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IEB proposes to revive organizing fund

Silver Spring, Md. — TNG's Int'l Executive Board is recommending that the union's 1988 Convention revive the Special TNG Organizing Fund by authorizing the transfer to the fund of interest earned by TNG's Defense Fund for an 18-month period.

The weekend following the IEB action, taken during its spring meeting April 25-28, three district councils of Guild locals—the Canadian, New England and Western—endorsed the proposal.

Under the proposal, interest and investment income earned by the defense fund between Jan. 1, 1988, and June 30, 1989, would go to the organizing fund. Defense fund earnings totaled nearly \$600,000 in the 12 months ended March 31. Expenditures of the transferred funds would be limited to organizing.

The recommendation was the product of a study by the IEB Finance Committee ordered by the full board after a proposal to create

a permanent organizing fund financed by a \$1 dues increase was defeated in a membership referendum last fall. The IEB's Organizing Committee joined the Finance Committee in recommending the proposal to the full board.

Unless "our union marshals immediately the necessary resources to organize," the board said in adopting its Organizing Report to the convention, the "slide in membership of the past year will not only continue but will worsen."

The convention will meet June 27-July 1 in Vancouver.

The transfer of defense fund interest for an 18-month period is the "first step" in reversing the slide, the report said.

TNG's Defense Fund had interest and investment income of \$597,454 during the fiscal year that ended March 31. Net worth of the Defense Fund exceeded \$8.6 million on that date (story below).

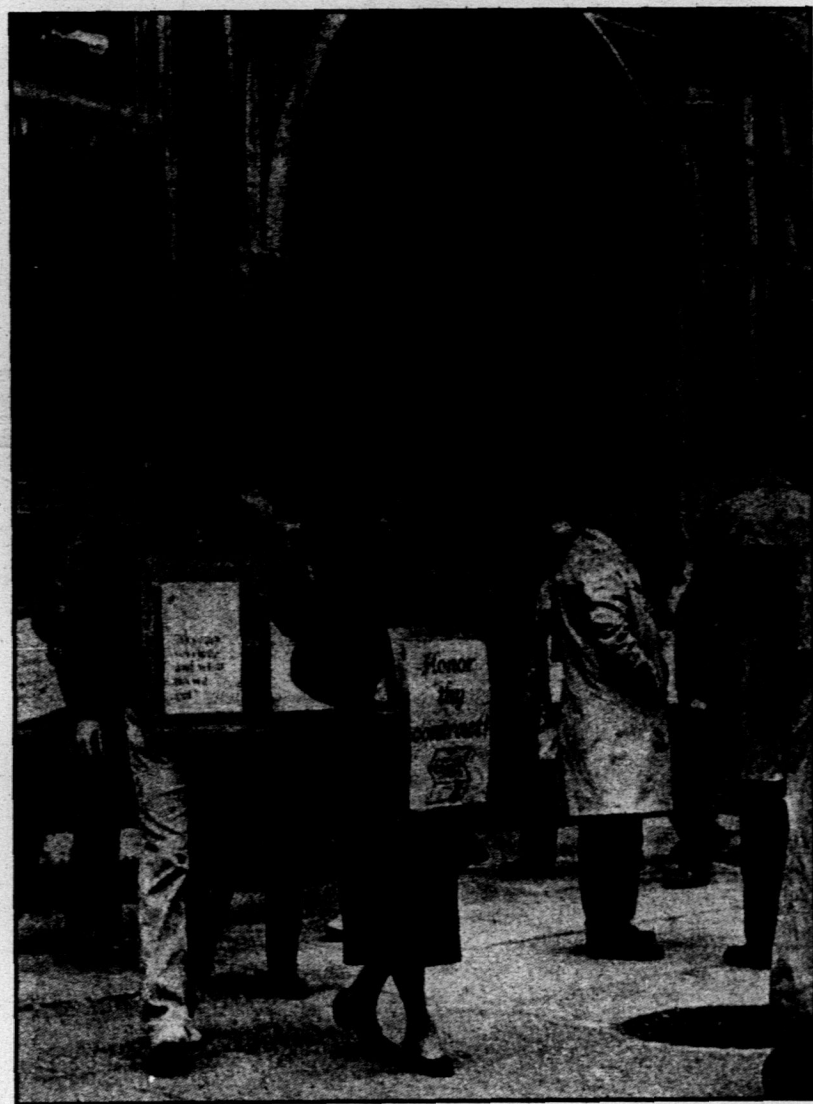
The Special TNG Organizing Fund, meanwhile, was all but de-

pleted on March 31, with a balance of \$9,056. It was established by the 1984 Convention and financed by a pair of membership assessments collected later that year. Those assessments produced more than \$1 million, the IEB noted.

Much of the special fund's resources were expended in the form of subsidies to Guild locals' organizing projects, including programs to bring so-called "free riders" working under Guild contracts

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Pickets march as news room and jobs eliminated



More than 40 march in Cleveland after Catholic Universe Bulletin without warning on April 18 eliminated news room and all four jobs there, claiming financial straits. The four dismissed also are leaders of the Cleveland Guild and of its business, news and production unit at the diocesan publication. Guild filed unfair practice charges and made proposals to management to restore jobs of the four and improve the paper's financial performance. Pickets pictured include, foreground, Joe McKenna, the paper's city editor and a local Guild vice president, and Mary Engler, a reporter, CUB unit chairperson and immediate-past president of the Cleveland Guild.

Board sets pared operating outlays after record deficit

Silver Spring, Md.—Coming off a fiscal year in which the union's operating costs outstripped income by a record \$181,545, TNG's Int'l Executive Board is recommending a general-fund budget that projects spending reductions totaling more than \$235,000 for the 12 months that began April 1.

The recommendation is part of the Officers' Report to TNG's 1988 Convention, which meets June 27-July 1 in Vancouver. The report was adopted during the IEB's spring meeting April 25-28.

The IEB also reported that TNG finances set at least three other records in the 12 months that ended March 31, as well: TNG's Defense Fund was at a new high of \$8.6 million on that date (story below), general-fund income for the year totaled a record amount and the union's total net worth at the end of the fiscal year topped \$9 million for the first time ever.

In reporting the general-fund deficit, the IEB pointed out that

locals' delinquencies in monthly per-capita payments to TNG totaled an estimated \$315,644 at the fiscal year's end. That was \$134,099 more than the year's deficit. (See listing, Page 2.)

The delinquencies combined with unanticipated expenses were responsible for the record size of the deficit, and "what appears to be a financial aberration will repeat itself unless corrective action is taken," the IEB cautioned in adopting its Finance Report to the convention.

Even with the hold-the-line approach, however, the budget and income estimate that the IEB is recommending to the convention project another year of deficit operations, though on a lesser scale.

The budget projects operating expenses through next March totaling \$3,737,878—off by \$236,517 from actual costs in fiscal '88. The income estimate is \$3,614,854—down by \$177,996. Projected deficit is \$123,024.

Last year's general fund deficit came on income of \$3,792,850 and expenses of \$3,974,395.

Until locals that have fallen in arrears in their per-capita payments "regain an ability to pay," TNG's General Fund is unlikely to break from the deficits it has suffered in seven of the last dozen years, the board said. (The earlier deficits ranged from \$5,437, in fiscal 1980, to \$116,389, in 1978. Operating surpluses in the other five years ranged from \$29,879,

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El Mundo bars Guild backers, U.S. charges

San Juan, Puerto Rico—The new owner of El Mundo is violating federal labor law by refusing to rehire employees who worked under the Puerto Rico Guild's contract with the daily before its former owners closed the paper last summer.

So says Mary Zelma Asseo, the National Labor Relations Board's regional director here, in a formal complaint against the new management issued April 29. Under NLRB procedures, a complaint by a regional director is comparable to an indictment by a prosecuting attorney.

Holding the company headed by Hector L. Gonzalez to be the "successor" to the 68-year-old daily's former owners, Asseo charged that Gonzalez refused to hire former

employees because of their Guild membership and support for the union.

Had Gonzalez' firm not engaged in unfair labor practices by limiting the number of Guild members it hired when the paper was reopened, a majority of El Mundo's current work force would be made up of employees who had worked under the Guild contract, Asseo said.

She charged the company with unlawfully refusing to recognize the Guild as the employees' representative and illegally refusing to bargain with the Guild.

She also charged the company with unlawfully discharging a circulation employee because he was a Guild advocate and had been distributing union material to new

employees at the reopened daily.

A hearing on charges enumerated in the 17-page complaint issued by Asseo has been set for Aug. 1 before a NLRB administrative law judge. The local, meanwhile, has asked the NLRB to seek an injunction ordering the company to rehire former employees immediately.

Silver Spring, Md. — TNG's Defense Fund stood at its highest point ever on March 31 with assets totaling \$8,624,069, the union's Int'l Executive Board reported during its spring meeting in adopting its Finance Report to this year's

Gonzalez resumed publication of El Mundo Jan. 6 after completing purchase of the paper in early November. That deal had been pending since shortly after the former owners closed the daily Aug. 30. In early September, Gonzalez had announced agreement with the Guild on a new contract

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Defense Fund hits new high—\$8.6 M

convention, to be the end of June.

It reached that level despite expenditures of \$834,029 during the previous 12 months, thanks to what the IEB called "significant interest and investment income" and the benefit of the first full year of the return to an 80-20 percent allocation of per-capita payments from locals.

The \$8,624,069 in assets was \$472,675 more than the fund contained a year earlier, when it stood at \$8,151,394.

The fund's expenses for the year included just over \$400,000 in benefits to striking members in three locals, \$192,684 to nine locals for "alternative strategies"

(Continued on Page 4)

'Sunday school' brings red faces in San Diego.... 8

Add elder care to bargaining program, IEB says

Silver Spring, Md. — TNG's bargaining goal calling for employees' child-care expenses should be expanded to include reimbursement for costs of caring for employees' elderly dependents as well as handicapped and disabled adult dependents, the Int'l Executive Board has agreed.

