

Sales pace quickens, five more change hands

Five more metropolitan daily newspapers were added to the list of news industry properties fetching multi-million-dollar prices as the first half of a year of record sales in the industry drew to a close and its second half got underway.

In a period of less than three weeks sales of dailies were announced in Chicago, Dallas, Newport News, Va., and Knoxville, Tenn., while a pair of television stations and a group of radio stations also changed hands.

These latest transactions extend still further the unprecedented round of sales and acquisitions

among newspaper and publishing companies that began last year [Guild Reporter, June 6].

The Times Mirror Co., which late in May purchased the Baltimore Sunpapers in a \$600-million cash deal, led the latest round of transactions, announcing June 26 that it is selling its Dallas Times Herald for \$110 million to Media News Group, a New Jersey-based company headed by William Dean Singleton.

Times Mirror had been in a heated battle for dominance in the Dallas newspaper market with A. H. Belo and its Dallas Morning

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Local seeks members' rights in McClatchy's Tacoma buy . . . 2

News. It had been losing that battle in recent years as the Morning News gained advertising and circulation.

Four days later, on June 30, Robert E. Page, president and publisher of the Chicago Sun-Times, announced that a group of investors he is heading is buying that daily from Rupert Murdoch's News

Corp. for some \$145 million.

Murdoch, who bought the paper and a features syndicate for \$100 million in 1984, needed to sell the paper to comply with Federal Communications Commission rules against cross-ownership of newspaper and broadcast properties in the same market. Murdoch last year purchased six television stations from Metromedia, including a Chicago television station, WFLD.

Chicago Guild leaders who met with Page following announcement of the sale said he pledged to honor the local's contract with

the Sun-Times. The pact covers the papers editorial department employees and runs through May of 1988.

Page has also said he intends to tone down the morning tabloid. The Sun-Times ranks second in the Chicago market to the competing Chicago Tribune.

On July 7 the Gannett Co. announced that it is selling the Knoxville Journal to the paper's editor and the publisher of Gannett's daily in Lansdale, Pa. Although terms of the transaction were not announced, published reports put

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Bargaining climate prompts policies' review



DELEGATES HEAR TNG PRESIDENT PERLIK ADDRESS OPENING CONVENTION SESSION

Philadelphia—To meet the challenges of a bargaining climate it called "one of the most difficult in the history of the Guild," TNG's 1986 Convention set in motion a "thorough review" of TNG's bargaining processes and policies.

To do so, the convention authorized appointment of a special committee of 13 representative Guild leaders who are knowledgeable and experienced in the bargaining arena. The committee, to be appointed by TNG's president "with the advice and consent of the Int'l Executive Board," will be augmented by the IEB's five-member Collective Bargaining Committee.

"Employers are more prone to use their economic clout to deny adequate wages and working conditions that they easily can afford. They are banding together in increasingly expanding chains and conglomerates, concerned only with bottom lines and not the needs of the working men and women responsible for producing their tre-

53rd Annual TNG Convention

Philadelphia—TNG's 53rd Annual Convention was held here June 23-27.

There were 222 delegates and 2 alternates from 55 locals in the United States and Canada registered and seated.

Convention votes of the 55 locals totalled 378.

mendous wealth," the convention said in adopting the report of its Collective Bargaining Committee.

"At the same time," the committee's report said, "government agencies charged with responsibility to protect workers have instead become tools of corporations, furthering their wealth at the expense of workers' rights."

The review should include an examination of TNG's constitutional framework governing collective bargaining, strikes and lockouts, as well as the bargaining goals set forth in TNG's Collective Bargaining Program and the Convention Recommendations on Collective Bargaining, the convention said.

The convention also said the special committee should review information developed by TNG's Collective Bargaining Dept. and explore the development of guidelines for joint or co-ordinated bargaining with other unions.

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Tough decisions on finance seen 'paying off'

Philadelphia—"Tough decisions taken a year ago" to improve the financial structure of TNG and its locals "are paying off," the union's 1986 convention said as it projected a \$14,000 surplus in the operation of TNG's General Fund for the current fiscal year.

In doing so, the convention approved a General Fund budget of \$3,511,511, for the fiscal year that

began April 1 and an income estimate for the fund, from which the union's operating expenses are paid, of \$3,525,485, or \$13,974 more than the budgeted expenditures.

This compares with operating income of \$3,434,684 and expenditures of \$3,442,561, for a deficit of \$7,877, in the previous 12 months.

The convention took the budget actions on the recommendation of its Finance Committee, chaired by John Edgington of San Diego.

Earlier, on the convention's opening day, Secretary-Treasurer Charles Dale reported that TNG's Defense Fund was at an all-time high with liquid assets in excess of \$7 million.

Income projections for the

1986-87 fiscal year were based on receipt of monthly per-capita payments from an average of 27,500 members and 350 agency-fee payers. The projected membership base was boosted by 400 from last year's estimate, the convention said, noting that it felt comfortable in raising the membership estimate

(Continued on Page 8)

Job better with Guild, 73% say

Philadelphia — When asked whether they think their job would be better or worse without the Guild, more than 73 percent of the Guild members polled this spring said "worse"—38 percent said "much worse"—while less than 3 percent said "better."

That was part of the "sneak preview" of a few of the more interesting results from the "first rough report" on the findings of the telephone poll of 1,100 Guild members that was given to delegates to TNG's 1986 Convention by President Charles A. Perlik, Jr., in his

opening-day, keynote address.

In addition, Perlik said, more than 80 percent said they think their contract is good—22 percent very good.

Seventy percent said their local does a good job servicing them. Almost as many said it does well handling grievances.

Nearly 86 percent think it is important for the Guild to organize nonunion shops in the industry; more than 57 percent think it is very important. Sixty-three percent said they would be willing to pay an additional dollar per month

to help organize; almost 36 percent of them said they strongly support the idea.

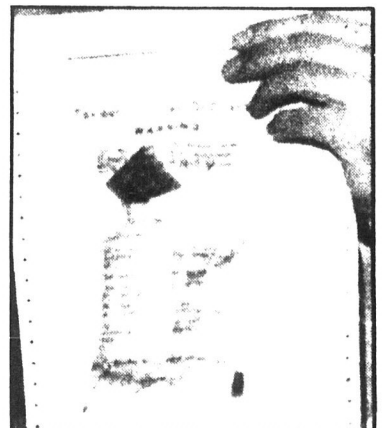
Those who said they think it is a good idea for the Guild to support political candidates edged out those who said they do not think it is, Perlik reported.

He said that when the analysis of the poll responses is completed later in the summer by the Wilson Center for Public Research, the firm conducting the project under authorization of the Int'l Executive Board, TNG will report on the results in full.

'Blindfolded in minefield,' says S. African union leader . . . 7

Drug tests hold no answers to work problems, forum is told

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FORCED TO RE-APPLY FOR JOBS

Guild seeks rights of Tacoma members

Tacoma, Wash.—Leaders of the Pacific Northwest Guild and the other unions that represent employees of the Tacoma News Tribune are meeting almost daily as they seek to protect the rights of their unions' members at the paper in the face of its impending sale July 1 to the McClatchy chain.

Some days the union leaders are meeting with one another; some days they are meeting together and/or separately with representatives of the family that is selling the paper; other days, with their unions' memberships and legal advisors; still other days, with all of the above.

As of mid-July, the only persons to have met with representatives of McClatchy, however, had been employees of the News Tribune, in interviews about retaining their jobs conducted by McClatchy people from the company's headquarters in Sacramento, Calif.

The only contact the unions had had from McClatchy was a letter from Robert D. Byerly, newspaper operations director, saying that the chain was buying the Tribune Co.'s "assets only" and, in the process, "will not be assuming any collective bargaining agreements."

While people currently working at the News Tribune are employed by the Tribune Publishing Co., and McClatchy is not buying that company, just its assets, McClatchy was offering the opportunity to be rehired after July 1 if they applied and passed muster, Byerly said.

Most Guild-covered employees—in the advertising, editorial and circulation departments—had been notified by mid-month that they would be rehired.

On July 10, however, 10 persons—seven in Guild-covered

Delegates pledge aid for 'defense'

Philadelphia — Delegates to TNG's 1986 Convention pledged full support to employees of McClatchy chain papers in Tacoma as well as Central California in "their valiant efforts to keep, enforce and improve their union contracts."

TNG, the convention said in a resolution titled "Defense of McClatchy workers," will "take immediate, appropriate action to protect the employees' human and economic rights."

jobs—were told they would not be hired by McClatchy, but their wages and health insurance would be paid through October, a Guild representative reported.

They also were told that since there was no reason to keep working, they should immediately clean their desks and leave, said Robert E. Bruner, the Guild's administrative officer. Most were escorted out of the building, he said.

Tribune Publishing, meanwhile had offered enhanced early retirement benefits to a dozen other employees and nine had accepted them. Some of the nine subsequently were hired by McClatchy.

The Guild, meanwhile had started action to collect contractual severance pay for all covered current News Tribune employees, whether or not re-employed by McClatchy. Tribune Publishing said it believed it is responsible for severance only for those not rehired by McClatchy.



Cartoonist's 'Page One' quip

New York Daily News cartoonist Paul Rigby, left, brings a chuckle to Robert MacNeil of public television's MacNeil/Lehrer Report, right, and Forbes Linkhorn, center, as Rigby receives the New York Guild's Page One award for the best editorial

cartoon of 1985 during award luncheon June 2. MacNeil presented the awards for the local. Linkhorn, of the Nursing Journal unit, chaired the competition. It was the second consecutive year that Rigby won the top award for cartoons.

Contract enforcement most effective road to fair practices, report says

Philadelphia—Enforcement of the fair employment practices provisions found in nearly all Guild contracts is the most efficient and effective way to ensure Guild-covered employees equal employment and advancement opportunities, TNG's 1986 Convention said in its report on human rights.

Adopting the recommendations of its Human Rights Committee, chaired by Pat Bell of Ottawa, the convention called on locals to "do a better job" of enforcing contract prohibitions against discrimination because of age, sex, race or disability.

The convention also called on locals to make greater efforts to strengthen contractual fair employment guarantees and bargain contracts that provide for job post-

ing and promotions, tuition aid and job training.

Without enforceable contract protections against discrimination because of sex, race and disability, Guild locals' only remaining option is to challenge unfair employment practices "through piecemeal and costly" actions before government agencies and in the courts, the convention said.

That road, however, has become a "rough and uncertain" one in both the United States and Canada, as laws prohibiting employment discrimination are undergoing "significant regulatory, judicial and legislative changes," the convention cautioned.

Pointing to the gains of Guild locals in the past year in achieving upgrades for jobs held mostly by women, the convention called on locals to intensify their efforts to achieve parity for inside advertising sales employees with outside sales staff, upgrades for other jobs traditionally filled by women

and minorities and guarantees of equal pay for work of equal value.

The convention also renewed its call to locals to continually seek detailed payroll information from employers and use it to help uncover patterns of workplace discrimination. It also reminded locals to furnish that information to TNG, as well, along with copies of all documents assembled before filing a discrimination charge with any agency, court or tribunal.

More than half of all Guild locals responded this year to TNG's annual human rights survey, the convention noted, calling it "a positive response that must be improved."

The convention also called for TNG to continue to press for congressional passage of the Civil Rights Restoration Act.

TNG's human rights co-ordinator also should continue to conduct seminars for Guild locals, district councils and other Guild forums, the convention said.

All censorship called intolerable

Philadelphia—Warning of the dangers of censorship, TNG's 1986 Convention urged the governments of Canada and the United States to abandon efforts to block the sale pornography.

"Censorship has no place in a free society," the convention said, adding that "censorship for supposedly moral reasons is no less intolerable than censorship that is

carried out for political reasons.

It called on the Canadian government to modify amendments to the Criminal Code it recently introduced to control pornography and prostitution while seeking to prevent child abuse. Even groups that "campaign for tougher pornography laws" have described the definition of pornography contained in the proposed amend-

ments as "absurdly puritanical," the convention noted.

"Legal action against sexual abuse is justifiable," it said, while warning that "the outlawing of pornography, real or alleged, starts us down the road back to censorship."

The convention called on the U. S. Pornography Commission to rescind letters to 23 retail chains that implied the stores might be subject to prosecution for selling pornographic magazines.

The convention adopted the resolution opposing censorship the week before a U. S. district court judge blocked the federal commission from publishing a list of the merchants and ordered the panel to withdraw the letters that had charged the stores with the "sale and distribution of pornography."

The only purpose served by those letters, U. S. District Court Judge John Garrett Penn said, was to apply pressure on the retailers "amounting to an administrative restraint" of their First Amendment rights.

Three officers named delegates

Philadelphia—TNG's three top officers have been appointed delegates to this fall's convention of the AFL-CIO's Industrial Union Dept.

TNG President Charles A. Perlik, Jr., Secretary-Treasurer Charles Dale and Int'l Chairperson

Harry S. Culver were named delegates to the IUD convention by TNG's Int'l Executive Board as it met here in advance of TNG's convention.

The IUD convention is scheduled to be held Oct. 8-10 in Hollywood, Fla.

Postal report raises caution

Philadelphia—Costs of mailing union publications, including the Guild Reporter, could rise dramatically if recommendations from the U.S. Postal Rate Commission and the Reagan administration are adopted by Congress, TNG's 1986 Convention warned.

Adopting a report on the Guild Reporter, the convention called on TNG and all U. S. locals to "remain alert" to Congress' consideration of recommendations to eliminate the federal subsidy on second- and third-class postal rates for nonprofit publications.

