



The GUILD REPORTER

Official publication of The Newspaper Guild (AFL-CIO, CLC)

Vol. 52, No. 15

Washington, D.C.

August 23, 1985

Boston news union affiliates with Guild

Boston Editorial department employees of the Boston Herald voted Aug. 22 to affiliate their directly chartered AFL-CIO local union with the Boston Guild.

Affiliation with the Guild was approved by a vote of 110 to 3 in a secret ballot election supervised, conducted and tallied by two representatives of the AFL-CIO.

Voting took place from noon to 9 p.m. in a motor home parked in front of the Herald's building in downtown Boston.

The executive board of the directly chartered union, the American Federation of Newswriters, Reporters and Editorial Workers,

Local 21432, scheduled the Aug. 22 vote on Guild affiliation at a July 2 meeting. That action subsequently was affirmed unanimously by a membership meeting.

The affiliation vote signals the end of nearly 50 years of separate union representation for employees in the editorial department and those in the commercial departments of the Herald and its predecessor dailies.

The Boston Guild has represented advertising, business and circulation employees since 1938 when the paper's forerunners—the Boston Record and American—were part of the Hearst chain.

Editorial department employees of the papers had formed a unit of the Boston local in even earlier days of the Guild and negotiated a "policy statement" with the Hearst management in 1937. Late that year, however, they voted to organize a local union directly chartered by the American Federation of Labor (AFL).

That move came after Guild members, at the urging of then-President Heywood Brown, voted in a nationwide referendum to affiliate the American Newspaper Guild with the Committee for Industrial Organization (CIO) and expand the union's jurisdiction to

include employees in other departments as well as those in editorial departments.

More recently, late in 1982, the Hearst Corp. sold its Boston newspaper property, by then a single daily called the Boston Herald American, to Rupert Murdoch's News America group. Following the sale, the paper became known as the Boston Herald.

The Aug. 22 affiliation vote brings the paper's 137 editorial department employees into the Guild as their contract with the Herald nears its Dec. 2 expiration date. The Guild's contract covering more than 100 commercial depart-

ment employees of the paper expires on the same date.

TNG organizer James Schaufelbil and international representative Leo Ducharme aided the officers of the editorial union in the campaign to affiliate with the Guild. Also assisting in the campaign were Gerald Maraghy, director of the New England Service-Organizing Program and administrative secretary of the Boston Guild and Boston Guild President and TNG Vice President Thomas R. Hiltz.

The AFL-CIO also encouraged its local to affiliate with the Guild.

Cleveland: Pay bias worsening

Cleveland—With charges of sex discrimination brought by the Cleveland Guild against the Plain Dealer more than 13 years ago stalled in federal court, the Guild now is moving under its contract to try to correct what it calls a "worsening" pattern of discrimination against women in the daily's editorial department.

It is doing so through a grievance filed under the contract's fair-employment practices provisions, which include requirements for such affirmative-action steps as training programs for minorities and women as well blanket prohibitions against discrimination based on sex, race and other grounds.

In a report to management representatives of the Newhouse-chain paper analyzing and comparing the numbers of men and women in Guild-covered jobs in the editorial department and the difference in their salaries, the local pointed to an overall difference of \$77.03 a week in the average pay of the men (\$611.32) and that of the women employees (\$534.29).

Among employees in the contract's key classification—reporters, photographers, artists, copy editors and assistant editors—men outnumber women by 128 to 51 while the average salary of the men is \$642.47 a week compared to \$613.95 a week for the women in the jobs, a difference of \$28.52, the local said in the report.

In the contract's highest classification, covering editorial writers, several assistant editors, makeup and magazine editors, men outnumber women 16 to three and the average weekly salary of the men (\$696.14) is \$37.80 higher than the average of the women (\$658.34), the local's analysis pointed out.

(Continued on Page 2)



JOHN SMALL Milwaukee Guild

Signing first Milwaukee Guild-Journal-Sentinel contract

The Milwaukee Guild and the company which publishes the Milwaukee Journal and Milwaukee Sentinel sign the first-ever contract between them, covering the dailies' editorial employees. (Story, Page 3.) Seated, from left: TNG Representative Bruce R. Nelson; Richard Williams, company vice president for employee relations;

Milwaukee Guild President Jack Norman. Standing: Victor Feuerherd, Joel McNally, Walter Morrison, Jeff Squire, Paul Bargren and Gail Weis, Guild bargaining committee members. (Other Guild committee members, not pictured, are Rachel Anastasi, Mary Ann Esquivel, and John Small).

Three units, 1,600 members, okay strikes

Bargainers for Guild units in three cities with memberships totalling more than 1,600 have been voted authority to call strikes against four dailies if their managements are not forthcoming with proposals for equitable new contracts.

The largest of the units—1,200 members at Knight-Ridder's Philadelphia Inquirer and Daily News—in its strike-authority vote also set the end of August as the deadline for a settlement.

There was no settlement deadline in the strike-authority votes by

the other two groups of Guild members: approximately 295 at Rupert Murdoch's Chicago Sun-Times and 125 at the Thomson chain's Canton (Ohio) Repository.

Members of the Philadelphia Guild's 1,200-member Inquirer and Daily News unit at an Aug.

15 meeting voted their bargainers authorization to call a strike.

A 400-member unit of Teamsters drivers took a like vote four days later.

In all, eight local unions representing 4,000 Inquirer and Daily News employees currently are engaged in contract talks with the dailies. The unions' 14 separate contracts have common Aug. 31 expiration dates.

In mid-August, the unions were continuing to meet separately with company representatives in an effort to resolve noneconomic issues peculiar to their individual contracts. That phase of bargaining was to be followed by joint talks on economic issues.

(Continued on Page 5)

Twin Cities seeking referendum

Minneapolis—A membership meeting of the Twin Cities Guild has passed a pair of motions aimed at having overturned by referendum the same number of actions on the union's finances that were enacted by TNG's 1985 Convention.

Official texts of the motions,

passed by the Twin Cities meeting on Aug. 14, were delivered to TNG headquarters in Washington late the afternoon of Aug. 22. They and accompanying material were being referred to TNG counsel for examination for conformance with requirements of TNG's Constitution on initiative referendums, said

TNG President Charles A. Perlík, Jr.

One of the motions seeks repeal of the \$1 million increase—to \$6 million—in the asset level of TNG's Defense Fund at which higher dues to build the fund are cut off.

(Continued on Page 7)

The IEB candidates' campaign statements... 4, 5

Pay bias said worsening at the Plain Dealer

(Continued from Page 1)

Narrowing the focus to employees hired in the key classification since March of 1984, the local found that the salary of the 18 men hired into the classification averaged \$651.45, while that of 11 women hired in the jobs averaged \$563.01 a week, or \$88.44 below the average salary for the men.

"Despite all that's been said and done," the pattern of sex discrimination in the Plain Dealer's newsroom appears to be "worsening at an alarming rate," the local observed in the report delivered to management at an Aug. 7 grievance session.

The Guild first filed a class-action charge with the U.S. Equal Employment Opportunity Commission in 1972, charging that the paper discriminated against women in its employment practices. Although the EEOC some eight years later found "reasonable cause to believe" the Guild's charges, it dropped out of the case in 1982 after efforts at conciliation with the company were unsuccessful. In doing so, however, the

agency left the way open for the local to file suit against the paper.

The local filed a suit in U.S. District Court in August of 1982, but the legal process has been stalled for some 18 months while a company motion to dismiss the case is under consideration by federal magistrate.

