

Widespread bias charged at Washington Post

Washington — In a sweeping class-action complaint filed with the District of Columbia government, the Washington-Baltimore Guild has accused the Washington Post of widespread discrimination in its employment practices.

Filed with backing from TNG and announced at a press conference on July 13, the complaint charges the Post with discrimination on the basis of race, sex, age and national origin.

It occurs in pay, merit-increase,

hiring, training, classification, assignment, promotion, termination and other practices affecting all 1,400 Post employees represented by the Guild, the complaint charges.

Sandra Polaski, Guild administrative officer, told reporters that the filing—endorsed in an overwhelming vote by the Post membership in May—is “the second round” of the Guild’s 20-year effort to eliminate discriminatory

Post unit shows fair contract aim with byline strike 12

employment practices at the paper. The first round brought “some progress, but not enough,” she said.

Pointing to the Post’s pay policies as “one important focus of the complaint,” Polaski charged that managers’ “subjective judgments . . . have resulted in wide-

spread and dramatic pay disparities” between male and female employees and between employees who are white and those who are black, Hispanic and Asian. The disparities are “equally dramatic” in the news and business departments, she said.

“The worst news is, they are getting worse,” she said.

Jill Nelson, chairperson of the Post Guild unit, emphasized that the complaint “is not an action

taken in haste,” pointing to “two years without a contract, three years of the Post’s refusal to release salary data . . . and consistent refusal . . . to even discuss discrimination in compensation.”

TNG President Charles Dale told the press conference that while the union would prefer to resolve all problems through the bargaining process, it “cannot negotiate a contract nor be a party to unilateral-

(Continued on Page 10)

The 55th annual TNG convention

Vancouver—There were 220 delegates and 4 alternates from 54 locals in the United States and Canada registered and seated for TNG’s 55th Annual Convention, held here June 27-July 1 at the Hotel Vancouver.



The GUILD REPORTER

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Funds' transfer okayed for organizing

Defense fund interest will renew effort

Vancouver—Acting on a proposal that became the centerpiece of TNG’s 1988 Convention, delegates approved the transfer of investment income from the union’s Defense Fund to its Special Organizing Fund to back an invigorated program of organizing new members.

The proposal, initiated by TNG’s Int’l Executive Board at its spring meeting, was approved as delegates adopted the report of the Finance Committee, chaired by William T. Davis of San Jose. The action authorizes the transfer of investment earnings from the Defense Fund for an 18-month period to end next June 30.

Those earnings, expected to total about \$900,000, will be used to revive the Special Organizing Fund that was created in 1984 with financing from a pair of special membership assessments that produced about \$1 million. The fund, which was nearly depleted, has supported a variety of local organizing projects.

In opening day speeches, TNG’s three top officers urged delegates to approve the IEB proposal to help, in the words of TNG President Charles Dale, “meet the greatest challenge the Guild has faced since its early years.”

“Organize we must,” he said, citing membership losses and bargaining crises confronting Guild locals.

(Continued on Page 8)



Inaugural: TNG President Charles Dale makes his first address as the union’s president to opening session of 1988 TNG convention. Flanking him: Int’l Chairperson Peter E. McLaughlin and Secretary-Treasurer John C. Edgington.

Active Guild role urged in coming elections

Vancouver—The months ahead demand political activity on the part of the Guild and its members in the United States and Canada as working men and women in both countries face elections in which their votes can help topple conservative governments, delegates to TNG’s 1988 convention said in words written and spoken.

For TNG this will include endorsing a candidate for U.S. president said TNG President Charles Dale as he and other speakers and the convention itself called on Guild locals to take an active role in campaigning to elect governments on both sides of the border that share the concerns of working people. An endorsement was au-

thorized by the 1987 convention.

In Canada, a first step is joining in the labor movement’s call for federal elections this year so voters can express their sentiments on the proposed Canada-U.S. free trade agreement and other policies of the conservative government of Brian Mulroney, said Dale in addressing the convention’s opening session.

The free-trade agreement the Mulroney government is “forcing down the nation’s throat . . . threatens to remove the last vestiges of Canadians’ control over their economy” and to weaken the country’s progressive labor laws and social policies, Dale said.

Pointing to the lessons of recent

(Continued on Page 4)

Contracts seen goal of organizing

Vancouver—The primary purpose for Guild organizing is to win contracts that provide “better wages, working conditions, dignity and security” for employees in the news industry, TNG’s 1988 Convention said in adopting the report of its Collective Bargaining Committee.

Pointing to the convention’s overall emphasis on the need for organizing, the report also asserted that contracts “are best won and

improved” through joint and co-ordinated bargaining efforts with other unions in the industry.

Acting on the recommendation of the committee, chaired by Adolphe Bernotas of the Wire Service Guild, the convention also authorized TNG’s Int’l Executive Board to appoint a committee to continue exploration of a merger “with appropriate unions.” The committee is directed to report to next year’s convention.

Members of the committee, which is to include proportional representation from Canada, may be drawn from the IEB, the convention said.

In authorizing the appointment of a merger committee, the convention expanded a recommendation from the IEB asking the convention to renew the Guild’s commitment to merger.

Expansion of the IEB’s recom-

(Continued on Page 2)

Convention urges more in N.Y. to enact VDT safety laws 9

NLRB judge orders reinstatement of four by Sacramento Union 3

Detroit seeks order to arbitrate to extend Free Press pact 5

Organizing's aim is new contracts, delegates assert

(Continued from Page 1)
 mendation is "a gentle but firm" reminder that Guild locals are interested in merger and the exploration of it," said Gil Bailey of the Pacific Northwest Guild.

The convention also approved expansion of TNG's Collective Bargaining Program to call for employer reimbursement for costs of caring for employees' elderly, disabled or handicapped adult dependents, and it changed the goal calling for reimbursement for costs of child care to make it "out-of-school" care, rather than "after-school" care.

The convention also approved expanding TNG's Recommendations on Bargaining to include advice on bargaining tax-deferred savings plans.

Those plans should not be established unless an adequate retirement has been established first and locals should seek dollar-for-dollar employer payments to match employees' savings, the convention said. It also called for immediate vesting for both employee and employer payments to the plans.

TNG's Constitution requires all locals to include all provisions of the bargaining program in their contract proposals at the outset of bargaining, while the bargaining recommendations are not mandatory in locals' proposals.

The convention also underscored the need for locals to consult with TNG before embarking on programs of "innovative bargaining strategies" and reminded locals that TNG approval is necessary before Defense Fund backing can be granted for their pursuit.

Citing the importance of pre-retirement planning to enable mem-

bers to take best advantage of the retirement benefits Guild locals have bargained, the convention called on TNG to develop information about retirement planning.

The convention also renewed recommendations that locals:

- ✓ Bargain increases in contractual minimum pay rates that are no less than general pay increases and that those increases be of adequate size to keep pay ahead of rising living costs and in pace with productivity gains.

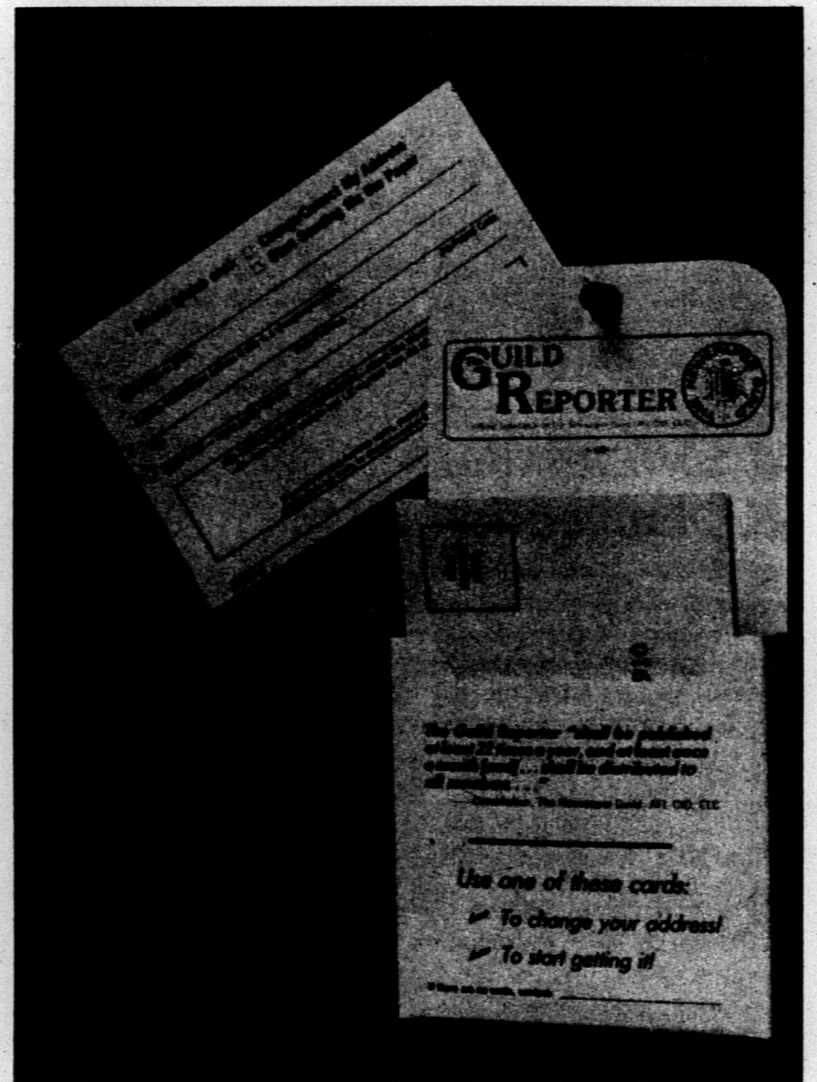
- ✓ Seek prohibitions against mandatory testing for AIDS and alcohol and drug use as intrusions of privacy and irrelevant to assessing employee job performance.

- ✓ 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.

Check your bulletin board!

Quantities of "pockets" and pre-addressed post cards to help new members start getting the Guild Reporter and other members to change and/or correct the address to which their paper is sent have been distributed to all Guild locals for posting on bulletin boards in members' workplaces. The devices were fashioned in response to the U.S. Postal Service's increasing to 40 cents the charge for each copy of the paper returned because of an incorrect address and to members' complaints that they do not receive the paper. TNG will share information on the cards with locals, which are being asked to continue to provide the Guild Reporter with members names and addresses.



Minimums called basis of fair pay

Vancouver—"Substantial minimum" pay rates and "across-the-board pay increases are the foundation for a fair and equitable pay structure benefiting both employees and employers," TNG's 1988 Convention re-emphasized in its Collective Bargaining Report.

"Merit increases are to acknowledge and reward individual merit," it continued, adding: "They are not substitutes for negotiated increases and are to be paid in addition to substantial minimum" pay rates.

"Merit pay, lump-sum, commission or incentive pay schemes unilaterally controlled by the employer or depending on the employer's evaluation of performance are discrimination traps and are contrary to sound historical Guild bargaining policy," the convention pointed out.

It also reiterated opposition to multi-tier minimum rates, charging that they "create subclasses of employees" and "violate the principle of equal pay for equal work, pit workers against one another, undermine confidence in the Guild" and "discriminate on the basis of arbitrary criteria not related to job performance or skills."

Convention endorses new FOI provisions

Vancouver—TNG's 1988 Convention endorsed proposed legislation that would improve the right of access to government information under the U.S. Freedom of Information Act.

Calling on the House Subcommittee on Government Information to schedule early hearings on the proposal, the convention said it would provide "a badly needed counter to the growing government secrecy of recent years."

The bill (H.R. 3885), introduced by Gerald D. Kleczka (D-Wis.), is similar to a measure introduced in the last Congress. It

would transfer administration of the FOI Act from the Justice Dept. to the National Archives and would permit the imposition of penalties against government agencies that fail to comply with requests for information within the law's time limits.

It also would broaden sanctions against government employees who deliberately obstruct access to information, limit exemptions and clarify fee schedules.

The convention also called on lawmakers in the House and the Senate to approve a clarification in the 1986 Tax Reform Act to allow writers to once again deduct expenses in the year they are incurred.

As adopted, the tax reform measure shifted writers from the ranks of the self employed to a category covering businesses. The change requires writers to project future earnings and amortize deductible expenses.

"There can be no excuse for embedding this admitted mistake into the concrete of U.S. tax law," the convention said. In doing so, it joined the National Writers Union, the Authors Guild and other writers' organizations in urging passage of a technical corrections bill introduced in both houses.

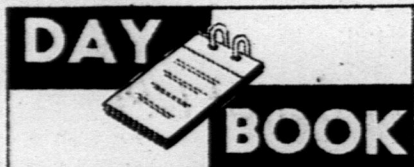
Meanwhile, delegates urged Revenue Canada to abandon efforts to censor books, magazines and video tapes entering the country. In issuing the call, the convention pointed to the seizure of such materials by customs officials and ministry rulings upholding seizures on grounds of obscenity.

Steps taken to revive caucus of small locals

Vancouver — Representatives of several Guild locals met here June 30 during the 55th TNG Convention to discuss revival of the caucus of small Guild locals that had met at previous conventions.

