

Delegates enact modified finance plan; vote ordered on dues, benefit increases

Pittsburgh TNG's 1985 Convention capped four days of official and unofficial debate on overhauling the union's finances at 1:18 a.m. June 28 when it completed adoption of an abbreviated version of the fiscal renovation program recommended by the Int'l Executive Board.

In doing so, the convention approved, subject to ratification in a Guild-wide referendum to be held after next January, single increases next July in the Minimum Dues and per-capita rates in TNG's Constitution.

Directed, also, subject to ratification in the same referendum, that the basic TNG strike/lockout benefit be increased by 25 percent to \$125 a week next July and then to \$150 over the following three years.

Increased by \$1 million, to \$6 million, effective immediately the asset level of TNG's Defense Fund at which higher dues to build the fund are cut off and approved institution of those higher dues effective Aug. 1 [see story below]. The \$4.5 million asset level which is the trigger point for higher dues

was not changed in the process.

Directed that higher dues remain in effect for one month after the Defense Fund reaches \$6 million to fund the union's severance pay liability to its employees. TNG then is to maintain a severance fund equal to its obligations.

Approved extension to February 1987 of the temporary apportionment of per capita locals pay to TNG which puts 85 percent into the General Fund and 15 percent into the Defense Fund.

Authorized the IEB to buy or build or lease with an option to

buy a new TNG headquarters "in or reasonably near" Washington, enabling substantial savings by moving TNG out of its high-rent offices and into "an income-producing home of its own." A proposal that the IEB spend another year studying TNG's headquarters options was voted down.

Rejected switching conventions to every two years, instead of every year.

Approved a General Fund budget estimating operating costs for the current fiscal year at

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52nd Annual TNG Convention

Pittsburgh—TNG's 52nd Annual Convention was held here June 24-28.

There were 226 delegates and five alternates from 62 locals in the United States, Canada and Puerto Rico registered and seated.

Convention votes of the 62 locals totalled 424.

High dues to begin in August

Washington All Guild locals have been notified that in keeping with actions of the 1985 TNG Convention beginning in August TNG will be in a period of higher dues to build the Defense Fund to its new higher-dues cut-off level of \$6 million.

Higher dues add amounts to members' dues ranging from \$2 a month, for those making less than \$50 a week, to \$28.85 a month, for those making \$945 or more a week. The additional amounts are put into TNG's Defense Fund.

TNG's Constitution calls for their implementation when the fund's liquid assets drop below \$4.5 million and, under an action by TNG's 1985 convention, provides that they remain in effect until those assets reach \$6 million.

In a July 3 letter to all locals, TNG Secretary-Treasurer Charles Dale pointed out that the fund has been below its \$4.5-million trigger since March but institution of higher dues was purposely delayed in anticipation of the June convention's increasing the fund's high-dues cut-off level.

Setting the cut off at \$6 million gives the fund additional stability by increasing the cushion between the higher-dues trigger and cut off, the convention pointed out in adopting its finance report. The so-called cushion had been \$500,000, with the cut off at \$5 million.

Dale wrote that on April 1 the fund's liquid assets were nearly \$150,000 below \$4.5 million and at the end of June remained nearly \$100,000 below that trigger figure.

"Barring any new strikes or lockouts in the interim," Dale estimated that it will take "a minimum of four months" through

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DARRELL SAPP/Pittsburgh Guild

Call to order: Ed Bell, president of the host Pittsburgh Guild, calls TNG's 1985 Convention to order. Seated, from left, are: TNG President Perlik; Mayor Richard Caliguiri; TNG Int'l Chairperson Culver; TNG Secretary-Treasurer Dale.

Push backed to limit industry concentration

Pittsburgh Concentration of ownership of the U.S. publishing and broadcasting industries is increasing at such a pace it poses a problem neither the public nor the news industry's employees can afford to ignore, TNG's 1985 Convention declared in a major resolution.

Calling for "congressional action to limit media concentration," the convention said "it is time to

take a fresh look at the proposal, raised a half-dozen years ago by TNG and others, to put a ceiling on the number of newspapers or the aggregate circulation any single media company can control."

Outlining "a burst of ownership concentration" in recent months "exceeding in scope and significance anything seen to date," the convention pointed also to the

campaign to take over CBS for ideological purposes spearheaded by Sen. Jesse Helms.

That campaign "signifies the emergence of a threat cited for several years by TNG and others concerned about the growing concentration of media control," it declared in adopting the resolution as reported by its Resolutions Committee, chaired by Martin Goldman of St. Louis.

While the Helms campaign may not succeed, the resolution pointed out, "it gives grave portent of a growing danger—the political takeover of a newspaper chain."

It pointed to "an expression of concern from the president of the American Society of Newspaper Editors and Steps being taken to guard against an outside takeover by such giant newspaper chains as

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12 acclaimed to IEB; Culver, 3 VPs challenged

Pittsburgh Delegates to the 1985 Guild Convention elected 12 of the 16 members of TNG's Int'l Executive Board by acclamation, including both of the union's fulltime officers, and set up referendum elections in September to decide who will hold the other four positions, including that of international chairperson.

Re-elected were TNG President

Charles A. Perlik, Jr., to a ninth term, and Secretary-Treasurer Charles Dale, to a fourth term, all six at-large vice presidents and two of the seven vice presidents from geographic regions. Also, two persons were elected to regional vice presidencies for the first time.

In elections to be held Sept. 19-24, voters will pick between two candidates each for the three re-

Candidates' biographies

maining regional vice presidencies—from the South, the Midwest and Eastern Canada—as well as for international chairperson.

In the only Guild-wide contest in the elections, four-term incumbent Int'l Chairperson Harry S. Culver of the Wire Service Guild is facing Louis J. Mleczo, presi-

dent of the Detroit Guild, making his first run for a seat on the IEB.

In Eastern Canada, voters will choose between incumbent Lee C. Clifford of the Canadian Wire Service Guild, seeking a second term, and Dennis Robinson of Southern Ontario for the vice presidency from that region.

In the South, incumbent Faye McCracken of Memphis is being challenged by Patrick J. Hunt of Washington-Baltimore in her bid for a second consecutive term, third term overall, in the TNG vice

presidency filled from Region 2.

In the Midwest, Region 3, incumbent Richard M. Peery of Cleveland, seeking a third term, faces Gene Schabath of Detroit.

The candidacies of Mleczo and Schabath mark the first time in years that two members from one local, outside of New York, TNG's largest, have sought TNG offices simultaneously.

The two newly elected regional vice presidents are David M. Rousseau of Manchester, from Region 4.

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UPI moving to cancel Guild contract.. 8

Delegates abbreviate finance plan, order vote

(Continued from Page 1)

\$3,339,183, with projected income for operations of \$3,247,410 falling short of those costs by \$91,773. This follows a General Fund surplus of \$95,714 in the last fiscal year, ended March 31.

✓ Voted down a proposal to require that the IEB submit to each future convention a balanced operating budget "for the following fiscal year."

The new \$6-million Defense Funds-dues cut off, increasing the fund's cushion by \$1 million, to \$1.5 million, is intended to reduce the frequency of the necessity for increasing dues to maintain the fund.

The action to enable TNG to have its own headquarters includes authorization for an interest-free loan of up to \$750,000 for up to 10 years from the Defense Fund plus other loans from non-Guild sources as might be necessary for the project. The Defense Fund loan would be treated as an asset of the fund.

The actions all occurred during the 4-hours, 10-minutes it took the full convention to consider the first report of its Finance Committee, chaired by John Edgington of San Diego. Involved were three of the convention's four roll-call votes [roll-call table, Page 4] and four minority reports by members of the committee. The committee, made up of 103, or 45 percent, of the convention's 226 delegates, had met early, late and long before bringing the report to the floor.

The proposals for the Minimum Dues, per-capita and strike lock-out benefit increases that are headed for referendum were contained in the only one of the four minority reports adopted by the convention, as was the requirement that the increases be ratified by referendum.

They supplanted proposals for multiple-step increases in each that would have taken place over a seven-year period, recommended by both the IEB and the committee majority. Their proposals also would have increased the dues rate by another 1 percent and the per capita rate by another 0.25 percent.

Under the convention's actions, each effective July 1, 1986:

✓ The monthly Minimum Dues set forth in TNG's Constitution would go to a straight 6 percent of one week's regular compensation, from the current 5 percent plus \$1.50.

✓ The per-capita rate used to calculate locals' monthly obligations to TNG would go to a straight 1.939 percent, from the current 1.65 percent plus \$1.35.

✓ The basic strike lockout benefit from TNG's Defense Fund would be raised by \$25, to \$125

a week, increase another \$10 on July 1, 1987 and again on July 1, 1988 and then by \$5, to \$150 a week, on July 1, 1989.

Barry Lipton of New York said in moving the successful minority report that it was a compromise put together with the support of TNG's administration by "people who originally had divergent opinions" on the areas it addressed.

It also is more understandable than the long, complex proposal of the majority report, he said, and it would provide needed new income to TNG and locals whose dues are not already at or above 6 percent.

Responding to a question, TNG Secretary-Treasurer Charles Dale estimated that the 1.939 percent per-capita rate would produce approximately \$80,000 more per year for TNG's General Fund and \$16,000 for the Defense Fund.

Several supporters of the minority report emphasized their conviction that any fundamental change in the union's dues structure should be submitted for membership approval and said the committee majority's proposal was too complex and long-range to be accepted by the membership.

Opponents of the minority report, on the other hand, charged that it represented "another band-aid" for long-term financial needs, as Alice Busby of Vancouver-New Westminster put it, and that it did away with the major effort undertaken at the direction of last year's convention to provide for the union's long-range needs. Those were contained in the recommendations of the committee majority and the IEB on the Minimum Dues and per-capita rates, they asserted.

Before adopting the Finance Committee's recommendations that TNG proceed with efforts to secure its own headquarters, the convention turned aside the proposal for more study in a roll call that produced the most lopsided vote tally of the night: 308.88 to 94.12.

