



The GUILD REPORTER

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Guild, 3 other unions renew united efforts

Silver Spring, Md.—The four principal international unions that represent newspaper employees have launched renewed efforts to jointly overcome common problems the internationals, their locals and members face with industry employers on several fronts.

Leaders of the four—TNG, the Communications Workers and its Media Workers Sector, the Graphic Communications Union,

Internationals, locals in new joint effort on McClatchy ... 2

and the Teamsters' Newspaper Drivers Division—plus the AFL-CIO's Industrial Union Dept. (IUD) reviewed several of those problems during a Dec. 19 meeting at TNG headquarters here.

TNG President Charles Dale said situations discussed included

those at the Denver Post and Rocky Mountain News, at the Copley chain's San Diego Union and Tribune, and at the McClatchy chain's dailies in Fresno, Modesto and Sacramento, Calif., as well as Tacoma, Wash. Also, existing and emerging difficulties with papers in the Gannett and Knight-Ridder chains were discussed.

Participants in the session, in addition to Dale, included: IUD

Secretary-Treasurer Elmer Chata; CWA President Morton Bahr; GCIU President James J. Norton; Teamsters' Newspaper Division Director Thomas J. McGrath; and TNG Secretary-Treasurer John C. Edgington and Director of Field Operations William H. McLeman.

The participants agreed to try to co-ordinate and work more closely together in those and other areas in the future, and scheduled a sec-

ond meeting for Jan. 30, at GCIU headquarters in downtown Washington.

The December meeting grew out of discussions among the principal officers of TNG, the CWA, the GCIU and the IUD during the IUD's Convention a few weeks earlier.

A few weeks earlier still, the Teamsters and the CWA an-

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John Bryant new director for Canada

John Bryant, an international representative in Canada the last four months of 1988 and the Southern Ontario Guild's executive secretary the 12 years before that, is the new TNG Canadian Director.

His appointment to succeed William H. McLeman in the position was made by the two Canadian TNG Vice Presidents, Lee C. Clifford of Canadian Wire Service and Doug M. Louth of Vancouver-New Westminster, after consultation with all eight Guild locals in Canada. TNG President Charles Dale concurred in the appointment.

Bryant began working in the post Jan. 2. It had been open since the end of September when McLeman, who served in it for 14 years, was appointed TNG's new director of field operations upon the retirement of J. William Blatz.

In Clifford and Louth's consultation with the Canadian Guild locals, seven of them recommended Bryant as a candidate for appointment.

He was the sole person recommended by five of the seven—Canadian Wire Service, Montreal, Vancouver-New Westminster, Victoria and Windsor—and was mentioned along with other persons by the other two—Northern Ontario and Ottawa.

The eighth local, Southern Ontario, recommended that its current executive secretary, Paul Pellet-

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Christmas Day is not holiday, say Seattle dailies

Silver Spring, Md.—Some two dozen members of the Guild, plus family members and friends, marched informational picket lines outside the Seattle Times and Post-Intelligencer for more than an hour on Christmas morning.

They said they were protesting the managements' unilateral decisions to not pay the holiday-premium rates called for in the Pacific Northwest Guild's contracts with the dailies to employees who worked on Christmas, which was on Sunday.

At least three of the Guild marchers—Gene Achziger, Jean Godden and June Sellers—picketed in costumes loaned them by members of an acting troupe who had just completed a pre-Christmas run of Dickens' "Christmas Carol." Achziger's garb was that of the character "Scrouge."

The companies announced early in the month that they would pay the premium rates instead to those who worked the day after Christmas. The same

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NANCY CLARK for Pacific Northwest Guild

CHRISTMAS-DAY-PAY PICKETS POSE OUTSIDE SEATTLE POST-INTELLIGENCER

From left: Guild members June Sellers, Gene Achziger and Gene Godden (and nephew), plus Administrative Officer Art Joyner (and son), and Guild President R. Emmett Murray. In total, some 20 persons picketed.

Appeals court affirms Enquirer-Guild pact

Cincinnati—A panel of the federal appeals court here unanimously has affirmed that the Cincinnati Guild represents editorial employees at the Cincinnati Enquirer.

