The GUILD REPORTER

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It was 'Guild Solidarity Day' in the Hudson Valley

Albany, N.Y. — April 16 was Guild-Solidarity Saturday along a 120-mile stretch of the Hudson River north and south from here as a caravan of Guild members from a dozen locals and TNG plus other unionists from the area assembled in Kingston, then traveled in turn to Hudson, Glens Falls and back to Albany.

Besides leaders and members in the four Hudson Valley cities, participants included representatives from locals in Boston, Bristol, Brockton, Buffalo, Manchester, New York, Philadelphia and Portland, plus the U.S. and Canadian Wire Service Guilds and the New England Servicing-Organizing Program. (In addition, the Vancouver-New Westminster Guild sent $150 to help with the day's expenses.)

The demonstrators made the trek in a show of support for beleaguered units of Guild members at each of four stops along the river:

- At the Ingersoll chain's Daily Freeman in Kingston, where the Kingston Guild has been seeking a contract renewal for more than a year.
- At the Park chain's Register-Star in Hudson, where the Albany Guild has been seeking a first-ever contract for the 70-plus employees for more than two years and is facing a decertification move.
- At the Howard chain's Post-Star in Glens Falls, where the Albany Guild has been seeking a contract renewal since last fall.
- At the Albany office of United Press Int'l, with which the the Wire Service Guild is involved in several disputes surrounding its quest for a contract to replace the one that has been expired for a little over a year [see: "Guild files unfair charges at UPI . . .," Page 8].

Other participants in demonstrations conducted at each location included representatives of the Glens Falls and Troy Area Central Labor Councils, the Solidarity Committee of the Albany Labor Council, Teachers union locals in Hudson Falls and the Glens Falls area and a local of the Longshoremen's union. Also, representatives of the Albert Gore and Jesse Jackson presidential-nomination campaigns. The New York primary was the following Tuesday.

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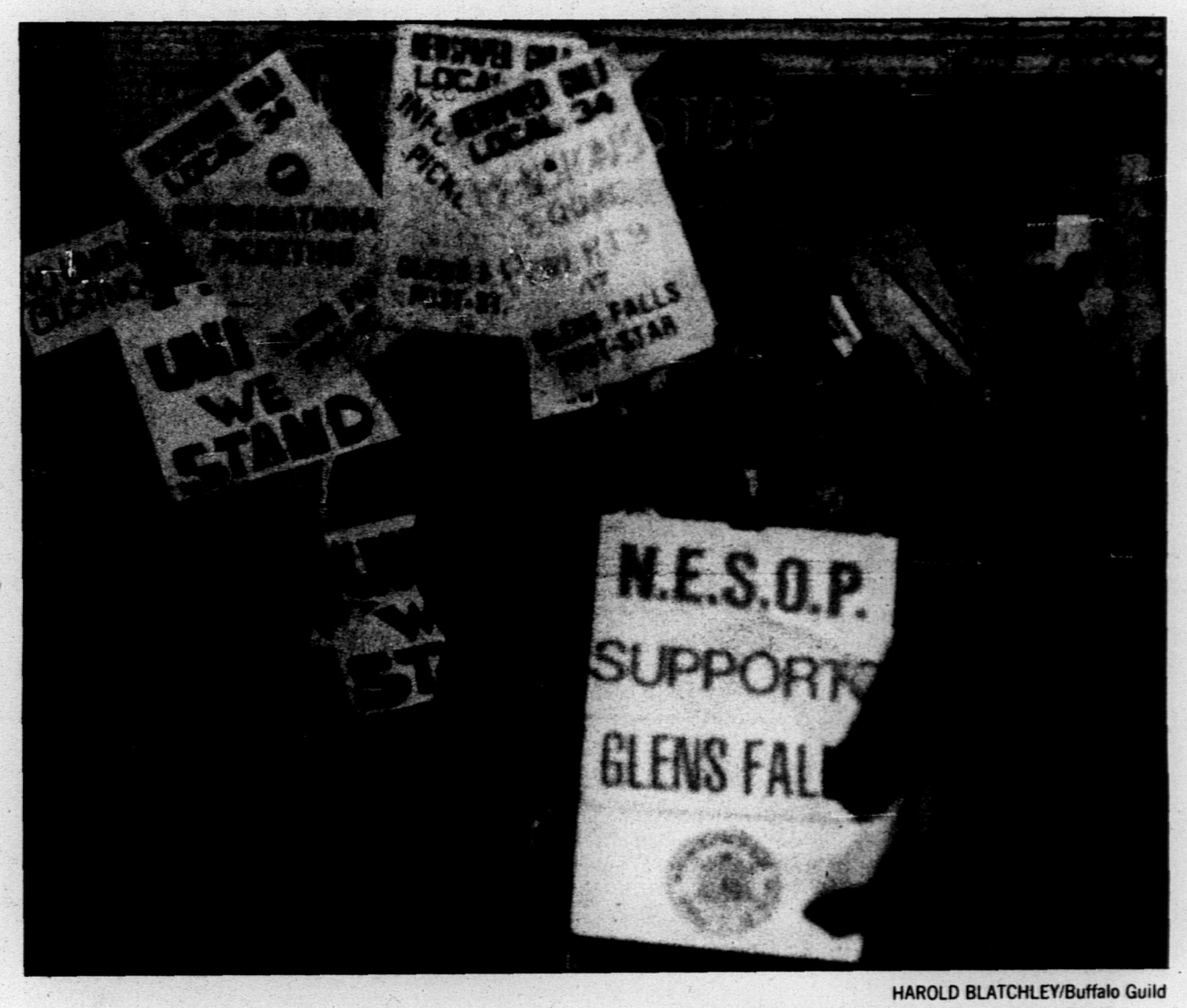

HAROLD BLATCHLEY/Buffalo Guild

TRAFFIC SIGN APPEARS TO HAVE MESSAGE FOR GLENS FALLS DAILY MANAGEMENT
Tom Hiltz of Boston leads picket contingent in march during stop on Hudson Valley unity trek.

Industry arm sets design standards for VDTs, offices

New York—U.S. industry now has its own set of standards for the design of video display terminals, the furniture associated with the machines' use and the offices in which they are operated.

Covered are such areas as room lighting and machine placement to reduce glare, "blink" and "flicker" rates and the contrast of screen displays, keyboard height and slope, chair and work-surface height, size and configuration, noise and temperature levels and ventilation. The standards also include ways to measure compliance.

While stated in terms of "shall" and "should," and reflecting many measures recommended by unions that represent VDT operators, including TNG, the standards are in no way binding. They are seen by some, however, as the possible basis for VDT health and safety legislation or regulations and by others as giving new impetus to union bargaining efforts in the area.

Developed over nearly five years by a panel of manufacturers' represenatives, "human factors" specialists from the industry and academics, the standards were given final approval in February by the American National Standards Institute (ANSI).

ANSI is a nonprofit organization supported by U.S. industry which serves as a clearing house for criteria for the design and use of equipment of various kinds. It is part of the effort by the nation's businesses to counter moves for increased government regulation.

One member of the Human Factors Society panel that developed the standards, Richard S. Hirsch of IBM, told a reporter for VDT News that he sees it as "highly unlikely that anyone in the market . . . would fly in the face" of the standards. The HFS is an organization of ergonomics specialists.

Beth O'Neill, the new executive director of the Center for Office Technology, told VDT News she sees the standards as a "good starting point for occupational safety managers and supervisors," stressing that if the standards are to prove effective, however, VDT operators must be trained in the proper use of ergonomically designed equipment.

Chief criticisms of the final standards, as was the case with a preliminary draft circulated for re-

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Padia urges Hispanics to organize on bias

Dallas—Hispanic employees of the news industry must organize as the first step in preventing and eliminating discrimination in hiring, assignment, training or pay, a TNG representative said during the 1988 Hispanic Media Conference April 6-9.

The second step, said Anna M. Padia, TNG human rights co-ordinator, is fact gathering, creating statistical profiles that answer questions like: Where are the Hispanics? Are they all entry level? What are their wages?

It is all part of the basic approach for resolving any case of discrimination, she said: organizing, grieving, negotiating, arbitrating and, if necessary, litigating.

She spoke as one of three panelists who conducted a workshop on "making affirmative action work." The others were Juan Gonzalez, a New York Daily News columnist, and Daniel Alterman, attorney for the four black Daily News news-room employees who won landmark hiring and promotion commitments and a $3.1 million settlement in a race-bias suit settlement last year. Moderator was Beatrice Garcia, a Wall Street Journal reporter.