The proposal, contained in a minority report moved by Karlyn Barker of Washington-Baltimore, would have had the IEB report in detail to next year's convention its findings on possibly relocating in "lower-rental buildings," combined lease-ownership arrangements, purchase of existing buildings and constructing a new building.

Much of the debate in support of the minority report, however, centered on the merits of a tentative proposal for a joint-venture lease-purchase arrangement between TNG and a developer which was discussed at length with the IEB and the Finance Committee by a broker consultant engaged by TNG to help examine available options.

Exempted are only associate, inactive, retired and unemployed members, plus new members in the first 60 days of membership during an organizing campaign, Dale pointed out.

In addition, Dale noted, locals in a position to do so may pay from their treasuries or local defense funds the equivalent of the higher dues that would be collected from their members directly.

"As always," Dale pointed out, "this union will return to the reduced dues schedule as soon as financial circumstance and the Constitution permit."



NEW YORK'S BARRY LIPTON ADVOCATES DUES-PER CAPITA-BENEFIT PROPOSAL
Waiting his turn at the mike is Adolphe Bernotas of the Wire Service Guild.

Under that tentative proposal TNG would pay rent to the joint venture for five years while occupying 60 percent of a 20,000-square-foot low-rise building which would be constructed in an area being redeveloped in Silver Spring, Md., just north of Washington.

The tentative proposal would have the building financed through a low-interest Industrial Development Bond. After the five years TNG would buy out the developer's interest in the joint venture. Construction costs were tentatively estimated at less than \$2.8 million.

Proponents of the minority report also criticized authorizing an interest-free loan of up to \$750,000 from TNG's Defense Fund to help meet the costs of any building and questioned the adequacy of TNG's explorations of other options.

Advocates of going ahead now with the new-headquarters quest pointed out that under its current lease TNG is now paying approximately \$200,000 a year in rent and that projections are for costs of about \$250,000 a year after its current lease expires at the end of 1986.

They also said that, as Vice President Larry D. Hatfield put it, "the IEB has energetically explored the options and presented... an excruciatingly detailed report... and is now making a proposal that will cost us much less... if we get on with it now."

One of the proposals in the finance program recommended by the IEB as a money-saving measure for both TNG and locals—that after 1987 TNG hold conventions every two years instead of every year—was defeated in the convention's Finance Committee.

In addition, an effort through another minority report from the committee to submit the question to referendum was defeated in a roll call of the convention by a vote of 280.11 to 122.69.

Proponents of biennial conventions pointed to the IEB's estimate of combined savings of \$200,000 to TNG and Guild locals in the years in which there would be no meeting and to the fact that few other unions still hold annual sessions and said they felt biennial conventions would not result in any significant reduction in the Guild's tradition of democracy.

Proponents of continuing annual conventions argued that leaders of both small and large locals find them valuable for the opportunities they present to meet with their counterparts from throughout the union as well as with TNG and larger locals' professional staff members. They also backed them for the greater opportunity they provide "to have input and influence what is going on," as Elaine Hopkins of Peoria put it.

Robert A. Steinke of St. Louis, who moved the unsuccessful minority report, said the membership at large should have the same right to pass judgment on annual conventions as they have to vote on increases in the union's basic dues and per-capita rates.

The unsuccessful proposal to require the IEB to submit balanced budgets to Guild conventions—the only minority report not to go to roll call—was an attempt to balance the concerns of his local with the needs of TNG, said Mark Bufkin of Lake Superior (Duluth). Opponents said they saw it as less practicable than proposals for a balanced budget amendment to the U.S. Constitution, pointing out as well that regardless of the budget proposed by the IEB to any convention, it is the convention that must decide if any programs and amounts are to be added, deleted or retained.

The operating income estimate of \$3,247,410 for the current fiscal year is based on monthly per-capita payments to TNG on behalf of an average of 27,100 members and 350 agency-fee payers. The estimated income is off 1.8 percent, or \$57,843, from last fiscal year's actual operating income which, the convention pointed out, was bolstered substantially by catch-up payments from locals which had been in arrears. The projected operating costs for the current year are 4 percent higher than actual costs for the year ended March 31.

In adopting a second report of

its Finance Committee, the convention directed the IEB to study "the minimum strike/lockout benefits" provided under TNG's Defense Fund and report to next year's convention any recommendations on increases and their potential impact on the fund.

Meanwhile, the IEB at pre- and post-convention meetings:

✓ Adopted an operating budget of \$867,974 for the fiscal quarter that began July 1, noting that the amount is \$28,375 higher than estimated expenditures in the previous quarter, attributing the increase to convention costs.

✓ Authorized contributions of \$250 each to the Workers Institute for Safety and Health and the American Committee on Africa plus, on recommendation of its Human Rights Committee, \$50 to the League of Women Voters.

✓ Empowered the president and secretary-treasurer to establish a so-called 401(k) salary deferral plan for TNG employees.

✓ Learned that the number of compensatory days due TNG staff on April 1 was 924, 57 fewer than a year earlier. The cash liability of those 924 days was \$175,931.77, higher by \$5,243.93 than a year earlier. Compensatory time is accrued for weekend and holiday work and for vacations that cannot be taken because of assignments.

At its post-convention meeting the IEB authorized TNG's president and secretary-treasurer to implement those convention actions that need implementation before the board meets in October.

Edgington given standing tribute

Pittsburgh—Delegates to TNG's 1985 Convention here gave John Edgington of San Diego a round of standing applause for his job in chairing the convention's Finance Committee after the convention finished acting on its reports.

The committee was made up of 103 of the 226 delegates.

The spontaneous demonstration came as TNG Secretary-Treasurer Charles Dale thanked Edgington for shepherding the committee through long hours of meetings during the convention's first four days.

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August start for higher dues

(Continued from Page 1)

November for the Defense Fund to reach the new, \$6-million cutoff. Then, under a companion action by the convention, there will be another month of extra dues equivalent to the Defense Fund levy, with the additional income to fund TNG's severance pay liability to its employees. Thereafter, TNG is required to maintain its severance fund from the General Fund at a level equal to its obligations.

Under TNG's Constitution, nearly all Guild members are required to pay the additional dues

TNG's '85-86 budget

Pittsburgh—TNG's 1985 Convention adopted a General Fund budget totalling \$3,339,183.

The convention also approved a General Fund income estimate of \$3,247,410, assuming monthly per-capita payments on behalf of an average of 27,100 members and 350 agency-fee payers.

Together, the budget and the income estimate would produce an operations deficit of \$91,773 for the current fiscal year, ending March 31, 1986. The General Fund ended the 1984-85 fiscal year with a \$95,714 surplus.

Following is the budget:

Per-capita taxes	
AFL-CIO	\$ 76,560
IUD	15,840
CLC	23,895
IFJ	22,000
AFL-CIO Union Label Dept.	2,400
CLC Union Label Dept.	240
Total	\$ 140,935
Field operations	
Director—Salary	\$ 57,157
Expenses	3,500
Organizing & servicing:	
IR salaries	577,834
IR expenses	245,000
Miscellaneous	80,000
Collective bargaining	
Salaries:	
Exec. sec'y contracts	49,648
committee	15,000
Pension consultant	34,206
R. & I. associate	29,396
Bargaining & research	39,989
ass't	39,989
Human rights co-ordinator	10,000
Expenses—personnel	10,000
Total	\$1,141,730
Administrative operations	
Research & information	
Director—Salary	\$ 49,502
Expenses	5,000
Books & periodicals:	
Legal & bargaining	4,000
services	6,500
Subscriptions	4,000
Other printed material	13,000
Publications & literature:	
Constitution	6,000
Organizing & other	
literature	6,000
Department of education	
Director—Salary	47,932
Expenses	3,000
Publications & literature	2,500
Institutes & seminars	30,500
Guild Reporter	
Salaries:	
Editor	49,502
Assistant editor	36,301
Clerical	27,375
Expenses:	
Personnel	4,500
Printing	96,000
Postage	66,000
Addressing	24,000
Pictures & material	7,000
Miscellaneous	700
Total	\$ 483,312
Office management	
Salaries:	
Office manager	\$ 31,200
Secretary-stenographers	66,779
Bookkeeping	43,506
General clerical	41,407
Expenses:	
Rent & maintenance	204,179
Stationery & supplies	30,000
Equipment & machinery	36,000
Telephone & telegraph	35,000
Repairs & improvements	6,500
Postage	25,500
Auditing	15,600
Insurance & bonding	20,000
Employee pension	104,000
Employee health & welfare	125,000
Directly billed transportation	150,000
Data processing	40,000
Miscellaneous	10,000
Total	\$ 984,671
Executives	
Officers' salaries	\$ 123,760
Officers' expenses	20,000
Total	\$ 143,760
Other expenses	
Legal fees	\$ 40,000
Payroll/personal property tax	85,000
Contributions/tickets	17,500
Delegates & committees	15,000
IEB meetings	74,500
Severance-pay provisions	65,250
Convention reserve	120,000
Broun Award	1,000
Broun Award expenses	2,500
Guild Service Award	1,500
AFL-CIO-IUD conventions	4,000
IFJ meetings	15,000
CLC convention	500
Irving Leichter Fund	3,000
Total	\$ 444,775
Summary	
Per-capita taxes	\$ 140,935
Field operations	1,141,730
Administrative operations	483,312
Office management	984,671
Executives	143,760
Other expenses	444,775
Grand total	\$3,339,183

Policies extended on PCs, aid, sharing

Pittsburgh—Union-wide goals for Guild bargainers were officially expanded when delegates to TNG's 52nd Annual Convention instructed local bargainers to seek:

✓ Complete information about the electronic transmission of copy to their employers' computers from the personal computers of employees and stringers and from the computers of advertisers and other sources of information.

