

With assistance from TNG and labor federations, local political action committees can "help keep members informed of the political issues bearing on their interests and assist them in making their voice heard" on those issues, the board said.

It is asking the convention also to endorse its call to Guild locals to maintain active political action committees.

Legislative hoppers at the federal, state and municipal levels "are being filled with . . . proposals that cut into bargaining gains and jeopardize the economic health of Guild members," the IEB warned. It pointed to attempts to further weaken labor laws, block efforts to contain health-care costs, lower the minimum wage for young workers, impose new taxes on fringe benefits and reduce and then tax unemployment compensation.

Contributions from Guild members and locals to political education funds, like the AFL-CIO's Committee on Political Education (COPE), are needed to "counter these efforts" and to "help offset the huge amounts contributed . . . by big business and the far right," the IEB said.

It called on the convention to renew its recommendation that U.S. locals seek members' voluntary contributions to COPE and provisions for checkoff of political action contributions in their contracts.

It also called for renewal of recommendations that locals and district councils make treasury contributions to political education funds and that locals eliminate from their bylaws any prohibitions against political activity.

IEB says no broadcast prize yet

Washington—Pending the outcome of efforts to attract more submissions on behalf of broadcast employees, entries in TNG's annual Heywood Broun Award contest should continue to be judged in a single category, TNG's Int'l Executive Board said during its spring meeting.

Acting on the recommendation of its Research & Information Committee, the IEB noted that although the contest has long been open to employees working in radio and television, the number of entries from them has been relatively small. Last year, the print-to-broadcast ratio was "on the order of 6 to 1," with 14 of the 20 entries in the broadcast group submitted on behalf of employees of a single network, the IEB pointed out.

Judges of the 1984 Broun Award competition recommended that a separate category be established for radio and television entries if future contests continued to be opened to broadcast material.

The IEB also authorized TNG's president to select the chairperson of further Broun Award competitions. In the past the chairperson had been approved by the IEB, resulting recently in logistic problems.

Policies urged on aid programs, job sharing

(Continued from Page 1)

provisions of the bargaining recommendations are advisory only.

Job-sharing arrangements also should protect against the fragmentation of full-time jobs into permanent part-time positions, the IEB said. It also called for locals to ensure employees' right to reclaim full-time jobs, with any employees displaced as a result guaranteed rehire rights.

The IEB's recommendations are included in the Collective Bargaining section of its Officers' Report to this summer's convention. Also included are the results of Guild bargaining during the year.

Wage settlements in Guild contracts outpaced living costs in both the United States and Canada for the fourth consecutive year.

Guild settlements with daily newspapers and news services in the United States produced average increases at the reporter top minimum of $25.92 a week, or 5.3 percent, in the first year of the 38 agreements of two years' duration or longer, and $23.33, or 4.5 percent, in the second year.

In Canada, it said, eight Guild agreements with dailies or news services produced reporter top minimum increases averaging $33.72, or 5.5 percent, in the first year, and $33.65, or 5.2 percent, in the second.

The U.S. Consumer Price Index for February, meanwhile, was up 3.5 percent from the prior year; the Canadian Consumer Price Index up by 3.7 percent.

Increases bargained by Guild locals also exceeded other national norms. The IEB cited a U.S. Bureau of Labor Statistics report of annual increases averaging 2.3 percent in the BLS's survey of collective bargaining agreements covering 1,000 or more employees, and annual average increases of 3.1 percent in Canadian contracts reported by the Canadian Labour Congress' publication, Canadian Labour.

1984-85 audit: What came in, where it went

Following is the report of TNG's financial standing, including the Defense Fund and General Fund operations for the fiscal year ended March 31, 1985, as audited by Shulman, Kurtz, Turer & Topaz, certified public accountants.