Participants said they felt a revived caucus could help locals with 200 or fewer members and/or five or fewer convention votes to more readily share common concerns and resources, supplementing TNG services to those locals.

A mailing to eligible locals is scheduled for later this summer and small locals' representatives expect to hold a follow-up meeting the first night of the 1989 convention in Albany, N.Y., said Ron Leir of the Hudson County (Jersey City) Guild.



Int'l Executive Board, fall meeting, Oct. 24-26, TNG headquarters, Silver Spring.
 CANADIAN District Council, fall meeting, Oct. 29-30, Sudbury, Ont.
 Midwest District Council, fall meeting, Oct. 29-30, Minneapolis-St. Paul.
 Western District Council, fall meeting, Oct. 29-30, Monterey, Calif.
 Great Lakes District Council, fall meeting, Nov. 5-6, Terre Haute, Ind. (tentatively).
 Knight-Ridder Council, fall meeting, Nov. 12-13, Hyatt House, San Jose.
 Middle-Atlantic, New England and Southern District Councils, joint fall meeting, Nov. 12-13, New York City.

Convention opening, Vancouver style!



Mike Bocking, president of the host Vancouver-New Westminster Guild, guests and TNG officers get piped into the ballroom of the Hotel Vancouver for the opening session of TNG's

55th Annual Convention. Visible behind Bocking are Mayor Gordon Campbell, B.C. Federation of Labour President Ken Georgetti and TNG Int'l Chairperson Peter E. McLaughlin.

The Guild Reporter (ISSN: 0017-5404) is issued semimonthly, except monthly in July and December, at 8611 2nd Ave., Silver Spring, Md. 20910. \$20 a year. Second-class postage paid in Silver Spring, Md., and additional mailing offices. Printed in the U.S.A.
 Postmaster: Send address changes to The Guild Reporter, 8611 2nd Ave., Silver Spring, Md. 20910.

Sacramento Union told to reinstate Guild bargainers

San Francisco — The Sacramento Union violated federal law when it fired the four employees who comprise the Northern California Guild's bargaining committee at the paper, a National Labor Relations Board administrative law judge ruled June 29, ordering their reinstatement with back pay and interest.

The paper's president and general manager said immediately that the company will appeal because "it's the wrong decision," the paper reported.

The four were suspended and then fired last October for what the company called "an act of disloyalty" after they sent a letter to 50 of the paper's major advertisers.

Headed "A one-newspaper town . . . it's bad for you," the letter urged advertisers to express concern to the Union's management that stalled bargaining with the Guild was frustrating employees' desires to help get the paper back on its financial feet.

"During these trying times of bargaining, the paper's circulation has plummeted, good employees have left for better jobs, advertising has suffered. The newspaper as a whole is speeding downhill," the letter said.

When the Oct. 1 letter was issued, the Guild's contract with the company had been expired for 17 months and a company-declared "impasse" in bargaining and company-imposed pay cuts of 15 to 20 percent had been in effect for 14 months.

The Union, owned by Richard Mellon Scaife, competes with the McClatchy chain's Sacramento Bee.

Convention elects election committee

Vancouver—Jerry E. MacDonald of Canadian Wire Service, Michelle Davis of San Diego and William Buchanan of Erie were re-elected to two-year terms on the Int'l Election & Referendum Committee on the opening day of TNG's 1988 Convention.

At the same time, Sarah Hammond of Portland and Joe Steele of New York were elected to first terms on the unit, which oversees all Guild-wide membership voting. They replace Robert A. Steinke of St. Louis and David Langzattel of Portland, who did not seek re-election.

Howard Burkhardt of Toledo and Beth Tamke of Memphis were elected alternates, also without contest.

Following the convention, the IERC elected MacDonald as chairperson and Buchanan as vice chairperson.

Wilson resigns from TNG staff

Toronto—Frederica Wilson, an international representative for TNG in Eastern Canada most of the last six years, has resigned to enter law school.

President and chief bargaining representative of the Montreal Guild while working as a reporter for Southam's Gazette, Wilson, 32, first joined TNG's staff in the spring of 1982 and has since assisted nearly every Guild local and unit in Canada's eastern region. (She left TNG's staff for several months in 1986-87 to serve as a local representative for the Canadian Wire Service Guild.)

In Windsor, she helped circula-

In his ruling, NLRB Administrative Law Judge Timothy D. Nelson held that the four Guild leaders were engaged in activity protected by federal labor law when they wrote the letter "seeking the support of a third parties in their ongoing labor dispute."

In their letter, the four bargainers made it "abundantly clear . . . that they were writing as employees and union officers in a labor dispute," said Nelson, who cited the lack of such disclosures in statements that have been held to be outside the protection of the labor law.

While the continued viability of the employer was called into question in the letter, "such statements alone" do not render the letter "an unprotected 'disparagement' of their employer's 'product'," added Nelson.

The purpose of the letter was not to cause the company to lose business, but to seek support for Guild bargaining demands, Nelson wrote. In the committee's view a settlement of the bargaining dispute would boost employee morale, attract motivated applicants and enhance the company's "journalistic stature in the community," he said.

While the company asserts that the four employees acted disloyally by publicly suggesting that the bargaining problems threatened the paper's viability, Nelson noted that the "overall theme had already surfaced in the business and advertising community" in an editorial in a local business publication.

Citing Union president and general manager Jack Bates' testimony that "it was the tone of the letter that . . . was the problem,"

Sacramento victim thanks benefactors

Georgia Canfield, one of four Sacramento Guild unit bargainers fired by the Sacramento Union in October, says "thank you" from all four for locals' and members' contributions to replace victims' wages and benefits while the Northern California Guild seeks their reinstatement. She spoke on last day of TNG's 1988 Convention, two days after labor-board judge ordered firings rescinded and paper's publisher said he will appeal. Locals and delegates gave and pledged \$13,152.96 more to Victims' Fund to see them through the appeal.



Nelson called that tone "overall, remarkable" for the absence of reckless or malicious attacks and for "the positive way in which its authors chose to make their pitch for support from . . . advertisers, stressing that everyone had an interest in seeing the Union survive and prosper."

The four did not lose the labor law's protection merely by suggesting that the paper's survival was in danger unless the company restored employee morale by showing greater flexibility at the

bargaining table, Nelson held.

He also found that the company had acted unlawfully by unilaterally invoking rules on non-employees' access to working areas and refusing to hold grievance meetings on company premises.

The four Guild bargainers—Bob Saucerman, Ana Sandoval, Georgia Canfield and Sue Harper—have come to be known as the "Sacramento Union Victims" through a Northern California Guild fund-raising effort to

help replace wages and benefits they have lost since their suspension and firing. Through June 22, contributions to the fund totaled \$54,473.54, including \$17,606 from locals and members throughout the Guild.

Contributions and pledges by delegates and Guild locals in a floor collection taken up at TNG's 1988 convention two days after the NLRB law judge's ruling totaled \$13,152.96. The funds will help continue the four's pay and benefits during the company's appeal.

Paperworkers' strike backed by delegates

Vancouver — Thirty-five hundred members of the United Paperworkers Int'l Union who are striking or locked out at four mills owned by the giant Int'l Paper Co. won backing from TNG's 1988 Convention, as delegates endorsed a call for Guild support for the UPIU's "corporate campaign" called against the company.

In urging Guild locals and members to support the campaign, the convention joined in a call issued by TNG's Int'l Executive Board early this year and delegates to the spring meeting of the New England District Council of Guild locals.

Striking and locked out Paperworkers at mills in Jay, Me., Mobile, Ala., Lock Haven, Pa., and De Pere, Wis., have been on the streets for as long as 15 months

while management is operating the plants with replacement workers.

The company, with near-record profits, is demanding wide-ranging concessions from Paperworkers' locals, including cuts in job security and elimination of holiday and premium pay. Paperworkers' members at nine other Int'l Paper mills have rejected demands that include the same concessions. They are continuing to work under expiring contracts.

The union, meanwhile, has expanded its corporate campaign to include boycotts of companies whose directors also sit on Int'l Paper's board of directors. The campaign had focused on letter-writing efforts to persuade those companies' directors to sever their links with Int'l Paper's anti-union policies, along with protest demonstrations and appearances annual meetings.

As a first step in its expanded effort, the union called early in June for boycotts of banks owned by the Bank of Boston Corp. and the PNC Financial Corp. More re-

cently it added Avon Products to the boycott.

Int'l Paper director Donald McHenry sits on the board of the Bank of Boston Corp., while W. Craig McClellan, a senior vice president and head of Int'l Paper's Hammermill subsidiary, serves as a director of PNC Financial. Director Stanley Gault also serves on the Avon board.

Other companies that share directors with Int'l Paper include Coca-Cola Co., Anheuser-Busch and Hershey. TNG's convention urged Guild locals and members to join in the union's letter-writing campaign protesting these companies' links with Int'l Paper's union-busting policies.

Pre-addressed, printed post cards addressed to the targeted companies are available in quantity from Jerry Herwald, president of Paperworkers' Local 628, Maine Ave., De Pere, Wis., 54115.

Subsidiaries of the Bank of Boston Corp. include the First National Bank of Boston, Casco

Northern Bank of Maine, Rhode Island Hospital Trust and the Bank of Boston-Connecticut. Banks owned by PNC Financial include Pittsburgh National Bank, Provident National Bank, Northeastern Bank of Pennsylvania, Marine Bank, Hershey Bank, Central Trust Co. of Ohio and Citizens Fidelity of Kentucky.

The union stepped up its campaign after striking and locked out members overwhelmingly rejected a company proposal that would have immediately reinstated only a small number of members, while strikebreakers would have retained their jobs. The proposal was the outcome of several weeks of mediated talks this spring.

Rep. Joseph A. Brennan (D-Me.), meanwhile, has introduced a bill in Congress that would outlaw hiring permanent replacements for striking workers for the first 10 weeks of any labor dispute.

The bill (H.R. 4552), grew out of efforts by the Paperworkers' Union and other labor representatives.

Guild unit okays contract at UPI

Vancouver—Members of the Wire Service Guild at United Press Int'l by a vote of 95 to 31 have ratified a one-year contract with the U.S. news service, the local's president, Kevin Keane, announced June 30.

The vote, tallied at the union's office in New York, was announced during TNG's 1988 Convention here.

The settlement, which Keane said covers some 700 UPI employees in the United States, was reached May 26 in talks which involved TNG President Charles Dale and Secretary-Treasurer John C. Edgington as well as Keane and representatives of the UPI Guild group. The June 24 issue of the Guild Reporter carried a summary of its terms.

Job Posting

There is a vacancy on TNG's field staff in the position of international representative assigned to Canada. Contact is: TNG President Charles Dale (re IR vacancy)/The Newspaper Guild/8611 2nd Ave./Silver Spring, Md. 20910.

An Equal Opportunity Employer

Active Guild role urged in U.S., Canadian elections

(Continued from Page 1)

years, the convention warned in its Political Action report that "political complacency by the Guild and its members is a suicidal path that only strengthens the hands of the employer."

Union members in both Canada and the U.S. must use opportunities that confront them to elect government leaders who "care about the working people and those that cannot help themselves" rather than the rich, said Canadian Labour Congress President Shirley Carr, who addressed the convention June 29.

Noting that last year's convention authorized TNG's Int'l Executive Board to endorse a presidential candidate—an option that the board choose not to exercise during the presidential primary contests—Dale announced that the IEB plans to make a decision on an endorsement in advance of a meeting of AFL-CIO's General Board this summer.

The General Board, which includes representatives of all unions affiliated with the AFL-CIO, is scheduled to meet in August to consider a presidential endorsement.

"The choice before us is becoming clear," he told the convention. "We can have four years of George Bush—Reagan without the smile—or we can have a brand-new Dukakis administration and with it hope for labor and for the Guild," Dale said.

Earlier, in his inaugural speech as TNG's Int'l Chairperson, Peter E. McLaughlin, quoted presidential candidate Jesse Jackson's description of the motto of the Reagan administration and Republican economics: "We take from the needy to give to the greedy."

McLaughlin warned of a "sleeping giant about to awaken," however, as unions in the U.S. and Canada begin to exercise their political might.

A presidential endorsement "will mean nothings unless our U.S. locals make it meaningful," Dale cautioned. He urged locals to conduct voter registration drives to make sure that all Guild members and their families can vote in the November elections.

The convention endorsed that call as it approved the report of its

Political Action Committee, chaired by Timothy Schick of Albany. Calling on U.S. locals to conduct voter registration drives, the convention also urged locals to "seek innovative ways" to encourage members to make contributions to the AFL-CIO's Committee on Political Education.

The convention called on U.S. locals and district councils to make treasury contributions to COPE's Voter Education and Registration Fund and urged Canadian locals to make contributions to candidates and political parties responsive to the concerns of labor.

All locals, the convention said, should appoint political action committees to conduct on-going programs of political and legislative activity. At the same time, the convention said that locals in state, provincial and national capitals "have an added responsibility to support and propel labor's political agenda."

The Wire Service Guild disassociated itself from any TNG endorsement in a statement read into the record as the convention considered the Political Action report.

A policy approved by Wire Service Guild members in a referendum in 1973 prohibits the local from making any political endorsements, said local delegate Diane Duston.