In a June 48 report the commission joined in the Reagan administration's earlier recommendations for elimination of the remaining public subsidy for nonprofit publications' postal rates.

At the same time, the commission proposed that lower rates for

nonprofit publications be maintained by increasing other postal rates to replace the funds now provided from the public treasury. It also suggested that the criteria for eligibility for the nonprofit rates be changed to exclude, among others, union publications.

Shifting support for nonprofit publications from the public treasury to other mailers would reverse a "decades-old policy that holds it to be in the public interest that public funds be used to aid in the dissemination of the broadest possible range of information and opinions," the convention said.

Without the subsidy the effective rate for mailing a single copy of the Guild Reporter would increase to just under 12 cents a copy in the U. S., nearly double the cost of a year ago.

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 0.6-point increase in the index in May to 131.7, up 5.2 points from May 1985, and 10.0 points from May 1984. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year and the third, the percentage increase over May 1984.

	Index*	Percentage over	
		Same month prior year	May 1984†
June	127.2	4.1	4.5
July	127.6	3.8	4.8
August	127.8	4.0	5.0
September	128.0	4.1	5.2
October	128.4	4.2	5.5
November	128.9	4.9	5.9
December	129.5	4.4	6.4
January, 1986	130.1	4.4	6.9
February	130.6	4.1	7.3
March	130.9	4.1	7.6
April	131.1	3.9	7.7
May	131.7	4.1	8.2

*1981 = 100

†Index = 121.7

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BEST COPY AVAILABLE

Delegates back Detroit in opposing joint operation

Philadelphia — TNG's 1986 Convention joined the Detroit Guild in urging the U. S. Justice Dept. to hold hearings on an application from Detroit's two chain-owned daily newspapers for approval of a joint operating agreement between them.

In adding its support for a hearing on the proposed joint operation, TNG also joined a long list of union leaders, public officials and newspaper executives who have made similar requests.

Gannett's Detroit News and Knight-Ridder's Free Press are asking the Justice Dept. to grant the antitrust exemptions available to joint publishing operations under the Newspaper Preservation Act.

The Detroit dailies propose to form a jointly owned separate company, the Detroit Newspaper Agency, to perform the business, distribution and production functions of both papers, one of several configurations employed by jointly published dailies in other cities.

"Joint operating agreements," TNG's convention said, "invariably lead to job loss, diminished editorial quality, higher costs to the community and threats to smaller newspapers," while hastening the day when no city in the United States will any longer have competing daily newspapers.

The convention called on the Antitrust Division of the Justice Dept. to conduct a thorough inves-

tigation of the financial situation of the Detroit papers and pledged "TNG's assistance and counsel to the Detroit Guild in opposing the agreement."

Delegates approved a resolution embodying that sentiment after defeating, on a voice vote, a substitute resolution proposed by Detroit Guild President Lou Mlecenko.

Described by supporters as a stronger resolution and one of broader application, the substitute would have charged TNG with "rendering personnel, financial and administrative assistance" to all Guild locals "faced with joint operating agreements."

If adopted, it also would have called on TNG to lobby to amend the federal law to prohibit news-

papers under chain ownership from participating in joint operations and would have directed TNG staff to update research on the law.

Delegates urging defeat of the substitute resolution expressed concern that it could commit too many of TNG's resources to opposing joint operations and said that the original resolution addressed the issue of support for the Detroit Guild's efforts in the current situation.

Counsel for the local, meanwhile, filed a brief with the Justice Dept. June 30 in support of the request for hearings on the papers' application.

Others who have called for hearings include: Detroit Mayor Coleman A. Young, Congressmen John D. Dingell and William D. Ford, both of Michigan, and former Michigan Governor William G. Milliken.

Also, former United Auto Workers President Douglas Fraser, UAW Vice President Marc Stepp and Michigan AFL-CIO President Sam Fishman.

Plus, former Free Press execu-

tive editor Kurt Luedtke, the publishers of two suburban dailies—Jeanne Towar of Ingersoll's Royal Oak Tribune and Bruce McIntyre of Capital Cities/ABC's Oakland Press—and Philip Power, chairman of Suburban Communications, Inc., the company that owns the Observer and Eccentric chain of weeklies, published in suburban Detroit.

To be eligible for exemption from antitrust prohibitions against profit pooling, market splitting and price fixing under the federal law, passed in 1970 at the behest of publishers then involved in the arrangements, one of the papers involved must be found unlikely to remain or become financially healthy. The law forbids taking into account other resources of the paper's owner.

The Free Press claims that it is in that position after engaging in a years-long, fiercely competitive battle with the News.

The paper recently invested \$22 million in expansion of its printing facilities while cutting advertising rates and maintaining a single-copy price of 20 cents.

Two resolutions advocate legislation to save jobs

Philadelphia—More than 17,000 U. S. printing industry jobs could be lost unless Congress extends a provision in the Copyright Act that guarantees copyright protection only to U. S. authors whose work is printed in the U. S. or Canada. TNG's convention noted in urging extension of the law's manufacturing clause.

The convention called for the extension of the measure as its June 30 expiration neared. Legislation to extend it, meanwhile, had been reported to the House and the Senate, but no action had been taken when Congress went into recess for the first two weeks of July.

In endorsing renewal of the manufacturing clause, the convention joined with the Graphic Communications Int'l Union and other unions. Expiration of the measure "which has protected printing industry jobs in the U. S. and Canada since 1891" would be particularly unconscionable in the face of continuing high levels of unemploy-

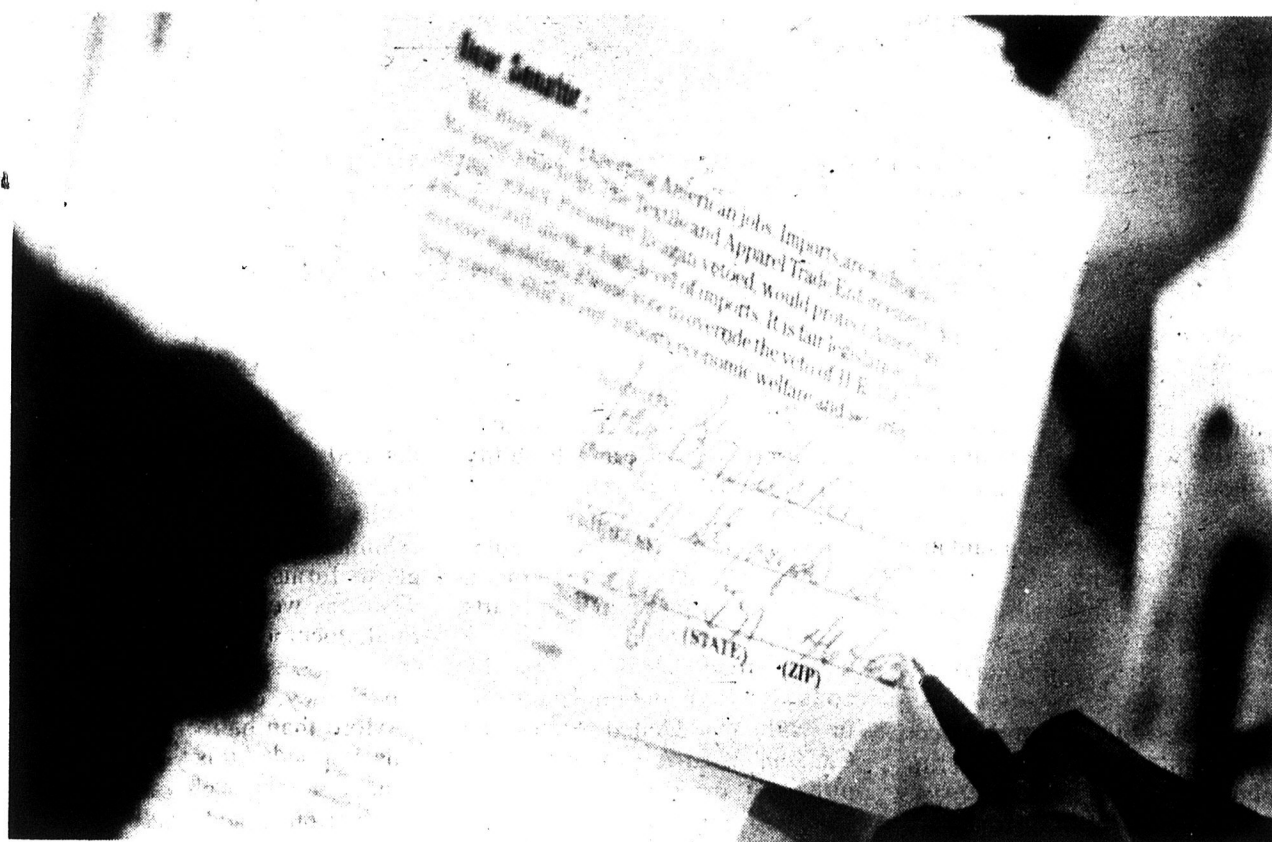
ment, the convention said.

The convention also called on Congress to override a veto of a bill that would restrain the growth of textile and apparel imports.

The bill, the convention said, does not seek to cut off imports but "merely seeks to restrain their growth to allow U.S. industry time to compete with foreign industry that receives government subsidy, benefits from severe restrictions on U.S. exports and pays barely subsistence wages."

Overriding President Reagan's veto would demonstrate that Congress "will not sit idle as another American industry is dismantled under the banner of free trade that is free on one side only," the convention said.

Free trade talks between the Canadian and U. S. governments, meanwhile, should focus on sectoral agreements rather than on a comprehensive one, the convention said in another resolution.



GARY GUILD'S JOHN B. MITCHELL SENDS HIS SENATOR A POSTCARD
Card urges a vote to override veto of bill to control imports of clothing and textiles.

CULVER: CONTRACT WORTH \$200 A WEEK

Guild advantage put at \$250,000

Philadelphia — TNG Int'l Chairperson Harry S. Culver told the opening session of the Guild's 1986 Convention that he figures its worth an extra \$250,000 for a reporter to work under a Guild contract.

Culver, who was urging delegates to get more involved in organizing and not to leave it to the Guild professionals, said he figured it this way:

"The average reporter top minimum under Guild contracts was \$567.44 per week as of April 1, 1986.

"That figure exceeds by more than \$200 a week the average pay of \$364.96 a week for experienced general news reporters, according to a survey conducted in mid-1985 by the University of Missouri School of Journalism.

"That's a spread of more than \$10,000 a year.

"And the Missouri University survey included both Guild and non-Guild papers. Had it been confined only to non-Guild papers, the gap obviously would have been much higher.

"Multiply that \$10,000 figure, conservative as it is, times 25 years of service, and the average veteran reporter under a Guild contract has pocketed \$250,000 more in that time period.

"Not only that, he or she would have made enough—and I figured

this out on a calculator—to have paid all of his or her Guild dues at the full regular rate 12 months every year and still made that extra \$250,000. Even if all you counted was just the difference, you could truthfully say a reporter under a Guild contract is a quarter-million-dollar man or quarter-million-dollar woman.

"And that doesn't count fringes or job security or all of the other things that count in a Guild contract," Culver concluded.

Co-op organizing is pushed

Philadelphia—The organizing resources of locals and TNG, including its Special Organizing Fund, can best be utilized if locals develop their organizing programs in co-operation with TNG, the 1986 Guild Convention said in adopting the report of its Organizing Committee.

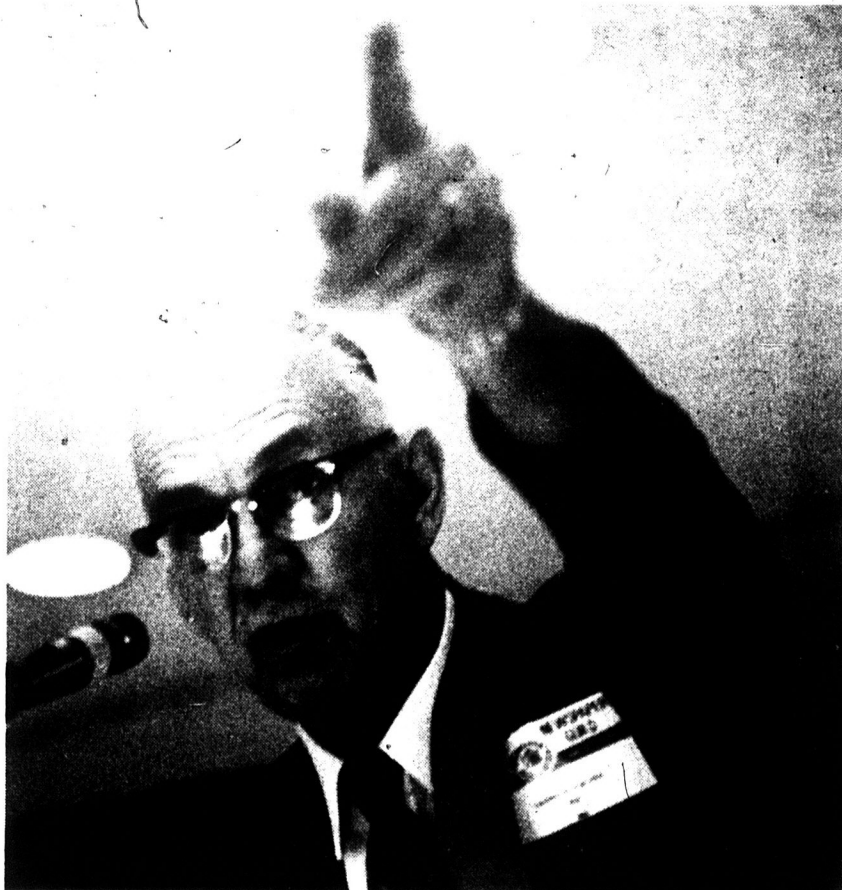
(The fund, financed by a pair of membership assessments in the summer of 1984, had a balance of approximately \$425,000 in mid-June, TNG's Int'l Executive Board noted during its pre-convention meeting.)

