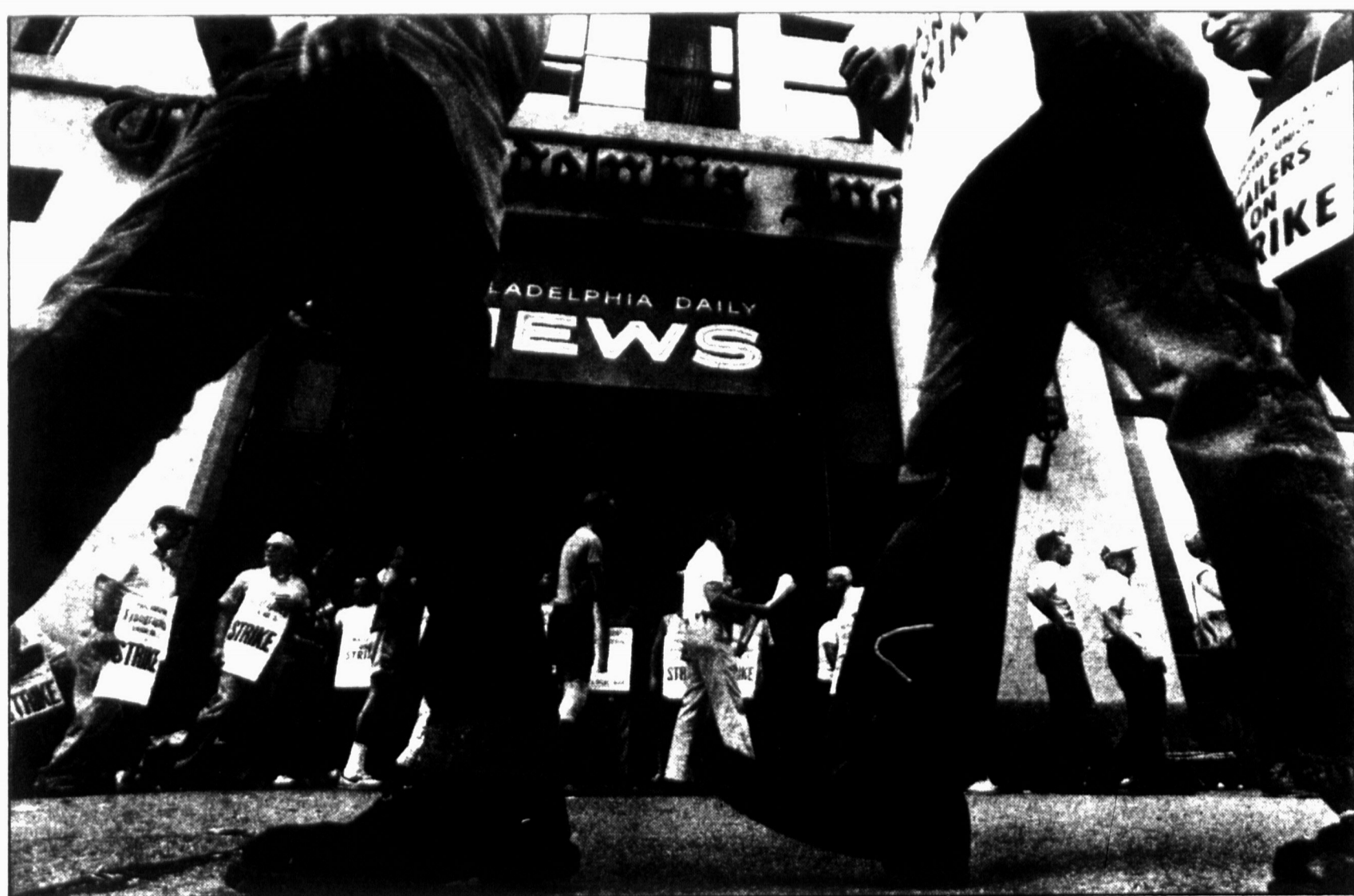


Talks resume in Philadelphia walkout



G. LOIE GROSSMANN/Philadelphia Guild

PHILADELPHIA NEWSPAPER UNION MEMBERS BARGAIN WITH THEIR COLLECTIVE FEET
The scene Sept. 10 at the main entrance to the struck Philadelphia Inquirer and Daily News.

Guild's noneconomics settled at first session

Philadelphia Bargaining resumed Sept. 11 for the first time since a strike four days before by the Philadelphia Guild and other unions at Knight-Ridder's Inquirer and Daily News shut down the huge dailies.

Members of the nine unions which represent the papers' 4,800 employees set up picket lines at 10 entrances to the Philadelphia Newspapers Inc. downtown plant at 12:01 a.m. Sept. 7.

The Guild and the other unions seeking new contracts had been bargaining under a strike deadline extended daily from Sept. 1.

First large-scale "casualty" of the shut down was the Sept. 8 Inquirer, reportedly the largest Sunday issue of the paper in its history.

As talks resumed three days later, management was reported to express the hope that settlements would be reached in time to pub-

lish the Sunday editions for Sept. 15.

Guild bargainers were first in the resumed talks and they reported reaching agreement with company representatives on outstanding noneconomic issues.

Among them was agreement on "substantial adjustments" in pay rates for classified telephone sales employees as well as those for several other jobs filled mostly by women, plus an agreement by the company to withdraw a petition it had filed with the National Labor Relations Board seeking to exclude 110 more persons from coverage under the Guild contract.

That afternoon and the following morning the other two unions with outstanding noneconomic issues—the Teamsters and the independent mailers' union (Newspaper & Magazine Employees)—

(Continued on Page 4)

Pair of motions for referendums open for seconds

Washington TNG on Aug. 26 sent all Guild locals official notice that the seconding period is open on a pair of motions for Guild-wide referendums on two of the several actions by TNG's 1985 Convention aimed at bolstering the union's financial position.

(The convention itself directed that three of its finance actions be submitted to referendum early in 1986.)

The referendum motions, passed by a Twin Cities Guild membership meeting Aug. 14, seek to overturn convention actions which:

- ✓ Authorized TNG's Int'l Executive Board to buy, build or lease with option to buy a TNG headquarters building and authorized a loan from TNG's Defense Fund of up to \$750,000, interest free and for up to 10 years, plus other loans from non-Guild sources as necessary for the project.

- ✓ Increased by \$1 million to \$6 million the asset level of

TNG's Defense Fund at which higher dues to build the fund are cut off. (TNG began a period of such higher dues in August.)

The same notice TNG also informed locals that on advice of counsel a third Twin Cities referendum motion "does not meet constitutional standards" and is not open for seconds.

TNG's Constitution directs a membership referendum on any motion proposing a change in the union's constitution or convention policy submitted by a local membership action and seconded by membership action by at least 10 additional locals in five states, territories or provinces. The moving and seconding locals must include at least 5 percent of TNG membership in good standing.

Such motions are open for seconding for 60 days after they are sent to locals by TNG, in this case through Oct. 25, TNG Secretary-Treasurer Charles Dale notified local presidents, secretaries and

(Continued on Page 2)

The GUILD REPORTER

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



Vol. 52, No. 16

Washington, D.C.

September 13, 1985

Record 31,304 voters certified for Sept. 19-24 IEB elections

Washington A record 31,304 Guild members in the United States, Canada and Puerto Rico have been certified eligible to vote in TNG's international election Sept. 19-24.

Eligible voters were certified by the Int'l Election & Referendum Committee when the five-member committee met at TNG headquarters Aug. 31 to approve ballots and election materials, inspect voter eligibility lists and adopt election rules.

Guild wide, voters will choose between two candidates for Int'l Chairperson, while eligible voters in three of TNG's seven vice pres-

idential regions also will choose between a pair of candidates in their region.

The number of eligible voters in this year's election surpasses the prior record of 31,269 certified to vote in TNG's biennial election of officers in 1971.

The four officers to be elected will join 12 others elected by acclamation by this summer's convention to make up TNG's 16-member Int'l Executive Board.

Among those declared elected were TNG's President and Secretary-Treasurer, the only full-time international officers.

Members of the Int'l Executive

Board will begin new two-year terms of office Oct. 15.

Contesting for Int'l Chairperson are incumbent Harry S. Culver of the Wire Service Guild and Louis J. Mleczo of the Detroit Guild.

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

In the South, Region 2, incumbent Faye McCracken of Memphis is being challenged by Patrick J. Hunt of Washington-Baltimore for that region's IEB seat.

In the Midwest, incumbent Richard M. Peery of Cleveland faces Gene Schabath of Detroit in a contest for the Region 3 vice presidency.

