The GUILD REPORTER

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Knight-Ridder locals brace stockholders

Miami—Knight-Ridder executives and shareholders were cautioned at their annual meeting April 29 that unless managements of the company's dailies abandon "adventurism" in dealing with their employees' unions, improvement in the chain's financial performance well could be less impressive this year than last.

The caution was delivered by representatives of the Knight-Ridder Council of the Guild from the chain's dailies in Long Beach and Philadelphia. It was delivered both in written and oral form.

Jim Smith, administrative officer of the Los Angeles Guild distributed a written statement from the council to the "fellow shareholders" in attendance and also spoke to the meeting. He attended by virtue of proxies assigned to him by TNG for its 108 shares of Knight-Ridder stock.

The Los Angeles Guild has been seeking a satisfactory contract to replace one which expired Feb. 28 at the chain's Long Beach Press-Telegram.

Lila Roisman, a promotion copy writer at the Philadelphia Inquirer and Daily News and vice chairperson of the Philadelphia Guild unit there, also spoke to the meeting. She said she was acting on her own behalf, as the owner of "a small number of shares," and for other Philadelphia members who had assigned her their proxies.

She said that if Knight-Ridder merits its listing among "The best 100 companies to work for in America," a large part of it is due to the presence of the Guild.

She said she felt last fall's 1½-month Philadelphia strike could have been avoided by a more realistic bargaining stance from management.

She noted that Knight-Ridder Chairman Alvah H. Chapman, Jr., and President James K. Batten wrote in their "letter to shareholders" that the chain's profits had been "significantly impacted" by the Philadelphia strike.

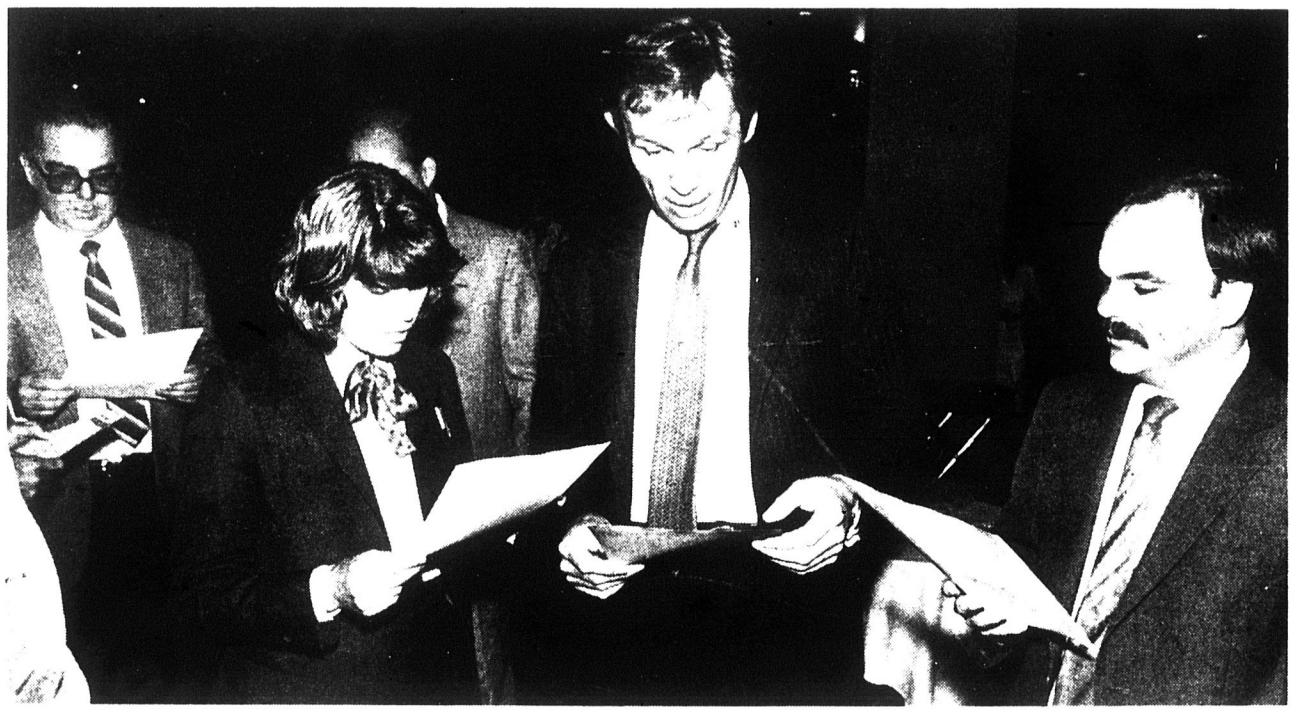
She asked if it was corporate policy to encourage strikes at Pulitzer-winning papers so it could then be said profits would have been better except for the strike.

Chapman as well as P. Anthony Ridder, newspaper division president, told Roisman and Smith that the parent company does not dictate bargaining policy and tactics to individual publishers.

Smith and the Guild chain-council's statement pointed out that the Press-Telegram is just the first of six Guild-Knight-Ridder contracts to open this year.

Pointing to the company demand for a two-tier wage structure in Long Beach—less for new hires—Smith said that while no union or union member likes strikes, that kind of company po-

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THOMAS W. SALYER/Wire Service Guild

Knight-Ridder stockholders' read Guild bulletin, left, as K-R Chairman Alvah H. Chapman, Jr., accepts one from the Guild's Jim Smith.

IEB calls for end to mandatory retirement

Washington—Mandatory retirement is the "cruelest form of age discrimination," TNG's Int'l Executive Board says in its report on collective bargaining to this summer's convention.

It urges Guild locals to lend their support to legislative proposals under consideration in both the U.S. and Canada that would prohibit employers from mandating retirement at a fixed age, and calls on Guild bargainers to aggressively resist management proposals for mandatory retirement and seek the elimination of such requirements where they exist.

Also in its bargaining report to the convention, the IEB is recommending that a minimum strike benefit of $75 a week be established and that TNG's bargaining policies be expanded to include a call for employers to pay employees' costs for caring for elderly, handicapped or disabled dependents.

In Canada a government-sponsored bill would prohibit mandatory retirement among federal employees and employees covered by federal labor law. It would cover about 11 percent of the work force in Canada, including employees covered by Guild contracts at Reuters, Canadian Press and the Canadian Broadcasting Corp.

Its passage would also send a "fairly strong signal from the federal government to private employers" covered by provincial labor laws "that mandatory retirement is to go," the IEB noted in its convention report on collective bargaining, quoting a Toronto law professor.

Meanwhile, a measure introduced in both the House and the Senate would outlaw mandatory retirement in the U. S.

Currently mandatory retirement is legal at age 70 in the U. S.; at age 65 in Canada.

While an increase in TNG's basic strike-lockout benefit, to $125 a week beginning July 1, was approved in this spring's Guild-wide finance referendum, a cap on benefits of 35 percent of pre-strike or pre-lockout salary remains in place.

A minimum benefit of $75 a week would override that cap for members whose pre-strike salary is less than $214 a week. Currently, for example, under the 35 percent formula the benefit for a member earning $200 a week is $70 while the benefit for a member earning $100 a week is $35.

A ceiling limiting the weekly strike benefit to no more than 90 percent of a member's pre-strike salary would remain in place so that the $75 minimum benefit

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Delegates elect Carr to head CLC; 1st woman in federation presidency

By Marv Gandall
Ottawa Guild

Toronto— Shirley Carr became the first woman in the Western World to lead a major federation of unions when she was elected president of the Canadian Labour Congress (CLC) at the organization's 16th biennial convention here April 28-May 2.

The 56-year-old Carr, who succeeds former Auto Worker Dennis McDermott, also is the first public sector unionist to head the 2-million-member congress. Prior to her election as CLC executive vice president in 1974, she headed the Ontario Division of the Canadian Union of Public Employees, the country's largest union.