Balance Sheet—General Fund, March 31, 1985

ASSETS

Cash in banks and on hand	$ 468,608
Advances receivable	26,906
Loans receivable	67,406
Exchanges receivable	3,776
Prepaid insurance and transportation expenses	33,481
Deposits	675
Investments	100
Equipment (net)	100,955
Total Assets	**$ 701,907**

LIABILITIES

Due to Organizing Fund	$ 13,980
Accounts payable	15,054
Payroll taxes payable	6,817
Due to Defense Fund	40,011
Severance pay reserve	211,048
Convention reserve	4,289
Total liabilities	**$ 291,199**
Net Worth	**$ 410,708**
Total liabilities and net worth	**$ 701,907**

Income & Expense, General Fund, year ended 3/31/85

INCOME

Membership—Per-capita taxes	$3,126,050
Initiation fees	14,608
Reinstatement fees	262
Agency fees	46,607
Servicing salaries and expenses paid by locals	13,504
Guild Reporter income	3,008
Research Department sales	4,923
Salaries and expenses paid by Defense Fund	82,386
Miscellaneous income	13,905
Total income	**$3,305,253**

EXPENSES

Per capita taxes	$ 138,471
Field operations	1,098,149
Administrative operations	470,749
Office management	946,048
Executives	138,437
Other expenses	417,685
Total expenses	**$3,209,539**
Operating surplus	**$ 95,714**
Net worth—beginning of year	**$ 314,994**
Net worth—end of year	**$ 410,708**

General Fund, budget & expense, year ended 3/31/85

	Expended Year Ended 3/31/85	Budget Year Ended 3/31/85	(Over) or Under Budget
1. Per-capita taxes	**$ 138,471**	**$ 135,880**	**$ (2,591)**
2. Field Operations:			
A. Director—Salary	$ 53,494	$ 53,447	$ (47)
Expenses	5,544	3,500	(2,044)
B. Organizing and Servicing:			
IRs' salaries	$ 533,985	$ 551,439	$ 17,454
IRs' expenses	228,700	285,000	56,300
Secretary-stenographers	10,062	10,302	240
Miscellaneous organizing and servicing	81,047	80,000	(1,047)
C. Collective Bargaining			
Salaries—Executive Secretary, Contracts Committee	$ 47,383	$ 46,834	$ (549)
Pension consultant	18,587	15,000	(3,587)
Secretary-stenographers	10,062	10,302	240
Collective Bargaining and Research Asst.	24,540	27,379	2,839
Human Rights Co-ordinator	38,140	38,190	50
Research & Information Associate	32,625	32,092	(533)
Expenses—personnel	13,980	8,500	(5,480)
	$1,098,149	**$1,161,985**	**$63,836**
3. Administrative Operations:			
A. Director—Salary	$ 51,108	$ 53,447	$ 2,339
Expenses	1,323	1,500	177
B. Research & Information:			
Salaries—Director	$ 47,157	$ 46,622	$ (535)
Assistant Director	13,081	17,191	4,110
Secretary-stenographers	10,062	10,302	240
Expenses—personnel	2,817	4,000	1,183
Books and Periodicals:			
Legal and bargaining services	3,475	2,750	(725)
Subscriptions	7,359	6,000	(1,359)
Other printed material	6,410	2,500	(3,910)
Publications and literature:			
Constitution	12,505	15,500	2,995
Organizing and other literature	1,718	5,500	3,782
Institute and seminars	26,591	26,000	(591)
Miscellaneous	—	500	500
C. Guild Reporter:			
Salaries—Editor	$ 47,157	$ 46,622	$ (535)
Assistant editor	21,539	17,191	(4,348)
Clerical	27,230	26,825	(405)
Expenses—personnel	2,777	4,500	1,723
Printing	95,379	97,800	2,421
Postage	62,822	62,000	(822)
Addressing	23,107	23,000	(107)
Pictures & special material	6,740	7,550	810
Miscellaneous	392	750	358
	$ 470,749	**$ 478,050**	**$ 7,301**
4. Office Management:			
Salaries—Office manager	$ 38,707	$ 33,060	$ (5,647)
Secretary-stenographers	30,186	30,906	720
Bookkeeping	42,437	43,039	602
General clerical	38,486	39,707	1,221
Expenses:			
Rent & maintenance	204,740	193,254	(11,486)
Moving expense	11,145	5,000	(6,145)
Stationery & supplies	36,850	30,000	(6,850)
Equipment*	36,000	64,600	28,600
Telephone & telegraph	28,904	32,500	3,596
Repairs & improvements	7,630	5,000	(2,630)
Postage	23,645	28,000	4,355
Auditing	15,375	14,325	(1,050)
Insurance & bonding	20,000	20,000	—
Employee pension	95,903	95,014	(889)
Employee health and welfare	116,006	110,268	(5,738)
Directly billed transportation	151,563	145,000	(6,563)
Data processing	36,373	39,000	2,627
Miscellaneous	12,098	7,000	(5,098)
	$ 946,048	**$ 935,673**	**$ (10,375)**
5. Executives:			
Officers' salaries	$ 117,354	$ 115,140	$ (2,214)
Officers' expenses	21,083	18,000	(3,083)
	$ 138,437	**$ 133,140**	**$ (5,297)**
6. Other Expenses:			
Legal	$ 40,014	$ 45,000	$ 4,986
Payroll and personal property taxes	86,711	79,995	(6,716)
Contributions & tickets	19,035	15,000	(4,035)
Delegates and committees	6,017	15,000	8,983
I.E.B. meetings	76,241	67,500	(8,741)
Severance pay provisions	50,000	50,000	—
Convention reserve	120,000	120,000	—
Broun Award	1,000	1,000	—
Broun Award expenses	1,893	2,000	107
AFL-CIO-IUD conventions	2,070	3,500	1,430
CLC Convention	913	2,500	1,587
IFJ meetings	9,221	15,000	5,779
Guild Service Award	1,181	1,500	319
Irving Leuchter Scholarship Fund	3,389	2,000	(1,389)
	$ 417,685	**$ 419,995**	**$ 2,310**
Totals	**$3,209,539**	**$3,264,723**	**$55,184**