Acting on its report, meanwhile, the convention repeated a recommendation of previous conven-

tions that locals eliminate from their bylaws any prohibitions against political activity.

The convention also renewed a call to locals that have not done so to affiliate with state, provincial and local labor bodies.

In adopting a report of its Resolutions Committee, meanwhile,

the convention called on the AFL-CIO to promote greater participation by affiliated unions in state and local central bodies. The convention also urged the federation to make particular efforts to persuade locals of the United Automobile Workers to become affiliated.

Acting on separate resolutions, the convention called for passage of the Universal Voter Registration Act and legislation to grant statehood to the District of Columbia.

The convention also voted its support for legislation to remove restrictions on political activity by U.S. government employees.



APPLAUSE INTERRUPTS CANADIAN LABOUR CONGRESS PRESIDENT SHIRLEY CARR
Leading convention reaction to her remarks on Canada-U.S. free trade agreement are Int'l Chairperson Peter E. McLaughlin, left, and Secretary-Treasurer John C. Edgington.

Time said running out for trade pact action

Vancouver — The opportunity to block the U.S.-Canada agreement on free trade "will not last much longer," said delegates to TNG's 1988 Convention as they called for federal elections in Canada to "let Canadians decide" the fate of Prime Minister Brian Mulroney's government and the pact he signed with President Ronald Reagan.

At the same time, delegates urged Congress to veto the proposed agreement and called on Guild locals and members in both countries to contact elected representatives to register their opposition to the pact and its "potentially disastrous consequences for working men and women."

The agreement's "free trade"

label "is more than a cruel misnomer," the convention said. If implemented, the agreement would exact the "high cost" of further concentration of economic power, widening of income disparities, job loss, reduced wage levels and diminished benefits and social services, delegates said in a resolution adopted on convention's final day.

Earlier in the week, they approved a \$5,000 contribution to the Canadian Labour Congress to aid in its campaign against the agreement, which would eliminate most tariffs over a 10-year period.

Delegates endorsed the contribution, which had been recommended by TNG's Int'l Executive Board, after CLC President Shirley Carr declared in an address to the convention that the sovereign nation of Canada "is not for sale to anyone."

Mulroney forgets, said Carr, that of 25 million Canadians, 11 million of them and two of the countries' three major political

parties "do not support his dance... with Ronald Reagan."

If the free trade agreement takes effect Canadians will lose the right to determine "where we go economically," said Carr. "This fight," she added, "is about the poverty of this nation."

As the convention registered its opposition to the proposed agreement later in the week, John Bryant of Southern Ontario echoed Carr's sentiments, describing the pact as "a deal for the rich and nobody else."

"It's a vehicle to allow capital to flow across borders. Capital knows no boundaries, no loyalties and no citizenship," Bryant added.

Jan O'Brien of Vancouver-New Westminster also denounced the agreement, noting that it would have a harsh impact on workers "already at the lowest end of the wage scale," including many women in manufacturing, service and agricultural jobs.

The agreement has been ap-

proved in principle by the House of Commons, in which Mulroney's Conservative Party holds a majority. It must also pass in Liberal-dominated Senate chambers.

In the U.S., meanwhile, enabling legislation was approved by House and Senate committees in mid-July and the agreement was expected to win approval later in the summer.

At the same time, the possibility of Mulroney calling an election before year's end appeared more likely July 20 when liberal leaders in the Senate said they would not schedule action on the trade pact until after national elections.

Earlier, a pair of opinion polls showed the Conservatives gaining a few points. New Democratic and Liberal party leaders have said they would welcome an early election and have promised to scrap the trade agreement if their parties win.

VISA ALERT

IDEOLOGY NO BAR

Before Congress changed the law, the U.S. government barred foreign authors, academicians, journalists, artists and politicians from the United States if they were deemed to be:

- members of the communist party;
- critics of U.S. foreign policy;
- politically suspicious or undesirable;
- otherwise ideologically suspect.

During 1968 the government cannot prohibit foreigners from visiting or residing in the U.S. because of "any past, current, or expected beliefs, statements or associations."

If you are an American citizen who has invited or intends to invite a foreigner to the U.S. who might be affected by this change, please let us know.

We are monitoring the State Department's compliance to ensure that the new law is being properly interpreted and enforced. We may also be able to assist you in obtaining a visa for your guest.

Please contact:

Susan Benda, American Civil Liberties Union (202) 544-1681

Gail Pendleton, National Lawyers Guild Visa Denial Project (617) 227-9727

LIBERTIES, LAWYERS GROUPS' VISA PROJECT

ACLU office listed is in Washington; Lawyers Guild's, in Boston.

New Maine family-leave law cited

Augusta, Me.—A law guaranteeing working parents the right to leave on the birth or adoption of a child or when a family member is ill has been enacted by the Maine legislature.

The medical leave law, approved this spring, covers firms with 25 employees or more. It requires employers to provide up to eight weeks of unpaid leave and to maintain health insurance coverage and other benefits during the leave period, although premium payments can be passed on to employees.

Congress, meanwhile, continues to consider similar legislation that would ensure working parents up to 10 weeks of unpaid leave over a two-year period to

care for a child or dependent adult. The proposals (S.249 and H.R. 925) also would require employers to provide at least 15 weeks unpaid leave sick leave for employees.

TNG's 1988 Convention, meanwhile, reaffirmed the union's commitment to passage of the federal Family and Medical Leave Act and called on locals to contact their congressional representatives to urge adoption of the bills.

"It is a disgrace that the United States lags behind the rest of the world in family and medical leave policies," the convention said. The cost of not providing family leave "far outweighs the cost of providing it," the delegates said, citing findings by the Institute for Women's Policy Research.

EXECUTIVE DIRECTOR:

First Amendment Congress

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To implement programs aimed at public/press dialogue on the First Amendment. Experience in news media and association work. Fund-raising ability, strong writing skills, highly organized administrative skills, capacity to work with variety of people and groups. Will report to 16-member board of trustees. Salary range: \$35,000-\$40,000. Resume by Aug. 1: First Amendment Congress, Box 17407, Dulles Airport, Washington, D.C. 20041.

Detroit seeks order to arbitrate on jobs in joint operation

Detroit—The Detroit Guild has asked a federal court to order Knight-Ridder's Free Press to participate in an arbitration on the Guild's claim that its contract and representation extend to commercial department employees of the proposed Detroit Newspaper Agency.

In a complaint filed with U.S. District Court July 11, the Guild charged the Free Press with renegeing on an agreement to arbitrate the issue.

At the same time, the Guild filed unfair labor practice charges with the National Labor Relations Board accusing the Free Press of violating federal labor law in making agreements with the Teamsters union on the departmental structure of the agency and its hiring formula.

The agency would perform the commercial and production functions for the Free Press and Gannett's Detroit News under a joint operating agreement for which the papers seek approval from U.S. Attorney General Edwin Meese. Meese will act on the JOA application before leaving office in early August, a Justice Dept. representative told a reporter for the New York Times July 20.

In filings with the NLRB, the Guild charges that the Free Press provided "unlawful assistance" to the Teamsters in exchange for the union dropping its opposition to the JOA. The Teamsters and other newspaper unions except the Guild reached JOA transition agreements with the papers in mid-February.

The Guild and the Teamsters had led the unions' opposition to the JOA in hearings last summer before an administrative law judge appointed by Meese. In recommendations issued Dec. 29, law judge Morton Needelman urged Meese to deny approval of the JOA on grounds that the Free Press is not a "failing newspaper" as the applicants claimed.

The Guild has maintained its opposition to the JOA.

In the accord reached with the Teamsters, representatives of the Free Press and the agency agreed that an appropriate bargaining unit for circulation employees of the agency would include both inside and outside circulation employees, the Guild said in its filing with the NLRB. Such a unit "would favor the Teamsters in any representation contest," said the Guild.

Teamsters currently represent outside circulation employees at both the News and the Free Press and the inside circulation staff at the News. The Guild represents inside circulation employees at the Free Press.

The Guild also charged management with violating federal labor law by agreeing to a hiring formula "favoring the Teamsters." In addition, the Guild charged that agreements on seniority rights, hiring and organization of the agency are illegal since "a representative complement" of employees have yet to be hired.

In another charge, the Guild alleged that management acted unlawfully by offering extra severance payments for Guild-covered employees on the condition that the union drop its opposition to the JOA.

The local is demanding arbitration of its claim that its contract with the Free Press prohibits the paper from subcontracting Guild-covered work or assigning the work to an "alter ego," like the proposed newspaper agency.

The Guild represents employees in the advertising, business office and editorial departments of the Free Press, along with inside circulation employees. It represents editorial and maintenance department employees at the News.

The Free Press advised the Guild June 17 that it would not participate in the arbitration. In doing so it breached an agreement reached with the Guild in May 1987 that either party could take the grievance to arbitration "without the consent of the other party as it deems fit," the local reported.

Delegates reject restructuring for Canada

Vancouver — A proposal to broadly restructure TNG's operations in Canada to provide greater Canadian autonomy was voted down by TNG's 1988 Convention after a delegate speaking for seven of the eight Canadian locals urged that it be considered first by the Canadian District Council this fall.

In urging the convention to defeat the proposal, Jan Ravensbergen of Montreal said the seven wanted the delegates to "allow us the opportunity to first discuss this subject in our own house."

The relatively brief general-session debate saw TNG President Charles Dale, a native of Canada, take the floor as the only other speaker against the proposal. He called for greater "cohesion" between locals and members in the two nations while also stating TNG's readiness to meet Canadians' needs "without setting the stage for a rupture of those precious ties that bind us together."

Submitted by delegates from the Southern Ontario Guild, the proposal called for making TNG's Canadian Director an elected office rather than an appointed position and broadening the director's authority.

It also would have established a



Montreal's Jan Ravensbergen
"First in our own house."

'Warmest fraternal salutations' from the NFC.

Maurice Amram, president of the Quebec-based National Federation of Communications, a union of some 6,000 French-speaking journalists and other employees of publications and broadcasting outlets, points to his and the Guild's common aims and problems in talk to TNG's 1988 Convention. Both Amram and TNG's Charles Dale expressed hope for greater collaboration and Amram invited Dale to make a reciprocal visit to the NFC's convention in Quebec in November. Amram also invited participation in a conference on protection of journalists' sources his union is hosting Sept. 23-24 in co-operation with the Int'l Federation of Journalists. He thanked TNG for assisting NFC to become an associate member of IFJ at its world congress earlier in the year.



'OWN HOUSE' SESSION SET

Canadian executive board which would take over from the Int'l Executive Board approvals of strikes, contract settlements and Defense Fund expenditures in Canada.

It also called for changes in TNG's Constitution to provide Canadian locals a means of going "in a different direction than the rest of the Guild through another union" and to provide a separate vote for Canadians on any proposed merger of TNG with another union.

The proposal was included in a 21-page brief by the Southern Ontario local which it distributed to delegates early in convention week and to the IEB late the week before. It came to the convention floor June 30 as a minority report from the convention's Constitution Committee, chaired by Mel Morris of Vancouver-New Westminster.

Earlier, the committee had voted to indefinitely postpone action on the proposal. The committee reported that its action followed a caucus of Canadian locals in which representatives of the seven locals agreed that the issue should be discussed when the district council meets Oct. 29-30 in Sudbury, Ont. The postponement would give locals' memberships and leaders a chance to discuss the issue, it reported.

Calling the committee's action "a move to delay the inevitable," the minority report, signed by the four Southern Ontario delegates who served on the committee, described the tabling as an effort at "suppression and censorship of the legitimate concerns" of the second-largest local at the convention.

Southern Ontario has more than 2,200 members, or almost half of the 5,000-plus Guild members in Canada.

"Major structural changes are required to give the Guild's members in Canada the right to control their own affairs," said the local's brief, which was incorporated in its entirety into the convention record.

Pointing to increasing nationalism in Canada and growing differences in the prevailing bargaining climates and prospects for organizing in the two nations, the local's brief and the five speakers who supported its proposals stressed the need for involvement in national and provincial politics and a stronger voice for the Guild as a union of Canadians.

The Canadian Director, appointed by TNG's president and the two Canadian vice presidents on the IEB, is a staff position lacking the political incentives to provide leadership, they said. Nor does the Canadian District Council, which serves in an advisory capacity and meets twice a year, fill the need, they argued.

They said the Canadian Director should lead and co-ordinate the union's activities in bargaining, organizing, education, research, political action and production of a Canadian Guild publication.

A seat would be added to the IEB for the Canadian Director, who along with the two vice presidents from Canada also would comprise a separate Canadian executive board.

The report also called for the director to hire and direct staff in Canada and administer a budget approved by TNG conventions.

TNG President Dale reviewed the restructuring of TNG's Canadian Region in the early 1970s to include two vice presidents, a Canadian office in Ottawa, the appointment of a Canadian Director and creation of a deliberative body to formulate Guild policy on Canadian issues as he called for "increasing cohesion" between Guild locals in Canada and the U.S.

"We are two peoples united by a common bond as news industry employees," said Dale.

"We need increasing cohesion," said Dale, to stand up to the Thomsons, the Murdochs and the Conrad Blacks who are building their newspaper chains "without regard to borders."