Carr has emphasized a "team approach" and is expected to bring a more sedate style of leadership to the CLC. Controversy often dogged the outspoken McDermott, even during the period leading up to the convention when he declined to resign his CLC post after being named ambassador to Ireland by the Conservative government of Prime Minister Brian Mulroney. McDermott did not chair the convention and during his farewell address some delegates walked out in protest against his appointment and subsequent failure to resign.

Carr and the other leading CLC officers were all elected by acclamation. Their election was a foregone conclusion after their endorsement by the CLC executive in December.

The Mulroney government's push for a free-trade pact with the United States dominated the convention. Hundreds of thousands of

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Working women's special

In keeping with the Coalition of Labor Union Women's designation of May 4-10 as "Working Women's Awareness Week," this issue of the Guild Reporter contains a special center section on "Women and the Guild/Partners for Progress."

The week was launched by CLUW leaders, including CLUW National Vice President and TNG Human Rights Co-ordinator Anna M. Padia, at a special meeting in Chicago as the U.S. House of Representatives and several state and local legislative bodies endorsed the observance.

CLUW President and AFL-CIO Vice President Joyce Miller, of the Clothing & Textile Workers, said activities across the U.S. were aimed at dispelling myths about working women and highlighting the benefits for them in unionism.

The House of Representatives voted its endorsement April 30 when it approved a proclamation sponsored by Reps. Mary Rose Oakar (D-Ohio) and Robert Garcia (D-N.Y.).

The proclamation called for redoubling efforts to eliminate problems facing working women, including wage disparity, workplace discrimination and inadequate child-care and parental leave accommodations.

Others endorsing the CLUW observance included the cities of Cincinnati, Los Angeles, New York, Syracuse, Youngstown and the states of California and Arkansas.

IEB calls for end to mandatory retirement

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would be reduced proportionately for members with pre-strike earnings of less than $83.33 per week. (Ninety percent of $83.32, for example, is $74.99.)

The basic benefit will rise by another $25 over the next three years, taking it to $150 a week on July 1, 1989, also under the program approved in the membership referendum.

The IEB's $75-minimum benefit recommendation is in keeping with the directive by last year's convention that the IEB study "potential inequities" in the minimum strike benefit.

In recommending the change to this year's convention, the IEB said that adding the $75 minimum would provide lower-paid, mostly part-time, employees a "bare subsistence" benefit "whenever employees' jobs are put on the picket line." It also should encourage the broadest possible participation in strike activity, the IEB said in the collective bargaining section of its report to the convention.

In recommending expansion of TNG's bargaining goals beyond child care to include care for elderly, disabled and handicapped adults, the IEB cited growing recognition that many employees today have the responsibility of care for persons other than children.

Surveys have found that one in every five employees is responsible for some form of adult dependent care, the IEB said. It also pointed to findings of a private consulting firm that employees' needs to care for dependents are responsible for employee absenteeism, tardiness and turnover.

The IEB is recommending that the expanded dependent-care goal be added to Convention Recommendations on Bargaining.

Unlike the provisions included in TNG's Collective Bargaining Program, Convention Recommendations on Bargaining are optional in locals' contract proposals.

No action was taken by the IEB's Collective Bargaining Committee during the board's spring meeting on a recommendation referred to it urging a review of the the bargaining program's mandatory goals with an eye toward reducing them.

The IEB also is recommending that the convention urge locals to ensure that victims of Acquired Immune Deficiency Syndrome suffer no discrimination in the workplace. Guild bargaining policies already in place are designed to protect employees suffering from any illness or disability, the IEB said,

Those policies include calls for contractual guarantees against employment discrimination because of an irrelevant handicap, fully paid sick leave for the duration of any illness or incapacity and employer-paid health insurance coverage for employees and their families, the IEB pointed out.

In addition, Guild bargaining policy calls for prohibitions against "no fault" dismissals, such as dismissals because of a medical disability, the IEB added.

A forum on the convention's opening day will examine the workplace issues related to the growing use of drug and alcohol testing. A study of how adequately Guild bargaining policies address those issues will continue following the convention, the IEB said.

K-R locals confront stockholders

(Continued from page 1)
sition leaves little choice.

Pointing to the Knight-Ridder papers' employees who were guests at the meeting in recognition of their having won Pulitzers this year, Smith asked how the company could expect to see its people win more in the future if new reporters are paid less than current ones.

With a change in what Knight-Ridder Guild locals perceive to be antagonistic bargaining approaches, Smith said, there is no reason management and employees cannot work together co-operatively again to everyone's benefit.

After the stockholders' meeting, the Guild membership at the Press-Telegram voted by an overwhelming margin to authorize a strike if a satisfactory settlement offer is not forthcoming.

Smith said that the company withdrew its proposal for a two-tier wage system at the first bargaining session following the stockholders' meeting, but had not yet, as of April 7, made a satisfactory wage and benefit increase proposal.

More talks were scheduled.



LILA ROISMAN, PHILADELPHIA, STANDING, SPEAKS TO KNIGHT-RIDDER ANNUAL MEETING
A Daily News and Inquirer promotion writer, she also is vice chairperson of the Guild unit there.

AFL-CIO credit card plan okayed for Guild offering

Washington—Guild participation in the AFL-CIO's new credit-card program for union members was approved by TNG's Int'l Executive Board during its spring meeting.

The credit card, a Mastercard issued by the Bank of New York, is the first offering under a new benefits program the AFL-CIO is setting up for members and associate members of affiliated unions.

In authorizing participation in the "Union Privilege" Mastercard program, the IEB suggested that TNG opt for the credit card on which interest is charged at 5 percent above the prime interest rate and for which no annual fee is charged.

A second option available to participating unions is a card carrying an interest rate 7.25 percent above prime, with an annual fee of up to $15 and a 25-day interest-free period on purchases when the credit-card balance is paid in full at the end of the period. Interest is charged from date of purchase under the first option.

Citing estimates that 70 percent of credit-card holders maintain a balance from month-to-month, the IEB said it believed the first option would be of the most benefit to Guild members.

Other features of the union credit-card program include:

- No liability for charges on a lost or stolen card.
- Travel-accident insurance of $250,000 when tickets are charged on the credit card.
- A choice of 10 or 12 payments annually, and a provision for payments to be skipped for up to three months if the member is on strike.
- An arrangment under which members can charge dues payments to their unions without the union incurring the bank's customary merchant charge.

A recommendation for a membership benefits program was included in a report issued by the AFL-CIO's executive council early in 1985 suggesting new approaches for the AFL-CIO and its affiliates to consider in servicing members.

IEB cautions locals on asbestos

Washington—Guild locals should be alert to the potential for asbestos hazards in areas where members work and should seek advice from TNG about remedying any asbestos problems discovered, TNG's Int'l Executive Board said during its spring meeting.

In issuing the caution, the IEB noted that "critical asbestos hazards" had surfaced in the past year in two shops where Guild members work, while in at least four others asbestos problems were confronted.

Exposure to asbestos fibers often occurs in the course of building renovation projects or other work, such as wiring, that can disturb asbestos insulation installed in many buildings constructed from the 1950s into the early 1970s.

Since employees can be exposed unwittingly to asbestos unless it presence is identified before work begins, Guild locals should insist on discussing renovation plans with management, the IEB said in its safety and health report to this summer's convention.

Locals should also make sure that qualified contractors are engaged for asbestos removal projects, the report said.

In another recommendation, the IEB is asking the convention to urge U. S. locals to make sure that employers comply with the Occupational Safety and Health Administration's new Hazard Communication Standard. A workshop on the scope and application of the federal "right-to-know" standard will be conducted during the convention, the IEB reported.

The convention also should renew its call for governmental research into reproductive effects from radiation from video display terminals, the IEB said, noting that studies on the subject have been initiated by the University of Michigan and Dr. Irving Selikoff of the Mt. Sinai School of Medicine. Selikoff is working in conjunction with the Service Employees Int'l Union and the 9to5/National Assn. of Working Women.

