



The GUILD REPORTER

Official publication of The Newspaper Guild (AFL-CIO, CLC)

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Silver Spring, Md.

November 18, 1988

NLRB upholds Sac'to Union rehire order

Washington — In a pair of same-day decisions, the National Labor Relations Board has ordered the Sacramento Union to correct a series of illegal labor practices that date back more than two years and center on the Northern California Guild's effort to bargain a new contract for 180 employees at the paper.

On the central case in one decision, the NLRB upheld an administrative law judge's order this June that the Scaife Newspapers daily reinstate with back pay, plus

interest, the four-member Guild bargaining team it fired on Oct. 15, 1987.

On the central issue in the second decision, the board ordered the daily to restore, with interest, 15 percent wage cuts and other changes in terms and conditions of employment it imposed on Aug. 4, 1986, after declaring bargaining at impasse.

In doing so, the NLRB reversed a year-old finding by an administrative law judge that an impasse had been reached on one unresol-

ved bargaining issue and that the company therefore was justified in imposing a full set of posted terms and conditions of employment embodying its final contract demands.

In the decision on the firings, the board dismissed in a footnote the company's contention that the firings were justified because a letter the four sent to advertisers, which precipitated their dismissals, revealed confidential information that could hurt its business.

The information was "not confi-

dential," but was "readily available" to advertisers, the board said. "The swings" in ad lineage also were "readily apparent to anyone" who looked at the paper daily.

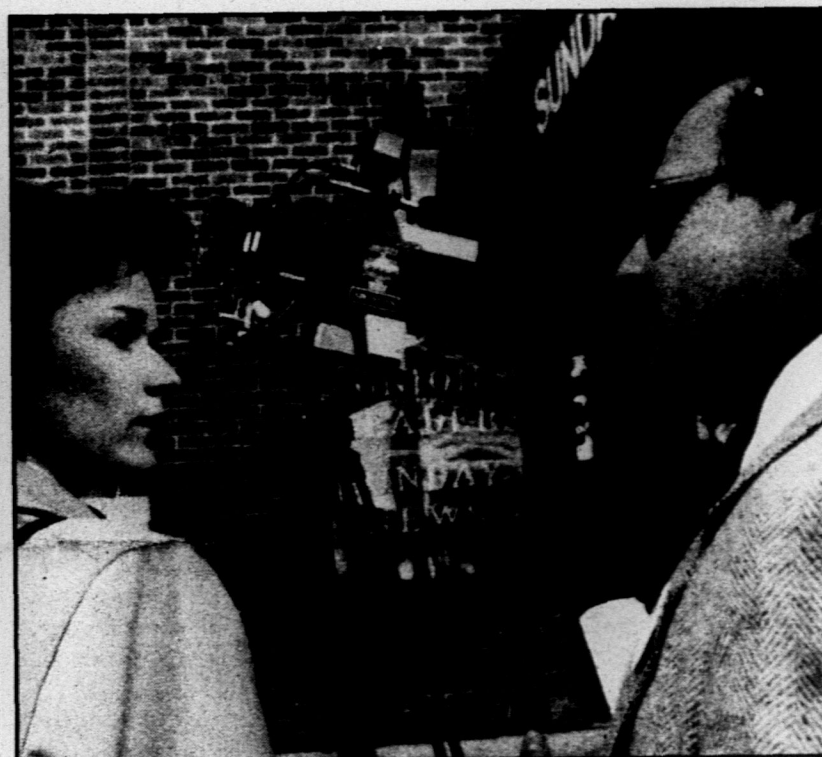
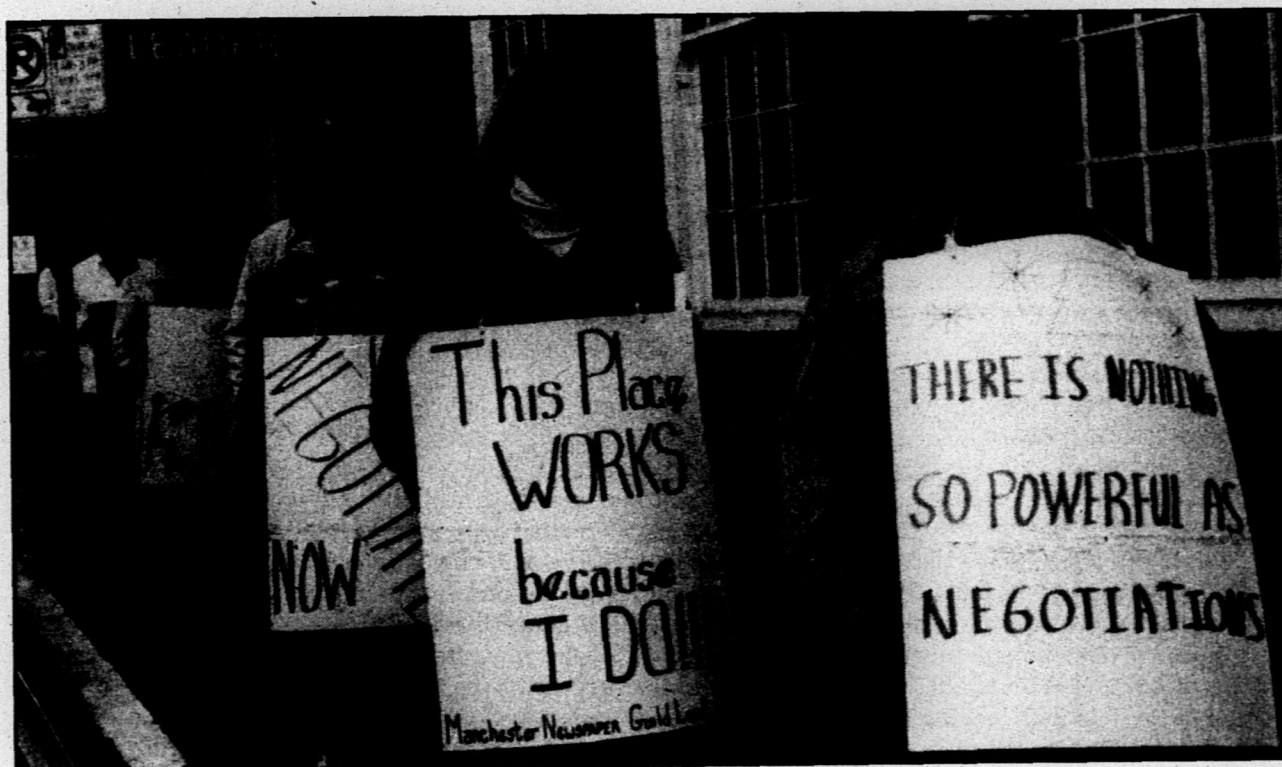
The board also pointed out that the employees' letter "does not reveal any specific figures relating to the newspaper but rather states generally that 'during these trying times of bargaining... advertising has suffered. The newspaper as a whole is speeding downhill'."

A story on the decisions in the Union, also reported that the com-

pany will appeal to federal court. It reported that John D. Bates, president and general manager, said the paper need not comply with an NLRB order until it has exhausted all avenues of appeal. It also quoted an NLRB attorney saying that the board will contest a company appeal and will seek a court order to enforce its findings.

Both decisions were dated Oct. 31 and were issued unanimously by the same three-member panel acting on behalf of the full, five-

(Continued on Page 6)



Manchester—frustration, more talks, new pact . . . See story Page 5

At left, Manchester Guild members walk first-ever Guild picket line at the Union Leader in one of several

actions that preceded resumption of stalled contract talks and a settlement. At right, Manchester Guild Pres-

ident Jim Schaufenbil takes time from picketline for interview by television reporter Judy Forten.

Board orders talks on drug testing in Minneapolis

Minneapolis — The Minneapolis Star Tribune violated federal labor law when it refused to bargain with the Twin Cities Guild over drug and alcohol policies requiring pre-employment tests and permitting testing of current employees, a National Labor Relations Board official has held in a sweeping decision.

In a Nov. 3 ruling, NLRB Administrative Law Judge Wallace H. Nations upheld all facets of a pair of unfair labor practice charges filed by the Guild after the

company unilaterally imposed the drug testing policies, refusing to bargain with the Guild or to supply it with information about prospective employees who might have been affected by the policies.

The company had until Dec. 1 to appeal the decision, which covered 33 single-spaced, typewritten pages.

Management should revoke the drug and alcohol testing policies, offer employment to any individuals who were denied Guild-covered jobs because of the policies

and rescind any discipline imposed on current employees, Nations said in issuing what is believed to be the first NLRB ruling on bargaining over drug testing policies in the newspaper industry.

In addition, he said, the company should rescind a schedule of disciplinary measures for substance abuse and bargain with the Guild, on request, over any proposals for implementing drug and alcohol policies.

Individuals who had offers of employment withdrawn because

they failed to comply with the drug and alcohol screening program should receive new job offers and be made whole for any losses they suffered as a result of the company's unlawful policy, Nations said.

He called on management to honor the Guild's request for information by supplying the local with the names, addresses and telephone numbers of prospective employees who had received conditional offers of employment since the drug and alcohol testing

policies were implemented in January, 1987, and by identifying those who refused to submit to the testing procedures.

Nations conducted four days of hearings on the Guild's unfair labor practices charges last spring

(Continued on Page 2)

Strike deadline set at Sun-Times

Chicago — Chicago Guild bargainers seeking a new contract for 240 newsroom employees of the Sun-Times have set Nov. 21 as a deadline for a strike unless an equitable pact is reached beforehand.