Acting on the recommendation of its Collective Bargaining Committee, the IEB voted to recommend that this year's convention expand the child-care section of TNG's Bargaining Program to include payment for adult-dependent care and rename the section "Family Care."

Provision for reimbursement for adult-dependent care is currently included in TNG's Convention Recommendations on Bargaining. Locals are required to incorporate in their contract proposals all the goals included in the Bargaining Program.

The IEB also is recommending that the convention approve expanding the non-mandatory Convention Recommendations to include advice on bargaining tax-deferred savings plan.

Those plan, known in the U.S. as 401-K plans for the section of the tax code under which they are regulated, should not be established unless an adequate retirement plan is in place first, the IEB said in adopting its Collective Bargaining Report to the convention during its spring meeting.

Locals should seek employer agreement to match employee payments to the plans "dollar-for-dollar," the IEB said. It also called for immediate vesting of both employer and employee payments to the funds and called on locals to consult with TNG about proposed plans.

In renewing a recommendation that the convention record its op-

position to contractual multi-tier minimum salary schedules, the IEB stressed that different minimum schedules for the same job "violate the principle of equal pay for equal work."

The IEB also is asking the convention to endorse a recommendation that locals consult with TNG before embarking on programs of "innovative bargaining strategies."

In addition, it is recommending that the convention re-emphasize the policy that merit increases are to acknowledge and reward individual merit and are not substitutes for negotiated increases in contract minimums.

The convention also is being asked to renew recommendation that locals:

✓ Seek prohibitions against mandatory testing for AIDS and alcohol and drug use as intrusions on privacy and as irrelevant to as-

sessing employee job performance.

✓ Ensure that there is no discrimination against the victims of AIDS or AIDS related complex in hiring or employment.

✓ Take advantage of participation in TNG's Int'l Pension Plan, which provides portability of retirement benefits and low administrative costs.

The board also called on the convention to renew the Guild's commitment to merger with an appropriate union.

Vice President Larry D. Hatfield was recorded as voting "no" on the board's collective bargaining report to the convention.

During IEB consideration of the report, a motion by Hatfield to refer it back to the board's Collective Bargaining Committee for insertion of a narrative reflecting any merger efforts in the past year was

defeated on a voice vote. A section discussing merger would be drafted by TNG staff and added to the report, said Vice President Lee C. Clifford, the committee's chairperson.

On the opening day of the April 25-28 meeting, TNG President Charles Dale had said in response to questions that while TNG's most "logical merger partner" was the Graphic Communications Int'l Union, serious merger talks with that union would be premature now since the "dust has still not settled" following its formation several years ago by merger of the Graphic Arts Int'l Union and the Pressmen's Union.

"I'd love to see a merger that would produce one union in the newspaper industry, but I don't think that can happen in my lifetime," said Dale, who is 58.

Paperworkers win council backing

Manchester, N.H.—More than \$1,500 was contributed and pledged during the New England District Council's spring meeting for assistance to 3,400 United Paperworkers members on strike and locked out at International Paper plants in Jay, Me., and three other cities in as many states.

Delegates to the April 30-May 1 meeting, hosted by the Manchester Guild, voted a \$300 contribution from the council's treasury, pledged contributions totaling \$1,000 from their locals' treasuries and pitched in \$272 from their own pockets when the hat was passed

after a Paperworkers' representative spoke.

Led by Richard J. Ramsey, executive secretary of TNG's contracts committee, delegates also participated in a discussion of employer demands to test employees and applicants for use of illegal substances and alcohol, as well as moves to unilaterally impose smoking bans and ethics codes.

After hearing a report by TNG Vice President David M. Rousseau on the Int'l Executive Board's spring meeting earlier that week at TNG headquarters, the council voted to endorse the IEB's recommendation that this summer's TNG convention authorize rebuilding the Special TNG Organizing Fund with 18 months' interest earned by funds in the Int'l Defense Fund [story, Page 1]. Delegates from the Providence Guild abstained pending study of the wording of the proposal.

For the past year, International Paper, the world's biggest forest-products firm and private landowner, has hired strikebreakers to operate its mills in DePere, Wis., Lock Haven, Pa., and Mobile, Ala., as well as in Jay, Me.

TNG's IEB voted a \$200 contribution to the striking Paperworkers during the board's spring meeting. In January, the board had called on Guild members and locals everywhere to support a "corporate campaign" by the Paperworkers that seeks to persuade the company, earning near-record profits, to agree to equitable new

contracts and drop its demands for wide-ranging economic and job security concessions.

The Paperworkers also charge that the company's turn to inexperienced and ill-trained strikebreakers has resulted in a large increase in the number and severity of industrial accidents that have endangered not only workers but the communities in which the plants are located.

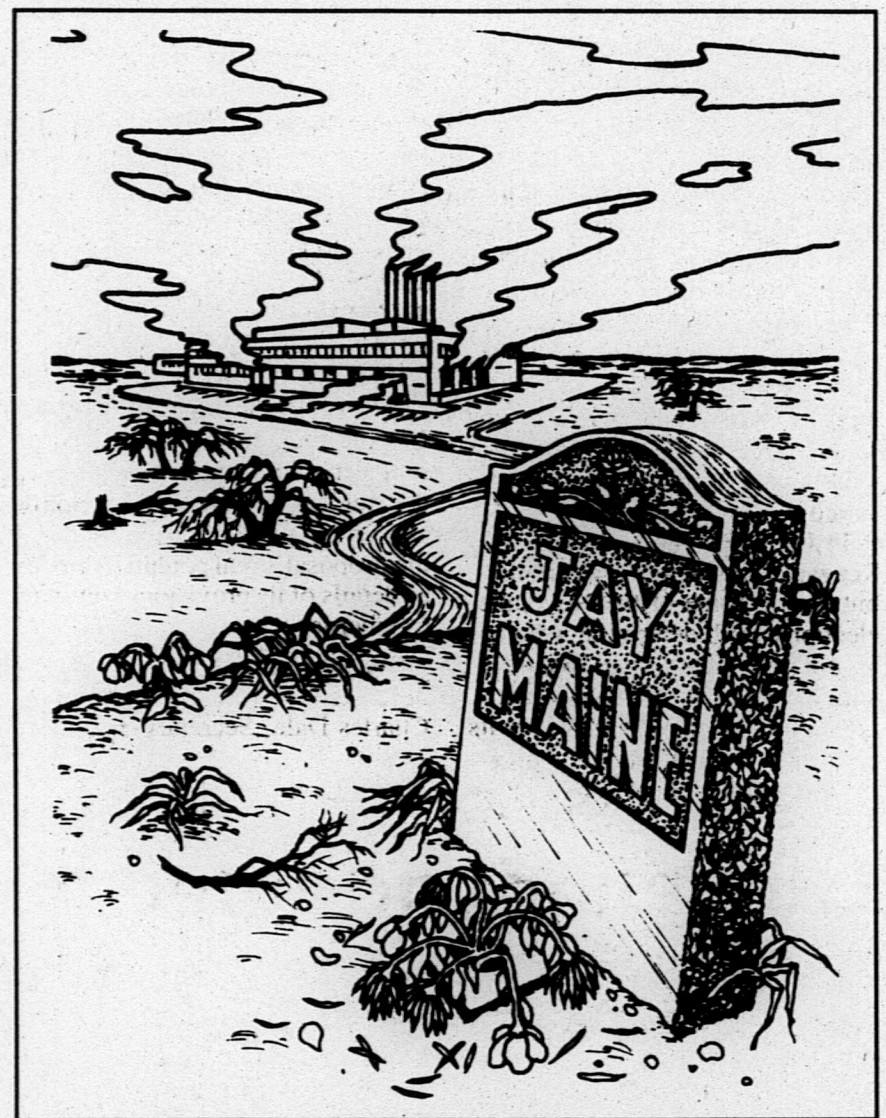
The union cites a leak into the atmosphere of a large cloud of chlorine dioxide at the Jay plant that led to evacuation of half the town. The gas is twice as deadly as the methyl isocyanate that killed 2,500 persons in Bhopal, India, the union charges. The Jay leak, it says, was caused by strikebreakers damaging a valve on a tank.

The union also cites other toxic leaks sending workers, some unconscious, to the hospital in ambulances, and scoffs at the company's claim that the Jay plant is safer and its environmental record better now.

Details of the Paperworkers efforts are available from: UPIU Corporate Campaign, UPIU Local 14, P.O. Box 272, Jay, Me. 04239.

Supervisor in forklift incident indicted

Glens Falls, N.Y.—The mail room supervisor for the Glens Falls Post Star has entered a not guilty plea after being indicted by a War-



CARTOON'S CAPTION ASKS: 'BHOPAL, MAINE?'
Union charges strikebreaker-operated plants operate unsafely.

ren County grand jury on a charge of first-degree sexual abuse growing out of an incident with a mail-room employee in the paper's warehouse last summer.

After posting bond, the supervisor was freed and has returned to his job where the alleged victim of the attack continues to work under his supervision. No trial date has been set.

The indictment and plea are the latest developments in a series of events that began to come to light last October when the supervisor used a forklift to pick up and drop a car occupied by the woman and a co-worker and parked in the paper's parking lot.

The company investigated and dismissed the incident as "inappropriate horseplay." The Albany Guild, which represents the paper's mail-room and other employees, investigated further and the woman subsequently filed criminal charges in both the warehouse and parking lot inci-

dents. The latter is pending in municipal court.

The Guild meantime sought to arbitrate what it said was a pattern of sexual harassment of female employees by the supervisor and when the publisher refused to participate filed suit in federal district court to seek enforcement of its contract-ban on sex discrimination against employees. [Guild Reporter, Feb. 12.]