The IEB also seeks endorsement of a recommendation that locals continue to press employers to shield VDTs to contain their very low frequency emissions (VLF), using the most protective shielding available, as well as a call for locals to support the introduction and passage of legislation to establish safety standards for the use of VDTs.

It also urged all locals to appoint safety and health committees and to investigate and seek management action to correct hazards such as carbon monoxide fumes, unsafe equipment and vehicles and airborne contaminants.

Western Council issues bid to IEB

Eugene, Ore.—TNG's Int'l Executive Board should hold its fall meeting in San Francisco in 1987, delegates to the Western District Council of Guild locals said during the council's meeting here April 26-27.

Delegates approved a motion inviting the board to meet in San Francisco after hearing reports on the board's spring meeting in Washington, its recommendations to TNG's convention this summer, and its plan to hold this year's fall meeting in Vancouver, Oct. 19-22.

The IEB, for more than a decade, occasionally has been holding its fall meeting in a city where a Canadian Guild local is located. It last met in Canada in October 1983.

IEB drops caution on smoking bans

Washington—A caution to Guild locals against resorting to "outright bans on smoking" has been dropped from what has become an annual recommendation from the Int'l Executive Board to TNG conventions to urge locals to seek solutions to problems associated with smoking in the workplace.

The recommendation to this year's convention simply urges locals to investigate the environmental problems posed by smoking and seek corrective measures "acceptable to the majority of affected Guild members." Among the steps suggested, as previously, are: smoking and non-smoking seating arrangements, installation of air purifiers and improvements in air circulation.

Tri-council convenes in Washington

Washington—The Southern, Great Lakes and Midwest District Councils of Guild locals met here May 3-4 in a joint session hosted by the Washington-Baltimore Guild.

Council delegates exchanged information on bargaining, contract enforcement and organizing and heard reports on the program TNG's Int'l Executive Board is recommending to the 1986 Guild Convention, which will meet June 23-27.

IEB members attending the tri-council session included TNG President Charles A. Perlik, Jr., Secretary-Treasurer Charles Dale and Vice Presidents Faye McCracken of Memphis, David M. Mulcahy of New York, Marie Shellock of Youngstown, Robert C. Holt, Jr., of St. Louis and Richard M. Peery of Cleveland.

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WOMEN AND THE GUILD



MARIANNE KEFFER-ZWEIG/Washington-Baltimore Guild

Claudia Levy, an editor of a Washington Post suburban section and a leader of the Washington-Baltimore Guild and its Post unit.

THE TARGETS and tactics of the continuing struggle to eliminate sex discrimination and achieve fully equal opportunity in the news industry have been shifting and changing as progress has been made. Consider:

Two decades and more in the past most of the Guild's effort was concentrated on achieving wage parity for lower-paid reporters on the so-called women's pages.

Today a principal focus is parity for inside advertising sales employees with outside salespersons and equity in merit pay distribution in the news room.

Whereas, not long ago there may have been pragmatic resignation to the limited level and nature of jobs and assignments available and the promotional opportunities open to women, today there is concentration on breaking down the barriers that still remain.

Once confronted with statutory restrictions on the hours they could work, and even the jobs they could be permitted to perform, women in the Guild today, along with their male colleagues, seek job-sharing arrangements and flexible working schedules.

While concentrations of women employees in clerical positions and such areas as inside classified still are the rule, women no longer face virtual exclusion from jobs once considered man's domain, nor are men excluded from jobs once reserved for women.

Yesterday's fight to protect the jobs of pregnant employees who faced mandatory furloughs, or even discharge, because of pregnancy, has been replaced by efforts to win paid parental leave for both men and women, reimbursement for child-care expenses and the establishment and operation of child-care centers.

The Guild's ever-evolving bargaining policies, many of them aimed specifically at eliminating discriminatory workplace practices, and the life Guild locals have given those policies in the contracts they bargain and enforce, have paved the way for women in the news industry to share more equally in its work and in its prosperity. [See: 'Bargaining goals lay foundation for equality,' Page 6.]

Partners in Progress

In addition, when contracts by themselves have not been sufficiently persuasive, Guild locals and affected members have turned to the law for help in fighting discriminatory employment practices and policies and to win equal pay for women.

Landmark sex-discrimination legal cases in which Guild locals have played roles and which resulted in affirmative action plans and monetary awards include the one which resulted in 1983 in a $2-million settlement by Associated Press of 10-year-old sex and race discrimination charges, and earlier cases including one which in 1980 brought $267,000 in back pay for 267 women at the Washington Post.

The Guild has embraced policies of non-discrimination and equal pay from its earliest days, and women always have been among the union's active members and leaders. The number of the latter and the scope of those policies have increased markedly, however, since the late '60s and particularly since 1970.

It was that year's TNG convention which, in response to expressions of growing concerns among women members, enacted a series of policies focusing on specific problems seen as hindering the elimination of discrimination and achieving equal opportunity and which, on recommendation of TNG's leadership, called a Guild-wide conference on sex discrimination and women's rights, held that fall in Chicago. (It also called a conference on dealing with race discrimination and minority rights and opportunities in the industry.)

The aims of the women's conference were several and closely related: to further clarify, define and spotlight the problems and priorities involved in ending sex discrimination and advancing women's rights in the industry; to mobilize the energy, enthusiasm and militancy of Guild locals and members everywhere in pursuit of those objectives; and to develop recommendations for other approaches appropriate to further implementing those aims.

Flowing from it all were Guild policies vigorously opposing the use of irrelevant sexual and marital identifications in news stories, calling for editors and desk workers to avoid making any one section of a newspaper a "dumping ground" for so-called women's news and urging them at the same time to see that news of the women's movement and the struggles for equality be "reported and played like any other news."

THERE ALSO were calls to "aggressively pursue" the opening of press club memberships, "academic and professional programs" and sports press boxes to women. "Any other restrictions on the ability of all newsgatherers to move freely in performing their jobs" also must be removed, the 1970 convention declared.

At the same time there were calls for efforts within the Guild itself to encourage more women, along with members of minority groups, to become more active Guild members and to make themselves available for leadership positions.

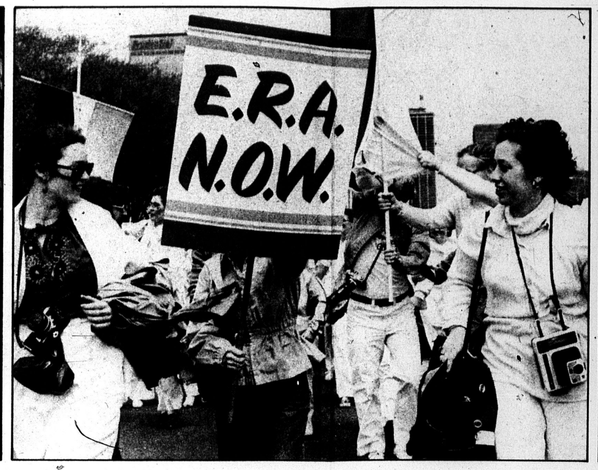
The results of the latter began to become apparent in the ensuing years and continue to be readily evident.

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Action for women's rights



AP-bias case: Principals in case charging AP with race and sex discrimination in its employment practices hold a news briefing in June of 1983 to describe $2-million settlement of the charges through agreement between AP, the Wire Service Guild, seven former AP employees and the EEOC. It was one of several landmark cases in which the Guild assisted the aggrieved.