Guild members in the U.S. and

Canada have common employers and share common problems, many of which "call for common solutions," he added. "Racism, sexism, age discrimination... VDTs, safety and health hazards, job stress 'know no borders'," he said, borrowing a phrase from Canadian Labour Congress President Shirley Carr's convention speech the day before.

"All we have against the bosses' power, the bosses' money, the bosses' hired guns is our unity. Let's not give that up, not even a scrap of it," he said, drawing standing applause.

Bill Petrie of Southern Ontario, who presented the minority report, said "we want Canadian solutions to Canadian problems," calling for separate bargaining and organizing strategies and research.

"We want to educate and politicize our members on the issues facing Canadian working people," he said.

True Canadian autonomy will not exist "until Canadian members have control over their own affairs," he said, describing the proposal as "not a declaration of independence" but "a declaration of self determination for Canadian Guild members."



SONG's Bill Petrie
"Canadian self-determination."

Delegates join protests at move by U.S. against the Teamsters

Vancouver—TNG's 1988 Convention joined the AFL-CIO and an array of other individuals and organizations in condemning the U.S. Justice Dept. suit that seeks to oust the entire Int'l Brotherhood of Teamsters' executive board and appoint trustees in its place.

In a resolution adopted June 30, delegates denounced the civil suit filed a day earlier in U.S. District Court in Manhattan. It charges that the union's international leadership has been under the influence of organized crime.

Filed under the federal Racketeer Influenced and Corrupt Organizations (RICO) statute, the suit seeks removal of any Teamsters international officer found to have violated the federal racketeering law and asks the court to appoint a trustee to conduct new elections and take other actions "to bar racketeering activity."

Pending the outcome of the litigation, the Justice Dept. has asked the court to appoint a court officer to review actions of the executive board and seek court orders to block any deemed to be improper.

Because the suit is a civil action, the burden of proof is less stringent than would be required in a criminal charge, the head of the Justice Dept. criminal division told the Wall Street Journal. The RICO statute permits a finding of guilt based on criminal influence without the individual having been convicted of a specific crime.

Among others who condemned the Justice Dept.'s move against the Teamsters was Utah Senator

Orrin G. Hatch, ranking Republican on the Senate Labor & Human Resources Committee. He called the suit "a terrible precedent," adding that "I don't think the government or any court in this nation is capable of being a trustee over a union."

"Trusteeship for the entire Teamsters' union would establish a dangerous precedent," said TNG's convention. Such an action, it added, is "antithetical to the democracy in whose name it is being invoked," pointing out that "government-run unions are a hallmark of authoritarian, not democratic governments."

The convention resolution also pointed out that "Teamster members work with Guild members on many newspapers," and that "if trusteeship paralyzes their union in the present bargaining climate, the interests of all will suffer."

"If crimes are committed by union officers, they should be prosecuted. If racketeers are in union office, they should be removed by the membership," the convention said, echoing a statement made by TNG's Int'l Executive Board last fall in response to news of government plans to file such a suit.

"What should not be allowed," the convention declared, "is the immobilization of an entire union by government guardians."

"A government-run union would have no more independence than a company-run union," the convention said, questioning whether a court-appointed trustee would have the knowledge neces-

sary to direct bargaining or "be in a position or feel free to approve a strike."

Union officers "no matter what abuses they may commit or countenance must be responsible to their members." Government trustees would be responsible only to those who appointed them, the convention added.

A proposal to amend the convention resolution to call on the AFL-CIO to intervene on behalf of members of the Teamsters' union "in an effort to guarantee free and fair elections of the top officers as soon as possible," was defeated on a voice vote.

Under the Teamsters' current structure members of the union have no way of remedying problems, said Paul Pelletier of Southern Ontario, who proposed the amendment. The union's top officers are elected at conventions where delegates have been "hand picked by the current administration," said Pelletier.

The Teamsters "run their locals and we run ours," said Donald Kummer of Detroit, who urged defeat of the amendment. Teamster bylaws have been challenged in the past and held to be legal, Kummer added.

Two weeks later, on July 12, TNG President Charles Dale and Cleveland Guild President J. Stephen Hatch, attended the funeral of Teamster President Jackie Presser. Presser, who had surgery for a brain tumor this spring, died in a hospital near Cleveland on July 9.

\$25,000 pledged to Leuchter Fund, Perlik offers matching payments

Vancouver — A pledge of \$25,000 to TNG's Irving Leuchter Memorial Scholarship Fund to the Harvard Trade Union Program was announced on the closing day of TNG's 1988 Convention.

Retired TNG President Charles A. Perlik, Jr., made the pledge in a letter to President Charles Dale. The funds, Perlik said, had been appropriated in his will as a bequest to the Leuchter Fund.

As an inducement to TNG, its locals, members and friends to make contributions to the fund, however, Perlik said that he would match all donations dollar for dollar until the \$25,000 bequest has been depleted.

In the letter, Perlik urged TNG to open the matching-fund program with a "sizable contribution of new money [to the fund] in the

immediate future."

TNG's budget for the current fiscal year calls for a \$4,000 contribution to the fund.

Contributions to the fund, memorializing TNG's longtime general counsel, support an annual scholarship to Harvard's 10-week residential program of labor studies. Currently valued at \$6,500, the scholarship is awarded to an officer or staff member of a Guild local or TNG. Other considerations being equal, preference is given to a full-time officers and staff. Winner's are selected by Harvard personnel.

The convention, in adopting the report of its Education Committee, repeated a call to Guild locals to make regular contributions to the Leuchter Fund.

Jerry E. MacDonald, adminis-

IEB authorized to tailor fee policies

Vancouver—TNG's 1988 Convention authorized the Int'l Executive Board and TNG's full-time officers to take any action that "may be appropriate to accommodate TNG's policies and practices" affecting U.S. locals and members to the U.S. Supreme Court's Beck vs. CWA ruling on uses of agency fees.

The 5-to-3 ruling, handed down on the convention's third day, holds that an agency-fee payer may require that the union which represents him or her collect only fees necessary for bargaining and con-

tract administration and enforcement.

If there is a similar ruling by Canada's Supreme Court, where a similar case is pending, the convention said, the IEB and officers, between IEB meetings, have the same authority for policies and practices affecting Canadian locals and members.

Meanwhile, the convention noted, leadership and staff throughout the labor movement, including TNG's, are considering the CWA decision and whether legislative action might be sought.

trative officer of the Wire Service Guild and recipient of the 1987-88 award, endorsed the call for contributions to the fund, noting that "the program is of great benefit to unions throughout Canada and the United States."

Relevant sections of the Harvard program were tailored to focus on Canadian labor laws and labor history when MacDonald attended the program early this year. Canadian recipients of the Guild award also have the option of applying it toward a similar program in Canada.

Following announcement of Perlik's matching-funds challenge, Adolphe Bernotas of the Wire Service Guild said his local would contribute \$300 to the fund.

AFL-CIO cautions on 'service' offer

Washington—The AFL-CIO is advising affiliated unions that it has "no connection with and does not endorse" a "National Labor Assn.," which has been offering a variety of goods and services for a fee of \$25.

Many of the NLA's offerings, AFL-CIO Secretary-Treasurer Thomas R. Donahue said in a May 31 letter, are similar to those offered by the AFL-CIO's Union Privilege Benefit Corp., with no charge for participation.

The NLA's president, Robert F. Nauert also is vice president of a Union Benefit Life Insurance Co. of Lansdowne, Pa.

Convention Sidebar: Pins and Presentations . . .



Vancouver Organizer: Fraser Wilson, who holds the first card in the "Vancouver Newspaper Guild," issued in 1943, is honored as the organizer of the Guild in that city, below, with a gold Guild membership pin, presented by TNG. Assisting with the "pinning" is TNG's John C. Edgington while President Charles Dale looks on. He met Wilson when he helped bring the local into the international several years later. Wilson also is honored on the approach of his 83rd birthday, above.



SERVICE to the Guild was honored the evening of the second day of TNG's 55th Annual Convention here in a brief and bright program between the dinner and the dancing at the traditional convention banquet.

There were 25-year pins for about a dozen members of the host local, the Vancouver-New Westminster Guild, and for TNG President Charles Dale, from his local, the Northern California Guild.

There was the first-ever-in-the-Guild 50-year membership pin, for J. William Blatz, TNG's director of field operations. There was a plaque to go with it, naming him the union's "premier" 50-year member.

There was the host local's honoring its longtime, multi-talented leader, Doug Louth (also a TNG vice president), with the local's prestigious Percy Zimmerman Award for Guild service.

Brightest part was reserved, however, for the honoree who, as Dale put it, "did the hard work first" when he organized the Guild in Vancouver and won a contract.

First, that evening, though, there was a small sparkler-adorned cake delivered to Fraser Wilson at his table. His 83rd birthday was three days off.

Then, when Dale called him to the microphone to receive a gold replacement for the regular Guild pin he was wearing, he startled his audience by observing that he was surprised to see newspaper people drinking; buying their own drinks. Before the Guild, "you'd have a drink only if someone else was buying," he explained.

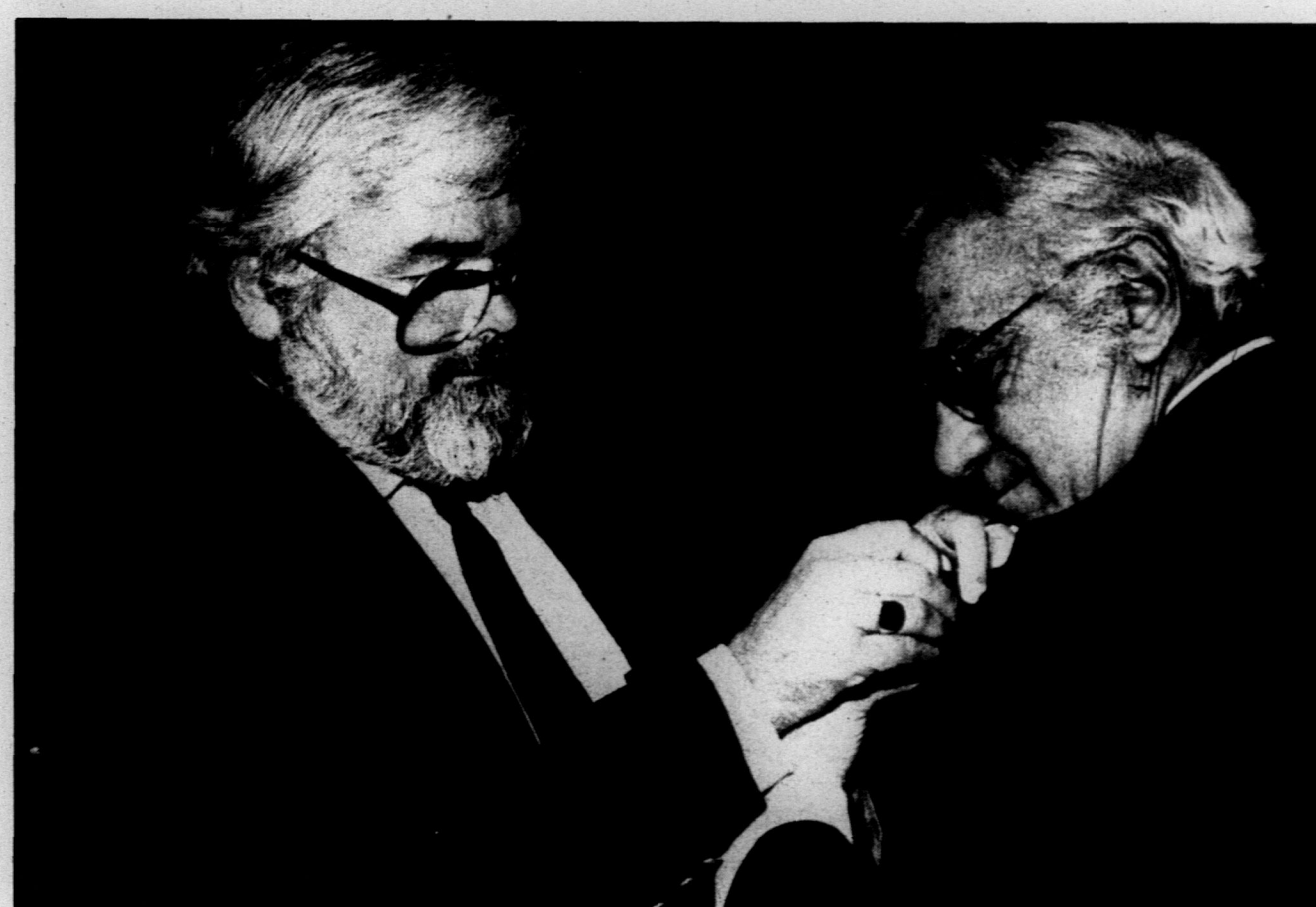
He drew appreciative cheers when he said he had seen from news coverage that the Guild's goal is to step up organizing. "That's good," he said. "The only way you can keep up is to organize—and win decent contracts."

Wilson was an artist with the Vancouver Sun until 1946 when he was fired for supporting a labor council resolution criticizing the press for poor coverage of the labor movement. Thereafter he owned and operated a sign company, specializing in murals. He has continued to feel close to the Guild, he said.