Resolution of the federal suit as well as charges filed with the New York State Division for Human Rights also remain pending.

Delinquent locals reported by IEB

Silver Spring, Md.—In keeping with a directive by TNG's 1983 Convention, the Int'l Executive Board reported the following locals delinquent in their monthly per-capita payments to TNG as of March 31:

Local	Months	Amount
Battle Creek	26	\$ 2,740
Bristol	1	727
Kinston	1	608
Lake Superior	1	632
Lehigh Valley	6	1,686
Los Angeles	1	3,044
Madison	26	2,436
Milwaukee	2	2,834
Northern		
California	9	202,665
Puerto Rico	5	27,575
Utica	3	180
Washington-Baltimore	2	39,603
Wire Service	2	30,914

The delinquencies totaled \$315,644.

Steinke of St. Louis sets date to retire

St. Louis—Robert A. Steinke, executive secretary of the St. Louis Guild for nearly 20 years, notified the local union's executive committee May 5 that he plans to retire, leaving the job by the end of the year.

The committee immediately named a search-screening committee to seek a successor who can work with Steinke beginning in October.

Steinke went to the position in mid-1968 after a year as an international representative for TNG. He had worked for the Post-Dispatch for 10 1/2 years before as a circulation district supervisor, serving also in several elected and

appointed Guild positions. Before that for 11 months he had been business agent for the St. Louis Newspaper Carriers Union.

During the last 20 years Steinke has played key roles in the Midwest District Council, at TNG's annual conventions, on special TNG committees and in the Missouri labor movement. He served the state labor council as secretary-treasurer in 1982-83 after several years as a member of its executive council and more than a dozen years as a vice president of the St. Louis Labor Council.

He has been a member of TNG's Int'l Election and Referendum Committee since 1973, serving as its chair since 1975.



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IEB charts change in political climates of U.S. and Canada

Silver Spring, Md.—There is "potential for sharp improvement" in the political climate for working men and women in the United States and Canada, TNG's Int'l Executive Board said as it called for locals to step up their political activities.

In adopting its Political Action Report to the 1988 Convention, the IEB recommended that all locals appoint political action committees to conduct on-going programs of political and legislative activity.

The board also is recommending that the convention call on U.S. locals to develop innovative ways to promote contributions to the AFL-CIO's Committee on Political Education (COPE) and to conduct drives to register their members to vote in advance of the Nov. 4 presidential election.

While labor's political strength in Canada, which is exercised primarily through the New Democratic Party, has "helped to blunt the full force" of the Conservative government's push for privatization, deregulation and free trade, the IEB noted that an end to the reign of Prime Minister Brian Mulroney could come this year if, as many expect, federal elections are called.

In the U.S., the end of Ronald Reagan's presidency is a certainty, but the outcome of the November elections will determine whether or not the legacy lives on of an administration that "began with the busting of a union and nears its end with the denial of even two months' notice to workers when

their plants shut down for good," the IEB said.

TNG Vice President Doug M. Louth of Vancouver-New Westminster asked to be recorded as opposing the political action report to the convention. He did so after unsuccessfully seeking to amend the report's recommendation that locals form political action committees. Louth's amendment, defeated 9 to 6 on a show of hands, would have changed the report to recommend that locals "be encouraged" to form the committees. Delegates approved a like amendment to the political action report of last year's convention.

Meanwhile, on a roll-call vote of 8 to 8, the board defeated a motion by Louth to table until the IEB's pre-convention meeting a motion to recommend that this year's convention approve a \$5,000 contribution to the Canadian Labour Congress' campaign against the proposed free-trade agreement between Canada and the U.S.

Before making the motion, Louth said that many in Western Canada thought the Reagan-Mulroney measure might be good for the region's depressed economy and asked for more time to study the proposal's real potential impact as details of its provisions continue to emerge.

Voting against the motion to defer action were TNG President Charles Dale, Secretary-Treasurer John C. Edgington and Vice Presidents Larry D. Hatfield, Robert

AFP 'signs on' with Guild in D.C.

Guild peoples' smiles signal outcome of vote by U.S. news employees of the English-language service of Agence France Press (AFP) on representation by the Washington-Baltimore Guild. Tally was 17-4. Seated are members of the AFP group who served as observers at the April 22 count of mail ballots: Martha Cavin and David Bates. Under Bates' pen is National Labor Relations Board vote-tally sheet. Standing are TNG Representative James H. Griffin and Sandra Polaski, Washington-Baltimore administrative officer. There are nearly 30 employees in the new Guild group in AFP-Office of the Americas. Another 35 news room employees from France are covered by a French journalists' union.



C. Holt, Jr., Carol D. Rothman, David M. Rousseau, Stanley J. Souza and Gene Turner.

Voting in support of the motion were Int'l Chairperson Peter E. McLaughlin, Vice Presidents Lee C. Clifford, Faye McCracken, Richard J. Brandow, David M. Mulcahy, Luther P. Jackson, Marie Shellock and Louth.

Mulcahy and Louth subsequently were recorded as voting "no" as the board approved the motion to recommend the contribution to the convention.

The IEB also is recommending that the convention call on U.S. locals to make treasury contributions to COPE and on Canadian locals to make contributions to candidates and political parties "responsive to the concerns" of Guild locals and other unions.

Israel's press policies likened to S. Africa's

Silver Spring, Md.—Israel is "making a travesty of its democratic tradition" by interfering with coverage of hostilities between Palestinian and Israeli forces on the West Bank and in Gaza, TNG's Int'l Executive Board said during its spring meeting.

Through its "clampdown on the press," Israel is emulating the press policies of South Africa, and it offers a "chillingly parallel rationale—that without journalists to witness it there would be no rebellion," the IEB said.

The board cited "an unprece-

dent three-day ban on news coverage in the occupied territories" and a six-month shutdown of the Palestine Press Service. These actions follow weeks of interference and physical attacks on journalists and the arrest of at least 11 Arab journalists, the board noted in an April 26 statement.

It called on the Israeli government to allow the Palestine Press Service to reopen immediately, to end the suppression of Arab journalists and to cease interference with news coverage.

Two weeks after the IEB met it was reported that the Israeli military arrested three more reporters for Al Fajr, Arabic-language paper in East Jerusalem. The three were sentenced to 15 days' detention without being charged and with no avenue of appeal, United Press Int'l reported.

The press service, a key source of Arab accounts of the uprising in the occupied territories, "was closed without a shred of due process under emergency regulations harking back to the British Mandate," the IEB said. There was no warning or court order and the press service had not been charged with censorship violations, it added.

The government-imposed restrictions seek "to mask what it cannot contain," the IEB said.

Meanwhile, the Center for Media and Public Affairs reported that network television news coverage of the conflict more than doubled after Israeli authorities banned foreign reporters from the occupied territories March 29.

More rights reports sought from locals

Silver Spring, Md.—TNG Human Rights Co-ordinator Anna M. Padia has reminded Guild locals to complete and return questionnaires about the representation of women and minorities among the locals' officers and employees.

The surveys, distributed early in March, should be returned to TNG by May 22, Padia said.

The information will be incorporated in a report to TNG's convention in June, she explained.

Guidelines adopted for TNG's anti-bias fund

Silver Spring, Md. — Guidelines for granting loans to Guild locals from a fledgling TNG fund established to aid efforts to remedy employment discrimination were adopted by TNG's Int'l Executive Board during its spring meeting.

The Anti-Discrimination Fund was established by the IEB at its post-convention meeting last summer from repayment of a \$45,000 interest-free TNG loan to the New York Guild to assist local members in a race discrimination suit against the New York Daily News. The suit was settled earlier last June for \$3.1 million after a jury found the News guilty of a dozen counts of

discrimination against the four plaintiffs in the case.

Under the guidelines adopted by the IEB upon recommendation of its Human Rights Committee, locals' requests for loans to aid in processing discrimination charges or law suits will be considered when the case has been "substantively developed statistically," individual complainants have signed on and the case is expected to have "Guild-wide impact."

The charge or suit also must have been sanctioned by TNG, and the local must be current in its per-capita payments to TNG.

The guidelines call for TNG's

president and/or secretary-treasurer to determine the size of any loan and the method of repayment. In addition, each local's eligibility for a loan from the fund is conditioned on its having a dues structure at least equal to the minimum established by TNG's Constitution and the local's being in compliance with constitutional provisions governing audits of local funds.

The fund had a balance of \$45,623 on March 31.

Meanwhile, in adopting its Human Rights Report to the TNG's 1988 Convention, the IEB called on the convention to re-emphasize that locals should make

greater efforts to remedy discrimination by enforcing bias bans incorporated in contractual fair-employment-practices provisions.

The IEB also recommended that the convention renew its calls for locals to:

- ✓ Increase efforts to win employer-backed child and adult-dependent care and parental and family-emergency leave provisions, as well as job-posting, promotion guarantees, tuition aid and training clauses "that are the key to equal opportunity."

- ✓ Intensify efforts to achieve pay-parity for inside advertising sales employees with outside sales staff and to win other upgradings for jobs traditionally filled by women and minorities.

- ✓ Take steps to prevent and correct incidents of sexual harassment.

- ✓ Seek detailed payroll information from employers and use it to help uncover patterns of workplace discrimination. Copies of that information should be supplied to TNG, the IEB said.

- ✓ Furnish TNG's human rights co-ordinator with information about the representation of women and minorities among local officers and staff.

The IEB also urged the convention to reissue the call for locals and TNG to intensify efforts to increase the number of minorities and women in leadership and administrative roles in the union.

Improvements set in TNG pension fund

Silver Spring, Md.—Trustees of TNG's Int'l Pension Fund have approved a package of improvements that will increase benefits by as much as 24 percent, effective June 1.

The trustees, including representatives of TNG and employers participating in the plan, approved the changes at an April 21 meeting after reviewing an analysis of the fund's performance that showed an 11-percent annual return on investments.

