



# The GUILD REPORTER

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Silver Spring, Md.

November 4, 1988

## Organizing study group urges training, more staff

**Silver Spring, Md.** — The Special Guild Organizing Committee is recommending to TNG's 1989 Convention an "aggressive organizing program" that includes development of ongoing, intensive training for organizers and the addition of up to four organizers to TNG's permanent staff.

To pay for it, the committee also is calling for continuation of the diversion of defense-fund investment income to the Special TNG Organizing Fund for two years and four 25-cent increases over two

years in locals' payments to TNG, to go only into the organizing fund.

The recommendations were approved by the special committee at the conclusion of its Oct. 22-23 meeting at TNG headquarters. The panel, called for by last summer's TNG convention, is composed of 13 local Guild leaders plus the Int'l Executive Board's six-member organizing committee. It was augmented on its second day by the balance of the IEB's 16 members, as well.

The convention called for the

special committee at the same time it endorsed a re-invigorated organizing program and authorized use of 18 months' defense-fund investment earnings to finance it. It directed that the committee, in conjunction with the IEB, examine the Guild's organizing programs and policies and the financing that backs them and report to next year's convention.

Existing organizing priorities should be re-emphasized and expanded to include systematic plans for chain-wide organizing and or-

ganizing in strategic metropolitan areas, the report also says.

Pointing to the call by successive TNG conventions for locals to focus their organizing priorities first toward nonmembers working under Guild contracts and then toward organizing new departments, new units and new locals, the report urges that local organizing projects be undertaken "with emphasis on achieving wall-to-wall Guild representation."

As funds become available, TNG should hire up to four perma-

nent organizers, basing one of them in Canada, the report says. At the same time, TNG's staff of international representatives should continue to be involved in organizing projects. Permanent organizers, as do international representatives, should report to TNG's director of field operations, the report says.

To finance a more aggressive, ongoing organizing program, in addition to a two-year extension of the defense-fund earnings diver-

(Continued on Page 2)

## Consumers unit okays new pact; boycott ends

### Rates increasing 23%, two top \$1,000 a week

**Mt. Vernon, N.Y.**—Members of the New York Guild's Consumers Union unit have ratified a new five-year contract that will increase minimum and over-minimum pay rates by as much as \$206.36 a week and brings to an end a far-reaching subscriber boycott of Consumer Reports and other services of the company.

The agreement came almost two years after the start of talks for a contract to replace one expired Dec. 31, 1986. Last year the Guild local called for the boycott in the wake of management's refusal to agree to meaningful increases in contract minimum pay rates. The boycott was endorsed by TNG and by the AFL-CIO.

Instead, until the final stages of the bargaining, the company continued to demand that it be given sole discretion in distributing the greater portion of any pay increases through a pool of funds. Initially it demanded that minimum pay rates be frozen and later

proposed increases of about 2 percent a year.

The agreement, retroactive to Jan. 1, 1987, includes minimum and general pay increases of 4 percent in each of its first four years and 3.5 percent in the final year. In addition, a side agreement provides for "discretionary increases" to Guild-covered employees to equal at least 2 percent of payroll on Jan. 1, 1990, and at least 3 percent on Jan. 1, 1991.

The Guild never objected to the concept of merit increases to individual employees as long as those increases came on top of equitable increases in minimum rates and employees' salaries, explained James Boyd, chair of the 190-member Guild unit.

New York Guild President Barry Lipton, describing the settlement to TNG's Int'l Executive Board Oct. 24, thanked TNG for its assistance in co-ordinating the boycott of Consumer Reports. He also thanked TNG President Dale for having secured the support of



**SMILES (RIGHT FOREGROUND), RAISED ARMS SIGNAL NEW CONSUMERS UNION PACT**  
Oct. 20 ratification vote concluded two years' bargaining, boycott backed by TNG and AFL-CIO.

the AFL-CIO for the boycott and the intervention of AFL-CIO Secretary-Treasurer Thomas R. Donahue in a "behind-the-scenes" mediation role with management.

The AFL-CIO endorsed the boycott early last year and added Consumer Reports and CU's other

services to a nationwide boycott list. The British Columbia Federation of Labour also added Consumer Reports to its boycott list.

TNG distributed tens of thousands of subscription cancellation post cards to other international unions for distribution to their

members, and many unions, including the United Auto Workers, carried cancellation coupons in their membership publications.

This "tremendously successful contract settlement" would not have been possible "without the boycott activities of the AFL-CIO" or the assistance of Donahue, Dale said in a letter to AFL-CIO President Lane Kirkland requesting that the boycott be lifted.

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## Members march for fair pacts in three cities

Bargaining-table frustrations were spilling into the streets and prompting a variety of other actions—including one strike vote—by Guild members in locals on both coasts of the United States and in its heartland as they pushed quests for equitable new contracts.

From Albany and Glens Falls, N.Y., in the East, to Chicago, to San Diego in the West, members were taking their stories of stymied bargaining to the public—backing it up with a strike vote in Chicago at the Sun-Times.

The Albany Guild has been

seeking renewal of a contract that expired a year ago at the Glens Falls Post-Star and of one that expired in August at Hearst's Albany Times-Union.

The San Diego Guild and three other newspaper unions have been bargaining for months for new contracts at the Copley chain's Union and Tribune.

Members of the Chicago Guild's editorial-only unit at the Sun-Times, in a 145-to-4 secret-ballot vote on Oct. 3, authorized their bargainers to call a strike if necessary to win a fair new contract to replace one expired since May 31.

TNG's Int'l Executive Board during its Oct. 24-26 meeting approved the Chicago local's request for TNG strike sanction, empowering a TNG representative to exercise that sanction.

The company, currently headed by acting publisher Charles Price, is demanding an immediate 8 per-

cent pay cut, to be modified to a 4 percent cut in the second-year of a three-year contract. Pay rates would be restored to their current levels in the third year.

Management also is demanding elimination of a 10-percent night differential for employees who work after 7 p.m. and exclusion of an additional 20 employees from the Guild bargaining unit.

Price took over control of the paper earlier this year when publisher Robert E. Page resigned, taking with him a reported \$2.5 million as his stake in the company. Page headed a group that purchased the Sun-Times from Rupert Murdoch for \$145 million in June of 1986 in a buyout backed mostly by borrowed funds.

The Guild unit currently includes some 240 employees, down from approximately 360 before Page took control, Guild leaders reported.

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**Canadian Council votes down  
proposals on structure . . . . . 8**

**Plaudits flow to retiring Steinke,  
'Gentle Giant' in St. Louis . . . . . 7**

**Debates push trade pact to fore  
in Nov. 21 vote in Canada . . . . . 5**

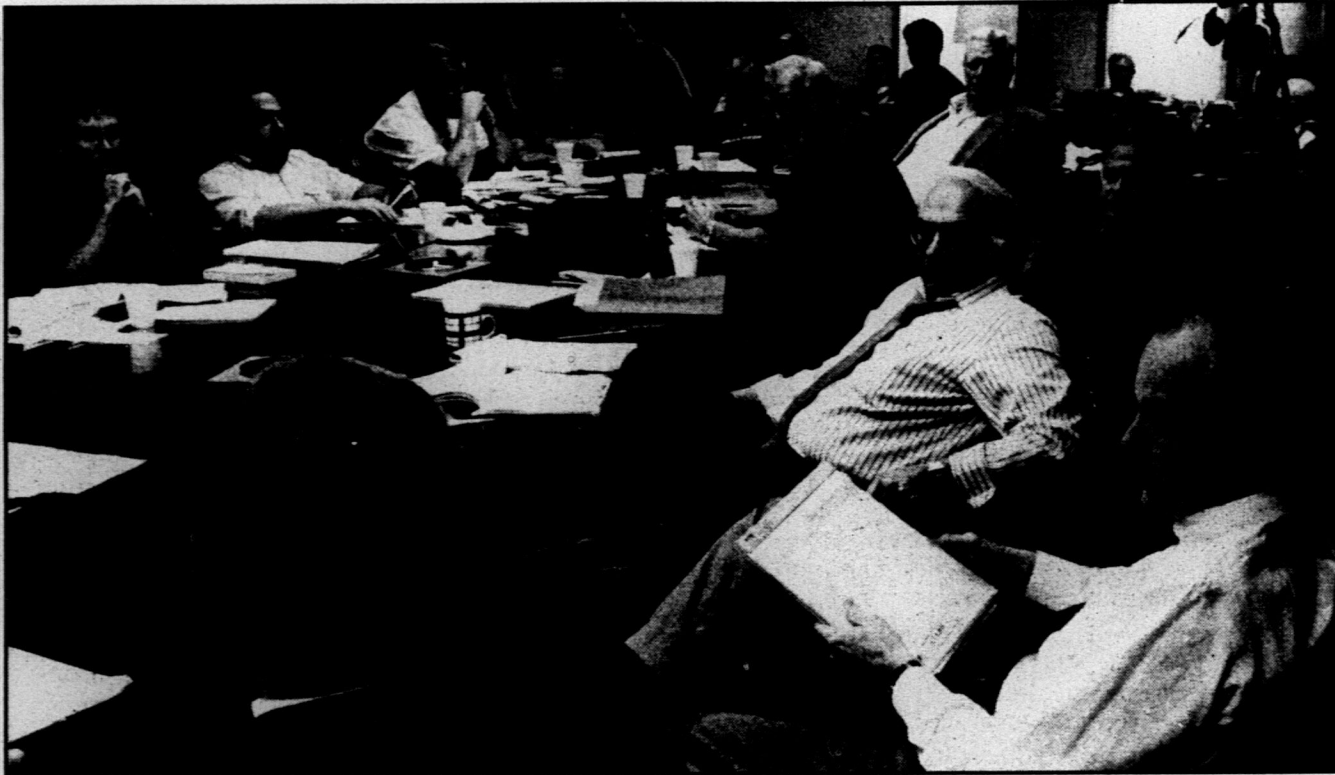
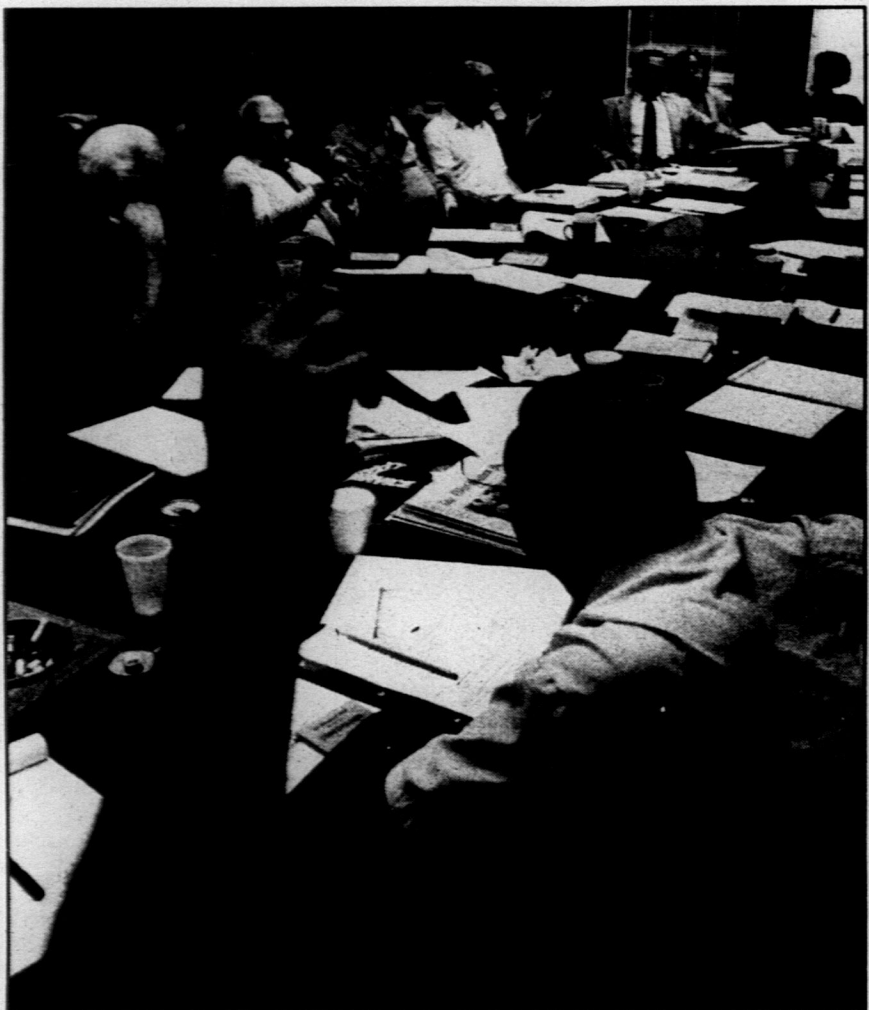
## Group at Light votes for Guild