*Actual cash expenditures: $80,833.

Balance Sheet—Defense Fund, March 31, 1985

ASSETS

Cash in banks:	
Checking account	$ (12,122)
Savings accounts, certificates of deposit	1,479,034
Investments (at cost)	2,888,818
Loans receivable:	
Detroit Guild	29,000
Great Falls Guild	8,520
Knoxville Guild	7,250
San Francisco-Oakland Guild, Vallejo Unit	46,000
Terre Haute Guild	16,900
Washington-Baltimore Guild	38,830
Wire Service Guild	2,850
Due from General Fund	40,011
Other investments (at cost)	8,739
Total Assets	**$4,553,830**

LIABILITIES

TNG's Defense Fund had no liabilities on March 31, 1985.	
Net worth	**$4,553,830**
Total liabilities and net worth	**$4,553,830**

Organizing Fund, income & expense, year ended 3/31/85

INCOME

Special assessment income	$ 905,450
Interest income	21,772
Total income	**$ 927,222**

EXPENSES

Auditing	$ 500
Office supplies and expenses	910
Salaries	53,768
Expenses	7,317
Employee benefits	12,187
Legal	4,970
Organizing seminar	29,938
Total expenses	**$ 109,590**
Net worth end of year	**$ 817,632**

NOTES TO FINANCIAL STATEMENTS

The Canadian exchange rate was (.733) at end of period. The figures set forth do not reflect any conversion of Canadian dollars to U.S. dollars. The effect of conversion of Canadian dollars to U.S. dollars would be a reduction of assets of the General, Defense and Organizing Funds in the amount of $488,394.

Moves toward job sharing increase

IEB URGES GUIDELINES

This is adapted from the Collective Bargaining section of the Officers' Report to TNG's 1985 Convention. Linda K. Foley is a member of TNG's headquarters staff. TNG's Int'l Executive Board is recommending that the convention expand TNG's bargaining policies to include guidelines for locals that seek to bargain job-sharing arrangements.

By Linda K. Foley
Bargaining & Research Ass't.

FOR GUILD members William Englund and Kathy Lally the best things in life are shared—at home and at work.

Englund and Lally, both reporters, share not only a marriage and the care of their two-year-old daughter, Kate, they also share a job and the education beat at the Baltimore Sun. Like several other Guild members at other dailies, the couple are taking advantage of an increasingly popular work-scheduling alternative: job sharing.

Job sharing is when two people share one full-time job, usually for child-rearing purposes and usually for a limited period of time. In most job-sharing arrangements, benefits and pay are split or pro-rated depending on the way the work is divided.

In Englund and Lally's case, it's one month on, one month off in theory, but in practice the couple switch when it's convenient, Englund said. Pension benefits are split, and other benefits are pro-rated. Since the Sun pays one medical insurance premium, one employee is a dependent under the spouse's coverage.

The job sharing began as an experiment in September, after a year of negotiations among the couple, the employer and the Guild.

"We spent six months convincing the company that it wouldn't cost them any more money and another six months convincing the Guild it wouldn't cost the company less," Englund said.