Under the improvements, the maximum number of years of service counted in computing benefits is raised to 35, from 30, and the benefit factor is increased to 1.00, from 0.94.

The trustees also approved a reduction in the years required for vesting in the plan to five, from 10.

Although U. S. pension legislation requires that five-year vesting or an alternative be in effect by next Jan. 1, multi-employer plans like TNG's are exempt from that requirement. To keep the plan competitive, however, trustees agreed to cut vesting—the period in which a participant acquires a nonforfeitable right to collect a benefit on reaching retirement age, advisors to the plan reported.

Benefits for individuals currently collecting benefits were increased by .5 percent. The improvement for retirees or their beneficiaries will raise monthly bene-

fits by \$10.24 a month on average. The highest increase is \$32.77 a month.

The benefit improvements are the fourth in the last 6 1/2 years. Benefits for retirees have been raised each time, as well, producing an increase for retirees of 30.4 percent over the period.

For employees who have yet to retire, the benefit has been doubled since the plan's inception in 1977.

Currently, the plan covers more than 2,000 Guild contract-covered employees of 16 individual employers. The plan features portability of benefits between participating employers and low administrative costs.

IEB proposes plan to revive organizing fund

(Continued from Page 1)
into membership in the union.

In its report to last year's convention, the IEB said that projects backed by the organizing fund had produced a gain of nearly 1,200 new members. "They were almost entirely dues-paying members, not just employees for whom bargaining rights had been won" and for whom contracts had yet to be bargained, the board pointed out.

"Contrast that," the IEB said, "with the fiscal year that just ended" in which "only four representation elections involving 189 employees were won" and "two other small groups" came into the Guild via card checks. First contracts were won by six new groups, all in Canada.

Meanwhile, the IEB noted, "the Guild lost bargaining rights in three units" with 353 eligibles and

lost five elections which would have established bargaining rights for the first time.

"Only if there is additional money can we hope to organize," the IEB said, pointing out that TNG and Guild local staff members "are so burdened with crisis that there is no appreciable . . . time left for organizing."

"It's going to stay that way as long as employers, aided by boards

and courts, continue their efforts to weaken or destroy us," the Organizing Report predicted.

The truism—organize or die—"has been repeated more often than any other in recent years in the labor movement," the IEB said, adding: "Fortunately, more unions are doing more about it than ever before."

"The Guild's time has come," the report said.

During discussion of the proposal, Vice President Lee C. Clifford urged the board's Finance Committee to develop a proposal for cutting off the payments to the organizing fund should the assets of the defense fund drop to a point where continuation of the transfers could prompt a period of higher membership dues. Under TNG's Constitution, a higher dues rate is triggered when the assets of the defense fund fall below \$4.5 million.

Clifford called on the Finance Committee to develop a proposed cut-off mechanism so the board

could consider it at its pre-convention meeting.

The three district councils' endorsements of the organizing-fund proposal were approved without dissent by delegates at each council's April 30-May 1 meeting.

Delegates from the Victoria Guild, at the Canadian council's meeting in Halifax, N.S., and representatives of the Providence Guild, at the New England council's session in Manchester, N.H., however, abstained from voting on the endorsements, saying they wanted to study the proposal more closely.

Delegates to the Western District Council's meeting, held in Anaheim, Calif., voted unanimously to recommend the IEB recommendation's enactment by the convention.

The Canadian council also directed that an ad it will run in the program for the convention state the council's support for the IEB's organizing-fund proposal.

Defense Fund assets hit new high of \$8.6M

(Continued from Page 1)
programs and \$121,880 to the Detroit Guild campaign against approval of the Detroit News-Free Press joint operating agreement. Income, meanwhile, totaled

\$1,306,704, including \$705,833 from the per-capita apportionment and \$597,454 from interest and investment earnings.

The per-capita apportionment is expected to total nearly \$700,000 in the current fiscal year, which began April 1, the IEB reported. Interest and investment income, expected to again exceed \$500,000, would be used to restore the Special TNG Organizing Fund if the convention approves it, the board noted in its Finance Report.

Largest "alternative strategies" expenditures were: \$72,784 to the Northern California Guild in its efforts to protect members at the McClatchy chain's Bee dailies in Sacramento, Fresno and Modesto; \$38,085 for the New York Guild's Consumers Union boycott; and \$20,016 to the Puerto Rico Guild for "assistance in fights for survival at El Mundo and El Reporter," the IEB reported.

Total liquid assets of the fund on March 31 stood at \$8,233,755, including a \$723,808 loan for TNG's new headquarters building. "Actual cash amounted to \$7,509,947," the IEB said.

Victims net \$617 at Western meet

Anaheim, Calif.—A total of \$617 was collected for the Northern California Guild's Sacramento Union Victims' Fund at the spring meeting of the Western District Council April 30-May 1.

The total was made up of \$300 from the council's treasury and \$317 from delegates themselves.

Delegates also heard reports on the Int'l Executive Board's spring meeting, held earlier in the week at TNG headquarters, from TNG Secretary-Treasurer John C. Edgington and Vice Presidents Stanley Souza and Gene Turner and Larry Hatfield.

TNG Education Director Phillip M. Kadis led delegates in a discussion of ways of increasing membership activity and involvement.

Line forms in Lansing



Members of the Lansing Guild and other area union members and supporters conduct informational picketing in mid-April at the Gannett chain's Lansing State Journal protesting management intransigence in bargaining for a new Guild contract. The local's members have been working more than seven months past expiration of the last agreement. Among the issues: company demands to put wage increases on a merit-only basis.

Michigan AFL-CIO News photo

El Mundo bars Guild backers, NLRB says

(Continued from Page 1)
and pledged to rehire employees by seniority but later reneged on that agreement.

The paper resumed publication with a staff of about 175, down from 400 employees in the Guild's plant-wide El Mundo unit. About a quarter of the staff are former employees of the paper. The company has contracted out work that was performed by Guild-covered drivers and collectors in the circulation department.

In issuing the complaint on Guild charges against El Mundo, Asseo cited the company for interfering with employees' rights to engage in union activities and for unlawfully changing working con-

ditions without notifying the Guild or bargaining with it. Among those unilateral changes was the subcontracting of circulation department work.

She also charged the company with reducing pay and benefits, including health insurance and life insurance coverage, eliminating the pension plan and severance pay benefits, reducing holidays, vacations and mileage reimbursement, along with eliminating seniority, bumping and rehire rights and more.

Included in the information the Guild supplied in support of its charges to the NLRB, was a statement by Roberto Jusino, the circulation department employee who

was fired after the company learned he was distributing Guild information.

Employed as a circulation district manager at El Mundo for only several months at the time of last summer's closure, Jusino was encouraged by representatives of the new owner to apply for rehire as the paper prepared to resume publication. Re-employed as a "supervisor" in the restructured circulation department, Jusino said he coordinated the work of "independent agents" who performed the same kind of work as district managers had done previously.

Upon his rehire, Jusino said, he was told by the subscription manager that the union "does not exist now here." New employees were being hired and old employees of El Mundo were not wanted, definitely not those who had been active in the Guild, Jusino recounted in a sworn statement.

He described the manager urging supervisors to suggest "good lads" to serve as district agents, adding that when he recommended two experienced former employees, however, he was told they were pro-union and "to both, black ball with them."

Jusino said he contacted union leaders and began distributing union material in mid-January after returning to work for the paper late in December.

"I would talk to the [circulation] agents and would explain . . . that before we did not work like that," Jusino said.

In spite of having to work more than 16 hours a day under Gonzalez's management, "we were not being rewarded with pay . . . we were destroying our vehicles and spending around \$8 a day in gasoline and even having problems with our wives," he recalled in the 32-page affidavit.

Transmit data, locals urged

Silver Spring, Md.—Information stored in TNG and Guild locals' computers should be shared by electronic transmission, TNG's Int'l Executive Board said in adopting its Research & Information Report to the 1988 Convention.

Using a telephone modem hookup, locals could transmit information to TNG's computer, including texts of contracts and arbitration awards, contract proposals and payroll information, the IEB noted. The exchange of such information between locals, and with TNG, could benefit members and locals, the IEB said.

It is recommending that the convention call on locals to purchase modems for the electronic transmission of information. TNG can receive information transmitted at 300- or 1,200-baud speeds, and its computer can read IBM-AT formatted discs, the IEB reported.

In exchanging membership information, TNG and locals should keep "an eye toward" eventual electronic transmission of per-capita reporting (108C) forms, the IEB said.

In response to a call from last year's convention that TNG establish a computer bulletin board, the IEB reported that the start-up costs for such a project would be high. A full-fledged computer bulletin board, to which members and locals would have open access, would require the addition of a separate computer to host the bulletin board, TNG staff members said.

A Guild computer bulletin board "would be a very useful tool" for locals and members, the IEB said, however, and called on the convention to continue to encourage the establishment of one "when funds and equipment become available."

Sac'to Victims Fund tops \$52,700

Sacramento—The Northern California Guild reports contributions totaling \$52,724 for its Sacramento Union Victims' Fund through May 5; \$4,517 since April 4.

The fund was established to help replace wages and benefits lost to the four-member Union Guild-unit bargaining committee fired by the Scaife daily in mid-October. A hearing on charges that the firings violated U.S. labor law was held Feb. 9:

Latest reported contributions to the fund included:

Akron Guild	\$200	—Santa Rosa unit	\$ 18
Bristol (Conn.) Guild	20	St. Louis Guild	125
Los Angeles Guild	50	San Diego Guild	125
Northern California Guild		San Jose Guild	150
—Chronicle unit	56	TNG vice presidents	275
—Examiner unit	66	TNG staff (by checkoff)	264
—Local staff	120	Victoria Guild	500
—Newspaper Agency unit	75	Western District Council	300

The local also reported that since the fund was launched members in its units up and down the Central Valley have contributed more than \$4,000 to it, including: Fresno Bee, \$747; Modesto Bee, \$660; Sacramento Bee, \$1,602; Sacramento Union, \$760; Stockton Record, \$370.