The conference, which drew more than 1,000 participants from the publishing and broadcasting industries, was organized by four organizations: the National Assn. of

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Providing child care tests ingenuity of members

By Barbara E. Nelson
Assistant Editor

FINDING CHILD care can test the resourcefulness of working parents, especially those, like many Guild-covered newspaper employees, whose hours fall outside the typical nine-to-five work day or even the Monday-through-Friday routine.

Add price, availability and quality of care to the equation and you have a notion of some of the obstacles working parents face as they seek the best possible arrangements for their children.

Except for an occasional baby sitter, its hard to find someone to provide child care as late as 11:30 p.m. when, for example, Peninsula Guild member Joe Patoux ends his work "day" on the copy desk of the Newport News (Va.) Daily Press.

Child-care centers in the area "only stay open until 6 p.m., at the latest," said Patoux, who started the child-care search after daughter Meaghan was born almost two years ago.

"A service in town that pays the minimum wage" will send a sitter to your house, "but we were leery of something like that," said Patoux. Fiona Patoux, his spouse, works nights, too; in the newspaper's composing room. Her shift ends at 2 a.m.

The Patouxs found a solution. His mother, Philomena, moved from Chicago to join the family and care for Meaghan.

"Sometimes I feel like its an imposition, but she dispels that notion," Patoux explained. "It's her granddaughter."

With a major industry like the Newport News shipyards operating 24 hours a day, you might expect to find more services geared to night-shift employees' hours, but only the grocery stores stay open round the clock, Patoux said.

"We keep our eyes open," however, he added, for a child-care facility that might remain open at night.

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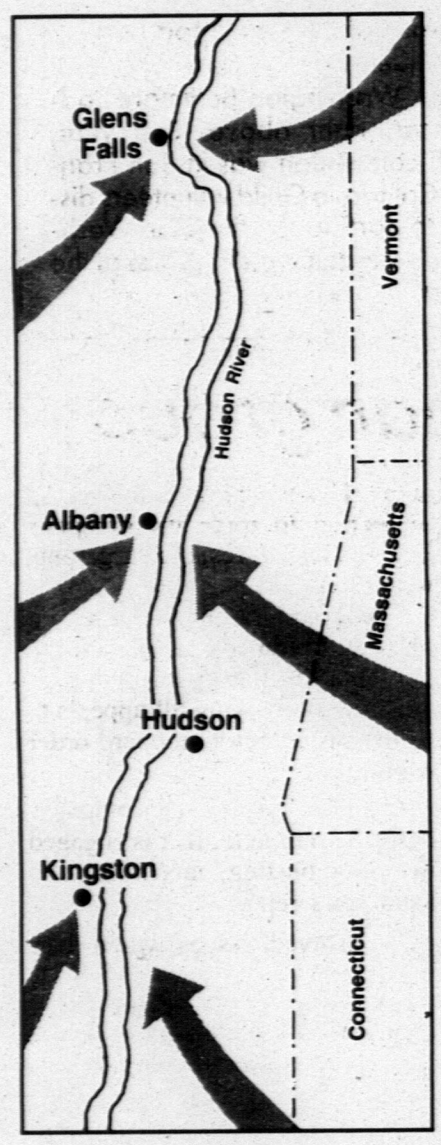
FIRST PORT O' CALL: KINGSTON, THE DAILY FREEMAN
Flags flying, march to city park and back to daily started at 11 a.m.

NEXT STOP UP THE RIVER: HUDSON, THE REGISTER-STAR
Liz Elinski of Buffalo Guild's Tonawanda unit leads contingent.



Guild's 'Solidarity Saturday' in the Hudson River Valley

(Continued from Page 1)

Tim Schick, president of the Albany Guild, estimated that participation ranged from 80 to 150 persons as several members and supporters in each locale joined the traveling group as it came to their city, then returned home or to their jobs when the travelers moved on to the next place.

The first demonstration, in Kingston, saw some 80 persons march from the Daily Freeman plant to a park and back again, beginning at 11 a.m.

In Hudson, where approximately 100 participants shared box lunches, the demonstrators were met with a brand new steel chain and padlock around the gate leading to the Register-Star's offices, housed in a building constructed in 1805 as a jail.

Corporate officers could be seen peering from second story windows. Schick said he was sure they had spent more on the chain than they have spent to improve their employees' lot during the last two years.

In Glens Falls, where an estimated 150 persons marched around the Post-Star plant, supervisors were observed at windows alternately staring at pickets and writing on paper held in their hands. The occupant of a parked car was video-taping the marchers until some sought to approach the car. He then sped off.

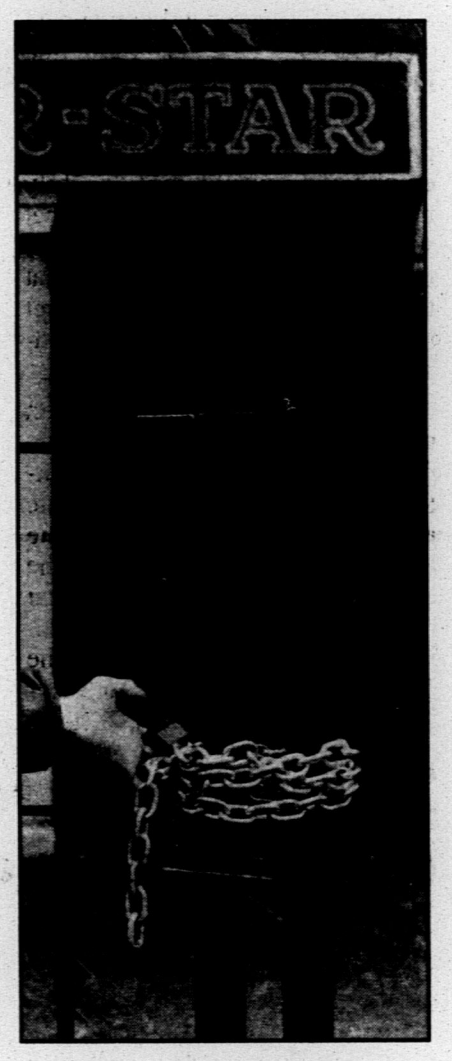
Two employees who joined the marchers during their work breaks later reported receiving warnings that they could face discipline for having done so.

Picketers' chants at the Glens Falls daily included: "Contract yes; forklift no." Picket sign messages included "Stop Sexual Harassment Now!" and "In our culture, rape is a crime." The references were to efforts by the Guild to have dismissed a mail room supervisor charged with offenses against women in his department [Guild Reporter, Feb. 12].

Final demonstration of the afternoon was in Albany at the UPI offices located in Heart's Capital Newspapers building in the suburb of Colonie.

Afterwards, many of the demonstrators shared an evening meal served in a State Employees union building in Albany and afterwards TNG Secretary-Treasurer John C. Edgington and Schick delivered food left over from the day's events to striking tugboat operators in the Port of Rensselaer, across the Hudson from Albany. They and their Longshoremen's local have been on the line two months battling management demands that include 50 percent pay cuts and elimination of pensions, Schick said.

Photographs by Harold Blatchley, Buffalo Guild, and Bill Barry, Philadelphia Guild.



PAPER'S GATE CHAINED
Hudson publisher was 'ready.'

THIRD STOP: GLENS FALLS AND HOWARD CHAIN'S POST-STAR
Pickets' chants included references to sexual harassment charges.

FINAL STOP: UPI OFFICE AT ALBANY'S CAPITAL NEWSPAPERS
A single gate at the suburban newspaper plant was designated UPI's.

Knight-Ridder chief sees JOA appeal if Meese says 'no'

Washington — An appeal to federal court is likely if the U.S. attorney general disapproves the proposed joint operating agreement between the Knight-Ridder's Detroit Free Press and Gannett's Detroit News, Alvah H. Chapman, Jr., head of the Knight-Ridder chain, told stock analysts here April 14.

While Chapman projected that 1988 will see the resolution of the proposed joint operation (JOA), he said that rejection by the attorney general based on "imperfections in the law or a misreading of the law" would likely prompt an appeal by the parent companies.

Knight-Ridder "will take steps to close the Free Press and move its equipment to Philadelphia or other Knight-Ridder cities" if the proposal is denied and any appeal unsuccessful, Chapman said, the Free Press reported.

The cost of closing down the paper, including severance pay to employees, would be "slightly more than a one-year loss that we've been experiencing," Chapman estimated. He added that those costs would be partly offset by selling the land and the buildings the newspaper occupies.

While Chapman did not mention the possibility of selling the newspaper, Frank Hawkins, Knight-Ridder's vice president for public affairs, speaking from corporate headquarters in Miami later in the day, told a Free Press reporter that "the door is not closed to a sale, if someone came along after the JOA is denied and made an offer that exceeded the value of the assets, which would have to be something well in excess of $100 million."