The Guild's chief concern, according to Connie Knox, chairperson of the Washington-Baltimore Guild's Sunpapers unit, was that job sharing be made available to all Guild members. In the past, two or three other couples had approached the Guild about sharing jobs, Knox said, "but we couldn't work the bugs out."

The negotiations on the Englund-Lally proposal led to a side letter to the Sunpapers contract permitting two employees in the same classification to share one full-time job. The side letter, which is expressly exempt from the grievance procedure, broadly spells out benefit arrangements and qualifications. It also says that when the job sharing ends, one employee gets the full-time shared job and the other is offered the first full-time opening in the classification.

ENDING THEIR job-sharing arrangement is not something two other reporters worry about, however. Bill and Margaret Freivogel have been sharing a job in the St. Louis Post-Dispatch's Washington bureau for 4½ years and intend to continue at least until their youngest child, now two, is in the first grade.

"We're happy with it," Bill Freivogel said. The couple work one-half day each: she in the mornings, he in the afternoons. They have four children.

The couple's benefits are pro-rated. As in other job-sharing arrangements, the employer pays only one medical premium.

Although the Post-Dispatch contract is silent on job-sharing, the Guild was asked whether it objected to the Freivogels' arrangement before it was instituted. A similar arrangement involving two women reporters was in place at the main Post-Dispatch plant in St. Louis a few years ago.

"The employer thought it was an innovative thing," Freivogel said, "but it took a while for it to be approved," adding that it ultimately was approved by the publisher, Joseph Pulitzer, Jr., himself.

Englund and Freivogel both say cooperation between job sharers is important.

"My chief advice," Englund said, "is that the two people get along and can stay in constant touch. Even in a non-reporting job, it would help to be on good terms if you need to juggle schedules."

LINDA OWEN agreed. She is a reporter on Knight-Ridders' St. Paul Pioneer Press and Dispatch who recently ended a job-sharing arrangement with another features reporter, Cindy Boyd.

"Maintaining communication with other people at the office was difficult," she said. "I had to rely on Cindy to fill me in."

Unlike the other two couples, Owen and Boyd did not cover the same beat. They alternated weeks but never worked on the same story. The two women, each of whom has a child, received pro-rated benefits and pension credits. Since their husbands also worked, each woman opted for dependent coverage under her husband's medical plan. Owen recently resumed a full-time job. Boyd, who recently had another child, now is sharing a job with another employee.

Englund said he preferred a job-sharing arrangement in which the sharers work for long stretches of time. "Working for a good stretch of time is better for work and home life," Englund said.

"The only drawback was my son, who was two at the time," Owen said. "It was hard for him to get used to my being gone for a whole week and home for a whole week. It was a little schizophrenic for me, too."

Other job-sharing arrangements involve news assistants at the Minneapolis Star & Tribune. But the Star & Tribune won't permit reporters to share jobs.

Other Guild locals also report interest or the establishment of job-sharing arrangements. A couple at the now-defunct Buffalo Courier-Express shared a job for about a year in 1979.

The executive committee and membership of the Pacific Northwest Guild recently approved a proposal authorizing the local to encourage job sharing at the four newspapers where it represents employees. A report by a special job-sharing committee of the local noted that such a program could "result in the loss or reduction of medical, pension and other benefits currently guaranteed by the Guild contract. Any such program must be carefully structured so as to avoid fragmentation of jobs or benefit erosion to employees."

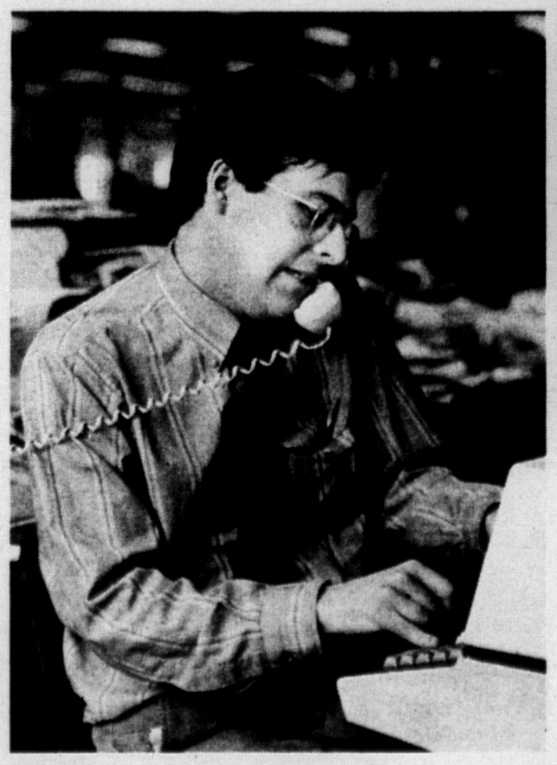
THE SAN DIEGO Guild, in contract talks with Copley's Union and Tribune, proposed that job sharing be part of the new contract. The proposal calls on the employer to facilitate job sharing with "no loss of benefits to employees who participate."