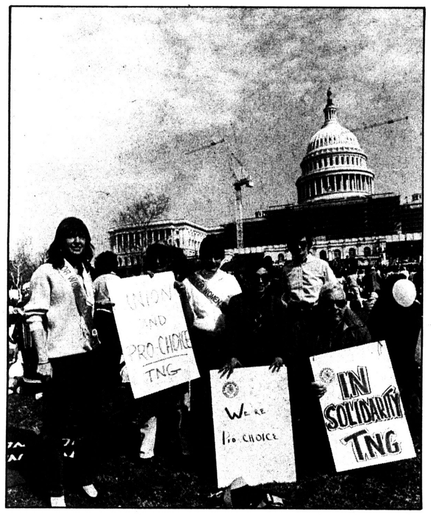
Chicago rally: Members of area Guild locals are among 100,000 who marched in Chicago in May of 1980 to support proposed Equal Rights Amendment to the U.S. Constitution. Total number of Guild participants in the ERA rally was estimated at 30 plus. Guild, one of the first unions to back the rights measure, was instrumental in helping convince AFL-CIO to abandon opposition and also support it.



Gridiron stag: A Gridiron Club guest scans leaflet from pickets outside Washington hotel garage in 1971 when the club's annual dinner still was a stag affair. Pickets included Martha Angle Walters, left, then vice president of the Washington-Baltimore Guild, and Isabelle Shelton, a long-time member, right.



Women's conference: Eleanor Dunn of Ottawa, standing, makes a point in "professional interests" subsession of 1970 TNG Women's Conference. Expanded Guild policy against sex discrimination resulted from conference attended by more than 115 from 34 locals. Dunn later served as a TNG vice president.



Rights rally '86: Guild people join 80,000-100,000 in mid-March Washington rally against efforts to nullify 1973 Supreme Court ruling on abortion and for passage of proposed Civil Rights Restoration Act. Above, from left: Debbie Lehman and Barbara Wicklund of Philadelphia; Linda Foley, Anna Padia and Barbara Nelson of TNG staff and TNG President Charles A. Perlik, Jr.



'Dress' codes: Four Cleveland Guild members pose in 1970 wearing subject of controversy—pants suits—as several publishers and other employers sought to restrict women employees to dresses or skirts on the job. Sites of other dress-code disputes involving Guild members included Toronto, Seattle and Philadelphia.

(Continued from page 3)

FOUR MONTHS into 1986, 24 percent of the Guild's locals were being led by presidents who are women.

The proportion was the highest in at least 41 years, probably in all the Guild's 53 years, according to TNG files.

They also show that women have been presidents of Guild locals in every one of the 41 years for which complete records are available. Their numbers from year to year have ranged from one (in two years) to highs of 19 (in three of the last five years).

Guild locals currently being led by women presidents range in size from Battle Creek and Lynn, on the small-local side, to San Diego and Washington-Baltimore, among the Guild's large locals.

Women's participation in TNG's annual policy-making conventions also has shown a marked increase in the last 15 years. Whereas previous to the late 1960s women delegates made up 10 percent or less of any year's delegates, except in the periods of World War II and the Korean War, by 1975 their numbers had grown to more than 17 percent of that year's convention delegates; by 1980 they made up 22 percent and in 1985, more than 26 percent of the delegates.

During the same years the roles of women delegates to the conventions, as indicated by the proportion of convention committees which were chaired by women, increased even more.

While previously it was unusual for there to be a woman in the chair of more than a single convention committee, since 1970 the number increased steadily so that for five of the last 10 years women have chaired 40 percent of the committees, reflecting the estimated proportion of the Guild's membership that is women. In the other five years women have chaired between 30 and 40 percent of the convention committees.

Partners in Progress

Steckman: *Guild restored family life*

Duluth, Minn.—Diana Steckman of the Lake Superior Guild supervises a carrier force of 49 in her job as a district manager at the Duluth New-Tribune & Herald.

A single parent, Steckman said she and others in the paper's outside circulation department have time for family life once again thanks to the 40-hour-week in the Guild's contract with the Knight-Ridder paper.

It wasn't always so. District managers regularly were working 60-hour weeks just seven and a half years ago when she was hired, Steckman recalled, explaining that at that time new hires in circulation were "given to understand" that while there was a contract, they were exempt from overtime as "salaried employees."

Since that myth was shattered, with the help of a Guild representative, and the contract's requirement for overtime pay enforced, the paper's outside circulation staff not only is enjoying a normal work week, but a more productive one as well, according to Steckman.

"The Guild has given us back our family life," she said, adding that in the process the company has gained as well because "well rested people working reasonable hours really have turned the circulation department around."

"I would not have survived [in the job] without it," Steckman added, noting that only single people would work the hours required previously while now employees with families are holding the jobs too.

Currently treasurer of the local, Steckman also has served on the local's executive board and in a special campaign to sign free-riders at the paper into Guild membership.

"The kids need a lot of attention," said Steckman, 40, speaking of sons Anthony, 13, and Andy, 9, her job and her activity for the Guild, but "I feel I owe the Guild something."

Millner: *Social service a plus, too*

Cincinnati—Gloria J. Millner, a reporter and copy editor for the Cincinnati Post, appreciates that contract bargaining and administration is the Guild's primary function but personally prefers the social-service activities she found within the Cincinnati Guild and, earlier, the Cleveland Guild.

Millner joined the Post staff in 1983 as a court reporter, then spent time on general assignment before studying editing last summer in a program for minority journalists at the University of Arizona in Tucson.

Her first regular, full-time reporting job, Millner said, was with the Cleveland Press from 1980 until it was closed in 1982. There she said she was pleased to discover the Guild had a program of recording stories from the daily paper onto cassettes for the blind, though she did not participate.

Recently, she said, she helped the Cincinnati Guild raise more than $500 to buy books for an inner-city school.

While working for the Lexington Herald-Leader in 1982-83, she said, she enjoyed helping the Lexington Guild with activities to raise funds it often needed to meet its bills.

Millner actually first joined the Guild before getting a regular newspaper job—while she was working as an intern at her hometown daily, the Youngstown Vindicator.

She has served on Guild executive boards in both Lexington and Cincinnati.

Women VPs from the first

Women have served on TNG's executive board in all but 15 of the union's 53 years of existence and have held seats on the Int'l Executive Board consecutively for the last 16 years.

Since 1975 there have not been fewer than three women on the 16-seat IEB at any time, with five seats held by women in 1978-79 and four in 1976-77.

Starting with the union's founding convention in December 1933, which elected the late Doris Fleeson, a total of 20 women have been elected to the executive board.

CLUW builds with Guild support

TNG, GUILD locals, leaders and members have played active roles in the formation and development of the Coalition of Labor Union Women (CLUW), the 12-year-old organization whose aims include the organization of all women in the U.S. workforce, affirmative union action to eliminate sex discrimination in the work place and encouraging women to take leadership roles in their unions.

Thirty-one members from 16 locals and TNG were among the 3,000 mostly women union members at CLUW's founding convention in Chicago in late March of 1974. TNG President Charles A. Perlik, Jr., had issued a strong appeal for participation from locals.

Four of the Guild participants were elected during the conference to seats on CLUW's national co-ordinating committee:

Dorothy Sain of Cleveland, then a TNG vice president; Betsy Wade of the New York Guild, who later served as a TNG vice president and as president of her local; the late Yetta Riesel of TNG's headquarters staff, who earlier served as TNG's first human-rights co-ordinator; and Anna M. Padia of the Pacific Northwest Guild, now TNG's human rights co-ordinator and one of CLUW's six national vice presidents.

Riesel and Padia were members of a national committee that planned the conference.

Other Guild members who later served as TNG representatives or alternates on CLUW's National Executive Board have included:

Mary Sanchez, of the Central California Guild, now the Northern California Guild; Hanna Jo Rayl of TNG's field staff; Dianne Martino, then of the Manchester Guild, now of the San Jose local; Lois Rosen of the Chicago Guild; and Rita Gillmon of San Diego.

In addition, at least two Guild leaders have served as presidents of local CLUW chapters: Kay Brookshire of the Cincinnati Guild and Faye McCracken of the Memphis Guild. McCracken, currently a TNG vice president, was instrumental in organizing the West Tennessee CLUW chapter she later headed.

Pat Bell: *'No real power on my own'*

Ottawa—Pat Bell, a general assignment reporter and weekly columnist ("Today's Family") for the Ottawa Citizen, says she became involved with the Ottawa Guild because she went to a general membership meeting soon after joining the Citizen's staff in 1983.