**San Antonio, Texas**—Inside circulation employees of the Hearst chain's San Antonio Light voted by 35 to 24 to make the San Antonio Guild their bargaining representative Nov. 1. All 59 full- and part-time employees voted.

They also voted by the same count to be included in an existing Guild unit of circulation district managers. The National Labor Relations Board supervised the vote.

The Guild also represents the paper's advertising, business, editorial and maintenance employees as well as its circulation drivers.





#### SPECIAL ORGANIZING COMMITTEE AT WORK IN TNG'S HEYWOOD BROWN ROOM

ABOVE: Attention focuses on Richard Bensinger, AFL-CIO director of organizing and associate member programs, right foreground with pad, and Joseph Shantz, AFL-CIO assistant director of organization and field operations, back to camera. AT LEFT: TNG President Charles Dale, behind raised arm, fields questions.

## Organizing study unit urges training, more staff

(Continued from Page 1)  
sion, the report recommends a \$1 increase in locals' monthly per-capita payments to TNG. The \$1 for the organizing fund would be added in four 25-cent increments at six-month intervals, beginning Oct. 1, 1989.

The continued diversion plus the per-capita increase would produce an additional \$1.4 million for organizing, the report estimates.

This year's convention authorized diversion of the defense fund's investment earnings to the

organizing fund from Jan. 1, 1988, through June 30, 1989, with the transfer to be suspended during any period in which the liquid assets of the defense fund fall below \$6 million.

The special committee is also recommending that that cutoff on the earnings' transfer be increased by \$500,000, to \$6.5 million of total defense-fund assets. Under TNG's Constitution, a higher dues rate is triggered when the defense fund's liquid assets fall below \$4.5 million.

In calling for "ongoing, intensive, hands-on training" for organizers at both the international and local levels, the report urges TNG to use the resources of the AFL-CIO and the Canadian Labour Congress, including seminars on organizing techniques offered at the AFL-CIO's George Meany Center for Labor Studies. TNG staff should provide "field training" for local organizers, and TNG should offer organizing training programs for Guild locals and district councils, the panel's report also recommends.

The report was signed by all 12 local Guild leaders present. It also was endorsed by 14 of the IEB's 16 members and was entered in

the minutes of the IEB's own three-day fall meeting, which followed the special committee's session. TNG Vice Presidents Larry D. Hatfield of Northern California and Doug M. Louth of Vancouver-New Westminster were recorded as opposing the report.

Local leaders on the committee,

appointed by TNG President Charles Dale in August with the concurrence of the IEB, are:

Darren Carroll of Lake Superior, Beth Gillin of Philadelphia, Roy Kruse of Hawaii, Barry Lipton of New York, Jerry MacDonald of Canadian Wire Service, Jerry Minkinen of Chicago, Jan

O'Brien of Vancouver-New Westminster, Paul Pelletier of Southern Ontario, Sandra Polaski of Washington-Baltimore; Jim Schaufenbil of Manchester, Tim Schick of Albany; Jim Smith of Los Angeles; and J. Stephen Hatch of Cleveland. Hatch was unable to attend the meeting.

### N.Y. seeks unit at Norwalk Hour

Norwalk, Conn. — National Labor Relations Board officials conducted a hearing Nov. 1 on a petition by the New York Guild for recognition as the bargaining representative for news-room employees of the Norwalk Hour.

The local is seeking certification as the bargaining agent for a unit that would include approximately 30 editorial-department employees of the 20,000-circulation daily.

Its petition, filed with the NLRB Oct. 17, was supported by membership applications from a substantial majority of the group.

**New York**—Management of the Italian-language daily *Il Progresso* is publishing the paper under an "alter ego" and has violated federal labor law by firing striking members of the New York Guild and the New York Typographical Union/CWA, a National Labor Relations Board official has charged.

In a complaint issued Oct. 19, NLRB Regional Director William A. Pascarell upheld a series of unfair labor practice charges by the two unions and set a hearing before an administrative law judge to begin Nov. 14.

Guild and Typographical Union members struck the paper June 20 after management continued to refuse to sign new contracts they had agreed to in February. Ten days after the strike was called, the company announced that it had closed the paper and its Emerson, N.J., office, and it fired the striking employees. It continued to publish, however, transferring all operations to a subsidiary in Long Island City, N.Y.

The company has refused to hire any of the union-represented employees at the Long Island City facility, and the unions were maintaining picket lines at both sites.

Pascarell, in a 17-page com-

plaint, charged the company with unlawfully refusing to bargain and discriminating against employees because of their union activities. He also charged the company with unlawfully refusing to supply information necessary for bargaining and with intentionally misrepresenting information about the ownership and control of the newspaper.

He also cited the company for not remitting Guild dues withheld from employees' pay and for failing to make payments to benefit

funds required by the union contracts.

In doing so, he agreed with the unions' contention that the strike was caused by the company's unfair labor practices, including its refusal to sign the new contracts.

The unions are seeking renewal of contracts that expired Dec. 31, 1986. The Guild represents about two dozen employees in the paper's advertising, business, circulation and editorial departments. The Typographical Union represents about 15 others.

### Finnegan heads press body

**Reston, Va.**—John R. Finnegan, assistant publisher of the St. Paul Pioneer Press & Dispatch and a former president of the Twin Cities Guild, was elected president of the First Amendment Congress by members of its governing board meeting here Oct. 8-9.

Finnegan was president of the Twin Cities Guild in 1956 and 1957 and served for a time as the local's administrator. He replaced Judy Hines, executive vice president of the ANPA Foundation, as head of the First Amendment Congress.

The Congress is a coalition of divergent organizations that share

a concern about protecting the integrity of the First Amendment. TNG is a member of the Congress and is represented on its governing board.

The Congress is planning a seminar in Washington in March on commercial free speech. It also is aiding in plans for a regional forum in Des Moines, Iowa, in May aimed at developing a users' guide to the First Amendment and a session in Athens, Ohio, in January on censorship of high school journalists.

The board also authorized moving the Congress' offices from the University of Colorado's journalism school in Boulder to the University's Graduate School of Public Affairs in Denver.

### Philly files for Cape May weekly

**Philadelphia**—The National Labor Relations Board has set for Nov. 11 a hearing on a petition by the Philadelphia Guild for certification as the bargaining representative for employees of the Cape May County Herald, a 24,000-circulation weekly in Southern New Jersey.

The local filed the petition Oct.

13 after a majority of the paper's employees signed applications for Guild membership and authorizations for the Guild to represent them in bargaining.

Covered by the local's petition are all 28 employees in the paper's advertising, composing, editorial and business departments, plus its one driver.



COMMITTEE MEMBERS EXCHANGE IDEAS, THOUGHTS  
TNG Vice President Luther Jackson, left; Los Angeles' Jim Smith.

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## New Swedish experiments confirm danger from pulsed magnetic fields

**New York**—New experiments in Sweden involving mice and pulsed magnetic fields support the findings of a similar study last year that showed a significant increase in the incidence of fetal death and fetal losses among mice exposed to the magnetic fields, Microwave News has reported.