"I cannot imagine why anyone would pay $100 million for the privilege of competing against Gannett and losing $18 to $20 million a year," added Hawkins.

Keith Crain, chairman of Crain Communications in Detroit, however, may see it differently. Speaking to group gathered for a journalism awards ceremony at Wayne State University, he said he would make an offer for the Free Press if the JOA is denied.

While he provided no details of the prospective offer, Crain said that he believes he would be among many potential buyers, the Free Press reported April 15.

As the April 25 date for U.S. Attorney General Edwin Meese to speak to Detroit's Economic Club grew near, meanwhile, the Detroit News reported that a Meese representative said the attorney general would not address the JOA issue or answer questions about it during his Detroit appearance.

The April 19 report dampened rumors that Meese would use the occasion to announce his decision.

Editors in Washington get bulletin on McClatchy

Participants in the 1988 convention of the American Society of Newspaper Editors in downtown Washington react to bulletin from the Northern California Guild distributed outside their hotel by Washington-Baltimore Guild volunteers. Titled "McClatchy Newspapers: Image vs. Reality," it contrasted progressive editorial positions and reputation of chain's dailies with their union-relations and business practices in Sacramento, Fresno, Modesto and Tacoma. Volunteer distributors included Sandra Polaski, Washington-Baltimore administrative officer, right above. Last year, when the ASNE convention was in San Francisco, Northern California Guild volunteers distributed leaflets to participants there on Washington-Baltimore's bargaining difficulties at the Washington Post.

NLRB aide moves on Chicago suburban group

Chicago — Pioneer Press has unlawfully withdrawn recognition of the Chicago Guild as bargaining representative for production employees of the chain of community newspapers, a National Labor Relations Board regional director has said in issuing a complaint on unfair labor practice charges brought by the local.

NLRB Regional Director Donald Crawford also cited the company for violating federal labor law by terminating contract talks with the union and unilaterally implementing wage increases and a new long-term disability plan.

Crawford has also issued complaints on Guild charges that the company, owned by Marshall Field V, is attempting to restrict unit officers from conducting union activities and has unlawfully prohibited the Guild from posting bulletin board notices.

A hearing on the charges has been set for May 18 before an NLRB administrative law judge.

In mid-February, the company broke off talks with the Guild for a new contract, claiming the local no longer represents a majority of the 100 production department employees of the chain. The local was bargaining for renewal of its contract that expired Jan. 21.

Crawford, meanwhile, has announced that he has requested permission from the NLRB's general counsel in Washington to seek an injunction to force the company immediately to resume bargaining with the Guild.

The board rarely seeks an injunction to remedy an alleged unfair labor practice by an employer, most often allowing all appeals to be exhausted before a board order is enforced.

Crawford has said the company, based in Wilmette, Ill., is engaged in "union busting," according to a local news report.

Unresolved issues when bargaining broke off included wage increases and management demands for limitations on scheduling and overtime guarantees.

The local also has a separate contract covering about 125 editorial employees of the chain. That agreement expires Feb. 1, 1990.

26 members take improved job buyouts as Knickerbocker News is shut April 15

Albany, N.Y.—The last edition of The Knickerbocker News rolled off the press April 15, a week after 26 Guild-covered truck drivers opted to terminate their employment with Hearst's Albany newspapers in exchange for buyouts bargained by the Albany Guild.

The buyouts, at least one year's pay and a year's health insurance benefits for employees with 10 years' or more service, were included in an agreement approved by the local's membership at the Hearst papers April 7. Employees with less than 10 years' service were eligible for severance pay, plus service-based payments of $1,000 to $4,000, and maintenance of health insurance benefits for up to six months.

Two weeks earlier, on recommendation of Guild bargainers, members unanimously rejected a company offer of a year's pay and medical benefits for employees with service of 20 years or more [Guild Reporter, March 25].

With the buyouts and transfer of eight full-time drivers to part-time status, the transportation staff is reduced to 13 full-time and 36 part-time employees, from a total of 41 full-time and 31 part-time. Under the earlier proposal, described by the company at the time as its "best offer," full-time jobs would have been cut to seven and part-time positions increased to 43.

Employees opted for the buyouts in sufficient numbers that no drivers would be dismissed, a Guild representative said. The company has said that any other staff cuts in Guild-covered departments would be accomplished by attrition.

With co-operation of the state federation of labor, meanwhile, the Albany Guild was planning to conduct a workshop on job search techniques for drivers who took the buyouts.

Six of the ten drivers who were eligible for the the year's pay opted for the buyout, including one who was to receive 54 weeks' pay—produced by the contractual severance pay formula of two weeks' pay for each year of service—and was eligible to begin collecting pension benefits.

Full-time employees who switched to part-time jobs will maintain full-time health benefits.

Employees in the Knickerbocker News' editorial and advertising departments were being merged into the Times Union staff. The morning paper was converted to all-day publication.

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'Knick' alumni mark its passing

Albany, N.Y.—Several hundered area residents gathered in the city arts building for a wake the evening after the last edition of the Knickerbocker News was published on April 15.

Organized by a group of "Knick" alumni, including several former leaders of the Albany Guild, those assembled heard the 145-year-old daily's glories and foibles recounted in eulogies punctuated with funereal airs rendered on an organ.

Many passed by an open coffin in which was displayed a copy of the paper's final edition. Other displays throughout the hall featured memorable photos and other documents that played roles in the paper's history.

The Albany Guild was among several organizations that provided the organizers needed aid to hold the event and produce an 8-page tabloid titled "Goodbye to The Knick."

The U.S. price elevator

The table below records the ascent of the Consumer Price Index in the United States over a 24-month period following a 0.4-point increase in the index in March to 115.1, up 3.7 points from March 1987, and 7.2 points from March 1986. The first column lists the index for each of the last 12 months, the second the percentage increase over the same months of the preceding year and the third, the percentage increase over March 1986. The Urban Wage-Earners' and Clerical Workers' Index (CPI-W) is the source.

		Percentage over	
	Index*	Same month prior year	March 1986†
April 1987	111.6	3.7	3.4
May	111.9	3.7	3.7
June	112.4	3.7	4.2
July	112.7	4.0	4.4
August	113.3	4.3	5.0
September	113.8	4.3	5.5
October	114.1	4.6	5.7
November	114.3	4.7	5.9
December	114.2	4.5	5.8
January 1988	114.5	4.1	6.1
February	114.7	3.8	6.3
March	115.1	3.7	6.7

*1982-84 = 100 †Index = 107.9

Member-parents' child care needs test ingenuity and resourcefulness of many

(Continued from Page 1)

HAVING A FAMILY member care for a child while parents work "was ideal" for Gail Petty a Guild member in San Jose. Nine years ago when she went to work at the Mercury-News, her mother-in-law began taking care of Petty's six-month-old daughter, Jennifer.

Today, with three children and her mother-in-law since having moved out of state, Petty's two youngest children are cared for by an individual licensed to provide child care in her home.

"I worried at first about having a strange person care for my children," said Petty, but this is a neighbor and she has proved to be "really good" with the children.

The neighbor, who lives on the same street as the Pettys, has cared for 2½-year-old Nikki and 1-year-old Kevin since their mother returned to work after taking about five months maternity leave when each of them was born.

Jennifer, nine, comes home after school. The neighbor is close-by if she needs assistance. Until recently she attended an after-school program run by the YMCA.

Petty, in advertising billing in the Mercury-News' accounting department, works from 8:30 a.m. until 5 p.m. and then makes the 20-minute trip home in time to pick up the younger children by a 6 p.m.

Her husband, a painter, is not off in time to meet the 6 p.m. deadline, so "I'm trapped every night," explained Petty.

I'd like to see more benefits for working parents, said Petty, who pays $150 a week for the two children's care. On an annual basis, the child-care costs would total $7,800.

While happy with her current child-care arrangement, Petty said she would welcome establishment of a plan that permits employees to shelter from taxes those earnings they set aside for child-care expenses. Flexible scheduling that would allow parents time off to take children to the doctor or care for them when they are sick also "would be great," Petty said.

Salary offset plans for child-care expenses are in effect at several places where Guild members work and several Guild contracts call for others to go into effect by year's end. Under U.S. tax law companies can set up the plans, which permit employees to designate amounts to be withheld from their pay for child-care expenses. Employees then are reimbursed for expenses upon presentation of proper receipts.

A drawback can be the "use it or lose it" feature of the plan. Once deducted, employees can reclaim the funds only for child-care expenses. If they over estimate their child-care expenses, they cannot reclaim the excess funds.