She said she is particularly interested in human rights and affirmative action and knows that while she has "no real power on my own," the Guild has "more right and responsibility to notice these things" and, she believes, knows how they should be dealt with.

Bell was elected to her local's executive committee in 1984 and currently is its vice president and chairs its human rights committee.

She said she also was a Guild member while working as a fresh-out-of-school reporter at the Toronto Globe and Mail in 1963-66, where she met and married her spouse. He, too, was a reporter.

While accompanying him on an overseas assignment from 1966-72, Bell worked as a free lance, filing reports from India, Singapore and elsewhere.

Back in Ottawa, during the next six years she did free lance reporting and free-lanced a column titled "Time for Children," based in large part on experiences with her own three sons. They now are in and past their teen years. Her spouse now is teaching journalism.

Caparella: *'Guild is your voice'*

Philadelphia—Kitty Caparella, an investigative reporter and former city columnist for the Daily News here, has been "involved with the Guild on and off" since she came to the paper in 1972 after working a year for the Gannett chain's Courier Post in Camden, N.J.

"The Guild is your voice in how you want your working conditions," she said. "You have leverage with the union to deal with . . . problems in your work life."

When you work under a Guild contract, she continued, your supervisor has to think twice before sounding off over an annoyance. "Vindictiveness gets tempered because he or she knows they'll have to answer for it," she added.

Caparella, one of the Daily News staffers covering the MOVE community when the city's police bombed it out of its quarters, said the experience she gained on the Guild's bargaining committee during last fall's strike at Knight-Ridder's Philadelphia papers has provided an unexpected benefit in recent months.

A TV-movie production company, Taft Entertainment, is making a film based on the MOVE incident for NBC. Caparella is serving as a consultant and one character is modelled on her. Her Guild bargaining experience was invaluable in reaching a contract with Taft, she said.

Sanchez: *Contract aided promotion*

Sacramento—Mary Sanchez worked her way into outside advertising sales with the Sacramento Union via the paper's classified telephone sales department and with the aid of a Guild contract.

Sanchez joined the paper's advertising staff 17 years ago. After selling ads by phone for 11 years, she first moved to a job selling retail ads both by phone and in person and then about four years ago to a full-time outside sales position.

"I subbed on some outside sales beats" and that experience helped secure the promotion, Sanchez said. The Guild contract and its promotion language "definitely helped," she added.

A brief interruption in her employment in the Union's telephone sales department during which she performed the same work at a couple of non-union newspapers in Texas, brought the importance of a Guild contract to her attention, Sanchez said. At one, the working conditions were those of a "boiler room," at the other "the pay was terrible," she said.

"When I came back to Sacramento, I started going to membership meetings," and became more and more active, Sanchez said. She served as president of the Central California Guild before it merged with the San Francisco-Oakland Guild, has served on several bargaining committees and held other local offices.

She also helped found a chapter of the Coalition of Labor Union Women in Sacramento.

Bargaining goals lay foundation for equality

GUILD BARGAINING GOALS, enunciated in TNG's Constitution, its Collective Bargaining Program and its Convention Recommendations on Collective Bargaining, are replete with measures which are particularly pertinent to ending discrimination based on sex and advancing women's opportunities in Guild-covered jobs.

TNG's Collective Bargaining Program, established and periodically amended by conventions, contains the Guild's minimum basic contract goals.

The Recommendations on Collective Bargaining are just that, recommendations on various contract subjects adopted by successive TNG conventions which locals are urged strongly to include in the contract proposals.

TNG's Constitution provides that all Guild bargaining "shall be guided by the Collective Bargaining Program and Recommendations of the Convention" and mandates that "the provisions of the Collective Bargaining Program shall be included in all contract proposals."

Since 1970, TNG's Constitution also has required special action by the Int'l Executive Board to permit approval of any contract that fails to ban discrimination in hiring and employment on the basis of age, sex, race, creed and several other specified grounds.

Reprinted below are excerpts from the bargaining program and recommendations which are particularly appropriate for ensuring women's opportunities and ending sex discrimination in Guild-covered workplaces. (Excerpts from the procedural portions are in parentheses.)



Sharers: Kathy Lally, William Englund and their daughter, Kate, principals in a 1985 job-sharing arrangement at the Baltimore Sun.

Bargaining Program

No discrimination: Provision shall be made against discrimination because of age, sex, race, creed, color, national origin, marital or parental status, family relationship, sexual or affectional preference, political activities or political belief or irrelevant handicaps. . . .

Employers shall set up training programs for all employees, with emphasis on women, minority groups and those socially or culturally disadvantaged to provide equal opportunity for placement or advancement . . . .

Provision shall be made that the employer shall actively recruit women and members of minority groups for all positions in all areas of Guild jurisdiction. Provision shall be made that hiring and promotional standards shall not require more skill than is necessary for the performance of the job involved.

(It is not enough to win contractual fair-employment-practice or no-discrimination clauses. Locals must enforce them. Locals must carry on a continuous campaign to require the employer to not discriminate against any group of employees such as women or minorities in, but not limited to, the following areas: hiring; job placement, including concentration of women or minorities in certain departments and classifications and refusal to use men in certain classifications; pay, pension and fringe benefits; promotions and assignments on the basis of irrelevant factors such as race or sex.

(Locals must insist that the employer's hiring and promotional standards as to education, experience or other qualifications not exceed the requirements to perform the job.

(To assure that fair employment practices prevail, locals shall provide for continual consultation with the employer to achieve these purposes, periodically updating statistics on the race and sex of employees in all job classifications.

(Locals vigorously shall pursue integration of employees in traditionally segregated jobs such as circulation, classified and display advertising sales, editors, etc.)

(Equal access to jobs: Guild contracts shall insure that men and women are given equal opportunity in hiring, filling vacancies and promotions.)

Promotions: Locals shall seek provisions guaranteeing that present employees shall be given the first opportunity to try out for vacancies in higher classifications, subject, however, to the prior application of any rehiring list; that in case of promotion opportunities, where ability is comparable, seniority shall govern. . . . Employees shall have similar rights to lateral transfers. Employees shall be free to refuse promotion without penalty and be free to return without prejudice to their previous classifications during the trial period.

Notices of job openings shall be posted. The employer shall provide full written explanations of why applicants are denied promotions or transfers sought. The employer shall make available to the Guild upon request the criteria used in evaluating employees; the tests, if any, given to employees seeking promotions or transfers, and the results of any such tests taken by employees. The employer's evaluation of the employee's progress shall be discussed with the employee at specified, frequent intervals during the trial period as well as at its end.

Information: . . . Locals shall seek full information on hiring and promotional standards.

Education: Provision shall be made for . . . employer financing of employee education that will serve to improve skills . . .

Equal pay: There shall be equal pay for equal work or for work of equal value.

Minimum wages: Minimum wages shall be established for all categories of employees covered by the contract. . . . Proposals for minimums shall seek to achieve the Int'l Wage Program of $1,000 a week for experienced employees in the key inside and outside advertising, business office, circulation, data processing, editorial and electronic maintenance classifications, $667 for beginners in those classifications, and a top minimum of not less than $500 for any classifications. Minimum schedules shall be based on experience in comparable work. . . . Differentials above top minimums shall be maintained. . . .

Merit increases: Individual merit shall be acknowledged by increases above the minimums. The employer shall conduct a review of the salaries of all employees in all departments at least every six months for merit increase purposes.

(The Guild shall analyze merit increase information to determine if women, minority workers, local Guild leaders or other employees are systematically or otherwise unfairly excluded from these increases. The Guild shall protest vigorously if such patterns exist by enforcing pertinent contract provisions or . . . seeking appropriate remedy under law. . . .)

Hazardous conditions: . . . Provision shall be sought enabling pregnant employees to transfer from a job or from working conditions the employee believes may be hazardous to the fetus or the employee during pregnancy, without reduction in pay or impairment of benefits.