All convention photos by:
TIM PELLING
Vancouver-New Westminster



Honored for 25 Years' Membership: Vancouver-New Westminster Guild members line up with TNG and local officers after receiving pins attesting to their 25 years' membership in the Guild. Presentation, made jointly by the local and TNG, was first in the local since 1982.



25-Year Membership Pin for TNG's President: Larry Hatfield, left, a TNG vice president and a former president of the Northern California Guild, presents it to Charles Dale, who, Hatfield noted, has been heard to wonder why he has never gotten one from the local since he joined the Guild in 1949.



TNG's First-Ever 50-Year Pin: TNG Secretary-Treasurer John C. Edgington, left, pins it on the lapel of J. William Blatz, TNG's director of field operations, a member since 1937. He also was presented an engraved plaque, labeling him as "The Guild's Premier 50-Year Member."



Percy Zimmerman Award: Doug Louth, left, a leader of in the Vancouver-New Westminster Guild for more than a decade, currently its treasurer and a TNG vice president, becomes the first person since 1977 to receive the local's award for outstanding service. Making the presentation are Mel Morris, also a former Vancouver-New Westminster president, and TNG's Dale.

Transfer of funds for organizing authorized

(Continued from Page 1)

"The field is fertile for organizing," said Int'l Chairperson Peter E. McLaughlin, and "we are selling what people need."

"Workers need the security of union contracts and union protection" and "we owe it" to the unorganized employees in the news industry "to keep fighting the battle to bring them the union protection we enjoy and sometimes take for granted," McLaughlin said.

Under the convention action, transfer of Defense Fund earnings will be suspended during any period in which the liquid assets of the Defense Fund fall below \$6 million. Assets of the Defense Fund stood at an all-time high of \$10.5 million before the convention, the IEB

refined its organizing funding proposal to include the \$6 million cutoff. Under TNG's Constitution, a higher dues rate is triggered when the assets of the Defense Fund drop below \$4.5 million.

The convention authorized the appointment of a 13-member panel of Guild leaders to review TNG's organizing program, policies and financing and to report to next year's convention. The committee, to be appointed by Dale with the IEB's consent, is to conduct its review in conjunction with the IEB.

Creation of the panel was authorized on the recommendation of the convention's Organizing Committee, chaired by James Schaufenbil of Manchester.

Adopting a minority report of the Organizing Committee, the convention expanded the panel's mandate to include consideration of an associate member program as an organizing tool and funding for a separate TNG department of organizing and an "autonomous director" who would report to the president. The minority report was approved on a voice vote of the delegates.

Moved by Jim Smith of Los Angeles, the minority report called for the special panel to "move quickly to implement bold and dynamic changes" to meet the organizing challenge.

A recommendation that the committee meet within two months after the convention's ad-

journalment was amended to require a meeting before year's end. Later, Dale told the IEB's post-convention session that he expects to call a meeting of the organizing panel in conjunction with the IEB's meeting in October.

Delegates also approved an amendment to the majority report of the Organizing Committee to require that the special panel at a minimum include "proportional Canadian representation." That amendment, proposed by Gail Lem of Southern Ontario, was approved on a roll-call vote of 199.04 to 170.96.

On the recommendation of the Organizing Committee, the convention called for chain organizing to be added to TNG's list of organizing priorities. Systematic plans for targeting chains should be adopted in the U.S. and Canada and strategic metropolitan areas should be targeted as well, the convention said.

It also called for training for

local members and staff involved in organizing and urged TNG to "take the initiative in entering joint organizing ventures with other unions."

Locals should form organizing committees and survey the potential for organizing, the convention said. It also reminded locals to clear any proposed organizing activities with TNG.

Should new funds become available, TNG should expand its field staff to provide more organizing assistance, the convention said.

In his address to the convention, TNG Secretary-Treasurer John C. Edgington explained that the General Fund budget proposed by the IEB anticipates maintaining TNG's field staff at a 12-employee level as one of several trims in expenditures. The budget, which also called for holding TNG's affiliation fees to the Int'l Federation of Journalists to \$10,000 for the current year, was subsequently approved.

A single roll call—how it went

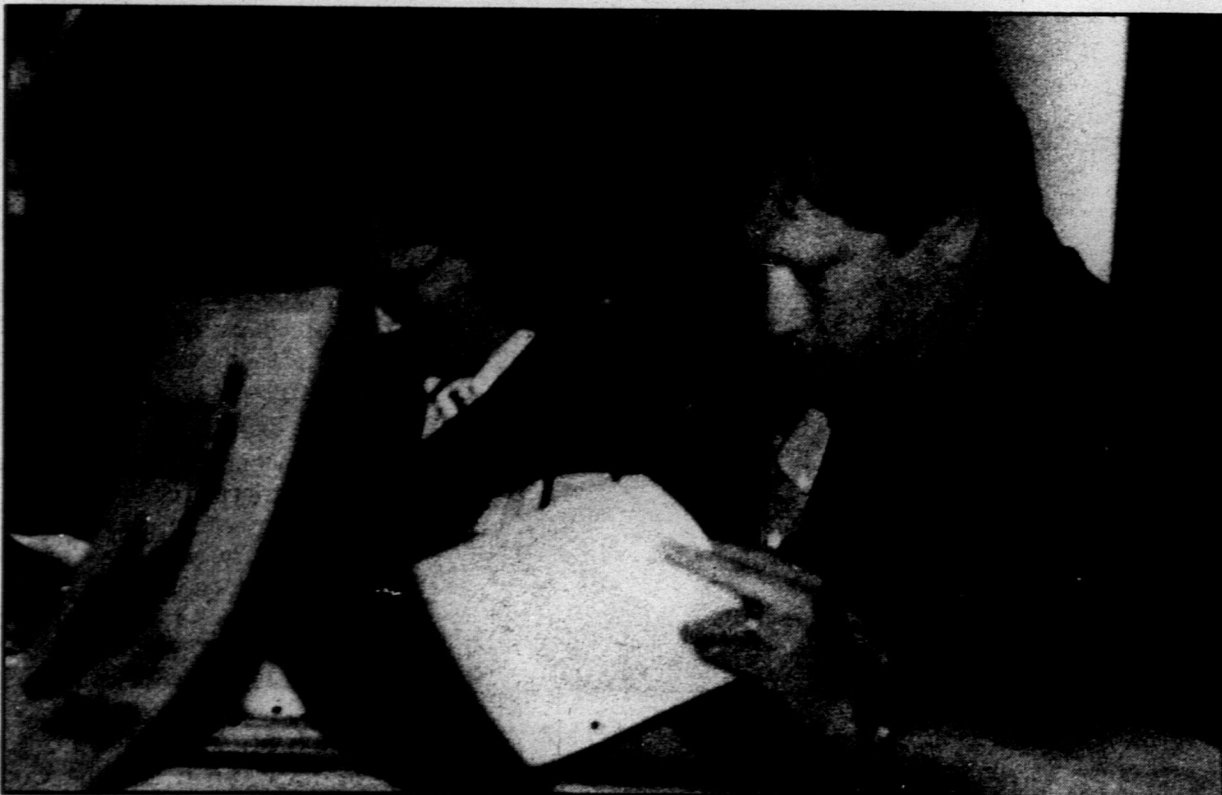
Vancouver—Below is the official tabulation of the single roll-call vote taken during TNG's 1988 Convention.

The vote was on a proposal to amend the Organizing Committee's recommendation calling for creation of a special organizing committee to require that at a minimum the committee include "proportional Canadian representation."

Locals cast their full voting strength (based on membership) in a roll-call vote, regardless of the number of delegates present. Convention rules mandate a roll call on motion of not fewer than 12 delegates representing not fewer than five locals. Decimalized votes occur when a local has fewer delegates than votes and the local's delegates disagree on a question.

Local	Yes	No	Local	Yes	No
Akron	3	—	Pittsburgh	—	4
Albany	5	—	Portland	—	5
Bakersfield	4	—	Providence	6	—
Boston	—	6	Pueblo	2	—
Brockton	—	4	Rochester	2	—
Buffalo	6	—	St. Louis	—	9
Canadian Wire Service	8	3	Salem	1	1
Chicago	7	—	San Antonio	—	2
Cincinnati	3	—	San Diego	6	6
Cleveland	3	3	San Jose	5.5	5.5
Denver	9	—	Scranton	—	3
Detroit	—	13	Sheboygan	2	—
Erie	—	4	Southern Ontario	24	—
Gary	2	—	Terre Haute	—	3
Harrisburg	—	2	Toledo	1.2	4.8
Hawaii	3	3	Twin Cities	10	—
Hudson County	2	—	Windsor	3	—
Knoxville	2	—	Vancouver-New	—	—
Los Angeles	5	—	Westminster	5	2 ¹
Lynn	2	—	Victoria	4	—
Manchester	—	3	Washington-Baltimore	20	—
Memphis	—	5	Wilkes-Barre	—	3
Milwaukee	3	—	Wire Service	5.2	7.8
Montreal	5	—	Woonsocket	—	2
New York	—	57	Yakima	—	—
Northern Ontario	2	—	Youngstown	—	3
Ottawa	5	—			
Pacific Northwest	11	—	Totals	199.04	170.96
Peoria	3	—			
Philadelphia	9.14	6.86			

¹ 5 votes abstain.



Tellers: Cynthia Cheski, Bakersfield; Bert Atkinson, New York; Dan Oldfield, Canadian Wire Service.

IEB adopts reduced budget for operations in period

Vancouver—TNG's Int'l Executive Board, meeting here in conjunction with the 1988 Convention, approved a \$929,422 General Fund budget for the second-quarter of the fiscal year that began April 1.

The budget is \$12,172 lower than that for the first quarter of the year and \$5,926 below the budget for the same three-month period last year.

No report was available of actual expenditures from the General (operating) Fund for the year's first-quarter, which ended June 30, the day before the convention adjourned.

In other actions during meetings preceding and following the convention, the IEB:

✓ Approved a \$12,500 loan to the Albany Guild and the payment of another \$12,500 to the local from TNG's Defense Fund for ex-

penses associated with alternative bargaining strategies.

✓ Ratified a proposed new contract with the Federation of Guild Representatives covering TNG administrative and field-staff employees. The contract, which pegs pay increases to changes in the average reporter top minimum in Guild contracts, increases the top minimum for field staff employees by \$15 a week retroactive to March 1 and by \$18 on Sept. 1, to a top minimum of \$1,029.60 for field representatives and others.

✓ Approved comparable increases for contract-exempt TNG employees and extended benefits to current and retired exempt employees.

✓ Authorized a contribution of \$935 to the Leadership Conference on Civil Rights, reflecting TNG's annual membership fee.

Biennial convention move voted down by a majority

Vancouver — Delegates to TNG's 1988 Convention voted down a proposal that would have changed the frequency of conventions to once every two years, instead of annually, and transferred the savings realized by TNG to its Organizing Fund.

The proposal, moved as an amendment to the report of the convention's Constitution Committee, was defeated on a voice vote. The mover, Tony Winton of the Wire Service Guild, urged adoption in order to direct more money to organizing, free staff time and produce savings for local unions as well.

Barry Lipton of the New York Guild, the only other delegate to speak on the issue, urged defeat of the amendment to "preserve the sweet democracy that this union is built on."

Meanwhile, on the recommendation of the Constitution Committee and TNG's Int'l Executive Board, the convention approved a constitutional amendment increasing the registration fee for convention delegates and alternate delegates to \$100, from \$50, beginning



Tony Winton, Wire Service Urges biennial conventions.

with the 1989 Convention, scheduled for Albany.

Of each registration fee, \$75 will go to the local hosting the convention and \$25 to TNG.

TNG's '88-89 Budget

Vancouver—TNG's 1988 Convention adopted a General Fund budget totaling \$3,745,675 on the recommendation of its Finance Committee, chaired by William T. Davis of San Jose.

Delegates also approved a General Fund income estimate of \$3,614,854, assuming monthly per-capita payments for 27,250 members and 650 agency-fee payers.

Together, the budget and the income estimate would produce a deficit of \$130,821 in the operation of the General Fund for the fiscal year that ends March 31.