Eliminate causes of job stress, IEB report urges

Silver Spring, Md. — Guild locals should concentrate on eliminating conditions that cause members stress on their jobs rather than on efforts aimed at helping them cope with stress, TNG's Int'l Executive Board said in adopting its Safety & Health Report to the 1988 Convention.

"Stress management has its place in employee assistance programs," but those counseling programs cannot "replace efforts to solve the problem at its roots," the IEB said.

It called on locals to seek agreement from employers to engage "professional consultants" to analyze the working environment, including job and organizational design, and make recommendations for remedying stress.

The IEB is asking the convention to endorse that recommendation along with a dozen others aimed at eliminating on-the-job hazards.

To help Guild leaders recognize the causes of job-related stress and bring the solutions "into focus," TNG will conduct a forum on the subject on the afternoon of the convention's opening day, June 27, the IEB said.

Locals, the IEB said, should be reminded of TNG's model stress

questionnaire as a tool for diagnosing the causes of stress. It also is asking the convention to urge locals to seek the inclusion of stress-management training in employee assistance programs.

The board also said the convention should urge locals to use the new American National Standards Institute (ANSI) voluntary standards on video display terminals to assist them in obtaining adequate working conditions for employees working at VDTs. [Industry arm sets design standards for VDTs, offices, Guild Reporter, April 22.]

In other recommendations dealing with VDTs, the board asked the convention to renew its call for passage of state and provincial regulatory legislation, to call again for TNG to press for development of adequate shielding against very low frequency (VLF) radiation and for locals to seek installation of "any protective shielding necessary and available."

The board also asked the convention to commend to locals materials about safe working conditions for VDT operators available from TNG.

On the issue of office air pollution, the IEB is recommending that the convention urge locals to com-

bat air contamination and ventilation problems using TNG's new fact sheet on the subject and seeking "general control measures" and individual solutions like "spray booths for artists."

While asking the convention to renew a recommendation that locals seek management action to combat environmental problems associated with smoking, including smoking bans where those restrictions are acceptable to a majority of employees affected, the IEB also is urging the convention to advise locals to resist management efforts to impose unilateral bans on smoking.

Where smoking bans are accept-

able, employer-paid smoking cessation programs should be made available and special smoking areas should be established, the IEB said. Discipline as an enforcement measure should be avoided, the board said.

Steps short of a ban for combatting problems associated with smoke should include separate seating arrangements, smoke-removal devices and improved ventilation, the IEB said.

It is asking the convention to call Canadian locals' attention to the need to ensure that employers comply with federal Workplace Hazardous Materials Information System regulations due to take ef-

fect Oct. 31. Locals in both the U.S. and Canada should seek enforcement of existing legislation governing employees' rights to know about chemicals in the workplace, the IEB said.

It reissued a call for locals to be alert to asbestos hazards and for the need for special precautions when renovations are planned in areas where asbestos is present or asbestos removal projects are undertaken, the board said.

The convention should also recommend that locals that do not have them immediately move to appoint safety and health committees, the IEB said.

Guild message in Fresno, Sacramento



Two billboards in Fresno give new prominence to the Northern California Guild's boycott campaign in its continuing quest for a new contract with the McClatchy chain's Fresno Bee. Employees in the paper's editorial department have been working under terms and conditions posted by management more than a year ago when it declared the talks at impasse. A similar billboard has again been rented in Sacramento where the Guild faces a nearly identical bargaining situation at the Bee there. Billboards, leased for three months, were rented under "alternative strategies" allocation from TNG Defense Fund.

Canada council elects Busby to a full term

Halifax, N.S.—Alice Busby of the Vancouver-New Westminster Guild was elected to a full term as president of the Canadian District Council of Guild locals at its spring meeting here April 30-May 1. She was first elected to the post last fall to fill the unexpired portion of the term of Tony Cote of Ottawa, who left Guild jurisdiction.

Also re-elected during the meeting, hosted by the Canadian Wire Service Guild and its members in Halifax, were Larry McInnis of Montreal, vice president, and Sharlan Clark of Ottawa, treasurer. Keeble McFarlane of the CWSG was elected secretary, the post held by Busby before she became president.

Delegates heard reports on the state of the union across the continent and on the Int'l Executive Board's spring meeting and recommendations to TNG's convention, the end of June in Vancouver. Making the reports were TNG President Charles Dale, TNG Vice Presidents Lee C. Clifford of the CWSG, Doug M. Louth of Vancouver-New Westminster and David M. Mulcahy of New York, plus TNG Canadian Director William H. McLeman and J. William Blatz, TNG director of field operations.

Acting on motions by Paul Pelletier of Southern Ontario, seconded by Jerry E. MacDonald of the CWSG, the council endorsed

the IEB proposal to revive the Special TNG Organizing Fund by appropriating to it the interest income from TNG's Defense Fund for 18 months and directed that a council ad in the convention program state its endorsement of the IEB recommendation. Victoria delegates abstained from the vote on the endorsement saying they wanted to examine the proposal more closely.

The council's fall meeting will be Oct. 29-30 in Sudbury, Ont.

Five from Guild enliven 1988 KRI session

By our special correspondent

Miami—The 1988 shareholders' meeting of Knight-Ridder, Inc., in mid-April would have been short, sweet—and dull—had it not been for the penultimate item on the agenda, "Questions and Answers," and five Guild members in attendance.

They were primed with the former—questions—in search of the latter—answers—and held the privilege of the floor thanks to approximately 30,000 stock proxies assigned them by Guild-represented employee-stockowners. (In total, some 45 million shares were voted during the meeting, in person or by proxy.)

Until the Q&A, the betting was that no more than 30 minutes would elapse between the opening

and closing gavels. As it turned out, it took more than two hours.

No shareholder asked a question save for the Guild representatives: Kitty Caparella, Jean Malek and Lila Roisman of Philadelphia, Jim Smith of Los Angeles (Long Beach), and William T. Davis of San Jose. Roisman's portfolio included credentials from the Knight-Ridder Council of Unions, as it has in previous years.

Alvah H. Chapman, Jr., who passed the mantle of chief-executive-officer to James K. Batten at the meeting, was in charge and, while appearing irritated by some questions, answered, or directed another to answer, every one. Some of the answers were direct.

Roisman told Chapman the Guild wants Knight-Ridder to keep the Free Press in Detroit "independent and preserve jobs." She read a letter from Stuart Bykofsky, a columnist with the Philadelphia Daily News, noting that the Daily News and Inquirer were money losers when Knight-Ridder bought them but now are profitable.

"Has Knight-Ridder lost the will and the skill to do in Detroit what it did in Philadelphia?" Bykofsky asked.

Chapman responded that 500

Guild members will lose their jobs if Knight-Ridder closes the Free Press but only 100 would do so if the joint operation is approved. The losses to be reversed in Philadelphia were much less than those in Detroit, he said.

[Detroit Guild Administrative Officer Donald Kummer, however, told a Detroit News reporter that neither the Free Press nor the News ever guaranteed a level of job losses. "After a month (of joint operation) they could have laid off anybody they wanted to," he said.]

To applause from other shareholders, Chapman, 67, told Roisman that "as long as I have anything to do with this company . . . there will be drug testing . . . [it] is here to stay," adding that Batten "feels the same way." Batten is 52.

Questions from both Roisman and Smith about the law firm of King & Ballou providing labor relations counsel to chain papers were turned over to P. Anthony (Tony) Ridder, president of the newspaper division. Smith said the firm's reputation is wide as "union busters." Roisman said she thinks "they are not necessarily good lawyers, but scary ones."

Stating that "I think it is a very fine law firm," Ridder said each paper's management is free to pick its own lawyers and that "only three or four, at most," use the firm. After the meeting, he told Smith that while Knight-Ridder bargains hard with unions, "we want to live with them" and are "not out to bust unions."

Smith distributed copies of the Long Beach Press-Telegram practically devoid of staffers' by-lines and a Guild bulletin explaining that 88 staffers participated in a by-line strike April 12-18 to demonstrate their opposition to the paper's union-relations actions since King & Ballou became its counsel.

Caparella said she had heard that Knight-Ridder "is gearing up for another strike" in Philadelphia. "That wouldn't be good for shareholders, employees or the company," she said, asking: "Why can't we sit down and work something out?"

Responded Chapman: "Kitty, you do your part, I'll do mine. What happened in Philadelphia was not a good deal for anyone. I know, it affected my compensation."

Prospects ended at Manassas daily

Manassas, Va.—Prospects of the Washington-Baltimore Guild winning a representation election by employees of the Manassas Journal Messenger ended in March when the National Labor Relations Board upheld challenges to three of six ballots still uncounted after the Oct. 29 vote.

With three of the voters whose

ballots were challenged held ineligible, the outstanding ballots were insufficient to reverse the outcome: 17 votes in favor of Guild representation and 20 for "no union."

The board, meanwhile, ordered a hearing on Guild objections to the conduct of the Park-chain company in the election campaign.

Budget cuts follow record deficit in operating fund

(Continued from Page 1)
in 1981, to \$95,714, in 1985.)

Citing "serious problems" facing Guild locals in several areas of the United States, the IEB explained that it lowered its income projection for the year to assume receipt of regular monthly per-capita payments on behalf of an average of 27,250 members.

(One of those locals, the Northern California Guild, owed TNG an estimated \$200,000 in past due per capita on March 31. It represents members in three units where managements have declared contract bargaining at an "impasse" and posted working conditions.)

Last year's income and expense projections for the general fund, anticipating a \$96,242 operating deficit, were based on average monthly per-capita payments on behalf of 28,000 members. Actual regular per capita received averaged 28,686.