To remedy its grievance, the local is seeking "a concentrated program of merit raises" to more nearly equalize the salaries of men and women in four pay classifications, including two of the contract's lower classifications. Although the numbers of men and women are more evenly divided in the two, the average of men's salaries exceed those of women.

The local also seeks back pay for present and former women employees and a three-to-one hiring ratio favoring women until their numbers represent 44 to 48 percent of the employees in key jobs and above and a similar ratio favoring men until their proportion reaches 52 to 56 percent in the jobs of librarian, telephone operator and secretary.

Globe-Democrat faces bankruptcy allegations

St. Louis—Fourteen employees of the St. Louis Globe-Democrat have petitioned federal bankruptcy court here seeking a Chapter 11 reorganization of the paper's operations and payment of \$13,568 in back pay owed the 14 at the time of the filing.

The paper has been operating on a shaky financial footing since current owner and publisher Jeffrey M. Gluck took it over from the Newhouse chain early in 1984, but in recent months it has faced increasingly severe shortages.

Paychecks issued to employees have been bouncing repeatedly, with some employees holding up to a half dozen or more checks that have yet to clear the bank for payment, while banks and supermarkets refuse to cash any checks from the paper, a representative of the St. Louis Guild said. The local represents most of the paper's approximately 300 employees.

Medical and dental insurance coverage has become an on-again off-again benefit as the company

falls behind in premium payments and carriers refuse to honor claims pending the receipt of back payments. Currently, no claims are being processed, the local representative said.

Gluck has said he will challenge the employees' bankruptcy filing and expects that it will be overturned.

He offered to meet the back payments due the 14 employees Aug. 19, shortly after they filed the petition, but the group refused to accept the money.

"We've lost confidence in management to run the business," an attorney representing the 14 employees explained to a reporter for the Wall Street Journal.

Another group of the paper's employees, however, has posted a petition calling the suit filed in bankruptcy court "potentially destructive" and "inconsiderate."

While the Guild is not a party to the bankruptcy filing, it has another suit pending against the paper in U.S. District Court seek-

Total weekly pay for full time males = \$99,645

\$611.32

Pay weekly to

editorial worker

\$611.32



\$611.32

the average male

at The Plain Dealer

\$611.32

Total weekly pay for full time females = \$42,209

\$534.29

Pay weekly to

editorial worker

\$534.29



\$534.29

the average female

at The Plain Dealer

\$534.29

From the Cleveland Guild's "Report on Sex Discrimination at the Plain Dealer"

ing more than \$40,000 in back dues payments checked-off from Guild members' paychecks. [Guild Reporter, Aug. 9.]

The City of St. Louis also has filed suit against the paper seeking to collect more than \$100,000 in back taxes and penalties.

Some of the paper's vendors, meanwhile, reportedly have threatened to cut off services. These include United Press Int'l and the phone company.

Earlier, this spring St. Louis Guild members at the Globe-Democrat approved a contract including a second round of wage cuts since Gluck took over the paper's management.

They okayed the pact after a Guild auditor confirmed that the paper lost \$2 million in 1984.

York top to rise \$62

York, Pa.—The top minimum for reporters and cartoonists at the York Dispatch is raised by \$62, to \$478 a week, in a new three-year agreement between the York Guild and the 50,000-circulation evening daily.

The \$62 increase comes in three increments. The first, \$20 retroactive to July 1, takes the top minimum to \$436 a week. It is followed by \$21 increases on July 1 of 1986 and 1987.

➔The same increases apply to employees who are paid above the top minimum for their jobs.

The top minimum for copy

editors is also raised by the same amounts on the same dates, taking their weekly minimum to \$490.28 on July 1, 1987.

Proofreaders and newsclerks' top minimum is raised by \$56.59 over the contract term, to \$436.85 a week. The increase comes in increments of \$18.25, \$19.13 and \$19.21.

The company's payment on employees' behalf to TNG's Int'l Pension Fund is raised by \$1, to \$22 a week.

TNG Representative James H. Griffin assisted the local in achieving the settlement.

GENE SCHABATH

FOR

REGION 3 VP

- **WHAT'S HAPPENING TO YOUR DUES \$'s?**
- **HE'LL ASK QUESTIONS AND DEMAND ANSWERS**

**VETERAN DETROIT GUILD MEMBER;
UNIT CHAIR, DETROIT NEWS**

LOU MLECZKO

INDEPENDENT CHOICE

FOR

INTERNATIONAL CHAIRPERSON

- **NO SLATE STRINGS ATTACHED**

NO

- New TNG HQ
- "Golden Parachutes" For TNG Officers
- Raids On Strike Defense Fund

YES

- Lower Dues
- Initiate Merger Talks
- A Check On Administration Power

- 10 YEARS, DETROIT LOCAL PRESIDENT
- THE ONLY CHAIRPERSON CANDIDATE WORKING UNDER TNG CONTRACT IN A UNION SHOP

First pact signed in Milwaukee at Journal, Sentinel

Milwaukee — The first-ever Guild contract to cover the editorial and library employees of the Milwaukee Journal and Sentinel was signed by Guild and company representatives Aug. 19.

The contract establishes a schedule of minimum salaries, protects employees from discharge without "just and sufficient cause" and includes procedures for resolving employees' grievances.

All employees are guaranteed a minimum 2-percent increase retroactive to April 7, while wage increases distributed throughout the 325-employee unit are to average 6 percent, bargainers agreed.

The contract will expire next July 28, one year from the date of its ratification by members at the papers.

The new minimum salary schedules will raise the weekly pay of one employee, a columnist, by \$105 from April 7, to \$500.

A number of other employees receive increases of at least \$40 a week as a result of the contract's establishing minimum salaries, while about 20 others are to receive increases of \$50 to \$100 a week to bring their salaries into proximity with those of other employees of comparable experience performing similar duties.

The general wage increase was the first ever granted to newsroom employees in the Journal's 103-year history and salary data pro-

vided to the Guild confirmed that the pre-contract wage structure "was riddled with irrationality," Guild President Jack Norman said.

In addition to a \$500 minimum for a variety of editors and columnists, among others, the contract included the following weekly minimums: \$400 for experienced reporters and copy editors; \$200 for beginning reporters and interns; \$230 for experienced library filers; \$170 for messengers; \$200 for clerk-typists and \$260 for senior secretaries.

The Milwaukee Guild was re-chartered by TNG last summer after editorial and library employees of the Journal and Sentinel voted for Guild representation in a June 1 election supervised by the National Labor Relations Board.

The Guild had represented editorial and commercial employees of the Milwaukee Sentinel from the union's earliest days until 1962, when the Hearst chain sold the Sentinel to the then-competing Journal Co. in the midst of a strike against the Sentinel.

Unit members' ratification of the new contract July 28 was conditioned on clarification of several points of the agreement. Meetings between Guild and company representatives to resolve those points delayed signing of the agreement until mid-August.

In addition to protecting employees against unjustified dis-



RAYMOND CROWELL/Washington-Baltimore Guild

Procession protests apartheid

TNG President Charles A. Perlik, Jr., and Human Rights Co-ordinator Anna M. Padia, center foreground, plus a dozen other representatives of TNG and the Washington-Baltimore Guild join more than 5,500 demonstrators, many carrying union banners, in a mock-funeral procession from the Washington Monument to the State Department Aug. 12 in protest of apartheid in South Africa and the Reagan administration's policy to-

ward it. At the department 50 mock coffins were laid on the steps and clergy of four faiths led demonstrators in a memorial service for blacks who have died during escalating violence in South Africa. The Rev. Robert F. Drinan, Georgetown University Law Center professor and a former member of Congress, pledged that while Americans have been "guilty of many sins of silence" toward apartheid, "never again."

charge, the contract's job security provisions require 30 days advance notice to the Guild of any reduction in staff and call for severance pay of up to a year's pay, based on length of service.