At the same time, it also ruled that the Guild has replaced the employees' former, unaffiliated

union as a party to the old union's contract with the Gannett-chain daily and that all that contract's terms and conditions and the mechanisms it establishes for administering them remain in effect and binding on the Enquirer.

Particularly, the court said in the Dec. 13 decision, the contract's provisions for disputes to be de-

cided by an impartial arbitrator remain in effect, and it ordered the Enquirer to arbitrate its firing of photographer Gerry Wolter three years ago.

Enquirer Guild Unit Chairperson David Wells called the decision a "major victory" for the Guild and said it would proceed as quickly as possible to arbitrate the

firing. In the face of a management move to have the panel's decision reconsidered by the full court, however, Wells speculated that the arbitration could be delayed another year. It took nearly 14 months for the panel to issue its decision after hearing arguments.

The panel was acting on an appeal from a U.S. district court's dismissal later in 1986 of a Guild suit to compel arbitration of the firing.

The findings on which the lower

(Continued on Page 4)

SONG petitions for 150 in London

London, Ont.—The Southern Ontario Guild has applied for certification as bargaining representative for the 150 editorial-department employees of the London Free Press.

If no counter-petition is filed at the morning daily, the Guild expects the Ontario Labour Relations Board to certify it as the employees' union on the basis of the substantial majority which has signed applications for Guild membership, which also designate the Guild as bargaining agent. The Guild petition was filed Dec. 29.

There currently are no other union-represented employees at the paper, which has a circulation of some 129,000 in a metropolitan area of more than 280,000 residents. London is about 100 miles southwest of Toronto, where the SONG is headquartered.

Employee leaders of the organizing effort were assisted by Peter Murdoch, added to the local's staff last fall in a position subsidized in part by a grant from TNG's Special Organizing Fund, and TNG representative John Bryant.

Ramsey leaving TNG staff; contracts sec'y for 15 years

Silver Spring, Md.—Richard J. Ramsey, executive secretary of TNG's Contracts Committee for nearly 15 years, has resigned from the union's staff, effective Jan. 20.

Ramsey, 48, was on the international union's staff for a total of 19 years, the first four as an international representative, working principally in the U.S. Midwest and Southeast. He was named the contracts committee's executive secretary early in 1975 after nine months in the position in an "acting" capacity.

TNG President Charles Dale, expressing regret at Ramsey's decision to leave TNG's staff, said that the Guild, its locals, leaders and members owe him a "deep debt of gratitude" for the "positive impact he has had on this union's policies and achievements during his years on the staff."

"I would be hard pressed to come up with anything in the bargaining arena during his tenure—anything having to do with policy, procedure or making the hard-

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Marian Needham wins Leuchter scholarship ... 8

'Privilege' pot keeps boiling in Twin Cities ... 3

'Privilege' pot keeps boiling in Twin Cities

By Marilyn J. Taylor

REPORTERS' AUTONOMY is the crux of a continuing controversy in the Twin Cities journalism community over the confidentiality of sources.

The debate began when a jury last summer awarded \$700,000 in damages (\$200,000 actual and \$500,000 punitive) to a local public relations practitioner named Dan Cohen because the two daily newspapers in Minneapolis and St. Paul broke promises made by their reporters not to reveal him as the source of a story published in 1982.

The verdict was the first of three events that led the Star Tribune in Minneapolis to publish a front page statement saying essentially that its reporters cannot guarantee that a promise of anonymity will be honored.

The second incident occurred several days after the Cohen verdict when the Star Tribune pulled its whole Sunday Magazine because a source named in a story by a free-lance writer claimed to have been promised anonymity and threatened to sue the paper.

On the heels of this, the paper ran a front-page story critical of a University of Minnesota surgeon that was based on anonymous sources. The paper later apologized for and retracted the story because it did not have firsthand confirmation of allegations in the story.

Subsequently, the newspaper issued a three-page set of guidelines on anonymous sources, stating that it will not reveal the identity of a source unless required by law, unless the source lied, or unless there are "extraordinarily compelling circumstances." Just what those circumstances are still has not been defined.

The Cowles-Media daily announced the policy on its front page, which is where its reporters also learned of it. The Twin Cities Guild has grieved the policy, asserting that the company should have bargained it with the union because it affects the terms and working conditions of employees represented by the Guild.