The board raised its estimate of average monthly payments on behalf of agency fee payers to 650, up from a projection of 400 a year ago.

Unanticipated increases in the costs of rent and maintenance, equipment, moving and transportation also were major contributors to the overrun in last year's expenses, the IEB said.

An income surplus in the first quarter of the year of \$193,790, was more than offset as expenses topped income by \$77,658 in the second quarter, \$146,420 in the third quarter and by \$151,257 in the final quarter of the year, the

IEB's Finance Committee reported.

Despite it all, however, the general fund had a net worth of \$386,001 on March 31, including \$134,060 in cash, while accounts payable totaled \$98,652. TNG's total net worth—the general fund plus the defense, organizing and anti-discrimination funds—totaled \$9,010,070, also a record high. Up from \$8,718,940 the year before, it was the first time the union's net worth topped \$9 million.

TNG's Special Organizing Fund—established by the 1984 Convention and supported by a pair of membership assessments collected that year—had a net worth of \$9,056 on March 31, down from \$139,277 at the start of the year. The fund paid organizing subsidies to Guild locals during the year that totaled \$134,353.

TNG's Anti-Discrimination Fund, established last year, had a net worth of \$45,623 on March 31.

The proposed general fund budget's savings would be achieved by elimination of last year's non-recurring expenditures—like those for moving TNG's offices—plus a cut back in TNG dues to the Int'l Federation of Journalists, elimination of all expenditures for IFJ meeting attendance, reduction of the amount set aside to fund TNG's severance pay obligation to its employees, a significant cut back in expenditures for machinery and equipment and holding other items to little or no increases.

In addition, the budget is drawn

to reflect salaries and expenses for 12 TNG field staffers, rather than the 13 paid from the general fund most of last year before the retirement of International Representative Marshall Schiewe, TNG Secretary-Treasurer John C. Edgington told the board as it reviewed the Finance Committee's budget proposal.

The budget proposes payment of \$10,000 in dues to the IFJ in the current fiscal year, down from payments that totaled \$48,988 last year. Those payments, assessed in Belgian francs and based on 12,800 editorial-department members, were nearly twice as high as anticipated due to exchange-rate fluctuations and the payment of the fees from TNG's Canadian funds.

Expenses associated with IFJ meeting attendance totaled \$14,520 last year.

As the primary union representing journalists in the United States and Canada, it is important for the Guild to participate as fully as possible in the IFJ, said TNG President Charles Dale, who added that "as finances permit" the board should consider once again "enhancing and increasing TNG's participation" in the organization.

A motion by TNG Vice President Faye McCracken of Memphis to eliminate from the budget all funds for per-capita payments to the IFJ died for lack of a second.

TNG Vice President Larry D. Hatfield of Northern California expressed regret that it was necessary to cut the IFJ budget at all, calling it "the only voice" Guild members

have "in the international journalism community."

The IFJ has been our voice against UNESCO's proposal of a "new information order;" it has worked to protect news employees on dangerous assignments and to free journalists from prisons around the world, said Hatfield, urging resumption of full participation as soon as possible.

Also calling TNG's affiliation with the IFJ important to "journalists on both sides of the North American border," TNG Vice President Lee C. Clifford of Canadian Wire Service welcomed the budget proposal to bring IFJ per capita "under control." We should not be subject to fluctuating costs prompted by changes in the valuation of currencies, Clifford said.

On a 10-to-6 roll-call vote, the board approved a motion by Dale to reduce the amount budgeted for funding staff severance pay to \$30,000, from the \$80,000 recommended by its finance committee. The lower amount was said to be adequate to fund obligations TNG will accrue during the year provided the union representing administrative and field staff employees agrees to a TNG proposal to eliminate the payment of interest to employees who collect severance.

Reducing the budget to reflect the proposal would be consistent with other assumptions made in developing the budget, said supporters of the Dale motion. They pointed to its salary projections including the 2 percent wage increase TNG is proposing in bargaining with the Federation of Guild Representatives. (The two full-time officers, Dale and Edgington, have announced that they are foregoing raises of \$43.48 and \$40.66 a week respectively that a provision of TNG's Constitution provided for them as of April 1—Guild Reporter, April 8.)

Others IEB members argued, however, that it was a "back-door approach" to bargaining and that

the budget could be adjusted to reflect the change if TNG prevailed in its efforts to "recapture the interest" from the severance pay fund.

Voting to reduce the budget item were TNG Secretary-Treasurer John C. Edgington and Vice Presidents Clifford, Robert C. Holt, Jr., Faye McCracken, David M. Mulcahy, Luther P. Jackson, David M. Rousseau, Stanley J. Souza and Gene Turner, plus Dale.

Voting against the motion were Int'l Chairperson Peter E. McLaughlin and Vice Presidents Larry D. Hatfield, Doug M. Louth, Richard J. Brandow, Carol D. Rothman and Marie A. Shellock.

Acting on the recommendation of the Finance Committee, the IEB approved contributions of \$2,000 to the Reporters Committee for Freedom of the Press, \$500 to the United Farm Workers and \$200 to the United Paperworkers Int'l Union to aid in the strike against International Paper.

On the recommendation of both the Finance and the Human Rights Committees, the board approved contributions of \$100 to the NAACP Special Contribution Fund and \$350 to the National Committee on Pay Equity.

In addition, the board approved motions for contributions of \$250 to the American Civil Liberties Union and \$100 to the Canadian Civil Liberties Assn.'s Education Trust for its campaign to block bill C-54, an anti-pornography bill that would permit censorship under the federal criminal code.

On its finance unit's recommendation, the IEB deferred action on a request from the Northern California Guild for a \$3,000 grant toward a substance abuse program the local proposes to make available to members. Expressing support for the project, the committee urged the board to "lay the matter over" until its next meeting due to TNG's "serious financial problems."



'What's global solidarity worth?' member asks

WASHINGTON, D.C.

Editor:

Brother Ray Cohn's letter about not "getting \$70,000 worth out of our affiliation" with the Int'l Federation of Journalists [Guild Reporter, April 22] makes me wonder how solidarity should be measured.

Does it mean we should have made money on it?

If there is to be "prioritization," it's a sad day if the Guild should give solidarity a low priority, known as we have been throughout our history both for our advocacy and practice of it.

Right now, the IFJ has expanded its scope of solidarity in a series of meetings with the Int'l Graphical Federation and its affiliates in printing.

Together, they have produced a thoroughly researched study and agreement on the state of the new technology and are discussing joint activities in dealing with international multimedia concentration.

In most European countries, af-

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.

filates of the two bodies are working together (as TNG and the Graphic Communications Int'l Union should be doing more).

Should we deny ourselves this information and kind of co-operation, with our own input making it even more meaningful?

While conglomerates buy out more newspapers and multiply their power, we should not be narrowing our solidarity with our union allies and weakening a valuable source of strength and knowledge.

WILLIAM MOODY
Labor Press unit
New York Guild

Editor's note: Brother Moody is information director for the Graphic Communications Int'l Union and managing editor of its monthly tabloid, "GraphiCommunicator."

Cole, 76, labor editor, Guild ex-VP

Clifton, Va. — A memorial service was held May 4 in this Washington suburb for Gordon H. Cole, 76, a widely known labor editor and writer who in the 1940s was president of the Washington Guild and a vice president of TNG. He died April 29 of cancer.

Cole had retired for a second time in 1986 after nine years as an adjunct professor of communications at the George Meany Center for Labor Studies, where he taught journalism skills to more than 500 editors of union publications.

He retired for the first time in 1976, from the staff of the Machinists union where he had been editor of the Machinist newspaper and director of public relations since 1947.

A graduate of Syracuse University, Cole first came to Washington in 1936 after working as a reporter for the Syracuse, N.Y., Post-Standard. In Washington he was a reporter for, among others, the Wall Street Journal and the short-lived but legendary daily, PM.

It was in the summer of 1943, while on PM, that he was elected one of five at-large vice presidents of TNG as a member of a pro-administration slate. When nominated he was chairperson of a TNG committee on government relations. Earlier he had been president of the Guild local in the city.

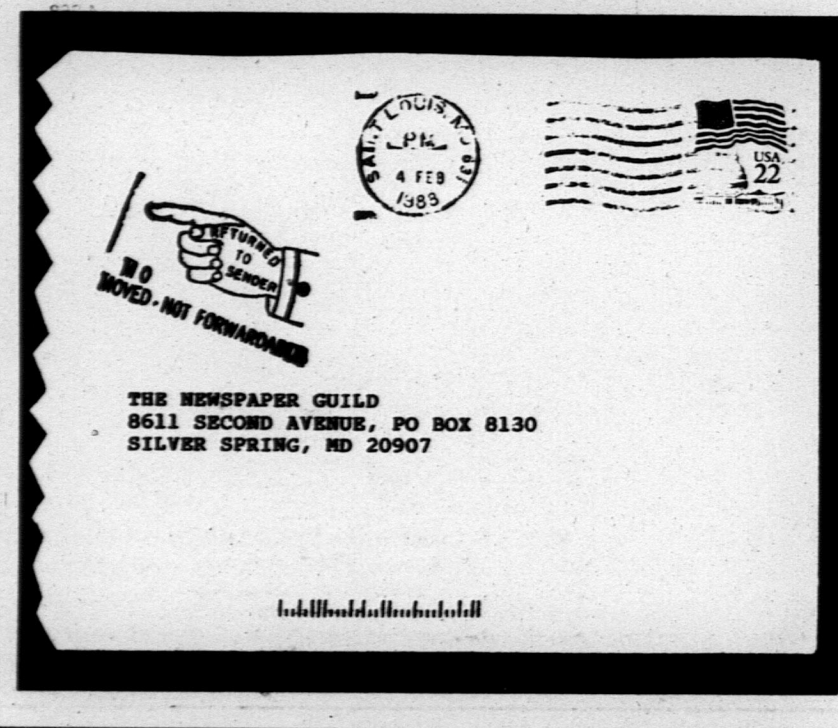
Cole's term on the IEB was cut short, however, when the following spring he went to Europe as a

civilian information specialist with the U.S. army and the 1944 Convention elected a replacement to serve the balance of his term. Earlier in World War II he served as deputy chief of psychological warfare with the 12th Army. He was awarded the Medal of Freedom and the Croix de Guerre.