There are 3,983 eligible voters in the Eastern Canada Region, 3,834 in Region 2 and 6,171 in Region 3.

The breakdown of eligible voters in the remaining four regions is: 4,518 in Region 1, the U.S. Northwest; 6,221 in Region 4, the U.S. West; 5,370 in Region 5, New York City and vicinity; and 1,207 in Western Canada.

U.S. Wire Service Guild members are included in the figures for the regions in which they work. Canadian Wire Service Guild members are included in Eastern Canada.

Voting eligibility is determined by receipts of constitutionally established financial obligations at TNG's offices postmarked not later than Aug. 15. A member has to have paid all dues, including

(Continued on Page 4)

Referendum moves, IEB campaigns overlap

Lines were being drawn quickly on the motions seeking Guild-wide referendums on two of the 1985 TNG Convention's finance actions and debate on them was moving just as quickly to involve the campaigns for four TNG offices to be filled in elections Sept. 19-24.

Most graphic demonstration of the intertwining came in mailings received by leaders of locals the length and breadth of the Guild late in August and early in September.

The former were messages, about a week apart, from an ad-hoc Committee to Support the Convention composed of 41 leaders from 25 locals, including the Twin Cities Guild president, on the one side, and from four Twin Cities members and the two candidates in the elections from Detroit, on the other.

Earlier, there were indications

of it in the campaign statements and ads in the Aug. 23 Guild Reporter by Detroit's Louis J. Mleczo and Gene Schabath, who are challenging incumbents for Int'l Chairperson and TNG Vice President from Region 3, respectively.

Letters to the editor in this issue of the Guild Reporter also demonstrate the intertwining of the referendum move and the elections (Pages 6 and 7). Letters from one side include challenges of the advocacy of merger in the campaign for the Detroit candidates as well

as its assertions of superior financial responsibility. Letters from the other side include statements of support for the Detroit pair as backers of the referendum questions and repeat allegations of incumbents' maladministration.

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ITU membership rejects merger 8

Erie pact wipes out \$98 disparity 3

No significant cataract problem 5

Guild joins search for UPI buyer .. 5

Pair of motions for referendums open for seconds

(Continued from Page 1)

administrative officers. If there are not sufficient seconds, the motions die.

TNG's Constitution also requires that the exact text of referendum motions, plus the text of matter they would change, be published in the Guild Reporter as well as mailed to locals.

Both texts on each of the two Twin Cities motions submitted to locals appear at the immediate right on this page of the Guild Reporter.

The motion to rescind authority for a headquarters building also would direct that "the purchase with its impact on possible mergers shall be referred to a select committee of local officers for a report to the IEB prior to April 1, 1986."

The motion to return the defense-fund dues cut-off to \$5 million specifically would retain a special one-month levy at defense-fund dues rates to be used exclusively to fund TNG's liability for severance pay for its staff.

The disallowed Twin Cities motion—aimed at requiring that beginning next year TNG hold its annual conventions "only in union-organized facilities"—did not state an action of the convention to which it was addressed.

Portions of the defense fund and headquarters motions seeking to direct that referendums on each be held before Dec. 15 were excluded as extraneous from the texts submitted to locals. TNG's Constitution sets forth procedures, including a timetable, to be followed in setting up and conducting membership votes.

Also excluded was a portion of the defense-fund motion seeking to direct refunds to locals, for refund to members, of amounts collected that increase the fund's assets beyond \$5 million. TNG's Constitution does not authorize locals to direct how "proposed changes," if adopted, be implemented administratively. TNG Counsel David S. Barr advised. Those are matters for the IEB, with all facts before it, he said.

The convention passed the \$6-million defense-fund dues cut-off on a voice vote with only a smattering of opposition during a four-hour session devoted to consideration of a report of its Finance Committee [Guild Reporter, July 19].

That finance report was devoted to a package of proposals developed by the IEB last January after a three-day forum on TNG finances last fall at TNG headquarters attended by leaders of 34 locals. [Guild Reporter, Nov. 9, Feb. 8, April 12, May 10 and 24.]

The \$6-million cut-off is aimed at reducing the frequency of increasing dues to maintain the fund above its \$4.5 million higher-dues trigger by enlarging the cushion between the two points to \$1.5 million, three times its previous amount.

The authorization for a new headquarters, part of the same finance package, is aimed at producing substantial savings over the years in the costs incurred to house TNG's offices, now in space rented for approximately \$200,000 a year and projected to go to \$250,000 in 1987.

The convention authorized a new headquarters after rejecting by more than three to one in a roll call a motion that would have directed the IEB to study for another year alternatives for different quarters.

The finance program adopted by

Official texts of referendum propositions

The text of one of the Twin Cities Guild referendum motions mailed by TNG to all Guild locals on Aug. 26 is as follows:

Sections Seven and Eight of the First Report of the Finance Committee shall be rescinded and the purchase of a new headquarters building with its impact on possible mergers shall be referred to a select committee of local officers for a report to the IEB prior to April 1, 1986.

The text of the second Twin Cities Guild referendum motion mailed by TNG to all Guild locals on Aug. 26 is as follows:

Should Article XVII of the Constitution be amended in the following particulars:

1. Article XVII, Section 2(e) by deleting \$6,000,000 and changing it to \$5,000,000, so that it shall read, "Except for the one-month period referred to in the second paragraph of this Subsection, TNG will be in a reduced dues period whenever the International Defense Fund reaches \$5,000,000 and will remain in a reduced dues period thereafter until the International Defense Fund is below \$4,500,000."
2. Article XVII, Section 2(e) by deleting \$6,000,000 and changing it to \$5,000,000, so that it shall read, "When dollar amounts in the International Defense Fund reach \$5,000,000 for the first time following August 1, 1985, then for the ensuing month the monthly dues of each member shall include dues equal to the rates required under Subsection (d) of this Section, with the income produced thereby to be used exclusively to fund TNG's severance pay liability to its staff."

The original text of the matter sought to be changed by the first Twin Cities referendum motion is in the First Report of the Finance Committee of TNG's 1985 Convention. That text, Sections 7 and 8 of the report:

7. Authorizes the International Executive Board, on behalf and in the name of TNG, to purchase undeveloped real property and cause the construction of a building thereon, or to purchase real property and all or a part of a completed building, or to lease with an option to purchase all or a part of such a building, in or reasonably near, the District of Columbia, the building to serve as TNG headquarters and to be of such size as to accommodate TNG's present and foreseeable future needs. In implementing this authorization, the IEB may borrow funds as necessary from non-TNG entities, which borrowing may be secured by lien against the real property, participate in a joint venture with others, apply for and secure the issuance of industrial revenue bonds or other bonds, notes or instruments of indebtedness in aid of the transaction, or otherwise structure the transaction in such manner as will effectuate the intent

of this Convention. The President and Secretary-Treasurer of TNG are authorized to sign such contracts, loan documents, leases, or other documents as will effectuate this authorization.

The transaction(s) will be funded in accordance with Recommendation 8 and, as and if necessary from available monies in the General Fund and other funding sources as may be authorized by this or future Conventions.

8. Authorizes a loan of up to \$750,000 from the Defense Fund to the General Fund for acquisition of a headquarters building for TNG, such loan to be interest-free and to be repaid in regular installments over a period of no more than 10 years. This Convention interprets the phrase "accounts receivable" set forth in Article XVII, 2(e), of TNG Constitution as not including this loan.

The original text of the matter sought to be changed by the second Twin Cities referendum motion is the following sections of the First Report of the Finance Committee and the First and Final Report of the Constitution Committee of TNG's 1985 Convention [deletions ~~stricken~~; new language underlined]:

From the First Report of the Finance Committee:

Therefore the Convention:

4. Approves implementation effective August 1, 1985, of the dues rates required under Article XVII, Section 2(d) of TNG's Constitution, with such higher dues rates to remain in operation until the dollar amount in the International Defense Fund, as defined by Article XVII, Section 2(e), reaches \$6 million, with the Constitution to be amended accordingly.

5. Directs that when dollar amounts in the International Defense Fund reach \$6 million, a schedule of dues rates equal to the rates required under Article XVII, Section 2(d), shall be put into effect for a period of one month, with the income produced thereby to be used exclusively to fund TNG's severance pay liability to its staff. Thereafter, TNG shall make such periodic deposits out of its General Fund as are necessary to maintain the severance fund at a level equal to TNG's severance obligations.

From the First and Final Report of the Constitution Committee:

To implement Convention adoption of Recommendations 1, 4, 5 and 6 of the First Report of the Finance Committee, the Convention amends Article XVII as follows:

Amend Section 2(e), first sentence to read:

Except for the one-month period referred to in the second paragraph of this Subsection, TNG will be in a reduced dues period whenever the International Defense Fund reaches \$5,000,000 \$6,000,000 and will remain in a reduced dues period thereafter until the International Defense Fund is below \$4,500,000.