Petty also suggested that more paid time off be provided for new parents. "We could do it for five months, two years apart, when I took maternity leave, but that is it," said Petty. She collected six weeks' disability pay and used some vacation during the periods she was off work.

"It's not easy having kids and working full-time," said Petty, adding: "I don't know how families do it though [make ends meet] when just the husband is working."

She is one of an increasing number of women with young children who are employed. In fact, recent statistics compiled by the U.S. Labor Dept. show that more than half, or 55 percent, of the mothers of children under age three were employed in 1987, compared to less than one-fourth of them in 1967.

A similar pattern exists in Canada, where 57 percent of women with children under age 3 were employed in 1987, compared to 32 percent in 1976 when Statistics Canada began tracking employment among women with children.

EMPLOYEES in the inside circulation department of the Washington Post—most of them women and many with young children—would prefer a company-sponsored child-care facility to the tax-savings plan now in effect at the paper, however, according to Jamie Ward, a Guild steward in the department.

Ward is the mother of two, Damien, 9, and Kevin, 4.

Child care is causing problems for employees, she said. Those problems are aggravated on days when snow closes area schools and inside circulation staff are expected to report for work as "essential personnel," she added.

Starting times are as early as 5 a.m. in the department, and "it is tough to find a sitter that early in day," said Ward, speaking from experience.

Five years ago, she used to drop Damien off at 4:30 a.m. with people who ran a child-care service and were up that early to prepare for the first bus pick-up of the day.

Circulation staff work Saturdays and Sundays, too, causing more child-care headaches.

"I sometimes brought the children to work on Saturdays," said Ward, but added that "the company didn't care for it too much." They have since established a policy against the practice, she said.

Ward's children currently are enrolled in programs operated by the public schools in the suburban county where she lives. Kevin attends a Montessori early childhood program from 8 a.m. until 2 p.m. and then is transferred to the care of a person who lives next to the school.

While the school provided Ward a list of nearby residents offering after-school care, demand for their services is high and she was able to secure the arrangement only after discovering an acquaintance among the prospects.

Damien is in his third year attending an extended-day program at another county school. He catches a bus at 7:15 each morning for the elementary school where he attends regular classes and then participates in after-school activities, including a computer-lab program, sports, woodworking and art.

Both of the children must by picked up by 6 p.m. A data operator in the subscribers and non-subscriber section of the Post's circulation department, Ward currently works 8 a.m. to 4 p.m.

Ward pays fees for the programs that would total about $5,000 on an annual basis. The end of the school year, however, brings the need for different arrangements, including sitters and day-camp programs.

Ward faced another problem last spring when Kevin suffered asthma attacks that required emergency treatment and Ward's attention on more than a dozen occasions.

Fortunately, under the Washington-Baltimore Guild's contract with the Post, she is able to use sick leave to cover time lost when one of the children is ill, but her time away from work could be reduced if child care were more accessible for Post employees.

FOR TRISH Crawford, daughter Laura is just across the street from Crawford's desk at the Toronto Star.

"I can get there in 30 seconds" to pick up Laura for a doctor's appointment, for example, said Crawford. "That's an advantage for my employer."

Twenty-month-old Laura is one of several children of Star employees enrolled in a child-care center located in an office building across the street from the daily. Crawford went on a waiting list for infant care when she was one month pregnant and before the facility had opened.

When Laura was 6-months old, a spot opened among the seven reserved for infant care at the center, operated by the George Brown Community College.

While it has proved to be a "dream day care situation" for Crawford, few other parents at the newspaper are likely to have the same opportunity since the center's priority is to serve employees working in the office building housing the facility, and the waiting list has grown long.

"I get quite a few inquiries from Toronto Star employees," said Moira Bell, the center's director. She said she often asks them, "Why doesn't the Toronto Star open a child-care center?"

A group of Star employees that would like to see that happen recently has become reactivated. The group is in the early stages of developing an agenda.

Laura, now in the 10-child toddler group, "loves the program" and has "become very social," said Crawford, a feature writer for the Star. "For me there is peace of mind because she is just across the street."

"At first," Crawford said, she dropped in to "spy on them" during the day, but no longer finds it necessary since the children and teachers are busy with activities that are planned throughout the day.

For the college, the center serves as laboratory for students in its early childhood education program.

"I couldn't pay what it would take" to hire an individual to care for Laura at home who could provide the same high quality environment she has at the center, said Crawford, a member of the Southern Ontario Guild.

"Day care is not for everyone's infant, however," she added. For some parents "an institutionalized setting is just not right."

Crawford pays $525 a month, or $6,300 a year, for child care at the downtown center. Operation of the facility is partially subsidized by the college.

Because the center closes at 5:30 p.m. she gets an early start on the feature department's typical 10 a.m.-to-6 p.m. shift and works through lunch. Crawford's husband, an attorney who works in the Toronto suburbs, is home to care for Laura if Crawford works in the evening.

NEARBY CHILD care is soon to become a reality for employees of at least two other papers where Guild members work: the Seattle Times and the Sacramento Bee.

The Seattle Times committed more than $200,000 to renovate and develop a child-care facility in a one-story building it owns within two blocks of its downtown plant, explained Cathy Reiner, who served on an employee committee that co-ordinated the project.

The center, intended to accommodate 54 infants and toddlers, is scheduled to open May 1. It will be managed by a group that operates two other centers in the vicinity. Space will be available at those facilities for older pre-school children of Times' employees.

With a subsidy from the Times, employees' fees at the centers will range from $310 to $475 a month, based on age; non-employees pay $400 to $560 at the same facilities.

"The Seattle Times has finally discovered child care," said Pacific Northwest Guild President Emmett Murray. The local first proposed employer-sponsored child care in bargaining with the company more than 15 years ago, said Murray. "We were laughed at," he recalled.

Meanwhile, the Sacramento Bee has announced that it plans to develop a child-care facility for employees' children and has targetted the first of next year for the opening. While selection of a site for the facility was still under consideration in late March, a four-unit apartment building the company owns across from the newspaper was a likely prospect, according to Bob Shallit, a member of the Bee's child-care committee.

Plans call for the center to care for about 36 children, including infants, toddlers and pre-schoolers, and to remain open an hour or so later than the 5:30 p.m. closing prevalent among day care facilities in the Sacramento area, according to Shallit, assistant business editor for the Bee and a member of the Northern California Guild.

Originally management was concerned that a child-care facility might not fill up, but "I can just look around and see a couple dozen people who could use it immediately," said Shallit.

With a 15-month-old daughter, he counted himself among them. "I'd love to have her nearby" in a center where parents would have "control over the nature of care," he said.

The Bee is soliciting bids from contractors to manage the center, while a parent board is planned to oversee its operation.

The company will provide the building, pay taxes and insurance, while employees who use the facility will pay fees to cover the cost of staffing and other operating costs, explained Shallit.

The Bee's child-care committee is an outgrowth of Guild efforts to win child-care benefits over the past five years, said Travis Brown, a Guild representative.

After forming its own child-care committee in 1983 and surveying members, the Guild made child care a priority at the outset of bargaining with the Bee in 1986, Brown said. Company bargainers ultimately agreed to a Guild proposal that a child-care committee be formed, but after doing so refused to let the local appoint any members, Brown said.

Shallit, however, points out that company representatives say they were already exploring the possibility of employer-sponsored child care for Bee employees.

(Guild bargaining at the Bee, meanwhile, has been stalled, with the company declaring an impasse in the talks, and the Guild launching a subscriber boycott.)

RITA WURM, who served on the Twin Cities Guild's bargaining committee in recent talks at the St. Paul Pioneer Press Dispatch, would like to see employer-backed child care in St. Paul. "The need is there if the rates were reasonable," she said.

Guild bargainers did win the company's agreement to set up a salary reduction plan for child-care expenses.

Wurm, a pay-by-mail clerk in the paper's circulation services department, and her husband and fellow Guild member, Scott, a building maintenance person in the paper's production plant, may achieve some tax savings if either or both of them opt to defer a part of their earnings when the plan takes effect next fall. The federal tax code limits annual child-care offsets to $5,000 for an individual or married couple.

With a 16-month-old son, Scott, cared for at a private home licensed to provide day care, and 11-year-old Jon attending a before-school program, the family has annual child-care expenses of more than $4,000.

Wurm said she interviewed a number of persons before selecting a woman who cares for a total of five children in her home. "It's hard to find someone you like and can count on," she said.

A computerized list of licensed child-care providers was confusing and of little use, she said, adding that ultimately a co-worker steered her to the arrangement she made.