In all of the job-sharing arrangements, the Guild and the employees involved were careful to ensure that no full-time positions were lost.

While some Guild negotiators expressed concern about loss of benefits and job fragmentation, job sharing is taking place in many locals' jurisdictions as more Guild members become working parents.

"More and more, based on what people's needs are, it seems to suggest the need for some sort of alternative work scheduling," said John Carmichael, executive secretary of the Twin Cities Guild. "In general, people who are doing it like it."

That's certainly true of Baltimore reporter Englund. "I think it's great," he said. "It's the only thing that keeps me sane."

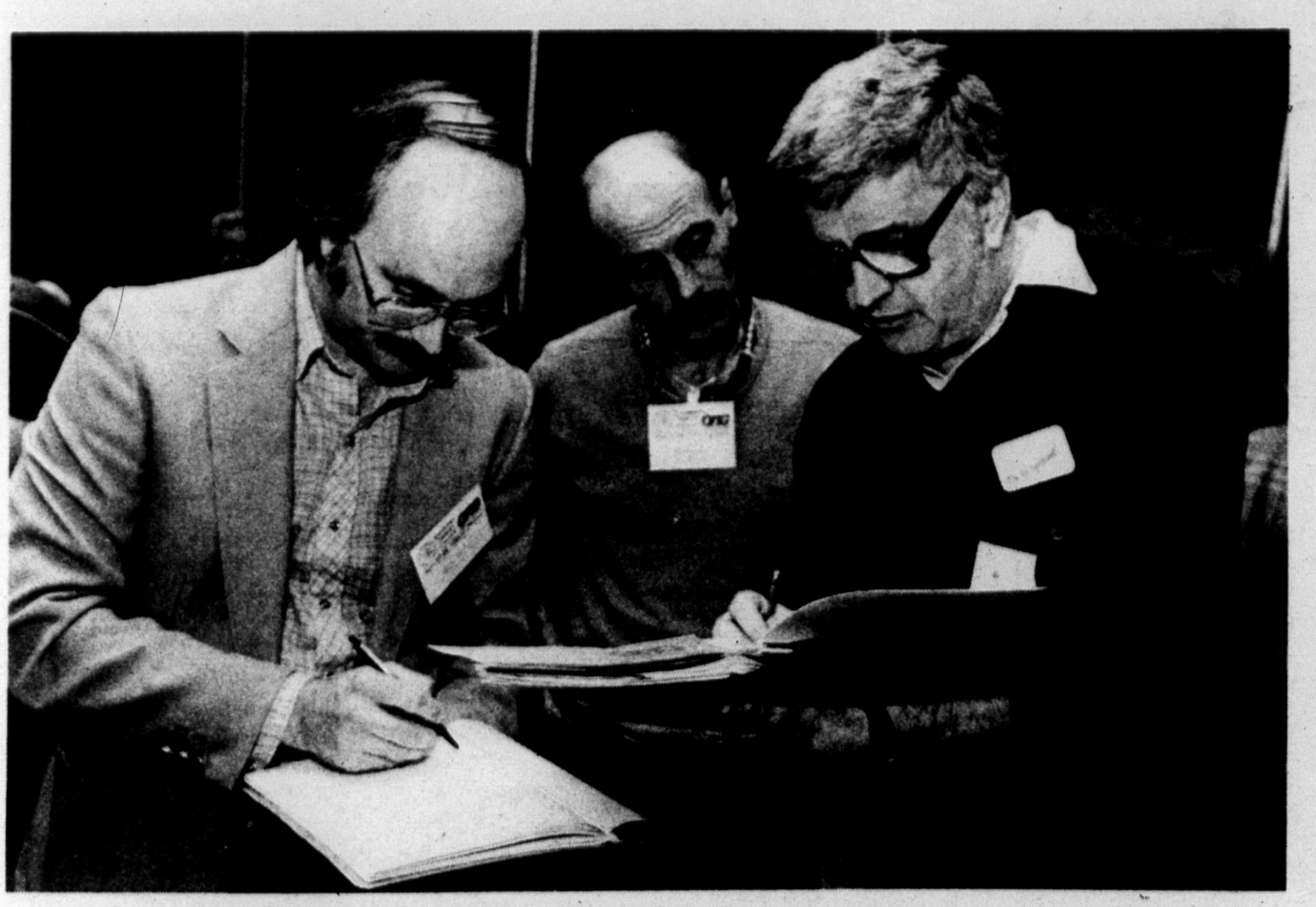


DAVID HARP/Sunpapers unit, Washington-Baltimore Guild

Sharing jobs in Baltimore

Kathy Lally, William Englund and their daughter, Kate, 2, principals in a job-sharing arrangement at the Baltimore Sun, pose in their home in that Maryland city, above. When the photos were made, it was Englund's month on the reporting job, left, that he and Lally share, while it was Lally's month to be a full-time parent, right. Theirs is one of several job-sharing arrangements in effect at a variety of U.S. dailies where employees are covered by Guild contracts.

Reactivated Canadian council sets up its agenda



CANADIAN DISTRICT COUNCIL LEADERS CHECK FIRST MEETING'S SCHEDULE

Tony Cote, council president; Joe Ravick, secretary; TNG Canadian Director William H. McLeman.

Ottawa—The Canadian District Council was reactivated April 27-28 when representatives of eight locals from across the country met here and promptly voted to set up a standing Journalistic Issues Committee, a Task Force on Affirmative Action and a special committee to research setting up a Canadian Guild publication.

The three dozen delegates also passed a resolution joining TNG's Int'l Executive Board in criticizing the U.S. Immigration Service for refusing entry to Canadian author Farley Mowat [See: 'U.S. officials rapped . . .', Page 3].

In addition, they approved an expression of the council's "hope that the Canadian membership of the Int'l Typographical Union will stand together and choose to remain in the Canadian house of labour" by rejecting merger into the Teamsters in the July 8 ITU referendum on that question.