Renewed efforts to bring into membership all employees who benefit from Guild contracts, financed in large part from the fund, have produced more than 400 members, the convention also

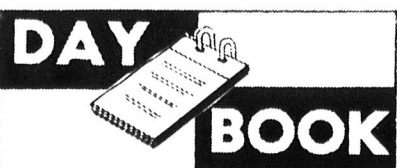
noted in the report by its organizing committee, chaired by Thomas R. Hiltz of Boston. Other organizing efforts during the past year won bargaining rights for 629 employees in five groups, the report added.

The convention also reiterated calls that all locals establish organizing committees and survey the potential for organizing new groups of employees, including employees engaged in new methods of gathering and distributing news and other information, including advertising.

If more funds become available to TNG, it should expand its field staff to provide locals more organizing assistance, the conventions said.



INT'L CHAIRPERSON HARRY S. CULVER 'IN THE CHAIR'
Convention's presiding officer makes a point.



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, 1988, Hotel Vancouver, Vancouver, B.C.

Convention calls VDT tests by ANPA inadequate

Philadelphia—The testing of video display terminals for possibly harmful emissions that the American Newspaper Publishers Assn. makes available to its members is inadequate, delegates to TNG's convention said in adopting a report on safety and health.

In cautioning against testing by the publishers' organization, the report noted that the ANPA has no instruments for measuring very low frequency (VLF) emissions.

It is radiation in the low frequency ranges around which concern over birth abnormalities centers. Those concerns "were deepened this spring" with the finding of Swedish researchers that laboratory mice exposed to pulsed magnetic emissions similar to those from VDTs had five times more malformed offspring than unexposed mice, the report noted.

Locals should seek TNG's advice before arranging radiation testing of VDTs, the convention said, adding that a specialist at Waterloo University in Ontario is

considered the "only available consultant with accurate instruments" to test VDT frequencies outside the laboratory.

"Caution dictates" shielding of VDTs to block pulsed magnetic emissions, the convention said, while also noting that the machines should continue to be shielded with conductive metal to block electric field emissions.

The convention called for development of "a commercially viable" shield against the pulsed magnetic emissions, noting that a prototype, utilizing an alloy known as "mu metal" has been developed in Canada and that European VDT manufacturers are producing equipment that blocks magnetic emissions by generating countervailing fields.

The report was one of three by the convention's Research & Information-Safety & Health-Guild Reporter committee, chaired by Sara Hammond of Portland. Adopted without controversy, it was the longest report brought to

the convention floor, containing 13 separate recommendations, six of them dealing with VDTs.

Other VDT recommendations included calls for TNG to continue to press for government-supported research on possible reproductive hazards from exposure to VDT-generated emissions and to continue co-operative efforts with other unions and organizations concerned with VDT health-related problems.

Citing recent experiences of several Guild locals confronted with asbestos hazards, the report also urged all locals to be alert to potential exposure to asbestos.

Locals facing asbestos hazards should consult with TNG, the convention said. In addition, it advised locals to discuss renovation plans with management and make sure that qualified contractors are engaged to perform any asbestos removal or cleanup work.

All locals should have a health and safety committee, the convention said, also urging locals to be

alert to potential hazards from workplace chemicals and other contaminants, as well as unsafe equipment and vehicles.

The use of propane gas to fuel vehicles is growing, the report also noted, stressing the need for adequate training for employees driving these vehicles or engaged in refueling operations.

Air should be monitored regularly in areas where propane gas is stored and tanks containing the gas should be checked frequently

for leaks or other problems, the convention report pointed out.

Locals also should seek management's agreement to provide security escorts or paid transportation for employees traversing dangerous streets or parking lots when leaving or reporting to work at night, the convention said.

The safety and health report also made recommendations on "right to know" legislation and smoking in the workplace [See stories below.]

Varied smoking remedies backed

Philadelphia—Guild locals should be guided by membership sentiment in seeking solutions to problems posed by smoking at work, TNG's convention said in its report on health and safety.

In doing so it noted that locals have initiated a variety of remedies ranging from installation of anti-smoke devices to bans on smoking, with the method sometimes selected after a local has conducted

a membership survey.

The convention called on locals to investigate environmental problems posed by smoking in the workplace and, where needed, seek management action to combat them. It suggested remedies such as separate smoking and nonsmoking seating arrangements, improved air circulation, air purifiers "and other steps acceptable to the majority" of affected members.

Workshop examines hazard warning obligations



A CODED WARNING TOO OBSCURE TO PASS MUSTER

Jim Moran of Philadelphia workplace health and safety unit tells participants in TNG convention workshop that label's promoter would have had every worker carry a decoding card.

Philadelphia—Can fumes from darkroom chemicals be hazardous? What about printing inks and cleaning solvents? How hard is it to find out?

For Guild members in the United States the answers to questions like these should have been close at hand, literally, since May 25, speakers told participants in a workshop the evening of the opening day of TNG's 1986 Convention.

May 25 is the date the second and final phase of the Occupational Safety & Health Administration's new Chemical Hazard Communication Standard took effect.

Under that federal standard newspaper publishers and other employers in the manufacturing sector must make available to employees what has come to be known as a "material safety data sheet" for each hazardous chemical used in the workplace. There must be ready access for employees who work in areas where hazardous substances are used.

Employers also must make available to employees and their unions a list of all hazardous substances in use in each work area, must keep warning labels on chemical containers and must develop training programs for employees who work with hazardous chemicals.

The convention, in its health and safety report, called on all U. S.

locals to familiarize themselves with the provisions of the new OSHA standard as well as any state or local regulations aimed at ensuring employees the right to know about the chemicals in their workplaces.

As a first step in that direction, TNG conducted the workshop on the OSHA standard and on state "right-to-know" laws. It featured speakers representing the Philadelphia Area Project on Occupational Safety and Health (Philaposh) and TNG's Director of Research & Information, David J. Eisen.

The OSHA standard was crafted with industry, not labor interests in mind, the speakers agreed, explaining that when the federal rule and state right-to-know laws overlap, the more loosely drawn federal standard prevails.

While covering employers engaged in manufacturing, including the newspaper industry, the federal rule exempts office employees, except those routinely exposed to hazardous chemicals in their work.

Thus, while the OSHA rule's applicability to some jobs in the Guild's jurisdiction may be open to question, the convention advised locals to seek compliance "wherever 'routine exposure' to chemical hazards exists." Where the federal rule does not apply and a state law is in effect, locals should seek compliance with those regulations, the convention said in its safety and health report.

Even the American Newspaper Publishers Assn. agrees that such employees as maintenance, darkroom, garage and mailroom employees—often covered by Guild contracts—are covered by the OSHA standard, as are mechanical department employees. The ANPA has distributed materials to its member newspapers advising them on compliance with the OSHA standard and has a training film available, Eisen told the convention workshop.

With the OSHA rules in place, it is the job of the local union and its health and safety committee to make sure there is compliance with the standard and to make use of the information available, workshop panelists stressed.

The material safety data sheets are "a key source of information" about chemicals in the workplace, said Ted Lieberman of Philaposh.

The data sheets, in addition to identifying chemicals, must also indicate acute and chronic health effects associated with exposure to them, precautions to be taken in using them and emergency and first-aid procedures to be applied. Chemicals considered carcinogenic must be so identified.

Unions should maintain their own file of these data sheets and check the accuracy of the information they contain, said Philaposh's Jim Moran. He also stressed the need to be alert to exposure through improper ventilation, storage and use of hazardous substances.

Grievances over substance exposure should be drawn broadly, advised Moran, associate director of Philaposh and a member of the Philadelphia Guild. Don't just concentrate on the individual experiencing symptoms, for example, he said. Rather, file a grievance on behalf of all the employees who might be similarly exposed.

The federal standard's requirement that employers provide training for employees exposed to hazardous chemicals in their work is another area for close monitoring by the union. Just posting a notice or making a booklet available is not adequate training, said Barry Scott, a Philaposh volunteer. The training programs should be updated and on-going and convey accurate information to employees.

Be alert, too, panelists advised, that warning labels are kept with stored hazardous substances.

While symbols warning of dangers are permitted under the federal labelling rule, even OSHA has held some codes to be too obscure, Moran noted.

A color and numerically coded placard and companion wallet-sized decoding card distributed by a national painting association, for example, failed to meet muster with the new OSHA standard, Moran said, and the agency has ordered more readily recognizable warnings.

In its report on health and safety the convention also called on Guild locals in Canada to seek federal and provincial regulations to guarantee employees the right to know about the hazards of chemicals in their work environments.

State's safety staffers at odds on VDTs

Sacramento—The standards board of California's Occupational Safety & Health Administration will face opposing recommendations by members of the agency's staff when it takes up petitions from three unions asking that the agency consider adopting safety standards for video display terminals.

The petitions—from the Northern California Guild, the Bay Area Typographical Union and a local of the Communications Workers—are on the board's agenda for Aug. 21.

They urge the board to consider requiring that the machines be equipped with glare and brightness controls, adjustable screens and flexible keyboards.

The state safety agency also should require adjustable chairs

and regular vision examinations and implement "administrative controls" to alleviate adverse effects from working on VDTs, the unions' submissions said.

David M. Valoff, chief of CalOSHA's Dept. of Occupational Safety is recommending that the petitions be denied "in their entirety" while F.L. Beck, senior industrial hygienist with the agency, is recommending that the board direct a study of the necessity for minimum standards.

In recommending the petitions be denied, Valoff criticized the unions for not submitting complete evidence of health problems associated with work at electronic terminals and called some studies cited by the unions "spurious," and other parts of the petitions "puzzling," the California AFL-CIO News reported.

"It was not our understanding that we needed to present formal arguments substantiated by evidence in a petition asking the standards board to consider holding hearings," Northern California Guild representative Larkie Gildersleeve told the paper. "We can do so," however, she added.

Proposals for state legislation mandating minimum safety standards for VDT operators have been defeated or diverted in the California legislature in each of the last three years. The proposals faced strong opposition from representatives of employers and computer equipment manufacturers, as has been the case in every other state where they have been proposed.

Employee drug testing said 'no answer'

Philadelphia

TESTING employees for drugs is no answer to any problem that may exist in the workplace, guest panelists told a Guild forum here June 23.

The tests, in vogue with some employers in many industries, including publishing, were the subject of an afternoon forum the opening day of TNG's 1986 Convention.

Drug tests do nothing to improve the help an employee assistance program (EAP) can give a person suffering from a substance abuse problem, nor do they with certainty identify employees with drug-related problems, said Dr. John P. Morgan, director of the City College of New York's School of Biomedical Education.

The testing methods most often adopted by employers involve one of several procedures for screening urine for evidence of drug use. They are "relatively cheap" and can be administered to a large number of people "in a relatively short period of time, but they are not highly reliable and not highly specific," Morgan said.

A positive result on a drug screen indicates just one thing, that the donor's urine probably contains an "inactive metabolized" drug, he said.

It indicates drug use, but not necessarily recent use or illegal use, nor are the tests a measure of substance abuse or intoxication, said both Morgan and Barry Steinhardt, director of the Pennsylvania Civil Liberties Union.

Because metabolized drugs are excreted over varying lengths of time, periods of more than two months in some cases of marijuana use, the results also are no reflection on the condition of the employee at the time of the test, the panelists said.

EVEN THE broad conclusion that can be drawn from the drug screen, Morgan cautioned, is subject to the test being done properly—"which in my experience it often is not"—and on the analysis being performed in a good laboratory—"which in the United States it usually is not," due to the volume of work being generated and the limited number of good facilities.

Drug-testing advocates "try to sell drug testing as very clinical and scientific—and people in white coats are going to be doing it and laboratories are all respectable and never make mistakes—but the real world . . . is not quite that way," Steinhardt said.

A properly conducted urine screen and confirmation of the findings will cost at least \$125 per test, added Morgan.

Moreover, legal drugs taken for legitimate purposes can show up as a positive result on a drug screen test.