The local's previous contract with the tabloid expired May 31. The company's demands have included an immediate 8-percent pay cut, elimination of a 10-percent night differential and other retrogressions.

The unit's membership voted by 145 to 4 on Oct. 3 to authorize a strike if necessary [Guild Reporter, Nov. 4].

New San Antonio unit eyes contract goals

San Antonio, Texas—Leaders of the 59 full- and part-time inside circulation employees at the San Antonio Light were preparing to survey their co-workers on bargaining priorities as the National Labor Relations Board's regional director on Nov. 10 certified their vote for representation by the San Antonio Guild.

Official tally in the NLRB-supervised, Nov. 1 balloting was 35 for the Guild; 24 to remain without a union. All of the eligible em-

ployees voted. There were no challenged ballots. There were no challenges to the conduct of the election, despite the NLRB acceding to the Hearst-chain daily's request for an extra day in which it might have filed one.

At the same time, members of the newly certified Guild unit were preparing to elect four of their number from the pay-by-mail, customer service, quality control and other subdepartments to the Guild local's executive council.

There they will join employees from other departments of the Light who also are represented by the Guild: the business office, including accounting; district managers; drivers; editorial and maintenance. The inside circulation group voted by the same 59 percent to be part of the district-managers' bargaining unit.

TNG representatives who assisted the inside circulation group in their efforts to organize and win recognition, meanwhile, were

high in their praise of the courage, determination and perspicacity of the employees and their leaders in the face of an expensive and relentless campaign by management, represented by King & Ballou of Nashville, Tenn., to try to dissuade them.

Int'l Representative Luis Montanez—plus Human Rights Director Anna M. Padia and Collective Bargaining & Research Associate Linda Foley, who filled in for

(Continued on Page 4)

NLRB orders bargaining on Minneapolis drug policy

(Continued from Page 1)
[Guild Reporter, May 27].

Last year, a NLRB regional director refused to act on the Guild's charges of unfair labor practices, saying the issue should be resolved through the contractual grievance procedure. He reversed that ruling several months later, however, when the company refused to submit the question of pre-employment testing to arbitration.

Citing several previous cases in other industries in which drug testing and other hiring procedures have been held mandatory subjects for bargaining with employees' unions, Nations rejected Star Tribune arguments that prospective employees are not represented by the Guild and that the company, therefore, is under no obligation to bargain over pre-employment testing.

The company's drug and alcohol testing program as it applies to prospective employees "does vitally affect" the bargaining unit and the working environment, Nations held. The testing program, he added, "defines the very terms under which bargaining unit employment may be achieved."

Members of the Guild unit "see their future job opportunities as being largely determined by the quality of the paper and the reputation of their colleagues," said Nations.

It is the Guild's contention, "and I believe a reasonable one," that the testing program introduces a non-performance related condition of hiring that may arbitrarily compromise the quality of the work force and could injure employees' reputations and their future employment opportunities, he said.

"It is highly likely," continued Nations, that the company's drug and alcohol testing policies will not only deter from employment individuals "who abuse prohibited substances," but also those "who

simply refuse to take a screening test for reasons of principle, especially when, as here, the screening program has been implemented without any input from the employees."

In upholding Guild arguments that pre-employment drug and alcohol testing is a mandatory subject for bargaining, Nations also pointed out that the local's contract with the company addresses other matters affecting prospective employees, including its prohibition against discriminatory hiring practices based on such criteria as race, sex or creed.

He dismissed company assertions that the Guild had waived any right to bargain over pre-employment testing by acquiescing in a past practice in which newly hired employees were required to undergo medical examinations, finding that the drug testing program "is a radical departure" from the medical examinations of the past.

He also dismissed arguments that the Guild had waived the right to bargain over aspects of the policy affecting current employees, noting that the contract includes no management rights or "zipper" clause from which such a waiver could be inferred.

Pointing to company representatives' acknowledgement that no medical examinations had been conducted on Guild-covered employees since 1983, Nations said that "the new pre-employment testing procedure cannot reasonably be equated to having a company nurse take a blood pressure reading." Although some employees also were asked to provide a urine sample, the urinalyses performed in the past did not include a drug screen, he pointed out.

"To the extent that any pre-employment medical exams" were required of prospective Guild-covered employees, "the union was unaware of their existence."

No prospective Guild-covered employee was ever denied a job because of the results of a pre-employment physical and no one was ever "made aware that passage of such an exam was a condition of employment," he said.

Even if these examinations were applied uniformly, as the company contended, "they clearly did not have the purpose or consequences" of the new testing program, Nations wrote.

The new pre-employment testing procedure "is designed to determine whether a prospective employee uses drugs, regardless of whether the usage interferes with job performance." If drug use is discovered or an individual refuses to submit to the testing, the job offer is withdrawn, he said.

"These drastic consequences" and the "invasiveness" of the policy, Nations said, "are substantial changes from the nature and purpose" of the medical examinations of the past.

The new policies, implemented by the company in January, 1987, and revised several months later, require prospective employees to undergo pre-employment medical examinations that include collection of urine for analyses to determine any evidence of alcohol or illegal or controlled substances. Employment is to be denied individuals who test positive.

Although, in its revised form, the policy calls for "unobserved" collection of urine, Nations pointed to the testimony of one newly hired employee who told of a 40-minute ordeal during which she repeatedly attempted to produce a urine sample under the observation of a nurse. Undressed from the waist down, the prospective employee was instructed to keep her hands at her side until the urine was supplied.

Situations such as this, said Nations, "lend support to the union's desire to have a part in formulating and monitoring the drug-testing policies."

The company's policies also require that current employees undergo medical examinations and urine testing when management believes job performance or conduct is being impaired by substance abuse or that employees are working under the influence of alcohol.

The policies also set forth a schedule of disciplinary actions for

Booklets containing TNG's Constitution as amended by the union's 1988 convention have been distributed to presidents, treasurers, and administrative officers of all Guild locals. The booklets also contain TNG's Collective Bargaining Program and Convention Recommendations on Collective Bargaining as amended by the convention. Copies are available from TNG's Research & Information Dept. Single copies are free to individual Guild members and locals; in quantity they are \$1 each. Price to nonmembers is \$2 each.

TNG constitutions available

The Newspaper Guild
AFL-CIO, CLC

CONSTITUTION



Including
Collective Bargaining Program
and
Bargaining Recommendations

Adopted by the
50th Annual Convention
June 27-July 1, 1988

substance abuse offenses, including: a three-day suspension for employees possessing banned substances on company property; a five-day suspension for consumption of banned substances on company property or being under the influence of drugs or alcohol; and discharge for distribution of banned substances.

Imposition of the drug and alcohol testing policies affecting current employees is clearly a mandatory subject for bargaining, said Nations, adopting the view of the NLRB's general counsel that implementation of a drug-testing program is "a 'fitness-for-duty' type of requirement that ultimately affects employment status in a profound way and becomes a literal 'condition of employment'."

The introduction of this new method for confirming employee impairment is a "substantial alteration of employment terms," said Nations, noting that in the past management had relied on personal interrogation and sensory investigation to assess impairment or misconduct.

The new reliance on test results is particularly significant, he added, because it "involves a technical procedure which raises serious questions as to... reliability and accuracy."

Citing the company's own expert witness, Dr. Robert Dupont, Nations pointed out that the accuracy of the tests can be affected by many technical factors which were previously irrelevant, including testing and quality-control procedures and proper medical review to screen out positive test results caused by prescription drugs or other confounding compounds.

Nations dismissed company arguments that the new testing procedures have an insignificant impact on current employees since long-standing office rules have prohibited use or possession of illegal drugs or alcohol on company property, as well as prohibiting employees from working under the influence of these substances.

In doing so, he stressed that "testing an employee for drugs cannot verify where drugs or alcohol were used" or confirm possession. "The testing mechanism," he continued, "is not an extension of a rule but is a means of policing and enforcing a rule."

Although any discipline imposed in the past "was based on behavior," such as chronic tardiness that might or might not have been related to substance abuse, under the new program drug testing and the potential for a five-day suspension can be triggered by management's "belief" or "suspicion" that an employee is impaired or under the influence of alcohol or drugs, Nations said.

The unilateral imposition of the fixed schedule of disciplinary actions for drug and alcohol offenses was itself a violation of federal labor law, he ruled, adding that "this formalized ladder of discipline represents a marked change from past practice."

In holding unlawful the company's refusal to bargain on the drug and alcohol testing policies, along with its unilateral implementation of the program, Nations stressed that "the issue here" is not whether the company "is justified in wanting a drug testing program," but whether it "is obligated to bargain over it."



Council thanks McLeman

William H. McLeman, left, now TNG field operations director after 14 years as Canadian director, accepts Inuit sculpture from Canadian District Council President Alice Busby of Vancouver-New Westminster as token of appreciation for "special things you've done for all Canadian locals." Presentation was at council's Oct. 29-30 meeting in Sudbury, hosted by Northern Ontario Guild.

Law judge upholds column's humor

Minneapolis—A column in a Guild local's newsletter by its executive officer denouncing one publisher's unilateral drug testing policy does not relieve another publisher of the obligation to bargain with that local on a similar policy the second publisher is planning to impose.

Not even when that column refers to the prospect of a chemically free workplace as a "boring place to work," said NLRB Administrative Law Judge Wallace H. Nations in his Nov. 3 decision on refusal to bargain charges against the Star Tribune.

Star Tribune lawyers introduced the column, by Bruce R. Nelson, now a TNG representative, as part of their defense against the charges.