Add the following paragraph to Section 2(e):

When dollar amounts in the International Defense Fund reach \$6,000,000 for the first time following August 1, 1985, then for the ensuing month the monthly dues of each member shall include dues equal to the rates required under Subsection (d) of this Section, with the income produced thereby to be used exclusively to fund TNG's severance pay liability to its staff.

Agency temps held same as others

Washington—Employees from a temporary agency meet the definition of "temporary employees" under the Washington-Baltimore Guild's contract with the Washington Post and, as such, are covered by restrictions on the nature and duration of their employment, an arbitrator has held.

Arbitrator Joseph M. Stone, in an Aug. 12 decision, found that the Post had violated the contract by employing temporary workers for periods longer than eight months and by utilizing them to replace regular employees who had retired or been terminated. At the same time, however, he upheld

the company's having engaged agency personnel for vacation replacements and for special projects.

Both the Guild and the company had argued that the agency personnel did not meet the contractual definition of temporary employees. The Guild asserted that they could not perform Guild-covered work since they were not employees of the company and the company argued that contractual limitations on temporary employees did not apply.

The Guild had initiated the grievance after learning in 1983 of an influx of temporary agency per-

sonnel performing Guild-covered work in the paper's circulation services department and on the mail desk.

While the Guild contract places limitations on temporary employment, employees hired on a temporary basis are exempt from its coverage.

The arbitrator found that back pay for regular employees in affected jobs was warranted and ordered that Guild and company representatives negotiate an appropriate settlement. He retained jurisdiction pending a final resolution.

Key top to \$544 at Richmond weekly

Richmond, B.C.—The top minimum for reporters, photographers and district managers is raised by \$31.19, to \$544.06 a week, in a new two-year agreement between the Vancouver-New Westminster Guild and the weekly Richmond Review.

The agreement also calls for a cost-of-living adjustment if living costs rise by more than 5 percent in any year.

A provision guaranteeing pregnant employees the right to transfer from work on a video display terminal also is added to the contract.

The Guild Reporter (ISSN: 0017-5404) is issued semimonthly, 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.



THOMAS R. HILTZ & GERALD MARAGHY/Boston Guild

Going Guild at Boston Herald

Scenes before and after editorial department employees of the Boston Herald vote Aug. 22 to affiliate their directly chartered AFL-CIO union with the Boston Guild [Guild Reporter, Aug. 23]. At right, the polling place (motor home in a parking lot at the Murdoch

daily) is appropriately marked by TNG Organizer Jim Schaufenbil and artist Barbara Bose; above, the vote tally is celebrated. Front, from left: John Cronin, Gayle Fee and Kevin Cullen, treasurer, secretary and chairperson of the new Guild unit.



TNG backs hostile bid review bill

Washington—Citing the call by TNG's 1985 Convention for "congressional action to limit media concentration" and its "deep concern" over the wave of news industry acquisitions, TNG President Charles A. Perlik, Jr., has called for enactment of bills in Congress that would require federal review of any hostile bid for a broadcast network.

Companion bills in the House and Senate, both called the FCC Network Acquisition Approval Act, would require the Federal Communications Commission to hold evidentiary hearings after gathering data about the proposed takeover and assessing its public-interest impact.

In letters to Senate Commerce Committee Chairman John C. Danforth and House Telecommunications Subcommittee Chairman Timothy E. Wirth, Perlik noted that while even friendly takeovers can be "damaging to the existence of a truly free and diverse media, hostile actions are particularly threatening."

"In the case of CBS," target of several would-be takeover proposals, "it is eminently clear that hostility to the network's position on the political spectrum—real or imagined—and an effort to replace it by an overtly ideological agenda are at work," Perlik warned.

While the FCC currently has no policy on considering applications for broadcast license transfers, the bills would establish a procedure the agency had followed several years ago in considering other proposed network takeovers, according to Senators Thomas Eagleton (D-Mo.) and Larry Pressler (R-S.D.), both sponsors of the bill.

The legislation would require that the FCC identify all persons involved in an acquisition and the source of all funds to be used. It also would have to examine the would-be owners' financial resources, consider their plans and intentions, assess the impact of the takeover on the public interest and elicit the new owners' plan for long-term financial management of the network.

There would be 30 days for the public to file comments and then the FCC would have to hold an evidentiary hearing.

'Society writer' disparity ended in Erie pact

Erie, Pa. — A disparity of nearly \$100 a week in the top minimums for "society writers" and other reporters will be eliminated under a new contract between the Erie Guild and the publisher of Erie Times and News.

The three employees classified as society writers will receive increases during the new three-year contract totalling at least \$177.22 a week to bring them to parity with

the contract's key minimum. At the same time, the lower-paid reporting job is abolished.

The top minimum for society writers under the expired contract was \$420.78 a week, \$98.72 below the key top minimum of \$519.50.

The new agreement raises the top minimum for reporters, photographers, advertising sales employees and circulation district

managers by \$78.50 a week, taking it to \$598.

The increase comes in three increments, with the first, \$27.50 a week, taking the top minimum to \$547 retroactive to March 2. An increase of \$26 on March 2, 1986, takes the top minimum to \$573, followed by a final increase of \$25 on March 2, 1987.

Life insurance coverage provided by the company is raised by

\$3,000, to \$10,000, and an increase in the formula for computing pensions will raise the maximum monthly benefit by more than \$60, to \$659, over the contract's term.

An upgrading for classified phone supervisors increases their top minimum by \$65.50, to \$402.85 a week. The increase comes in increments to \$31.17, \$17.50 and \$16.83. A new advertising job of co-op co-ordinator is added at the same top minimum.

Another upgrading raises the top minimum for editorial assistants by \$54.39, to \$345.92 a week, in increments of \$24.91, \$15.03 and \$14.45.

The top minimum for stenographers, cashiers, bookkeepers and classified phone solicitors is raised by \$47.25, to \$360.16 a week, in increments of \$16.55, \$15.65 and \$15.05.

Street circulation and newsstand collectors' top minimum is raised by \$58.13, to \$443.09 a week, in increments of \$20.36, \$19.26 and \$18.51.

Perlik disputes claims of pay equity foes

Washington—While the battle to establish pay rates based on comparable worth may have been set back temporarily by a recent appeals court ruling, the court's action "does not deal the death blow" to the effort that some critics have claimed.

So said TNG President Charles A. Perlik, Jr., in response to news of the Sept. 5 decision by a three-

judge panel of the 9th Circuit Court of Appeals reversing a lower court's order that the state of Washington raise the pay of 15,500 of its employees in jobs mostly held by women.

U.S. District Judge Jack Tanner grounded his 1983 ruling on a state-commissioned survey that found that pay scales for the jobs in question were lower than those for jobs of comparable value filled mostly by men.

Perlik emphasized, meanwhile, that the ruling of the appeals court panel in no way diminishes the commitment of TNG and its locals to eliminate wage disparities, including those in jobs that historically have been segregated by sex or race.

Experience continues to show, Perlik said, that the "single most effective way to achieve pay equity for women and minorities is through the collective bargaining process."

He pointed, "by way of example," to the recent Guild settlement at the Erie Times and News, which will eliminate a disparity of nearly \$100 between the weekly minimum for experienced "society writers" and the minimum for other reporters. The old Erie contract was one of only a few remaining Guild contracts to include a lower minimum for reporters on the "society" pages than for other reporters, a practice that was "all too common into the 1970s," Perlik said.

A state legislature may have the discretion to enact a comparable-

worth plan, the appeals court noted in issuing its finding that absent evidence of discriminatory intent "the law does not permit the federal courts to interfere in the market-based system" of employee compensation.

"A study which indicates that a particular wage structure might be more equitable should not categorically bind the employer who commissioned it," Judge Anthony Kennedy said, however, in writing the panel's decision.



DEXTER WAUGH/Bay Guild News

So long, SFONG

Five San Francisco-Oakland Guild presidents, current and past, gather during last official meeting of that local, the final session of its representative assembly, on Aug. 20. On Labor Day, SFONG and the Central California Guild merged to form the Northern California Guild [Guild Re-

porter, Aug. 23]. From left: Helen Palter, now retired; Floyd Tucker, a former TNG vice president, now editor of the California AFL-CIO News; Larry D. Hatfield, a TNG vice president; Roberta Simons, SFONG's last president; and Bill Boldenweck, an Examiner reporter.