The latest experiments, like those last year, were conducted at Dr. Hakon Frolen's laboratory at the Swedish University of Agricultural Sciences in Uppsala. The researchers found that pregnant mice exposed to magnetic pulses had twice the incidence of early fetal deaths and losses as unexposed mice.

"The interesting result" is the finding that the pulsed magnetic fields "can influence a biological system," Frolen told Microwave News. "I did not think it was possible," he added.

The fetus is most sensitive to the magnetic pulses in the early stages of development, according to Frolen, Microwave News reported in its September/October edition.

Frolen discounted speculation that pregnant VDT operators might be at risk, however, noting that VDT operators usually have limited exposure to pulsed magnetic fields and that the fields produced by the machines are weaker than those used in the experiments.

Representatives of Sweden's National Institute of Radiation Protection, which sponsored Frolen's work, said further studies are being planned at the laboratory in Uppsala and at the Karolinska Institute in Stockholm.

The next step will be to discover "the interaction mechanism," one Swedish researcher told Microwave News, while Frolen said he would turn his attention to investigating whether pulsed magnetic fields can promote cancer.

Results of the latest experiment are expected to be published in scientific journals before the end of the year.

The findings are the latest from a series of experiments in Europe and the U.S. that have shown effects on mouse fetuses and chicken embryos from exposure to pulsed magnetic fields.

Dr. Irving Selikoff of the Mount Sinai School of Medicine in New York, who has been seeking funding for a major study of the effects of VDT work on pregnancy, told

the Wall Street Journal that the latest findings are a "good index of suspicion" and emphasize the need for a human study.

Meanwhile, among the growing number of publications to devote attention to the subject of potential hazards from VDTs is Fortune magazine. A three-page article by David Kirkpatrick in the Aug. 29 issue of the business-directed magazine asks in its headline, "How safe are video terminals?" It answers in a subhead: "... Companies had better start learning."

## IEB okays boost in Leuchter grant to \$7,000

**Silver Spring, Md.**—Acting on the recommendation of its Education Committee, TNG's Int'l Executive Board has increased the value of the Irving Leuchter Memorial Scholarship to the Harvard Trade Union Program by \$500, to \$7,000.

The annual scholarship is financed by contributions from TNG and Guild locals to a fund established as a memorial to Irving Leuchter, TNG's longtime general counsel who died in 1971. TNG's budget currently calls for an annual \$4,000 contribution to the fund.

This year's TNG convention urged more locals to make regular contributions to the fund, and retired President Charles A. Perlik, Jr., has offered to match contributions to the fund dollar-for-dollar up to the limit of a \$25,000 bequest included in his will.

In recommending an increase in the value of the scholarship, the board's education committee said that the costs of tuition, board and books for the 10-week residential course in union administration and related subjects have gone up by \$500, to \$6,400.

At the same time, the education

committee noted that the program might be canceled this year if the AFL-CIO withdraws its support. The labor federation has said it is considering doing so in the face of efforts by university administrators to overturn a vote for union representation by the university's clerical employees.

The employees voted 1,530 to 1,486 for representation by a local of the American Federation of State County and Municipal Employees in a National Labor Relations Board-supervised election in May. The university sought to overturn the vote on grounds that the union engaged in election "misconduct." Although an NLRB administrative law judge dismissed the employer's charges in mid-October, representatives said the university might appeal the ruling to the full NLRB in Washington.

Eligible for TNG's annual Leuchter scholarship are local Guild officers and staff and international officers and staff.

Meanwhile, also on recommendation of its Education Committee, the IEB approved TNG making an annual \$500 contribution to a journalism scholarship fund at

## Sac'to Victims Fund tops \$75,800

**Sacramento**—The Northern California Guild reports receipt of contributions totaling \$75,806 for its Sacramento Union Victims' Fund through Oct. 7; \$2,031 since Aug. 12.

The fund was established to replace wages and benefits lost to the four-member Guild bargaining committee fired by the Richard Mellon Scaife-daily in mid-October 1987. The company is appealing an administrative law judge's ruling that the firings were illegal and should be reversed [Guild Reporter, July 22].

Latest reported contributions to the fund included:

|                                 |       |                              |       |
|---------------------------------|-------|------------------------------|-------|
| Bristol Guild .....             | \$ 20 | —Newspaper Agency unit ..... | \$200 |
| Cleveland Guild .....           | 100   | —Retired unit .....          | 37    |
| Detroit Guild .....             | 300   | —Sacramento Union unit ..... | 20    |
| Montreal Guild .....            | 200   | —Stockton Record unit .....  | 70    |
| Northern California Guild ..... | 45    | San Jose Guild .....         | 150   |
| —Examiner unit .....            | 75    | Windsor Guild .....          | 300   |
| —Modesto Bee unit .....         | 282   | Youngstown Guild .....       | 50    |

Contributions from the Northern California Guild's Modesto Bee unit included funds raised in a yard sale.

Contributions should be addressed to: The Victims Fund, c/o The Newspaper Guild, 1330 21st St., Sacramento, Calif. 95814.

Bloomsburg University once the school's department of mass communications has officially been renamed in honor of Heywood Broun.

The journalism faculty of the university, in Bloomsburg in north central Pennsylvania, has voted to name the department in honor of Broun, the renowned newspaper columnist who was the founding president of the Guild in the 1930s.

The board, on the committee's

recommendation, also urged TNG to provide the school's journalism department with relevant Guild materials and to send a Guild speaker to the campus at least once a year. As fund's permit, TNG should consider sponsoring a week's residency on campus for a working Guild member who could acquaint students "with the practice of journalism and the Guild's role in it," the IEB said in adopting the committee's report.

## TNG names new manager for combined pension fund

**Silver Spring, Md.**—The investment management firm of Lowe, Brockenbrough, Tierney & Tattersall (LBT&T) has been selected to oversee a portion of TNG's Commingled Pension Trust Fund, TNG's Int'l Executive Board was advised during its Oct. 24-26 meeting.

At its meeting in June, the IEB authorized TNG President Charles Dale and Secretary-Treasurer John C. Edgington to seek a new invest-

ment manager to replace the firm of Scudder Stevens & Clark (SS&C). The board did so then after voting to terminate its arrangement with SS&C following review of what it termed "particularly disappointing" results.

The IEB serves as the trustees for the commingled fund, which currently pools the assets of 19 separate retirement funds for investment purposes. The firm of M.D. Sass also manages equity investments for the fund.

Dale and Edgington selected the manager after considering proposals and presentations made by five firms. Segal Advisors, Inc., account manager for the commingled fund, assisted in the selection.

LBT&T's investment performance is characterized "by an unusual consistency of above average results from year to year rather than exceptionally strong performance in individual periods," said Martin Levenson, senior vice president and actuary for Segal Advisors, in a letter analyzing the five managers' presentations.

LBT&T's representatives showed "a good understanding" and experience in shaping investments to avoid companies that do business in South Africa, Levenson also observed. The commingled fund has terminated investments in companies doing business in South Africa.

Union and management trustees of TNG's Int'l Pension Fund, meanwhile, approved a short-term investment of \$1.6 million in a bank certificate that will earn interest at an annual rate of 8.1 percent for a six-month period.

Among the funds available for investment, were those from merger into the plan of the Hawaii Tribune Herald pension plan, which covers about 40 Hawaii Guild-covered employees of the daily paper, bringing to 18 the number of employers participating in the multi-employer plan.

# NEWSPAPER GUILD OF WILKES-BARRE

Local 120

WILKES-BARRE



Citizens' Voice Building

PENNA. 18701

DEAR GUILD BROTHERS AND SISTERS:

On October 6, 1988, our strike against Capital Cities' scab Times-Leader entered its eleventh year. We believe it has been a very successful strike that has cost that anti-union corporation more than fifty million dollars.

We realize that without the ten years of solid, unwavering support of the International Executive Board and Guild locals across the United States, Canada and Puerto Rico, our effort would have failed.

The Unity Council of Wilkes-Barre newspaper unions is in the process of converting our strike newspaper to a for-profit corporation with all stock being issued to the strikers. We hope to have this accomplished by year's end and to be working under a Guild contract in 1989.

Together We Have Proved  
Unity Breeds Success!

THANK YOU!!

JACK WALLACE, PRESIDENT

CARL B. SCHWAB, TREASURER



# Members march for fair pacts in three cities

(Continued from Page 1)

About 150 members of the Guild unit joined in a picket of the newspaper plant Oct. 13 in their first public protest of the company's pay-cut demands. A byline strike that had been planned to begin Sept. 28 was put on hold after the company charged that the action would violate the expired contract's terms. Instead, the unit authorized its leaders to call a work-stopping strike.

The Sun-Times appeared to welcome the picketing, setting up tables laden with coffee and pastries for the demonstrators. The refreshments went untouched, however, by all but a few Guild-exempt employees who happened by, a Guild leader reported.

The pay-cut demands come at the same time that unorganized and exempt employees have received 4-percent increases and the company is "boasting of record-high profits," Guild unit chair Tom Gibbons said. In a sworn statement filed with the National Labor Relations Board, Gibbons reported that Page told him late in 1986 that the paper was then 7.5 times more profitable than it was in its last year under the ownership of Marshall Field, who sold it to Murdoch.

Guild leaders have challenged the company to open its books and demonstrate a need for financial relief. "Don't come to me and say you are making a profit and you want more profit," said Gibbons, adding that to do so is to say: "Help us pay off the mortgage."

In San Diego, a crowd of about 400 turned out at Copley's Union and Tribune Oct. 26 in a street rally co-ordinated by the "Jobs With Justice" union coalition. Participants included delegates to the Western Conference of Typographical Unions of the Communications Workers of America and CWA President Morton Bahr. The CWA is a co-sponsor of "Jobs With Justice" coalitions that have been formed in several areas of the U.S.

The San Diego Guild, which represents the papers' advertising, business, circulation, editorial and maintenance employees, along with the CWA Mailers and Typographical Unions, and the Graphic Communications pressmen's and engravers' unions are seeking a new contracts free of the retrogressions management has been demanding since talks began earlier this year. The Guild's contract expired June 5.