"I personally find" it "an attempt to be humorous," observed Nations of the piece in the local's newsletter of Dec. 15, 1986, just a few weeks before the Star Tribune put the policy into effect. The column was commenting on the unilateral testing policy for new employees at Knight-Ridder's St. Paul Pioneer Press-Dispatch, where a Guild charge is pending.

"Even if accepted to be the union's initial position on the policy, it does not relieve" the company from "attempting to bargain over the issue," Nations held.

newspapers have brought together a diverse cast of characters whose off-duty conduct has run the gamut, from conventional to bizarre.

"But those were the days when people were hired on the basis of what they could produce for the paper, not on what they could produce for a specimen bottle," Nelson wrote.

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Postmaster: Send address changes to The Guild Reporter, 8611 2nd Ave., Silver Spring, Md. 20910.

\$2 DRIVE**Collect \$\$
for COPE,
TNG asks**

Silver Spring, Md. — Guild locals in the U.S. are being urged to launch campaigns for membership contributions to the AFL-CIO's Committee on Political Education.

Union members' contributions to COPE in 1986 "helped wrest control of the Senate from right-wing ideologues" who had succeeded in blocking labor-backed legislation, TNG President Charles Dale reminded leaders of U.S. Guild locals in an Oct. 18 letter. Money collected in this year's "\$2 Drive" for COPE, he said, "will keep them from reasserting control."

Individuals' voluntary contributions to COPE are used to support candidates for Congress and state and local offices who share labor's views on legislative issues of concern to workers and unions.

At the same time, Dale also urged local leaders to encourage Guild members to go to the polls Nov. 8 and to cast their votes for the Democratic presidential ticket of Michael Dukakis and Lloyd Bentsen. In doing so, he noted the endorsement of Dukakis and Bentsen by TNG's Int'l Executive Board this summer.

In repeating an annual call for members' support for COPE, this year's TNG convention urged locals to "seek innovative ways to spur" individual contributions, Dale added. Among such methods might be setting a collection goal, the convention suggested.

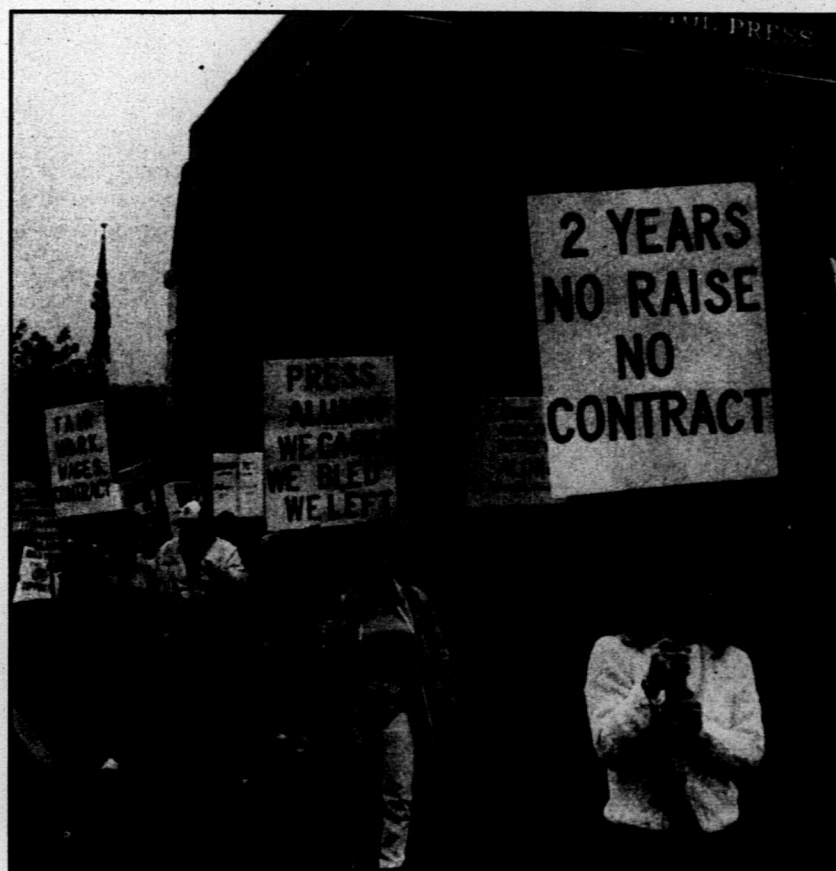
Dale cautioned locals to keep funds collected for COPE separate from local funds and to convert cash into money orders or cashiers' checks for transmission to TNG. Members' personal checks should be made payable to AFL-CIO, COPE, he said.

A supply of COPE receipt books were furnished locals.

Nelson resigns post on GR staff

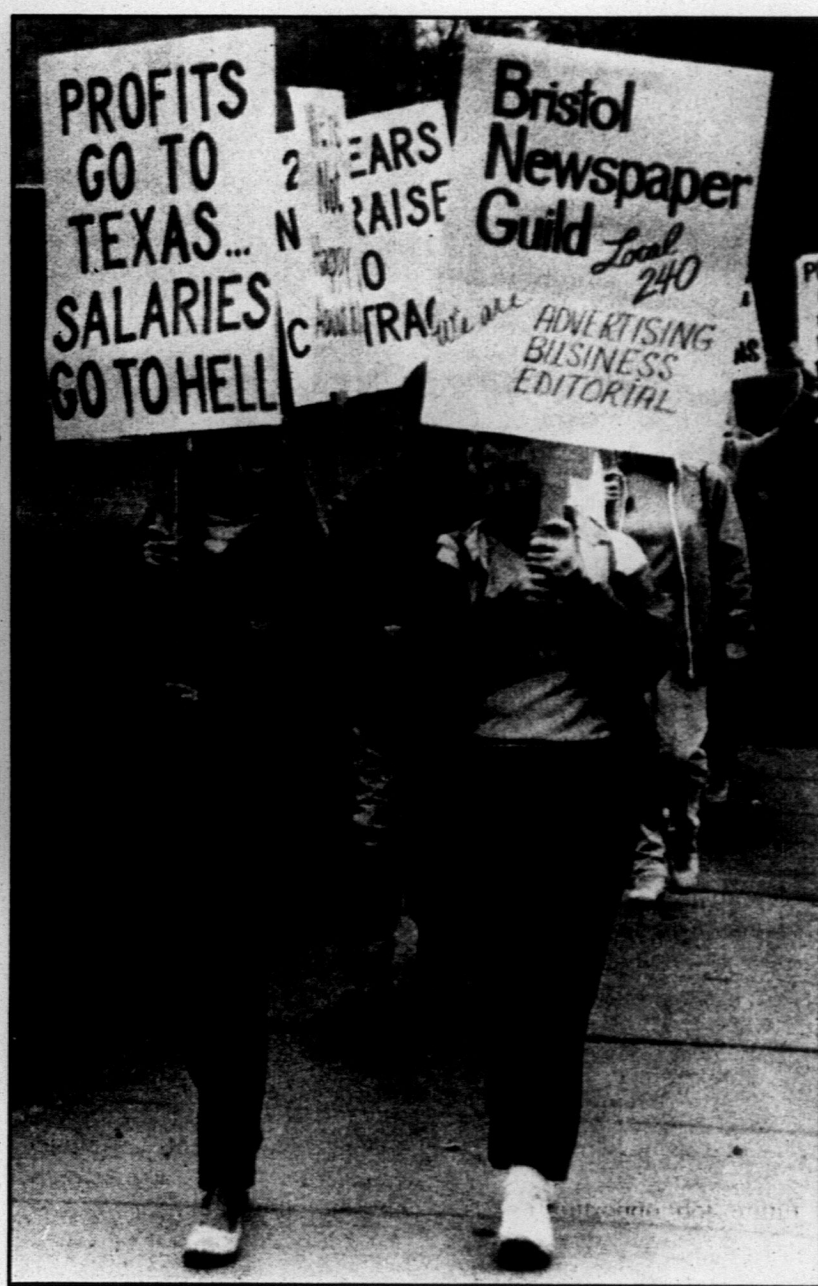
Silver Spring, Md.—Barbara E. Nelson, the second person on the Guild Reporter's staff for more than eight years and a member of TNG's headquarters staff more than 17 years, has resigned.

She was to begin working Nov. 21 as an editor on the staff of one

Guild pickets for pact at Bristol Press

THOMAS R. HILTZ/Boston Guild

Members of the Bristol Guild, plus seven other locals, mark the approach of second anniversary of expiration of contract with Media News Corp.'s Bristol (Conn.) Press with an informational picket. Braving showers that changed to a steady rain, about 50 pickets joined in the Nov. 5 demonstration with signs protesting the pace of bargaining and company demands for severe retrogressions, including cutbacks in health insurance and sickness benefits. "Guest" pickets also included representatives of TNG and the New England Servicing-Organizing Program, plus local teachers' and autoworkers' unions. Guild contract, covering advertising, business and news employees, expired Nov. 30, 1986, shortly before the paper was sold to Dean Singleton's chain.

**Arbiter finds union bias at Ottawa Citizen**

Ottawa—Ottawa Citizen management was guilty of anti-union discrimination when it imposed "more punitive" disciplinary policies on its computer-data center employees after they became a unit of the Ottawa Guild, an arbitrator has ruled in overturning a three-day suspension of a leader of the union there.

While rejecting Guild arguments that the Guild leader personally was singled out for discriminatory discipline, arbitrator

Richard M. Brown agreed that the overall tightening of disciplinary policies in the department had "coincided with the onset of unionization."

In the absence of a "credible explanation" to the contrary, it appears that the stricter disciplinary procedures were instituted to penalize employees "for embracing collective bargaining," said Brown.