The agreement provides for arbitration of unresolved grievances through the American Arbitration Assn. and it sets up an "advisory

arbitration" procedure in addition. Under the latter an arbitrator's view of an issue can be solicited without the formality and expense of a typical arbitration. The advisory procedure is an optional one that is not binding on either party.

Guild-management discussions of matters of concern are encouraged under the contract as a means of establishing and maintaining "a harmonious relationship."

The service required before a part-time employee is eligible for vacation is reduced to two years from five. Vacation for full-time employees of two weeks after one

year of service, three weeks after four years, four weeks after nine years and five weeks after 20 years is included in the contract.

Overtime pay for an employee working a fifth shift in a week including a holiday is guaranteed, and a mileage allowance of \$20 a week for bureau employees is established.

Fair-employment-practices are spelled out in the contract, including a prohibition against discrimination because of age, sex, race, creed, color, national origin, marital or parental status, sexual orientation or irrelevant handicaps.

\$518 Norristown top set in unit's 2nd pact

Norristown, N.J.—The top minimum for reporters, photographers and outside sales staff is raised by \$87.51, to \$518.51 a week, under a new three-year agreement between the Philadelphia Guild and the Norristown Herald.

The agreement, the local's second covering the paper's advertising, business, circulation and editorial department employees, raises the minimums and salaries covering all employees by at least \$30 a week in the first year, with the increase retroactive to April 19.

The \$87.51 increase in the key top minimum for advertising and editorial jobs comes in four increments, with the \$30 increase from April 19 followed by increases of \$18.44 a week on April 19, 1986, and \$14.38 on Oct. 19, 1986, and a \$24.69 increase on April 19, 1987.

The top minimum for cashiers and bookkeepers is upgraded, with a \$41.34-a-week increase from April 19 taking it to \$307.88 a week. Additional increases of \$12.32, \$9.61 and \$16.49 over the contract's term take the top minimum up by a total of \$79.76, to \$346.30 a week.

A new job of telemarketing representative in the advertising department is added to the pay group

with cashiers and bookkeepers.

Vision care is added to the contract, calling for an annual eye examination for all employees without charge or \$28 toward the cost of an outside examination, plus up to \$75 a year toward the cost of corrective lenses.

The agreement also calls for the company to provide lead-shielded aprons for pregnant employees who work at video display terminals.

Night differential is doubled to \$30 a week, or \$6 a shift, and life insurance coverage provided by the company is raised by \$5,000, to \$20,000.

The top minimum for ad takers is raised by \$66.28, to \$327.14 a week, in increments of \$30, \$11.63, \$9.07 and \$15.58, and that for messengers and copypersons is raised by \$59.22, to \$263.38 a week, in increments of \$30, \$9.37, \$7.31 and \$12.54.

Proven Leadership

United in Purpose
United for Strength

Harry Culver WIRE SERVICE
International Chairperson

Lee Clifford CANADIAN WIRE SERVICE
Vice President, Canadian Region East

Faye McCracken MEMPHIS
Vice President, Region II

Richard Peery CLEVELAND
Vice President, Region III

Re-Elect These Four Officers And Continue The Commitment

Culver, Clifford, McCracken and Peery bring a total of 22 years' IEB service to their candidacies. **Proven leadership. Proven service and commitment.** In addition they've logged scores of years in local, unit, district council, bargaining committee and convention leadership positions. In contrast, two of those running against them had never attended a Guild convention until this year. The IEB is not a training ground. Elect the candidates whose united purpose and strength give the Guild **PROVEN LEADERSHIP**.

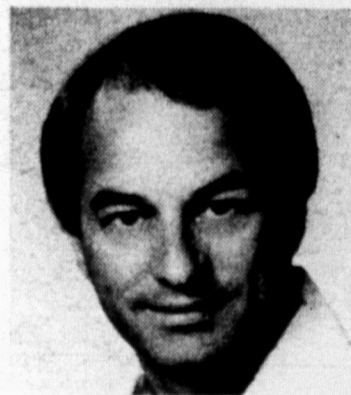
Guild Unity Committee

Dianne Martino, Chairperson
San Jose

Mary Sanchez, Treasurer
Central California



Culver



Clifford



McCracken



Peery

The Guild Reporter (ISSN: 0017-5404) is issued semi-monthly, except monthly in July and December, at 1125 15th St. NW., Washington, D.C. 20005. \$20 a year. Second-class postage paid in Washington, D.C. and additional mailing offices. Printed in the U.S.A.

Postmaster: Send address changes to The Guild Reporter, 1125 15th St. NW., #550, Washington, D.C. 20005.

Campaign forum '85—the eight IEB contestants

International Chairperson

TNG's Constitution delineates the International Chairperson as one of the union's "three principal offices" and defines the duties of the office as to "preside over Conventions and IEB meetings," also specifying that "he or she shall be a delegate to conventions of any organization with which TNG is affiliated."

Louis J. Mleczo Detroit

I AM A CANDIDATE for International Chairperson because our union cannot afford the tax-and-spend mentality of the current administration. The higher dues you are now paying are a direct result of misguided policies that have fattened the Guild's bureaucracy at the expense of our strike defense fund and other critical needs.

Not long ago, 40 percent of our per-capita payments went into the strike fund. Today, that figure is less than 15 percent.

The defense fund is now being raided to finance a new Guild headquarters. Besides the questionable need, the new building sends a chilling message to other unions that we are not interested in merger. Our stagnating membership is but one example why we can't go it alone. Guild membership today is virtually the same as it was 20 years ago.

The incumbent chairperson has voted for these policies that now threaten our very solvency. What's more, he is no longer a member of our industry nor is he a Guild member under a union contract.

As International Chairperson, I will strive for merger with other unions. I support increasing strike-defense funding and to stop nonstrike raids on it. We can rein in a bloated general fund.

As Detroit Guild president for the past 10 years, I have led efforts to turn red-ink local budgets into financial surpluses while improving member services. Dues were reduced, not raised. We can do the same on the international level.

Harry S. Culver Wire Service

YOU HAVE honored me by electing me to the IEB for 12 years, the past eight as International Chairperson.

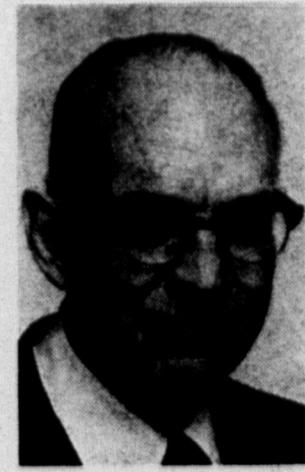
With your help I want to be part of an aggressive leadership team another two years.

There's much still to be done. We face mountains in achieving equality for minorities, women and others.

In organizing, the field is almost unlimited. We've made a start. There must be more.

In both Canada and the United States we face the burgeoning threat of media ownership concentration, threatening not only our collective bargaining rights but the right of free expression. If we don't take the lead to halt it, who will?