Forbes' magazine's recent listing of the 500 richest individuals in the U.S. reports that Helen Copley, owner of the San Diego dailies, is \$200 million richer this year than last, Bahr told the crowd. While her wealth grew to \$750 million, "many of the workers who made that possible have not had a wage increase in over two years," Bahr said.

Newspaper union members, their number bolstered by representatives of other area unions, picketed the plant as leaders of the unions held a press conference.

Earlier, on Sept. 15-16, Guild-covered editorial employees withheld their bylines and credit lines from the papers. The two-day "strike" was supported by 95 percent of Guild-covered employees

of the Union and 80 percent of the Tribune staff, local representatives said.

In Glens Falls, meanwhile, two one-day byline "strikes" at Howard Publications' Post-Star won 100 percent support of news room employees represented by the Albany Guild, that local reported.

The Guild is appealing to the community for support as it continues to try to bargain a renewal of its first contract with the 16,000-circulation daily. The local is seeking improvements in such key areas as job security, including addition of protection against dismissal without just and sufficient cause and a system for third-party arbitration of disputes.

The Albany Guild also was continuing to bargain for a new con-

tract at the Times-Union following an Oct. 7 informational picket and rally that drew support from other unions in the community. Among them were locals representing government employees, teachers, university professionals, garment workers, iron workers, the New York State Federation of Labor and the Solidarity Committee of Albany-area unions.

The Guild represents employees in the advertising, business, circulation, editorial and maintenance departments of the Albany daily.

Albany Guild President Tim Schick said that at the first bargaining session after the demonstration company bargainers for the first time gave the impression they might be interested in reaching a new agreement.

## Single contract covers Macomb, Royal Oak

**Mt. Clemens, Mich.**—Guild-covered news and commercial department employees of the Macomb Daily and the Daily Tribune of nearby Royal Oak, both purchased earlier this year by Adams Communications, are covered by a new Detroit Guild contract with the Macomb paper, which is based here.

Members of the newly combined unit recently ratified the new pact, which will take the top minimum pay-rate for reporters, photographers and outside advertising sales employees to \$678 a week in 1990.

Agreement on combining the units under one contract was reached shortly after Adams acquired the assets of the Daily Tribune this summer from the Ingersoll chain. Earlier in the year, Adams had purchased the Macomb Daily and a group of weeklies from John McGoff.

After acquiring the Daily

Tribune, management shifted production of that paper to the Mt. Clemens plant and transferred business office and classified advertising sales staff to Mt. Clemens as well. Editorial and outside advertising sales employees for the Daily Tribune, meanwhile, continue to work in Royal Oak.

The number of Guild-covered employees on the two papers has increased by eight, to 130, as a result of additions to the classified advertising sales staff, a Guild representative said. Classified employees working in Mt. Clemens are selling ads for the chain's weeklies, as well as the two dailies, Guild Administrative Officer Donald C. Kummer explained.

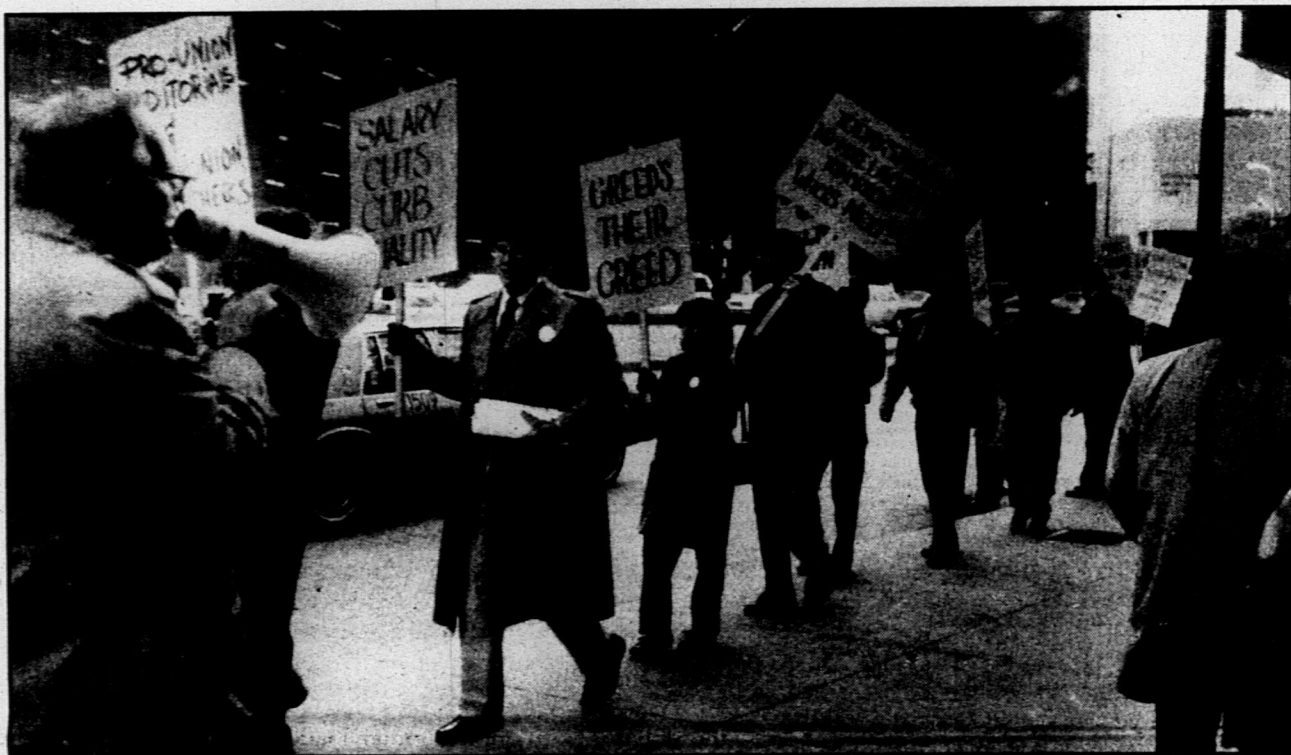
The new contract, effective Oct. 1, replaces one that expired last October in Mt. Clemens and a contract with the Royal Oak daily that expired in March.

Reached in joint economic bargaining by the Guild, the Typographical Union and the Pressmen, the settlement produced a \$75 package over a three-year term. After applying "craft dollars" to Guild minimum pay scales and diverting \$6 to pensions, the package produced increases totaling \$80 a week over the old key top minimum for reporters, photographers and outside advertising sales employees in the Macomb Daily agreement. The new rate is \$55 a week higher than the key rate in the old Royal Oak contract.

The additional \$6 to pensions, raises the company's payment to the pension plan on behalf of Guild-covered employees by a total of \$12 a week.

Life insurance coverage is raised by \$5,000, to \$15,000, and sick leave is modified to permit employees to take time off as personal leave.

The agreement also calls for establishment of a tax-deferred savings plan at the employees' option.



PHIL VELASQUEZ/Chicago Guild

**CHICAGO:** Informational picket line at Sun-Times follows a resounding strike vote by Guild members.



**SAN DIEGO:** Some 400 pickets back Guild, other unions' contracts quest at Union and Tribune.



**ALBANY:** Guild demonstration at Hearst's Times-Union draws wide support of other area unions.

## TNG's Ramsey named to BLS advisory body

**Silver Spring, Md.**—Richard J. Ramsey, executive secretary of TNG's Contracts Committee, has been appointed to an advisory committee to the U.S. Labor Dept.'s Bureau of Labor Statistics.

Ramsey's appointment to the Committee on Wages and Industrial Relations of the Labor Research Advisory Council, approved by Labor Secretary Ann McLaughlin, runs through September 1990.

It is vital to the Bureau of Labor Statistics "to have advice from the users of BLS statistics," BLS Commissioner Janet Norwood explained in a letter announcing the appointment. She urged Ramsey to "express the views of your organization and your members on issues related to the bureau's programs."



# Trade issue swings momentum to Turner

By Hugh Winsor  
Southern Ontario Guild

**I**N A DRAMATIC mid-campaign shift prompted by two marathon television debates between the three party leaders, Canada's economic relationship with the United States has become the central and almost the only issue in the Canadian federal election to be held Nov. 21.

Based on their opposition to the free-trade agreement, the Liberals appear to have taken over the lead from the Conservatives.

Buoyed by public opinion polls at the beginning of the campaign showing the Conservatives with a comfortable lead, Prime Minister Brian Mulroney coasted on his government's pro-business record for the first month after the election was called on Oct. 1.

Citing the general prosperity resulting from six years of uninterrupted economic growth (helped in large part by increased exports to the U.S.), the Conservatives emphasized leadership and environmental themes as well as the free-trade agreement, which has been signed by both administrations and endorsed by the U.S. Congress but has been stalled by the Senate in the Canadian Parliament.