Wurm said she sought a home-care situation for Scott, as an infant, but might consider a child-care facility when he is older. Her older son, Jon, began in a day-care program when she was about three, she said. She moved him several times, Wurm recalled.

Today, Jon is part of a "latch-key" program operated in a public school building in South St. Paul. Occupying a portion of the building no longer used for school classes, the program offers before-school care and breakfast as well as after-school supervised activities. Beginning with this school year, Jon attends only the morning session, his mother said.

Tuition for the morning program is $35 every two weeks; $70 every two weeks for before and after-school care. Scott's care costs $60 a week.

Mornings at the Wurm's home in South St. Paul begin early with both parents' shifts at the paper starting at 7 a.m. "We leave the house at 6:30," drop off Jon and then drive to West St. Paul "to drop off Scott" and then on to work. "We have it down to such a routine, we can do it in that short a time," Wurm explained.

IN RIDGEFIELD, Conn., Annette Bolinsky's day begins early, too, but 11-month-old daughter, Elizabeth, can go on sleeping while mom prepares to leave by 7 a.m. for an hour-and-a-half commute by train to New York.

Bolinsky hired a visitor to the country from Poland—who is living with the family, temporarily—to care for Elizabeth.

"Considering my hours, dropping off my child or having a sitter come in for the day was not an option," explained Bolinsky, who said she is away a minimum of 12 hours a day. Her husband currently is logging even longer hours as he starts his own business in the city.

The live-in sitter is the second to join the household since Bolinsky returned to her job as a graphic designer in the promotion department of the New York Daily News after a seven-month maternity leave.

In search of applicants interested in providing child care and willing to live with the family, Bolinsky said she ran ads in local ethnic newspapers, but limited the ads to Polish and Greek papers when she advertised the second time around. "I'm Greek, and my is husband Polish."

The arrangement costs $200 a week, plus room and board. The sitter lives in "mother-in-law" quarters in the house.

"I'd love to see a child-care facility at the News," Bolinsky added. The current sitter plans to return to her own family in Poland in about six months.

Unit chair of the New York Guild's unit at the Daily News, Bolinsky spends afternoons working for the local in an office provided in the News building. She also is vice president of the Guild local's representative assembly and a pension plan trustee.

When meetings don't keep her late in New York, Bolinsky has a long evening with her daughter, who stays awake until about 11 p.m., after two naps during the day. "We play, I bathe her and get dinner for everybody," said Bolinsky.

There's one good thing about the long commute, she says: "I can get a cat nap. It rejuvenates me."

TNG set child-care goals in 1970s

GUILD BARGAINING goals have sought employer backing for child-care services since 1970.

Those goals, set by TNG convention action, have taken a dual approach, seeking reimbursment to employees for their child-care expenses and also calling for employers to establish child-care centers at or near employees' work sites.

Guild bargaining for child-care has brought the establishment of a variety of committees to study the issue, as well as several salary-offset plans that permit employees to have child-care expenses withheld from their taxable income.

In calling for employers to establish child-care centers, Guild bargaining policy recommends that employee-parent groups oversee their operation and urges co-operation, where appropriate, with other unions representing newspaper employees.

Executive: on-site child care makes good business cents

EMPLOYER-SPONSORED child-care centers "makes good business sense," according to the chief executive officer of a company that owns one.

Any business can justify investments in child-care, provided it employs parents, William J. Popejoy, chairman and chief executive officer of the American Savings and Loan Assn. of Irvine, Calif., told a recent child-care conference in New York.

"Our company is a better company" since we instituted an effective child-care program, Popejoy said. Since opening a company-sponsored child-care center, Popejoy said, the company had been able to hire higher quality employees and stem turnover.

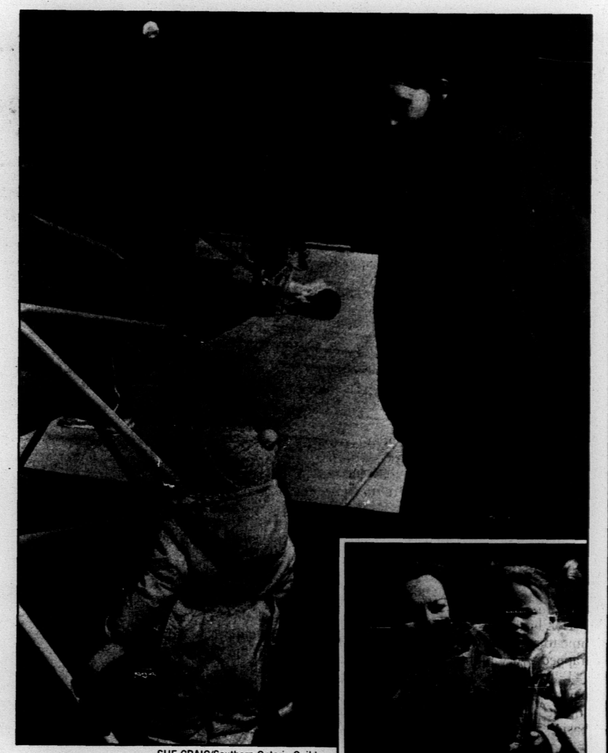
Other conference speakers echoed his sentiments, including Art Strohmer, director of human resources and staffing for Merck & Co., who cautioned conference participants that companies that fail to respond to employees' needs for child-care support "will find that [employees with] the skills . . . will go elsewhere."

Child-care programs can boost profits by improving employees' productivity and reducing absenteeism, other business representatives told the conference, sponsored by the Child Care Action Campaign.

The Bureau of Labor Statistics, meanwhile, reports that two percent of 10,345 private and public employers surveyed by the federal agency sponsored child-care facilities, and three percent of them subsidized employees' child-care expenses.

RAYMOND CROWELL/Washington-Baltimore Guild

AFTER HER WORKDAY, IT'S TWO STOPS FOR TWO SONS FOR JAMIE WARD
For Washington Post circulation staffer, first its Kevin, 4, then it's Damien, 9.



SUE CRAIG/Southern Ontario Guild

TRISH CRAWFORD with daughter, Laura, 20-months, at roof-top playground of child-care center near Toronto Star.

BEST COPY AVAILABLE BEST COPY AVAILABLE

Padia urges Hispanics to organize on bias

(Continued from Page 1)
Hispanic Journalists (NAHJ), the National Assn. of Hispanic Publications, the Hispanic Academy of Media Arts & Sciences and the Network of Hispanic Communicators.

Alterman stressed the importance to the Daily News case of the kind of profile Padia discussed.

All three panelists acknowledged that employees can put themselves at some risk, at least in the short run, by taking steps to seek to assure that the doors to opportunities are open. Gonzales, however, noted that most important undertakings involve risks. "If you are not willing to give up anything, you are not willing to gain anything, he observed.

On the conference's final day it was reported that through an "agenda-setting liaison committee meeting" the day before, the NAHJ, the National Assn. of Black Journalists and the Asian American Journalists Assn. had officially "joined forces" to "unite minorities and broaden their representation in the media."

"The Latino Reporter," a 16-page tabloid on the conference published on all four of its days, quoted leaders of each of the organizations as predicting a greater impact on eliminating discrimination from industry practices through a united effort than any of them could achieve singly.

Hispanic employees in newspapers, publishing and printing in 1987 made up 4.8 percent of the industry's total workforce, with Hispanic reporters and editors making up 2.6 percent of the total in those jobs, according to the U.S. Labor Dept.'s Bureau of Labor Statistics. The American Society of Newspaper Editors reported in April last year that total minority employment in news rooms came to 6.56 percent of all holding so-called "professional" jobs there.

The U.S. Hispanic population, currently approximately 7 percent of the total, is experiencing rapid increase, the head of Hispanic research for the U.S. Census Bureau told a conference panel. In the next 12 years it is expected to reach 11 percent, said Jorge H. del Pinal, with about half the growth from immigration and the rest from natural growth.

The Latino Reporter's final edition, meanwhile, quoted both the NAHJ's outgoing president and a member of the ASNE's Minorities Committee as predicting failure for the ASNE goal of seeing the number of minorities working in news rooms match their proportion of the U.S. population by the year 2000.

NAHJ President Manuel Galvan, a member of the Chicago Tribune editorial board, said that while he feels industry minority recruitment efforts "are the strongest yet," they are "not enough" to catch up with the increase in the minority population.

The ASNE committee's Laurence O'Donnell, an associate editor of the Wall Street Journal and a participant in a conference panel on job stress, told the Reporter that he sees achieving employment parity as less crucial than newspapers changing "what they print to reflect more fairly" minority issues facing society.