We took steps, many feel too few, at the last convention toward strengthening the financial structure of our locals and the international, including our defense fund. That challenge must be reviewed.



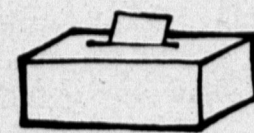
Despite recent setbacks, we must keep our options open for merger.

We must bolster our education efforts for new union leadership.

We must make our voice heard on the political and economic fronts for the oppressed in South Africa, Poland, Central America, South America and elsewhere, including the U.S.A. and Canada.

We belong to a family whose motivation runs deeper than economic gain. As long as one brother or sister needs help, anywhere, there will be a need for unions and TNG.

I urge re-election of the entire Unity ticket—myself and Vice Presidents Lee Clifford, in Eastern Canada, Faye McCracken, in Region 2, and Dick Peery, in Region 3.



Vice Presidents

TNG's Constitution provides that "between Conventions, the affairs of TNG shall be administered by the IEB," which is composed of the International Chairperson, President, Secretary-Treasurer and 13 Vice Presidents—seven elected by regions and six at large. The IEB specifically is empowered to interpret TNG's Constitution between Conventions, "levy assessments, and act in other emergencies by mail or telegraphic vote" and to set the salaries of all TNG employees.

Region 2 (The South)

Patrick J. Hunt Washington- Baltimore

I APPRECIATE this opportunity to share my ideas about three major issues that must be addressed by the IEB if the Guild is to maintain its strength: organizing, financial responsibility and new technology. The union must deal with these issues to earn our members' loyalty and command management's respect.

We must revitalize efforts to organize the unorganized and work

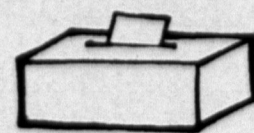


harder for merger to survive the growing concentration of the publishing industry. Only through a broader base of representation can we negotiate for our current membership effectively.

The Guild must rebuild internally to bolster the foundation that made our

Guild members throughout the United States, Canada and Puerto Rico will vote Sept. 19-24 for International Chairperson. In addition, members in Region 2 (the South), Region 3 (the Midwest) and Eastern Canada will vote for a TNG Vice President from their respective areas. Terms are two years and begin Oct. 15.

These statements are printed in accordance with the provision in TNG's Constitution that the Guild Reporter "not later than the third issue following the Convention . . . provide equal space for a statement by each candidate." Each was offered space for a statement of up to 250 words. The statements are printed in ballot order.



Region 3 (The Midwest)

Richard M. Peery Cleveland

THE NEWSPAPER Guild will meet the challenges of the future as we organize and serve workers in our industry.

The convention took action to get our finances stabilized and our headquarters settled. That frees us to do our job even better. Our ability to service locals without paid staff undergirds the strength of all locals.

But traditional methods will not be enough to counter new attempts to keep us from realizing the fruits of our work. We must adapt to technological change, monopoly publishers and a crippled system of labor law enforcement.

These challenges will not be conquered through isolationism in our union. We must strengthen our ties with the rest of labor and with positive forces outside the union movement.

Politics will play a larger role as important decisions are made in courts, before the National Labor Relations Board and by legislatures.

The Guild's leadership in the international labor movement against unsafe VDTs makes it less likely that our members will be forced to use them.

Our support for freedom of speech has caused the release of jailed journalists in other countries. When freedom is advanced elsewhere, it is strengthened here.

We have moved toward the withdrawal of Guild investments from corporations doing business in morally bankrupt and financially insecure South Africa. We must continue that process.

I'm grateful to be a part of this activity. I hope you will let me continue to serve with Harry Culver, Faye McCracken and Lee Clifford on the IEB.

Gene Schabath Detroit

I AM RUNNING for IEB vice-president, Region 3, because I have a profound concern for the rank-and-file and decisions being made by the IEB which affect their lives and pocketbooks.

The critical issues in my campaign are:

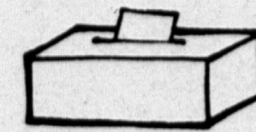
- Fiscal responsibility and restraint. We can no longer continue to raid our

defense fund, or adhere to policies, or implement programs that raise the dues of our rank-and-file

- Accountability. Members in Region 3 can be assured that I will be looking out for their best interests. I will be communicating periodically with members in Region 3, seeking their sentiments on critical issues that affect their lives and pocketbooks. We can no longer afford a rubber stamp mentality.

- Merger. A sincere effort has to be made by TNG administration to merge with other, compatible unions. A stagnant membership roll, and spiralling costs of running TNG, dictate that we do this. As a member of the IEB, I will push toward that merger.

I have the integrity and the tenacity to make this platform a reality. In my position as unit chair for the Detroit News and in various rolls of leadership in my community, I have demonstrated that.



Canada East

Dennis Robinson S. Ontario

WE NEED a strong Canadian voice on the International Executive Board, the body that runs our union between conventions.

In Canada, the Guild and the rest of the labor movement are stronger and

more assertive than in the United States. Unionists there can benefit from our experiences in organizing, strike support, and getting laws changed to benefit the labor movement. The Ontario government's commitment to first contract legislation is one such advance.

A stronger Guild at the top means a better union at all levels.

I'm a long-time Guild activist with the range of experience necessary to build our union. I've been a member for 23 years, and have held a variety of positions in my local, while working as a photographer for the Globe and Mail.

I was treasurer of the Southern Ontario Newspaper Guild for seven years. During this time, SONG became one of the best run locals, with substantial budget surpluses.

This experience could be applied to the international. In Washington, they've dithered for years about buying a building, only to see rents skyrocket. Part of the recent assessment to replenish the strike fund is being used to cover severance payments to staff members. This money should have come from day-to-day revenue.

Unions in the publishing industry face a challenging period. Merger with other unions is still on the agenda, and we have to start thinking about more Canadian autonomy. It's clearly time for change.



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

Lee C. Clifford Canadian Wire Service

TWO YEARS AGO the International Executive Board faced the challenge of charting a new course for the Guild. That's exactly what it did. It proposed to the 1984 Convention a program to invigorate TNG's organizing activities. Today, newly hired organizers are working and the Southern Ontario Newspaper Guild is hiring an organizer on a cost-shared basis with TNG.

This year, the IEB endorsed a long-range financial program developed by the IEB's Special Finance Committee. I was honored to serve on that committee. While the 1985 Convention did not adopt all parts of the program, I am satisfied that what remains will go a long way towards making TNG financially sound and more responsive to Guild members.

In Canada this year, the Canadian District Council was re-established, to meet twice a year in different Canadian cities and offer Guild leaders in Canada an opportunity to exchange information and discuss common problems. I enthusiastically supported the re-establishment of the Council. It will help Canadian locals and Guild members develop a greater sense of the unity of purpose of the Guild in Canada.

However, we cannot rest on our accomplishments. New challenges lie ahead. I am prepared to face those challenges if the Guild members of the Eastern Canadian Region re-elect me their vice president. With your votes and support we can do it together.

I also urge you to vote for Harry Culver for International Chairperson. He has a genuine interest in Canadian Guild affairs.



Three units, 1,600 members, okay strikes for new accords

(Continued from Page 1)

Key issues yet to be resolved in Guild talks included the local's quest for guarantees of advance notice of the installation of new technology in areas where Guild-covered employees work and of the union's right to bargain pay adjustments for employees whose jobs may be changed as a result of new equipment.

The local also is seeking agreement on job-sharing arrangements and an improved system of job posting.