The council meeting, the first since the early 1970s, was preceded by the 13th annual meeting of the Canadian Policy Conference. The first 12 had been held during the weekend preceding TNG's annual conventions. Last year's policy conference voted to meet separately from the convention beginning this year. It also voted to reactivate the district council.

Tony Cote of the Ottawa Guild was elected without opposition both as chair of the policy conference and as president of the district council.

In making a ceremonial presentation of a gavel marking Cote's being elected president of the newly constituted district council, TNG President Charles A. Perlik, Jr., informed delegates that the Int'l Executive Board the week before had officially designated Canada a district of the Guild under its constitutional provisions for district councils.

Other elected council officers were: John Lowe of Southern Ontario, vice president; Joe Ravick of Victoria, secretary; and Judy Creighton of the Canadian Wire Service Guild, treasurer. In the only contest, Lowe out-polled Creighton by 41 to 21 for the vice presidency.

Creighton also was elected vice chair of the policy conference and Ravick the conference's secretary.

The Journalistic Issues Committee, set up on motion from the Ottawa Guild, is charged with studying problems related to journalistic concerns of Guild members and recommending courses of action.

The Task Force on Affirmative Action, also the result of an Ottawa Guild initiative, is charged with trying to develop strategies for programs for "women and visible and linguistic minorities." It is to seek assistance from TNG's human rights co-ordinator.

In its expression on the ITU-Teamsters merger proposal, the council said rejection in the referendum would enable Canadian Guild and ITU locals to "continue to pursue our common goal of one printing industry union."

The committee on the possibility of a Canadian Guild publication, being chaired by Creighton, is to "investigate all aspects" of producing a quarterly, bilingual publication and to "prepare a budget and resolution" for the Finance Committee of TNG's 1985 convention "to allow for the financing of this publication."

Delegates also heard reports from TNG Secretary-Treasurer Charles Dale, on the finance plan being recommended to the convention, and from TNG Canadian Vice Presidents Lee C. Clifford and Roger L. Stonebanks.