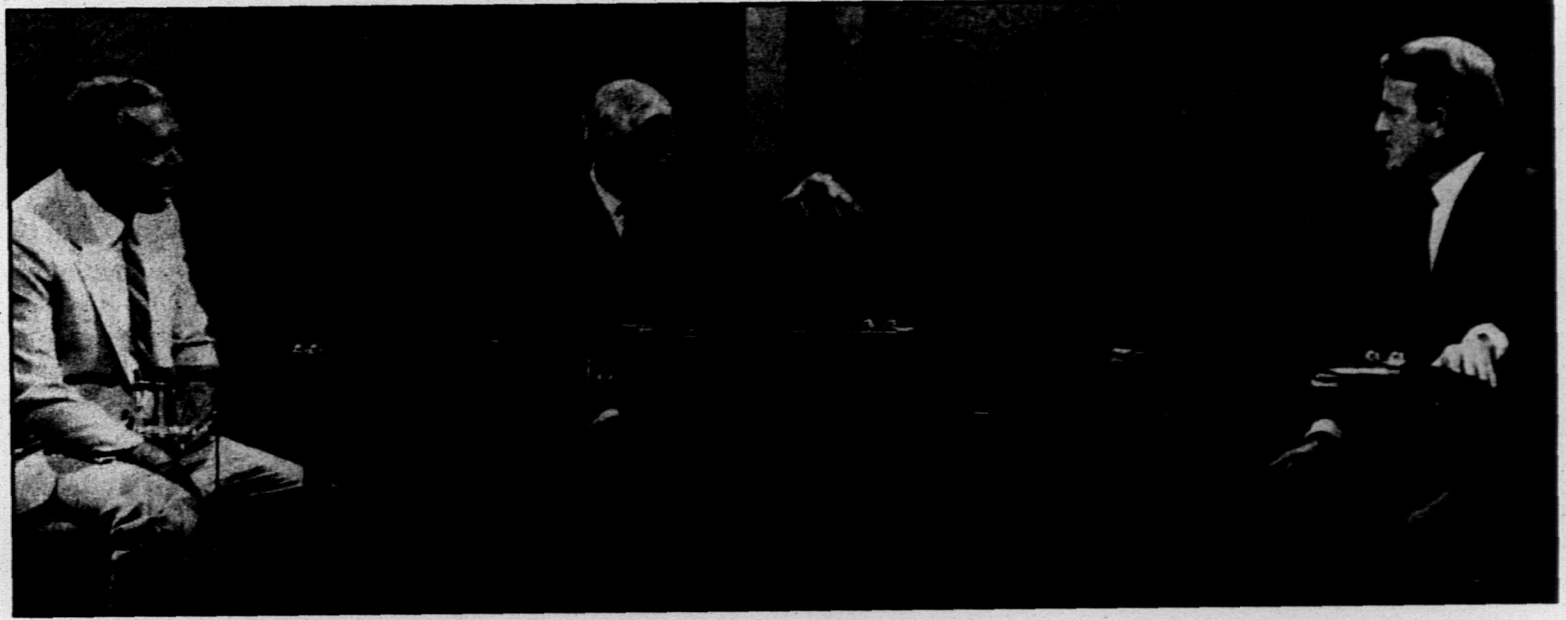
Mulroney campaigned in general terms, citing the economic benefits to both countries and underlining a study by the Economic Council of Canada which predicted the trade deal would produce an additional 250,000 Canadian jobs over 10 years, or 25,000 jobs a year.

Although the prime minister has trumpeted these numbers at every campaign stop, it has been pointed out by economists and by Liberal Party leader John Turner that the numbers are marginal.

**T**HE CANADIAN economy has been producing more than 250,000 new jobs each year under the existing trading relationship in which more than 80 percent of all Canada-U.S. trade already moves free of tariffs. In other words, backers of the new pact are promising an increase of only 10 percent.

Mulroney, however, refused to respond to the specific criticisms that have inspired both the Liberals and New Democrats to oppose the deal.

This failure left Mulroney open to a sustained attack from Turner and NDP leader Ed Broadbent during the television debates (one three-hour session in French on Oct. 24 followed by another



**CANADIAN PARTY LEADERS 'SQUARE OFF' IN A MEETING BEFORE THIS OCTOBER'S DEBATES**

From left: New Democrats' Ed Broadbent, Liberals' John Turner, Conservatives' Brian Mulroney.

three hours in English the next day).

Although the free-trade agreement has been extensively discussed in Parliament, the debates (much more lively affairs than their American equivalents) provided the opposition party leaders their first opportunity to engage Mulroney in a detailed, point-by-point dissection of the deal before a large audience. (Surveys showed that almost 50 percent of Canadian adults watched some part of the debate.) The result has been galvanizing.

There have been at least five polls released since the debates and all have indicated that the Liberal's Turner was the clear winner. Moreover, opinion which has been about evenly divided on the trade deal has swung sharply against it.

All the polls agree that the Liberals, who were limping into third place before the debates with an unpopular leader, a depleted party treasury and dissension in the ranks, have made dramatic gains, although there is disagreement on how much they have gained.

An Angus Reid poll released Oct. 29 had the Liberals and the Conservatives tied at 35 percent of the decided vote, with the NDP at 28 percent. An Environics poll in the Globe and Mail on Nov. 1 had the Liberals at 38 percent, six points ahead of the Tories at 32, with the NDP at 26 percent. However, the Gallup Poll released by the Toronto Star

on Oct. 31 still had the Conservatives ahead at 38 percent, the Liberals at 32 and the NDP at 27.

**I**N SUCH A tight race, the possibility of three-way splits makes it impossible to extrapolate from the popular vote figures the likely make-up of seats in the House of Commons.

Although much of the discussion has been about free trade, the term has become a catch-all for many other issues, as well. Canada and the United States are already each other's largest trading partners. In fact, because of the integration of the North American auto manufacturing industry, which in Canada is concentrated in Ontario, the United States actually exports more goods to Ontario and imports more from Ontario than it does to Japan.

The dropping of the remaining tariffs to zero over the next ten years, as provided in the trade agreement, is supported by all three parties. It is the other parts of the agreement which have raised the hackles.

Turner has accused Mulroney of "selling out" Canada's energy policy. "We no longer have the ability to establish a made-in-Canada energy policy using our resources, our coal, our oil, our gas, our water, our hydro, our wood, our trees, to establish a manufacturing base north of the 49th parallel," he said.

Broadbent similarly has criticized the deal because it would prevent Canada using natural resources to give manufacturing companies the advantage of cheaper energy costs. Both candidates are referring to a section in the agreement which prevents discriminatory pricing and affords national treatment to American companies operating in Canada and vice versa. That means an American company is treated exactly the same as if it were Canadian owned.

The opposition leaders also accuse Mulroney of misleading Canadians about the benefits from the deal. The prime minister talks about "secure access" to the American market, whereas the opposition leaders point out that U.S. trade law still applies to all imports from Canada and there was no exception for Canada in the recent omnibus trade bill.

That means Canadian products still are subject to countervailing duties if it is deemed there have been unfair subsidies. The NDP and Liberal parties point out that the more generous Canadian unemployment insurance program, regional development grants and Canada's universal medicare system all have been cited in trade disputes as unfair subsidies.

Both Turner and Broadbent argue that the commitment for both sides "to harmonize their trade laws and regulations" eventually will threaten Canadian social policies which on the whole are more comprehensive and more generous than their American equivalents.

The opposition parties are quick to tell horror stories about the punitive cost of getting sick in the United States if you don't have medical insurance and tell their audiences that 37 million Americans have no medical insurance at all.

The Conservatives, backed by large business lobbies like the Business Council on National Issues, have been fighting back, accusing the Liberals and the NDP of scare techniques. Neither the Canadian medicare system nor the program of subsidies for poorer regions will be affected by the trade deal, they say.

The Conservatives also claim that cultural industries have been exempted from the trade deal so that special incentives for the relatively smaller Canadian book publishing industry and the film industry can be maintained.

Although Canada's three-party structure makes many comparisons with the United States election campaign invalid, there are many similarities between the messages Democratic Party presidential candidate Michael Dukakis has been attempting to convey and the emphasis the NDP's Broadbent has put on appealing to "ordinary Canadians."

Dukakis tells lower and middle income audiences "I am on your side" against the rich who have gotten richer under Reaganomics. Broadbent makes similar arguments about changes the Conservatives made to reduce tax rates for those in the higher brackets.

In Canada, the NDP's links to organized labor are stronger and more clearly defined (including dues check-offs by some unions—not the Guild—going to the party) than the Democratic Party's ties to American labor. In this election, however, Broadbent and the NDP have been playing down the labor tie in their efforts for a wider appeal.

Similarly, the NDP is not talking much about such longtime policies as a commitment to nationalize a major bank. The party also has tried to fudge a past resolution calling for Canada's withdrawal from the NATO.

**T**HE NDP INSTEAD has tried to capitalize on the high personal support for Broadbent, who gains high marks for honesty and straightforwardness from a broad sector of the public which doesn't support the NDP's more left-leaning policies.

That approach seemed to be working when it appeared the NDP was on its way to eclipsing the Liberals to become the official opposition. Broadbent even talked about the eventual polarization of the Canadian electorate around two parties, one on the left and one on the right—a concept that apparently has not been very favorably received.

Then, however, Liberal leader John Turner caught fire during the television debates and the opposition to Mulroney and to free trade appears to be coalescing around him.

## HERE ARE THE FACTS... ...THAT CAN HELP YOU MAKE IT ALL ADD UP RIGHT!

|                                                                                                                                                        | Brian Mulroney<br>Conservative | John Turner<br>Liberal | Ed Broadbent<br>New Democrat |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|------------------------|------------------------------|
| (1) Who will best ensure that Canada's important social programs, like Medicare, are protected under any trade agreement with the U.S. or anyone else? | <input type="radio"/>          | <input type="radio"/>  | <input type="radio"/>        |
| (2) Who will best represent the interests of average working families?                                                                                 | <input type="radio"/>          | <input type="radio"/>  | <input type="radio"/>        |
| (3) Who do you trust to protect workers' jobs and the public good in areas such as meat inspection and Crown corporations like Air Canada?             | <input type="radio"/>          | <input type="radio"/>  | <input type="radio"/>        |
| (4) Who is the most honest with the Canadian people?                                                                                                   | <input type="radio"/>          | <input type="radio"/>  | <input type="radio"/>        |
| (5) Who is the best for standing up for older Canadians and protecting their pensions?                                                                 | <input type="radio"/>          | <input type="radio"/>  | <input type="radio"/>        |
| (6) Who works hardest for fairer taxes for ordinary Canadians and their families?                                                                      | <input type="radio"/>          | <input type="radio"/>  | <input type="radio"/>        |

**UNIONS ARE CIRCULATING THIS QUESTIONNAIRE TO MEMBERS**  
Tag-line advises: "You add them and you make the choice."



# General Fund \$19,993 in red at six-month point, IEB reports

Silver Spring, Md.—On Sept. 30, the halfway point in the union's current fiscal year, income to TNG's General Fund stood \$19,993 short of expenses, the Finance Committee of TNG's Int'l Executive Board reported during the IEB's fall meeting here Oct. 24-26.