Pay equity adjustments for several Guild-covered jobs also are a key issue in the talks.

The Guild represents employees in the papers' advertising, business, inside circulation and editorial departments.

The current Guild agreement was concluded after a one-day strike in the fall of 1982 by members of the eight newspaper unions. This spring maintenance employees of the papers struck for 17 hours before reaching agreement on a contract, their first since affiliating with a local of the Teamsters union.

Unions in bargaining at the papers in addition to the Guild and Teamsters include the Typographical Union printers, Graphic Communications Union pressmen and engravers, Machinists and the Newspaper & Magazine Employees Union (Mailers), an unaffiliated group.

Cleveland Guild members at the Canton Repository voted by 58 to 15 Aug. 20 to authorize Guild bar-

gainers to call a strike against the Thomson-chain paper unless an acceptable new contract is forthcoming.

The Guild represents the paper's advertising, business, circulation, delivery, editorial and maintenance employees—about 125 in total. The last Guild contract expired March 5.

Main issues in the Guild-Repository talks, which broke off Aug. 7, are wage and fringe benefit levels and a company demand to eliminate the paper's traffic department. It wants to farm out to independent contractors the jobs now performed by 15 full-time and 10 part-time bundle-drop drivers.

While the company says it wants to do so to save money, it has been very careful since introducing the demand in February to avoid saying it needs to do so because it is losing money now, according to Steve Hatch, the Guild executive secretary and chief bargainer.

Talks were scheduled to resume Sept. 3 and 4.

Chicago Guild bargainers, meanwhile, were awaiting a call from a federal mediator to signal renewal of talks with the Sun-Times after the membership of the Guild's unit there voted overwhelmingly Aug. 12 to authorize Guild bargainers to call a strike if necessary to secure a satisfactory new contract.

Meanwhile, three printing crafts unions' strike against the Chicago Tribune continued through its fifth week with no sign that settlement might be imminent. The Tribune continued to publish.

Last talks between the Guild and the Rupert Murdoch-owned Sun-Times before the 129-to-1 strike authorization vote were July 29 and 30. Members of the Guild's editorial-only unit have been working nearly three months past expiry of the old contract on May 31.

Chief areas of disagreement, Guild representatives reported, involve management demands for "give-backs" and wide differences over wage and fringe benefit increases.

The company wants to eliminate the contract's so-called window clause which gives employees the option of leaving the paper with

full severance pay if it is sold, as many did when Murdoch bought the paper in early 1984.

Murdoch currently is purchasing Metromedia, Inc., with properties that include a Chicago TV station and would have to sell either the Sun-Times or that station under federal regulations on cross-media ownership.

Murdoch's bargainers also are demanding reductions in night differential for Guild-covered employees of the morning tabloid and introduction of a probationary period for new employees into the contract for the first time, reported Gerald J. Minkinen, Guild executive director.

The Guild, meantime, Minkinen said, is seeking adequate increases in minimum and above-minimum wages and in the publisher payment for employee health insurance. Current weekly premium for family coverage is \$82, with the employee paying \$40, Minkinen said.

The unions that struck the Tribune July 18, meantime were seeking to mount subscription and advertiser boycotts of the paper with the support of the city's central labor council and others.

At the same time, it was revealed in hearings held by a Chicago City Council member that the Tribune had sought from a city contractor advice on hiring low-wage, nonunion mail-room workers shortly before the strike began.

The contractor, in an interview with the Sun-Times Aug. 19, said he had turned the request aside, however, because it would have been "catastrophic" to his ability to perform work for the city in the future, the paper reported.

The Tribune has replaced about 400 striking Mailers who were making \$14 an hour, plus benefits, with about 300 strikebreakers being paid about \$8 an hour, with no benefits, Int'l Typographical Union Vice President Allan J. Heritage told the Sun-Times.

The all-day Tribune on Aug. 19 permanently suspended an afternoon street-sales edition with circulation of about 27,000, saying it had planned to do so before the strike. It said it will be starting a new national edition.

FOR
EASTERN
CANADIAN
V.P.
A VOTE FOR

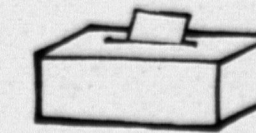
DENNIS ROBINSON

IS A VOTE FOR:

- ☒ EXPERIENCE
- ☒ COMMUNICATION
- ☒ FINANCIAL RESPONSIBILITY
- ☒ CHANGE



Vote Hunt
Region 2



IT SEEMS

TO US

Clifford le meilleur pour l'eff du Canada

OTTAWA, ONT.

Editor:

Lee Clifford est un bon gars, un bon journaliste, un bon syndicaliste, qui a à cœur vos droits et vos conditions de travail de même que l'avancement du journalisme.

Mon association avec Lee remonte il y a 15 ans puisque nous sommes entrés au même moment au Service des nouvelles de Radio-Canada.

Déjà à cette époque, Lee démontrait de bonnes qualités journalistiques. Il était voué aux plus hauts sommets. Il a cependant préféré troquer une brillante carrière au profit d'un engagement à l'amélioration de la condition de vous tous et toutes, membres de la Guilde des services de presse du Canada.

Lee est Montréalais. Il est actuellement secrétaire de rédaction à la station CBHT-Halifax.

Lee de par son engagement et ses activités a une bonne perception de toutes les régions du Canada.

A la Guilde, il a exercé à peu près toutes les fonctions, de délégué de salle à la présidence de votre syndicat. Pendant un certain temps, il a occupé les fonctions de représentant international de la TNG.

Lee est à l'origine de la création du poste de directeur-adjoint du Local 213 de la Guilde.

Je vous encourage à voter Lee Clifford.

JEAN-PAUL CHÉNARD
Directeur-adjoint
de la Branche
Radio-Canada
Local 213 Guilde

Mleczo vs. Culver makes writer curious

SAN JOSE, CALIF.

Editor:

I will be very curious to see what kind of campaign Harry Culver's opponent brings to the contest for International Chairperson.

He sat on the convention finance committee, as did I, and I do not recall his once offering a constructive, positive alternative to the many pressing financial problems that committee worked long and hard to resolve.

The committee report shows that he and the six other Detroit delegates at the convention voted *against* all but one of the committee's final decisions. The single exception was an income projection to which no one can take meaningful exception.

He voted *against* a decent budget, *against* the reasonable funding to support it, *against* a painful but very purposeful defense fund build-up, *against* a long overdue funding of a contractual commitment to our staff, *against* a more equitable minimum dues schedule, and *against* a money-saving housing proposal.

Harry Culver is part of an administration that at least addresses our problems, not always in the appropriate dimension, but always in the correct direction—forward.

BILL DAVIS
Administrative officer
San Jose Guild

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 for letters is the Friday before publication.

Letters relating to elections or referenda to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the official voting period shall contain no new charges.

Virginia locals' leaders back McCracken, ticket

HAMPTON, VA.

Editor:

We need Faye McCracken as our Region 2 International Vice President.

Faye has supported newspaper workers in Tidewater as they have gained and defended their right to Guild representation—a right taken for granted elsewhere but denied our members for years.

Our membership needs an experienced international vice president familiar with our struggles and the unique problems of organizing and bargaining in the South. Faye has been a good friend in an area where there are few.

International Chairperson Harry Culver and International Vice Presidents Dick Peery and Lee Clifford have also served our membership well. We urge their re-election.

BILL MELTON
President
Peninsula Guild
(Newport News)

ROBIN SCOTT
President
Hampton Roads Guild
(Norfolk)

Two New York leaders cite Culver for integrity

NEW YORK, N.Y.