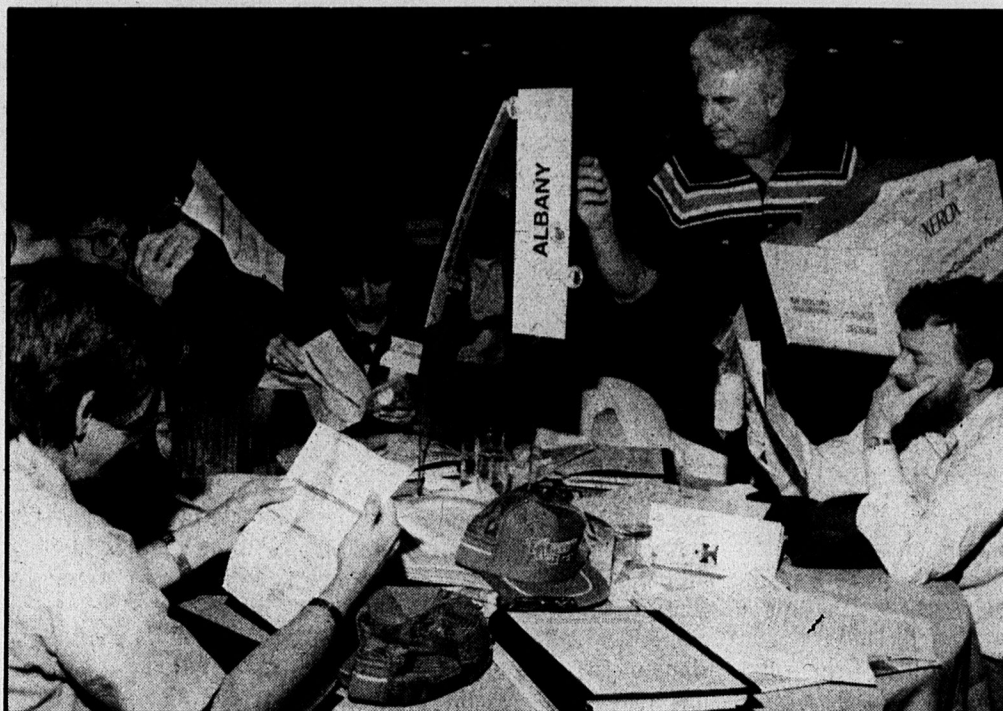
While a fair amount of specificity has been claimed for drug screens for marijuana and cocaine, Morgan said that "serious questions" are being raised about their accuracy in deter-

Abuse of alcohol outstrips drugs

Philadelphia—Costs to society stemming from alcohol abuse are two to three times greater than those associated with illegal drug use, panelists at TNG's convention forum on drug testing said.

Despite the greater toll from excessive use of alcohol, however, there is not the kind of workplace testing being instituted to identify alcohol abusers, said Barry Steinhardt of the Pennsylvania Civil Liberties Union.

There is a certain "hypocrisy over the subject of alcohol," he said.



DELEGATES EXAMINE SPECIMEN KITS DURING DRUG TESTING FORUM
They were directed to accompany each other in pairs to produce samples.

mining marijuana use. "It is now quite clear," he said, that the anti-inflammatory drug ibuprofen, sold over-the-counter as Advil and Nuprin, may cause a false positive for marijuana.

That may explain why there continues to be false positives of 10 to 25 percent on the marijuana test, Morgan said.

Why then is the practice of testing the urine of employees and prospective employees spreading so rapidly?

"To detect those in need of help," is one reason given, Morgan said, adding, however, that he finds it "a little hard to believe that one of the reasons we are suddenly being asked to urinate in bottles is for our own good."

Another reason offered is that it is "to augment safety and productivity," he said, observing, however, that the results of the tests indicate nothing about whether a worker was under the influence of drugs or alcohol when an accident occurred.

"I think technology is trapping us," he suggested. "We are being asked to buy something useful for investigating humans, not accidents."

The more truthful answer to why employers are adopting drug testing programs may lie in a desire to "scare people out of drug use," Morgan said, quoting from a Bureau of National Af-

fairs film—"Drug screening on the job: Potent weapon, potent problems"—which was shown during the forum's opening segment.

A common initial reaction to the imposition of employee drug testing is a sense of a violation of personal privacy, Steinhardt told the gathering.

That sense of invasion was underscored when Phillip M. Kadis, TNG's education director, opened the forum by calling participants' attention to small bottles in resealable plastic pouches distributed to them. Participants, he directed mock seriously, should proceed to the washrooms in pairs where each of them should fill the container with urine while the other serves as witness.

It is not an uncommon practice in today's workplace testing programs, he said, explaining that his directions had been for illustration only.

The presence of a witness, Kadis explained, decreases the risk of an employee switching urine samples. In some places "a veritable black market has developed for untainted body water," he said.

A second reaction to an employer's request for a urine sample for drug testing, according to Steinhardt, is: "I am innocent. What do I have to worry about?"

Guild, publisher forums counselled on right to bargain testing programs

EMployers, including publishers, must bargain with employees' unions before implementing drug or alcohol testing, lawyers told groups of Guild members and newspaper management people who met some 750 miles from each other on June 23.

This applies to Guild locals in both the U.S. and Canada, TNG General Counsel David S. Barr told a forum held on the first day of TNG's 1986 Convention in Philadelphia.

While noting that in the U.S. the National Labor Relations Board has yet to deal with the question of drug testing as "a mandatory subject of bargaining," Barr said it is his view it would hold it to be so on the basis of case law involving similar matters. He pointed to polygraph testing, physical examinations and safety and health measures as precedents.

In Canada, labor law "is essentially the same" as in the U.S. in this area, Barr added.

A local's right to bargain also would extend to the addition of questions on

employment applications concerning personal drug use, assuming that an applicant's answers could affect employment, Barr continued.

Any mandatory subject of bargaining must be one that is linked to a condition of employment, he said.

Locals should be alert, however, Barr said, to the possibility of having waived their rights to bargain about a subject like drug testing through such provisions as a broad management's rights clause that grants the company the exclusive right to determine the qualifications of new employees.

As the Guild forum was under way in Philadelphia, publishers' representatives were in Atlanta examining the same subject and receiving similar advice from at least one participant in a panel during the American Newspaper Publishers Assn. Operations Management Conference & Exposition.

On organized newspapers, management must bargain with unions before instituting drug testing programs or

Steinhardt's response: "Plenty."

Citing specific cases, Steinhardt, told of an applicant who was denied a job after testing positive for barbiturates prescribed for him and "medically indicated in his case," and of a U.S. seaman, with an otherwise clean record, who tested positive for marijuana soon after attending a rock concert.

Facing court martial, the seaman, while found guilty, was released without punishment after expert witnesses testified that "passive ventilation" of marijuana smoke from the environment can produce a positive test result and a second test proved negative.

Steinhardt also told of another worker fired for a positive drug test after taking a cold medicine containing codeine and of an employee at a nuclear power plant who was fired for refusing to take a third urine test after submitting to two tests she described as "extraordinarily humiliating."

The employee in the first of those examples, represented by the United Auto Workers, was reinstated by an arbitrator's order after taking a second test that was negative, while the case of the nuclear worker remains in litigation, Steinhardt said.

Another victim of employer drug testing, a paperworker who was fired for refusing to submit to urine tests on returning from sick leave for a back injury, told his own story to the forum participants.

KEVIN SAVIDGE, a shop leader in a local of the United Paperworkers Union, only two weeks earlier had been restored by an arbitrator's order to his job as a bag machine operator/adjuster with the American Package Corp. in Philadelphia. The arbitrator ordered his immediate reinstatement "to save you people liabilities" after hearing Savidge's case, nearly six months after he was fired.

"One of the hardest things" about standing up for my principles and refusing to submit to their tests was its effect on "the relationship between myself and my family," Savidge said.

"My daughter should never have had to deal with her dad being out of work," and he should not have had to convince his mother "that I wasn't an alcoholic or a drug addict," Savidge recalled.

other measures, the Atlanta meeting was advised by Stuart H. Bompey of the New York City law firm of Baer Marks & Upham.

"Give a reasonable basis for the policy," Bompey said, adding: "It has to be more than just the chairman of the board doesn't want employees using drugs." Editor & Publisher magazine reported in its June 28 issue.

DRUG TESTING is best implemented across-the-board to avoid claims of discrimination, both Bompey and the head of a drug testing laboratory told the publishers' group.

David Sohn, director of Chromatography Inc., a Flushing, N. Y., laboratory, advised the group that employees who test positive have a right to be retested, the ANPA reported in its publication, "presstime."

Bompey cautioned that although applicants "don't have many rights," it is important to notify them of any drug test, "presstime" reported.

Bargaining climate prompts review of TNG policies

(Continued from Page 1)

The convention also called on locals to concentrate bargaining efforts to increase the wages of lower-paid workers, to "aggressively resist" proposals for mandatory retirement and to eliminate requirements for retirement at a fixed age where they exist.

Also on the recommendation of its Collective Bargaining Committee, the convention renewed "the Guild's commitment to merger with an appropriate union." It did so after voting down a minority report signed by a single delegate, Dan Mathews of Twin Cities, that would have directed TNG to "initiate merger talks with other newspaper unions."

The report, seconded by several delegates on the convention floor, evoked some debate over its proposing to require TNG officers to initiate merger talks and its limiting those talks to other newspaper unions. The committee's broader

reaffirmation of the convention's desire for merger gives TNG more flexibility, delegates speaking against the report said.

Fellow Twin Cities' delegate Randy Furst was roundly booed by the convention while speaking in favor of the minority report when he charged that a merged union would be "a union that is democratic" and that "looking at this convention . . . it is clear we need a democratic union."

Jim Smith of Los Angeles, responding to Furst's remarks, said that he has been "a member, officer and representative in several other national and international unions" and "I have yet to see one that is as democratic" as the Guild.

Furst, the following day, apologized to the convention for his comments.

The convention's bargaining committee recommended the review after reporting that it had rejected by a 43-to-22 vote a motion

to reduce the number of mandatory proposals included in TNG's bargaining program.

Locals are required under TNG's Constitution to include in their contract proposals the goals included in the bargaining program, while those enumerated in the bargaining recommendations are optional in locals' contract proposals. Both have been developed by convention actions over the years.

Last fall both the Canadian and

Western District Councils of Guild locals called for reductions in the number of mandatory proposals. In doing so, the Western District Council suggested that the IEB undertake a review of the bargaining program with an eye toward paring its mandatory provisions.

The convention added a provision to the recommendations on bargaining calling for employer payment of the costs of caring for employees' elderly, handicapped or disabled dependents.

Existing bargaining policies designed to protect the rights of employees suffering from any disease, handicap or disability are adequate protection for Guild-covered employees with Acquired Immune Deficiency Syndrome, the convention said.

It called on locals to take steps to ensure that victims of AIDS suffer no discrimination and are treated no differently than employees with other disabilities or handicaps.

Minimum strike benefit set at \$90 per week

Philadelphia—A minimum strike-lockout benefit of \$90 a week was approved by TNG's 1986 Convention.

The new minimum will raise the benefit for Guild members whose pre-strike or pre-lockout wages are \$257 a week or less.

Delegates approved the addition to TNG's strike benefit formula, effective July 1, on the recommendation of the convention's Collective Bargaining Committee, chaired of Dianne Martino of San Jose.

Before the convention action, the basic weekly benefit formula had been 35 percent of a member's pre-strike or pre-lockout salary, with a ceiling. There had been no minimum benefit; the ceiling went up \$25, to \$125, July 1.

The new \$90 minimum better the 35-percent-of-salary benefit for members whose pre-strike sal-

ary is \$257.12 a week or less. A benefit cap of 90 percent of that salary remains in place, however, which would affect those who might be making less than \$100 a week.

Increases in the basic benefit ceiling, to \$125 a week as of this July 1, and to \$150 a week by July of 1989, were approved in a Guild-wide referendum on finances earlier this year.

TNG's Int'l Executive Board had recommended that the convention set a minimum strike benefit of \$75 a week, which would have been 60 percent of the \$125 basic benefit ceiling. The \$90 benefit represents 60 percent of 1989's \$150 basic benefit ceiling.

In recommending approval of the \$90 minimum benefit, the collective bargaining report said that it would "enable lower-paid members to more equitably share in the



MEMBERS OF THE CONVENTION COLLECTIVE BARGAINING COMMITTEE SIGN ITS REPORT
It was the biggest of the convention's 12 committees, with 61 members. Finance was second, with 49.

Defense Fund they have enriched." The report also said the minimum benefit would "help promote the broadest possible support" for Guild strikes.

A proposal to amend the committee's recommendation by adding a provision for increasing the \$90 minimum as the basic benefit ceiling rises was defeated on a voice vote.

Pension trust gains 22%

Philadelphia—TNG's Commingled Pension Trust Fund realized investment earnings of \$8.5 million, a gain of 22.8 percent, in the fiscal year that ended March 31, a representative of Segal Advisors, Inc., reported to TNG's Int'l Executive Board during its pre-convention meeting here.

Members of the IEB are trustees of the fund in which 19 separate pension plans currently participate by pooling assets of their individual plans for investment purposes.

At the end of the most recent fiscal year, the commingled fund had assets of \$45.0 million, compared to \$37.7 million at the end

of the prior year. There was a net withdrawal of assets during the year of \$1.2 million, the Segal representative reported.

The fund's earnings rate of 22.8 percent was its best in recent years, topping a 22.5 percent rate in 1981. In the year ended March 31, 1985, the fund had earnings of 15 percent.

The fund has investments in stocks, bonds, real estate and insurance. After reviewing the fund's performance for the past year, the IEB approved the AFL-CIO Housing Investment Trust as a new investment vehicle for the fund.

A PUBLISHING 'SECTOR' INSIDE THE CWA?

ITU, CWA announce plans to talk merger

Washington—The leadership of the Int'l Typographical Union and the Communications Workers of America have agreed formally to seek to reach a full agreement for merger of the two unions, their presidents announced July 7.

An "outline draft" produced in recent exploratory talks, would create a Printing, Publishing and Media Workers "sector" of the CWA. Its nucleus would be formed from the membership of the ITU.

It would be led by officers elected by the ITU membership, said CWA President Morton Bahr and ITU President Robert S. McMichen in a statement released from CWA headquarters here.