"I do not mean to suggest that employers ought never... alter

the approach they take to discipline," he said, but pointed out that where introduction of a more stringent disciplinary policy coincides with the advent of bargaining "a credible explanation is required."

"No such explanation has been forthcoming," he added, holding that the company had violated a contract prohibition against discrimination because of Guild membership.

Certified as the bargaining representative for a dozen employees in the data services department in the summer of 1987, the Guild concluded a first contract covering them later in the year as part of settlement of new agreements covering more than 300 employees of the Southam-chain daily.

In testimony before the arbitrator, the manager of the data services department conceded that a disciplinary policy calling for a written reprimand whenever a computer operator fails to follow documented procedure had not been in place before the Guild contract was reached.

The grievant, a member of the local executive who served on the Guild bargaining committee, was suspended for three days for failing to transmit classified advertising to the composing room at an appointed hour. He had received three previous reprimands for failing to run recurring jobs and entering a wrong date in a program to produce subscription renewal notices.

"There is no need to decide whether the mistakes upon which the employer relies would justify the penalty imposed if there were no other considerations to be taken into account," Brown said.

Several other members of the department also had received reprimands for errors in running computer programs since the Guild contract was implemented.

Warning letters issued to the grievant and a separate three-day suspension that followed the start-up of the organizing campaign had been the subject of unfair labor practice charges that subsequently were settled.

Reitman, Wire Service counsel, at 73

Newark, N.J.—Sidney Reitman, 73, longtime counsel for the Wire Service Guild and associate of former TNG counsel Irving Leuchter, died Oct. 19 following a brief illness.

It was Reitman who guided the Guild local through the 1973 sex and race bias suit against Associated Press which produced landmark changes in the AP's hiring and promotion practices. He often remarked that it was one of his proudest accomplishments, the local reported.

Reitman also was counsel for several other unions, including the Int'l Ladies Garment Workers, the Communications Workers, the Oil

Chemical & Atomic Workers, the Teamsters bakery drivers in New Jersey and the New Jersey State Industrial Union Council.

He also held leadership positions in several civil liberties and civil rights organizations, including Americans for Democratic Action, the Urban League, the New Jersey Committee Against Discrimination in Housing and the New Jersey Commission on Civil Rights, which he headed from 1961-65.

Survivors include his spouse, Marian, and three sons. A Sidney Reitman Scholarship Fund is being set up at Rutgers Law School in Newark.

WANTED:**Assistant
Editor**

TNG has an immediate opening for an assistant editor of the Guild Reporter to work at its headquarters offices. Position comprises half of two-person staff. Duties include reporting, writing, copy editing, photo editing, caption writing, page layout and oversight of page makeup. Ability to translate corporate and bureaucratic gobbledegook a plus. Contractual minimum weekly wage ranges from \$627 to \$781. Excellent fringes. Submit resume to: James M. Cesnik, editor.

Equal Opportunity Employer



of the several newsletter/reference services of the Bureau of National Affairs, Inc., the Washington, D.C., firm that specializes in legal, economic and industrial relations reporting.

She was named assistant editor of the Guild Reporter/assistant director of research and information in the spring of 1980 after eight years in a research position in TNG's Collective Bargaining Dept. In the latter job she did extensive statistical and conceptual analysis of contracts, arbitrations and bargaining trends and approaches, with special attention also to such areas as health care, inflation and consumer issues.

A few months after starting in the Guild Reporter post she became the first woman graduate of the Antioch College bachelor's degree program conducted by the AFL-CIO George Meany Center for Labor Studies. TNG subsidized her pursuit of the degree, in labor

studies. A director of the program said at the time that if honors were awarded along with the degrees, Nelson "would be graduating with honors." Her course work included the equivalent of minors in journalism and English.

In a realignment of staff assignments in 1985, the research and information portion of Nelson's title was eliminated, though she retained several of its duties, including preparation of the annual Industry Section of the Officers' Report and editing of proceedings of TNG's annual conventions.

Earlier this year, she was promoted again, to associate editor of the Guild Reporter.

During her TNG tenure, Nelson also served as grievance chair, secretary and on bargaining committees for the Federation of Guild Representatives, the union which represents TNG's professional staff. She also has been a member of the Coalition of Labor Union Women from its founding. In addition, she was a shop steward for the Office & Professional Employees Union when she came to work for TNG in 1971 as a secretary, a position she held for 13 months.



GUILD ORGANIZING COMMITTEE IN SAN ANTONIO LIGHT INSIDE CIRCULATION
Standing, from left: Cindy Vogt, Dianne Robinson, Estella Flores, Julia Chavarria, Effie St. Etienne, Maria Ibbara. Seated, Eva Villarreal, Margie Esparza.

LETTERS, CASH PRIZES, BUTTONS, T-SHIRTS

Light pre-vote activity extensive

(Continued from Page 1)

Montanez after he was incapacitated by illness—also lauded the support for the new group demonstrated by Light employees already in the Guild, particularly district managers and news room people.

The management campaign, which began the day after the Guild filed a representation petition with the NLRB on Aug. 25, included a series of letters to employees' homes, posters in their work areas, "log-on" messages in the computer, one-on-one, small-group and department-wide meetings, booklets, and more, all aimed at persuading the inside circulation employees to vote "no."

T-shirts imprinted with anti-Guild slogans were passed out at some of the meetings. (Some supporters reported they used them to wash their cars or dust their furniture.)

There were anti-Guild buttons, including one directing employees to "blow on this spot." There was a red spot and then the message

that "if it turns blue union promises will come true." Several employees colored it blue.

There were contests with cash prizes: one for filling in a multiple-choice questionnaire designed to denigrate the union's effectiveness and impugn its leaders' integrity, another for costumes worn on Halloween.

On the day before the NLRB-supervised vote, there were individualized copies of the Light on each employee's desk with a final message from publisher George B. Irish urging "no union" votes. Taking up a third of the page, it was done in the style of a political-endorsement editorial under the banner, all-caps headline: "Light endorses George in NLRB election." A subhead, also all-caps, read: "(First name of each employee) urged to vote no and elect fairness, dignity and respect." There was a large photo of a stern-visaged Irish.

"That was just the right message—'fairness, dignity and respect,'" said TNG's Padia. "That's what this group's organizing was

all about. They know that the law says management at least has to listen to them if they have a union. They learned through experience—at least one during 10 years on the job—that management doesn't listen when it doesn't have to."

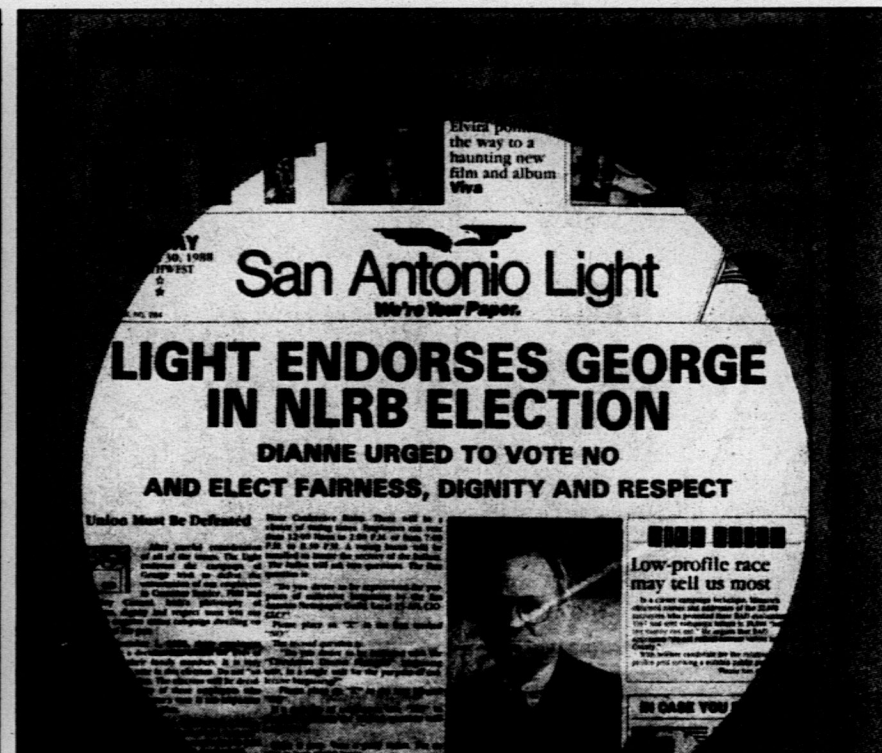
Tacoma, Wash.—The Pacific Northwest Guild is appealing dismissal of Guild charges that the Tacoma News Tribune is discriminating against Guild-covered employees by refusing to make tax-deferred savings benefits available to union-covered employees as it does to nonunion employees.

The local's unfair labor practice charge against the McClatchy daily was dismissed by National Labor Relations Board Regional Director John Nelson in mid-September despite the recommendation of an NLRB field attorney that a complaint should be issued on the Guild charge.