The tabloid also reported that 36 recruiters from newspapers and magazines and 16 from television had registered for the conference's job fair, as had 60 applicants for jobs with the former and 100 for jobs with the latter.

At last year's conference, there were 24 newspaper/magazine recruiters, 45 applicants and 23 jobs secured; eight television recruiters, 80 applicants and six jobs.

Among this year's print recruiters were Associated Press, the Baltimore Sun, the Detroit Free Press, Gannett, Knight-Ridder, the New York Post, Philadelphia Inquirer, Providence Journal, Rocky Mountain News, Sacramento Bee, San Antonio Light, San Francisco Chronicle, San Jose Mercury News and Washington Post.

NAHJ's election of officers for the coming year, concluded during the conference, saw Evelyn Hernandez, a reporter with New York Newsday, elected over Julio Moran, a reporter with the Los Angeles Times, in the organization's first-ever contested election for its top office.

Elected without opposition were Rosalind Soliz, a reporter with KERA-TV in Dallas, 1st vice president; Ernie Sotomayor, an associate editor of the Dallas Times Herald, 2nd vice president; Elisa Alfonso, a writer/producer with WSNS-TV in Chicago, secretary; and Norma Sosa, managing editor of the Corpus Christi Caller-Times, financial officer.

Elected to three "at large officer" seats on the NAHJ board, from among five candidates, were: Patrisia Gonzales, a reporter with the Philadelphia Inquirer; Edna Negron, a reporter with Newsday; and Ivan Roman, a reporter with the Miami Herald.

Industry group issues standards for design of VDTs and offices

(Continued from Page 1)
view nearly three years ago, center on their omission of provisions covering work practices for VDT users such as rest breaks and eye examinations.

As he put it in reviewing the standards' draft, TNG Research & Information Director David J. Eisen said he does "not believe that a standard designed to alleviate operators' work-related health symptoms can draw the line at VDT, workstation and office-environment specifications." He called eye exams and rest breaks "of major importance" to such an effort. TNG also objected to the absence of any representatives of labor and government on the standard-drafting panel.

While not represented on the drafting committee, TNG participated in an official canvass on the standard. Like most unions participating, it abstained on a canvass ballot because of the rest-break and eye-test omissions and the makeup of the committee.

In addition, TNG submitted a number of specific criticisms of the standards draft, some of which were reflected in the final version. Other significant improvements also were incorporated, Eisen said.

As far as the final standards go, Eisen said, he views them as "a welcome development," predicting that they will "reinforce union positions" at the bargaining table and that they could well "inject new life" into efforts for VDT-safety legislation.

HFS respresentatives said the standards do not cover work practices and other topics related to VDT work because "they are the subjects of other standardization efforts or there are insufficient empirical data on which to base requirements."

Harry L. Snyder of Virginia Polytechnic Institute, who chaired the HFS panel that developed the final ANSI document, told VDT News that he would not be strongly opposed to legislation based on the standards since they would provide a more solid footing than some of the positions taken in the past by some management and labor groups. He urged, however, that any legislation recognize, as do the standards, that "new or alternate technologies may develop" which may be shown to produce "equivalent or higher levels of human performance without a decrease in comfort."

The standards set limits on lighting brightness and prescribe chair requirements, workplace design, keyboard characteristics and screen requirements, among other provisions. Among the recommendations are elimination of glare and flicker, a minimum character size and the provision of footrests when needed.

Among omissions cited in TNG's critique are an independently adjustable keyboard support, palm rests, chair casters and an unqualified recommendation of detachable keyboards.

Among TNG recommendations incorporated in the final standards are drapes to help eliminate glare, a limit on contrast between the screen and surrounding surfaces, elimination of glare at its source and VDT brightness controls.

Kaczor, former Cleveland leader

Cleveland—Dolly R. Kaczor, a former president of the Cleveland Guild and a former leader of the local's unit at the old Cleveland Press, died March 31. She was 61.

Kaczor, who worked for 30 years for the Cleveland Press, was co-ordinator of the advertising art department when the paper was closed in 1982. She was president of the Guild local in 1978 and served several terms as the chair of the Press unit. She was a delegate to several Guild conventions.

After the Press closed, she joined a local advertising firm, where she was a vice president.

Survivors include a daughter, Patricia Danko, and three grandchildren.

MAGDALENA ZAVALA

TNG'S ANNA M. PADIA, LEFT, WITH WORKSHOP PARTICIPANTS AT HISPANIC MEETING
Others, from center, Gilbert Munoz, WBBM-TV, Chicago; Beatrice Garcia, Wall Street Journal, workshop moderator; and Sylvia Moreno, New York Newsday.

IT SEEMS TO US

Council IFJ action said aimed at 'prioritization'

LEXINGTON, KY.

Editor:

After reading William Moody's letter ['More global solidarity, not less, urged for Guild,' Guild Reporter, March 25], I feel compelled to reply.

The issue is prioritization; not isolation.

There is no stronger believer in labor solidarity than I am. As an officer of a small local and as an activist in Knight-Ridder Council, I realize all too well the need for all unions to stick together.

Like Brother Moody, I strongly support the Guild's solidarity policy.

But at a time when our union faces relentless attacks from one end of the continent to the other, we have to establish financial priorities.

President Charles Dale said that TNG's participation in the Int'l Federation of Journalists could cost $65,000 to $70,000 this fiscal year. Dues alone could cost $50,000.

And he said he could not demonstrate that we are getting $70,000 worth out of our affiliation.

In fact, at two Southern District Council (SDC) meetings at which IFJ was discussed I have yet to hear what the Guild has gotten out of IFJ participation.

Some would use this as a political football to criticize the past administration. I refuse to join such efforts. The IFJ goals are lofty. But the $70,000 could be better spent on organizing and similar efforts.

RAY COHN
Vice President
Lexington Guild and SDC

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.

Retiree finds situation in Cleveland 'disquieting'

HYATTSVILLE, MD.

Editor:

Disquieting it was reading your photo story "Editor-priest 'shoots' pickets" [Guild Reporter, April 8]. After nearly a year, the Catholic Universe Bulletin has not made peace with the picketing Cleveland Guild, the paper thus bypassing a chance to lead in preserving human rights.

The word "Catholic" as a journal bannner must wave high in beauty and integrity as a standard for the papal encyclicals and for the American hierarchy in their clarion calls for social justice.

Have colleagues in Catholic journalism rallied around the Cleveland situation? If not, they suggest the following: they are working in a ministry of fear; their attitude is "Screw you, Jack, I got mine;" they and management dance the sweetheart waltz.

S.J. MIRAGLIOTTA
Retired—NCNS unit
Washington-Baltimore Guild

Cleveland columnist wins suspension cut

Cleveland—The suspension of a columnist by the Cleveland Plain Dealer that touched off public protests a year ago has been reduced by an arbitrator from five days to three because the company imposed discipline without hearing the grievant's side of the story.

Columnist Tom Andrzejewski was suspended for a week after he had an angry exchange in a telephone conversation with an assistant prosecuting attorney who called to complain about a column that was critical of the prosecutor's office.

The assistant prosecutor taped part of the conversation, without informing Adrezejewski, then played the tape to management.

It "seems probable" that the grievant was "baited . . . into uttering irrational, intemperate, abusive remarks," wrote arbitrator Clair V. Duff, while adding that "there is no excuse for an experienced journalist ever to 'fly off the handle' as the grievant admits he did."

The grievant challenged the assistant prosecutor to sue the publisher over the column during the telephone exchange.

In ruling Dec. 29, Duff held that "stern punishment was merited."

At the same time, he found there had been no need for haste in imposing discipline and said that the grievant should have been given "a full and fair opportunity" to appear before management with Guild representatives "to state his version of the case."

Reducing the the suspension by two days, the arbitrator also noted that management representatives imposed the penalty after being told the grievant's 23-year record with the paper included two similar "chinks," an allegation that was proven false during the arbitration hearing.

Andrzejewski, meanwhile, has been transfereed to a general assignment beat. He was removed from the column shortly after Duff's award was issued.