Job Opening

The Northern California Newspaper Guild has an opening for the position of Administrative Officer.

We are seeking a committed unionist, knowledgeable and preferably experienced in collective bargaining, grievance/arbitration handling, organizing, benefits administration and effective communication with members. We also are committed to the vigorous pursuit of affirmative action goals. Women and minority candidates are encouraged to apply.

Salary will be commensurate with experience, and there is a liberal package of benefits.

The job will require extensive travel in the Northern California area.

Applications should be submitted by no later than Sept. 30, 1985, to Doug Guthbertson, Executive Officer, Northern California Newspaper Guild, P.O. Box 42490, San Francisco, Calif. 94142; telephone (415) 421-6833.

Referendum moves open for seconds

(Continued from Page 1)

The Committee to Support the Convention put out a second mailing on Sept. 5. Headed by John Edgington of San Diego, who also chaired the convention's finance committee, the group said "there would be more."

It urged that locals "at least defer action" until the committee sets the record straight on the two referendum questions distributed for seconding, if they consider them at all.

The mailing over the names of the Detroit candidates and Twin Cities members was on Detroit Guild letterhead and said that local is "acting as referendum headquarters" and "co-ordinator for the referendum campaign."

It included a copy of the July issue of the Detroit Guild's tabloid publication, "THE . . .," edited by Schabath, with its front page given over to a report of a "huge dues increase OK'd" by the convention and the text of a report critical of the headquarters building proposal. The latter was presented to convention delegates by Washington-Baltimore Guild representatives before the convention approved the project and before they rejected by more than three to one a proposal to study TNG office alternatives for another year.

The stories are loaded with misinformation and distortion, the convention-support committee charged.

The \$6 million defense fund, with its accompanying \$1.5 million cushion against the need for higher dues to replenish the fund, is needed not only to provide the bigger cushion but also as a "signal to the publishing industry" that the Guild is "arming itself for the defensive and offensive battles ahead," the committee said.

The larger defense fund also is the only hope of TNG's meeting the cost of the 50 percent increase in strike benefits this year's convention approved, subject to a referendum next year, the committee said.

A letter in the Detroit/Twin Cities material said the two candidates and four members who signed it "think \$5 million is enough for an international defense fund" and that if more money is needed because of heavy demand from strikes "Guild members would be more than willing to pay additional amounts" to meet the need.

The support committee called it "a baseless lie" that the defense fund buildup would be threatened by the fund's lending up to \$750,000 to help buy or build a new headquarters. The loan would

be counted as an asset, it pointed out.

To be repaid in no more than 10 years, the loan is "no different than the arrangement TNG has made with numerous locals over the years to borrow Defense Fund monies, interest free to help tide them over rough spots," the committee noted. The building loan is no raid, as charged in the Detroit publication, it said.

More than \$800,000 has been loaned to locals from the defense fund in the last 10 years, interest free and with no repayment timetable, the committee pointed out.

The Detroit/Twin cities letter advocating the referendums said its signers "think \$3 million is too much to pay for a building" and they question whether the investment "helps the merger process," which they said newspaper unions must continue to survive.

The support committee pointed out that rented quarters now cost more than \$200,000 a year, are headed higher, and that "if present plans progress to maturity" TNG would own its quarters and rent the balance of the building to others, whose fees would cover most if not all of the cost of management and maintenance of the structure.

In its first mailing, dated Aug. 27 and on typewriter-letterhead stationery, a support committee notation that it is composed of leaders of "most major TNG locals" drew an expression of disappointment from the president of one Canadian local that none of its leaders was given an opportunity for membership.

Larry McInnis of Montreal wrote the committee that that local's leaders support the committee despite that oversight, however, and said it is the view of both the local's leadership and its membership, "solidly stated, that when delegates are sent to convention, their actions are on behalf of the local and not subject to second-guessing."

The local's leadership is concerned, he added, that "if this type of post-convention action is to become prevalent, what is the purpose of conventions?"

"If convention-ordered action is subject to renegotiation or to be ignored, then why spend thousands to send delegates whose decision-making authority is worthless?" McInnis wrote.

Members of the support committee, in addition to Edgington, are all 16 current members of the IEB and the following from locals:

Angel Baez, Puerto Rico; Bill Barry, Philadelphia; Bob Bruner, Pacific Northwest; Barbara Bruno, Denver; John Bryant, Southern

year term. The unions were proposing a \$200 package over the same period. After diverting \$24 for pensions and health and welfare benefits, the Guild calculated pay increases would average only 3.78 percent per year on its members' average salary of \$582 a week.

In a letter to employees predicting a long strike, Philadelphia Newspapers President Sam McKeel said the company proposal "was not categorized as a final offer," the Guild reported.

Philadelphia Guild President



MARIANNE KEFFER-ZWEIG/Washington-Baltimore

IEB ELECTION MATERIALS READY FOR DISTRIBUTION TO LOCALS
TNG election committee prepared and shipped them from TNG offices during Aug. 30 meeting.

Voters certified for IEB election

(Continued from Page 1)

full, regular dues, at least through May to vote.

The constitution also provides for members whose remittances have been collected or paid to the local but not received on time by TNG to be made eligible upon receipt of a proper explanation from the local's treasurer or two other local officers.

Locals, at their option, may conduct balloting on any or all of the six days of the official voting period established by the IERC.

Under IERC-established rules, local election committees must count ballots on either of the two days immediately following the voting period, that is, either on

Sept. 25 or Sept. 26.

The IERC will meet again at TNG headquarters Oct. 9 to conduct the official tabulation of returns and certify the results of the election. Locals' returns to the IERC must be postmarked no later than Sept. 28.

Chairperson of the IERC is Robert A. Steinke of St. Louis. Other members of the committee are Jerry E. MacDonald of the Canadian Wire Service Guild, Michele Davis of San Diego, Richard Brandow of New York and William Buchanan of Erie. The committee was elected for a two-year term by the 1984 TNG Convention.

IEB members elected by accla-

mation by this year's convention in addition to TNG President Charles A. Perlík, Jr., and Secretary-Treasurer Charles Dale were incumbents Larry D. Hatfield of Northern California, from Region 4, and Peter E. McLaughlin of New York, from Region 5, plus all six-at-large vice presidents—Robert C. Holt, Jr., of St. Louis, David M. Mulcahy of New York, Carol D. McGarvey Rothman of Philadelphia, Marie Shellock of Youngstown and Stanley Souza of Hawaii. Vice-presidents-elect David M. Rousseau of Manchester from Region 1 and Doug Louth of Vancouver-New Westminster from Western Canada also were elected by acclamation.

Ontario; Bill Buchanan, Erie; Dick Christian, Buffalo; Doug Cuthbertson, Northern California; Bill Davis, San Jose.

Also Steve Hatch, Cleveland; Roy Kruse, Hawaii; George Laine, Los Angeles; Barry Lipton, New York; Jerry MacDonald, Canadian Wire Service; Gerald Maraghy, New England Servicing-Organizing Program; Mel Morris, Vancouver-New Westminster.

Plus, Bill Morrissey, Wire Service; Tom Pennacchio, New York; Frank Prosnitz, Providence; Charlie Ramis, Puerto Rico; George Randol, Northern California; Region 1 Vice President-elect Dave Rousseau, Manchester; Bob Steinke, St. Louis; and Neale Van Ness, Twin Cities.

Twin Cities members who with Mieczko and Schabath were the sole signers of the solicitation for referendum seconds are Doug Grow, Minneapolis unit chairperson; Marg Zack, Minneapolis vice chairperson; Tony Carideo, of the Minneapolis unit; and Terry McKey, of the local's St. Paul unit.

Frederic Tulsy said the unions' \$200 proposal also was not final.

The Guild represents nearly 1,300 employees in the papers' advertising, business, inside circulation and editorial departments.

Other unions seeking new contracts include Typographical Union printers, Graphic Communications Union pressmen and engravers, Machinists, the unaffiliated mailers and the Teamsters, who represent several groups of employees, including drivers, paper handlers and maintenance personnel.

Key to rise to \$675 in new Cincinnati pact

Cincinnati—The top minimum for reporters, photographers and copy editors covered by the Cincinnati Guild's contract with the Cincinnati Post is raised by \$75, to \$675 a week, under the terms of a new three-year contract.

A key editorial top minimum of \$625 is effective from Sept. 1, with two additional increases of \$25 a week on March 1, 1986, and 1987, taking the top minimum to \$675.

The agreement included a lump-sum payment in lieu of retroactivity to March 1. Employees paid at the key top minimum will receive

a \$350 bonus, or an average of \$13.46 a week over the 26-week period since the old contract expired.