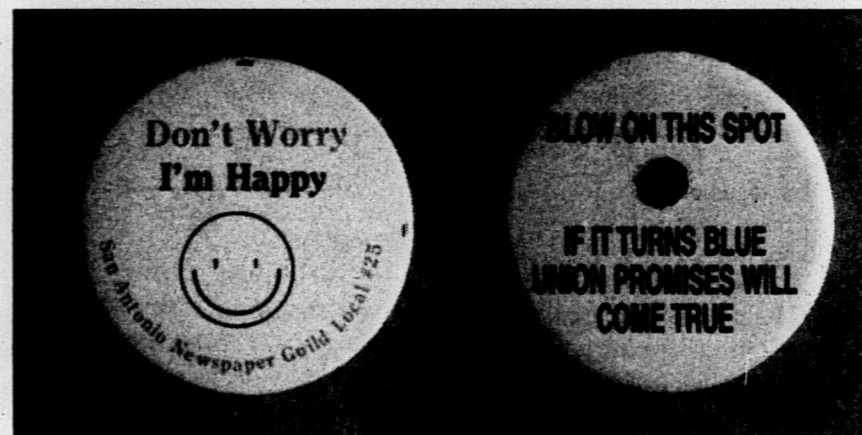
The Pacific Northwest Guild in a July 28 petition to Nelson charged that the company is violating federal labor law by refusing to make available to union-covered employees the matching-payment benefit available to nonunion employees who participate in the tax-deferred (401k) savings plan.

Postal Service 'short-changing' Hearst?

When the U.S. Postal Service Sept. 20 unveiled its newest post card, imprinted with a "stamp" depicting the Hearst Castle in San Simeon, Calif., built by Hearst-chain founder William Randolph Hearst, at least one wag wondered if "the old man" might not be less than pleased at having his home consigned to a 15-cent card rather than at least a 25-cent first-class stamp.



SPECIAL EDITION 'ENDORSES' PUBLISHER OVER GUILD
Subhead addressed each employee by name in 11th-hour appeal.



GUILD AND MANAGEMENT DISTRIBUTED BUTTONS
Guild produced one on left; Guild supporters co-opted one at right by coloring spot blue. It was red on button.

Zone manager's suit seeks \$8 million over discharge

San Antonio, Texas — A 23-year outside-circulation employee of the San Antonio Light who was a leader of the Guild there before being promoted a decade ago to a contract-exempt job has charged the daily with wrongful discharge in a civil suit seeking \$8,025,728 in damages.

Grounds for the claim cited by Jesse Salinas in his suit in Bexar County District Court include an allegation that the company fired him on Sept. 22 because it mistakenly "assumed that . . . because of his past leadership of the union" Salinas "sides with the union" in the organizing effort among inside circulation employees the company then was resisting.

The \$25,728 sought in the suit is the amount of severance pay the company refused to pay Salinas unless he signed an agreement drawn up by the company which would forbid his assisting the Guild "in any way in its current

attempts to unionize employees" who are not represented by a union, according to the suit.

Contrary to the implications of the company's actions, however, the suit maintains, "throughout the union campaign despite his continuing sympathy for the union's cause [Salinas] . . . refused to side with the union and . . . continued to render faithful, satisfactory job performance."

The company's severance pay proposal, filed with the suit, also would condition payment of severance on Salinas' not disclosing "confidential and proprietary business information" from the Light and his not working for another San Antonio paper for two years. The severance would be paid in weekly installments of \$536 and would be cut off—and Salinas would have to pay back the portion received to then—if he were to violate the agreement.

In addition, the Guild charged the company with discriminating against Guild members by asserting that employees in union-covered departments would be covered by the matching-payment benefit were it not for their union representation.

The company is attempting to undermine the Guild by refusing to agree to Guild proposals that it implement the matching payments while bargaining for a contract continues, the local said.

It has been seeking a contract from McClatchy since the chain bought the assets of the paper in the summer of 1986. The local reports "little progress" toward

reaching agreement on a contract, however.

A major "stumbling block" in the talks has been "the company's insistence" that it be "prosecutor, judge and jury in any dispute" over issues covered by a contract, as the Guild puts it.

Management repeatedly has rejected Guild proposals for third-party arbitration of disputes, the Guild explained in a flyer distributed at the local labor council's annual "Solidarity Day" festival. Guild members staffed a booth at the Aug. 21 event at a Tacoma ballpark.

The Guild represents the paper's news, advertising and inside circulation employees.

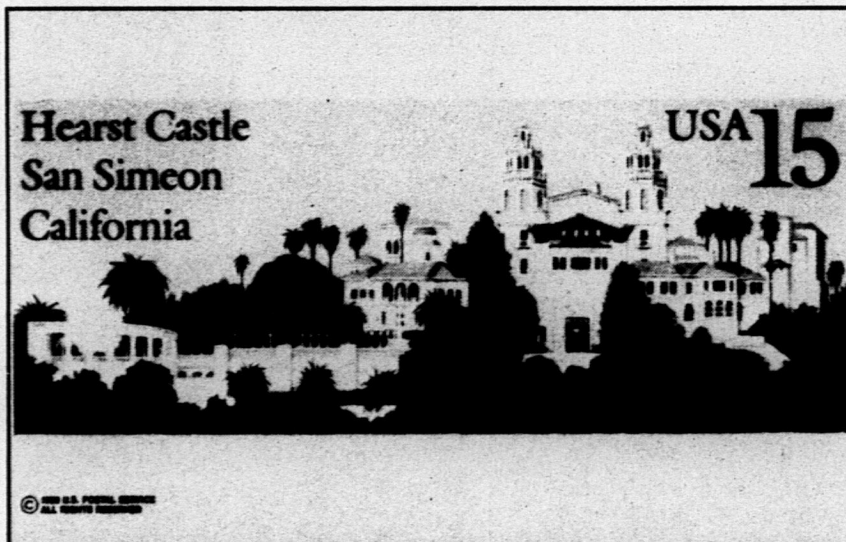
San Antonio's Vega, 30, was local treasurer

San Antonio—Carlos Vega, treasurer of the San Antonio Guild, died here Nov. 13.

Vega, 30, a four-year member of the Guild, had been the local's treasurer the past year. He left his

position in the credit department of the San Antonio Light last spring because of health-related problems.

Survivors include his mother, Olivia Espinosa.



Manchester contract takes news, ad rates to \$713

Manchester, N.H.—A campaign of varied membership activity in support of its bargaining committee—including the first-ever Guild picket line at the Union Leader—concluded early in November when a new, three-year Manchester Guild contract with the daily was ratified.

The pact includes increases of \$86 to \$96 in top minimum pay for key ad and news employees, bringing the news rate up to parity with outside ad salespersons at \$713.75 a week.

The campaign also included members wearing buttons bearing bargaining slogans inside and outside Union Leader offices and a 2.5-week byline "strike." It was kicked-off in September when the company labelled "final" a contract offer which, among other things, would have given management sole say on bonuses and commissions for ad sales.

The agreement, ratified Nov. 3, upgrades top minimum pay for reporters, photographers and dark-room technicians by \$96. The same upgrading raises the top minimum for copy editors to \$723.75 a week.

The \$96 increase comes in increments of \$30, retroactive to Jan. 1, \$33 on Jan. 1, 1989, and \$33 on Jan. 1, 1990.

Top minimum pay for outside advertising employees is raised by \$86 over the term, in increments of \$30, \$28 and \$28.

Faced in September with the "final offer" that included the give-back on bonus and incentive payments in the advertising department, the Guild membership at the paper voted unanimously to reject the company's proposal and approved a series of co-ordinated activities by the unit's 140-plus members to demonstrate their dissatisfaction.

Letters from publisher Nackey S. Loeb urging Guild members to accept the the final offer were returned en masse in envelopes still unopened. The 2.5-week byline/credit-line "strike" won the support of all but one of the Guild-covered editorial employees.

Employing a "work-to-rule" philosophy, employees also were

particularly conscientious in taking scheduled work breaks and meal periods and in invoking contract guarantees of pay for overtime work and for advance notice of schedule changes.

Approximately 100 members of the Guild unit joined in picketing at the newspaper's plant Oct. 10, an event which one leader called "pivotal in moving the company" off of its demand for absolute and sole control of the bonus and commission system.

With the picketing taking place between 4 p.m. and 6 p.m., members joined the line as their shifts ended or before they began. Planned and co-ordinated by Guild Secretary Thomas Thiebaud, the demonstration drew coverage by other nearby news organizations, including local television stations, community newspapers and the Boston Globe.

"Guest pickets" included Harlee Eaton, president of the New Hampshire AFL-CIO, Tom Hiltz, president of the Boston Guild, and representatives the New England Servicing-Organizing Program, in which the Manchester Guild participates.



The buttons that members wore in the plant and on assignments featured the word "TALK." One simply said that, over a caricature of a turkey. Another said "TALK/shouldn't be/ONE WAY," with the last two words inside an arrow pointing to the right. A third said: "tick.../TALK/Time to/settle."

When Guild and company bargainers reached a tentative agreement on Oct. 28, it brought an end to 10 months of talks.



OVALS MARK MISSING BYLINES, CREDIT LINES DURING 2.5-WEEK 'STRIKE'

It was one of several actions by Manchester Guild members preceding resumption of talks, new pact. Only bylines were on wire service stories or by unrepresented correspondents.

Ratified by a near-unanimous vote, the agreement also increases the company's weekly payment toward pension benefits by 50 cents, to \$28 per employee. Dental insurance coverage is upgraded, and company-paid life insurance coverage will be increased to \$17,500, from \$15,000.

Added to the contract is a requirement that the company provide and maintain uniforms for janitors.

The Guild will be continuing to

work for new benefits not achieved in this round of bargaining, including child-care benefits, but "we won a fair settlement" and were "able to hold on to all the good things we have in our contract," said James Schaufenbil, local president.

Other increases and new top minimums include:

Circulation supervisors—Up by \$73.33, to \$605.13 a week, in increments of \$25.53, \$23.97 and \$23.83.

Inside classified advertising

solicitors—Up by \$74.34, to \$613.49 a week, in increments to \$25.88, \$24.30 and \$24.16.

Janitors—Up by \$61.04, to \$503.84 a week, in increments of \$21.25, \$19.95 and \$19.84.