Following is the budget:

	Budget
Per-capita taxes	1988-89
AFL-CIO	\$ 96,100
Industrial Union Dept.	20,181
Canadian Labour Congress	28,398
Intl Federation of Journalists ...	10,000
AFL-CIO Union Label Dept.	2,400
CLC Union Label Dept.	360
Field operations	
Director—Salary	\$ 63,448
Expenses	4,000
Organizing & servicing:	
IR salaries	\$ 653,787
IR expenses	250,000
Miscellaneous	100,000
Collective bargaining	
Salaries:	
Exec. sec'y contracts	\$ 56,182
Pension consultant	22,000
R&I associate	39,557
Barg. & research ass't	39,557
Human rights co-ordinator	46,798
Expenses—personnel	10,000
Research & information	
Director—Salary	\$ 54,911
Expenses—Personnel	2,000
Books & periodicals:	
Legal & bargaining services ..	4,000
Subscriptions	7,000
Other printed material	5,000
Publications & literature:	
Constitution	14,000
Organizing & other lit.	5,000
Miscellaneous	50
Department of education	
Director—Salary	\$ 53,232
Expenses	2,500
Publications & literature	1,000
Institutes & seminars	44,000
Guild Reporter	
Salaries:	
Editor	\$ 54,911
Assistant Editor	42,503
Clerical	31,921
Expenses:	
Personnel	4,000
Printing	100,000
Postage	100,000
Pictures & other material	8,000
Miscellaneous	500
Office management	
Salaries:	
Office manager	\$ 32,792
Secretary-stenographers	75,646
Bookkeeping	51,496
General clerical	40,719
Expenses:	
Rent & maintenance	204,000
Utilities	30,000
Stationery & supplies	40,000
Equipment & machinery	30,000
Telephone & telegraph	40,000
Repairs & improvements	5,000
Postage	27,000
Auditing	19,400
Insurance & bonding	20,000
Employee pension	130,000
Employee health & welfare ..	169,760
Directly billed transportation ..	200,000
Data processing	25,000
Miscellaneous	12,500
Executives	
Officers' salaries	\$ 132,566
Officers' expenses	25,000
Other expenses	
Legal fees	\$ 55,000
Payroll & personal prop. taxes ..	112,000
Contributions & tickets	17,500
Delegates & committees	15,000
IEB meetings	88,000
Severance-pay provisions	30,000
Convention reserve	120,000
Braun Award	1,000
Braun Award expenses	4,000
Guild Service Award	2,500
AFL-CIO, IUD conventions	4,500
CLC convention	4,000
Irving Leichter Fund	4,000
Summary	
Per-capita taxes	\$ 157,439
Field operations	1,285,329
Administrative operations	534,528
Office management	1,153,313
Executives	157,566
Other expenses	457,500
Grand Total	\$3,745,675

More VDT laws urged for N.Y.

Vancouver—TNG's 1988 Convention called on legislators in three New York counties to follow the lead of Long Island's Suffolk County by enacting legislation establishing safeguards for employees operating VDTs.

Acting on the recommendation of its Research & Information Committee, chaired by Beth Gillin of Philadelphia, the convention urged officials in Albany, Erie and Rockland counties to quickly adopt VDT regulatory legislation backed by the state AFL-CIO.

The state labor federation said it would seek introduction of VDT bills in those three counties. It announced the effort following adoption in Suffolk County of the nation's first law governing VDT use in private-sector employment.

The Suffolk County law, adopted in June when legislators overrode the county executive's veto, requires employers with 20 or more VDTs to provide ergonomically sound work areas. It also requires employers to pay 80 percent of the cost of eye examinations and lenses prescribed for VDT operators and mandates rest breaks from the machines every three hours.

Logically, other New York counties should be the first to follow Suffolk County by adopting similar legislation, TNG's convention said. Enactment of VDT regulations in four of the state's counties "would generate enormous pressure for action by the state legislature" and other state legislatures "could be expected to follow suit," the delegates said.

In vetoing the bill, Suffolk County Executive Patrick G. Halpin warned of a competitive disadvantage from enacting VDT regulations in isolation from other jurisdictions.

The convention urged all Guild locals to renew their participation in efforts to seek passage of VDT regulatory legislation in state and provincial chambers.

The possibility of the U.S. Occupational Safety & Health Administration adopting a VDT standard also may have been enhanced by passage of the Suffolk County law, the report speculated. TNG is consulting with other

unions about pressing for such a standard, it noted.

Pointing to recently published findings of an 80 percent greater risk of miscarriage for employees working on VDTs than employees performing similar work without using a terminal, the convention stressed the need to heed repeated calls by Guild conventions for shielding of VDTs against very low frequency (VLF) emissions.

It also renewed a call for TNG to continue to press government agencies to test new instruments to detect VLF "to resolve controversy" about new equipment that "appears to be far more accurate," including those developed by Dr. H.D. Sharma of Waterloo, Ont.

Locals, the convention reiterated, should seek TNG's advice about consultants and instruments to be used in testing VDT equipment and should avoid the American Newspaper Publisher Assn.'s "inadequate testing service."

Occupational stress and office air pollution also are health and safety hazards that "merit increasing attention," the convention said in adopting a series of recommendations aimed at helping locals take corrective actions against these hazards.

"A functioning safety and health committee is critical to assuring a safe workplace and locals both large and small should have one

in every unit," the convention said.

It urged locals to identify the sources of employees' on-the-job stress and take steps to eliminate the causes. At the same time, the convention said, locals should seek management agreement to provide stress-management programs for Guild-covered employees.

As a first step in identifying the sources of employees' stress, locals should survey their members, using TNG's model stress questionnaire as a guide, the convention said.

In combating office air pollution and ventilation problems, the convention urged, locals should consult TNG's "fact sheet" on office air pollution and should seek general control measures as well as individual solutions, like spray booths for artists.

Locals were urged to remedy problems associated with smoking by such steps as separate seating arrangements, smoke-removal equipment and improved ventilation systems.

Any smoking bans should be acceptable to a majority of the affected members, the convention said. It cautioned locals to resist management efforts to unilaterally impose smoking bans or to discipline employees as an enforcement measure. Employer-paid smoking cessation programs and special smoking areas should be provided

where smoking bans are established, the convention said.

The convention also called for passage of a bill, introduced by Sen. George Mitchell (D-Me.), that would authorize funds for the National Institute for Occupational Safety & Health to investigate complaints about indoor air pollution in public and private buildings and to establish an air-quality clearing house through the Environmental Protection Agency. It also would authorize a wide range of studies of workplace air quality and corrective technologies and would back the development of model ventilation codes for office buildings.

Passage of the bill (S.1629) "would give employees and employers the tools to solve an increasingly serious problem," the convention said.

Also in its Safety and Health Report, the convention called on locals to be alert to hazards from asbestos in areas where Guild members work and to take steps necessary to ensure that adequate protection is taken when building renovations are underway or asbestos removal is in progress.

It also urged locals to make sure employers comply with federal, state and provincial standards governing labeling and information about hazardous chemicals in the workplace.

New efforts seen on video, network

Vancouver—TNG should continue efforts to develop a videotape introduction to the Guild and to establish a computer bulletin board for use by Guild locals, the 1988 Convention said in adopting reports from its Education and Research & Information Committees.

Acting on a recommendation from the Research & Information Committee, chaired by Beth Gillin of Philadelphia, the convention said TNG should establish a computer bulletin board when funds and equipment are available.

While start-up costs for a bulletin board are high, locals can transit computerized information

to TNG using IBM AT-formatted discs, the convention pointed out.

The convention recommended that district councils of Guild locals conduct workshops to help locals select computer equipment and develop programs that would be compatible with a Guild-wide bulletin board.

In approving the report of its Education Committee, chaired by Timothy F. Schick of Albany, the convention stressed the need to develop programs aimed at educating members and potential members about the benefits of union membership.

At the same time, it also called

for continued efforts to train new leaders through programs like TNG's annual seminar for new locals officers. The convention urged small locals that have not done so to take advantage of the subsidy available from TNG and send representatives to the program.

TNG should continue efforts to develop a short video tape that would tell new and potential Guild members about the union's achievements and the benefits of membership. A video introduction to the Guild could prove to be "an important organizing tool," the convention said.

It also called on Guild locals and TNG to make officers and other Guild leaders available to speak to students and members of other organizations about the news industry and the contributions of the Guild and the labor movement.

Today's students "must be the union members of tomorrow," the convention said.

The convention called on locals to establish education committees to co-ordinate steward training programs, new member orientation and other education activities, and it called on district councils to develop education programs, with TNG's assistance, on topics of particular regional and local concern.

Locals, the convention said, should encourage broad participation in district and chain councils.

Also on recommendation of its Research & Information Committee, the convention urged TNG to continue to press for legislation in both Canada and the United States to curb the growth of chain ownership of the news industry. It noted that both the Graphic Communications Int'l Union and the Communications Workers of America have joined TNG's effort to seek introduction of such a U.S. bill.

Guild local announces its intentions



Hawaii Guild delegates to Vancouver Convention use sign marking their table in general session hall to notify other delegates that Ha-

waii intends to issue invitation next year to hold TNG's 1993 Convention in their state. Hawaii hosted one other convention—in 1977.

Guild charges bias widespread at Washington Post

(Continued from Page 1)

ally posted conditions that perpetuate discrimination at the Post." The Guild will use "all available resources, including legal resources," to combat the discriminatory practices and achieve "a fair and just contract," he added.

A management representative later told reporters that "the Post doesn't discriminate" and described the complaint as a Guild effort to "gain what it hasn't been able to gain at the bargaining table."

The specific allegations made in the charge include the following:

✓ **Sex:** Black women reporters' average pay is \$240 a week less than white men reporters; when adjusted "to reflect . . . age and experience at the Post, black women still earn \$172 a week less, on average."

White women reporters average \$121 a week less than white men, after adjustments for age and experience.

The Post's subjective judgments and criteria for merit pay produce "fewer and lesser merit increases for equally qualified women than for men."

Women are not hired in proportion to their representation in the community and men are promoted "more frequently and to better positions than equally qualified women."

Women are concentrated in office and clerical jobs and in inside

sales positions. When they are outside sales representatives, "equally qualified women are assigned to less lucrative categories of advertising."

✓ **Race and national origin:** Adjusted for age and length of service, black reporters are paid \$31 a week less than white reporters.

Among other employees, with the same adjustments, blacks are paid more than \$200 a week less than white male employees, according to "statistically significant figures." Black women are paid \$212 less a week than white men.

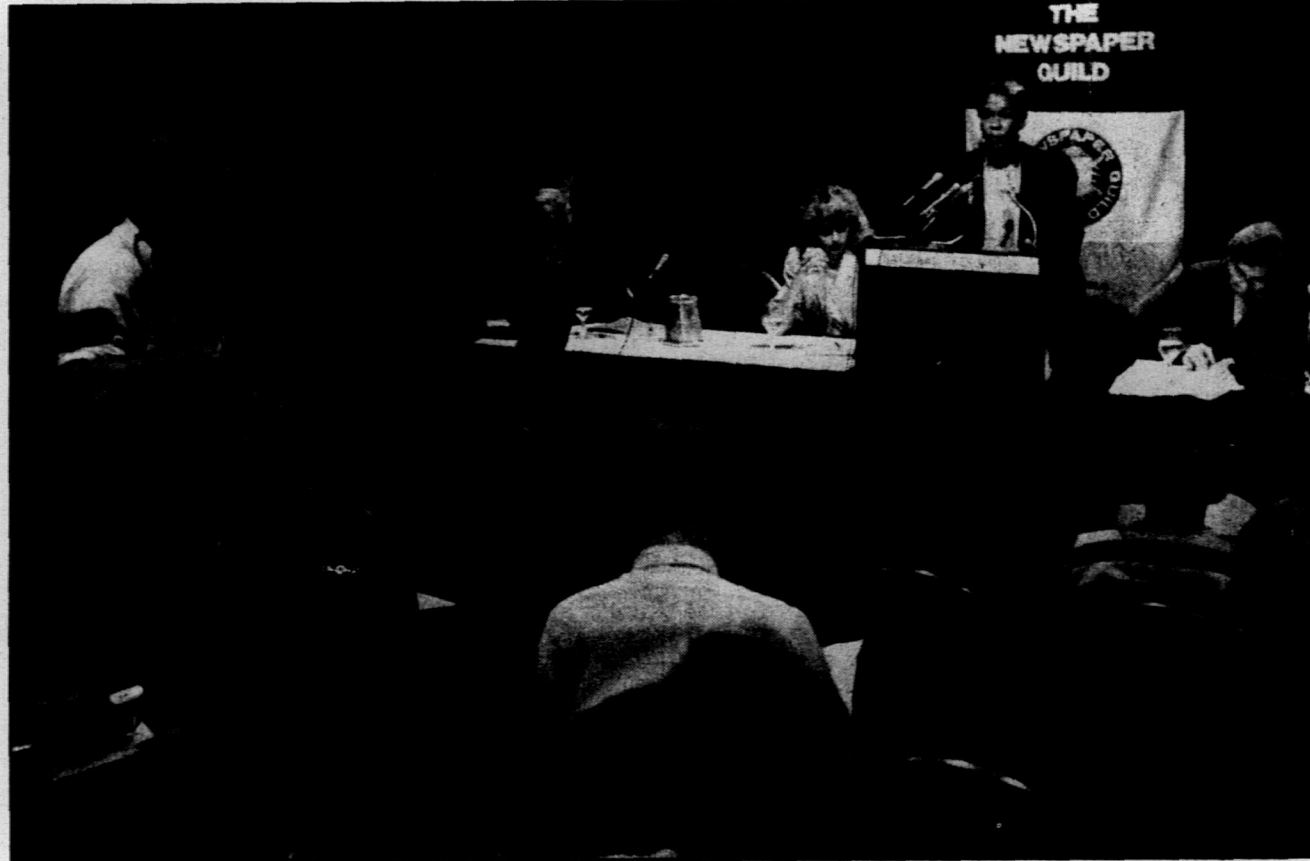
Minorities' merit increases are fewer and lower than whites'.