He was founding president in 1962 of the Int'l Labor Press Assn., an organization of union publications and other communications instruments that now is named the Int'l Labor Communications Assn. He served on the ILPA Executive Council for 12 years.

Survivors include his spouse, Morag, two daughters and three sons.

Neither rain nor sleet nor . . . ?



As Secretary-Treasurer John C. Edgington explained it, after moving into TNG's new building, directly across the street from the Silver Spring Post Office, headquarters staffers came to expect delays in receiving mail still addressed to the union's old address(es). After more than a month at the new address, however, a St. Louis leader sent in the envelope partially reproduced here—properly addressed to TNG's new offices. The words and the hand tell the rest of the story: "Returned to sender/moved - not forwardable."

Great Falls' Great Scout

Ron Rice, right, since 1949 a reporter and photographer for the Great Falls Tribune and a member and leader of the Great Falls Guild, has received a pair of awards from the Boy Scouts of America's Lewis and Clark District for his service to scouting over the same 39 years: the Distinguished Scouting Award, the council's highest tribute, and the AFL-CIO's George Meany Award for outstanding service to scouting. He was chosen for the latter by the Great Falls Central Labor Council. A former vice president of his Guild local and picket-line chair during its 1974 strike, Rice has been a scoutmaster, committee chair and merit badge counselor on photography, fishing, geology and conservation. Earlier scouting awards include the Good Turn Award, the St. George Award from the Catholic Church and the national Boy's Life Award.



Locals called to 55th Convention

Silver Spring, Md.—Guild locals have received the official call to TNG's 55th Annual Convention—June 27-July 1 in Vancouver—and a reminder that all local financial obligations to TNG must be paid by no later than May 31 for the local to have a voice and a vote at the meeting.

TNG's Constitution requires that locals' per-capita payments to TNG through April be received "or postmarked not later than the last business day of the month preceding the convention month," TNG Secretary-Treasurer John C. Edgington pointed out in an April 8 letter to all Guild locals in the United States, Canada and Puerto Rico.

In a separate letter accompanying the official notice of the convention, Edgington noted that TNG's Constitution requires that locals elect convention delegates by secret ballot where there is a contest.

A \$50 registration fee for each delegate and alternate is due at TNG headquarters 10 days in advance of the convention, or June 17, Edgington said.

1987-88 audit: What came in, where it went

Following is the report to TNG's financial standing, including the Defense Fund and General Fund operations for the fiscal year ended March 31, 1988, as submitted by Shulman, Kurtz, Turer & Topaz, certified public accountants.

Balance Sheet—General Fund, March 31, 1988

ASSETS	
Cash in banks and on hand	\$ 134,060
Advances receivable	37,722
Loans receivable	30,583
Due from Defense Fund	-0-
Due from Organizing Fund	1,951
Exchanges receivable	27,700
Prepaid insurance and transportation expenses	94,149
Deposits	675
Investments	100
Equipment (net)	157,713
Investment in building	723,808
Total assets	\$1,208,461
LIABILITIES	
Due to Defense Fund—building loan	\$ 723,808
Due to Organizing Fund	-0-
Accounts payable	36,268
Payroll taxes payable	13,099
Due to Defense Fund	49,285
Total liabilities	\$ 822,460
Net worth	\$ 386,001
Total liabilities and net worth	\$1,208,461
INCOME	
Membership—Per-capita taxes	\$3,391,224
Initiation fees	9,497
Reinstatement fees	724
Agency fees	190,732
Servicing salaries and expenses paid by locals	20,811
Guild Reporter income	2,741
Research Dept. sales	2,815
Salaries and expenses paid by Defense Fund	84,163
Rental income	9,396
Miscellaneous income	80,747
Total income	\$3,792,850
EXPENSES	
Per-capita taxes	\$ 197,252
Field operations	1,306,380
Administrative operations	530,555
Office management	1,247,689
Executives	192,259
Other expenses	500,260
Total expenses	\$3,974,395
Operating (loss)	(\$ 181,545)
Net worth—beginning of year	\$ 567,546
Net worth—end of year	\$ 386,001

General Fund, budget & expense, year ended 3/31/88

	Expended Year Ended 3/31/88	Budget Year Ended 3/31/88	(Over) or Under Budget
1. Per-capita taxes			
AFL-CIO	\$ 97,038	\$ 83,700	(\$13,338)
Industrial Union Dept.	19,632	15,840	(3,792)
Canadian Labour Congress	28,834	28,800	(34)
Int'l Federation of Journalists	48,988	24,600	(24,388)
AFL-CIO Union Label Dept.	2,400	2,400	-0-
CLC Union Label Dept.	360	360	-0-
	\$ 197,252	\$ 155,700	(\$41,552)
2. Field Operations			
Director—Salary	\$ 62,901	\$ 61,750	(\$ 1,151)
Expenses	5,419	3,500	(1,919)
Organizing and Servicing			
IRs' Salaries	680,792	687,059	6,267
IRs' Expenses	244,201	230,000	(14,201)
Miscellaneous organizing and servicing	101,971	80,000	(21,971)
Collective Bargaining			
Salaries—Exec. Secy.			
Contracts Committee	55,892	54,861	(1,031)
Pension consultant	21,543	17,625	(3,918)
Research and information associate	39,454	38,600	(854)
Collective bargaining and research assistant	39,682	38,600	(1,082)
Human Rights			
Co-ordinator	45,055	44,208	(847)
Expenses—personnel	9,470	10,000	530
	\$1,306,380	\$1,266,203	(\$40,177)
3. Administrative Operations			
Research and Information			
Salaries—Director	\$ 54,598	\$ 53,590	(\$ 1,008)
Expenses—personnel	5,314	1,000	(4,314)

Books and periodicals:

	Expended Year Ended 3/31/88	Budget Year Ended 3/31/88	(Over) or Under Budget
Legal and bargaining services	3,598	5,000	1,402
Subscriptions	8,830	7,000	(1,830)
Other printed material	4,388	6,000	1,612
Publications and literature:			
Constitution	15,937	14,000	(1,937)
Organizing and other literature	7,997	5,000	(2,997)
Miscellaneous	40	50	10
Department of Education			
Director—Salary	\$ 52,941	\$ 51,995	(\$ 946)
Expenses	2,620	2,500	(120)
Publications—literature	-0-	1,000	1,000
Institutes—seminars	43,413	40,000	(3,413)
Guild Reporter			
Salaries—Editor	54,599	53,590	(1,009)
Assistant editor	40,979	40,165	(814)
Clerical	32,060	30,802	(1,258)
Expenses:			
Personnel	3,623	4,500	877
Printing	99,855	101,000	1,145
Postage	91,277	85,000	(6,277)
Pictures and special material	8,218	7,750	(468)
Miscellaneous	268	750	482
	\$ 530,555	\$ 510,692	(\$19,863)

4. Office Management

	Expended Year Ended 3/31/88	Budget Year Ended 3/31/88	(Over) or Under Budget
Salaries			
Office manager	\$ 29,648	\$ 32,000	2,352
Secretary-stenographers	72,695	75,236	2,541
Bookkeeping	54,280	50,199	(4,081)
General clerical	41,260	40,531	(729)
Expenses:			
Rent and maintenance	246,162	195,500	(50,662)
Moving expense	57,311	25,000	(32,311)
Stationery and supplies	55,688	40,000	(15,688)
Equipment	53,192	20,000	(33,192)
Telephone and telegraph	40,234	40,000	(234)
Repairs and improvements	10,184	5,000	(5,184)
Postage	23,956	27,000	3,044
Auditing	18,000	18,000	-0-
Insurance and bonding	20,000	20,000	-0-
Employee pension	124,168	125,606	1,438
Employee health and welfare	161,677	163,390	1,713
Directly billed transportation costs	199,662	150,000	(49,662)
Data processing	26,210	15,000	(11,210)
Miscellaneous	13,362	12,500	(862)
	\$1,247,689	\$1,054,962	(\$192,727)

5. Executives

	Expended Year Ended 3/31/88	Budget Year Ended 3/31/88	(Over) or Under Budget
Officers' salaries	\$ 163,469	\$ 143,650	(\$ 19,819)
Officers' expenses	28,790	25,000	(3,790)
	\$ 192,259	\$ 168,650	(\$ 23,609)

6. Other Expenses

	Expended Year Ended 3/31/88	Budget Year Ended 3/31/88	(Over) or Under Budget
Legal	\$ 62,590	\$ 52,000	(\$ 10,590)
Payroll and personal property taxes	107,084	102,000	(5,084)
Contributions and tickets	16,999	17,500	501
Delegates and committees	20,823	15,000	(5,823)
I.E.B. meetings	84,362	84,560	198
Severance pay provisions	79,640	67,358	(12,282)
Convention reserve	100,000	90,000	(10,000)
Broun Award	1,000	1,000	-0-
Broun Award expenses	4,224	3,000	(1,224)
AFL-CIO-IUD conventions	3,973	5,000	1,027
CLC Convention	450	350	(100)
IFJ meetings	14,520	15,000	480
Guild Service Award	595	1,500	905
Irving Leichter Scholarship Fund	4,000	4,000	-0-
	\$ 500,260	\$ 458,268	(\$ 41,992)
Totals	\$3,974,395	\$3,614,475	(\$359,920)