The CWA represents some 650,000 employees in the United States, primarily in the telecom-

munications industry and state and local governments. The ITU has approximately 75,000 members in the United States and Canada, 40,000 employed, most as newspaper printers and mail room workers.

The CWA is the fourth union with which the ITU has explored merger in recent years. The others are TNG, the Teamsters and the Graphic Communications Int'l Union.

In a prepared statement, McMichen said that "the increasing computerization of newspaper composing and mail rooms and the major ownership participation in cable television by the big newspaper chains have put the ITU and the CWA on a common track," calling the CWA "clearly the union

of the future" in the publishing industry.

Bahr said affiliation of the ITU with the CWA "would lend new, valuable strength and experience to the CWA," adding that employers of CWA members outside the telephone industry increasingly are "the same conglomerates that have been active in the publishing field for decades."

Information about the schedule for the formal merger talks was not available, nor was information on a timetable, if any, for the talks' completion. The New York Times reporter Kenneth B. Noble, however, quoted an assistant to Bahr as saying that "tentative planning is that the vote [by the ITU membership] would be in the fall, but whether before December, I'm not sure."

United Press Int'l reporter Dan Carmichael quoted Bahr as saying that eventually the CWA would be interested in also undertaking merger talks with the GCIU and TNG.

"We believe we all belong together," Bahr told Carmichael, also observing that the CWA can be the place for all publishing employees' unions to come together.

Board, was 181 for the ITU, 138 for no union and 98 for the Teamsters.

The result, however, necessitates a runoff election between the ITU and "no union" since none of the options on the first ballot drew a majority of the votes cast.

ITU group rejects Teamster bid

Sidney, N.Y.—Employees of the huge Keith-Clark calendar plant here have rejected a bid by the Teamsters to supplant a local of the Int'l Typographical Union as their bargaining agent.

Tally in July 10 balloting, supervised by representatives of the National Labor Relations

Delegates give merit-only increase systems two raps

Philadelphia—Wage-increase systems based solely on merit are worse than poor substitutes for bargained raises that go to employees on minimum-pay schedules as well as to those paid more than those minimums, TNG's 1986 Convention said in both its organizing and bargaining reports.

In its human rights report, the convention also criticized what it called "increasing inequities in the manner in which employers apportion merit pay, rewards and bonuses," among employees.

The substitution of a so-called merit pool system for regular increases for Guild-covered employees at Time Inc., for example, has deprived some of "decent increases" and forced others to "ingratiate themselves with manage-

ment in order to get a raise," the convention noted.

While restating the Guild's decades-old advocacy of over-minimum pay in recognition of individuals' merit, the convention also reiterated the union's commitment to bargaining adequate contractual minimum rates.

The convention also cautioned against reliance on commission systems or lump-sum payments in lieu of regular, guaranteed pay increases and cost-of-living adjustments.

TNG's bargaining program calls for contractual guarantees that individual merit be acknowledged by raises above employees' experience-based minimums and for reviews of all employees' pay at least every six months for merit-increase purposes.

Choice in S. Africa is survival or suicide

Philadelphia

BEFORE THE nation's government declared its latest "state of emergency" on June 12, being a South African journalist often was described by those practicing the craft as "walking through a minefield blindfolded" because of laws already on the books governing what could be published.

"Now it is impossible for journalists even to walk. Now all they have to do is face this minefield . . . with nothing, absolutely nothing, but the pen and camera.

"The choice facing the journalists and newspapers in South Africa . . . is whether they want to survive in one way or other, or do they want to commit suicide.

That was one of the messages brought to delegates to TNG's 1986 Convention by Tyrone August, general secretary of the Media Workers Assn. of South Africa, when he addressed the meeting's general session the morning of June 26.

In reaction to the "emergency" press controls, he told reporters from the general-circulation and labor press in interviews, some South African reporters have taken to just sitting at their desks all day, totally discouraged.

It does little good, they feel, to go out to cover the news under the controls since the only information that can be reported about much that is happening is that provided by the government's Bureau of Information.

Speaking carefully both to the convention and in interviews—to avoid crossing the line into subjects the government might consider a "subversive statement"—August also related several examples of the government's application of its new controls which, he said, "might sound funny, but are actually very, very sad—which actually underline the immense tragedy that is happening inside the country."

(The authorities' definition of "subversive" covers practically anything, while they consider "statement" to include cartoons, recordings, sketches and more. Penalty can be either a 10-year jail sentence, a 20,000-Rand fine, or both.)

A COPY EDITOR for the 250,000-circulation national Sunday paper, City Press, and a reporter for the Johannesburg Star, the country's largest circulation daily, before becoming MWASA's only fulltime officer in March, August had arrived at the convention from Johannesburg as TNG's guest two days before.

He also sketched for delegates the travails that have been visited upon the MWASA by a succession of its leaders being subjected to "bannings" and "detentions" since December of 1980. It was then that MWASA was formed when the Writers Assn. of South Africa

opened membership to all black media workers—clerical, production and sales employees as well as journalists.

WASA itself had been formed in 1978, a year after the Union of Black Journalists had been outlawed, along with about two dozen anti-apartheid organizations, under South Africa's Internal Security Act.

Before the UBJ was banned, its national secretary, Phillip Mtinkulu, was TNG's guest at its 1977 convention. In 1980, while serving as MWASA's acting president, after its first, Joe Thloloe, had been banned, Mtinkulu also was forced out by a banning order.

Thloloe, subsequently re-elected MWASA's president, then banned again, currently once more is serving as the union's top officer. In the interim, a third acting president of the union, Charles Makula, also was banned. Several other of the union's regional leaders and members of its executive committee also have been banned.

AUGUST, HIMSELF, TNG President Charles A. Perlik, Jr., said in introducing him to the convention, "is somewhat unique among black journalists in South Africa—he hasn't been either arrested or banned."

MWASA now has about 5,000 members, approximately 200 of them copy editors, photographers and reporters, all with South Africa's English-language press. The Afrikans-language press employs no black journalists.

August told the convention that not only is the government now the only source for much information that can be published, but reporters are forbidden to ask about any subject the information bureau does not report at its daily press conferences.

In addition, if a reporter wants to raise an issue, he or she has to submit it to the bureau in writing at least four hours before the press conference.

If a reporter asks for more information about a subject on which the bureau has provided information, there then is a problem about whether the reporter's questions and the bureau's answers can be reported.

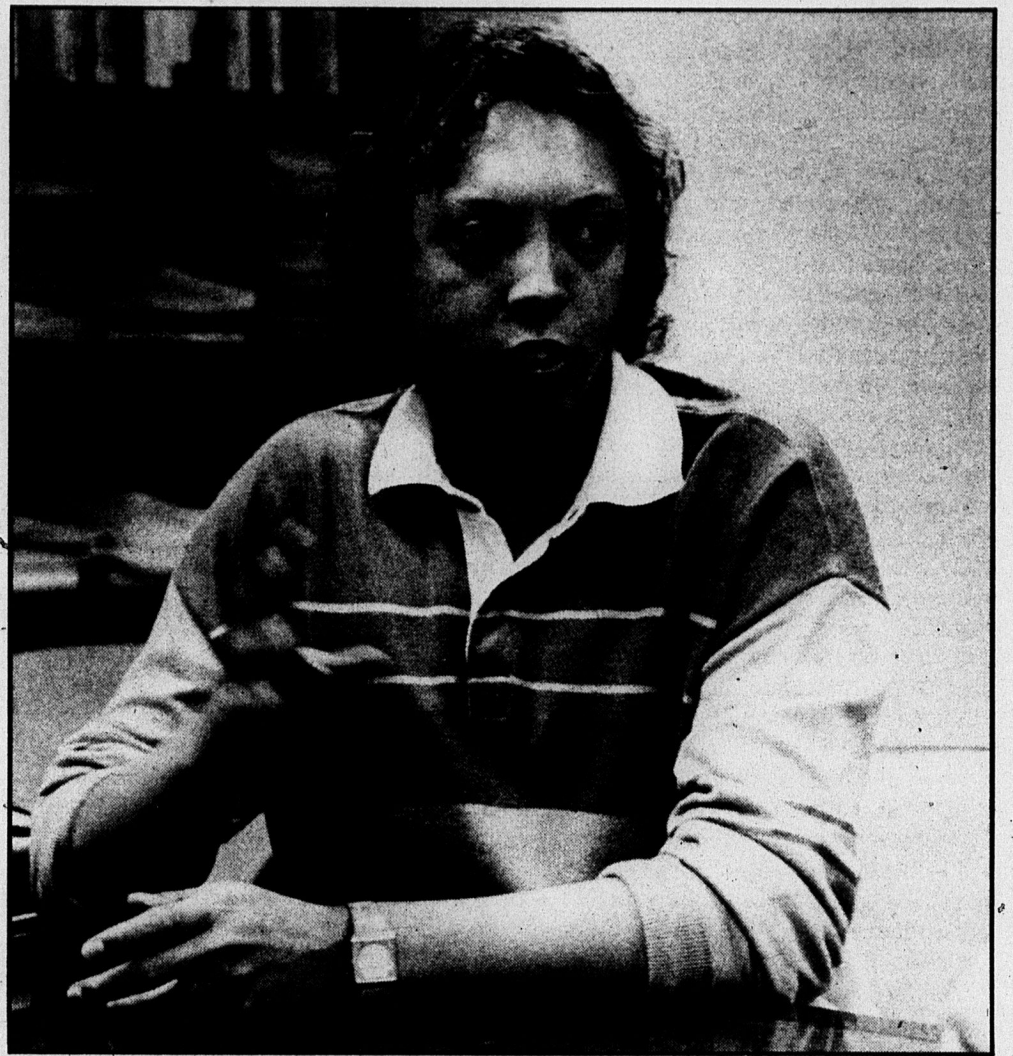
The requirement that reporters and photographers get government permission each time before they can cover anything in the black townships has produced some curious occurrences. In one, a reporter was refused access to the townships to do a feature about the introduction of laundromats there.

Restrictions on movement into the townships also resulted in a photographer being refused admission to the township in which he worked. Seeing him carrying his camera equipment, the police told him to "go back to work, leave your equipment there, and then come home."

It also called upon both the U.S. government and the Canadian government to "impose full economic sanctions against this outlaw state."

The resolution was put before TNG's convention by its resolutions committee, chaired by George Laine of Los Angeles, just before delegates were addressed by Tyrone August, general secretary of the Media Workers Assn. of South Africa.

Describing the regime's actions under the state of emergency as "a paroxysm of violence against those who are pushing its inhumane system . . . to the brink of extinction," the resolution pointed to the "uncounted



RAY CROWELL/Washington-Baltimore Guild

MWASA's TYRONE AUGUST DISCUSSES CONDITIONS IN SOUTH AFRICA
Black media workers union leader was TNG convention guest.

Three MWASA members known seized

Washington—The hundreds of union leaders and members and thousands of other apartheid opponents seized by South Africa's government during its "state of emergency" include at least three members of the Media Workers Assn. of South Africa, TNG President Charles A. Perlik, Jr., noted in a July 1 protest letter to that nation's ambassador to the United States.

Those detained at various times, Perlik noted, include Zwelakhe Sisulu, a former MWASA president; Mathatha Tseudu, former MWASA chairperson in Northern Transvaal; and Tladi Khuele, a photographer for New Nation; as well as Dale Tiffin, research director and writer for the Council of Unions of South Africa (CUSA).

Sisulu, who had to relinquish the MWASA presidency under an earlier banning order, since January has been editor of New Nation, a bi-weekly funded by the Southern African Catholic Bishops' Conference. Tseudu also had to give up his MWASA office under a banning order. Tiffin in February was a guest at TNG headquarters while studying at the AFL-CIO's George Meany Center for Labor Studies.

Even sports journalists have had difficulty covering some sports events, August said.

When some newspapers in the first week of the current "emergency" left blank spaces where censored information was to have been published, the government ordered them to quit, that such blank spaces were subversive.

Under other "emergency" powers, the police can enter any premises, seize any object, August said. It was not unique when MWASA's offices in Capetown were visited by police, who took away some of the records kept

there. It has happened to many unions, with some union leaders' homes also subjected to searches.

For the people in South Africa, the issues are "very, very clear: apartheid is evil, it is immoral, it is unjust" and no degree of force or coercion will stop their opposing it, August said.

Others elsewhere who profess to regard apartheid in the same light should ask themselves some serious questions, he said. The answers could help determine South Africa's future.

Pointing to the Reagan administration, he said people in South Africa opposing apartheid "are tired of the lies and hypocrisy that we keep hearing. . . . We don't want to hear sanctimonious and moralistic statements about how evil apartheid is. We want to see those statements translated into action."

GUILD MEMBERS, meanwhile, ought to ask what they as individuals as well as their union can do: Influence the positions of the U.S. and Canadian governments? Assist unions in South Africa? Assist any other anti-apartheid organizations?

August arrived safely back in South Africa on July 2 and, as far as could be determined, was continuing to carry out the duties of his MWASA position two weeks later.

Outraged delegates urge full sanctions

Philadelphia—While stating its belief that words of protest no longer are paid any heed by South Africa's apartheid regime, TNG's 53rd Annual Convention said it found it "impossible, nevertheless, to remain silent in the face of the fury unleashed" by the "state of emergency" that government imposed June 12.

Expressing "all the indignation at its command," the convention voted its approval of a resolution pledging "support to those struggling against the cruelties of apartheid as well as to those who have fallen victim to the efforts to draw a curtain over [information about] this tyrannical situation."