Editor:

We write to endorse the candidacy of Harry Culver for re-election to the position of International Chairperson.

Harry's outstanding record of long service and achievement in the Guild, combined with his great sense of personal integrity and fairness is unmatched. We urge Guild members everywhere to cast their ballot for Harry Culver.

BARRY F. LIPTON
President

TOM PENNACCHIO
Secretary-Treasurer
New York Guild

Errors in objections to building, VP writes

NEW YORK, N.Y.

Editor:

Several errors appear in Karlyn Barker's letter [Guild Reporter, Aug. 9]:

First, her statement, repeated three times publicly without rebuttal, that TNG earns no equity in the building in the first five years. Dead wrong! TNG will share in the debt service, receiving equity in return; but minimal amounts compared to interest, as anyone paying off a home mortgage well knows.

There are no blue prints; there is what builders call a "stick drawing," a broad skeleton of how any particular space might look. Sure there's a "detailed plan for financing"—more than one, in fact. Would you have it otherwise?

True, the land under consideration cost the developer \$215,000.

It is appraised by Montgomery County at \$373,000, a figure available at the same source Barker got hers. The original price was \$350,000; TNG bargained it down to \$300,000, an eminently fair price for its location.

Barker's advice on market glut, etc., are the summation of realtor advice and her reading. TNG has studied this market, its options and comparative alternatives with its real estate advisors for months. TNG is as confident of its conclusions as Barker is of hers, and convention delegates, by a three-to-one margin, agreed.

DAVE MULCAHY
TNG vice president
at large
New York Guild

His service 'impeccable,' Englert writes of Peery

CLEVELAND, OHIO

Editor:

This is to invite support for the re-election of Richard M. Peery as IEB Region 3 Vice President.

Dick's service to our local for 14 years, and to the IEB for the last four of these, has been impeccable.

It should be noted, too, that his concern extends equally to the interests of his sisters and brothers in units both large and small.

Dick Peery deserves re-election. And the IEB and his region deserve his continuing services.

MARY ENGLERT
President
Cleveland Guild

Her caring merits votes, McCracken backer says

MEMPHIS, TENN.

Editor:

I hope you will support Faye McCracken for re-election as Int'l Vice President of Region 2 because she cares.

Faye has been most helpful to me. She has encouraged me to participate in the Guild. She has made me feel as if I were one of the most important members in Local 91 and because of this, I have tried to do as much as possible for the local.

That is the reason I received the [Memphis local's] Guild Service award two years ago. Faye encouraged and pushed me to serve on

the local executive board. I've also been a delegate to the Southern District Council and international conventions.

Please support her because she supports and encourages everyone in the Guild.

DAN HANSON
Executive committee
Memphis Guild

Peery, Culver endorsed by St. Louis executive

ST. LOUIS, MO.

Editor:

The St. Louis Newspaper Guild's executive committee at a meeting earlier this month unanimously endorsed the re-election of Harry Culver as Int'l Chairperson and Richard Peery as third region vice president.

Harry Culver has done an outstanding job as the top unpaid officer of the Guild and is worthy of the support of everyone.

Richard Peery, in his four years as vice president from the third region, deserves re-election based on his record alone. Peery, like Culver, has done a job that warrants another term on the IEB.

MARTY GOLDMAN
Post-Dispatch unit
St. Louis Guild

Albany leader lauds Culver for fairness

ALBANY, N.Y.

Editor:

There is no one I know who has earned the position of International Chairperson more than Harry Culver. Over the years he has dedicated himself to improving the working conditions of employees in the Guild's jurisdiction. In his present position Harry has served the Guild membership with fairness and evenhandedness, a task not easy in the highly charged atmosphere of the annual convention or the IEB.

Harry has my vote in his bid for re-election as International Chairperson and I urge my fellow members to give their votes.

TIMOTHY F. SCHICK
Treasurer
Albany Guild

Clifford backer reminds voters of old expression

REGINA, SASK.

Editor:

There's an old expression that goes as follows: "If it isn't broken, don't fix it." Brothers and sisters in the Canada-East Region should

keep that saying in mind when they vote to fill the position of regional vice-president.

For the past two years Lee Clifford has done an outstanding job in filling that role, serving as chairperson of the IEB's Collective Bargaining Committee and as a member of the [IEB] Human Rights and Constitution Committees. During the past year Lee also worked as a part of the Special Finance Committee preparing the long range plan for financing The Newspaper Guild.

But it's not just at the international level he's served. During his past 17 years as a Guild member he's been president, vice-president and branch director of his own local, the Canadian Wire Service Guild. His has been a record of dedication and active leadership.

Lee Clifford deserves a second term as Canada East Vice-President.

DAN OLDFIELD
CBC branch
Canadian Wire Service
Guild

Backer cites integrity, commitment of Clifford

TORONTO, ONT.

Editor:

I urge Guild members who vote as part of the Eastern Canada Region to re-elect Lee Clifford in the elections September 19-24.

Lee has been active in the Guild for more than a decade. Among other things, he has served as president and vice-president of his own local and is now director of its CBC Branch. In his first term on the International Executive Board Lee has provided excellent representation for and service to Canadian Guild members.

I had the pleasure of working with Lee Clifford on our local's executive committee for five years and as a result I have the highest respect for his judgement. He is a person of great integrity and commitment to the union movement.

BRUCE WARK
CBC Branch
Canadian Wire Service
Guild

McCracken dedicated, fellow officer says

MEMPHIS, TENN.

Editor:

I highly endorse and ask your support for Faye McCracken's re-election as Region 2 Vice President.

Faye's service to her local as well as the international bound on legendary proportions. The untold hours spent by Faye in dedication to Guild service are beyond compensation and can only be repaid with respect and admiration.

Over 15 years of service at all levels of local and international involvement give Faye the experience, wisdom and judgment that we need at the international level.

Join with me and our entire local in voting for the individual that will represent us with courage, compassion and conviction, Faye McCracken.

ROBERT STEWART
Executive committee
Memphis Guild

Shop stewards' special

TNG has had crafted and is making available to Guild locals special lapel pins for shop stewards. The pins have been fashioned from the blue and white enamel TNG membership pins by adding an outer ring of red emblazoned with the words "SHOP STEWARD." They are available from the secretary-treasurer's office for \$3.50 each.





Hands across . . .

TNG President Charles A. Perlik, Jr., left, greets K. Vikram Rao, recently elected president of the Indian Federation of Working Journalists, during a call at TNG headquarters while visiting in the United States. The two leaders agreed to initiate exchanges of information between the two unions and to consider the possibility of other actions to increase unity between their respective memberships.

SACRAMENTO UNION SOLIDARITY

(De?)circulation drive is launched

Sacramento — Adapting the "carrot-and-stick" approach to labor relations, the four unions representing employees of the Sacramento Union have kicked off a campaign that could either significantly build or reduce the paper's circulation, depending on whether its management comes to terms with two of the unions on new contracts.

With the new contracts, the unions aim to be able to boost the daily's circulation by at least 10,000.

On the other hand, they seek to gather subscription cancellations

to be turned in if the paper's management persists in its current posture and "turns its back" on efforts to bargain just, new contracts.

Representatives of the unions—Central California Guild, the Mailers', Typographical and Pressmen's Unions—announced endorsements of their "solidarity campaign" by four local labor councils whose affiliates represent at least 250,000 union members in the Central Valley area.