The top minimum for assistant news editors and assistant metro editors is raised by \$90, to \$700 a week, over the contract term.

Annual deductibles of \$200 for family coverage and \$100 for individual coverage are guaranteed through 1987 under a new health insurance plan, cutting in half the payments employees had been required to make before benefits kick in. Most employees also will have a reduction in their payment toward insurance premiums when the new plan takes effect.

Provision is added for a 15-week student intern program intended to further and encourage classroom education. Interns are paid at the contract's starting minimum for the work they perform.

Employees assigned to a "flexible time schedule" are to receive at least two weeks notice of any change in that arrangement under another addition to the contract.

The top minimum for editorial clerks is raised by \$41.56, to \$382 a week, over the contract term, and that for librarians and chief editorial clerks is increased by \$38.40, to \$435.

The local is continuing to bargain with representatives of Gannett's Cincinnati Enquirer over the terms of an initial Guild contract for Enquirer editorial employees.

The Enquirer performs the commercial functions for Scripps-Howard's Post under a joint operating agreement.

Weekly benefits total \$126,900

Washington—Weekly benefits from TNG's Defense Fund for all Guild members striking this city's dailies would total \$126,900, TNG informed Guild locals Sept. 11.

To keep track of the benefit payments' impact on the higher dues Guild members are paying currently to rebuild the fund, Dale suggested adding one month of higher dues for each 22 days of the strike.

The strike again points up "the speed with which efforts to bargain a better life for our members can overtake efforts to provide a sound defense fund support system and level," he said.

Talks resume in Philadelphia walkout

(Continued from Page 1)

were to meet individually with the company.

Joint bargaining by the Philadelphia Council of Newspaper Unions on a common wage-benefits package, a chief area of disagreement leading to the strike, was to follow settlement of the noneconomic issues.

Federal mediator Robert L. Kyler, a veteran of Philadelphia newspaper bargaining since the '70s, was assisting in the talks.

The company's prestrike offer was for a \$90 package over a three-



Labor's day for marching

Representatives of Guild locals take to the streets in at least two cities in New York on Labor Day—as participants in Labor Day parades in New York City, above, and in Albany, below. Leading the New York City Guild contingent are, from left: Peter E. McLaughlin, local chairperson and TNG

vice president; Richard Brandow; Barry Lipton, local president; and Edwin Egan, former local president. In Albany's parade, that Guild local was represented by President Tom LaPoint and Treasurer Tim Schick. In the stroller is Schick's daughter, Stephanie.



Advisor to aid Guild in search for UPI buyer

Washington—The Wire Service Guild has joined in the effort to find a suitable buyer for United Press Int'l, engaging an investment advisor to facilitate the process of assessing interest among potential buyers, while protecting the interest of Guild-covered employees in shaping a reorganization plan.

The local initiated the action in an effort to speed up a sale of the financially troubled news service and fashion an agreement worthy of the support of UPI employees and approval of the bankruptcy court, Wire Service Guild President William Morrissey explained to a Sept. 11 news conference, held at TNG headquarters.

The local and its advisor, Brian M. Freeman, will be analyzing and screening potential purchasers of

UPI, Morrissey said, speculating that a plan of reorganization might be completed within six to eight weeks. Morrissey said he and Freeman had been in touch with some interested parties and would be contacting more.

The Guild will consider a range of alternatives, according to Morrissey, including employee investments, buyouts and operating improvements.

Freeman is advising unions representing employees of Trans World Airlines in their support for a takeover bid from Carl C. Icahn and has also assisted unions "to maximize their economic power" in financial reorganizations or prospective sales of Conrail, Eastern Airlines and Western Airlines, among others.

The Guild would "look favorably" on a buyer for UPI that is "highly capitalized . . . driven by principle and a desire to maintain UPI as a general news service," Morrissey said, noting that it would also be seeking a buyer that understands that UPI's primary asset is its employees.

UPI's own financial advisers have solicited bids from prospective buyers and had set a Sept. 16 deadline for "expressions of interest."

Morrissey announced the Guild plan two days after a day-long con-

ference between Federal Bankruptcy Court Judge George F. Bason, Jr., and Guild and company representatives in the judge's chambers.

UPI had announced that it again would ask the judge to authorize it to terminate the Guild contract, but no such motion had been filed following the meeting.

An earlier request from UPI to abrogate the contract had been withdrawn and talks under the auspices of a federal mediator set up

Mt. Sinai tests find no VDT, cataract link in four-local survey

Washington—Results of eye examinations conducted among some 450 Guild-covered employees in four locals showed no significant difference in the incidence of cataracts or most other eye problems among employees who operate video display terminals and those who do not.

However, the findings from the tests should not be taken as definitive, the report's author wrote.

Those findings, released Sept. 3, were included in the report by Dr. Arthur L. Frank on the second phase of a two-part study of VDT workers initiated by TNG and the Mt. Sinai School of Medicine.

While Frank called "rewarding" the report of "no significant problem of cataracts" among the limited number of participants studied, he specifically cautioned against "completely dismissing concerns about cataracts" and exposure to VDTs.

"Only relatively few years have elapsed since the introduction of VDTs in the workplace," Frank wrote, urging "continued vigilance, concern and scientific investigation."

The eye examinations, completed in 1983, revealed no significant difference in the occurrence of other eye problems experienced by VDT users and non-users either, with the single exception of a higher incidence among VDT users of esophoria, the turning of one eye toward the other, Frank reported.

A conclusion that VDT work presents no other problems to the eyes of operators also "would be unrealistic based upon this single study" with its potential for "selection bias" in the choice of participants, Frank also warned.

At the same time, he urged that the "isolated finding" of a greater

incidence of esophoria among the VDT operators be "interpreted with reservation," noting that the condition is common. One symptom of the problem he pointed out, however, is eye fatigue following close work, a complaint often registered by VDT operators.

The report's findings were based on eye examinations and questions asked of 457 employees in units of Guild locals in Southern Ontario, Vancouver-New Westminster, St. Louis and Hawaii. Of the participants, 305 worked at VDTs and 152 did not.

Just under half of the group had also responded to a health-effects questionnaire distributed during the first phase of the Guild-Mt. Sinai study.

Responses from 1,047 Guild-covered employees in six locals in that phase found VDT operators reporting significantly higher incidences of deteriorated vision, headaches, eye strain, back, neck and shoulder pain than non-users. VDT operators also reported more time lost from work in that survey.

"Ideally," all those that participated in the study's first phase would have been included in the eye examinations, Frank explained, noting that a variety of local factors, including arrangements for payment for the exams and availability of release time from work altered participation in the second phase.

Employees represented by the Wire Service Guild who responded to the initial questionnaire were not included in the second phase and results of examinations performed on Memphis Guild-covered employees were not included since their numbers were so few.

Frank, currently the head of the Dept. of Preventive Medicine and Environmental Health at the University of Kentucky's College of Medicine, was associated with Mt. Sinai's Environmental Sciences Laboratory when the study was initiated in 1981.

Although some participants in the study's second phase registered complaints of blurred vision, headaches and other symptoms in response to examiners' questions, there was no significant difference in the rate of complaints from VDT users and those from non-users, Frank reported.

He pointed to the smaller survey population and the change in its makeup as potential factors responsible for the differing results in the study's two phases, while expressing the "hope that in the interim . . . significant improvements in the VDT workplace" may have "altered the response rate to questions about eye symptoms."

Cataracts were found among 58, or 19 percent, of the VDT users and among 33, or 21 percent, of the non-users. In all but six instances the cataracts were of a type classed as "category one," a level at which the cataract has caused no decrease in vision. Five of the six more advanced cases were among VDT operators.

Frank announced plans to conduct an on-going study through the University of Kentucky of symptoms and vision changes that may be experienced by persons who have yet to begin work on VDTs and to make comparisons with a control group of non-users.

Cataract findings 'in conformity'

Washington—The finding of no significant difference in the occurrence of cataracts between VDT users and nonusers in the Guild-Mt. Sinai study is "in conformity with the results of the limited number of other studies on the subject to date," according to David J. Eisen, TNG director of research and information.

He pointed particularly to similar results from studies by the National Institute for Occupational Safety & Health at the Baltimore Sunpapers and by the Canadian Labour Congress.

"But it should be noted that NIOSH's conclusion was the same as Dr. Frank's—that the relatively short time VDT users have been working on the tubes makes the finding less than conclusive," Eisen added.

"On the other hand," he said, "innumerable studies have shown that VDT users report significantly more optical and visual problems than nonusers, and adequate long-term research comparing visual deterioration . . . is virtually nonexistent. It is in this area, in particular, that additional research is needed, as underlined by the Guild's 1984 Convention," Eisen concluded.