Balance Sheet—Defense Fund, 3/31/88

ASSETS	
Cash in banks:	
Checking account	\$ 190,888
Savings accounts and certificates of deposit	4,085,561
Investments—at cost	3,224,759
Loans receivable:	
Great Falls Guild	\$ 7,800
Northern California Guild	92,422
Gary Guild	14,125
Scranton Guild	2,000
Puerto Rico Guild	30,000

Terre Haute Guild	13,300
Washington-Baltimore Guild	109,237
Wire Service Guild	72,145
Due from General Fund	49,285
Loan receivable—building	723,808
Other investments—at cost	8,739
Total assets	\$8,624,069

LIABILITIES

TNG's Defense Fund had no liabilities on 3/31/88.	
Net worth	\$8,624,069
Total liabilities and net worth	\$8,624,069

INCOME

Per-capita apportionment	\$ 705,833
Per capita, higher dues	303
Interest and investment income	597,454
Contribution refund—Steelworkers	3,114
Total income	\$1,306,704

EXPENSES

Contributions:	
G.R.O.W.S. (Northern California Guild)	\$ 12,000
United Farm Workers	2,500
South African mineworkers	5,000
British Columbia Labor Federation	5,000
Loans written off by board action:	
Knoxville Guild	14,500
Detroit Guild	5,500
Washington-Baltimore Guild—overtime suit	4,871
Printing checks	214
Union-dues cases	16,920
Strike benefits:	
Washington-Baltimore Guild, Sunpapers unit	61,437
Southern Ontario Guild, Maclean's unit	19,226
Wilkes-Barre Guild, Times Leader unit	319,992
Alternative strategies:	
Bristol Guild	881
Fresno Rally (Northern California Guild)	10,659
Wire Service Guild	13,500
New York Guild, Consumers Union boycott	38,085
Bakersfield Guild	5,000
Cleveland Guild, Massillon unit	8,563
Puerto Rico Guild, El Mundo and El Reportero units	20,016
Detroit Guild, legal fees in opposing JOA	121,880
Northern California Guild, McClatchy chain units	72,784
Pacific Northwest Guild, Tacoma unit	23,196
Per capita for striking members receiving benefits	7,305
Transfer to Anti-Discrimination Fund	45,000
Total expenses	\$ 834,029
Operating gain	\$ 472,675
Net worth—beginning of year	\$8,151,394
Net worth—end of year	\$8,624,069

Organizing Fund, income & expense, year ended 3/31/88

INCOME	
Interest income	\$ 6,618
Total income	\$ 6,618
EXPENSES	
Salaries	\$ 379
Expenses	732
Auditing	1,375
Organizing subsidies:	
Canadian Wire Service Guild	3,014
Denver Guild	11,026
Los Angeles Guild	4,479
Ottawa Guild	4,268
San Jose Guild	266
Southern Ontario Guild	88,663
Vancouver-New Westminster Guild	22,637
Total expenses	\$ 136,839
Operating deficit for year	(\$ 130,221)
Net worth—April 1, 1987	\$ 139,277
Net worth—March 31, 1988	\$ 9,056

Anti-Discrimination Fund, income & expense, year ended 3/31/88

INCOME	
Transfer from Defense Fund	\$ 45,000
Interest income	623
Total income	\$45,623
EXPENSES	
The Anti-Discrimination Fund had no expenses for the year.	
Operating income for year	\$ 45,623
Net worth—April 1, 1987	-0-
Net worth—March 31, 1988	\$ 45,623

NOTES TO FINANCIAL STATEMENTS

The Canadian exchange rate was (.810) at end of period. The figures set forth do not reflect any conversion of Canadian dollars to United States dollars. The effect of conversion of Canadian dollars to United States dollars would be a reduction of assets of the General, Defense and Organizing Funds in the amount of \$800,112.

Bosses' 'test' paper irritates subscribers

Bill backed to expand FOI access

San Diego—The Copley chain may have gotten more than it bargained for when it had executives, editors and other supervisors spend a goodly portion of a Sunday putting out a "test" edition of the San Diego Union in mid-April, about a month after opening talks with the San Diego Guild on renewal of its contract covering more than 1,000 employees of the Union and the afternoon Tribune.

The first red faces after completion of the exercise—called "Sunday School" in a confidential memo by a circulation supervisor designated the company's "emergency plan co-ordinator"—started appearing the next morning when subscribers began calling Guild-covered circulation phone room employees to complain about copies of the bogus paper having been delivered to their homes.

Guild-represented circulation district managers were dispatched to deliver copies of the day's real paper, produced by Guild-covered news-room and ad-department employees and by printing crafts union workers in the composing and press rooms—and to retrieve the bogus papers.

The Guild said in a bulletin that reports from the phone room confirmed that some "infuriated readers demanded cancellations of their subscriptions." The San Diego Business Journal quoted one telling its reporter that "we can't tolerate" getting a paper without correct sports scores.

The number of test papers that ended up on subscribers' doorsteps could not be determined with certainty. The Los Angeles Times put the number at 100. The Business Journal said "at least 200" were delivered.

The episode was the subject of the lead item in the "Personalities" column in the Washington Post's Style section by the end of the week. It labeled it "this week's amusing media blunder," keying on a fictitious Page-1 story announcing that Jesse Jackson and Pat Robertson had joined forces to form a new political party.

The Guild's bulletin—headed "U-T flunks in 'test' paper"—



suggested that at least some readers of the piece, under the byline of Peter Kaye, the Union's associate editor, found it less than amusing, however.

It "managed to demean followers of both" Jackson and Robertson, the bulletin charged, adding that the story's report of plans by the new party's "CIA (Christian Infiltration Agents)" to "bombard the barrio with Bibles" also would offend Hispanics.

The Guild also pointed to "lifted" content from earlier articles by Guild-covered reporters, "no relevant local news," "pathetic prose," and weather information "so botched" that when portions

were picked up in the real paper they brought "a printed correction and apology by the paper."

Robert A. Kemp, the Guild local's administrative officer, told the Business Journal that it was fairly widely known that the company was planning to hold the training session for supervisors.

Nonetheless, when it did so, it "opened the eyes of a lot of people" on the dailies' workforce and damaged the public image of Copley-chain head Helen Copley as treating the papers' employees as a "happy family," Guild President Ed Jahn told the weekly.

If management was trying to tell the employees it can do their jobs

without them, "they did a pretty sorry job of it," Jahn said.

Herb Klein, the chain's editor in chief, and a former communications director for the Nixon administration, said there would be more training sessions. He said it is part of an effort to be ready to try to continue publishing in case there is a strike, the Business Journal reported.

The Guild's contract expires June 5. The Guild has never struck the San Diego dailies.

Silver Spring, Md. — A new bill to improve access to government information under the U.S. Freedom of Information Act would provide "a badly needed counter to the growing government secrecy of recent years," TNG's Int'l Executive Board said during its spring meeting.

Calling for early hearings by the House Subcommittee on Government Information on the bill introduced by Reps. Gerald D. Kleczka (D-Wis.) and Glen English (D-Okla.), the IEB said its passage would restore rights "seriously eroded under the Reagan administration."

The bill, similar to a measure introduced in the last Congress, would clarify fee provisions of the FOI Act and transfer administration of the law from the Justice Dept. to the National Archives.

It would permit imposition of penalties against government agencies that fail to comply with requests for information within the law's time limits and would broaden sanctions against government employees who deliberately obstruct access to information.

The proposal, like the earlier version, was drafted with assistance from the Society of Professional Journalists, Sigma Delta Chi. A provision of the earlier measure to make reduced fees for information more widely available to news organizations was enacted into law to take effect this year.

The current bill also would require more efficient record-keeping of FOI requests and responses and would limit exemptions for information related to national security, personnel records and procedures and bank records.

UPI asks court to block arbitration

Philadelphia—The new managers of United Press Int'l have asked a federal district court here to prohibit the Wire Service Guild from seeking an arbitrator's ruling that the terms of the old Guild-UPI contract continue under an "ever-green" clause until a new contract is settled.

In a suit filed in U.S. District Court, UPI seeks to block the Guild from arbitrating the case, arguing that participation in the arbitration would cause the company irreparable damage and injury.

It also seeks an order declaring the contract no longer in effect.

Representatives of UPI owner Mario Vazquez Rana declared bargaining with the Guild for a new contract at an "impasse" last November, posting working rules in place of contract terms.

Efforts to reach agreement on a new contract since management of UPI was transferred earlier this year also have been unsuccessful.

"UPI's own 'work rules' state employees have arbitration rights, and now the company is claiming it cannot be obligated to arbitrate any case concerning employee rights," Guild President Kevin Keane said in reaction to the UPI suit, filed April 22.



Great Lakes, Midwest, Southern District Councils, joint spring meeting, Pittsburgh Hilton, Pittsburgh, May 21-22.
New England Servicing-Organizing Program, pre-convention meeting, June 12, Boston.
Int'l Executive Board, pre-convention meeting, June 24-25, Hotel Vancouver, Vancouver.
Conference of District Councils, noon, June 26, Hotel Vancouver.
New Delegate Forum, 3 p.m., June 26, Hotel Vancouver.
55th Annual Convention, June 27-July 1, 1988, Hotel Vancouver.
Int'l Executive Board, post-convention meeting, July 1, Hotel Vancouver.
Int'l Executive Board, fall meeting, Oct. 24/26, TNG headquarters, Silver Spring.
Canadian District Council, fall meeting, Oct. 29-30, Sudbury, Ont.
Western District Council, fall meeting, Oct. 29-30, Monterey, Calif.
Knight-Ridder Council, fall meeting, Nov. 12-13, Hyatt House, San Jose.
Western District Council, winter meeting, January, Bakersfield, Calif.
56th Annual Convention, Albany, N.Y., 1989.

The Guild Reporter

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

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The Newspaper Guild

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