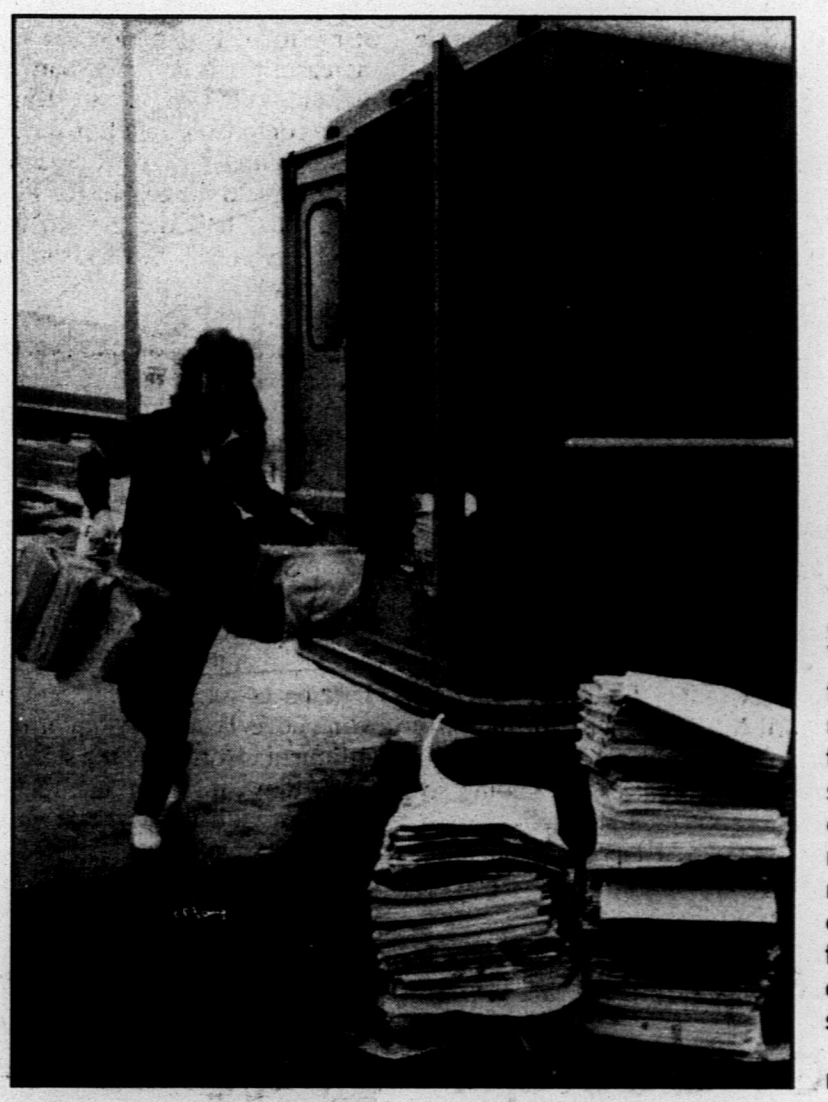
Management of the Newhouse paper said there was no coincidence in the timing of the transfer, that it had been planned, a local Guild representative said.

Andrzejewski was assigned several months before the incident to be what the paper's managing editor described to the arbitrator as a "kick-ass columnist." He had been writing a city life column for several years.

Now, management representatives alternatively charge that he was too quick in the column to attack the establishment or that the column was boring, said Guild Administrative Officer J. Stephen Hatch.

Local members picketed the Plain Dealer in protest over the suspension last January, while an organization headed by U. S. Rep. Louis Stokes adopted a statement in support of the columnist.

'Braking' through at the Ottawa Citizen



Anne Marie McNulty, 18, "slugs" a couple of bundles of Ottawa Citizens from truck to curb as she goes about her job as the first woman circulation district supervisor employed by the Southam-chain daily. ("About time? . . . You bet!" noted After 30, the Ottawa Guild's publication.) For now a Saturdays-only part-timer, the high school student says she hopes to increase her days of work this summer to earn more for future studies, After 30 reported, adding that her duties are the same as a full-timer in the job: ensuring that the routes are completed and otherwise supervising carriers, in addition to unloading bundles.

Photo by DANNY DEWAN/Ottawa Guild

Driver reinstated after accident

Albany, N. Y.—An arbitrator has ordered Hearst's Albany Times-Union and Knickerbocker News to reinstate a circulation driver it fired after a traffic accident that caused damage to the company's vehicle and another driver's car.

While the company argued in the hearing that discharge was warranted since the grievant had been involved in three other accidents, arbitrator Shelia S. Cole disagreed, finding that the company failed to prove that the accident was preventable.

The company's conclusion was based on "extremely limited information," Cole said in a Jan. 28 ruling. The company official who investigated relied solely on the report filed by a police officer and the officer had limited experience, she noted.

The grievant and the Guild disputed the officer's conclusion that the grievant failed to yield the right of way. They pointed out that the officer did not witness the accident, took no notes when he interviewed the drivers involved and wrote the report 15 or 20 minutes later. The officer had been a member of the Watervliet (N.Y.) police force for about seven months at the time.

"It is possible" the officer's "report reflects a mistake," said Cole, who found credible the grievant's testimony that he did not see the on-coming car before making a left-hand turn.

She ruled the accident could not be classified as preventable since the driver of the other car "would have been at least as responsible for the collision" and she ordered that the grievant be reinstated with back pay.

The accident, which damaged the front bumper and grill of the company's vehicle and the front bumper and fender of the other car, occurred about 11 months after the grievant had been reinstated with partial back pay under a Guild-negotiated settlement after he had been fired for three "preventable accidents" on the job in less than three years.

Company policy calls "three preventable accidents . . . cause for dismissal," although the circulation director testified that discharge is not automatic since the company considers the nature and severity of an accident and the time between accidents, the arbitrator also noted.

Waukegan accord extended to new daily

Waukegan, Ill.—Management of the Copley chain's Waukegan News-Sun has agreed to extend the terms of the Chicago Guild's contract covering the paper's news room employees to editorial employees of a new daily it has launched in the western part of the county.

The nine employees of the Southwest News-Sun in Libertyville will be covered by all provisions of the Waukegan agreement except security provisions, which temporarily are being lifted in the event the new venture fails, said the Guild's executive director, Jerry Minkkinen.

As part of the agreement extending the coverage to employees of the paper, which debuted March 14, Guild and management representatives also resolved 275 outstanding grievances and 50 cases headed for arbitration. Most of those grievances arose during a 10-month dispute in Waukegan after the company fired a dozen of its Guild-covered employees in March last year.

In settling the grievances, the company agreed to reinstate with back pay four employees who had not returned earlier, and it also said it would add to the staff.

The Guild unit in December had called off a byline strike prompted by the staff cuts when the last of eight employees who wished to return at the time had been recalled. In doing so, it noted that the news room remained short staffed, however, since most employees had been recalled as others resigned [Guild Reporter, Jan. 15].

Canada's boycott list

Sanctioned by the Canadian Labour Congress and provincial labor federations January 1988

Canadian Labour Congress
Blue Cross (Ontario)
California table grapes
Electrolux
Red Coach Lettuce
Shell Canada

Alberta
California table grapes
Canada Post franchise outliets
Hyunda;
McGavins, Pineridge, O So Good breads
Safeway meats (Lakeside Packers, Brooks, Alb.)
Shell Canada
South African products

British Columbia
California table grapes
Chilean products
Consumer Reports magazine
Hyundai
Lettuce (Donny, Red Coach, Big Fred, Big A, Bobby & Andrews)
Louisiana Pacific Corp. (forest products, construction material, Waferwood construction panels, Pabco Xonolite insulation, Weatherseal windows and doors)
Victoria Plywood

Manitoba
California table grapes
South African products

New Brunswick
Coco-Cola products
Perfection Foods products produced in Prince Edward Island
Sobey's Stores Ltd. (retail grocery outlets and all non-union operations in the Atlantic Region)

Newfoundland
Perfection Foods products produced in Prince Edward Island
Sobey's Stores Ltd. (retail grocery outlets and all non-union operations in the Atlantic Region)

Nova Scotia
California table grapes
Holiday Inn, Robie St., Halifax
Lawton Drugs
Perfection Foods products produced in Prince Edward Island
Sobey's Stores Ltd. (except Cape Breton Island)
South African products

Ontario
California table grapes
Canada's Wonderland

Quebec
The Bay, Simpson's and Zellers stores
California table grapes
Electrolux
Simmons Co. (bedding products)
South African products

Prince Edward Island
Coca-Cola products
Electrolux
Hyundai
Perfection Foods products produced in Prince Edward Island
Shell Canada
Sobey's Stores Ltd.

Saskatchewan
Bi-Rite Drug Stores
California table grapes
Chilean products
Co-ops (except dairy producers and the Saskatoon, Moose Jaw and Hudson Bay Co-ops).
Electrolux
Shell Oil
South African products

LOCAL ELECTIONS

Denver
Dave Krieger, president; **Amy Ames,** 1st vice president; **Nancy Thomas,** 2nd vice president; **Mike Patty,** secretary; **Ken Vierczhalek,** treasurer.