Circulation dispatch clerks—Up by \$61.26, to \$505.56 a week, in increments of \$21.33, \$20.02 and \$19.91.

Clerks, typists and telephone operators—Up by \$59.72, to \$492.92 a week, in increments of \$20.79, \$19.52 and \$19.41.

Il Progresso strikers launch daily

New York—A new Italian-language daily—America Oggi (America Today)—began serving the New York area Italian community Oct. 14, launched as an employee-owned co-operative by members of the New York Guild and the New York Italian Language Typographical Union who

struck Il Progresso in June.

The paper was launched after the co-operative signed 13-month contracts with the two unions, plus the Newspaper & Mail Deliverers Union, providing virtually the same terms and conditions as those contained in pacts Il Progresso management refused to sign, precipitating the strike, the Guild reported. Top minimum for key news and advertising jobs is \$678 a week.

Each of the Guild and Typographical Union members invested \$5,000 in the co-operative—Cooperativa Nuova Progresso, Inc.—to enable it to launch the new daily, said New York Guild President Barry Lipton. He emphasized that neither of the unions has any investment in the undertaking. "It is not a strike paper," he said.

The Guild unit of a dozen mem-

bers represents the advertising, clerical, inside circulation and editorial employees.

"All union actions against the old publisher continue," Lipton added, though picket lines have been removed and strike benefits ended with the start up of the new daily.

The National Labor Relations Board in October issued a complaint charging that management of Il Progresso is continuing to publish the paper through an "alter ego" and violated federal law by firing striking Guild and Typographical Union members [Guild Reporter, Nov. 4].

Earlier, representatives of the Guild's Il Progresso unit visited the Citizens' Voice, daily published by Wilkes-Barre, Pa., newspaper unions, including the Wilkes-Barre Guild, to study its operations.

Canada's hazard data plan kicks off

Silver Spring, Md.—The first phase of Canada's new system for providing information about hazardous materials in work areas took effect Oct. 31, TNG has advised Guild locals in Canada.

The Workplace Hazardous Material Information System establishes "effective right to know" regulations for employees and their unions, TNG Research & Information Director David J. Eisen said in an Oct. 18 letter.

Newspaper plants "have their share of chemical hazards," Eisen said, including materials in dark

rooms and art departments, and in areas where ink mists penetrate.

Warning labels, ready access to details about chemicals through "material data safety sheets," and training for employees are required under the regulations. The first phase requires primary chemical suppliers to affix warning labels and supply data sheets.

Employers must establish safety-education programs by Jan. 31, 1989.

Details about the regulations and the phase-in schedule were also furnished Guild locals.

More 'Fast for Life' medallions in grape boycott



Three more Guild participants display medallions the United Farm Workers union is awarding those who joined its "Fast for Life" campaign against pesticides and for bargaining rights for table grape field workers. The three—Adolphe Bernotas, Wire Service Guild secretary-treasurer, TNG Representative Jim Griffin,

and TNG Counsel David S. Barr—were presented with the medallions Nov. 12 by TNG President Charles Dale during joint meeting of Middle-Atlantic, New England and Southern District Councils at New York Guild headquarters. Dale kicked off Guild participation in 36-day chain of three-day fasts in October.

NLRB backs order for Sac'to rehires

(Continued from Page 1)

member NLRB. The three are: James M. Stephens, Wilford W. Johansen and Mary Miller Cracraft.

In its decision on the firings, the board also upheld Law Judge Timothy D. Nelson's finding that the paper had illegally failed to bargain when it unilaterally changed a longstanding practice by barring nonemployee Guild representatives from the paper's offices to conduct union business, including grievance processing.

It ordered the company to lift the bar, imposed on Oct. 1, 1987, and to "make the Guild whole for any expenses it may have incurred" as a result of having to share the cost of rented meeting places.

The board also ordered management to restore to Guild coverage six jobs it unilaterally declared exempt in its posted conditions. The exclusions were different than those that had been tentatively agreed to by the Guild before the company issued its impasse declaration, the board pointed out. Involved are the jobs of assistant city editor, night-news and Sunday editors, editorial writer and two retail advertising supervisors.

The bargaining committee's letter, sent when the Guild contract with the paper had been expired for 17 months (now it is more than 30 months), urged advertisers to express concern to management that stalled bargaining was frustrating employees' desires to help get the paper back on its financial feet.

In his June 29 ruling, the law judge held that the four Guild leaders were engaged in activity protected by federal labor law when they wrote the letter "seeking the support of third parties in their on-

going labor dispute" and that they had made it "abundantly clear" in the letter that they were writing both as employees of the paper and officers of the Guild.

The letter's purpose was to seek support for Guild bargaining proposals, not to cause the company to lose business, the law judge said, adding that he found the letter's tone "overall remarkable" for "the positive way in which its authors chose to make their pitch . . . stressing that everyone had an interest in seeing the Union survive and prosper."

In holding that there was no legal impasse when the company declared one on July 25, 1986, the board said that it based its conclusion on its review of the law judge's decision and on the record of the hearings.

The law judge had held that there had been an impasse on the single issue of union security and that issue was "sufficiently important . . . to deadlock the entire negotiations."

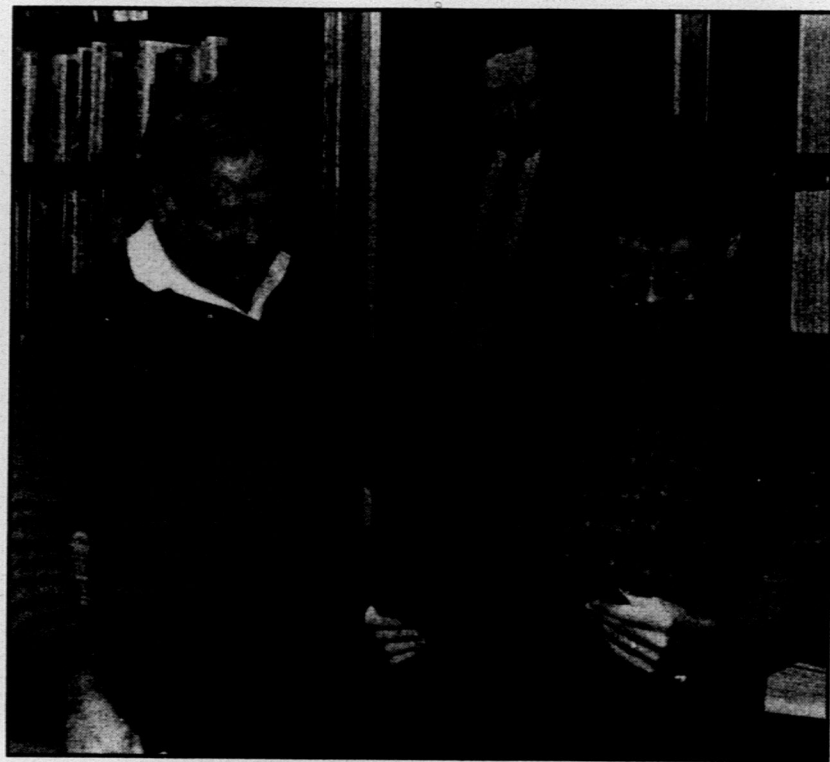
Not so, said the board, reviewing extensively the bargaining history and finding an "absence of any real bargaining on Guild security and the lack of any contemporaneous understanding of impasse on Guild security by both parties" at the time the company declared impasse.

Even "assuming arguing that the parties were deadlocked on Guild security on July 25," the company "was not free to implement its final contract offer on Aug. 4 because no breakdown in the overall negotiations had occurred," the board held.

"The record in this case fails to establish that on July 25 . . . further good-faith bargaining would have been futile," it added.

Certifying service to the Guild

Darren Carroll of the Lake Superior (Duluth) Guild, right, winner of TNG's 1988 Guild Service Award for his role in revitalizing his local, examines certificate attesting to award. It was presented to him during Oct. 23-24 meeting of Special Guild Organizing Committee at TNG headquarters [Guild Reporter, Nov. 4]. At left is TNG Int'l Chairperson Peter E. McLaughlin of New York, who did the honors. Presentation customarily is made during annual TNG convention, but Carroll was unable to attend that meeting.



New York adopts plan for bias aid

New York—New York Guild members who file discrimination suits against their employers may be eligible for financial aid from the local under a new program earmarking funds to support individual members' bias charges.

The aid is available to back suits charging bias based on race, sex, age, religion, national origin, marital status, sexual orientation, non-disqualifying mental or physical handicap, or status as a disabled veteran or as a veteran of the Vietnam era, the local said in announcing guidelines for the program.

Members involved in discrimination suits will be eligible for advances of up to \$20,000 each, provided they first have exhausted any appropriate contractual remedies. There is a \$100,000 limit on total advances.

Members must also demonstrate

that their charges are meritorious and that they have made a "significant financial commitment to the litigation," the local reported.

Members will be required to make repayment of advances a first claim against any proceeds from their suits.

The program, authorized by the local's executive committee Sept. 22, is an apparent outgrowth of the Guild's support for four members' race discrimination suit against the New York Daily News. That case was settled for \$3.1 million in June 1987 after a jury found the paper guilty on a dozen counts.

The local had advanced \$90,000

to the Daily News members, including \$45,000 from a loan from TNG to aid in the case.

TNG established a permanent anti-discrimination fund with the \$45,000 the local repaid last year. Money from that fund is available for loans to locals to assist in processing discrimination charges or law suits that are expected to have "Guild-wide impact."