Under the policy, reporters can make only two kinds of promises to a source: They will not reveal his or her name as the source of the information and the information will not be published "based on having received it" from the source. When practical, re-

porters are to consult with an editor before making any promises, and they must consult before promising anonymity for potentially damaging information when the source's identity could become as big a story as the information.

The latter refers to situations like the Cohen case. Six days before the state's 1982 election, Cohen came to reporters offering copies of court records of a vacated shoplifting conviction against the Democratic candidate for lieutenant governor, Marlene Johnson. (She was elected, then re-elected and continues to serve in the office.) The reporters took the information on the condition that Cohen would not be identified as the source.

EDITORS AT BOTH papers, however, decided to name Cohen in the story as the source because he was working for a rival campaign. (The decision was not made by current editors of the papers.)

The day the story appeared, Cohen was fired from his job with a local advertising agency. He then filed a breach-of-contract suit in state court against the Star Tribune and Knight-Ridder's St. Paul Pioneer Press Dispatch.

The newspapers sought protection under the First Amendment, arguing that newspapers' special constitutional status places them above contract law in the gathering of news.

The judge in the case was not persuaded. He ruled that the case involved contract law, not freedom of expression, and that the First Amendment did not shield newspapers from the consequences of a decision to publish when doing so breached a valid contract.

Although the papers argued in the trial that the public's right to know the source of the story justified reneging on their reporters' promises of confidentiality, the jury found that there was a breach of contract, as well as fraud and misrepresentation. The papers' appeal of the verdict remains pending.

THE NEW STAR Tribune policy has not pleased journalists at that paper or elsewhere, though not everyone agrees on its potential impact.

"Personally, I don't like it at all," said Dennis McGrath, a reporter for the Minneapolis daily. "It really backs off a basic underpinning of journalism. When you tell a source you're not going to use his or her name, it's an iron-clad promise, not something you renege on."

McGrath said an editor told him that the new policy merely reflects what other papers are doing in turning over sources' names to the courts.

"I don't know what the case law is," McGrath said, "but if that's what news-

papers are doing now, shame on them and shame on reporters who are going along with it."

MINNEAPOLIS REPORTERS now are supposed to say that they cannot guarantee a source's name will never be made public. "You're essentially warning the person not to talk to you," McGrath said, adding that newsroom wags are referring to it as the "Miranda warning."

The biggest effect of the policy, according to McGrath, likely will be felt when reporters try to deal with new sources, though a few long-standing sources no doubt will be more cautious than in the past, as well. So far, he said, editors have identified two-to-three stories that have been lost because of the policy.

Though there was plenty of discussion at the Pioneer Press Dispatch after the Cohen verdict, that paper did not change its policy on anonymous sources. It is that an editor must approve a promise of confidentiality and at least one editor must know the identity of the source.

St. Paul reporter Karl Karlson maintains that the Cohen case would never have happened if that policy had been followed. He also said that the case has changed neither the way he works nor his relationships with his sources.

ST. PAUL INVESTIGATIVE reporter Sand columnist Linda Kohl, however, said that the policy—which she did not know existed until after the Cohen verdict—is unworkable.

"You're supposed to go find an editor to get permission," she said, "but sources aren't going to tell you what information they're offering until they get anonymity."

She also pointed out that reporters do not have to tell editors that they have promised confidentiality if the source leads to substantiated and attributable information.

When she conducts seminars for the Investigative Reporters and Editors group, Kohl said, "I tell reporters to use anonymous sources as a road map to know where to go for corroboration. The whole use of anonymous sources is dying out anyway, because you can't win prizes with those stories."

The issue also has given rise to a debate within the Twin Cities Guild over whether the union should be involved in questions of journalistic standards.

Karlson, for one, is not sure that the confidentiality issue is properly within the purview of the Guild. "Getting into professional standards is getting into things that are not necessarily good bargaining issues," he said.

TNG'S CONVENTION Recommendations on Collective Bargaining, however, call upon locals to obtain contractual guarantees of publisher support of employees' right to refuse to disclose sources and information. The recommendation, first adopted by the 1970 Guild Convention, also calls for publishers and editors to be bound to not violate the reporter's privilege without his or her consent.