Tough finance decisions seen 'paying off'

(Continued from Page 1)
"for the first time in three years."

Among the changes seen contributing to the upbeat financial report were those recommended by last year's convention and approved by members in a referendum this March.

In keeping with that vote the formula for computing locals' per-capita payments to TNG was adjusted, the minimum rate for monthly dues was raised to 6 percent of one week's pay and the basic benefit paid from TNG's Defense Fund to striking or locked out members was increased by \$25, to \$125 a week. Additional increases will take the latter to \$150 a week in 1989.

Last year's convention also raised by \$1 million, to \$6 million, the cut-off on full regular dues payments to rebuild TNG's Defense Fund and directed reapportionment of per capitas between TNG's General and Defense Funds to an 80-20 percent formula next February, replacing an 85-15 percent distribution in effect since 1982.

Also on the recommendation of the Finance Committee, the convention authorized a loan from TNG's Defense Fund to the Wire Service Guild to assist it with the aftermath of its 22-month battle to preserve United Press Int'l and the jobs of some 800 of its members working there.

In authorizing the \$49,295 interest-free loan, delegates also empowered TNG's Int'l Executive Board to convert half of the sum

to a grant once the board is satisfied the local "has put its financial house back in order."

The local has faced an on-going series of extraordinary expenses from its efforts at UPI.

They began in the summer of 1984 when the Guild negotiated an agreement with UPI on a series of cost-saving measures and continued through the company's 14-months under the protection of a federal bankruptcy court. Sale of the worldwide news service to Mexican newspaper publisher Mario Vazquez Rana in mid-June ended the court's supervision of UPI's business [Guild Reporters, June 6 and 20].

The \$49,295 represents extraordinary expenses, other than legal fees, incurred by the local in the bankruptcy process, Wire Service Guild President William M. Morrissey told the convention. The local is seeking the court's approval for payment by UPI of \$76,000 in related legal fees.

A minority report by nine members of the 49-member Finance Committee, meanwhile, was rejected by delegates on a voice vote. It would have directed that TNG refund the equivalent of one month of full regular dues payments to those locals that made them as directed by last year's convention.

Last summer, when the convention raised the constitutional cut-off on full regular dues to \$6 million and authorized collection of the higher amounts for an additional month to fund TNG's severance pay liability, it was projected

that five months of full dues would follow.

The payment of nearly half a million dollars in strike benefits last fall to Guild members at the Philadelphia Inquirer and Daily News, however, coupled with late payments by a number of locals left the Defense Fund below \$6 million five months after full dues were implemented in August.

Full dues were continued for two months more, or a total of seven months. Then, as delinquent locals made catch-up payments, the liquid assets in the Defense Fund surpassed \$6 million, reaching more than \$7 million by the time the convention met.

Pointing to the record-high Defense Fund in his opening-day remarks to the convention, Dale called the balance none too much, however, given the number of larger Guild units now or soon to be in contract bargaining. Among them are those at the dailies in San Francisco, San Jose, Seattle, Minneapolis, Tacoma and St. Paul, as well as others in New York and Vancouver, where contracts with major dailies expire early next year.

Charging that locals were overcharged on the full dues payments, Louis J. Mleczo of Detroit, who presented the minority report, argued that outstanding payments should have been considered "an account receivable" in computing the Defense Fund balance.

TNG Vice President Richard M. Peery of Cleveland, however, pointed out that TNG's Constitu-

tion prohibits including accounts receivable in calculating the fund's balance.

In 1985 the convention ordered that full dues remain in place until the Defense Fund reached \$6 million and "that's exactly what was done," New York Guild President Barry Lipton said, adding that TNG "had no choice but to wait" until the balance in the fund reached \$6 million before ordering a return to reduced dues.

"There must be an equitable way of collecting these dues in the future," Dan Matthews of Twin Cities said in urging support for the minority report. Locals that paid on time were penalized for the failure of others, he said.

Meanwhile, TNG's Int'l Executive Board, at its post-convention meeting, approved contributions of \$250 to the Philadelphia Area Project on Occupational Safety & Health (PHILAPOSH) and to the Smithsonian Institution's Museum of American History to aid in improving the museum's labor history collection. Representatives of PHILAPOSH helped TNG staff develop convention forums on workplace drug testing and asbestos hazards.

The board also approved contributions of \$350 to the National Committee on Pay Equity and \$50 each to the Planned Parenthood League and the League of Women Voters.

Earlier, at its pre-convention meeting, the IEB authorized a \$15 merit increase to Debbie Thomas of TNG's headquarters staff.

Guild retirees get okay to join nearby locals

Philadelphia—With an eye to facilitating locals' formation of units of retired members who live in their areas, the 1986 Guild Convention amended TNG's Constitution to permit retired members to transfer to the local in whose geographic jurisdiction they reside.

The action recognizes that many members move to a different locale when they retire.

Locals which recently have formed or reactivated retiree units include Northern California and Philadelphia.

The action enables a retired member to transfer membership upon acceptance of his or her application to do so. Previously the Constitution had provided only that retired members could belong to the local to which they belonged before retiring.

In other actions on reports by the Convention Constitution Committee, chaired by John Bryant of Southern Ontario, delegates also amended TNG's Constitution to permit locals to take single strike or contract ratification votes

among all members working for one employer even though the members technically may be divided into more than one bargaining unit.

The constitution also was amended to provide for appeal of any decision of the Int'l Election & Referendum Committee to the Int'l Executive Board and thence to the convention. Previously appeals involved with elections of TNG officers could go only to the convention.

The convention also amended

the constitution to restrict to Canadian locals prohibition on resignation or withdrawal of membership during a strike or lockout or when either appears imminent.

Also restricted to Canadian locals were several procedural requirements for such a resignation or withdrawal. Retained for U.S. locals is a requirement that any offer to withdraw or resign be in writing.

The actions were taken to bring TNG's Constitution into conformance with a decision by the U.S. Supreme Court in a case involving another union.

A's player rapped over harassment

Philadelphia—Players' harassment of sports writers is deplorable, TNG's convention said in response to reports of an incident of harassment by Dave Kingman of the Oakland A's against Sacramento Bee sportswriter and Northern California Guild member Susan Fornoff.

The ball team fined Kingman \$3,500 and announced that he would be released should a "similar incident" occur after he had a rat delivered to Fornoff in the press box June 23.

Kingman had previously said he did not think women should be allowed in the team's clubhouse and had harassed her since she started covering the team last year, Fornoff told reporters.

Lauding A's management for "swift and strong action," the convention also called on the Major League Baseball Players Assn. and the baseball commissioner "to inform all teams that the Guild expects equal and professional conduct toward all sports writers."

TNG's '86-87 Budget

Philadelphia—TNG's 1986 Convention adopted a General Fund budget totalling \$3,511,511.

The convention also approved a General Fund income estimate of \$3,525,485, assuming monthly per-capita payments on behalf of an average of 27,500 members and 350 agency-fee payers.

Together, the budget and the income estimate would produce an operations surplus of \$13,974 for the current fiscal year, ending March 31, 1987. The General Fund ended the 1985-86 fiscal year with a \$7,877 deficit.

Following is the budget:

Per-capita taxes	
AFL-CIO	\$ 84,630
IUD	16,280
CLC	28,800
IFJ	24,000
AFL-CIO Union Label Dept.	2,400
CLC Union Label Dept.	240
Total	\$ 156,350
Field operations	
Director—Salary	\$ 59,763
Expenses	3,500
Organizing & servicing:	
IR salaries	607,144
IR expenses	245,000
Miscellaneous	75,000
Collective bargaining	
Salaries:	
Exec. sec'y contracts committee	51,875
Pension consultant	15,000
R & I associate	35,766
Bargaining & research	
ass't	34,550
Human rights co-ordinator	41,812
Expenses—personnel	12,500
Total	\$1,181,910
Administrative operations	
Research & information	
Director—Salary	\$ 51,729
Expenses	5,000
Books & periodicals:	
Legal & bargaining services	4,000
Subscriptions	6,500
Other printed material	4,000
Publications & literature:	
Constitution	14,000
Organizing & other literature	5,000
Miscellaneous	50
Department of education	
Director—Salary	50,117
Expenses	3,000
Publications & literature	2,500
Institutes & seminars	30,000
Guild Reporter	
Salaries:	
Editor	51,729
Assistant editor	37,956
Clerical	29,431
Expenses:	
Personnel	4,500
Printing	96,500
Postage	76,100
Addressing	18,000
Pictures & other material	7,500
Miscellaneous	750
Total	\$ 498,362
Office management	
Salaries:	
Office manager	\$ 34,850
Secretary-stenographers	71,458
Bookkeeping	46,459
General clerical	44,456
Expenses:	
Rent & maintenance	205,309
Moving expense	25,000
Stationery & supplies	40,000
Equipment & machinery	36,000
Telephone & telegraph	40,000
Repairs & improvements	8,000
Postage	27,500
Auditing	17,160
Insurance & bonding	20,000
Employee pension	117,436
Employee health & welfare	130,500
Directly billed transportation	155,000
Data processing	30,000
Miscellaneous	15,000
Total	\$1,064,128
Executives	
Officers' salaries	\$ 129,413
Officers' expenses	25,000
Total	\$ 154,413
Other expenses	
Legal fees	\$ 49,917
Payroll & personal property taxes	100,000
Contributions & tickets	17,500
Delegates & committees	15,000
IEB meetings	84,000
Severance-pay provisions	65,181
Convention reserve	95,000
Broun Award	1,000
Broun Award expenses	2,750
Guild Service Award	1,500
AFL-CIO, IUD conventions	4,000
IFJ meetings	15,000
CLC convention	2,500
Irving Leichter Fund	3,000
Total	\$ 456,348
Summary	
Per-capita taxes	\$ 156,350
Field operations	1,181,910
Administrative operations	498,362
Office management	1,064,128
Executives	154,413
Other expenses	456,348
Grand Total	\$3,511,511



Philadelphia retirees party with delegates

Members of the Philadelphia Guild's retiree unit pause for a photo after joining delegates to TNG's 53rd Annual Convention at the annual mid-convention banquet. Seated are: J. William Farson, retired TNG executive vice president; Bert Bailey,

the local's first woman president, former TNG vice president and former chair of the Int'l Election & Referendum Committee; and Gladys Kane. Standing: Jack Pieri, Ozzie Teller, former local president; and Estelle Teller.



Recognizing service

Yolanda Alvarado of Lansing, right, receives certificate from Int'l Chairperson Harry S. Culver attesting to her having been chosen for TNG's 1986 Guild Service Award for outstanding local leadership. Also recognized and warmly applauded by the delegates was Patricia Smith of Terre Haute, below right, who was given a special commendation for service to her local.

Sex harassment ruling confirms Guild's view

Philadelphia—When the Supreme Court held that sexual harassment by a supervisor is illegal sex discrimination under Title VII of the Civil Rights Act it confirmed the Guild's view of the federal law's scope, TNG's convention noted in a resolution.

Guild locals, the convention said, now should advise members of the law's protection and maintain vigilance in seeking to eliminate "this serious form of bias" by enforcing contractual prohibitions against sex discrimination.

Locals should also play a "major role" in developing policies for eliminating sexual harassment in the work environment and advise members how to initiate a sexual harassment grievance, the convention added.

It also noted that the court's decision, its first dealing with sexual harassment, was qualified in that the court majority said that employers are not automatically liable for the sexual misconduct of supervisors and that courts may consider evidence of an employee's "pro-

vocative" conduct or dress.

Justice William Rehnquist who, the convention noted, "seldom sides with civil rights advocates," was joined by four other members of the court in that view, while Justices Thurgood Marshall, Harry Blackmun, William Brennan and John Paul Stevens joined in the view that the majority had not gone far enough on the question of employer liability.

In addition, the convention said, it "should not go unnoticed," that the Justice Dept. and the Equal Employment Opportunity Commission urged the court to adopt a rule governing employer liability even less stringent than the EEOC's own guidelines on the question issued in 1980.

In doing so, the EEOC was ignoring its mandate and misusing tax payers' money, the convention charged.

It applauded the Coalition of Labor Union Women for the role it played in shaping a friend of the court brief in the case, a brief joined by the AFL-CIO and others.

Government backing urged for systems of child care

Philadelphia—Working parents should have access to affordable, quality child-care services, delegates to TNG's 1986 Convention said, issuing a call for the governments of the United States and Canada to back the development of comprehensive systems to provide it in each nation.

Citing the acute need for new child-care programs in both the U. S. and Canada, the convention urged Guild locals to work for passage of legislation that would lead to the establishment of publicly funded, nonprofit centers operated by trained personnel "who earn reasonable wages and benefits."

Delegates also urged locals to increase efforts to bargain child-

care benefits, leave provisions and job-sharing arrangements and recommended that each local's human rights committee appoint a special task force or subcommittee to further those bargaining goals.

"Equal employment opportunity does not exist" unless workplace practices permit parents of either sex the opportunity to "share in the care of their children or dependents," the convention said in adopting the report of its Human Rights Committee.

Not even one-tenth of one percent of employers in the U. S. and Canada currently sponsor child-care programs, the convention noted, and "barely a handful" of newspaper publishers are among those that do, it said.

Election committee is elected

Philadelphia—Convention delegates re-elected all five members of TNG's Int'l Election & Referendum Committee to new two-year terms from a field of six nominees in a roll-call election June 25.