This was well short of the rate that might have been expected in light of this summer's TNG convention projecting an operating deficit of \$130,000 for the 12 months that will end next March 31.

At the same time, the IEB committee reported, the net worth of TNG's Defense Fund stood at \$8,333,434 on Sept. 30, following transfers of \$392,713 to TNG's Special Organizing Fund.

The transfers were authorized by this summer's convention to finance a beefed-up organizing program through allocation of defense fund earnings to the organizing fund for the 18-month period Jan. 1, 1988-June 30, 1989.

Income to the defense fund in the first two quarters of the fiscal year, totaled \$540,481. Expenses, meantime, were \$831,116, including the earnings transfers, producing a decrease of \$290,635 in the defense fund's assets. The fund's

share of per-capita payments produced income of \$362,344 in the six-month period.

The \$19,993 deficit in the general (operating) fund's operation for the first half of the year came on income of \$1,879,367 and expenses of \$1,899,360.

In the first quarter of the fiscal year beginning April 1, general fund expenses of \$964,640 exceeded income of \$955,378 by \$9,262; in the second quarter, expenses of \$934,720 topped income of \$923,989 by \$10,731, the IEB Finance Committee reported.

General fund expenses in the second quarter were \$29,920 less than those in the first quarter of the year as a result of "belt tightening" at TNG's headquarters, the committee said. Income for the second quarter, however, was \$31,389 less than in the first quarter.

The fiscal year's first quarter typically brings a "surge of per-capita payments," as locals make catch-up payments necessary for representation at the TNG's annual convention, the committee pointed out.

Regular per-capita payments to TNG averaged 28,597 in the first quarter and 28,052 in the second quarter.

On the committee's recommendation, the IEB approved a third-quarter general fund budget anticipating expenditures of \$997,418 for the three-month period, up \$62,698 from second-quarter expenditures.

The "most significant increases" in the third quarter budget, include an increase in salaries for international representatives as a result of back pay due TNG's former Canadian director, who has transferred to headquarters to be TNG's director of field operations, and costs associated with printing new constitution books, the committee and TNG Secretary-Treasurer John C. Edgington explained.

Largest over-budget item in the second quarter was for rent and maintenance for TNG's headquarters, with expenditures of \$72,658 exceeding budget projections by \$29,158. For the third quarter, \$65,064 is budgeted for rent and maintenance. Unanticipated payments of about \$48,000 for property taxes plus additional costs due to a rise in mortgage rates were responsible for the increase in rent and maintenance expenses, Edgington explained.

Cash-flow problems reportedly experienced by TNG's partner in the building also resulted in TNG making unanticipated payments during the quarter to subcontractors, which the union will recoup later, both Edgington and TNG President Charles Dale explained to the IEB.

Although the cumulative general fund deficit of \$19,993 for the first half of the year was just a fraction of the \$130,821 deficit which had been projected for the full fiscal year, the IEB Finance Committee warned that the deficit for the full year might still reach or exceed the projection if some major locals persist in per-capita delinquencies and air fares increase as expected. Local delinquencies totaled \$296,508 on Sept. 30.

Defense fund expenses for the first half of the year, in addition to the transfers to the organizing

## Board reports local delinquencies

Silver Spring, Md.—In keeping with a directive by TNG's 1983 Convention, the Int'l Executive Board reported the following local delinquencies in their monthly per-capita payments to TNG as of Sept. 30.

| Local               | Months | Amount  |
|---------------------|--------|---------|
| Akron               | 1      | \$1,625 |
| Bakersfield         | 2      | 2,100   |
| Battle Creek        | 31     | 4,000   |
| Bristol             | 1      | 300     |
| Chicago             | 1      | 5,500   |
| Denver              | 2      | 16,600  |
| Detroit             | 1      | 13,000  |
| Indianapolis        | 2      | 850     |
| Kingston            | 7      | 4,200   |
| Lake Superior       | 1      | 675     |
| Lehigh Valley       | 8      | 1,120   |
| Los Angeles         | 2      | 6,200   |
| Madison             | 1      | 40      |
| Northern California | 7      | 158,950 |
| Northern Ontario    | 1      | 350     |
| Pacific Northwest   | 2      | 21,500  |
| Peninsula           | 1      | 48      |

| Local                | Months | Amount |
|----------------------|--------|--------|
| Peoria               | 1      | 1,100  |
| Puerto Rico          | 1      | 6,000  |
| San Antonio          | 3      | 2,400  |
| San Diego            | 1      | 8,500  |
| Terre Haute          | 1      | 850    |
| Utica                | 1      | 100    |
| Washington-Baltimore | 1      | 20,000 |
| Wire Service         | 2      | 20,000 |
| Woonsocket           | 1      | 500    |

The delinquencies totaled \$296,508.

A payment from TNG's Defense Fund of \$45,186.57 due to the Northern California Guild in reimbursement for expenses associated with the local's McClatchy-chain "alternative strategies" program was credited against the local per-capita delinquencies on Oct. 21, reducing the amount due to \$90,491.52.

## Consumers unit okays new pact; boycott ends

(Continued from Page 1)

Both the starting and top minimum pay for the contract's highest group of jobs—that covering senior editors, senior project leaders and senior applied statisticians—surpass \$1,000 a week in the new contract. Top minimum rate for the jobs is increased by \$206.36 over the term, to \$1,185.28, while the starting minimum is increased by \$178.05, to \$1,022.69 a week.

The \$206.36 increase comes in five increments: \$39.16 a week retroactive to Jan. 1, 1987, taking the top minimum to \$1,018.08; \$40.72 a week, taking the minimum to \$1,058.80 a week, from Jan. 1, 1988; \$42.35 a week, to \$1,101.15 on Jan. 1, 1989; \$44.05 a week, to \$1,145.20, on Jan. 1, 1990; and \$40.08 a week on Jan. 1, 1991.

Top minimum for the group including assistant editors, art directors, senior accountants, senior marketing analysts and senior research librarians is raised by \$178.85, to \$1,027.27 a week, in increments of \$33.94, \$35.29,

\$36.71, \$38.17 and \$34.74.

An increase in the company's payment to the pension plan, to 7.7 percent of payroll, will permit boosting future pension benefits by one-third, a local representative said.

Beginning Jan. 1, company-paid life insurance is raised to a maximum of \$50,000, from \$20,000, with coverage accruing at the rate of \$5,000 per year of service, up from \$2,000 per year.

Maximum annual coverage under the dental insurance plan is raised to \$2,000, from \$1,250, and coverage for outpatient psychiatric treatment is raised to \$50 per session and \$1,500 per year, up from \$20 per session and \$1,000 a year.

A meal allowance for employees working more than nine hours on a weekend or holiday is raised by \$4, to \$10, and the meal allowance for employees working two or more hours on a holiday or weekend is raised by \$2, to \$5.

Paid paternity leave is increased by one day, to four days.

Other increases and new top minimums include:

**Bookkeepers, assistant librarians and senior staff shoppers**—

Up by \$102.30, to \$587.57 a week, in increments of \$19.41, \$20.19, \$20.99, \$21.84 and \$19.87.

**Senior lab technicians**—Up by \$133.01, to \$763.98 a week, in increments of \$25.24, \$26.25, \$27.30, \$28.39 and \$25.83.

**Switchboard operators, maintenance workers, clerks and assistant bookkeepers**—Up by \$87.95, to \$505.14 a week, in increments of \$16.69, \$17.35, \$18.05, \$18.77 and \$17.09.

In addition to the boycott campaign, members of the unit took their message of frustrated bargaining to the public by other avenues as well, picketing meetings of the Consumers Union board of directors and leafleting meetings and other activities of consumer-oriented organizations.

James Guest, president of the Consumers Union board, found himself without the endorsement of the Vermont AFL-CIO for his bid for Congress in a Democratic primary race last spring as a result

of the unit's messages about Consumers Union's labor policies.

"I don't know why the company was unwilling to agree to a contract like this two years ago," said unit vice chair Gordon Hard. Good employees have been lost in the intervening months and Consumers Union's reputation has been injured, he added.

## Fletcher chairs Broun Award

Fred D. Fletcher, executive secretary of the San Francisco-Oakland Guild for 18 years before retiring in 1981, has agreed to chair TNG's 1988 Heywood Broun Award competition, it was announced during the Int'l Executive Board's fall meeting.

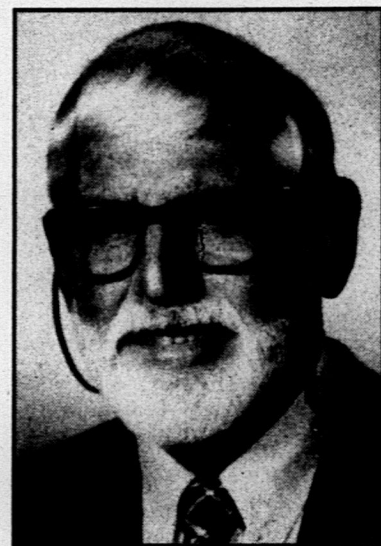
Before going to work for the local, now part of the Central California Guild, Fletcher, now 68, served one term as TNG vice president from the West Coast and several in various offices for the local's Santa Rosa unit, which he helped organize, and for the local itself, including its presidency in 1958. He first joined the Guild in 1946 while a cub reporter for the Seattle Times.

The Broun Award is made annually by TNG for journalistic achievement "in the spirit of Heywood Broun," the Guild founding president. It carries a \$1,000 prize.

Broun's spirit was distinguished by an abiding concern for the underdog and the underprivileged. The award is intended to encourage and recognize individual journalistic achievement in that spirit by working news people, particularly work that helps right a wrong or correct an injustice.

The 1988 Broun Award—the 48th—will be given for work done or completed in 1988. Deadline for receipt of entries at TNG headquarters is Jan. 13. The winner, to be selected by a panel of four judges, will be announced during the IEB's winter meeting, Jan. 23-25.