The Twin Cities Guild has been invited to participate in a forum on confidentiality being organized by the Minnesota Press Club for late in January or early in February. The local's representative assembly has authorized McGrath to put together a presentation for that forum, though it has not yet decided whether the Guild will accept the club's invitation.

TNG urges contracts address 'privilege'

Following is the text of a provision of TNG's Convention Recommendations on Collective Bargaining dealing with the question of "privilege against disclosure," as it is titled. The policy dates from an action by the 1970 Guild Convention.

"Provision should be made that an employee may refuse to give up custody of or disclose any knowledge, information, notes, record, documents, films, photographs or tapes or the source thereof, that relate to news, commentary, advertising or the establishment and maintenance of his or her sources, in connection with his or her employment; and that an employee also may refuse to authenticate any published material in any proceedings. Provision should be made that the employer not give up custody of or disclose any of the above without consent of the employee."

"Provision should be made that the employer notify the employee concerned, and the Guild, of any demand on the employer for such surrender or disclosure. Provision should be made that if the employee is proceeded against under law on account of his or her refusal to surrender or disclose, the employer move to join as a party to such proceeding, meet all expenses incurred by the employee, including expenses of legal counsel retained by the employee, and indemnify such employee against any monetary loss including but not limited to fines, damages or loss of pay. Provision should be made that the employee suffer no loss under the contract as a result of such refusal to surrender or disclose or authenticate."

Schaufenbil is new Philadelphia administrative officer

Philadelphia. — James R. Schaufenbil, president of the Manchester Guild, has been named administrative officer of the Philadelphia Guild.

Schaufenbil, 38, who also has been chairman of the New England Servicing-Organizing Program (NESOP) since 1984, began his new duties Jan. 3 with the 1,600-member Philadelphia Guild.

Beverly Powell, who has been the local's interim administrative officer during most of the last six

months, has returned to her previous position of local representative.

Schaufenbil had been president of the 150-member Manchester Guild since 1982, except for two years beginning in the fall of 1984 when he worked as an organizer for TNG.

During his stint with TNG, he played key roles in campaigns that culminated in a 110-to-3 vote to join the Guild by the Boston Herald's editorial-department employees and a 25-to-9 vote for the

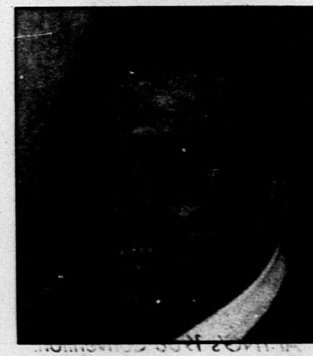
union by editorial employees of the Waterville Sentinel.

Earlier this year, at the behest of TNG President Charles Dale, Schaufenbil assisted the Philadelphia Guild in its efforts to organize so-called stringers, correspondents and free-lancers at the Philadelphia Inquirer and Daily News. Outcome of the Sept. 8 vote, in which the Guild holds a nine-vote lead, hinges on resolution of challenges to 67 of the votes cast.

A reporter for the Manchester Union Leader since 1976,

Schaufenbil is a "graduate" of the first of TNG's annual seminars for new local officers, held in 1982. He also has been a delegate to TNG's last eight annual conventions, chairing several committees, including those on TNG's Constitution and, last year, on organizing. Late in 1988 he was co-chair of a Special TNG Organizing Committee set up by the convention.

The Philadelphia Guild's representative assembly voted Dec. 8 to appoint Schaufenbil to the post.



Court affirms Guild, contract; orders Enquirer to arbitrate

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court based its dismissal are "incorrect as a matter of law," said the appeals court decision, written by Judge David Nelson. The findings were that there was no evidence to support the Guild's claim to be the successor to the Enquirer Editorial Employees Professional Assn. or that the EEEPA contract was still in effect.

"Under the federal law applicable . . . the representative of the employees is chosen by the employees and may from time to time be changed by the employees whether the employer happens to approve of the choice or not," the panel pointed out.

Under the same law, "the right of employees to have their grievances arbitrated in accordance with procedure hammered out between the employer and a properly

recognized bargaining agent may not be abrogated by the employer merely because the employees subsequently see fit to change their agent [union]," the court said.