NOTICE

Due to retirement, an executive secretary will be elected by the 880-member Twin Cities Newspaper Guild.

Requirements: Bargaining, handling grievances, general administration experience.

Write by Sept. 15, 1985, to N. Van Ness, President, Twin Cities Newspaper Guild, 1126 Plymouth Bldg., Minneapolis, Minn. 55402.

IT SEEMS

TO US

UPI member points up Continental striker debt

DENVER, COLO.

Editor:

I was gratified to read in the Guild Reporter that TNG had adopted a resolution of support for the Air Line Pilots Association's two-year-old strike against Continental Airlines. As a TNG member, I would like to offer another reason we should boycott Frank Lorenzo's scab airline.

I am one of the 750 United Press International workers who still have Guild representation, despite UPI's filing of a Chapter 11 bankruptcy petition. We wouldn't have that representation had it not been for the Continental strikers.

ALPA's strike against Continental didn't begin until after Lorenzo filed a Chapter 11 petition and negated his labor contract. This is the same man who is making an \$800-million takeover-bid for TWA. Congress, with some help from ALPA, saw how Lorenzo abused the bankruptcy statutes and passed a law requiring that certain conditions be met before a labor contract can be abrogated. The reform came too late for Continental pilots and ALPA, but in time for UPI and TNG.

The pilots paid a hefty price to continue the fight against Continental, which can offer low prices because Frank Lorenzo used a loophole to break the union. I don't believe it is giving up too much to pay slightly higher prices to fly another airline.

KATHRYN (K.C.) MASON
Denver UPI branch
Wire Service Guild

Twin Cities president urges Peery's return

ST. PAUL, MINN.

Editor:

Dick Peery is a thoughtful, responsive and articulate union leader who deserves to be re-elected to the IEB from Region 3.

During his two terms on the board, Dick has distinguished himself as an independent and constructive force. His track record is one of listening to members and then acting on their concerns by energetically and creatively working to solve the problems that confront us.

He never has been and never will be a rubber stamp for any political faction within this union. His agenda is not hidden but, instead, is based on a compassionate concern for the members of The Newspaper Guild.

I enthusiastically endorse the return of Dick Peery to the IEB.

NEAL VANNESS
President
Twin Cities Guild

Referendum support nets pair endorsement

MINNEAPOLIS, MINN.

Editor:

I urge all Guild members to support Louis Mleccko for International Chairperson and Gene Schabath for International Vice President.

They are for union democracy. They support the referendum recently called by the Twin Cities local that would stop construction of a new \$3-million international headquarters.

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.

They support the referendum that would keep the international defense fund at \$5 million, rather than raising it to \$6 million.

We think \$5 million is enough. If the international is hit by a series of strikes, we believe the membership would be prepared to contribute additional funds.

Get your local to call a meeting to second the two referendums. We have to get 10 locals to second the referendums by the end of October. And vote for Lou and Gene. They want the rank-and-file to have a say in our international.

DENNIS J. McGRATH
Minneapolis unit
Twin Cities Guild

Ottawa officer backs Clifford on his record

OTTAWA, ONT.

Editor:

Lee Clifford's opponent for IEB Vice President of Canada East says TNG has "dithered for years about buying a building." Plans for a TNG headquarters building were developed during Lee Clifford's first term on the IEB.

Lee Clifford's opponent calls for more Canadian autonomy and re-invigorating the Guild in Canada. During Lee Clifford's first term on the IEB, the Canadian District Council was re-established to accomplish these goals.

Under the guise of saying it's "time for change," Lee Clifford's opponent has as goals the programs and policies that Lee Clifford has put in place during his first term on the IEB.

One good term deserves another.

I'm voting to stick with Lee Clifford. He's proven he can turn goals into achievements for a better Guild for all of Canada.

RANDY MacDONALD
Treasurer
Ottawa Guild

Steinke finds Mleccko 'whimsical' on merger

ST. LOUIS, MO.

Editor:

Lou Mleccko's embrace of merger with another union seems whimsical. ['Campaign Forum '85,' Guild Reporter, Aug. 23.]

He and six other Detroit delegates loaded up the Finance Committee at the convention, whereas this suddenly important issue of merger was on the Collective Bargaining Committee agenda. One would have thought a seven-person delegation could have spared at least one delegate for such a crucial issue.

You'll be better off if you leave things merger-wise in the street-wise hands of Harry Culver who put in six hard years on the TNG-ITU Special Merger Committee. PROVEN LEADERSHIP wins, as always, hands down.

ROBERT A. STEINKE
Executive secretary
St. Louis Guild
TNG Special Merger Committee

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.

\$6 million a 'non-issue' at convention, he writes

YORK, ME.

Editor:

Members should keep one thing in mind as they consider whether to help drive the union into the divisive turmoil policy referenda frequently create.

The proponents didn't even make an effort to change things around at the convention on the issue of raising the defense fund floor to \$6,000,000. It was a monumental non-issue. No motions, no debate, no roll calls. No moves to defeat it, halve it, no motion that the convention send it to referendum! Why did they bother to come?

Because it fits someone's larger agenda: tap the little bit of avarice in all of us just to knock at, when they can't knock down, our key leadership, and let the welfare of the union be damned.

In the last issue of the Guild Reporter, did you catch the Page 1 headline: "Three units, 1,600 members, okay strikes"?

What kind of message does this assault on our overwhelmingly, if reluctantly, approved defense fund build-up send to the publishers at those three units? Indeed, what kind of message to those 1,600 members?

Don't get hooked on the political pot others are peddling. Keep sinew in the Guild muscle and brush aside these efforts to cut it.

GERALD MARAGHY
Director
New England Servicing-Organizing Program

St. Paul writer equates democracy, candidates

ST. PAUL, MINN.

Editor:

TO ALL THOSE WHO SUPPORT UNION DEMOCRACY:

I urge you to vote for Louis Mleccko for International Chairperson.

I also urge you to vote for Gene Schabath for Vice President of Region 3.

Both candidates support issues which return the power of The Newspaper Guild to the rank and file. They support union democracy which is essential for the health of this union.

They also support recent referendums passed in the Twin Cities in opposition to the dues increase and the proposed new building.

TERRY McKEY
St. Paul unit
Twin Cities Guild

He sees 'club' at top; backs pair from Detroit

MINNEAPOLIS, MINN.

Editor:

It's high time for the Guild membership to end the "club" atmosphere that exists on the international level and the rank and file can do just that.

That's why I'm supporting Louis Mleccko for International Chairperson and Gene Schabath

for Vice President from Region 3. Both are active in the Detroit local; both stand for union democracy.

They want us to have a say in how our union is run.

Do we want a new headquarters? Let's vote on it. Ditto for the dues increase.

Just a few days ago our Twin Cities local voted to call for a referendum to stop the \$3-million building the international leadership supports. Lou and Gene support this referendum.

We also voted to call a referendum to hold our international defense fund at \$5 million. Lou and Gene support this, too.

Twin Cities members also voted to call for a referendum that would insist that the international only hold its conventions in unionized hotels. Lou and Gene support this action, too.

We need to vote for Lou and Gene. And, on the local levels, we need your support in backing each referendum mentioned above.

JIM LANDBERG
Minneapolis unit
Twin Cities Guild

Leader in St. Paul cites Peery's rights record

ST. PAUL, MINN.

Editor:

I support the re-election of Region 3 Vice President Dick Peery.

He has been a tireless advocate for those of us who have been, or might become, victims of discrimination in the workplace. Throughout his long career in Guild leadership positions, Dick has fought for affirmative action and has placed the highest priority on the goal of securing and protecting the human rights of all workers.

Dick is a founding member of Cleveland's Black Labor Leadership Caucus and was instrumental in the enactment of city ordinances regulating the use of private security guards in strikes and banning police horses at picket lines.

We all need Dick Peery on the International Executive Board.

DEBORAH BROWN
Chairperson
St. Paul unit
Twin Cities Guild

Mleccko, Schabath net Minneapolis chair's vote

MINNEAPOLIS, MINN.

Editor:

Recent experiences in the Twin Cities indicate management pressures on unions are going to do nothing but increase. Those increasing pressures mean we need more involvement of the rank and file if we are to be effective.

At this summer's Guild convention, Louis Mleccko, president of the Detroit local, and Gene Schabath, unit chair of the Detroit News, again showed they want to bring the Guild's rank and file into the decision making processes of the international.

It is in the best interest of all Guild members to support Mleccko for International Chairperson and Schabath for Vice President of Region 3.