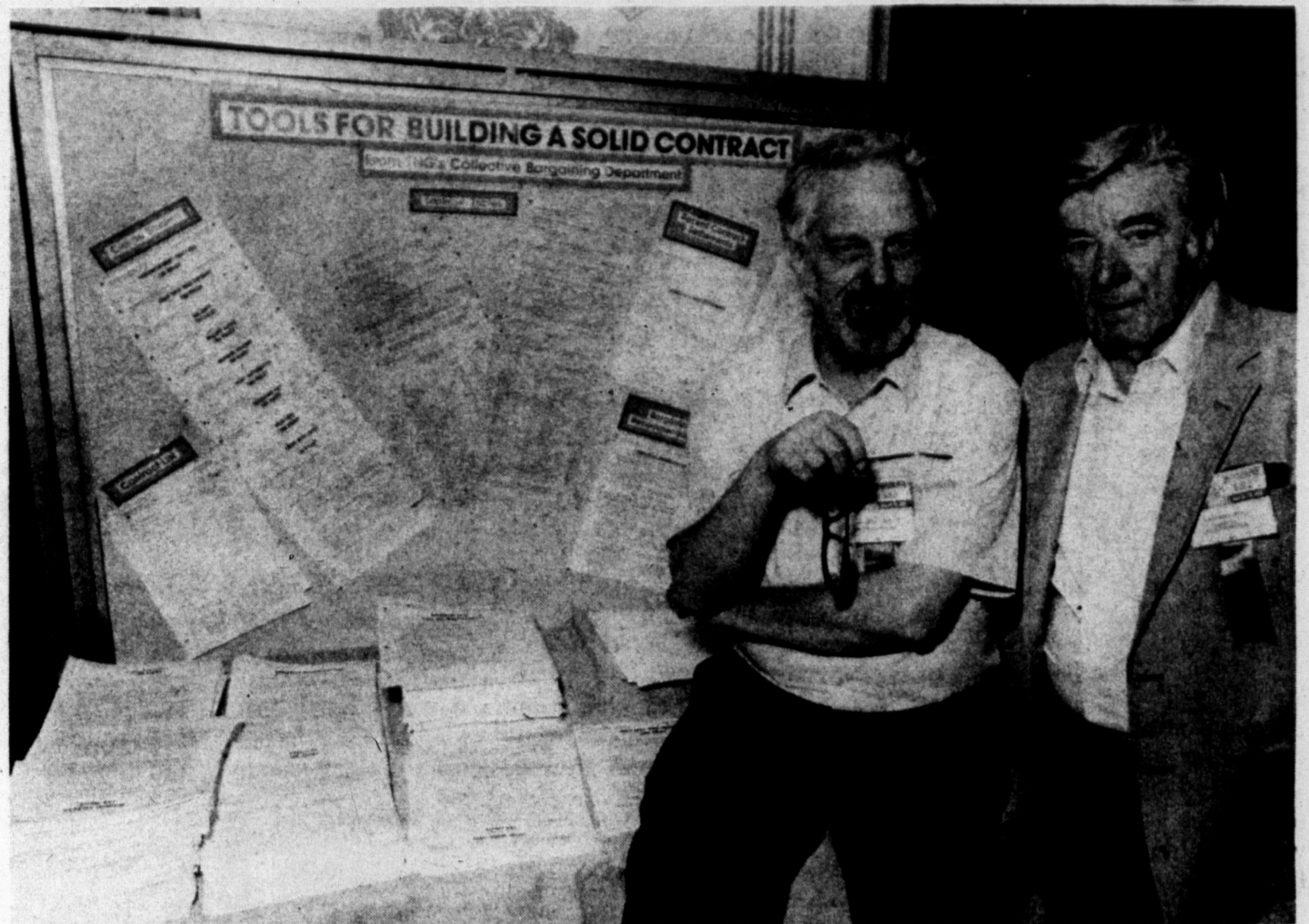
✓ Employer-paid employee assistance programs or similar undertakings which provide short-term counselling and referral services.

✓ Full contract protection and benefits for employees who opt to participate in job-sharing arrangements.

An employee assistance program "can form the beginning of an employer's 'wellness' program" and can lead to a reduction in medical plan costs, the convention noted in adopting the report of its Collective Bargaining Committee, chaired by Gil Bailey of Pacific Northwest.

It also called for coverage for the treatment of compulsive gambling under health insurance plans covering employees and their dependents, pointing out that the condition "has been recognized as a disease by medical and psychiatric authorities."

The guidelines on job-sharing, adopted by the convention on the recommendation of TNG's Int'l Executive Board, call for locals that seek contract provisions allowing an employee to share a full-time job with another employee to make sure that the option is available to employees in all Guild-covered jobs.



PAIR PAUSES TO POSE AT BARGAINING DEPARTMENT CONTRACT 'TOOLS' DISPLAY
Gil Bailey of Pacific Northwest, Bargaining Committee chair, and J. William Blatz, TNG director of field operations.

Noting that the use of personal and other off-site computers to transmit news and advertising copy is on the rise, the convention stressed that "renewed emphasis is needed to win and enforce" adequate contractual protections against job loss, that might occur including adequate jurisdiction provisions.

Citing an increasing incidence of Guild-covered employees performing work on their own com-

puters, the convention cautioned locals to make sure that contract standards, including expense reimbursement and hours and overtime provisions, are enforced.

In adopting the recommendations of its Collective Bargaining Committee, the convention also:

✓ Called on locals to advise TNG of plans to introduce new processes or equipment in Guild-covered work areas and called on TNG to gather and supply locals

data about such new processes.

✓ Urged that, absent provision for payroll checkoff of Guild dues, locals examine other means of automatic dues collection, such as automatic withdrawal from credit union or bank accounts or credit-card payment.

✓ Declared that TNG should "stand ready to resume discussions" about merger with compatible unions affiliated with the AFL-CIO and/or the CLC.

Renewed efforts urged for emissions shields

Pittsburgh — Guild locals should step up efforts to ensure that the video display terminals on which their members work are shielded to block emissions of very low frequency (VLF) radiation, delegates to TNG's convention said in adopting the report of the Safety and Health Committee.

In putting forth the recommendation, the committee report noted that recent research has heightened concerns over the possibility of a link between VLF radiation from VDTs and clusters of birth abnormalities among VDT operators. The convention called for the National Institute for Occupational Safety and Health and the Canadian Radiation Protection Bureau to conduct research into the possible 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.

In letters to the directors of NIOSH and Canada's Radiation Protection Bureau following the convention, TNG President Charles A. Perlik, Jr., stressed that research into the question should begin "without delay."

Given the ever-increasing use of VDTs in the workplace, the importance of extending our knowledge about potential hazards from radiation emitted by VDTs should need no further underlining, Perlik said.

The committee also called for "renewed emphasis" among Guild locals in bargaining provisions establishing rest breaks for employees working at electronic terminals and urged locals to ensure that

existing work-break provisions are enforced.

Only 14 Guild contracts currently include provision for rest breaks for VDT operators and "most of these provisions are less than adequate," reported the committee, chaired by Linda Dooling of Philadelphia.

The convention also called for TNG and its locals to urge government agencies in the United States and Canada to begin an immediate investigation into the "extent and

significance" of VLF emissions by VDTs.

Testing of electronic terminals to determine any radiation emissions should be conducted on machines maintained in Guild offices as well as on those in the plants where Guild-covered employees work, the convention said.

It also called on locals to "investigate and seek management action to combat" other safety and health hazards in the workplace, including those posed by asbestos, chem-

ical and carbon monoxide fumes and unsafe vehicles and furniture.

Tests of air quality should be conducted and action taken to eliminate contaminants, the convention said. It also urged efforts to assure that hazardous substances are so labelled.

It called "first-aid programs" an integral part of plant safety" and urged locals to incorporate training in cardiac pulmonary resuscitation and other emergency treatment in their safety and health programs.

OTHER SOLUTIONS PREFERRED

Smoking ban position reaffirmed

Pittsburgh—Delegates to TNG's 1985 Convention reaffirmed the recommendation of prior conventions that Guild locals seek actions short of "outright bans on smoking" in their quest for solutions to environmental problems associated with smoking.

Where necessary, locals should seek management action to combat problems created by smoking through such measures as rearranged seating, air ionizers and improved air circulation, the convention said in adopting a recommendation of its Safety and Health Committee reaffirming previous conventions' actions.

A motion to delete the caution against resorting to "outright bans on smoking" was defeated by delegates on a voice vote following a debate of some length about the rights of smokers and nonsmokers in working areas.

"There is a certain hypocrisy here," said Paul Griffin of the

Canadian Wire Service Guild, who moved to delete the phrase. While "we wring our hands . . . beat our breasts" over the "unsure dangers of VDT terminals" and call for management to "clamp down on the emissions of carbon monoxide fumes . . . in the same breath we say it is all right to continue to support smoking in the workplace."

Deletion of the caveat, Griffin and others pointed out, would not encourage smoking bans, but rather would eliminate the convention's expression of disfavor of them.

Speakers opposed to deletion of the phrase argued against imposing the will of nonsmokers on the smoking minority and warned of the potential for discipline against smokers that might result from a ban.

Delegates' positions, as expressed in debate on the issue, did not break down solely on smoker

versus nonsmoker lines, however.

Sue Craig of Southern Ontario, a former smoker, assented in supporting deletion of the phrase that prohibitions against smoking on the job would encourage smokers to kick the habit. Jerry MacDonald of Canadian Wire Service, also a former smoker, speculated that he never would have quit if a ban had been imposed.

Still others cited physical discomforts that some employees suffer from the smoke of others and the potential for long-term ill effects from smoke in the work environment.

When the vote was taken, the noes had it and the effort had failed to amend the Safety and Health Committee's recommendation that steps to combat problems associated with smoking stop short of outright bans. That committee, one speaker pointed out, was made up of 10 members—nine of them smokers.

When the roll was called in Pittsburgh . . .

Pittsburgh—Below, in the sequence of their occurrence, are the official tabulations of the four roll-call votes of TNG's 1985 Convention.