Re-elected, in order of finish, were Robert A. Steinke of St. Louis, Michelle Davis of San Diego, William Buchanan of

Erie, Richard Brandow of New York and Jerry E. MacDonald of the Canadian Wire Service Guild. The sixth nominee was Roger L. Stonebanks of Victoria.

Elected as alternate members of the committee, without opposition, were David Langzattel of Portland and Howard Burkhardt of Toledo.

The IERC supervises TNG elections and referendums, passes on voter eligibility and certifies voting results. At its initial meeting of the new term, the committee re-elected Steinke as its chairperson. He has held the post for several years.

Below is the roll call of locals that resolved the contest for membership on the committee.

LOCAL	BRANDOW	BUCHANAN	DAVIS	MACDONALD	STEINKE	STONEBANKS
Akron	3	3	3	3	3	—
Albany	5	5	5	5	5	—
Bakersfield	4	4	4	4	4	—
Boston	5	5	5	5	5	—
Bristol	2	2	2	2	2	—
Brockton	3	3	3	3	3	—
Buffalo	6	6	6	6	6	—
Canadian Wire Service	11	11	11	11	11	—
Chicago	6	6	6	—	6	6
Cincinnati	3	3	3	3	3	—
Cleveland	6	6	6	6	6	—
Denver	8	8	8	8	8	—
Detroit	13	13	13	—	13	13
Erie	4	4	4	4	4	—
Gary	2	2	2	2	2	—
Harrisburg	2	2	2	2	2	—
Hawaii	6	6	6	6	6	—
Knoxville	2	2	2	2	2	—
Lehigh Valley	—	—	(Absent from the floor)	—	—	—
Lexington	1	1	1	1	1	—
Los Angeles	—	—	—	—	5	—
Manchester	3	3	3	3	3	—
Memphis	5	5	5	5	5	—
Milwaukee	3	3	3	—	3	—
Montreal	5	5	5	—	5	5
New York	50	50	50	50	50	—
Northern California	18.33	16.66	20	10	18.33	16.66
Ottawa	5	5	5	2	5	3
Pacific Northwest	12	12	12	12	12	—
Peoria	—	—	—	—	—	3
Philadelphia	17	17	17	17	17	—
Pittsburgh	4	4	4	4	4	—
Portland	5	5	5	5	5	—
Providence	6	6	6	—	6	6
Pueblo	3	3	3	—	3	3
Rochester	2	2	2	2	2	—
St. Louis	10	10	10	10	10	—
Salem	2	2	2	2	2	—
San Diego	11	11	11	11	11	—
San Jose	11	11	11	11	11	—
Scranton	3	3	3	3	3	—
Sheboygan	2	2	2	2	2	—
Southern Ontario	20	20	20	—	20	20
Terre Haute	3	3	3	3	3	—
Toledo	2	5	5	5	5	3
Twin Cities	10	10	10	—	10	10
Vancouver-New Westminster	—	—	12	12	12	12
Victoria	4	4	4	—	4	4
Washington-Baltimore	7.5	7.5	7.5	—	7.5	20
Wilkes-Barre	3	3	3	3	3	—
Windsor	3	3	3	—	3	3
Wire Service	3.32	3.32	3.32	3.32	4.98	6.64
Woonsocket	2	2	2	—	2	2
York	2	2	2	2	2	—
Youngstown	3	3	3	3	3	—
TOTALS	332.15	333.48	348.82	253.32	353.81	136.30



TELLERS TALLY CONVENTION'S SINGLE ROLL-CALL VOTE—IERC ELECTION
Carol Przybyszewski, Erie; Patricia Smith, Terre Haute; Mike Millett, Portland.
Looking on is TNG Secretary-Treasurer Charles Dale, standing.

The lack of adequate, affordable child-care programs is particularly disadvantageous to women, the convention added, citing the growing number of households in which women are single parents.

Inadequate child care "is a major factor in keeping women economically disadvantaged" by restricting employment and promotions and opportunities to participate in training and education programs, the convention said.

A bill in the House of Represen-

tatives sponsored by Rep. George Miller (D-Calif.) is "a step in the right direction," the convention said, voicing its support for Miller's Child Care Opportunities for Families Act of 1986. The bill (H.R. 2867) calls for financial aid for nonprofit child-care services and staff training from federal, state and private sources. It also would upgrade standards regulating child-care programs and develop school-based centers for teenage parents.

In Canada, a parliamentary task force on child care is due to report its findings and recommendations in November.

The convention also reaffirmed its support for legislation on Capitol Hill that would require employers to make leave available to the parents of newborn or newly adopted children and stressed that there never can be equality of opportunity for women workers "when there is a penalty for maternity."

Sales pace quickens as five more change hands

(Continued from page 1)
the price at \$22-to-\$30 million.

The Journal is published under a joint operating agreement with Scripps-Howard's Knoxville News-Sentinel, with the Journal holding a 25 percent interest. In a recent 20-year renewal of that agreement, the papers switched publication cycles with the Journal being moved to the afternoon slot.

The Knoxville Guild represents News-Sentinel editorial employees. The Journal's are not organized.

In Newport News, Va., where the Peninsula Guild recently signed a first contract with the Daily Press and Times-Herald, the

city's commonly owned and published dailies, the papers' sale was announced July 14.

Tribune Co. of Chicago agreed to buy Daily Press Inc., owner of the two dailies and a cable television company, for \$200 million. The dailies' combined circulation is just about 100,000. Tribune Co. said it will sell the cable interests, which analysts estimate will bring \$70 to \$80 million.

Representatives of the Tribune Co. told reporters for the Newport News dailies that the company will honor the papers' union contracts and will guarantee the jobs of all current employees for at least six months. The Guild represents

about 100 employees in the papers' news rooms. Its contract reopens for wage bargaining this fall.

The papers had been owned by members of two families. The sale announcement gave employees their first look at figures to confirm their intuition that the dailies' financial health is robust, said Bill Melton, local Guild president.

Last year the Newport News

dailies' revenues totaled \$36 million, the company's cable revenues, \$16 million. Analyst Bruce Thorp put the company's pretax profit rate at "20 percent or so."

Times Mirror, meanwhile, said July 8 that it has agreed to sell a pair of television stations to the Gillett Group Inc., of Nashville, for more than \$200 million. Times Mirror acquired the stations, in

Baltimore and Richmond, in acquiring the A. S. Abell Co., and its Baltimore Sunpapers.

Earlier, on July 1, Affiliated Publications, Inc., owner of the Boston Globe, announced plans to sell a group of nine radio stations to EZ Communications, Inc., headquartered in Fairfax, Va., for \$65.5 million.

Delegates oppose aid to Nicaraguan Contras

Philadelphia—The people of Central America must be allowed to determine their own destiny, TNG's 1986 Convention said in adopting a resolution declaring unequivocal opposition to Congress' approval of \$100 million in aid to the so-called Contra forces fighting the government of Nicaragua.

The convention adopted the resolution in a "special order of business" June 27, its final day. Two days before, the House of Representatives had narrowly approved a Contra-aid package backed by the Reagan administration.

The convention called for an end to all assistance to the Contras and expressed its support for the Contadora peace initiative in approving the resolution, proposed by Patrick Hunt of Washington-Baltimore.

It noted in doing so that it was joining the Canadian Labour Congress, many other AFL-CIO-affiliated unions, international church groups and "virtually all other Western governments, which have condemned such aid as the main impediment to a negotiated and just peace."

The funding, the convention said, will escalate a movement supported by the Central Intelligence Agency that already has "brought untold suffering to the Nicaraguan people." It will lead to

"emergency measures" curtailing those "basic democratic rights now existing in Nicaragua," it warned, adding that U.S. backing for the Contras threatens to embroil it and other nations in a wider war.

The Contras have little popular support among the Nicaraguan people, the convention said, noting that the rebel forces are "directed by the old pro-Somoza elite allied with extreme right-wing elements" in the U.S.

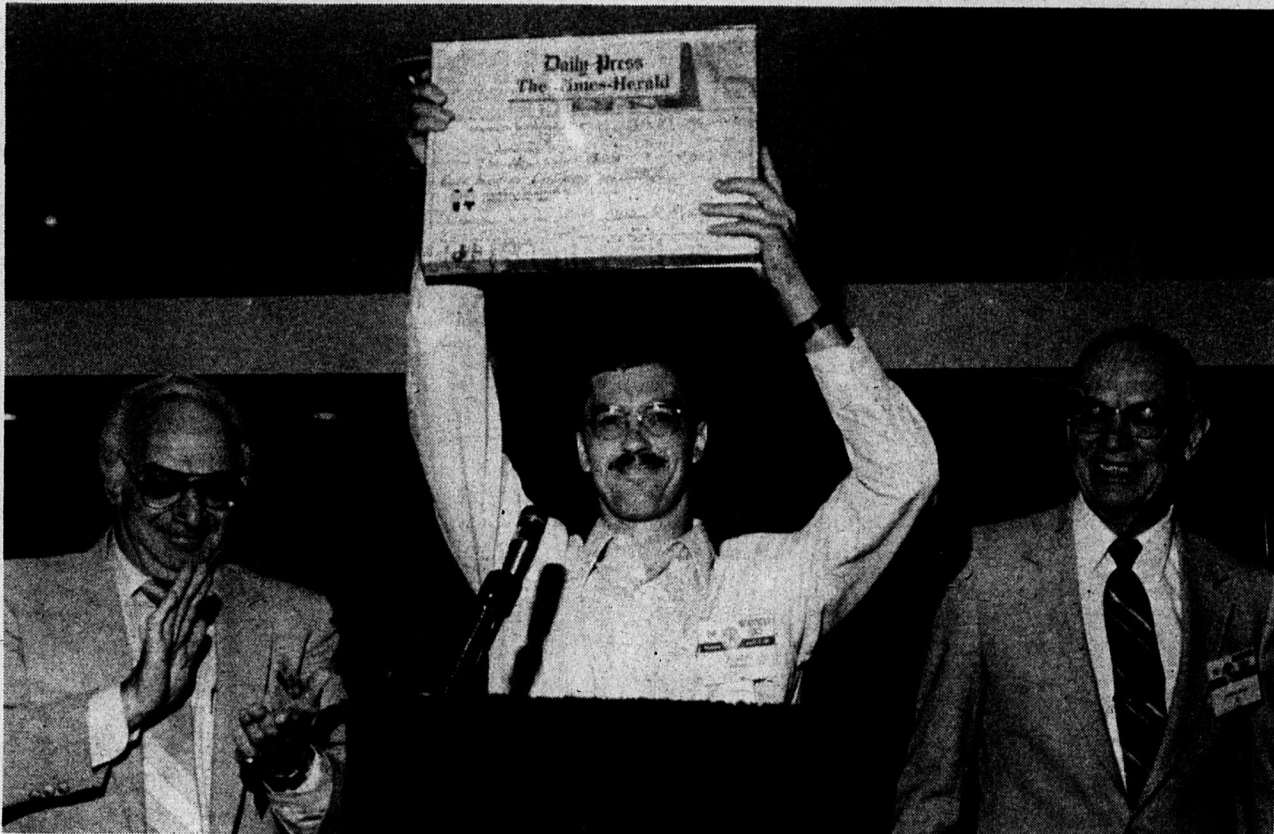
Human rights abuses carried out by the Contras have been well documented by Amnesty Int'l, journalists and others, the resolution said.

In a letter to President Reagan, transmitting the convention's resolution, TNG President Charles A. Perlik, Jr., urged him to rethink the policy "of fostering the overthrow of a legitimate government."

Earlier, in a letter to Nicaraguan President Daniel Ortega, Perlik condemned his government's decision to close the opposition newspaper, La Prensa.

The Nicaraguan government ordered the suspension of La Prensa the day following the House vote on Contra aid, shutting off the country's only source of news independent of the government.

La Prensa is "a mouthpiece for the interests of the aggressor



Peninsula Guild 'checks in'

Bill Melton, Peninsula Guild president, holds aloft enlarged and framed copy of check for local's first per-capita payment to TNG, made during TNG's 1986 Convention, where he was a guest. Local ratified its first contract with Newport News,

Va., dailies in December, eight years after winning bargaining rights for editorial employees. Melton also thanked TNG and leaders of other Guild locals, particularly in the South, for their patience and aid during that period.

power," the government said in ordering an indefinite suspension of the daily paper.

"The difficulties imposed by . . . civil war do not justify this political suppression nor the other emergency restrictions your government has imposed," Perlik wrote in a July 3 letter to Ortega.

La Prensa "can be properly censored" if it is guilty of printing information damaging to national security, and it can be prosecuted if guilty of other illegal actions, Perlik said, adding, however, that "it cannot, without violating all democratic norms, be shut down."

Staff training in polling backed

Philadelphia—Training for TNG staff in polling techniques for organizing campaigns should be explored, delegates to the Guild's 1986 Convention said in their Research and Information Report.

In adopting the report, the convention also endorsed TNG's continuing in the effort to establish Writers Watch, a coalition of organizations which would monitor legislative issues of common concern to journalists and other writ-

ers. Others in the forming coalition currently include the National Writers Union, PEN, the Poetry Society of America, the Writers Guild/East and the American Writers Congress, the report noted.

In addition, the convention reaffirmed its support for TNG's campaign for U. S. legislation to limit the number of daily newspapers a single company can own and the aggregate of daily circulation a single chain can control.

Morrissey leaving Guild for UPI post

New York—Wire Service Guild President William Morrissey is resigning from the Guild office and the Guild Aug. 1 to accept an executive position with United Press Int'l.