Pawtucket
Dale King, president; **Jim Baron,** 1st vice president; **Andria Barry,** 2nd vice president; **Joanne Donnelly,** recording secretary; **Valerie Whalen,** corresponding secretary; **Michelle Landry,** treasurer; **Denise Belgarde,** ass't treasurer.

Peoria
Bill Knight, president; **Michael Miller,** vice president; **Judy Howard,** secretary; **Elaine Hopkins,** treasurer.

Southern Ontario
Dennis Robinson, president; **Paul Bryan,** 1st vice president; **Gail Lem,** 2nd vice president (Lem, 355; Shannon McManus, 261); **Jeff Andrew,** secretary (Andrew, 344; Sharon Bryant, 248); **Sam Reyenga,** treasurer (Reyenga, 393; Ken Fagan, 185).

Twin Cities
Ann Wilhelmy, president; **Karl Karlson,** editorial vice president; **Terry McKey,** commercial vice president; **Dorothy Lewis,** secretary; **Neal St. Anthony,** treasurer.

Windsor
Dave Hall, president; **John Poole, Mary Mackay-Black,** vice presidents; **Karen Hall,** secretary; **Grant Black,** treasurer.

Wire Service (U.S.)
Kevin Keane, president; **Tim Klass,** AP vice president (Klass, 175; Jim Mone, 143); **Mark Dupuis,** UPI vice president; **Adolphe Bernotas,** secretary-treasurer; **Diane Duston,** AP delegate (Duston, 217; Anthony J. Winton, 96); **Jon Frandsen,** UPI delegate.

Congress backs family celebration

Sen. Edward M. Kennedy (D-Mass.) announces wide bipartisan support for a congressional resolution endorsing the goals of the American Family Celebration. The May 14 event, on Washington's mall, is being sponsored by 165 national and state organizations, including the Coalition of Labor Union Women, the AFL-CIO and TNG, plus church and welfare groups. The resolution puts Congress on record favoring "affordable, quality support" for all families. This includes, it says, health, child and elder care, jobs, shelter, education, equal pay and a safe environment. Participation of Guild members and locals in the celebration is being co-ordinated by TNG staffers Anna M. Padia and Linda K. Foley. Flanking Kennedy above are Sens. Barbara Mikulski (D-Md.) and John Heinz (R-Pa.), co-sponsors of the resolution.

'Unfair' rating issued in Consumers Union salary posting dispute

New York—Consumers Union has elicited an "unfair" rating from the National Labor Relations Board's regional director for allegedly threatening reprisals against Guild leaders after lists of management raises and salary levels were posted on union bulletin boards last fall.

On March 30, NLRB Regional Director Daniel Silverman issued a complaint on New York Guild allegations of unfair labor practices by the publisher of Consumer Reports magazine and ordered an administrative law judge to conduct a hearing on the charges.

The local filed the charges last Nov. 24 after management issued letters to leaders of the Guild's unit at CU that included what one officer described as "veiled, ambiguous and unspecified" threats. In a memo to unit chair Jim Boyd, for example, the company warned of "serious actions" over the "disclosure of confidential matters."

The threats were made after lists of recent raises and salaries of supervisors and other non-union employees were posted on Guild bulletin boards. They showed that exempt employees had received increases averaging about 8 percent, while management was refusing to improve a 1.5 percent annual wage proposal to the Guild.

Management later raised its wage proposal to about 2 percent a year, but continues to insist on a pool from which additional increases would be disbursed totally at management's discretion.

By threatening Guild unit leaders with reprisals, the company is interfering with and restraining employees from exercising rights guaranteed by federal labor law, the regional director said in issuing the complaint.

Meanwhile, a civil suit the company filed against Boyd and Gordon Hard, vice chair of the Guild unit, after the bulletin-board posting has been transfered from state to federal court, where the defendants are seeking its dismissal.

The Guild has been bargaining for a new contract with Consumers Union since the fall of 1986. Although the company is making more money "by far" than ever, it appears intent on "rendering the union harmless," said Hard.

In the agreement that expired at the end of 1986, the unit gave up key jurisdictional provisions after a three-month strike, Hard said.

The local called a boycott of Consumers Union publications last year after the company refused to back away from demands for additional concessions in a new agreement.

CU's executive director, Rhoda Karpatkin, is "fundamentally intolerant of dissent," Daniel Lazare wrote in an analysis of Guild-Consumers Union relations in the April 6-12 issue of "In These Times," publication of the Institute for Public Affairs in Chicago.

Karpatkin "wants something like the style of management in a law firm where the partners are the productive employees and everyone else are service personnel tending and grooming the partners," said Michael Echols, an editor and Guild activist.

Another Guild member, unnamed, put it another way to Lazare: "'It's a hard time for unions, and nobody seems to give a shit anymore if a union gets busted'—least of all liberals," he wrote.

Guild files unfair charges at UPI, seeks copy of 'secret' transfer

New York—The Wire Service Guild has asked the National Labor Relations Board to order the new managers of United Press Int'l to provide the union a copy of their agreement with UPI owner Mario Vazquez Rana giving operating control of the news service to WNW Group, headed by Paul Steinle and Earl Brian.

The managers have refused to turn over the agreement to the Guild unless it signs a confidentiality pledge that would carry a $100,000 penalty if any of the information became public. UPI's refusal to supply the information is a violation of federal labor law, the local has said in unfair labor practice charges filed with the NLRB.

The union believes the new managers' "secret deal" with Vazquez Rana "may be a disguised sale of the company," Guild representative Dan Carmichael said in a recorded message to UPI members.

The local has the "right of first refusal" in the event of full or partial sale of UPI under the terms of an agreement it signed with Vazquez Rana in 1986 when he bought the news service from under the protection of the bankruptcy court. The Guild supported Vazquez Rana's bid for UPI as part of that agreement.

In its 14th month of bargaining for a new contract with UPI, the local's efforts to reach a quick resolution of outstanding issues with the new managers have proven unsuccessful.

Meanwhile, the union has re-engaged financial adviser Brian Freeman, who assisted Guild representatives in negotiating the agreement with Vazquez Rana during the bankruptcy proceedings.

Freeman, who "negotiated the key protections" for Guild-covered UPI employees in the bankruptcy deal, "is the best qualified person to assist in enforcing the agreement," explained Kevin Keane, president of the Guild local.

In its filing with the NLRB, the Guild also charges the new managers with unlawfully attempting to force the union to bargain over issues about which it is not required to bargain and illegally insisting that the Guild drop an earlier unfair-practice charge over the former management's cutting off the local's access to UPI's message wire.

The NLRB has issued a complaint on UPI's terminating the practice of the Guild using the message wire to communicate with members.

The local also has an unfair labor practice charge pending over management's declaration of an "impasse" in contract bargaining last November and its unilateral posting of working conditions.

Carmichael, a leader of the local's UPI unit, had been on a leave from his reporting job the past four months to work full-time for the local. In a recorded telephone message to members April 13, Carmichael thanked TNG for paying his salary during the period and called on members at UPI to keep on "sticking together day in and day out until the company realizes the extent of our resolve and single-minded nature of our determination."

Carmichael said he would be returning to work at UPI after taking some vacation.

NEW ADDRESS?

Please use this form so the Guild Reporter will move with you.

Type or print name, new address, and name of your Guild local in space provided below.

Mail to: Guild Reporter, circulation, 8611 2nd Ave., Silver Spring, Md. 20910.

Name

New Address

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DAY BOOK

Canadian District Council, spring meeting, April 30-May 1, Halifax, N.S.
New England District Council, spring meeting, Sheraton-Wayfarer Inn, Manchester, N.H., April 30-May 1.
Western District Council, spring meeting, Anaheim, Calif., Inn at the Park, April 30-May 1.
Ingersoll Council, spring meeting, May 14-15, Biltmore Plaza hotel, Providence, R.I.
Middle Atlantic District Council, spring meeting, Scranton, Pa., May 14-15
Great Lakes, Midwest, Southern District Councils, joint spring meeting, Pittsburgh Hilton, Pittsburgh, May 21-22.
55th Annual Convention, June 27-July 1, 1988, Hotel Vancouver, Vancouver, B.C.
Western District Council, fall meeting, Oct. 29-30, Monterey, Calif.
Western District Council, winter meeting, January, Bakersfield, Calif.
56th Annual Convention, Albany, N.Y., 1989.
57th Annual Convention, New York City, 1990.
58th Annual Convention, Montreal, 1991.
59th Annual Convention, Chicago, 1992.

The Guild Reporter

CALM ACPS

ILCA International Labor Communications Association AFL-CIO/CLC

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

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