The first, "Buffalo convention hotel," was on a resolution that would have directed that the IEB, if it should select "a nonunion or partly union hotel as the site of the 1986 convention," advise locals "which prefer a union-only ambiance" of such accommodations in Buffalo and "arrange for alternative accommodations at a fully unionized hotel for such locals." Action on an identical motion at the Int'l Executive Board's pre-convention meeting by Vice President Roger L. Stonebanks of Victoria was deferred pending consultation with leaders of the Buffalo Guild on a roll-call vote in which only Vice President Larry D. Hatfield of San Francisco-Oakland joined Stonebanks in opposition to the deferral. Immediately before taking up the Buffalo resolution, the convention defeated on a voice vote a proposal that



TELLERS RECORD ONE OF FOUR CONVENTION ROLL-CALL VOTES

Carol Przybyszewski of Erie, Richard W. Christian of Buffalo and Sharon Bryant of Southern Ontario.

would have directed that in selection of future convention sites, preference be given to cities "which have a sufficient

supply of unionized hotels to enable the convention to reasonably be held in a unionized hotel."

The second, "Finance plan substitute," was on the minority report from the Finance Committee which was adopted and which directs a referendum after January on a single-step increase in the Minimum Dues and per-capita rates plus raising the basic TNG strike/lockout benefit. [Story, Page 1.]

The third, "Biennial conventions," was on another minority report from the Finance Committee which also would have sent to referendum a proposal for holding conventions every two years, instead of annually, which was voted down in the committee. [Same story, Page 1.]

The fourth, "Building study," was on a third minority report from the Finance Committee which would have directed the IEB to study for another year the alternative possibilities of different quarters for TNG's offices. Instead, the convention voted TNG authority to proceed with efforts to work out a satisfactory arrangement for buying or building new headquarters. [Same story, Page 1.]

Local	Buffalo convention hotel		Finance plan substitute		Biennial conventions		Building study		Local	Buffalo convention hotel		Finance plan substitute		Biennial conventions		Building study	
	Yes	No	Yes	No	Yes	No	Yes	No		Yes	No	Yes	No	Yes	No	Yes	No
Akron	1	2	0	3	3	0	2	1	Manchester	0	3	3	0	0	3	0	3
Albany	0	5	5	0	0	5	0	5	Memphis	0	5	0	5	5	0	1.66	3.34
Bakersfield	0	4	0	4	0	4	0	4	Montreal	0	5	0	5	0	5	0	5
Boston	0	5	5	0	0	5	0	5	New York	0	54	54	0	0	54	9.53	44.47
Bristol	0	2	2	0	0	2	0	2	Northern Ontario	0	2	0	2	0	2	0	2
Brockton	0	3	3	0	0	3	0	3	Ottawa	3	2	0	5	2.5	2.5	1.25	3.75
Buffalo	0	6	6	0	0	6	0	6	Pacific Northwest	0	11	11	0	0	11	0	11
Canadian Wire Service	0	10	0	10	2.85	7.15	2.85	7.15	Peoria	2	0	1	0	0	2	0	2
Central California	0	9	9	0	9	0	9	0	Philadelphia	0	17	17	0	0	17	2.83	14.17
Chicago	7	0	0	7	0	7	0	7	Pittsburgh	0	3	3	0	3	0	3	0
Cincinnati	0	3	0	3	0	3	0	3	Portland	0	5	5	0	0	5	0	5
Cleveland	0	6	6	0	0	6	0	6	Providence	6	0	0	6	0	6	0	6
Denver	0	7	7	0	0	7	0	7	Pueblo	0	3	3	0	0	3	0	3
Detroit	13	0	0	13	13	0	13	0	Puerto Rico	0	10	5	5	10	0	0	10
Erie	0	4	4	0	0	4	1	3	Rochester	0	1	1	0	0	1	1	0
Gary	0	3	3	0	0	3	0	3	St. Louis	0	11	9.75	1.25	8	3	0	11
Harrisburg	1	1	2	0	1	1	0	2	Salem	0	2	2	0	0	2	0	2
Hawaii	0	6	6	0	0	6	0	6	San Antonio	0	2	1	1	0	2	2	0
Hudson County	0	2	0	2	0	2	0	2	San Diego	0	10	10	0	10	0	0	10
Kingston	0	2	0	2	0	2	0	2	San Francisco-Oakland	12	4	2	14	6	10	2	14
Knoxville	0	2	0	2	0	2	0	2	San Jose	10	1.428	8.568	10	0	10	0	10
Lake Superior	0	2	0	2	0	2	0	2	Scranton	3	0	3	0	0	3	0	3
Lehigh Valley	2	0	0	2	0	2	0	2	Sheboygan	0	2	2	0	0	2	0	2
Lexington	0	2	2	0	2	0	1	1	Southern Ontario	0	22	0	22	0	22	0	22
Los Angeles	0	5	0	5	3.34	1.66	0	5	Terre Haute	0	2	0	2	0	2	0	2
Lynn	0	2	0	2	0	2	0	2	Toledo	0	5	0	5	0	5	1	4
Madison	0	2	1	0	0	1	1	0	Twin Cities	8	2	10	0	6	2	8	0
									Vancouver								
									New Westminster	6	6	0	12	0	12	0	12
									Victoria	4	0	0	4	0	4	4	0
									Washington-Baltimore	14.94	3.32	1.66	18.26	18	1.8	20	0
									Wilkes-Barre	3	0	3	0	0	3	0	3
									Windsor	3	0	0	3	0	3	3	0
									Wire Service	0	12	2	10	10	2	0	12
									Woonsocket	2	0	0	2	0	2	1	1
									Youngstown	0	4	4	0	0	4	0	4
									Totals	92.368	309.888	226.41	178.51	122.69	280.11	94.12	308.88

1.66 votes abstain

2.0 votes abstain

Poll of delegation: Adolph Bernotas 2 votes "no."
Harry Culver 2 votes "yes."
Susanne Fowler 2 votes "no."
William Gillen 2 votes "no."
Sean McCormally 2 votes "no."
William Morrissey 2 votes "no."

Curbs on concentration urged

(Continued from Page 1)

Gannett, Knight-Ridder, the Tribune Co. and others.

"If Congress does not give its serious attention" to the growth of ownership concentration, the convention warned, "the problem will not disappear, but the solution will."

Pointing to the proposal of six years ago, the convention said that inaction in the interim may have made it necessary to consider steps now at least to encourage divestiture of properties that exceed the ceilings.

"To avoid infringing on the First Amendment, newspapers established, rather than purchased, by the company owning them would be excluded from the limit," the convention pointed out.

The convention action came on the heels of a pledge by TNG President Charles A. Perlik, Jr., in his opening-day address that TNG

"will undertake a serious effort to put this issue on the congressional agenda."

"The growing threat of an industry dominated by bankers and big investors is troubling enough," Perlik said, pointing out that "the news industry has always been a business, run by businessmen—and an occasional businesswoman."

While publishers of the past, however, included some "notable buccaneers" and many "petty tyrants" Perlik observed, "for the most part, they had an interest in news, like Henry Ford had an interest in cars."

"If someone like William Randolph Hearst appeared, to build a chain and send it down an overtly ideological path, there was no lack of competition to combat it and restrain its influence," he pointed out.

He referred both to Helms' de-

signs on CBS and to the Rev. Sun Myung Moon's efforts to use the financial resources of his Unification Church to turn the Washington Times into a national newspaper.

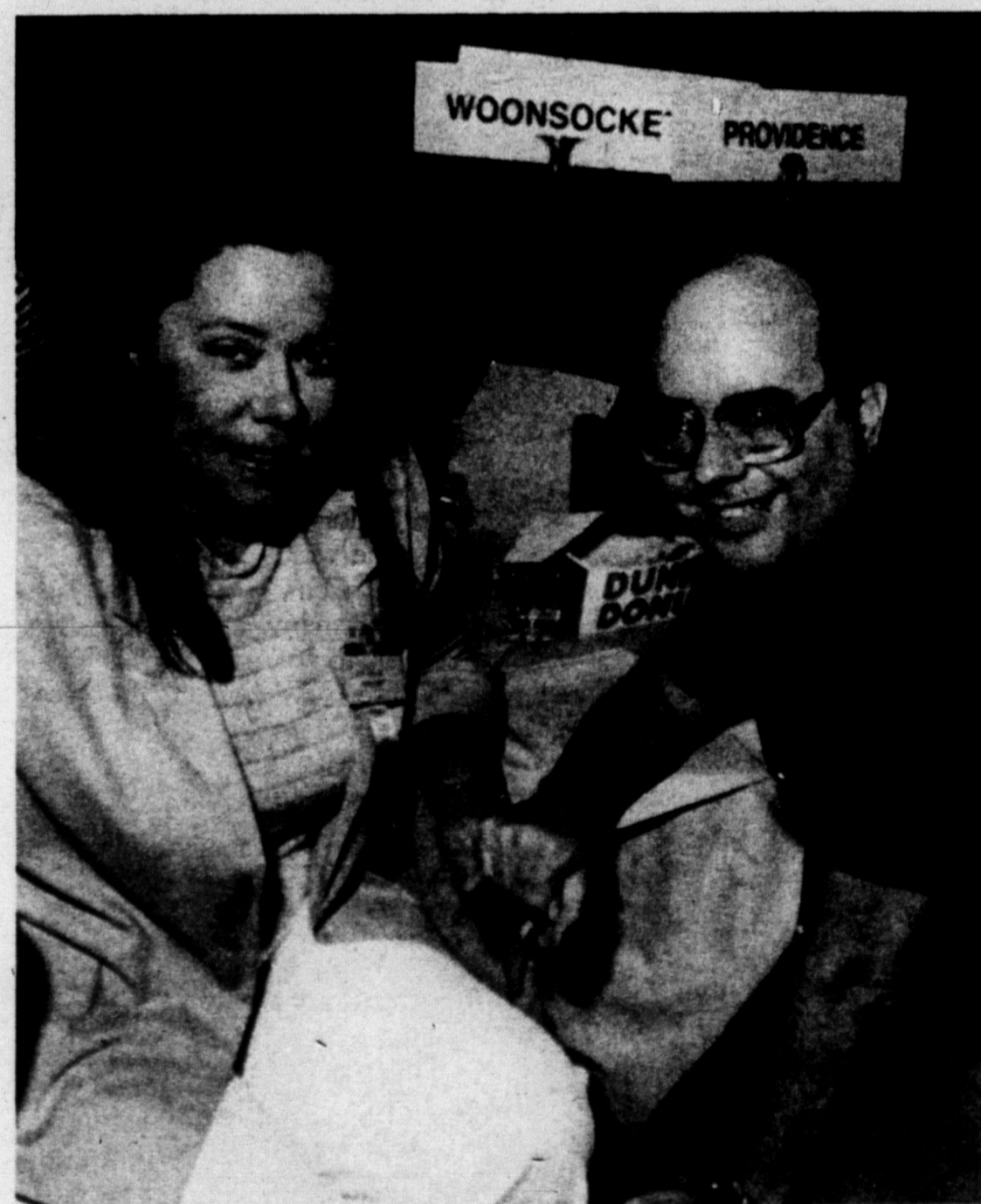
"Efforts to use the media in this way can be contained . . . as long as we are dealing with groups of limited size and influence," he said, but warned:

"Mix the Helms-Moon brand of political ambition with a newspaper chain grown to a third or more of the nation's circulation, mostly in one-newspaper markets, and you have an engine of enormous destructive potential to our democracy."

The convention warned that "as chains gorge on chains, all possibility of combatting media concentration short of massive divestiture will disappear."

"A handful of media moguls will control the news going to the nation's entire newspaper readership, and perhaps much of its broadcasting audience; and we can await the appearance of a new Jesse Helms to take over this ready-made propaganda instrument."

The convention directed that its resolution be distributed to each member of Congress and called upon each U.S. local to raise the issue with members' senators and representatives.



One couple, two locals

Spouses Linda and Brian Beaulieu share a delegates' table at TNG's convention in Pittsburgh but do so as representatives of separate locals: Brian, Providence; Linda, Woonsocket. Veterans of many Guild conventions could recall no similar situation. The Rhode Island cities are but a dozen miles apart.

Puerto Rico petitions for two groups

San Juan—The Puerto Rico Guild has filed petitions with the National Labor Relations Board seeking certification as the bargaining representative of some 250 employees of two of the island's daily newspapers.

In a petition filed July 2, the local seeks to represent some 100

circulation department employees of El Nuevo Dia who distribute the 190,000 circulation daily outside the San Juan metropolitan area.

The following week, on July 10, the local petitioned for certification as the bargaining representative of about 150 employees in a plant-wide unit at El Reportero.

Rights committee details steps for eradicating bias

Pittsburgh—In issuing its report on human rights, TNG's 1985 Convention called on Guild locals to adopt a comprehensive set of measures for eradicating discriminatory employment practices and advancing other human rights goals, as well.

Emphasizing collective bargaining as the preferred means for correcting pay inequity and opening new opportunities for women and minorities in Guild-covered jobs, the convention urged locals to utilize contractual arbitration machinery to remedy discriminatory practices or policies.

At the same time, locals should "carefully lay the ground work" in the event other legal actions are necessary, the delegates said in adopting the report of the Human Rights Committee, chaired by Roberta Simons of San Francisco-Oakland.

The convention also directed locals to supply TNG with copies of any charges or complaints before they are filed with courts or government agencies.

The directive came in the form of an amendment to the Human Rights Committee's report proposed by John Edgington of the San Diego Guild. Edgington, administrative officer of the San Diego local, explained that having been engaged in an eight-year battle with the Equal Employment Opportunity Commission over Guild charges of discrimination at the San Diego dailies "it is my firm belief" that Guild locals should use TNG's human rights co-ordinator "as a clearinghouse on all litigation of this nature."

The convention, on the recommendation of the Human Rights Committee, also instructed locals to continually seek detailed payroll information and to analyze the data as a basis for uncovering patterns of workplace discrimination. An exception was added to the directive by amendment from the convention floor for locals operating in jurisdictions where the law might prohibit the distribution of such information.

To further advance human rights

goals locals should maintain active human rights committees, lobby for appropriate legislation and followup on studies involving such issues as child care, job-sharing options and flex-time scheduling, the delegates said.

The convention also renewed its calls to locals to:

- Make greater efforts to bargain contract provisions that will aid minorities and women in achieving upgradings, including promotions, tuition-aid and training clauses.

- 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.

The convention also called for TNG's human rights co-ordinator to continue to conduct seminars for

district councils of Guild locals and in other Guild forums.

Acting on a separate resolution, the convention voiced its support for passage of the Civil Rights Restoration Act of 1985. Proposals before Congress (H.R. 700 and S. 431) would restore four civil rights statutes to the "scope and coverage that was originally intended by Congress," the convention said.

Interpretation of the statutes—Title VI of the 1964 Civil Rights Act, Title IX and Section 504 of the 1973 Rehabilitation Act and the Age Discrimination Act of 1975—was narrowed by the Supreme Court's 1984 ruling in a case involving Grove City College. In that ruling the court said that federal funds could be withheld only from those programs in which discrimination occurred, not from an entire institution.

While the bill currently has strong support, prospective crippling amendments could threaten it, the convention said noting that

a similar measure was defeated last year.

The convention called for passage of the bill free from amendments, "whatever their worth," and urged locals to seek backing for it among their congressional representatives.

The convention also called for passage of the Parental and Disability Leave Act sponsored by Rep. Patricia Schroeder (D-Colo.)

Guarantees incorporated in Schroeder's bill (H.R. 2020) are a step in the right direction in "meeting the serious needs of the changing American family," the delegates noted.

The bill would require employers to provide all employees with a minimum of 26 weeks disability leave and a minimum 18-week leave for a parent to care for a newly born or adopted child or a child that is ill.

It also would require continuation of any health insurance coverage in effect at the time of the leave and would guarantee seniority and pension rights.

Boost political activity, delegates urge locals

Pittsburgh — Delegates to TNG's 1985 Convention put new emphasis on what has become a regular call from Guild conventions for locals to establish and maintain active political action committees.

"This year," the convention stressed, Guild members can act most effectively in the political arena by communicating with legislators "at all levels" of government on issues of concern.

Locals' political action committees are "of utmost importance" in this effort "to help keep members informed of political issues bearing on their interests and to assist them in making their voice heard," the convention said.

The election of "right wing federal governments" in both Canada and the United States in the last year have produced new backing for political agendas that offer "nothing good . . . for Guild members" as employees of the news industry, union members or citizens, the convention said in adopting the Political Action report of its Research & Information Committee.

"It makes no sense," delegates warned, "to struggle for gains at the bargaining table only to lose them in the legislative hopper because of a failure to act in the political arena."

In the United States a proposal to tax employees' fringe benefits under the guise of a tax-simplification scheme poses a serious threat, the convention said. Meanwhile in Canada, it noted, the first budget

submitted by the country's new finance minister "not only failed to deliver a promised minimum tax on the rich, but gave this privileged two percent of Canadians an incredible half-million-dollar tax holiday on capital gains and callously proposed reducing the deficit on the backs of the elderly and the disadvantaged."

In a separate resolution urging Congress to defeat proposals to tax employee benefits—including up to \$300 a year in employer-paid health insurance premiums and all unemployment benefits paid to jobless workers—the convention called the tax on benefits "unwise, unfair and totally unwarranted."

"The proposals amount to nothing less than a government attack on the collective bargaining process itself," the convention said.

A resolution calling on Guild leaders and members in Canada to express their opposition to a proposal by the Progressive Conservative government of Brian Mulroney to curb cost-of-living adjustments for recipients of Old Age Security payments also was approved by the convention. Delegates acted on the resolution as news was circulating that the Mulroney government was expected to abandon the cost-savings scheme in the wake of intense criticism.

The convention also called for Guild members to make contributions to political organizations that share labor's goals, like the Committee on Political Education (COPE) in the United States.

Island tax break endorsed

Pittsburgh—An income tax exemption for the profits of U.S. firms from their operations in Puerto Rico "has been the foundation of the Puerto Rican economy," delegates to TNG's June convention said in urging Congress and the Reagan administration to maintain the exemption, first granted in 1921.

Claiming a \$1.7 billion annual tax revenue loss due to the exemption incorporated in Section 936 of the Internal Revenue Code, the Reagan administration has proposed its repeal as part of its tax

reform plan.

The jobs of more than 220,000 employees in Puerto Rico working for companies covered by the tax exemption would be threatened, TNG's convention warned, noting that those companies account for 60 percent of the island's manufacturing employment and 25 percent of the salaries paid in all sectors of the Puerto Rican economy.

With an unemployment rate currently at 23 percent, observers reportedly predict that repeal of the tax exemption could raise the figure to 30 or 35 percent.



Buckets full for AFL-CIO COPE

Susan Craig of Southern Ontario and Gerald Maraghy of Boston prepare to count the proceeds from a floor collection among delegates for contributions to the AFL-CIO's Committee for Political Education (COPE), a tradition at TNG

conventions following adoption of each year's Political Action Report. Maraghy chaired the Research & Information Committee, which prepared the report. Craig was a committee member. Collection tally was \$479.08.

Tax on benefits due Victoria strikers

Victoria, B.C. — Victoria newspaper union members, including members of the Victoria Guild, will receive refunds of federal income taxes they were required to pay on supplemental strike benefits paid to them during a 1973 strike against the Victoria Times and Colonist.

The government notified a representative for the Victoria Council of Newspaper Unions that taxes would be refunded on the basis of a ruling in a similar case involving supplemental benefits paid to newspaper union members during a 1978-79 strike at the Vancouver dailies. A federal court held earlier this year that those benefits were not subject to federal tax. [Guild Reporter, April 12.]