The new aid program "will not lessen our efforts in the other arenas in which we regularly tackle discrimination," New York Guild President Barry Lipton said in announcing the plan.

SONG adds two to staff; TNG backing organizer

Toronto—The Southern Ontario Guild has added a seven-year public-employee-union staff member and the chairperson of the Guild unit at the Hamilton Spectator to its staff of local representatives.

Barry Stephens, a lawyer who worked for the Canadian Union of Public Employees (CUPE) as a legal analyst, field representative and since May of 1986 as its national education officer, fills a position with primary duties in bargaining and grievance handling.



Peter Murdoch

Peter Murdoch, a reporter who has headed SONG's Spectator unit since 1987, fills a post devoted primarily to organizing.

Stephens' position opened up when Paul Pelletier was named the local's new executive officer, succeeding John Bryant in the local's top staff position [Guild Reporter, Sept. 23]. Bryant left the post this summer to join TNG's staff as an international representative assigned to Canada.

Murdoch's new fulltime position on the local's staff is funded in part through a \$25,000 grant to the local from TNG's Special Organizing Fund. Other organizers previously have been employed by the local under similar arrangements.

IT

SEEMS TO US

Buffaloan reports vote opposing endorsements

BUFFALO, N.Y.

Editor:

During this election time, please categorize Local 26 with that 15 percent of TNG membership which chose to remain neutral in the 1988 presidential endorsement. We do so out of our respect for the editorial objectivity of Buffalo Guild members.

During our October local meeting we reaffirmed our historical position on political endorsements. Many of our members are involved in the day to day coverage of government, and because of that our local will not make formal endorsements of political candidates.

Our resolution is not adopted through any support of, or opposition to, the candidate TNG endorsed, but rather as a necessity to protect our journalistic standards.

MARK C. KOCH
President
Buffalo Guild

Editor's note: Brother Koch refers to TNG President Charles Dale's abstaining with 15 percent of TNG's votes in the AFL-CIO General Board roll call that endorsed Michael S. Dukakis' candi-

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.

dacy in the U.S. presidential contest. Dale said he did so "symbolically on behalf of those members of my union who have concerns about possible conflict between my vote . . . and their objectivity in carrying out their duties as reporters" [Guild Reporter, Aug. 26]. The Buffalo action was reported to the Guild Reporter on Nov. 3.

O'seas exchange project aims at smaller dailies

RESTON, VA.
Editor:

Our center is conducting a new kind of international journalist exchange.

Thanks to a \$34,800 grant from the German Marshall Fund of the United States, the pilot project is pairing a West German and American reporter to cover each other's

communities together and produce a joint-byline series in each of their newspapers. The focus of the series will be social, political, economic and cultural links between the U.S. and German towns where they live and work.

Participating in this pilot project are the Wisconsin State Journal of Madison and the Goettinger Tagblatt of Goettingen. The reporters selected for the project are Joyce Dehli, 29, education reporter for the Madison paper, and Ulf Goettges, 30, general assignment reporter for the Goettingen paper. The eight-week project began in Wisconsin in September and will conclude in Germany.

The exchange is conducted in collaboration with the Society of Professional Journalists (SDJ/SPJ) and builds on a previous society project called "Main Street America and the Third World," which provided guidelines to community newspapers on how to find foreign news in their localities.

If successful, it could open up new possibilities for journalists at the smaller papers in this country.

GEORGE A. KRIMSKY
Executive director
Center for Foreign Journalists

NOTICE!

TNG's Constitution requires each Guild local to have a Local Defense Fund. It provides further, in Article VIII, Section 12:

"There shall be deposited to this fund, no later than the 30th day after the expiration of each fiscal quarter, an amount equal to 5 percent of the Local's gross income from monthly dues in the preceding fiscal quarter, unless on such 30th day the assets in the Local Defense Fund are equal to or greater than \$100 for each member in the last month of the preceding quarter. Effective May 1, 1985, and on May 1 of each succeeding year, this \$100 per member minimum shall be increased by the same percentage as per-capita tax is increased under Article XVII, Section 7(b). . . . [Application of that formula puts that minimum currently at \$116.18 per member.]

"Expenditures from the Local Defense Fund may be made only to support the Local's strike or other defense activity, or other activities of an emergency nature, to contribute to other unions, to pay up to . . . 40 cents of per-capita tax to TNG, and to pay an International assessment levied under Article XVII, Section 8(a)."

Montreal forum focuses on source protection

Montreal, Quebec
NEITHER JOURNALISTS nor their notes should be utilized to provide evidence for court prosecutions because of the ultimately negative impact such actions have on the public's right to know.

The same ground rule, for the same reason, should apply to news videotapes and photographs.

That general consensus seems to have emerged from among Quebec's French-language journalists following an ambitious, wide-ranging and internationally oriented symposium on the protection of sources and journalistic materials. The two-day event was held in late September in this city, home of the Montreal Guild, by the 6,000-member Fédération Nationale de Communications.

(The FNC's membership includes approximately 1,500 Quebec journalists, with the balance of 4,500 in other jobs in both the written and broadcast communications field across the province. The FNC is the communications-industry arm of the Confédération des Syndicats Nationaux which, with 225,000 members, is Quebec's second largest central labor body.)

While the consensus among the more than 160 persons attending the symposium was relatively clear-cut, FNC President Maurice Amram said, the legislative approach that might best provide the protection remains to be determined. There is wide-spread aversion across Quebec toward formation of a professional body for journalists—such as exists for medical doctors, engineers, lawyers and others—which could confer professional secrecy as a right to its members, as is the case for lawyers.

"We have to stop thinking of the protection of sources as a privilege for journalists," said FNC General Secretary Luc Rufiange after the symposium. "Let's base our actions on the public's right to be informed, the very basis of democracy."

"WITH A BIT of imagination, and using the experience in certain other nations, we can surely find a better solution" than that contained in the Ducharme Report, he added.

The Ducharme committee, set up by the Quebec Ministry of Justice, in 1984 proposed "relative immunity" for journalists before the courts. The proposal

TNG was represented at the FNC symposium by Jan Ravensbergen, chairperson of the Montreal Guild's 400-member unit at the Gazette. He also prepared this report.

has not yet been acted on in the Quebec National Assembly, the province's legislative body. Legislation apparently has been prepared, but reportedly has been blocked at the cabinet level by Claude Ryan, a cabinet minister and former leader of Quebec's governing Liberal Party. Ryan also is former publisher of *Le Devoir*, a small, highly respected French-language daily in Montreal.

WELL-KNOWN Quebec journalist Louis Falardeau, who sat on the Ducharme committee representing the Fédération Professionnelle de Journalistes du Québec, dissented from the report's conclusions.

Speaking at the symposium, Falardeau proposed that the Swedish approach be adopted, that journalists themselves not be given the choice of whether or not to testify in court cases involving sources. Under Swedish law, he noted, journalists simply are prohibited from testifying, and thus their sources are protected directly under law.

Representatives from several European journalists' unions also spoke and provided international insights on the questions raised, as did Mia Doornaert, president of the Int'l Federation of Journalists. The FNC, which is moving to broaden its international presence, with TNG support became an associate member last spring of the IFJ, the international secretariat in which the Guild has been active for decades.

Amram, who was well-received by delegates when he spoke at TNG's 1988 Convention in Vancouver [Guild Reporter, July 22], noted that guarantees of anonymity for sources already are incorporated in Quebec's legal system.

He cited the Charter of the French Language, commonly referred to as Bill 101, which made French the official language in Québec in areas under provincial jurisdiction. Bill 101 remains controversial for many Quebec residents whose mother tongue is English, Italian, Greek, Portuguese or another language other than French.

A guarantee of anonymity to sources also forms part of Quebec's youth-pro-



FRENCH-CANADIAN UNION PRESIDENT MAURICE AMRAM
Pictured addressing 1988 TNG Convention in Vancouver, his union recently hosted two-day session on protection of sources.

tection law. Such guarantees apply, as well, in anti-crime campaigns and in the case of police informants, Amram noted.

The Quebec professional journalists' group has about 1,200 members, with roughly three-quarters of them also members of the FNC, though there is no formal affiliation between the two organizations.

The professional group's president, R  al Barnab  , said from the symposium's closing panel discussion that while his organization favored the Ducharme conclusions when they were released, its members now are ready to rethink the question in light of the recent discussions of the issue.

PUBLISHERS AND media managers also have a strong role to play, Barnab   said, particularly when police enter newsrooms armed with search warrants, as has occurred in Quebec on several occasions in recent years.

Marc Thibault, president of the publisher-subsidized Quebec Press Council, suggested that publishers also should be asked to help shoulder the cost of legal challenges.

Rod Macdonell, a Montreal Guild member who is very active on these issues and participated in one of the discussion panels, remarked: "It's better that a guilty person be released than that an entire society be deprived of its fundamental right to information."

Claude Poirier of Montreal radio stations CKVL-AM and CKOI-FM, a prominent crime and police reporter, condemned journalists who serve as "waste baskets" for police forces.

Jack Landau of the U.S. Reporters Committee for Freedom of the Press urged those attending to be firm, to pay court fines if required and even to go to prison if necessary.

During a later interview, Rufiange called for organizations representing journalists across Canada, including the Guild and the FNC, to co-ordinate discussions on protection of sources.

Once common ground has been agreed upon, he added, common positions on the question can be put before the public, as well as the legislative bodies through which the legal framework can be reformed in an appropriate way.

Deadline announced for Harvard scholarship

Silver Spring, Md.—Applications for TNG's 1988-89 Irving Leuchter Memorial Scholarship to the Harvard Trade Union Program must be received by Dec. 15, TNG Education Director Phillip M. Kadis has advised Guild locals in a letter explaining application procedures.