DOUG GROW
Chairperson
Minneapolis unit
Twin Cities Guild

Work for news industry said necessary for IEB

WASHINGTON, D.C.

Editor:

The purpose of the International Executive Board is to vest the administration of TNG between conventions in rank-and-file members who have special knowledge and awareness that only working or having worked within the news industry can bring.

For that reason, TNG's Constitution prohibits members of the IEB, except the president and secretary-treasurer, from being paid officers or employees of the international or a Guild local.

Faye McCracken's opponent is a staff employee of the Communications Workers of America, another international union.

We support re-election of Faye McCracken to the IEB as Region 2 Vice President. She is a candidate with the first-hand working knowledge and understanding of the needs and concerns of news-industry employees.

She has the requisite practical experience, too: 26 years' newspaper employment, three terms on the IEB and many years as a local officer and member of the local executive committee.

Let's keep the IEB in the hands of rank-and-file newspaper employees.

Let's re-elect Faye McCracken Region 2 Vice President.

KAREN WOLL
VERNON P. HENRY
MARY ANN THOMAS
DOUGLAS DOZIER
MARTIN VAN OPDORP
Post unit
Washington-Baltimore Guild

'Absurd,' Bruner writes of building, merger tie

SEATTLE, WASH.

Editor:

Lou Mleccko's assertion that a new TNG building somehow will adversely affect merger is absurd. ['Campaign Forum, '85,' Guild Reporter, Aug. 23.]

The history of mergers, even TNG's own abortive ITU effort, shows just the opposite; if anything, buildings enhance merger efforts.

The ITU complex in Colorado Springs was an immense piece of leverage in its hands; our quarrel was with its location, not its existence.

Throughout the various pieces of the GCIU amalgamation, existence of real property played a recognized but not decisive role.

In the last piece, merger with the Pressmen, the GCIU had to "eat" a year-and-a-half of \$330,000 Pressmen's rental lease. That's half-a-million dollars down the tube, for which the GCIU had nothing but a receipt to show.

Buildings are tangible assets. They count as part of the "goodies" one merger partner brings into the agreement. There's absolutely nothing to indicate, Brother Mleccko, that possession of such assets did anything but enhance the opportunity for merger, not impede it.

ROBERT E. BRUNER
Executive secretary
Pacific Northwest Guild
TNG Special Merger Committee

IT SEEMS

TO US

Peery's IEB actions
impress Carmichael

MINNEAPOLIS, MINN.

Editor:

I have long been impressed by two characteristics of Dick Peery in his actions on the International Executive Board: his independence and his leadership in human rights matters.

Outside the Guild, he has played a leading role in Cleveland's Black Labor Leadership Caucus.

JOHN CARMICHAEL
Executive secretary
Twin Cities Guild

Detroit unit leader raps
incumbents on finances

ROYAL OAKS, MICH.

Editor:

With more dues dollars than ever going into the general fund, the present leadership hasn't been able to manage our affairs without constantly raiding the defense fund.

Now, we're asked to reapportion allocations to the general and defense funds with the defense fund again getting the shorter change.

Now we're asked to allow the IEB an interest free loan of \$750,000 for a building. A building at a time and place that raises many questions... questions asked at convention and never satisfactorily answered.

In their pitch for re-election of their candidates, the *Guild Unity Committee* put a shot on candidates who had never attended a Guild convention until this year. Do new voices with clear vision force the "comfortable" to sit less easy?

The IEB is, indeed, not a training ground but a *proving* ground. The present leadership's ability to work within a reasonable budget and insensitivity to our real concerns *prove* it's time for a change.

At convention, Detroit nominated two candidates we feel best represent the interests of *all* Guild members. Lou Mleczo and Gene Schabath have been organizers, negotiators and selfless leaders in the Detroit labor community.

Mleczo and Schabath offer us alternatives to "Business as usual."

MARY BIRKETT
Vice chairperson
Free Press unit
Detroit 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.

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Knoxville president says
McCracken merits post

KNOXVILLE, TENN.

Editor:

Faye McCracken deserves another chance to serve Region 2 as a representative to the International Executive Board. No doubt she will serve as ably as she has in the past.

As president of a local that has benefited from her leadership, I strongly endorse Faye's re-election. She has the experience to know where and how to enact change when it is needed and the wisdom to leave matters alone if that's the best course.

Faye's common-sense approach to unionism is needed by Region 2 and throughout The Newspaper Guild. Dedication like hers is an essential ingredient to our future.

Vote for Faye on election day.

JANE GIBBS DUBOSE
President
Knoxville Guild

San Jose's treasurer
views Detroit's surplus

SAN JOSE, CALIF.

Editor:

Before we rush Mleczo to the rescue of our Washington wretches, let's see how his 10-year local presidency "led efforts to turn red-ink local budgets into financial surpluses." [*'Campaign Forum '85,' Guild Reporter, Aug. 23.*]

During his reign, his local has been a frequent user of TNG's Defense Fund. Its borrowings, all to meet local emergencies sufficiently grave to satisfy successive TNG administrations (including Harry Culver, his opponent), once came to \$53,000, all of it *interest-free*.

\$29,000 has never been paid back. In fact, the local has asked that it be written off! Imagine. Detroit's latest audit shows it has a \$437,000 surplus, but it still wants off the hook for \$29,000.

If you had invested \$29,000 10 years ago at 10 percent average interest, today you'd have \$72,213. I could create a lot of

surpluses in my local with that kind of money.

Point is, all of that is interest TNG's Defense Fund *doesn't* have. Guess who helped create those Detroit financial surpluses. You and me, with dues dollars that had to make up what was out doing the job in Detroit.

FRANK SWEENEY
Treasurer
San Jose Guild

Detroiter adds his name
for Mleczo, Schabath

DETROIT, MICH.

Editor:

I would like to add my name to the list of persons endorsing Lou Mleczo for the post of International Chairperson and Gene Schabath for Vice President from Region 3.

Both these men have a sense of fiscal responsibility and restraint which this union badly needs in its era of transition. They also solidly support merger with other newspaper unions, something the current administration seems to have forgotten in its drive for higher dues and ever-increasing raids on the defense fund to finance real estate ventures.

It is obvious from the international's actions at the Pittsburgh Convention that we need new blood at the top, people who have not been removed from the local scene for so long that they cannot remember the reasons this union was created.

HOWARD T. WARREN
Detroit Guild

'Co-workers' in Local 35
endorse McCracken

WASHINGTON, D.C.

Editor:

As members who have worked together with Faye McCracken frequently, we wholeheartedly endorse her candidacy for re-election as Region 2 Vice President.

We have seen Faye's consistent commitment for organizing, a primary concern of our local, both through her active support of the

international's special program and by her helpfulness when we needed it to get Local 35's organizing campaign started.

Faye has worked to bring the diverse locals in this widespread southern region closer together in mutual understanding and in action. Her long active experience in her own local serves members throughout the region. She listens and she responds.

Faye's opponent, a staff employee of another union, has never worked for a newspaper or bargained a newspaper contract. While his enthusiasm and energy are welcome in our local, Faye possesses the maturity and experience needed to make policy decisions at the international level that affect newspaper employees.

We need Faye McCracken.

JANE F. HUFFMAN
MELISSA MERSON
Washington-Baltimore Guild

Peery's independent,
Minneapolis writes

MINNEAPOLIS, MINN.

Editor:

Richard Peery brings a refreshing style of independent judgment to the IEB. I urge his re-election as Region 3 Vice President.

Dick is regarded—even by people who seldom agree on anything else—as a diligent and hard-working IEB member who decides each issue on its merits, without regard to any political allegiance.

Besides all that, Dick's roots come from two of the best possible sources: the Twin Cities and the labor movement. He was reared and went to school in Minneapolis. He was a member of the Teamsters and the Hotel and Restaurant Workers Union.

Dick has spent the greater portion of his life providing responsible leadership on collective bargaining and union issues. We need to retain that quality of leadership by returning Richard Peery to the IEB.

DAVE LONGERBONE
Vice chairperson
Minneapolis unit
Twin Cities Guild

Minneapolis member
backs pair from Detroit

MINNEAPOLIS, MINN.

Editor:

I urge all Guild members to support Louis Mleczo for International Chairperson and Gene Schabath for Vice President from Region 3.

Mleczo, president of the Detroit local, and Schabath, Detroit News unit chair, support the democratic principle of allowing the Guild's membership to speak on two important issues.

The Twin Cities Guild has voted for a referendum to stop the \$3-million building the international leadership supports. Lou and Gene also favor holding this referendum.

Our local also voted for a referendum to hold the size of the international defense fund at \$5 million, and thereby stop part of the dues increase all members otherwise face. Lou and Gene support us on this, too.