The ruling in the Vancouver case reversed an earlier finding by the Tax Review Board ordering the Victoria strikers to pay tax on the supplemental benefits received

during the 1973 strike. An appeal by the unions to that ruling had been set aside pending the outcome of the Vancouver case.

Supplemental benefits paid to strikers in both Victoria and Vancouver were derived primarily

from proceeds from interim newspapers published by the union councils during the strikes. They were paid to members uniformly without regard to whether they performed work on the interim publications.

Co-operative organizing stressed

Pittsburgh—Guild locals should co-ordinate their organizing efforts with TNG to best utilize the resources of both, including support from TNG's special organizing fund, delegates to the 1985 Convention said in adopting the report of the convention's Organizing Committee.

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, it said.

Acting on recommendation of the committee, chaired by David M. Rousseau of Manchester, the convention also urged all locals to establish organizing committees and survey the potential for organizing in their areas. In doing so, the convention said, locals should concentrate not only on organizing employees in jobs typically covered by Guild contracts, but also those engaged in new methods of gathering, processing and distributing advertising, news and other information.



These 9 won IEB seats by acclamation

These are nine of the ten who were elected to TNG vice presidencies by acclamation June 28. (The 10th, incumbent Robert C. Holt, Jr., of St. Louis was kept from the convention by injuries suffered in an auto accident.)

At left are: standing, Gene Turner of Central California, Marie Shellock of Youngstown and Stanley Souza of Hawaii; seated, Carol McGarvey Rothman of Philadelphia and David Mulcahy of New York.

At right, elected and re-elected to regional seats, are: standing, Larry D. Hatfield of San Francisco-Oakland and Doug Louth of Vancouver-New Westminster; seated, Peter McLaughlin of New York and David Rousseau of Manchester.



12 acclaimed to IEB; Culver, 3 VPs challenged

(Continued from Page 1)

gion 1, the U.S. Northeast, and Doug M. Louth of Vancouver-New Westminster, from the Western Canada region.

Re-elected to regional vice presidencies were Larry D. Hatfield of San Francisco-Oakland, from Region 4, the U.S. West, to a third term, and Peter E. McLaughlin of New York, from Region 5, New York City and vicinity, to a second term.

Re-elected at-large vice presidents, all by acclamation, as well, were: Robert C. Holt, Jr., of St. Louis; David M. Mulcahy of New York; Carol D. McGarvey Rothman of Philadelphia; Marie Shellock of Youngstown; Stanley Souza of Hawaii; and Gene Turner of Central California.

For Holt, who was unable to attend the convention due to injuries sustained in an auto accident just

days before, it will be his fifth term on the IEB; it will be Mulcahy's sixth and the second for Rothman, Shellock, Souza and Turner.

Following the nomination process, which consumed several hours of the convention's final day, delegates paid tribute to the two incumbent vice presidents who had announced earlier that they were not seeking re-election: Roger L. Stonebanks of Victoria, completing his sixth two-year term from Western Canada, and Thomas R. Hiltz of Boston, completing his third year from Region 1.

The IEB at its post-convention meeting also saluted their IEB service and authorized issuance of gold membership pins to each in recognition of it.

In the nominations that produced the election contests:

Culver was seconded by 64 delegates from 36 locals in attend-

ance, Mleczo by 17 delegates from 12 locals.

Clifford received five seconds from delegates representing two locals in the Eastern Canada region; Robinson received seconds from 11 delegates from three locals in the region.

McCracken received eight seconds from five locals in the South; Hunt received six seconds from two locals.

Peery was seconded by 11 delegates from 10 Midwest locals, including John Mitchell of Gary who lost the seat to him four years ago; Schabath was seconded by eight delegates from five locals.

An ad-hoc Guild Unity Committee formed before the last contested TNG elections in 1981 announced after the convention that it has endorsed the candidacies this year of Culver, Peery, McCracken and Clifford.

Made up of leaders of several U.S. and Canadian Guild locals and all but two current members of the IEB, the committee is chaired this year by Dianne Martino of San Jose, a former TNG vice president and Manchester Guild president. Mary Sanchez of Central California is treasurer.

Martino said that the four en-

dorsed candidates will pool the free campaign-ad space made available in the Guild Reporter to candidates in contested elections under a 26-year-old policy.

TNG's Int'l Election & Referendum Committee, elected for a two-year term by last year's convention, will supervise the September election as prescribed by TNG's Constitution.

At a meeting following the convention, the IERC set the Sept. 19-24 voting period and designated Oct. 9 as the day it will meet at TNG headquarters to tabulate returns and certify results. The new IEB will take office Oct. 15.

The IERC also designated the second August issue of the Guild Reporter, to be published on Aug. 23, as the issue in which free space for a statement by each candidate will be provided, as called for by TNG's Constitution.

The IERC will meet at TNG headquarters Aug. 30 to approve voter eligibility lists and assemble ballots and other material for distribution to locals.

Members in good standing as of June 1, July 1 or August 1 will be eligible to vote in the election, to be conducted in each Guild local under rules set forth by the IERC.

The Candidates

Here, in ballot order, is the official list of candidates in the Sept. 19-24 elections for TNG International Chairperson and Vice Presidents from Region 2 (the South), Region 3 (the Midwest) and the Eastern Canada Region:

International Chairperson

Louis Mleczo
Harry Culver

Region 2

Patrick Hunt
Faye McCracken

Region 3

Richard M. Peery
Gene Schabath
Canada East

Dennis Robinson
Lee Clifford



Smoking-curbs story hit home, Milwaukee says

MILWAUKEE, WIS.

Editor:

The headline "Curbs on smoking spreading at dailies" [Guild Reporter, June 21] tells me I was born 30 years too soon. It arrived a week after starting early retirement, my only alternative when Milwaukee Sentinel editor Robert Wills told me, in a meeting with Milwaukee Guild President Jack Norman, "If you want a job where there is no smoke you'll have to find it someplace else." The meeting was held two weeks after I was suspended indefinitely without pay for going home ill. I traded a \$572-a-week job for a \$271-a-month pension and a 14-month wait to draw Social Security.

An executive admitted the company would lose an arbitration on the suspension, but since there is no contract there will be no arbitration. [The Milwaukee Guild has been in bargaining for an initial contract since last summer—editor.]

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue.

Deadline: Friday before publication. Letters relating to elections or referendum to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the official voting period shall contain no new charges.

I have a file of memos, complaints and suggestions about trying to deal with work-place smoking dating to the early 1970s.

The managing editor told me then, "Smoking might be prohibited some day, but I don't think it will by in my lifetime or yours." Managing editors are often—if not usually—wrong.

No one has a right to smoke where those who want to breathe air have to breathe smoke. If you smell it, you are breathing it. It's that simple.

WIL QUICK
Milwaukee Guild

Loosen ties to Demos, says Miners' Trumka

Pittsburgh—The U.S. labor movement must loosen its ties to the Democratic Party if it wants to build a government that truly represents the country's working people, United Mine Workers President Richard L. Trumka told delegates to TNG's June 24-28 convention.

Addressing delegates and guests on the morning of the convention's third day, Trumka declared that "we don't have a two-party system" in the United States, but rather "one party with two branches—both apparently subservient to the interests of big money and the power of multinational corporations."

The so-called tax-reform proposal announced recently by President Reagan is "nothing unex-

pected for a Republican, Trumka said, pointing out that if enacted it would result in higher taxes for many union members and other working people, while families earning more than \$200,000 a year would reap the largest tax reductions.

"But what about the Democrats?" he asked. They put their leading tax authority, Rep. Dan Rostenkowski (D-Ill.) on television to respond to Reagan's tax proposal and he supports the administration's proposal, Trumka noted.

The Republicans serve the interests of corporate profit, Trumka said, and the Democrats "go along because they are seemingly afraid to offend those same corporations."

"Republicans and Democrats alike have been throwing our money into the trough . . . of military waste," he charged, leading to a 300 percent rise in the military weapons budget since fiscal 1980.

"That is why there is so little money left for Medicare and Social Security . . . for job training, for student loans and for programs to help the poor," Trumka charged.

He called for a "new patriotism" based on the premise that unions, corporations, political parties and governments "exist only to serve the people and when they fail to do so they must be changed or fall by the wayside."

"It is not at all clear" what the Democratic Party wants to stand for, Trumka said, challenging the Democrats to be something other than "another big-money-special-interest party."

"If the Democrats aren't willing to be that party . . . I guess we'll just have to make other plans," Trumka said.

The eight candidates and their records

Here are the records of the two candidates for TNG International Chairperson to be elected by the membership at large and of the two candidates for each of the three vice presidencies to be elected respectively by the membership in Region 2 (the South), Region 3 (the Midwest) and in the Eastern Canada Region. They appear in the order they will be listed on the ballots in the elections, to be held Sept. 19-24. They were nominated at TNG's 52nd Annual Convention, June 24-28. Terms are two years.

International Chairperson

Louis J. Mleczo Detroit

LOUIS J. MLECZO, president of the Detroit Guild since 1977, is making his first bid for a seat on TNG's Int'l Executive Board.

He first joined the Guild in 1969 in Akron, where he worked at the Beacon Journal as a general assignment and sports reporter until 1971 when he joined the staff of the Detroit News, at the time unorganized.



Mleczo, 38, rejoined the Guild in 1974 as an activist in the organizing drive that resulted the next year in the first Detroit Guild contract covering editorial department employees at the News, where he currently covers transportation.

Mleczo headed the committee that bargained that 1975 contract and has done the same for those that have bargained successor agreements in 1977, 1980, 1983 and 1984.

Since 1977 he has been the Detroit Guild's representative on the Detroit Newspaper Council of Unions.

Mleczo has been one of his local's delegates to eight of the last 10 TNG conventions and has served on the conventions' constitution, finance and organizing committees.

He was elected by successive conventions from 1976 through 1981 to TNG's Int'l Election & Referendum Committee before losing a bid for a seventh term at the 1982 Convention.