Maternity and paternity leaves: Provision shall be made for maternity leave of at least four months with pay and an unpaid leave in addition of two years or more, on the employee's request. No employee shall be required to take a leave of absence, nor shall an employee's job duties or working conditions be altered without the employee's consent, on account of pregnancy; nor shall there be any penalty for pregnancy. If leave is taken, the timing and duration shall be at the discretion of the employee.

Employees returning from such leave shall be reinstated in their jobs at the salary they would have received had their employment with the employer been continuous, with full credit toward severance pay accrual, experience rating, and other length- of-service benefits. Employees at expiration of maternity leave electing not to return to their position shall receive full severance pay.

[The paternity leave provision is identical except that the second sentence—"No employee shall be required . . . for pregnancy."—is deleted, with "paternity" used in place of "maternity" in the remainder.]

Child care: The employer will pay the employee's cost of day/night care for both preschool children and those who need after-school care. The employee may choose the type of care and/or facility to be used.

Pension plans: . . . Eligibility for pensions shall be the same for all employees. . . .

Convention Recommendations

(Bargaining committees: Bargaining committees should be broadly constituted insofar as possible including representatives from all departments. . . .)

(Clerical wages: Locals should give special attention to wage improvements in clerical wage classifications to bring these rates up from substandard levels where necessary.)

Child care: The Guild and the employer should agree on the establishment and administration of adequate employer-financed child-care centers. The employer should provide the necessary study funds for the Guild to determine the need for required supervision and care of children, including both preschoolers and those who need after-school care. Co-operation with other unions in the establishment of child-care centers is urged where appropriate. Employee-parent control and voluntary participation in such centers is basic to their establishment, which shall be an employer responsibility.

Maternity and paternity leaves: Locals should seek provisions allowing employees, at their option, to work schedules reduced by as much as 50 percent with no loss in benefits, for as long as one year after the addition of children to their households or upon returning from maternity or paternity leave.

Job sharing: Should locals seek provision allowing an employee to share a full-time job with another employee, then any employee may opt for job sharing, with no loss of benefits or protections under the contract, without fragmenting full-time jobs into permanent part-time positions or eliminating jobs, with the right for a full-time employee to reclaim the employee's former job, with rehire rights for an employee displaced as a result.

The Guild's own structure, like its bargaining goals, is tailored to assure the greatest possible equality.

The Guild's purposes, as set forth in TNG's Constitution, include guaranteeing, "as far as it is able, equal employment and advancement opportunity in the industry. . . ."

The same document's membership eligibility provision states that the union "shall be open to every eligible person without discrimination or penalty" and specifically prohibits barring anyone from membership or penalizing them "by reason of age, sex, race, creed, color, national origin, religious or political conviction or activities, marital or parental status, family relationship, sexual or affectional preference, irrelevant mental or physical handicaps or anything he or she writes for publication."

In addition, the only standing committee required of every local under TNG's Constitution is a human rights committee. The constitution mandates each local president to appoint one with the advice and consent of the executive committee and charges the committee with responsibility for "developing and advancing affirmative-action programs for equal employment and advancement opportunities."

Carter: *Horizons depend on support*

Memphis—Evalynn Carter joined the Memphis Guild within a couple of weeks of taking a job in the inside circulation department of the Memphis Commercial Appeal 11 years ago, but recalls that it wasn't until 1983, when Scripps-Howard folded the other half of its Memphis operation, that she realized the importance of a strong Guild.

The local was of much assistance to Press-Scimitar employees who found themselves facing layoff when the closure was announced, Carter said. It was then she came to realize, however, that the union could have done more to protect those employees' jobs if its contract with the papers was stronger.

The "limitations and horizons" of the Guild and the contracts it bargains are linked directly to the support the union has from the employees it represents, Carter observed.

Carter, who suggests that every Guild member serve on a bargaining committee "at least once," is currently in her second round of negotiations for the Guild.

Married, Carter has three children and a grandson.

In her job as a "Mid-South" clerk, she and her co-workers co-ordinate the Commercial Appeal's distribution outside the Memphis metropolitan area.

Pregnancy rights won on strike vote

Lynn, Mass.—In what might have been the first battle by a Guild local to protect the rights of a pregnant member, leaders of the Lynn Guild at the Telegram-News threatened to strike in March of 1938 after learning of the discharge of the paper's society editor due to "economic conditions" and her "physical condition."

Word of the firing came the same day the society editor announced she was pregnant, according to the Guild Reporter of March 14, 1938.

The dispute ended quickly, however, with the society editor's reinstatement ordered "within a half hour" after the Guild advised management of the unit's intent to strike.

Canadian council urges new efforts for rights

Toronto—The Canadian District Council of Guild locals signaled renewed and intensified concern for full employment opportunities for women and visible minorities in a series of resolutions adopted by the council during its spring meeting here April 26-27.

At the same time, the council also:

- Called upon leadership at all levels of the Guild to encourage members to boycott all South African products;
- Urged locals which represent Southam-chain employees to send representatives to the firm's annual stockholders' meeting;
- Called for an end to the current free-trade talks between the governments of Canada and the United States;
- Approved establishing formal communications between the Guild and the Centre for Investigative Journalism and between the Guild and the Ontario Reporters Assn.

Delegates also heard reports on the recommendations TNG's Int'l Executive Board is making to the Guild's 1986 Convention from TNG President Charles A. Perlik, Jr., and Vice Presidents Lee Clifford, from Eastern Canada, and Doug Louth, of Western Canada.

Acting on recommendations of its affirmative action committee, the council voted to endorse the presentation the Southern Ontario Guild is making to the Ontario government's consultative panel on equal-pay legislation.

The council also said it will urge the Parliamentary Task Force on Day Care to "take due note of the seriousness of the situation" as documented in previous studies and to recommend enactment of a program for "publicly funded, universally accessible, quality child care."

Delegates also called for the Political Action Committee at TNG's 1986 Convention in June to endorse the same kind of action on child care by the governments of both Canada and the United States.

At the same time, the council called for each Canadian local to provide it by the end of September with reports on the numbers of women and visible minorities who are activists, the kinds of affirmative-action activities each local is engaged in and what each local has done to make it easier for parents to get involved in union activities.

On recommendation of the Windsor Guild, the council also called for all Canadian locals to evaluate the job positions covered by their contracts to "determine which need upgrading" in their next rounds of bargaining.

Council action on South Africa also included a call for a nationwide product-boycott under the Canadian Labour Congress' auspices and a call for Guild locals to examine the investment policies of any institutions handling their funds.

Delegates also voted a $200 contribution to the strike fund of the Congress of South African Trade Unions, a recently formed confederation of nonracial unions. Delegates acted after being addressed by Jay Naidoo, COSATU general secretary, and Alec Erwin, its education director.

In its action opposing the Canada-U.S. trade talks, the council said that the approach being taken "would lead to the loss of jobs in Canada" and would "threaten our standard of living, social programs such as medicare and unemployment insurance and the rights which labour has fought long and hard to achieve in this country."

The resolution also expressed a fear that "jobs in Guild jurisdiction" in newspapers, magazines, broadcasting and book publishing would be lost if, as widely reported, concessions were made in "measures designed to preserve and promote Canadian expression through those media."

It pointed particularly to "the nondeductibility of expenditures for advertising in American print and broadcast media, Canadian content rules in broadcasting and the protection of book publishing."

Delegates speaking to the resolution noted that Canadian unions could expect little help in convincing the government of their position's correctness from such publishers as Maclean's. The Canadian news weekly's management has been reported as observing that while it might have to cut Canadian staff, gains expected in the firm's U.S. holdings would balance out the financial impact on stockholders' earnings.

Tony Cote of the Ottawa Guild was re-elected president of the council. Larry McInnes of Montreal was elected vice president, by a vote of 17 to 12 in a contest with Paul Pelletier of Southern Ontario, who then was elected secretary. Alice Busby of Vancouver-New Westminster was elected treasurer.