Entries from or on behalf of employees working in the Guild's jurisdiction on newspapers, magazines, news services and broadcast stations in the United States, Canada and Puerto Rico are eligible, without regard to membership in the union. First consideration is given to entries on behalf of individuals or teams of no more than two persons.



fund, included payment of final strike benefits to Wilkes-Barre Guild members of \$139,503 and benefit payments of \$23,000 to New York Guild members striking the Italian-language daily Il Progresso. The fund also made payments totaling \$242,564 to support locals' alternative bargaining strategies, including \$183,634 for the Northern California Guild's campaign to win new contracts at the McClatchy-chain dailies in Sacramento, Fresno, Modesto and Tacoma.

Liquid assets of the Defense Fund stood at \$7,820,240 at the end of the second quarter, including a \$750,000 loan to TNG's headquarters' building.

Net worth of the Special Organizing Fund on Sept. 30 was \$360,203. Expenditures from the fund, totaling \$41,566, included organizing subsidies to Guild locals in Albany, Los Angeles, Philadelphia and Southern Ontario.

Acting on the committee's recommendation, the IEB approved contributions of \$150 each to the United Way funds in Washington and Ottawa and contributions of \$100 each to the Committee to Free Terry Anderson and the Student Press Law Center.

On the recommendation of both the Finance and Human Rights Committees, the board authorized contributions of \$150 each to Amnesty Int'l and the National Health Care Campaign, \$75 to the Southern Poverty Law Center's Klan-watch project, \$60 to the Gray Panthers Project Fund and \$50 each to the Canadian Civil Liberties Assn., the League of Women Voters Education Fund and to Planned Parenthood.

Also on the Finance Committee's recommendation, the IEB approved dropping from TNG's books servicing charges of \$4,788 to the Cincinnati Guild.

## NOTICE!

Guild members in the United States still have the opportunity to sign up for the "Union Privilege" MasterCard credit card TNG is making available through Affinity Group Marketing, Inc., the organization created by the AFL-CIO to provide extra benefits to U.S. union members through their union memberships.

The features of the "Union Privilege Card" available to Guild members include: no annual fee, an interest rate 5 percent above the prime rate (adjusted quarterly and applied to all purchases and cash advances from the date of the transaction), a "skip payment privilege" each January with no penalty (interest continues to accrue), "strike emergency skip payment" of up to three months (interest accrues), and \$250,000 in free travel-accident insurance.

Local Guild officers have been provided with packets of information on the program, including application forms. Additional packets are available through the office of TNG Secretary-Treasurer John C. Edgington at TNG headquarters.



# Steinke, 'Gentle Giant,' retiring after 20

"THERE ARE PROBLEM makers and problem solvers," a veteran leader of the St. Louis Guild wrote in a special, limited edition of the St. Louis Post-Dispatch this summer. "The former are in abundance and we don't need any more. The latter are few and are an important need in our society."

Robert A. Steinke is one of the latter, wrote Martin B. Goldman for a Post-Dispatch front page that was given over to the announcement that Steinke is retiring after 20 years as executive secretary of the St. Louis Guild. (The local represents the Pulitzer paper's advertising, business-office, circulation, editorial, maintenance and other employees).

The special Post-Dispatch front page was the first of several tributes to Steinke's service to the Guild—in St. Louis and the length and breadth of TNG—and to the union movement—in St. Louis, in Missouri and beyond.

There was a special resolution of tribute at this summer's TNG convention [Guild Reporter, July 22], a testimonial "roast" in St. Louis on Oct. 8 and a "most valuable player" plaque presentation at the Midwest District Council meeting Oct. 29-30 in St. Paul.

The roast drew 300 persons, including current and retired TNG leaders—President Charles Dale, Secretary-Treasurer John C. Edgington, Int'l and New York Guild Chairperson Peter E. McLaughlin, retired TNG President Charles A. Perlik, Jr., retired TNG Int'l Chairpersons James B. Woods and Harry S. Culver—leaders of five Guild locals—Canadian Wire Service, Erie, Gary and Terre Haute as well as New York—city and state union and labor leaders, city and state office holders—including Lt. Gov. Harriett Woods—leaders of other newspaper unions in the city, representatives of Post-Dispatch management, and dozens of Guild members.

"IN DECEMBER, he will take retirement," ending a career filled with tension, challenge, aggravation, frustration, tedium and worry," wrote Goldman, adding:

Nonetheless, "he loved his work" and is leaving "a record of indelible accomplishments and integrity that will be inscribed in the annals of organized labor." Goldman then outlined Steinke's career.

Before becoming executive secretary of the St. Louis Guild in 1968, at the age of 41, he served a year as an international representative for TNG. Prior to that, he served 11 months as business agent for the St. Louis Newspaper Carriers Union.

He continued since 1968 to accept special assignments to help other Guild locals, including Cincinnati, Pueblo and Sheboygan at the bargaining table



KEVIN P. MADDEN/St. Louis Guild

## TESTIMONIAL TO 'GUILD'S GENTLE GIANT' IN ST. LOUIS

Robert A. Steinke, right, with plaque designating him "Guild's Gentle Giant" at testimonial marking his retirement. Presenter is TNG President Dale.

and the Washington-Baltimore Guild in defense of its representation rights at the Washington Post in 1976. He also was a key figure in putting together joint bargaining by St. Louis' newspaper unions.

For more than a dozen years, he was vice president of the St. Louis Labor Council. For several years, he was on the executive council of the Missouri State Labor Council and in 1982-83 served that council as secretary-treasurer.

A little more than three years ago, when U.S. Rep. Richard A. Gephardt cosponsored a bill that would have taxed fringe benefits, Steinke used his spare time for two weeks to gather more than 3,000 signatures of members of the St. Louis Guild and other unions urging the St. Louis Democrat to change his mind. Steinke delivered the petitions to Gephardt in Washington and promised that if they were not enough he would "turn out your entire district."

On the international level of the Guild, he was a member of the Int'l Election & Referendum Committee for 15 years, serving as chair since 1975. He was a key figure in the Midwest District Council of Guild locals (president from 1970 through 1973) and at TNG's annual conventions where both veteran professionals and lay activists sought his counsel. He chaired convention committees on bargaining, education-political action and credentials. "When he spoke in his booming, gravelly voice, people listened," Goldman observed.

His appeals to conventions for contributions to the AFL-CIO Committee

on Political Education and for voter registration projects by Guild locals threatened to become legendary.

He also served on several special TNG committees, including the one which worked for several years to fashion with the leadership of the Int'l Typographical Union a proposal for merger of the two unions, plus on others that dealt with things like strike finances, and TNG's per-capita structure and one which conducted a re-evaluation of TNG's bargaining program and policies.

As Goldman wrote: "His dedication to everything in the labor movement was evident. His clothes bore union labels, and he served notice on his family not to give him gifts of clothing without them. That involvement of his family had some rough edges on occasion, however. Several years ago, when women members at the Post-Dispatch complained of the abrasive texture of toilet tissues in employee rest rooms, he took samples home for testing by his unsuspecting wife, Dorothy, and their four daughters: Christine, Cynthia, Robyn and Gayle."

Steinke was lured to the newspaper industry soon after World War II, where he served in the Marine Corps. After a couple of short-tenure jobs, he became an independent circulation contractor and got so busy at it that when he and Dorothy were married in 1950, there was no time for a honeymoon; he had to deliver papers.

As business agent for the carriers union in 1955, he represented those who delivered all the major papers then published in the city: the Post-Dispatch, the Globe-Democrat and the

Star-Times, as well as the suburban weeklies.

In 1956 he joined the Post-Dispatch outside circulation staff, first in a then-Guild-exempt country-sales position, moving in 1961 to the Guild-covered city-sales staff where he soon became active in the union. He was the local's second vice president when he joined TNG's field staff in 1967. One of his early assignments was the strike by the Los Angeles Guild at the Los Angeles Herald-Examiner.

A LITTLE OVER a year later, one of his early tasks after going to work for the St. Louis Guild was guiding its members at the Post-Dispatch through a strike by the Paper Handlers. This was a short one, less than a day.

Early in his tenure with the local, Goldman reported, Steinke "began agitating for the hiring of more women and minorities in top positions at the daily papers. He even became a member of the women's caucus of the Guild. Today three of the five officers of his local are women."

Goldman continued: "Whether it was men or women, Bob . . . was proud of his efforts in upgrading pay scales in various classifications. He was proud of the jobs he saved, and many of those accomplishments came quietly with little fanfare."

Even when Steinke went off to Harvard as recipient of the Guild Irving Leichter Memorial Scholarship to the university's trade union program he kept in close contact with his local, using long-distance to advise and guide its officers.

TNG's Dale told other participants in the Steinke testimonial that "he's probably the most respected local leader of our time in the Guild," calling him "a giant in our union, a giant in the labor movement, a giant in our industry."

Dale thanked him for his "uniqueness . . . courage . . . bullheadedness when it was needed . . . [and] for making this particular universe in which our union exists a much more livable place and a much better place for our members."

GOLDMAN REPORTED that earlier the retired Perlik described Steinke's value to the Guild: "If TNG could afford a school for training local administrative officers, Bob Steinke would be its dean."

"St. Louis newspaper workers everywhere will miss the Steinke rumble, yes, but not nearly so much as they will miss his good nature, his drive and his commitment to decency."

The Steinkes plan to spend a lot of time in their retreat in the Ozarks, Goldman reported, "particularly on their pontoon boat," even though Steinke is living proof that ex-Marines are not necessarily good sailors.

## Legal service now available to members

Silver Spring, Md.—Guild members in the U.S. are entitled to receive a variety of legal services free and discounts on others through TNG's participation in the AFL-CIO's Union Privilege Legal Services program.

Directories listing attorneys participating in the program, the services they provide and the discounted fees they offer participants have been shipped to U.S. Guild locals. The directories will be updated every six months and revisions

passed on to locals, TNG Secretary-Treasurer John C. Edgington explained in an Oct. 14 letter to presidents and secretary-treasurers.