Harry S. Culver Wire Service

HARRY S. CULVER, veteran Wire Service Guild member and leader, is seeking his seventh term on TNG's Int'l Executive Board, fifth as International Chairperson.

A Guild member since 1950, Culver has served his local as president for two terms, secretary-treasurer for four terms, on many bargaining committees and as a delegate to nearly every TNG convention since 1962. Before



being elected to the IEB, he chaired convention committees on finance, bargaining and TNG's Constitution.

After two years on daily newspapers and 35 as a statehouse re-

porter for UPI in Oklahoma City, Culver, 62, recently left UPI to become public information officer for the Oklahoma state budget office, retaining his Wire Service Guild membership on an at-large basis. He has been elected to the Oklahoma Journalism Hall of Fame.

The winner of TNG's Guild Service Award for 1970, Culver also served as national co-ordinator of the 1969 Wire Service Guild strike at AP and of its 1974 UPI strike.

He also served on TNG's Special Merger Committee through all six years' talks with the ITU, co-ordinated TNG's U.S. voter registration drive last fall, and is on the Int'l Federation of Journalists' Executive Committee.

Region 3

Richard M. Peery Cleveland

RICHARD M. PEERY, a former president of the Cleveland Guild, is seeking his third consecutive term on the Int'l Executive Board.

A member of his local's executive committee from 1972 through 1984, he served it as a vice president from 1976 through 1978 and as president in 1979. He also has served on its bargaining committees.

A reporter and columnist on the Plain Dealer, Peery, 51, is a founding member of Cleveland's Black Leadership Caucus and was instrumental in enactment of city ordinances regulating private security police and banning police use of horses at picket lines.

Peery also has been a delegate to the Great Lakes District Council, the Cleveland AFL-CIO and seven TNG conventions where, before being elected to the IEB, he chaired the constitution and rules committee.

A 14-year Guild member, he also served on TNG's Special Merger Committee after being elected to the IEB.

Gene Schabath Detroit

GENE SCHABATH, chairperson of the Detroit Guild editorial department unit at the Detroit News, is running for the Int'l Executive Board for the first time.

A reporter for the News, he has been chairperson of the unit since late last year after having been elected vice chairperson earlier in 1984. He also is a member of the local's representative assembly and a delegate to the Great Lakes District Council of Guild locals.

Schabath, 45, also is editor of his local's bimonthly newsletter, which he helped revive after pub-



EASTERN CANADA VICE PRESIDENT CANDIDATES DRAW FOR BALLOT POSITIONS
Lottery occurred during meeting of International Election & Referendum Committee after convention adjourned. At left, IERC Chairperson Robert A. Steinke.

lication had been suspended.

He was a delegate to this year's TNG convention in Pittsburgh, where he was a member of the Finance Committee.

Schabath first joined the Guild in 1957 while working as a copy messenger at the Detroit Free Press. He rejoined following the local's organization of the News' editorial department in 1974.



Lee C. Clifford Canadian Wire Service

LEE C. CLIFFORD, currently the Canadian Wire Service Guild's branch director at the Canadian Broadcasting Corp. and a former president of his local, is seeking his second term as a TNG vice president.

A TV lineup editor for the CBC in Halifax, he also is shop steward for the radio and TV newsrooms there and has served six terms as his local's vice president from the CBC branch.

A 17-year Guild member, Clifford, 40, also has been chairperson of the branch's Halifax unit several times and has served on his local's last three CBC bargaining committees, including the current one.

He has been a delegate to 11 Guild conventions, including the last eight consecutive, and chaired the collective bargaining committees at the 1979, 1980 and 1981 sessions.

On the Int'l Executive Board he also currently chairs the Collective Bargaining Committee and serves as well on the IEB Human Rights and Constitution Committees, and served on its Special Finance Committee at well. He was a temporary international representative on TNG's staff in 1977-78.

Region 2

Patrick J. Hunt Washington-Baltimore

PATRICK J. HUNT, a member of the Washington-Baltimore Guild Executive Council, chairperson of the local's human rights committee and a member of its organizing committee, is running for TNG office for the first time.

He has been a member of the Guild since 1981 when he joined the research staff of the Communications Workers of America, AFL-CIO, as a labor relations specialist. In that capacity he has been involved principally in studying the impact of technology and developing programs to help employees have a greater voice in technologies' use.

Before joining the CWA's staff,

Hunt, 38, worked variously as a congressional and union campaign manager, a government and union economist, a labor relations and economics analyst and, before and while pursuing degrees, in construction, retail stores and in heavy industry.

In the process he was a member of the Laborers, Auto Workers and Retail Clerks unions. He was a member of the Government Employees while working as an economist with the Bureau of Labor Statistics in 1973-74 and was organizer and president of the unaffiliated Congressional Research Employees Assn. during the next four years while an analyst with the Library of Congress.



Faye McCracken Memphis

FAYE MCCRACKEN, 26-year member and longtime leader of the Memphis Guild, is seeking her third term, second consecutive, on TNG's Int'l Executive Board.

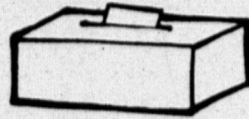
Currently in her fourth term as her local's first vice president and chairperson of its bargaining and grievance committees, she also served it as president, secretary-treasurer, second and third vice presidents.

A newsprint inventory bookkeeper at the Memphis Commercial Appeal, she helped organize the Memphis Council of Newspaper Unions and the West Tennessee chapter of the Coalition of Labor Union Women and has served the latter as president and the former as secretary.

McCracken, 52, has been a Memphis Guild delegate to the Southern District Council since 1972 and has served it as secretary, vice president and president.

Her local's "Member of the year" in both 1973 and 1982, she was a participant in the 1982-83 "Leadership Memphis" study program under co-sponsorship of the Commercial Appeal and the Memphis Guild.

She first was elected to the IEB in 1978, over an incumbent in a special rerun election, defeated for re-election by 27 votes in 1979, then was elected without opposition in 1983.



Canada East

Dennis Robinson S. Ontario

DENNIS ROBINSON, longtime executive committee member and former treasurer of the Southern Ontario Guild, is running for the IEB for the first time.

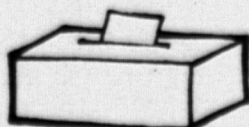
A photographer with the Toronto Globe and Mail, he is in his 13th term on his local's executive committee and in April completed seven years as its treasurer.

He has been a delegate to the last seven TNG conventions, serving mainly on the finance committee, and has also been one of his local's delegates to the last six Ontario Federation of Labour conventions.

Robinson, 44, and a 23-year Guild member, also represented his local at a TNG dues-form forum in 1980 and last fall at the two-day finance forum at TNG headquarters.

He also has served several times as chairperson, vice chairperson and membership secretary of his local's Globe and Mail unit and has been on every Guild bargaining committee there.

Robinson also has been a delegate to the Canadian Policy Conference the last six years and to the Canadian District Council this year when it was revived.



Guild prepares to contest move by UPI to abrogate its contract

Washington—Wire Service Guild leaders were preparing July 18 to contest efforts by United Press Int'l to seek rejection of the Guild's contract in proceedings before a federal bankruptcy court judge.

In talks with Guild bargainers July 17, UPI Chairman Luis G. Nogales said that the company would petition the court to abrogate the contract the following day "or as soon as possible." He did so after Guild representatives refused to concede to somewhat modified demands for new wage and benefit cuts.

TNG's 1985 Convention two-and-a-half weeks earlier had authorized up to \$30,000 from TNG's Defense Fund to aid the Wire Service Guild in defending the contract and the interests of its 750 members at UPI in the bankruptcy proceedings.

UPI representatives had threatened to ask the court to reject the contract during a meeting with Wire Service Guild leaders in Pittsburgh on the opening day of the convention.

At that time UPI was demanding "as the minimum necessary" a six-month freeze on salaries at 90 percent of 1984 levels. Subsequently, on July 1, salaries of Guild-covered employees were restored to 95 percent of last year's levels under the terms of an agreement approved by Guild members last summer in an effort to shore up the financially troubled news service.

In talks following the convention UPI modified its wage demands, proposing salaries at 92.5 percent of last year's levels for a five-month period. Under the terms of last year's agreement salaries were cut by 25 percent initially and then were to be restored gradually until reaching the level of last year in October of this year.

Under the federal bankruptcy code an employer can seek the

court's agreement to modify or abrogate its union contracts if it is unable to reach agreement on changes with the unions representing its employees.

That provision of the bankruptcy code, known as the Rodino amendment, has been on the books only since last year. It was enacted at the urging of TNG and others in the labor movement in response to the Supreme Court holding that an employer was free to abrogate union contracts upon filing for protection under the bankruptcy code.

UPI filed for Chapter 11 protection from its creditors on April 26.

In authorizing the payment of up to \$30,000 from the Defense Fund to assist the Wire Service Guild in paying the fees of special bankruptcy counsel, the convention noted that if UPI were to succeed before the court in nullifying its Guild contract, it could "undermine all collective bargaining agreements."

Wire Service Guild representatives called UPI's demands for more concessions from the contract premature, offering to discuss the contract with potential buyers of the news service endorsed by the creditors' committee set up by the bankruptcy court and UPI management.

"We're not going to lower our expectations if we have to start bargaining again [with a new buyer]," Wire Service Guild President William Morrissey told UPI representatives during the July 17 session.

In a statement released to employees following the meeting Nogales said that if the court agrees to "reject" the contract UPI will continue to "honor all the terms and conditions... except for the specific modifications" that UPI has demanded.

Among those modifications, in addition to reduced wages, UPI is demanding an increase in the work week, from 37.5 hours in most bureaus, to 40 hours and the sub-

stitution of a less comprehensive health insurance plan for the one currently covering Guild employees.