Delegates also voted to hold a workshop on organizing possibilities and strategies at the council's fall meeting—Oct. 25-26 in Montreal—and asked all Canadian locals to prepare inventories of prospects in their areas, ranking them in order of priority, for the session.

CLC convention elects Carr to head federation

(Continued from Page 1)

Canadian jobs are said to be at risk particularly in the traditional manufacturing industries. There also are widespread fears that a free-trade deal will threaten Canada's political sovereignity as well as major social programs, such as medicare, which are seen by some U.S. negotiators as non-tariff barriers to trade.

The 3,000 delegates unanimously approved an action program against free trade involving public meetings, demonstrations and, if necessary, industrial action. They also vowed to step up their campaigns against two other conservative economic strategies—the "deregulation" of various industries and the "privitization" of government services. There was frequent reference in debates to the impact of similar policies by the Reagan administration on U.S. workers and consumers.

The most contentious debate concerned asbestos. International labor and health organizations have called for a ban on the product, a known carcinogen which has led to a high incidence of lung cancer among asbestos workers. Some delegates, mainly from Quebec where asbestos is heavily mined, called on the CLC to oppose any international curbs on the industry, which they said would cost jobs. They walked out briefly when their proposal was defeated but returned later when a compromise was adopted which, in effect, commits the CLC to neutrality.

The convention also adopted strong international resolutions in support of the African National Congress and black trade unions in South Africa and against U.S. intervention in Central America.

Western Canada Vice President Doug Louth and Canadian Director Bill McLeman represented TNG. Also present as delegates were Paul Mallon and John Bryant, president and executive officer respectively of the Southern Ontario Guild, and Marv Gandall, executive officer of the Ottawa Guild.

Hill urged to keep postal subsidy

Washington—TNG's Int'l Executive Board has called on the Congress to reject a Reagan administration proposal and "continue the limited remaining postal subsidy for non-profit mailers" like the Guild Reporter and other publications of unions, religious, veterans and educational organizations.

Such non-profit publications already have been hit this year with a pair of postal-rate increases pushing the effective cost of delivery up by nearly 50 percent, the IEB said, adding that the Reagan proposal would push them up by 25 percent on top of that to nearly 12 cents per copy.

The additional increase the Reagan proposal would bring could further stifle the ability of the affected groups to provide those they serve with information "otherwise not available to them, certainly not with the detail and focus" the non-profit press provides, the IEB said.

"The non-profit postal-rate structure was created years ago to help assure the widest possible dissemination of the greatest variety of information and views—whether popular or not with those in the seats of power," the IEB said.

"Union publications, including the Guild Reporter, provide those they serve with information vital to their being as fully informed as possible of events and occurrences that affect their immediate and future lives as individuals and citizens and, particularly, as employees and union members," the IEB continued.

It pointed to contract information and settlements, legislation and legislative proposals addressing matters like work-place safety and other conditions of employment, court and administrative rulings that affect employees' rights, and more.

Noting that the Guild Reporter and the non-profit press in general depend "almost exclusively" on the non-profit postal-rate structure, the IEB said additional rate increases this year from elimination of the subsidy "could, indeed, stifle" non-profits' ability to circulate their publications.

The IEB also called on U.S. locals and members also to urge their members of the Senate and House of Representatives to reject the administration's subsidy-elimination proposal.

The IEB especially urged communications to the chairpersons of the House Post Office & Civil Service Committee—Rep. William Ford (D-Mich.)—and of the Senate Civil Service & Post Office Subcommittee—Sen. Ted Stevens (R-Alaska). They are expected to hold hearings this spring.

Earlier this spring the Postal Rate Commission, on direction of the congressional committees, held cross-country hearings on reducing the nonprofit subsidy.

Discrimination laws in flux, IEB cautions Guild locals

Washington—Laws banning employment discrimination are undergoing revisions through regulatory and judicial interpretation, as well as through legislation, TNG's Int'l Executive Board observed in adopting its human rights report to this summer's Guild convention.

The uncertainties created by the ever-changing application of these laws in both the U. S. and Canada makes it particularly vital that Guild locals bargain and enforce contract provisions forbidding discrimination, particularly discrimination because of age, sex, race and irrelevant handicaps, the IEB said.

The board is asking the convention to endorse that recommendation and also to urge locals to step up efforts to bargain and enforce contract provisions for job posting, promotion opportunities, tuition aid and training. These features in a contract can be "key to the equal opportunity of women and minorities," the IEB said.

It also is asking the convention to stress the need for locals to intensify efforts to achieve wage parity for employees in inside advertising sales jobs with those in outside sales, and to win guarantees of equal pay for equal work or work of equal value.

Other IEB recommendations to the convention include renewed calls that locals:

- Seek payroll information that will provide the basis for charting a profile of Guild-represented employees and identifying patterns of discrimination.
- Utilize the job/scholarship referral service operated by Howard University for the Minorities and Communications Division of the Assn. for Education in Journalism to provide information about job candidates to employers.
- Associate with other unions and organizations that share the Guild's human-rights objectives.

Before filing a charge of discrimination with a government agency, court or tribunal, locals should supply TNG with copies of all relevant documents, the IEB also pointed out.

Per-capita delinquencies to TNG tallied

Washington—In keeping with a directive by TNG's 1983 Convention, the Int'l Executive Board reported the following locals delinquent in payment of monthly per capita to TNG as of March 31:

Local	Months	Amount
Battle Creek	14	$ 1,731
Boston	1	3,192
Chattoonga	2	909
Eugene	1	793
Kingston	6	3,488
Lehigh Valley	1	465
Madison	2	169
Northern California	1	23,841
Northern Ontario	1	496
Peoria	2	2,664
Portland	1	3,615
Pueblo	1	877
San Antonio	1	750
Southern Ontario	1	23,106
Wire Service	8	106,715
Youngstown	1	1,575

The delinquencies totalled $174,386.

Full or partial payments were received after March 31 from Boston, Kingston, Northern California, Northern Ontario and Pueblo.

Also during its April 21-24 meeting, the IEB reported the following locals delinquent in higher-dues payments to TNG for one or more of the seven months those dues rates were in effect beginning last August. The list reflects receipts by TNG as of April 18:

Local	Months in arrears
Battle Creek	7
Chattoonga	2
Chicago	2
Erie	*1
Eugene	1
Gary	7
Indianapolis	7
Kingston	7
Lehigh Valley	1
Lexington	**
Madison	7
Peoria	2
Portland	2
Puerto Rico	2
San Antonio	1
Southern Ontario	***
Victoria	1
Wire Service	*
Youngstown	1

*Partial payment received.
**Full payment received for three members.
***Toronto Star unit three months in arrears, others one month.

Locals must pay all amounts owing TNG through the month of April by no later than May 30 in order to have a voice and a vote in TNG's convention in June. That requirement is mandated by TNG's Constitution, TNG Secretary-Treasurer Charles Dale said in an April 25 letter reminding locals of the May 30 deadline.

In addition, locals that remitted per capitas to TNG for fewer than 12 months during the 12-month period that ended Feb. 28 may be entitled to fewer delegates and convention votes than otherwise, under another constitutional provision that bases each local's convention representation on the average of its monthly per-capita payments for members in good standing received by TNG between March 1 and the end of February each fiscal year.

An examination of how locals might be discouraged from becoming delinquent in their obligations to TNG, particulary in periods of higher dues payments, is continuing, meanwhile, the IEB's Finance Committee reported.

It pointed out, however, that an informal survey of how other unions deal with the problems of delinquents indicated that the remedies TNG has in place currently surpass built-in deterrents in effect in many other unions.

IEB sees Democrats gaining Senate control

Washington—Democratic control of the Senate is "within reach" in this fall's congressional elections, TNG's Int'l Executive Board said in adopting its political action report to this summer's Guild convention.