Employment of minorities does not reflect their numbers in the community. The most recent and available information, for 1985, shows 29 percent of Post employees to be blacks, 3 percent Asians and 1 percent Hispanics.

Minorities are not offered training equal to whites' and are assigned to less desirable positions.

Boisfeuillet Jones, Jr., Washington Post Co. vice president and counsel, told Post reporter Rene Sanchez that while white reporters' average pay is more than black reporters', black editors and assistant editors' pay averages more than whites' in the same jobs. Jones also said black reporters' earnings have been lower in recent years because more have been in entry-level positions, Sanchez reported.

✓ **Age:** Older employees are



MARIANNE KEFFER ZWIG/Washington-Baltimore Guild

POST GUILD UNIT CHAIR JILL NELSON FIELDS QUESTIONS ON BIAS CHARGES

Seated beside her, from left: TNG President Charles Dale; Washington-Baltimore Administrative Officer Sandra Polaski; attorney Winn Newman. TNG attorney David Cohen also participated.

given "deliberately . . . poor evaluations of present and potential performance," are not paid "commensurately with younger employees," get less desirable assignments, are promoted less frequently and are terminated and coerced to leave the Post.

Management ratings of display advertising sales persons gave "equally qualified older employees" lower rankings than younger ones for both current and potential performance.

"By contrast, older employees received the same or greater payments from the sale of advertising space, a more objective measure of performance. . . ."

"A memorandum accompanying the list noted that 'veteran sales reps' predominated at the bottom of the rankings, and stated: 'We must seriously consider offering about half of this group severance packages or early retirement.' The Post has since coerced the departure of employees at the bottom of the list."

The Guild is asking the Office

of Human Rights to conduct its own investigation of the situation at the Post and seek remedies from the D.C. Commission on Human Rights, which can go to court for enforcement, if necessary.

A representative of the first agency said its investigations of class-action complaints usually take a year when all parties comply willingly with its requests for information.

The Post Guild unit's Nelson told reporters attending the press conference that the unit's members are "proud of the newspaper for which we work" and would "like to be prouder," asserting that the Guild's actions are another step toward "creating an environment where all are treated fairly" and making "this great paper an even greater one."

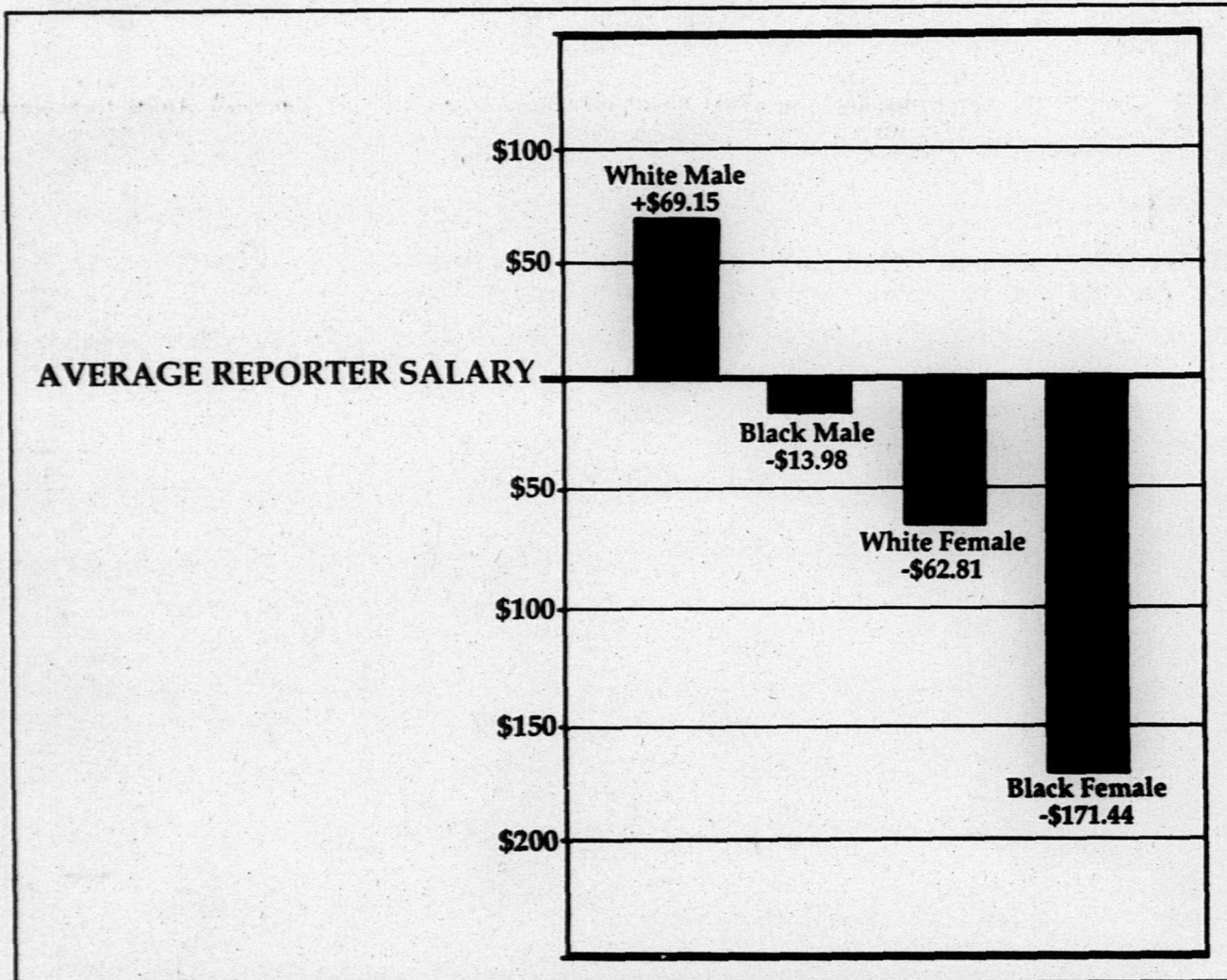
Delegates assail Chile for abusing journalists

Vancouver—"Journalism is a dangerous profession in Chile," declared TNG's 1988 Convention as delegates expressed solidarity with Chilean journalists who face death threats, beatings, trials and jailings "for merely practicing their profession."

As Chile prepares for national elections, expected in the fall, the military dictatorship headed by Gen. Augusto Pinochet is intensifying its campaign of pressure and threats against journalists, the convention said.

The most recent statistics from Chile's national journalists' association showed 27 Chilean journalists facing prosecution with a majority of the cases being pressed by military prosecutors. Journalists are being tried for writing about human-rights abuses and economic and social changes facing the country, delegates noted.

The convention called on Pinochet's government to immediately release all imprisoned journalists and to cease all unjust legal proceedings against them.



WASHINGTON-BALTIMORE GUILD CHART ON WASHINGTON POST PAY DISPARITIES
Several were included in folder distributed at press conference announcing discrimination charge.

More steps urged to free Anderson

Vancouver—Guild leaders should continue efforts to win freedom for Associated Press correspondent Terry Anderson and others held captive in Lebanon, TNG's 1988 Convention said.

TNG representatives were part of a delegation from the Int'l Federation of Journalists that met with United Nations Secretary General Javier Perez de Cuellar earlier this year to encourage new efforts to secure the release of Anderson and journalists John McCarthy of Great Britain and Jean-Paul Kauffmann of France. The latter two subsequently were freed.

Anderson, the AP's chief Middle East correspondent, was kidnapped on a Beirut street March 16, 1985.

In calling for Anderson's release, the convention also expressed "outrage" that individuals "employed to seek and write the truth about conditions in the Middle East have been stifled."

Medal of Freedom urged for ex-member

Vancouver—Former Memphis Guild member Charles Thornton, killed in 1985 while covering the conflict in Afghanistan for the Arizona Republic, should be awarded the congressional Medal of Freedom, TNG's 1988 Convention said.

Acting on the recommendation of its Resolutions Committee, chaired by Beth Tamke of Memphis, the delegates voted their support for efforts in Congress to honor Thornton with the medal.

In approving the resolution, the convention noted Thornton's commitment to "accurately cover events in Afghanistan" and the Guild's long-standing commitment to the right of journalists to cover the news "wherever it happens."

Thornton was killed when occupying Soviet troops ambushed a convoy transporting American journalists.

The convention also approved resolutions honoring several Guild

leaders on their retirement. Among them were St. Louis Guild leaders Martin Goldman, who retired in June, and the local's administrative officer, Robert A. Steinke, who has announced plans to retire at the end of the year.

Marshall Schiewe, a former TNG Int'l Representative, Vice President and leader of the Chicago Guild who retired early this year, also the recipient of thanks and good wishes in a convention resolution.

MOON PAPER ALSO RAPPED

Catholic bishop scored for Cleveland firings

Vancouver—The bishop of Cleveland should order the immediate reinstatement of four Cleveland Guild members fired from their jobs at the Catholic Universe Bulletin, the official publication of the city's Catholic diocese, TNG's 1988 Convention declared.

Fired April 18 "under the guise of economic hardship," three of the four news room employees were members of the Cleveland Guild bargaining committee that has been seeking a new contract with the paper since October of 1987, the convention noted.

Stressing that the actions were taken "with full support" of Bishop Anthony M. Pilla, the convention charged the diocese with displaying the "arrogance, insensitivity and anti-unionism that the church's hierarchy alleges to abhor."

The local has filed unfair labor practice charges with the National Labor Relations Board over the firings.

The convention urged Bishop Pilla to renounce the action and order reinstatement for the four Guild members.

(Cleveland Guild representatives told other convention delegates that they and others outraged by the firings could also express their sentiments directly by writing to: Bishop Anthony M. Pilla, Cleveland Catholic Diocese, 1027 Superior Ave., Cleveland, Ohio, 44114.)

The convention also condemned the "union-busting tactics" of the publisher of Noticias del Mundo, a New York Spanish language daily published by the Sun Young Moon's Unification Church.

Although the New York Guild was certified as the bargaining representative for the paper's editorial employees after a majority of them

voted for the union in a National Labor Relations Board-supervised election, the company has "launched an insidious campaign" to reverse the outcome of that vote, the convention said.

While the NLRB has charged the company with unlawfully refusing to bargain with the Guild, management representatives are continuing to try to press charges with the board that a leader of the Guild unit, who died three days after the election, bribed employees to vote for the Guild. The claim is baseless, the local reported.

The convention called on management of the paper to "stop its contemptible attacks on Juan Salazar," the late unit leader, and to "recognize the expressed will of its editorial employees" by bargaining a contract with the Guild.

Farewell convention for the Steinkes

TNG President Charles Dale busses the pate of Robert A. Steinke of St. Louis after TNG's 1988 Convention passed a special resolution wishing him and his spouse, Dorothy, left, "a full measure of contentment and happiness" when Steinke retires at the end of the year after 20 years as the local's administrative officer. He also is a former TNG field staffer, long-time chair of TNG's Int'l Election & Referendum Committee, secretary-treasurer of the Missouri State Labor Council, vice president of the St. Louis Labor Council and to this day is "a friend and advisor to members throughout the international," the resolution said, adding that "to say that he will be missed is an understatement."



Award set for 'Lily White' publisher in 1990

Vancouver—Noting that most newspapers have made only "glacial movement" toward integrating their work forces to reflect the racial diversity in the United States and Canada, TNG's 1988 Convention vowed to present a "Lily White Publisher Award" in 1990 to one or more publishers who deserve it.

The award should go to the publisher of a daily, or dailies, with no minority employees in the news room or another department or on an entire staff, the convention said in adopting a recommendation from its Human Rights Committee. The award was first suggested by the Minorities Caucus of convention delegates.

Today, 20 years after a presidential commission called on U.S. newspapers to hire more blacks in

their news rooms, approximately 56 percent continue to have no black employees on their editorial staffs, the convention said. "This picture is reflected in many other departments of U.S. and Canadian newspapers as well," delegates added.

The Kerner Commission, appointed by President Lyndon Johnson in 1967 to examine the causes of civil disturbances in black communities across the U.S., charged the news industry with continuing to report the news solely "with white men's eyes and a white perspective."

Acting on the report of its Human Rights Committee, chaired by Keeble McFarlane of the Canadian Wire Service Guild, the convention also cautioned locals to be vigilant in guarding against subtle

forms of discrimination and to be aggressive in seeking to remedy cases of age discrimination.

Increasingly older employees find they are being denied equal opportunities for assignments, promotions, training and merit pay, the convention said.

Expressing alarm at the number of cases of sexual harassment being reported in the industry, the report also reminded locals of the need to educate members and shop stewards about this form of discrimination and measures to combat it.

The convention also stressed the need for locals to make greater efforts to bargain contracts that include child and dependent care benefits, provisions for parental and family-emergency leave and job-sharing arrangements.

Declaring that these have become the "bargaining issues of the decade," the convention said that "we in the Guild must make the care-less employer care more."

In a separate resolution, the convention called on Congress to enact the Act for Better Child Care Services (S. 2084, H.R. 4002) as the best of the several child-care bills that have been introduced.