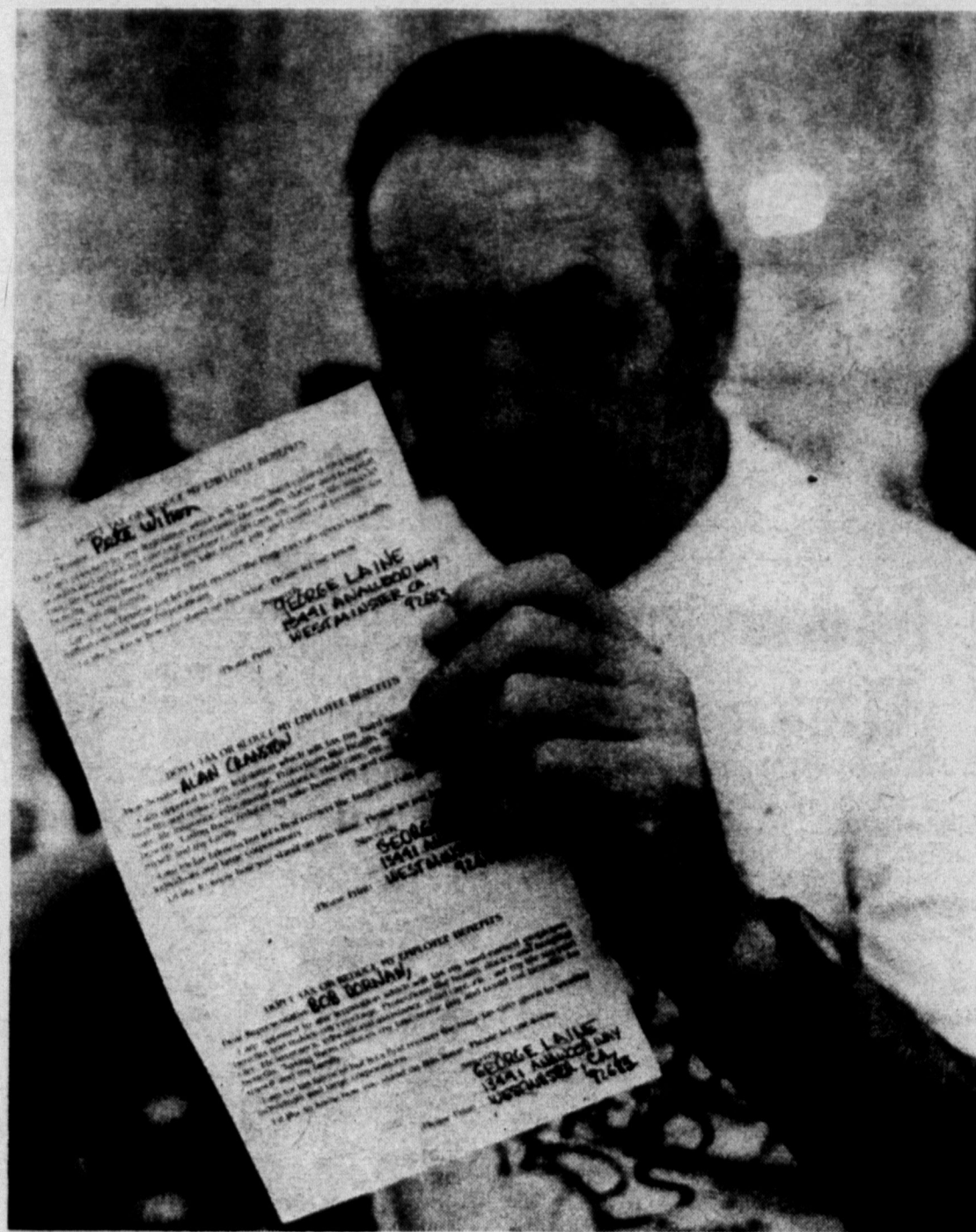
It also seeks a reduction in severance pay and sick leave and the inclusion of an even lower formula for new employees, plus waiver of unpaid severance pay obligations prior to July 1 and forgiveness of back payments to the pension fund.

It asks waiver of hundreds of thousands in pension arrearages.

Meanwhile, the Guild local has filed a series of unfair labor practice charges against UPI, asking the National Labor Relations Board to find the company guilty of failure to bargain in good faith.

In support of its charge the Guild cites the company's failure to issue employees stock in its parent company, Media News Corp., as called for in last year's agreement.

Staff cuts and salary reductions have not been applied equitably among Guild-covered employees and other employees of UPI as required by the agreement, the local reported, while also noting that UPI's executive committee on which the local holds a pair of seats has not held a meeting in more than four months.



Messages to Congress

George Laine, president of the Los Angeles Guild and one of its delegates to TNG's 1985 Convention, displays his copies of postcards filled out by delegates calling on their U.S. senators and representatives to oppose proposals to tax employer-paid health-care and other employee benefits.

Resignations review is directed

Pittsburgh — Delegates to TNG's 1985 Convention directed the Int'l Executive Board to review provisions of TNG's Constitution which prohibit membership resignation in the face of a strike.

They did so in light of a U.S. Supreme Court ruling handed down June 27, the next to the last day of the convention.

In a 5 to 4 decision, the majority deferred the findings of the National Labor Relations Board that the Pattern Makers' League had acted illegally when it imposed fines on members of the union who resigned during a strike in 1977.

Since the NLRB has the "primary responsibility for applying" terms of the National Labor Relations Act, the court should be reluctant to reject a reasonable interpretation of the law by the board, the majority said.

In a dissenting opinion Justice Harry A. Blackmun said the majority's decision "improperly restricts a union's federally protected right to make and enforce its own rules" and interferes with the aim of the federal labor law—"to preserve the balance of power between labor and management by guaranteeing workers an effective right to strike."

The court's ruling, TNG's con-

vention noted, would appear to affect provisions of TNG's Constitution prohibiting membership resignations during a strike or lockout or when a strike appears imminent.

The NLRB has found the prohibition illegal under federal labor law in cases involving resignations from Guild membership during strikes in New York and St. Louis. Those locals had advised the NLRB that it would be premature to eliminate the prohibition, how-

ever, pending the Supreme Court's ruling on the issue. In doing so, the locals noted that federal appeals courts had split in ruling on similar cases of other unions.

After reviewing TNG's Constitution, the IEB should notify U.S. Guild locals of portions that may be unenforceable as a result of the Supreme Court ruling and make recommendations for constitutional amendment to the next TNG convention, delegates said.

Gifts urged to Leuchter memorial

Pittsburgh — Delegates to TNG's June convention called on locals to make contributions to TNG's Irving Leuchter Memorial Scholarship to the Harvard Trade Union Program.

Financed by contributions from TNG, Guild locals and Harvard, the Leuchter scholarship, valued at \$5,500, is awarded annually to a Guild leader for participation in the 12-week Harvard residential program in union administration and related subjects.

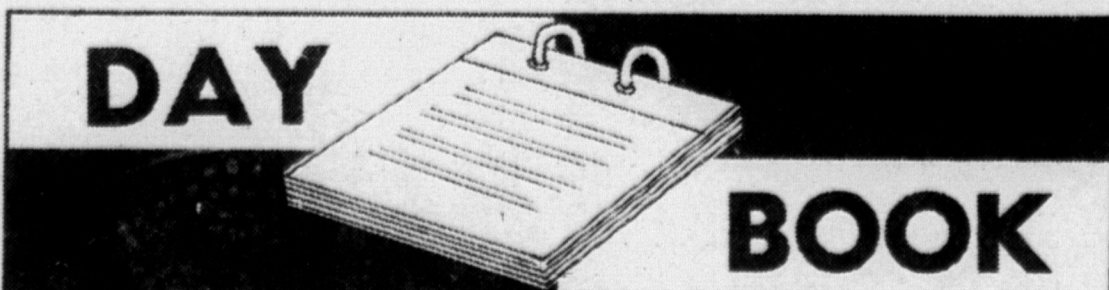
The scholarship, established by TNG's 1973 Convention, is a memorial to the Guild's longtime general counsel, for whom it is named.

Past recipients of the scholarship have found the Harvard program a most valuable experience, the Research & Information Com-

mittee, chaired by Gerald M. Maraghy of Boston, pointed out.

In adopting the Research & Information Committee report, the convention also urged small Guild locals that have not done so to "make every attempt" to send representatives to TNG's annual residential seminar for new local officers, taking advantage of TNG's subsidy for participants from small locals.

It also called on locals and district councils of Guild locals, with assistance from TNG, to develop educational programs on topics of particular regional or local concern.



Int'l Election & Referendum Committee, voter eligibility and election materials distribution meeting, Aug. 30, TNG headquarters, Washington.
TNG elections, six-day voting period, Sept. 19-24, all locals.
Ballot counting by Local Election Committees, Sept. 25 or Sept. 26, all locals.
Last date for postmark on locals' returns of ballots and election materials to TNG IERC, Sept. 28.
Int'l Election & Referendum Committee, meeting to tabulate and certify results of election, Oct. 9, TNG headquarters, Washington.
Int'l Executive Board, fall meeting, Oct. 15-17, TNG headquarters, Washington.

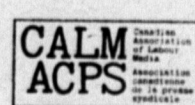
Canadian District Council, fall meeting, Oct. 19-20, Victoria.
Western District Council, fall meeting, Oct. 26-27, Great Falls.
Midwest District Council, fall meeting, Nov. 2-3, Milwaukee.
Great Lakes District Council, fall meeting, Akron, Nov. 9-10.
Western District Council, winter meeting, Feb. 1-2, 1986, Honolulu.
53rd Annual Convention, June 23-27, 1986, Buffalo.
54th Annual Convention, June 22-26, 1987, Hyatt Islandia Hotel, San Diego.
55th Annual Convention, summer 1988, Vancouver.

Aug. 9 for next Guild Reporter

This is the only issue of the Guild Reporter being published in July.

Twice-a-month publication—the second and fourth Fridays—will resume in August, with the month's first issue off the press on Aug. 9.

The Guild Reporter



JAMES M. CESNIK, Editor
BARBARA E. NELSON, Assistant Editor

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