The letter went out after the possibility of cancellation of the 1989 program was removed when Harvard officials announced that they would not appeal dismissal of objections they had raised to a union representation election among the university's clerical employees.

The AFL-CIO had threatened to withdraw its support of the program if Harvard officials persisted in efforts to overturn the election in which a majority of the employees voted for representation by a local of the American Federation

of State, County and Municipal Employees [G.R., Nov. 4].

Top local officers, both paid and unpaid, and staff, and international officers and staff are eligible for the Leuchter scholarship to the 10-week residential program at Harvard.

The scholarship provides \$7,000, plus travel expenses, toward the cost of tuition, room, board and books, although actual costs of the program may be closer to \$7,500. The recipient or the recipient's local is responsible for additional expenses, including lost pay and benefits, said Kadis in his Nov. 9 letter.

The Leuchter scholarship is administered by Harvard, where applications are processed, applicants' qualifications evaluated and a recipient selected.

Canadian as well as U.S. appli-

cants are eligible, although at Canadian Guild members' option arrangements may be made for the scholarship to be applied to a similar program of studies in Canada, Kadis explained. A number of Canadian union leaders, including the recipient of the '87-88 Leuchter bursary, have attended the Harvard program, Kadis noted.

Selection of the scholarship recipient will be announced Dec. 22; the program runs from Jan. 23 to March 31.

Designed primarily for full-time union officers and administrative staff, the program includes course work related to the executive and administrative responsibilities of union officers. It includes a series of elective courses and special-topic seminars as well as a core curriculum.

Core courses include labor law,

economic analysis, union administration, labor history, and arbitration and dispute resolution.

Among elective topics are seminars exploring political action, affirmative action, new approaches to labor-management relations, public relations, new tactics for organizing, unions and technology, employee ownership, and labor and the global economy.

The Guild scholarship was established as a memorial to Irving Leuchter, the union's longtime general counsel who died in 1971.

It is financed by contributions from TNG and Guild locals. TNG's budget calls for a contribution of \$4,000 to the scholarship fund in the current fiscal year, and Kadis urged all locals to heed the call of TNG conventions by making regular contributions to the fund as well.

Speaking rights urged for IEB

Silver Spring, Md.—Members of TNG's Int'l Executive Board who are not delegates to the union's annual conventions should be guaranteed the right to speak during convention sessions and in meetings of convention committees, the IEB agreed during its fall meeting.

Acting on the recommendation of its Constitution Committee, the IEB called on next year's convention to amend convention rules to specify that non-delegate members of the board have the right to speak, but not to vote or to make or second nominations.

Under the rules adopted by this year's convention, permission of the convention was necessary each time an IEB member who was not a delegate wanted to speak to the convention.



DATELINE: OTTAWA

More than systems differ in Canada, U.S. elections

By Hugh Winsor, Southern Ontario Guild



ALTHOUGH THE ruling Conservative Party has been criticized frequently during Canada's current election campaign for being too American, and indeed the Canadian political parties have adopted many of the campaigning techniques developed in the United States, there still are major differences in the ways the two countries choose their leaders.

Although some of those differences devolve from the differences between a parliamentary system of government and a congressional system, there also are major differences in the way the media interact in the process in the two countries.

The Globe and Mail recently took advantage of the fact that both election campaigns were running concurrently (it hasn't happened very often because Canadian Parliaments are not for a fixed term the way Congress is) to highlight those differences by recalling its Washington correspondent Colin MacKenzie to spend a few days following Prime Minister Brian Mulroney around Canada.

To complete the exchange, I spent a few days away from the Canadian campaign to follow Vice President George Bush around New Jersey, New York and Ohio.

ALTHOUGH MANY rituals are similar (certainly the boys and girls on the bus are almost indistinguishable from one another in the two countries), my colleague summed up the differences this way:

"The U.S. race is an intensely tactical, rigidly controlled battle for the day-to-day mastery of the daily message, all conducted behind walls of security and inaccessibility. And this year, the principal tactic on both sides features intensely personal attacks on the opposing candidate.

"Canadian politicians, meanwhile, press broad policy themes, attack their rivals mainly on the issues, stop to answer questions and even have time for some hand-shaking."

IN THE days after the U.S. election, newspapers were full of analyses to the effect that Bush was essentially elected with no policy mandate and the campaign had offered few clear ideas of what he might do as president.

This is true in part because Bush's election bore very little relationship to the congressional elections and most policy initiatives are taken in Congress.

In the Canadian situation, the selection of a prime minister happens by the voters selecting his or her party, which means in most circumstances that party also will control the legislative process.

This neat difference is further complicated by the presence of a strong third party in the Canadian election which may control the balance of power in the House of Commons after Nov. 21.

Despite all of the election paraphernalia, attack videos and attempts to inject symbolism into the Canadian campaign, the final results will be determined around a central policy issue.

Prime Minister Mulroney and his Conservatives would ratify a Canada-U.S. trade agreement which would mean even closer economic relations.

The other two parties claim the closer economic relations would diminish Canadian independence and therefore are opposed.

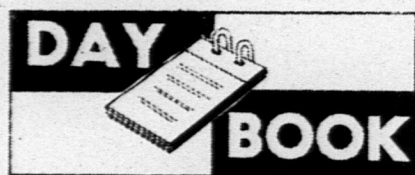
It means that journalists have some well-defined policy differences to pursue. It also means the daily reports from the campaign planes and buses are not often as important or as interesting as other developments in the campaign. It also means that regional political battles and regional personalities take on more importance because the fates of the party leaders are more tied to them.

While all Canadian parties have made appeals to nationalism in one way or another, the notion that the oath of allegiance could become an issue in Canada is so remote as to be laughable. On the other hand, Canadians would react very negatively to the spectacle of hundreds of uniformed police publicly endorsing one candidate or another. Canadians expect their police force and their military to be apolitical.

In comparing the two systems, it is obvious that the whole Canadian political spectrum is to the left of the United States. The conservative party in Canada is called the Progressive Conservative Party, and members of all three parties would be happy with the epithet, "liberal, progressive democrat," that Bush threw at Democratic contender Michael Dukakis as a form of contempt.

WHILE IN both countries, the emphasis on the election campaign has shifted to television (with the print media primarily providing the research and ammunition which the parties then try to use in their television campaigns), the role of the journalist in Canada is more interactive.

Canadian reporters following the three party leaders have daily personal contact with the three party leaders. They get a chance to ask the candidates themselves why they have adopted particular positions or the thinking behind their strategies, rather than having to depend on the "spin doctors."



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.
Midwest District Council, winter meeting, Feb. 4-5, Chicago.
Middle-Atlantic District Council, winter meeting, Feb. 11-12, Warwick Hotel, Philadelphia.
New England District Council, winter meeting, Feb. 1-12, Salem, Mass.
8th Annual TNG Local Officer's Residential Seminar, Feb. 17-20, George Meany Labor Studies Center, Silver Spring.

Dec. 16 is next Guild Reporter

The next issue of the Guild Reporter will be published on Dec. 16. It also will be the sole issue of the paper during the month.

Deadlines at the GR's offices are: News, Dec. 12 (the Monday before publication); features and letters, Dec. 9 (the Friday before publication).

The paper will return to its regular second and fourth Fridays publication schedule in January, with issues on the 13th and 27th.

Editorial

What now, Mr. Bush?

GEORGE BUSH is president-elect, by a comfortable margin however you might want to measure it.

What now? The president traditionally has been the leader of the nation. How—and where—does Bush want to lead it? What are his priorities? These and similar questions are popular in this inter-Reagan—oops, interregnum. Popular answer, post-election, is that you can't tell from Bush's campaign. True. His stump platform was mired in Willie Horton, Boston harbor and the death penalty. There also were the burning issues of the Pledge of Allegiance and the American Civil Liberties Union.

Particularly and parochially, what can we expect as people who are employed, and are employed in the news industry?

On family and medical leave? Dependent care? Health care? Workplace health and safety? The effects on employees of mergers and hostile takeovers, newspaper joint operating agreements?

How about the First Amendment, openness of government, access to information and events that the government undertakes in the name of the governed?

Bush's answers to a series of questions during the campaign by the American Society of Newspaper Editors made it plain that he trained for eight years in the Reagan administration.

What is the president's responsibility for keeping the public informed and how would you carry it out? "Within the limits of national security" there should be scrutiny. "Government must be accountable. . . . The information process . . . is an appropriate and integral part of ensuring that accountability."

Will he review the First Amendment philosophies of nominees for seats on the federal bench, for attorney general, solicitor general and the like? "Free speech cases are some of the most controversial and complex . . . and it is impossible to give a blanket answer."

Would he consider use of mandatory lie detector tests to track down unauthorized leaks to the press? "The Bush administration will be an open one" but that "doesn't mean that every staff member will be authorized to serve as an administration spokesman or interpreter. . . . The best interests of government, media and public aren't served by the confusion and misinformation that usually results."

What are his views of use of press credentials as a cover in the CIA or other covert operations? (Bush headed the CIA in 1976 under President Ford.) "The CIA must obey the law. . . . But the law acknowledges the special protections needed by agencies such as these. In the intelligence and defense business, the inappropriate or sometime illegal release of information can put both individual lives and the nation as a whole at risk. This is a chance I will not take."

There were more answers in a similar vein on presidential news conferences, access to military operations like Grenada, his views of the Freedom of Information Act.

Amazingly, the president of the ASNE praised Bush, along with Michael Dukakis, for committing himself to "openness."

It could be a long four years.

The Guild Reporter



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