Morrissey, the local's president the past eight years, has worked full-time for the union for the six most recent of them while on leave of absence from the Associated Press.

The local's executive committee, meeting the weekend of July 12-13, was unanimous in wishing Morrissey "good fortune."

"We will miss his vision, his patience, his sense of justice and unswerving support of AP and UPI employees in the union's jurisdiction," the board said.

At the same time, it appointed Kevin Keane to fill the local's vacant position of administrator. Keane has been the local's assistant administrator since 1984 and before that served as its organizer.

A special election to fill the office of president also was called by the board. The nominating



Morrissey at the mike!
At TNG convention in June.

period is open Aug. 4-13, with voting among the local's nationwide membership to begin Aug. 28. Ballots will be counted Sept. 17. The local's regular election of officers begins in October.

UPI's new principal owner, Mario Vazquez Rana, advised Wire Service Guild Secretary-Treasurer and UPI reporter Dan Carmichael in a July 8 meeting of the news service's plan to hire Morrissey for an executive position. His duties will not involve labor relations, the local reported in a July 10 statement.

As Wire Service Guild president, Morrissey led the local's effort to win federal bankruptcy court approval of the sale of UPI to Vazquez Rana. The court gave final approval for the sale in June.

Meanwhile, Luis G. Nogales, a top executive of UPI since 1983 and its chairman and chief executive officer from March 1985 until the sale to Vazquez Rana was finalized, has resigned from the news service's staff.



Reader taken aback by letter on abortion

EVANSVILLE, IND.

Editor:

I enjoy the Guild Reporter but am taken aback by the letter from Bradley E. Lehman, Hampton Roads Guild, and Gigi D. Lehman, Peninsula Guild, saying they don't think the Guild should support the right to choose abortion as one alternative. [Couple sees irony in rights positions, Guild Reporter, June 6.]

This is basically a political issue. Churches cannot agree. Some support abortion rights, some condemn them. Why would a member of the group upholding freedom of the press, priding itself on its intelligence, want to force religious and political beliefs on Americans at large? If a church cannot persuade its own members, what gives it the right to force its belief on others?

This is the old divide-and-conquer technique. The people who

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

would deny women the right to control their own body also support right-to-work, weakening OSHA, decreased social programs and the rest of the rightwing agenda. Organized labor generally supports the right to choose and I was proud to see many unions marching March 10 in Washington and June 14 in Denver in support of abortion rights. We should not let a political/religious issue divide us in these times. All organized labor needs to be supportive of one another. Build bridges, not chasms!

HARRIETT B. KIMMEL
Secretary-Treasurer
Typographical Union Local 35

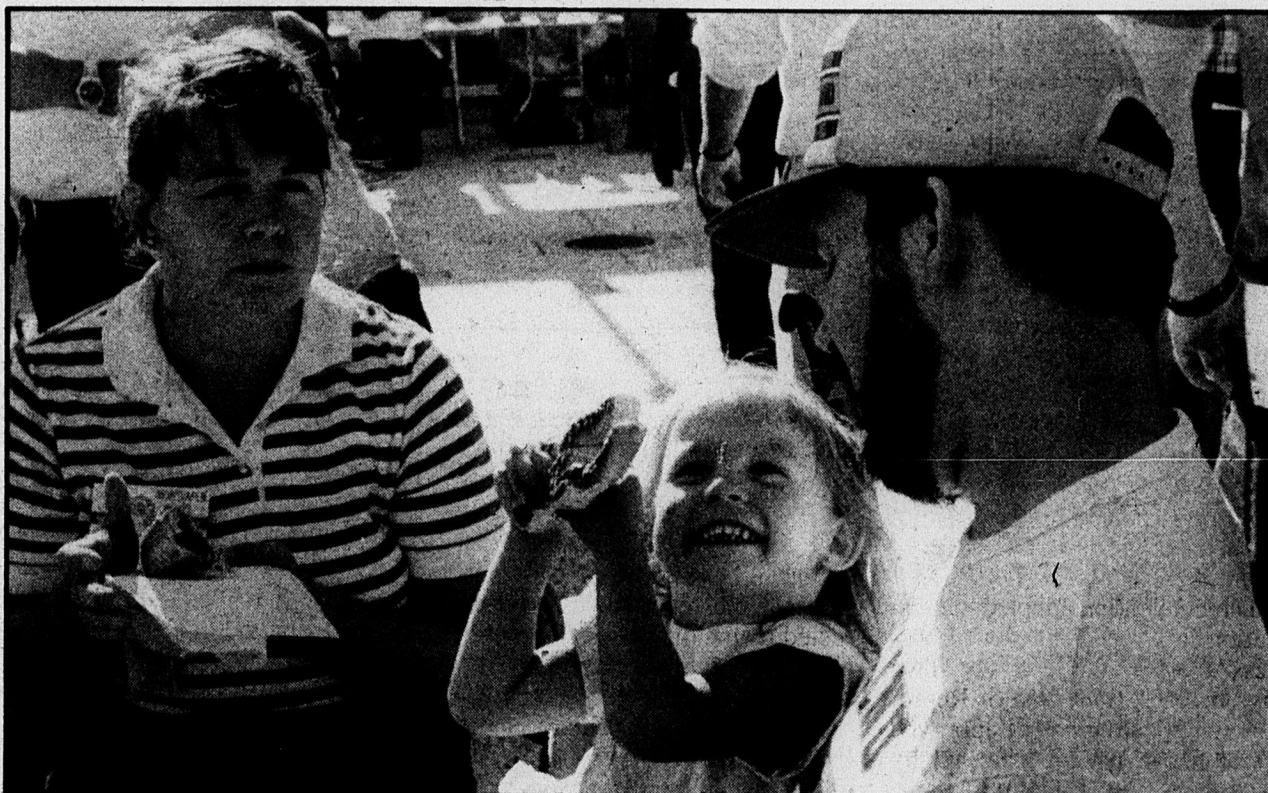


Tom Hiltz, president of the Boston Guild and a former TNG vice president, appears bemused as he holds a bouquet and bottle of champagne given him just moments before on the convention floor by TNG Vice President and Hawaii Guild President Stan Souza. It was in honor of Hiltz' immediate pre-convention marriage. His spouse, Bette, accompanied him to Philadelphia.

Philadelphia potpourri

Photos by JOE COLEMAN
Philadelphia Guild

The traditional mid-convention afternoon outing—a bus tour of part of historic Philadelphia—ended on just the right note for at least one delegate's guest. Alanna Dreussi, 3, is letting her dad know she's taken by Philadelphia's soft pretzels. Her dad is Rollie Dreussi, Cleveland Guild delegate from Massillon. Looking on is her mother, Zita, enjoying a Philadelphia hoagie sandwich.



Philadelphia's unique performing musical group, the Mumpers, marches onto the patio where Guild delegates and guests are finishing off their hoagies and "Philadelphia steaks"—steak and cheese sub sandwiches in any other locale—to bring the Wednesday outing to a close with choreographed renditions of several show tunes. Few out-of-towners had ever hoped to hear so many saxophones.

New York Guild delegate Cleo Pappas raises her arm in acknowledgement of the convention's standing salute to her when it was announced that she is retiring after 27 years with the Guild and New York newspapers, first the Journal American and, since it was closed, with the Daily News. She worked as a classified advertising telephone solicitor.



Convention sees change 'in reach' in fall elections

Philadelphia—A change in the political climate that for 5 1/2 years has fostered escalating attacks on the hard-won gains of working men and women and their unions is within reach in this fall's congressional elections, TNG's 1986 Convention declared, urging greater involvement by the union's U.S. locals and members.

Echoing a keynote appeal from TNG President Charles A. Perlik, Jr., the convention pointed out that restoring the Democratic majority in the Senate and retaining it in the House could bring to a halt the successes of those who now are "chiseling away" at employee benefits and protections.

Under the Reagan administration, "spurred by unceasing activity from ultraright ideologues," the NLRB "has been transformed into an agency of the employers," OSHA has been crippled and "the objectives of the EEOC and the policies of affirmative action have been all but reversed," said the convention in its political action report action.

At the same time, it pointed out, "the Reagan administration has evidenced an insatiable appetite for press bashing, has tried to emasculate the Freedom of Information Act and has attacked other free-speech and press freedoms."

In all of this and more, however, Reagan has "needed the help of a compliant Senate and a frightened House," Perlik noted. A gain of four Senate seats would both alter its complexion and "inject some

badly needed iron into the veins of the House," he added.

A Senate "out from under Reagan's thumb" also can mean that Supreme Court appointments "will receive the kind of scrutiny so urgently needed," can prevent enactment of legislation "that would further cripple labor, if not open the door to reform" of the NLRB's "frustrating procedures," and "write finish" to efforts to amend the information act "into impotence," Perlik said.

The elections' results could be "an important turning point for working people," the convention said.

Perlik pointed to preliminary results of a recently completed telephone poll of the Guild's membership showing that "those who thought it a good idea for us to support political candidates edged out those who didn't."

Perlik reminded delegates of the desirability of progressive legislators holding majorities in both houses of Congress when it is time for action on a proposal endorsed last year by the Guild, other publishing industry unions and the AFL-CIO which would limit the size of newspaper chains.

Enactment of the measure will be a task of considerable magnitude in the face of publishers' legislative clout, Perlik noted.

That clout was displayed most graphically when publishers persuaded Congress to "endow their joint operating agreements with both prospective and retroactive



TALLYING CONVENTION DELEGATES' CONTRIBUTIONS TO AFL-CIO COPE
Traditional floor collection was conducted the afternoon of convention's fourth day.

immunity from the antitrust laws" in 1970, he added.

In adopting the political action report, the convention called on all locals to appoint committees to conduct political and legislative action programs. Locals, it said, should eliminate from their by-laws any restrictions on political activity.

In addition, the report called upon U.S. locals to conduct drives

among their members for contributions to the AFL-CIO's Committee on Political Education (COPE) and also to seek political-action check-off clauses in their contracts.

U.S. locals and district councils themselves, the convention con-

tinued, should make treasury contributions to COPE, and Canadian locals should consider making contributions to candidates and parties who are responsive to the concerns of the Guild and other unions.

California grape boycott endorsed

Philadelphia—The United Farm Workers' renewed boycott of California table grapes harvested by non-union workers was endorsed by delegates to TNG's 1986 Convention, who urged support for it until justice again is available to the state's farm workers.

A decade ago a similar UFW boycott led to the passage of a state law protecting the rights of agriculture workers to organize and bargain collectively, but those rights

are being circumvented by a state administration with ties to agribusiness corporations, the convention said.

Bargaining gains are lost, elections are won but no contracts follow, while death and injury in the fields are in disproportionate numbers, the convention said. It urged all Guild members to support the UFW's current boycott of California grapes that lack the union label.

House unit counselled on FOI Act

Philadelphia—In one of their first actions, delegates to TNG's 1986 Convention called on the House Government Information Subcommittee to delay action on a bill that would add new barriers to the public's access to government records through the Freedom of Information Act.

The bill, H.R. 4862, introduced by subcommittee chair Rep. Glenn English (D-Okla.), would permit businesses to label information supplied to government agencies as classified and establish notification procedures and agency review of any requests for the material.

Amendments to the FOI Act, such as these, "should not even be considered" absent consideration of improvements in the administration of the federal law, the convention said in a resolution adopted as a special order of business on June 23, its opening day.

The convention expedited action on the resolution as a vote in English's subcommittee neared. Two days later, the panel reported the measure to the full House Government Operations Committee.

In recommending delay in consideration of the English bill, TNG's convention called for renewed consideration of a bill introduced last year by Rep. Gerald Kleczka (D-Wis.) that would improve administration of the FOI Act by imposing fines on government agencies that fail to meet deadlines, by establishing standard fee schedules and by tightening exemptions to the law.

Kleczka's bill also would vest oversight powers with the U.S. Archivist rather than the Justice Dept., "which has been consistently unsympathetic to FOI objectives," the convention noted.

The objectives of the FOI Act, to guarantee the public access to the records of its elected government, "have been too frustrated by the lethargy and hostility of federal agencies to permit the continuation of extended delays, much less foster new ones," the convention said.

Other convention actions also were aimed at protecting the free flow of information.

One other resolution urged passage of a bill that would prohibit federal agencies from requiring employees to sign agreements to submit future writings to prepublication review.

Still another called for enactment of a measure that would es-

tablish safeguards for witnesses subpoenaed to appear before grand juries, including newswriters.

"Official censorship has no place in a democratic society," the convention said in calling for passage of H.R. 39, introduced by Rep. Jack Brooks (D-Texas). It would forbid the imposition of lifetime censorship for former government employees, although exempting the Central Intelligence Agency and the National Security Agency.

Grand jury reform measures, introduced in the House and the Senate "while not specifically aimed at the problems of newsmen," would nonetheless provide them "minimal protection," the convention said.

The House bill, H.R. 1407, introduced by Rep. John Conyers, Jr., (D-Mich.) would ensure advance notice to newsmen and others called to testify before a grand jury, while that bill and a companion in the Senate, S. 284, introduced by Sen. Carl Levin (D-Mich.), would guarantee witnesses the right to be accompanied by an attorney.

The convention called for quick approval of the grand jury reform measures, while urging that they both be strengthened to require at least a seven-day-notice period.

Aug. 8 for next Guild Reporter

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

Regular, twice monthly publication will be resumed in August, with issues scheduled to come off the presses on the 8th and the 22nd.

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