Council by-laws approved by delegates to the meeting provide for each affiliated local to pay $1 per year in per-capita dues.

The council's next meeting will be in October in Victoria.

MAGNIFYING OLD PROBLEMS

Alert issues on remote computers

Washington—The proliferation of personal and remote computers that can feed directly into newspapers' typesetting systems is magnifying old problems and creating potential new ones for Guild locals seeking to protect their members' jobs, TNG's Int'l Executive Board has warned.

It is more difficult to detect electronically transmitted copy from free-lance writers and even strikebreakers, the IEB noted in adopting the bargaining section of its Officers' Report to this summer's TNG convention.

The board also pointed to new problems raised by the growing incidence of advertisers and news sources feeding copy directly into newspaper computers, bypassing the employees whose job it is to handle such material.

In addition, other new problems are raised by the increasing frequency with which employees are using remote computers to work from their homes, the IEB said.

However, "the means to deal with these difficulties by and large exist" within the Guild's current bargaining policies, the board said, calling on locals and TNG to "closely monitor" the use of remote transmission.

To guard against job loss from nonemployees performing the work of Guild-covered employees, locals must bargain and enforce contracts with "adequate coverage and jurisdiction" provisions, the IEB emphasized.

Acting under its contract with the Mercury-News, which defines the Guild's jurisdiction as "the kind of work presently performed" by Guild-covered employees, the San Jose Guild has initiated a grievance over the transmission of copy from an advertising agency directly into the paper's computer, the board's report pointed out.

The agency has been instructed how to code and format its copy, which is fed into the typesetting system without assistance from Guild-covered advertising department employees, the IEB reported. Ninety-four ads reportedly were transmitted in that manner during the first two weeks of the arrangement between the local agency and the Knight-Ridder paper.

Where employees are filing copy from their homes via personal computers or other remote hookups outside the newspaper plant, the IEB called for locals to ensure that contract standards, including hours and overtime provisions, are maintained.

Employees must not be penalized for refusing to work from their residence, nor required to use personal equipment on the company's behalf, the IEB cautioned. Those who do use their own equipment should be reimbursed for expenses incurred, the IEB said, including "payment for the personal computer itself, any ancillary equipment used, such as a telephone modem, the telephone, and, depending on the extent of use, space in the employee's residence."

Information about the amount of data transmitted via personal computers and remote hookups should be made available to Guild locals, the IEB said. It called for the convention to expand TNG's Bargaining Program to include provision for employers to provide Guild locals "full information" about employee use of personal or remote computers and the electronic transmission of data by freelances, news sources, advertisers and others.

Last year's convention called on the IEB to examine the problems posed by transmission from remote computers. Since then, several Guild locals have learned of news sources and advertisers, including funeral directors, transmitting data to newspapers' computers via telephone lines. [Guild Reporter, March 22].

Washington-Baltimore Guild representatives recently learned that the Baltimore Sunpapers are discussing computer transmission of advertising copy with a large real estate firm.

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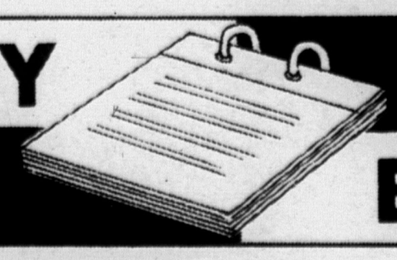

Middle-Atlantic District Council. spring meeting May 18-19, Wilkes-Barre.
New England District Council, spring meeting, May 18-19, Portland.
Int'l Executive Board, pre-convention meeting, June 21-22, William Penn Hotel, Pittsburgh.
Gannett Labor Caucus, annual meeting, June 22-23, Pittsburgh.
52nd Annual Convention, June 24-28, William Penn Hotel, Pittsburgh.
Int'l Executive Board, post-convention meeting, June 28, William Penn Hotel, Pittsburgh.
Int'l Executive Board, fall meeting, Oct. 15-18, TNG headquarters, Washington.
Canadian District Council, fall meeting, Oct. 19-20, Victoria.
Midwest District Council,. fall meeting, Oct. 26-27, Milwaukee.
53rd Annual Convention, June 23-27, 1986, Buffalo.
54th Annual Convention, June 22-26, 1987, Hyatt Islandia Hotel, San Diego.

The Guild Reporter

CALM ACPS

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