Their goal, the newspaper-union coalition explained to a press conference Aug. 22, is to secure at least 10,000 new subscriptions

to the Union from union members and their friends in the paper's circulation area. From current subscribers they seek at least 5,000 cancellations.

Union members and others who participate in the campaign will sign cards either authorizing a new subscription or the cancellation of an existing one. Cards will be returned to the coalition for safekeeping until the company's bargaining posture determines those to be played.

Typographical Union Printers and Mailers, have been working without contracts for several years. The company has refused to implement the terms of a tentative settlement reached with the Printers local two years ago, despite an order from a National Labor Relations Board administrative law judge that it do so.

In the mailroom, meanwhile, the company has unilaterally posted new working conditions, cutting wages and hours.

Guild-covered employees in the paper's advertising, business, circulation, editorial and maintenance departments agreed to a year's wage freeze in 1984, as did members of the Pressmen's union. That step helped the paper "turn the financial corner toward profit," the unions noted. The Guild's contract runs until May of 1986.

The Union, owned by Richard Mellon Scaife, trails its competition, McClatchey's Sacramento Bee, in both advertising and circulation.

"We do want the Union to prosper," the union coalition said in a leaflet, "not only for the economic welfare of our own members, but because we believe that Sacramento needs and deserves two successful, competing newspapers."

The coalition is asking local unions to distribute leaflets and subscription and cancellation cards to members and is offering speakers to address gatherings of union members.

The coalition held the press conference to announce the campaign in front of the Union's plant.

No more SFONG, Central Cal; now they're Northern California

San Francisco—The San Francisco-Oakland Guild will cease to exist on Labor Day, Sept. 2, as will the Central California Guild.

Taking their place will be the Northern California Newspaper Guild, formed by merger of the two locals on that day.

Members in both locals approved the merger overwhelmingly in votes conducted Aug. 8. San Francisco-Oakland Guild members voted 647 to 104 in favor of merger, while in Central California the ballot tally was 396 to 34. The merger was favored by wide majorities in each of the employee groups in the two locals.

The merger vote was scheduled after a proposed three-local merger, including the San Jose Guild, was voted down in San Jose while winning strong support in San Francisco-Oakland and Central California.

The merged local will represent more than 2,200 members in 12 bargaining units. It will be governed by an executive committee made up of officers of the two

former locals during a transition.

Officers of the merged local and delegates to its representative assembly will be nominated by the membership in November.

The combined resources of the two locals and savings resulting from the elimination of duplicative administrative functions will permit the addition of another professional staffer, an action expected soon.

The merged local will include members working on dailies in Sacramento, Stockton, Fresno, Modesto, Santa Rosa, San Mateo,

San Francisco and Oakland. Employees of the Bay City News Service in San Francisco also will be represented by the new local.

The Guild local centered in San Francisco was originally chartered as the Northern California Newspaper Guild, on April 22, 1936.

The Central California Guild was first chartered as the Sacramento Valley Guild, on Nov. 20, 1936, later called simply the Sacramento Guild, then from November of 1975, the Central California Guild when the Stockton Guild merged into it.

Twin Cities seeks vote on convention actions

(Continued from Page 1)

The second would rescind authority voted to the IEB to buy, build or lease with option to buy a new TNG headquarters. Instead it would refer to a committee of local officers for study of the "impact on merger" that purchase of a new headquarters building could have. The committee would report by next April 1.

A third motion would require that beginning in 1986 TNG hold its conventions "only in union-organized facilities."

Unlike the first two, the third motion does not state an action of the convention to which it is addressed.

A special membership meeting of the Detroit Guild on Aug. 19 reportedly passed motions to second the Twin Cities motions on the defense-fund dues cut-off and a new TNG headquarters.

The convention's action raising the defense fund dues cut-off was aimed at reducing the frequency of the necessity of increasing dues to

maintain the fund above its \$4.5-million trigger by enlarging the cushion between the two points to \$1.5 million. It has been one-third that amount.

The convention also approved institution of defense-fund dues effective Aug. 1 to build the fund to the \$6-million level.

The Twin Cities motion, if enacted in referendum, would require TNG to refund to locals amounts that were collected for the defense fund that increased its assets beyond \$5 million. Locals would refund amounts collected from individual members.

The Twin Cities action would specifically maintain a special one-month levy of extra dues at defense-fund rates for the exclusive purpose of funding TNG's liability for severance pay for its staff.

The pair of convention actions on finance at which the Twin Cities motions are aimed were part of an abbreviated version of a fiscal renovation program that had been recommended by the IEB. [Guild Reporter, July 19.]

Bowler, ex-leader in Lynn

Lynn, Mass.—Frederic Bowler, an organizer of the Lynn Guild in the late 1930s and a local leader for 20 years thereafter, died July 2. He was 69.

A writer and editor for the old Lynn Telegram-News, Bowler was serving his ninth term as president of the Lynn Guild when the paper was sold to the competing Lynn Item in 1960 and closed.

Bowler served as general man-

ager and treasurer of the Lynn Sunday Post, a paper founded and published by former Telegram-News staffers until 1967.

He held the offices of secretary and president of the New England District Council in the late 1940s and early 1950s.

He also served on the Lynn labor council and edited publications for the Leather Workers Union and an Electrical Workers Union local.

IT

SEEMS TO US

'Professor' Baker says 'thanks for kindnesses'

WASHINGTON, D.C.

Editor:

I would like to thank the delegates to the Pittsburgh Convention for the many kindnesses they showed my wife, Peggy, and me during our visit to the convention on the occasion of my retirement. [Guild Reporter, Aug. 9.]

I would particularly like to thank my first boss, Bill Farson, for his presence and my last, Chuck Perlik, whose idea it all was, for his thoughtfulness and generosity, in word and deed, in helping make our visit one we will always happily remember.

ELLIS T. BAKER

Retired

Washington-Baltimore Guild

Continental striker says 'thank you' to the Guild

PITTSBURGH, PA.

Editor:

I would like to say thank you to Guild President Perlik and the executive board for the privilege and opportunity to speak and be an observer at the 52nd Annual Convention of TNG.

Having for many years been an outspoken critic of the aloofness of the Air Line Pilots Assn., it was indeed uplifting for me to hear ALPA Secretary Charles Pierce's comment that ALPA is now more committed than ever to its union roots.

The warm and courteous response of your membership was personally rewarding. Please accept my thanks on behalf of the striking Continental Airline pilots who could not be there. The commitment of your membership, evidenced by your resolution and generous contribution is deeply appreciated.

If I can ever be of service to your fine organization, please don't hesitate to call.

JOHN N. MEURY, JR.
Continental division
Air Line Pilots Assn.

Editor's note: Meury, a striking Continental pilot, spoke at TNG's 1985 Convention, as did ALPA Secretary Pierce. The convention passed a resolution of support for the Continental strikers and voted a \$1,000 contribution to their support fund [Guild Reporter, Aug. 9].



HAPPY LABOR DAY 1985



Arbitrator orders Post to return computer tasks to Guild workers

New York—A seven-year-old arrangement under which a computer service contracting firm has been performing accounting, billing and other work formerly assigned to Guild-covered employees of the New York Post has been ruled a violation of the New York Guild's contract with the paper.

In an Aug. 2 decision, arbitrator Milton Friedman held that the Post has no right to subcontract the Guild-covered work under a provision in the contract assigning the Guild jurisdiction over all work normally performed by employees in the bargaining unit.