A gain of four seats would restore the Democratic Party's majority in the Senate, opening the way for more critical review of presidential nominees to courts and agencies as well as for passage of legislation beneficial to workers and their unions, the IEB said.

Nearly twice as many Senate seats held by Republicans are up for election this year as Democratic-held seats, the IEB pointed out, underscoring the need to encourage support for labor-backed candidates. Support is needed not only in votes, but also in contributions to political action funds like the AFL-CIO's Committee on Political Education (COPE), the IEB said.

Missouri Democrat Harriet Woods, currently the state's lieutenant governor and a former Guild member, came within one percent of defeating Republican Senator John Danforth in the 1982 elections, although Danforth outspent her "by a massive amount," the IEB reported. "A few more dollars might have made the difference," the board said.

Woods is a candidate this year for the Senate seat from which Thomas F. Eagleton (D-Mo.) is retiring.

Conservative governments in the U. S. and Canada continue to mount attacks on the "hard won gains of working men and women and their unions," the IEB said, recommending that TNG's convention call on Guild locals in both countries to conduct on-going programs of political and legislative activity.

These governments, "spurred by unceasing political activity from ultra-right ideologues," have resorted to "chiseling away at the institutional and legal structure" intended to protect workers' benefits when more direct measures fail, the IEB said.

They do the same with press and free-speech freedoms, the IEB added, asserting that the governments have displayed "an insatiable appetite for press bashing."

It pointed to the growing number of "zealots of the right" holding government positions in the U. S. where they are likely to remain "long after a change in policy at the top."

These new bureaucrats are issuing "truly perverse" interpretations of legislation already in place and waging arguments that current policies are "either unconstitutional . . . too costly or too burdensome to business . . . or something," the IEB said. Whether the issue is civil rights, labor relations, employee benefits or health and safety standards, "the story is the same," the board added.

As an example of an agency "subverted" by right-wing control, the IEB pointed to a study by attorneys for AFL-CIO-affiliated unions that found that since Reagan-appointees gained a majority on the National Labor Relations Board, that agency has demonstrated by its rulings that federal labor law "cannot be counted on to provide the protection it promises."

Instead of encouraging collective bargaining, as mandated by the National Labor Relations Act, the Reagan NLRB has shown "hostility to unions and collective bargaining" through "fact-twisting, rule-misapplication and procedural pettifogging," the lawyers' study found.

The IEB is recommending that delegates to TNG's convention in June renew a call to U. S. Guild locals to seek members contributions to COPE and provisions for checkoff of political action contributions in their contracts.

Canadian locals should be urged to make contributions to political candidates and parties that share the Guild's political concerns, the IEB said. It also is calling on the convention to urge U. S. locals and district council to make treasury contributions to COPE's voter education fund. U. S. campaign finance law prohibits unions from making contributions on a candidate's behalf.

The IEB also is recommending that the convention call on all U.S. locals that have not done so to affiliate with AFL-CIO state and city central bodies as a means of co-ordinating political activities with others in the labor movement.

TNG Vice President Doug M. Louth of Vancouver New-Westminster voted against the IEB's political action report and its recommendations to TNG's convention.



Outlining a membership drive

TNG Director of Field Operations J. William Blatz, gesturing above, expands for New York Guild leaders on some fine points of his workshop presentation to the Middle Atlantic District Council on signing up employees who are covered by Guild contracts but are not Guild members. The council met in Rochester, N.Y., May 3-4. Free-riders, Blatz told delegates, are the Guild's number one organizing priority. With Blatz are, from left: N.Y. President Barry Lipton; Bert Atkinson, council vice president; and Peter E. McLaughlin, TNG vice president and local chairperson.

R.I. privilege amendment wins council endorsement

Salem, Mass. — Delegates to the New England District Council of Guild locals endorsed a proposal to amend the constitution of the state of Rhode Island to include protection for reporters against forced disclosure of confidential sources and documents.

By prohibiting the government from interfering in a reporters' work, the proposed amendment would protect the "public's right to have access to news," the council said during its spring meeting here May 4-5.

A constitutional convention to consider changes in the state's constitution has been underway in Rhode Island since early in the year. Hearings on a proposal to expand newspersons' right to confidentiality under state law were to be conducted the week following the council's meeting by the convention's Citizens' Rights Committee.

The proposal was introduced into the convention by David Chmielewski of the Pawtucket Guild, a delegate to the convention and a member of the committee.

The council also adopted a resolution criticizing TNG for not sending an officer or senior staff representative from TNG headquarters to the council meeting.

Portland Guild wins vote at Maine daily

Waterville, Me.—Editorial department employees of the Central Maine Morning Sentinel have voted by 25 to 9 for the Portland Guild to be their bargaining representative.

The representation election, conducted by the National Labor Relations Board, was held April 29. All but one of the 35 employees eligible to cast ballots did so.

The Sentinel, a 27,000-circulation daily published every morning but Sunday, is owned by the Guy Gannett Publishing Co., a regional chain headquartered in Portland, about 75 miles from Waterville. The Portland Guild for years has represented advertising, business office, circulation, editorial, mainentance and mail room employee's of the chain's flagship papers in Portland.

The Guild petitioned the NLRB late in January for certification as representative of the Waterville employees after a large majority of them signed Guild cards. In subsequent hearings, the company sought to have the labor board rule that an editorial-only group was not entitled to union representation under federal labor law. Three hours before the representation election got under way, the full NLRB in Washington dismissed a company appeal from rejection of its contention by the agency's regional director.

Leaders of the Sentinel employee-group and of the Portland Guild were assisted in the pre-election period by TNG Organizer James Schaufenbil as well as by TNG Representative Leo J. Ducharme and Gerald Maraghy, director of the New England Servicing-Organizing Program.

TNG input in organizing stressed

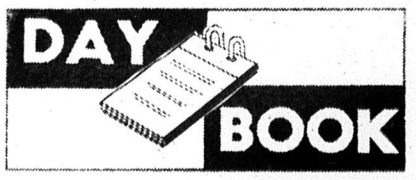
Washington—TNG's Int'l Executive Board is asking the 1986 Guild Convention to reaffirm its advice that locals develop organizing programs in co-operation with TNG in order to best utilize the resources of TNG's Special Organizing Fund.

Eighteen locals had received assistance from the fund at the time of the board meeting April 21-24, including 10 locals that had added organizers to their staffs.

The fund, financed by a pair of membership assessments in the summer of 1984, had assets of $577,632 at the close of TNG's fiscal year March 31.

Local efforts, largely supported by TNG's organizing fund, to sign into membership employees working under Guild contracts but who had not joined the union, produced more than 400 new members last year, the IEB reported.

It called on the convention to urge all locals to establish organizing committees and to survey local potential for organizing new groups of employees in the news and information industries.



Knight-Ridder Council, June 20-22 (tentative), Philadelphia Centre Hotel, Philadelphia.
Union Council of Ingersoll Publications, June 20-22, Philadelphia Centre Hotel, Philadelphia.
Int'l Executive Board, pre-convention meeting, June 20-21, Philadelphia Centre Hotel, Philadelphia.
53rd Annual Convention, June 23-27, Philadelphia Centre Hotel, Philadelphia.
Int'l Executive Board, post-convention meeting, June 27, Philadelphia Centre Hotel, Philadelphia.
Intl Executive Board, fall meeting, Oct. 19-22, Vancouver.
Canadian District Council, fall meeting, Oct. 25-26, Montreal.
Great Lakes District Council, fall meeting, Nov. 1-2 (tentative), Cincinnati.
Western District Council, fall meeting, Oct. 25-26, San Jose.
54th Annual Convention, June 22-26, 1987, Hyatt Islandia Hotel, San Diego.
55th Annual Convention, June 27-July 1, Hotel Vancouver, Vancouver, B.C.

WANTED:
Local Representative
To do servicing, negotiating and organizing for the Guild's premier local. Salary of $713/week with contract raises and full benefits.
All applications must be received by July 1.
Philadelphia Newspaper Guild
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