The bill, developed by the Alliance for Better Child Care, a coalition that includes TNG and other labor organizations, would appropriate \$2.5 billion to expand child-care services and subsidize care for low-to-moderate income families. It also would establish federal standards for child-care programs and training of child-care workers.

The convention also adopted a resolution backing the National Organization for Women's call for a renewed effort to win passage of an Equal Rights Amendment to the U.S. Constitution.

In its human rights report, the convention called on all locals to heed the mandate of TNG's constitution and form human rights committees. They have "contributed greatly" towards achieving equal employment goals, the convention said, adding, "we need more committees and more active committees to get the work done."

The convention also restated recommendations of earlier conventions that locals:

✓ Make greater efforts to

achieve and enforce contractual fair-employment-practices clauses that ban discrimination in hiring and employment and other contract provisions "vital to equal employment opportunity" like job posting and promotion clauses, tuition aid and training benefits.

✓ Seek detailed payroll information from employers and use it to help uncover patterns of discrimination and supply copies of payroll information to TNG.

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

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

The convention also restated its directive that all openings in TNG administrative jobs be posted in the Guild Reporter. [See Page 3.]



Detroit's Luther Jackson Moves for 'Lily White' award.

IT

SEEMS
TO US

Responses on Sac'to net kudos for delegates

SACRAMENTO, CALIF.

Editor:

The Vancouver Convention's reaction to the plight of the Sacramento Union Victims, both to their reinstatement order and to the necessity for continuing their fight, was overwhelming.

So, too, was the convention's reaction to the situation throughout the rest of Northern California where the Guild is under siege from the Scaifes, McClatchys, Gannetts, Kings and Ballows and their ilk. The support in Vancouver only hardens our resolve not to knuckle under.

Publishers in Northern California and everywhere should recognize that the Guild is not going to go away, no matter how hard their hired guns try to drive us out.

One clear sign was the convention's impressive response to our appeal for more help for the still-out-of-work Sacramento Union negotiators: Convention delegates and 33 locals contributed or pledged a total of \$13,152.96 for their continued support while Richard Mellon Scaife continues

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.

to try to thwart the law and common decency by refusing to adhere to the administrative law judge's order to put the victims back to work.

The victims, my local and I thank the convention and the Guild from the bottom of our hearts.

LARRY D. HATFIELD
TNG Vice President
Region 4 (U.S. West)

Universe Bulletin victim says thanks; sees justice

LAKEWOOD, OHIO

Editor:

Our thanks to S.J. Miragliotta for his most recent [June 10] letter of support for us, the four Guild activists who have been dismissed from the Catholic Universe Bulletin. In his retirement from the National Catholic News Service, he obviously has not retired from solidarity with other Guild members

of the Catholic press. May his tribe increase.

Our gratitude, too, for the messages of encouragement we have received from still-active members of the NCNS unit, as well as from units at other Catholic newspapers, among them the Michigan Catholic and St. Louis Review.

And, of course, our deep gratitude for the continuing support of our sisters and brothers of our own TNG Local 1, members of the Cleveland Plain Dealer, Canton Repository and Massillon Independent units.

Joan Campion's June 10 piece ["Non-union writer finds lesson in mass firings,"] is timely, indeed. There's a lesson in it for all of us.

Our "mass firing"—we four comprised the entire editorial department staff—can be remedied. Our church's advocacy for the collective bargaining process has been both historic and very recently reiterated by the pope and the U.S. and Canadian bishops. Through that process, as represented by the Guild, we are seeking and intend to obtain justice.

MARY ENGLERT
Past president
Cleveland Guild

Washington Post devoid of bylines in 2-day 'strike'

Washington—The Washington Post was all but devoid of staffers' bylines and credit lines on July 12 and 13 as Guild-covered employees withheld them in a demonstration of dissatisfaction at management's refusal to return to the bargaining table to work out an equitable new contract.

At the same time, a petition signed by nearly 300 Guild-covered employees in the Post's advertising and circulation departments called on management to "negotiate in good faith . . . so that we can all enjoy a fair contract and a more harmonious workplace." Signers included nonmembers, a Guild representative reported.

The twin actions marked the second anniversary of the expiration of the Washington-Baltimore Guild's most recent contract with the Post. Staffers last year marked the one-year anniversary by withholding their by-lines and credit lines.

The National Labor Relations Board's regional director at the end of May issued a complaint on a Guild charge that the paper violated federal labor law last summer when it declared a bargaining "impasse" and unilaterally implemented pay increases and other terms of its "final offer" to the Guild [Guild Reporter, June 24].

While several staffers questioned the efficacy of this year's

byline/credit-line action, participation was nearly 100 percent—by artists, columnists, critics, interns, photographers and reporters, including those in the Post's overseas bureaus and those on the Post's weekly "Health" tabloid.

Instead of carrying staffers' names, their work was identified by a single italic line listing its source only as a member of the paper's staff.

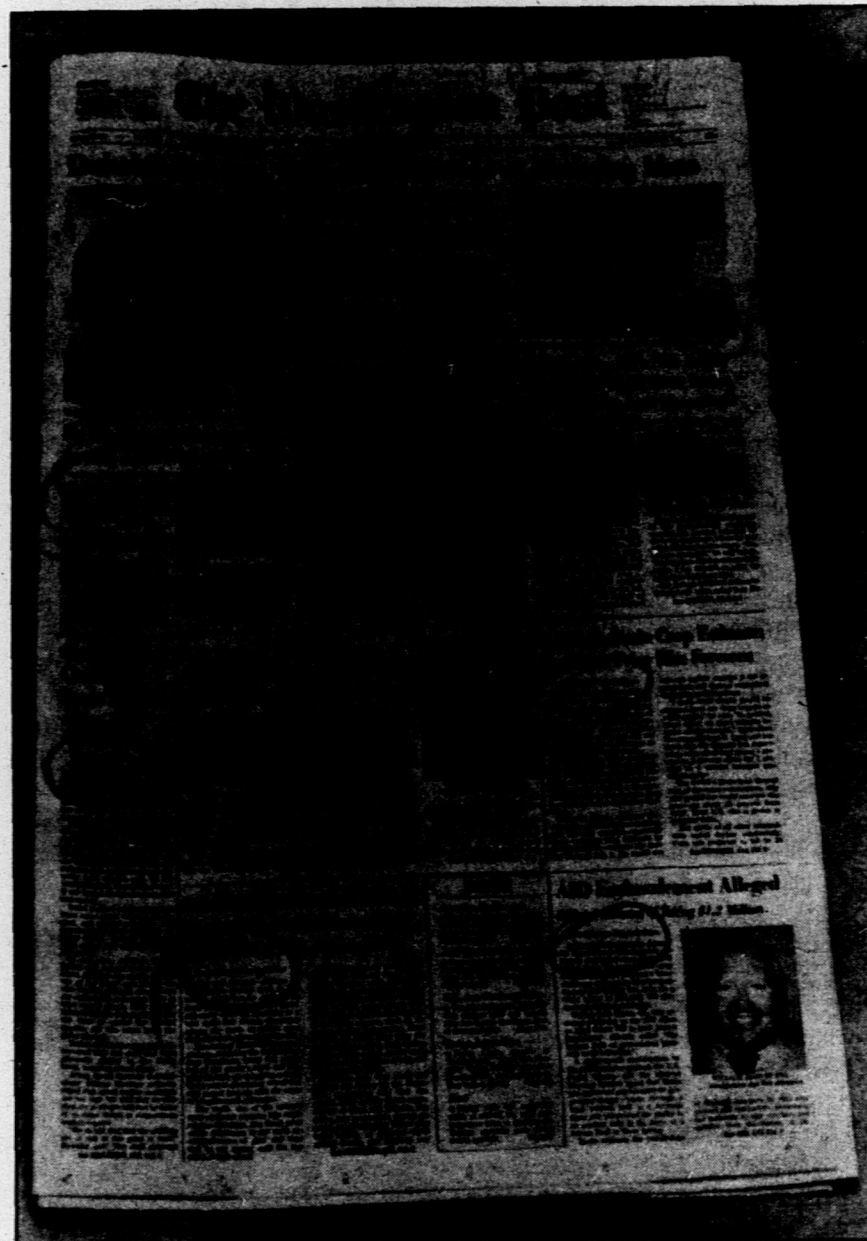
Only one staff byline ran on Page One over the two days. Staff stories totaled 15. There were no staff bylines or credit lines in the Style and Metro sections nor in the "Health" tab, and no bylines in Sports. Only six of 58 stories and columns and none of the photos and editorial art in the "A" section carried staffers' names.

A quick, unofficial count showed that there were only a dozen bylines and credit lines on a total of more than 180 staff pieces in the paper during the two days.

Lew Diuguid, Post Guild unit bargaining chairperson, praised the solidarity of the unit's members and said he was especially impressed with the spirit of one intern who refused to permit use of her byline on her first story of the summer. It was on Page One.

There appeared to have been no negative effect on participation from memos to the news room staff signed by "Ben" [Bradley, executive editor] and "Len" [Downie, managing editor] urging reporters, editors, photographers and artists to "think seriously and carefully" before joining in the action; nor from another in the same vein to the overseas staffers in which the pair were joined by the assistant managing editor for foreign news.

Stating that they "should not and will not try to pressure you into putting your byline in" the two days' papers, Bradley and Downie's memo said they regard a byline



OVALS MARK NAMELESS 'BYLINES' ON PAGE ONE OF POST
Only one staffer's name appeared on page during 2-day 'strike.'

as a "unique professional possession . . . the instrument and emblem of . . . individual professional standing and credibility." They cautioned staffers to "not be pressured by anyone else into taking it out" of the paper.

Professing that "we all want a new contract," they denied that the Post has a two tier pay system,

describing the paper's pay practices instead as "individualized."

Under the terms and conditions imposed under the company's self-declared impasse, general increases effective July 11 ranged from \$22.95 a week, for those paid less than \$350.01 a week, to \$40.95 a week, for those paid more than \$950 a week.

Delegates call on Israel to end assaults on news

Vancouver—Israel should release imprisoned Arab journalists and end assaults on journalists and interference in news coverage of conflicts between Arabs and Israelis on the West Bank and in Gaza, said TNG's 1988 Convention. It did so in a resolution repeating similar calls issued by the Int'l Executive Board in April.

(Meanwhile, an aide to Israel Prime Minister Yitzhak Shamir, in a response to the IEB's April action dated June 13, said concern about press freedom in Israel "is totally unfounded.")

(Avi Pazner, Shamir's media advisor, said actions by the government were "dictated by the security situation." They were not because of journalistic activities, "but because some of them indulged in illegal acts which had nothing to do with their work as journalists." He did not elaborate, but said the IEB's resolution did "not do justice to our long tradition of an extremely liberal attitude towards the press and the freedom of information.")

The convention also called on the Israeli government to permit the immediate reopening of the Palestine Press Service, which it

closed more than six months ago "without a shred of due process."

"In muffling the voice of Arab opposition . . . and blindfolding the eyes of Israeli and foreign correspondents," Israel is "making a travesty of its democratic tradition," delegates charged.

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," added the convention.

Since the onset of Arab uprisings on the West Bank and Gaza late last year, Israel has arrested at least 30 Arab journalists and is holding 18 in "prolonged administrative detention," while the Foreign Press Assn. has reported almost 100 attacks on journalists by Israeli soliders, the convention pointed out.

These acts "must not be allowed to continue," it said.

Switch in managers ok'd for combined pension fund

Vancouver—TNG's Int'l Executive Board has authorized the union's president and secretary-treasurer to seek a new investment manager for part of TNG's Commingled Pension Trust Fund and to terminate an arrangement with the firm of Scudder, Stevens & Clark.

Acting at its June 25 pre-convention meeting, the IEB authorized the change in investment managers after reviewing the annual report by Segal Advisors, Inc., on the fund's performance.

The fiscal year ended March 31 was "generally disappointing" for the portion of the fund invested in the stock and bond markets, and the performance of those investments managed by Scudder, Stevens & Clark (SS&C) was "particularly disappointing," said Martin Levenson, senior vice president and actuary with Segal Advisors.

While the fund's overall rate of return for the last 10 years averaged 12.5 percent—12.7 percent for the most recent four years—its overall earnings last year totaled \$400,000, an 0.8 percent rate of return, Levenson reported. Assets of the fund totaled \$46.8 million on March 31, down from \$51 million at the start of the year. Net withdrawals for the year were \$4.6 million.

The rate of return last year for

the stock and bond portfolio managed by SS&C dropped by 18.3 percent, while a portfolio of stocks and bonds managed by a second investment manager, M. D. Sass, declined by 7.2 percent, Levenson reported.

Twenty-four percent of the fund is invested in stocks (15 percent managed by SS&C), 27 percent in bonds (17 percent with SS&C), 18 percent in real estate trusts and 24 percent in insurance-company contracts. The remaining 7 percent is in cash and equivalents (6 percent with SS&C). The insurance and real-estate portions had positive performances last year.

The fund currently pools the assets of 19 separate retirement funds for investment purposes. IEB members are trustees of the fund.

Next Reporter to be Aug. 12

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

Next issue will come off the press on Aug. 12 as the paper returns to its twice-a-month publication schedule, with issues on the customary second and fourth Fridays through November.

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The Guild Reporter



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

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