Through the program, members in good standing are eligible for free consultations of up to 30 minutes with any participating attorney. The number of free consultations on separate matters is unlimited.

As a follow-up, attorneys will write a letter or make a telephone

call on a member's behalf without charge. Many times this can resolve a problem, Union Privilege representatives report, noting that 74 percent of union members who have used the service have had their problems resolved without charge.

Also without charge, participating attorneys will review documents such as leases, insurance policies and installment contracts.

Where more extensive legal services are called for, participating

attorneys have agreed to discount their normal fees by 30 percent for Union-Privilege clients.

This program of "quality, affordable legal services" is the largest legal services program in the U.S., said Edgington, noting that the National Resource Center for Consumers of Legal Services reports that it is almost eight-times larger than the next largest plan.

It offers services comparable to those provided by plans that carry

premiums of as much as \$150 a year, he added.

Members who wish to use the service should contact their Guild locals for a list of attorneys nearby who participate in the program. Spouses and dependents of members are also eligible.

Union Privilege representatives are exploring the feasibility of expanding the legal services program to union members in Canada, Edgington said.

The Union Privilege program also offers the low-interest Mastercard program for which Guild members in the U.S. are eligible.



# Canadian Council rejects autonomy proposals

**Sudbury, Ont.**—Delegates to the Canadian District Council's fall meeting here Oct. 29-30 voted to reject a pair of multifaceted proposals to restructure TNG's operations in Canada.

In debate that took the bulk of the meeting's first day, proponents said each package would provide greater Canadian autonomy within the international union. Opponents said they were not convinced more is needed or that the proposals would be the best way to accomplish it if it were.

Opponents also denied assertions that TNG's current structure may violate the Canadian Labour Congress' standards for recognition of Canadian national identity within international unions.

The first proposal, the same that the Southern Ontario Guild took to this summer's convention, was rejected on a roll-call, with 15.43 votes cast against it and 9.57 in favor, with the Ottawa Guild delegation abstaining with its three votes.

The SONG proposal was rejected on a voice vote by the convention after a delegate selected to speak for seven of the eight Canadian locals urged that it be taken up first by the Canadian District Council.

In the roll-call by the council, the SONG delegation, with eight votes, was the only one to cast all its votes for the proposal. Four locals' delegations voted solidly against it: Canadian Wire Service, four votes; Montreal, three votes; Victoria and Windsor, two votes each. Meeting-host Northern Ontario's delegation split its two votes, while Vancouver-New Westminster's delegates cast 3.43 votes against and 0.57 in favor.

The SONG proposal would make the TNG Canadian Director an elected, full-time officer holding a third Canadian seat on the Int'l Executive Board, rather than an appointed position as it has been since 1972.

It also would establish the director and the two Canadian TNG Vice Presidents as a Canadian executive board which would take over strike and contract approvals and expenditures from TNG's Defense Fund in Canada.

There would be a Canadian publication and the director would hire and direct staff in Canada, oversee a budget approved by TNG conventions and be the Guild spokesperson in Canada. Canadian locals would be permitted to leave the Guild for another union and would vote separately on any proposal for a TNG merger.

The second proposal, by Vancouver-New Westminster President Mike Bocking, also was rejected on a roll call of the council:

## Fed reaffirms boycott of McClatchy's Bees

**Los Angeles**—Delegates to the California Labor Federation's biennial convention here in mid-October reaffirmed the state AFL-CIO's endorsement of boycotts against the McClatchy chain's Sacramento, Modesto and Fresno Bees.

In doing so, the convention condemned the company's union-busting tactics and vowed to maintain the boycotts until publisher C. K. McClatchy "restores to his newspapers the kind of labor relations that don't contradict the progressive image Bee newspapers have enjoyed over the years."

15.72 opposed to 12.28 in favor, with all delegations casting their locals' votes.

The SONG delegation again was the only one voting solidly in favor. Bocking's own delegation divided its three votes 2.28 in favor to 1.72 against. Ottawa cast two votes against and one vote in favor, while Northern Ontario's two votes again were split. The Canadian Wire Service, Montreal, Victoria and Windsor delegations voted solidly in opposition.

Bocking asked the council to "adopt in principle" a package of changes that would retain the Canadian director as an appointed position while creating a six-member Canadian executive board composed of the two Canadian TNG Vice Presidents and the four officers of the Canadian District Council, with election contests for any of the positions resolved by referendums among Canadian Guild members, as they are now for the two vice presidencies.

The Canadian board would hire and direct staff and be responsible for organizing. The IEB would have to consult with the Canadian board in approving or disapproving contracts and in granting or withholding strike sanction or strike funds. The operations would be financed by redirecting some of the funds that now go to TNG from Canadian locals.

Bocking said that his proposal, which he earlier had put before a special committee of his local, sought to give recognition to the "importance of the international" to locals in Canada and "the benefits of remaining part of it," while also moving to "appease some of the concerns of some of our members."

After the Bocking proposal was voted down, SONG President Gail Lem told the council that the SONG executive and membership will be consulted on possible further action by the local. She said it could involve "going to the CLC" or "re-examining the usefulness" of the Canadian District Council to SONG, which has approximately 2,400 members, nearly half the Guild's Canadian membership.

At the conclusion of the opening round of the day-long discussion—reports on each local's efforts to elicit from its membership evaluations and/or recommendations based on the SONG proposals—it was clear that interest has not been widespread in changing the Guild's structure in Canada.

Representatives of the Canadian Wire Service, Montreal, Ottawa, Vancouver-New Westminster, Victoria and Windsor locals described minimal reactions from members and leaders despite efforts that included special local meetings, postings of the SONG proposal in its 21-page entirety, or summaries



**JOHN HUTCHISON OF VICTORIA, STANDING, MAKES POINT TO CANADIAN COUNCIL**

*Seated, from left: Beverly Green, Vancouver-New Westminster; Roger Stonebanks, Victoria; Doug Davis and Karen Beuker, Victoria; TNG Vice President Doug M. Loth and Dean Tkatschow, Vancouver-New Westminster; Ken Fagan and Sharon Bryant, Southern Ontario.*

of it, one-to-one discussions, and more.

SONG's Lem reported that shortly before the meeting her local's membership had voted by 90-to-94 percent in favor of the local's proposals in a referendum, explaining that not all voted on each of the five questions posed on the ballot. When questioned, she also reported that 411 (17 percent) of the local's members had returned ballots and that a special meeting called to discuss the question was adjourned for lack of a 50-member quorum.

She said the response could be interpreted "as showing the issue is not contentious," because members "storm the meetings when they are unhappy with what their leaders are doing."

Canadian Wire Service's David Gersovitz observed that he had been disappointed at the low participation when 30 percent of that nation-wide local's 950 members voted in a recent referendum on bylaws revisions.

SONG's Paul Pelletier said the sole aim of the local's proposal was a "stronger, more active Guild in Canada" with more organizing and "a higher profile" on the Canadian and international levels, and more visibility "in the arenas of government" under a single leader elected by Canadians.

Several opponents of the proposals said they saw the Guild's primary function as bargaining and enforcing ever better contracts while also suggesting that nothing in the Guild's current Canadian structure stands in the way of Guild leaders being more active in wider areas.

Stepping out of the chair, the council's president, Alice Busby,

observed that to have one person speak "for all the Guild in Canada . . . [he or she] would have to be God himself."

On the second day of its meeting—after reports from TNG President Charles Dale, Secretary-Treasurer John C. Edgington, At-Large Vice President David M. Mulcahy of New York and Canadian Regional Vice Presidents Lee C. Clifford and Doug M. Louth—the council asked the two Canadian vice presidents to inform locals of the candidates under consideration for appointment as Canadian director and to allow a reasonable time for locals to respond.

The post became vacant the end of September when 14-year incumbent William H. McLeman was named TNG director of field operations [Guild Reporter, Oct. 14].

Clifford said he hopes he and Louth—who appoint the director after consultation with Canadian locals' executive committees and with the concurrence of TNG's president—will be able to fill the position "by the beginning of next year."

Also on the meeting's final day, the council presented McLeman with several gifts, including an Inuit sculpture to add to his collection, in appreciation for the "special things" he has done "for all Canadian locals," as Busby put it.

The council will hold its spring meeting in Victoria either on May 6-7 or on May 13-14. On a motion by Lem, delegates voted to hold a seminar on joint and co-ordinated bargaining, to be led by persons from TNG experienced in its practice.

## The Guild Reporter

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**JAMES M. CESNIK, Editor**

**BARBARA E. NELSON, Associate Editor**

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## The Newspaper Guild

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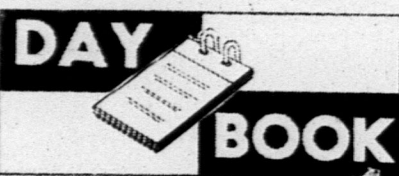
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**Knight-Ridder Council, fall meeting, Nov. 12-13, Hyatt House, San Jose.**  
**Middle-Atlantic, New England and Southern District Councils, joint fall meeting, Nov. 12-13, New York City.**  
**Heywood Broud Award entries deadline, Jan. 13, TNG headquarters, Silver Spring.**  
**Int'l Executive Board, winter meeting, Jan. 23-25, TNG headquarters, Silver Spring.**  
**Western District Council, winter meeting, Jan. 28-29, Bakersfield, Calif.**  
**8th Annual TNG Local Officer's Residential Seminar, Feb. 17-20, George Meany Labor Studies Center, Silver Spring.**  
**56th Annual Convention, June 19-23, Desmond Americana Hotel, Albany, N.Y.**

## Nov. 18 is next Guild Reporter

The second November issue of the Guild Reporter will be published on Nov. 18, the third Friday of the month, rather than the customary fourth Friday. Deadlines are adjusted accordingly.

The single issue scheduled for December will be published on Dec. 16, the third Friday of the month.

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