The Guild's claim to work that had been assigned to employees covered by the contract until 1978 "must be upheld," Friedman wrote. "Otherwise the Post would be endowed with the right to turn any bargaining unit work . . . over to independent contractors."

The ruling, cited by leaders of the Guild's Post unit as "most important to our future," was expected to have an impact on several

other grievances involving subcontracting by the Post from other Guild-covered departments.

"We woke up one day and found the Post putting nonunion workers alongside our members at half the pay, without the benefits," said Joy Cook, Guild unit chair, in a bulletin to unit members announcing the decision.

Friedman dismissed company arguments that the arrangement was proper since the computer, housed in the Post building, also is used for other publications of Post owner Rupert Murdoch.

Friedman ordered that all work on the computer associated with the Post be assigned to employees covered by the Guild contract.

In doing so, he emphasized that it is the "work or work functions" that fall in the Guild's jurisdiction, and noted that inability of employees currently working under the contract to operate the computer "does not throw it open to subcontracting."

Post representatives testified

that the work was assigned to employees of the Texas-based contractor in 1978 when Guild-covered employees who had operated a less sophisticated computer were unable to learn how to operate a newly installed system. The Post is obliged to train current or new Guild-covered employees, Friedman said.

While only work associated with the Post is held to be under the jurisdiction of the Guild, Friedman suggested that the "full panoply of work" might be handled by Guild-covered personnel.

A local representative, noting that several Guild-covered employees perform work for other Murdoch holdings as well as the Post, said that currently six to ten employees of the subcontractor perform work on the computer.

Friedman allowed the Post 90 days to transfer the work at issue to Guild-covered employees. He also ordered the company to reimburse the Guild local for dues lost as a result of the improper work assignment.

Guild-UPI talks adjourn after six days

Washington—A federal mediator adjourned talks between the Wire Service Guild and United Press Int'l after six days of meetings, stretching late into the night of Aug. 21, were without progress.

Agreement of Guild and UPI representatives to enter the mediated talks had been announced by Federal Bankruptcy Court Judge George F. Bason, Jr., Aug. 2 at a hearing called to consider UPI's petition to the court for authority to abrogate its contract with the Guild. UPI withdrew the petition to void the agreement, while the Guild deferred a scheduled strike authorization vote among its UPI members as part of that agreement [Guild Reporter, Aug. 9].

Federal mediator Ed McMahon adjourned the latest round of talks after UPI representatives made no response to a Guild proposal to trim \$500,000 from the expenses of the financially troubled news service in the final four months of the year by cutting jobs among Guild-exempt and managerial employees.

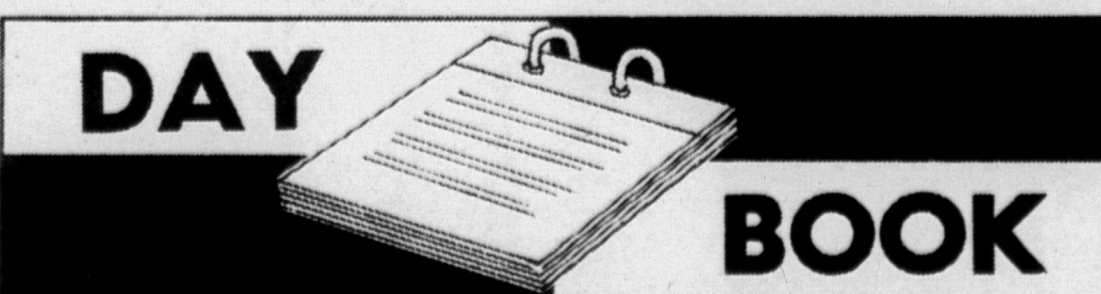
While the size of the Guild-covered work force has been declining

steadily over the past year, the number of exempt employees has held constant at 235 at least since March, Guild representatives said. The number of Guild-covered employees has declined to less than 750 currently, from 950 last year.

"We've demonstrated good faith and . . . suffered major reductions in the work force since our concession agreements" of last summer, Guild President William Morrissey told company bargain-

ers. We called on UPI management to make a "demonstration of good faith first—not comments about what might be done in the future."

Acting under the supervision of the bankruptcy court since April when it filed for Chapter 11 protection under the federal bankruptcy code, UPI, with the agreement of its major creditors, is soliciting bids for the news service from prospective buyers.



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.
Ingersoll Council, fall meeting, Oct. 12-13, Kingston.
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.

As they put it

Taking our measure

The following is excerpted and adapted from the 1985 Labor Day Message of Lane Kirkland, president of the AFL-CIO.

As is traditional, Labor Day 1985 is a day when we take the measure of our situation, assess the gains and losses of the past and look to the future.

Over the last five years, despite severe problems—and in good part because of them—we in the labor movement have been aware that a new spirit of solidarity and confidence has been growing.

Over the last five or six months, that spirit has forced itself on the attention of observers who were saying only last year that our movement was a thing of the past.

On Labor Day 1985 most commentators see "resurgence," not "decline," as the word for the American union movement.

So do I. Recent meetings with thousands of union members in dozens of communities have convinced me that internally, at least, this movement was never in better shape.

Externally, we face problems and challenges as severe as any in our history. But more often than not, for more than a hundred years, we have had to carry on our work with the most formidable forces in the land united against us.

We remember a time when weak and disunited unions faced the hostility of powerful and well-organized employers working hand in glove with hostile presidents and governors, hostile legislatures and hostile courts. We remember how the black list and the yellow-dog contract were supported by the automatic injunction enforced by the power of the police and the militia.

We remember how, over the first third of this century, we overcame these challenges and how, in the process, we transformed the society in which we live.

Who can doubt, reading that history, that American workers can overcome the challenges they face today?

Yes, there have been setbacks and there are enormous continuing problems: coming out of the worst recession since the Great Depression, economic policies designed to keep unemployment permanently at recession levels; afflictions stemming directly from choices made by the Reagan administration and blunders by corporate managers.

Many of the laws and instruments of government created to prevent the worst excesses of unfair employers have been subverted and placed in the hands of people who have no intention of administering or enforcing them.

There are, as always, powerful forces that would like to see union activity confined to the workplace and the bargaining table.

The labor movement is the main line of defense for all the people who have no desire to live high on the hog at others' expense, who want only a decent job that will support family life, enable them to pay the bills and give the kids a decent start.

In 1985, as in 1895, our task is to remain faithful to working men and women, to strengthen this movement they have created, to nurture and renew the spirit of solidarity that is its heart.

The Guild Reporter

CALM
ACPS

3

LABOR COMMUNICATIONS
ASSOCIATION
ILCA
AFL-CIO/CLC • WFO

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Published by The Newspaper Guild (AFL-CIO, CLC) twice monthly (generally second and fourth Fridays, occasionally two other Fridays after published advance notice), except monthly in July and December. \$20.00 per year. Single copies, \$1.00.

Guild Reporter deadlines at 1125 15th St. N.W., Washington, D.C. 20005: News, Monday before publication; features and letters, Friday before publication. Letters limited to 200 words by TNG convention action.

POSTMASTER: "Notice to Publisher Form 3579" should be sent to The Guild Reporter, 1125 15th St., N.W., #550 Washington, D.C. 20005. Publication #23158C

ISSN: 0017-5404

Vol. 52, No. 15

August 23,

The Newspaper Guild

1125 Fifteenth St. N.W., Washington, D.C. 2000
Area Code 202-296-2990

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