LEWIS COPE
Twin Cities Guild

Lexington VP endorses
McCracken re-election

LEXINGTON, KY.

Editor:

In a small local like Lexington in the hostile labor climate of the 1980s it sometimes gets to be very lonely.

But over the years we have learned no matter how tough the situation was, there was one friend we could always count on. For whenever we asked for help, Faye McCracken always came to our aid. And she always delivered.

Such service earned her endorsements from our executive committee and from the Southern District Council. I proudly join in these endorsements and urge my brothers and sisters throughout the South to support her re-election.

Her opponent talks about commitment to organizing and dealing with new technology. McCracken has been a strong backer of both of those ideas and the International Executive Board has made much progress during her tenure in both of those areas.

The 1984 Convention approved a special assessment for organizing and \$800,000 was raised. We in Lexington know about that because an international representative has helped us with organizing under that program.

Throughout her career McCracken has had the backbone to back financial responsibility—even if it meant biting the bullet. Actions speak louder than words. And McCracken's record is solid.

LINDA SMITH
Vice president
Lexington Guild

Detroit secretary backs
Mleczo and Schabath

HARPER WOODS, MICH.

Editor:

I would like to endorse the candidacies of Gene Schabath for Region 3 International Executive Board Vice-President, and Lou Mleczo for International Chairperson, the at-large seat.

Brother Schabath is the Detroit News' unit chairperson, founder and editor of the local's newspaper, a member of the representative assembly, and he has attended both TNG convention and Great Lakes District Council meetings.

If one needs the kind of "experience" demonstrated by our current "leadership"—the kind that doubles our dues to feed outrageous building fetishes—then Bro. Schabath lacks "experience." But if Guild members want the fresh blood of a union activist who thinks it is time to stop such folly, then Bro. Schabath is the choice.

As for Bro. Lou Mleczo, he is perhaps the most respected Guild leader the Detroit local has ever had, as evidenced by his 10-year tenure as president. He has attended eight TNG conventions and served a six-year term on the International Referendum and Election Committee.

Bro. Mleczo, an outspoken champion of fiscal responsibility, should be our new International Chairperson. He is the leader that this ineptly-managed Guild ought to have—and needs to have.

KATE DESMET
Secretary
Detroit Guild



Providence steward pinned

Eleanor McCarthy of Providence receives one of the new TNG shop steward pins [Guild Reporter, Aug. 23] during workshop conducted by TNG

Education Director Phillip M. Kadis, doing the pinning. Stewards attended from the Woonsocket and Pawtucket Guilds as well as Providence.

ITU-Teamster unity urged after merger defeat

Colorado Springs—On the heels of the Int'l Typographical Union membership's lopsided rejection of merger with the Teamsters, ITU President Robert S. McMichen has called for resumption of "cordial relations" between the two unions and co-operative efforts between their members "wherever the need arises."

McMichen and two other members of the five-member ITU Executive Council issued the call following the announcement Aug. 28 that ITU members by nearly two to one had voted down the

proposal that their 152-year-old printing-trades union merge into the Teamsters.

Tally of the votes cast by ITU members throughout the United States and Canada in the mail-ballot referendum was 34,234 to 17,547, a margin of 16,687.

The election was conducted and results tallied by representatives of the American Arbitration Assn. in Denver.

Some 3,000 challenged ballots were not counted in the tally, including approximately 2,000 ballots cast in Montreal. Eligibility of the Montreal voters was chal-

lenged by ITU Secretary-Treasurer Thomas W. Kopeck, who had urged support for the Teamsters proposal.

McMichen and ITU Vice President William Boorman and Billy J. Austin had campaigned for votes against merging into the Teamsters while Vice President Allan J. Heritage had joined Kopeck in supporting the proposal.

Heritage, a Canadian, holds the executive council seat reserved for a representative of the union's Mailers' locals.

Following the tally, McMichen, Boorman and Austin also said they

look forward to working with Kopeck and Heritage "on a more appropriate merger."

A majority of the executive council, in a 3-to-2 vote reflecting the same split among the officers, had scheduled the mail referendum vote early in April after a proposed merger of the ITU and the Graphic Communications Int'l Union was disapproved by the GCIU's General Board.

An agreement on merging the ITU with the Teamsters had been announced a year earlier, but a scheduled referendum on the issue had been blocked by a federal judge pending a Labor Dept.-supervised rerun of elections of ITU officers.

McMichen and other members of the council majority unseated incumbents in that rerun, campaigning largely as opponents of the Teamsters-ITU agreement.

Votes against the Teamsters proposal carried in a total of 401 ITU locals, including 33 of the union's 90 Mailers' locals. The merger proposal was approved by a majority of members in 101 locals.

The Teamsters-ITU proposal was rejected by majorities of both Typographical and Mailers' locals in New York and Washington, while in San Francisco, Chicago and St. Louis the proposal won approval in Mailers' locals while

being rejected by members of Typographical locals.

In Canada, Typographical locals in Ottawa, Toronto and Vancouver voted against the Teamsters merger. The Mailers local in Vancouver voted for the proposal; in Victoria and Manitoba Mailers voted against it.

A Teamsters statement following the vote announcement asserted that the outcome "reflects that the active working membership of the ITU cannot determine the future of its own union." A preliminary analysis of the vote tally, the Teamsters said, "indicates that the outcome was determined by retired members."

Seventy-four percent of the union's total membership cast ballots in the referendum. Approximately 36 percent of the union's members are retired.

McMichen said that deciding factors in the outcome of the vote were the desire of ITU members to maintain the union's democratic traditions and to remain within "the mainstream of organized labor."

The ITU would have severed its affiliation with the AFL-CIO and the Canadian Labour Congress had it merged into the Teamsters. While it would have been considered an "autonomous division" of the union, the Teamsters' Constitution would have governed.



Farewell to GCIU's Ken Brown

Publishing union presidents—and some 800 others from labor, political and human rights organizations—gather to honor Kenneth J. Brown, right, at a dinner marking his Aug. 28 retirement from the presidency of the Graphic Communications Int'l Union. With Brown, above from left, are

James J. Norton, who stepped up to the GCIU presidency pending the outcome of a membership referendum, Int'l Typographical Union President Robert S. McMichen and TNG President Charles A. Perlik, Jr. Brown presided over the GCIU's creation from five craft unions.

Former UAW staffer hired for local post

Sacramento — Gerald B. Rocker, a former representative of the United Automobile Workers, has been hired to fill the old Central California Guild's administrative officer position.

When Rocker assumes his Guild duties, however, he will be an employee of the new Northern California Guild—product of

merger of the Central California and San Francisco-Oakland Guild locals effective Sept. 2.

A UAW staffer for 18 years, Rocker most recently served as the union's assistant regional director in the New York and New England area. He left the UAW in 1984.

Rocker replaces George Randol, who had been the Central California Guild's administrative officer since 1976. He returned to the Fresno Bee, where he had been on leave of absence since 1974.

Randol first went on leave from his copy editor's job with the paper to fill a temporary organizing position on TNG's staff of international representatives. He had been instrumental in organizing the Guild unit at the Fresno Bee earlier that year.

Rocker will be the Northern California Guild's administrative

officer assigned to the Central Valley region, working from its Sacramento office.

The local also employs the old San Francisco-Oakland Guild's two professional staffers and intends to add another staff member soon after the merger is completed.

Larkie Gildersleeve, an organizer for the Central California Guild under a subsidy from TNG's Special Organizing Fund, is reported to be a top candidate for the new position. Her temporary organizing position with the local runs through the end of the year.

In his work with the UAW, Rocker functioned as education director and a bargaining troubleshooter in the Northeast region and directed a staff of representatives and office employees.

He also has held a position on the union's organizing staff.

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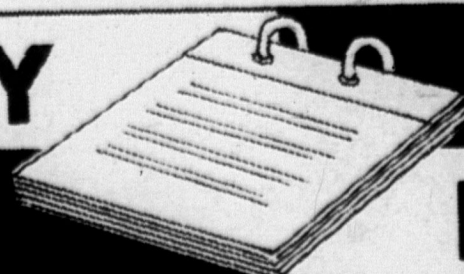
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DAY



BOOK

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.

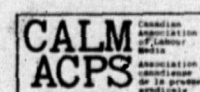
Western District Council, winter meeting, Feb. 1-2, 1986, Honolulu.

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.

The Guild Reporter



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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 #231580.

ISSN: 0017-5404

Vol. 52, No. 16

September 13, 1985

The Newspaper Guild

1125 Fifteenth St. N.W., Washington, D.C. 2001

Area Code 202-296-2990

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