The contract contains a provision that it automatically renews itself each year upon expiration so long as the company or union has given the other notice that it wants to bargain. It also provides that "status quo conditions" be maintained during talks until there is a new agreement.

Neither the lower court "nor the Enquirer's brief explains why" the contract "should be thought to have expired without renewal," the appeals panel said, pointing out that the pact's automatic renewal provision contains only one proviso: that one party give "notice of desire" to change the terms.

Observed the appeals court

judge: "In and of itself, the giving of a 'notice of desire' obviously cannot change the terms of the contract. The experience of mankind from time immemorial has been that notice of desire is not inevitably tantamount to consummation of desire."

Had there been anything from the union indicating it wanted to terminate the contract, the appeals panel noted, "we presume that the Enquirer's able lawyers would have favored the district court with a copy. They did not."

During renewal talks in December of 1983, the EEEPA's membership voted by 56 to 3 to affiliate the union with the Guild. After management expressed doubt about the vote, the Guild petitioned the National Labor Relations Board to conduct a second vote. It did so a year later and the

Victoria appreciates unions' unity

Victoria, B.C.—Tribute was paid at the latest Victoria Guild Appreciation Night both to joint bargaining and to one of the union leaders who helped launch it at the city's dailies in 1971 and has played a key role in keeping it going ever since.

The honoree was Tom Ferris, longtime leader of the Vancouver Typographical Union (CWA) and its Victoria newspaper chapel, who recently stepped down as co-chairperson of the city's Joint Council of Newspaper Unions. He and the Guild's Roger Stonebanks were founding co-chairs of the umbrella organization.

TNG President Charles Dale presented Ferris with a Guild gold pin, jacket and cap. Dale, William L. McLeman, TNG director of field operations and former Canadian director, and TNG Vice President Doug M. Louth of Vancouver were special guests for the evening, held Dec. 2.

Victoria Guild President Joe Ravick told representatives of the other unions attending that the efforts of each union's leaders and members have made all of them stronger.

The Guild holds the appreciation night annually to acknowledge the volunteer union work of its members and leaders.

result affirmed the first.

The appeals court panel also cited several instances in which Enquirer management itself after the second vote wrote and demonstrated that it considered the contract still in effect.

One citation was a letter in July of 1985 by the editor to the Guild acknowledging that "it is our contractual obligation" to post notices of job openings, the court noted, adding:

"The word he used was 'contractual.' Words are an editor's stock in trade, and when the editor of a major metropolitan newspaper uses the word 'contractual,' it is not lightly to be supposed that what he means is 'non-contractual.'"

In light of the record, the appeals panel said, it would be incongruous to hold that the union "may not invoke the agreement's arbitration provisions on behalf of an aggrieved member" of the unit it represents, and which the company otherwise has demonstrated it recognizes as the unit's bargaining agent.

The appeals panel ordered the district court to issue "an appropriate order compelling arbitration of Wolter's firing."

Agency sees age bias in San Jose newsroom

From "The Guild's Paper,"
San Jose Guild newsletter

San Jose, Calif.—The Equal Employment Opportunity Commission has made a determination that age discrimination exists in the newsroom of the Mercury News.

The finding, signed by the district director in San Francisco on Dec. 5, followed a complaint by former Mercury News copy editor Willard Hatch, who also has filed a law suit.

Hatch, 55, charged that he was denied a promotion in 1986 because of his age and his sex. He had sought a posted position in the business-news sub-department, but the job was given to a 29-year-old woman.

While the EEOC dismissed the sex discrimination charge, it found "there is reasonable cause to believe that (Hatch) was denied that promotion because of age."

The EEOC cited statistics that show news-room employees over the age of 50 average \$24.88 a week in overscale, while those in their 30s average \$65.80. "Per year of service, the average over-

scale in the over-50 group is \$1.40; in the younger group it is \$14.81," or 10 times as much.

The agency also made other observations about the manner in which the selection was made, including disparate qualifications and the timing of pertinent job performance reviews.

"Cumulatively," the EEOC said, "the evidence is persuasive to show that age influences pay and promotion decisions made by (the Mercury News)."

As a result of the determination, the EEOC gave Hatch permission to sue on the grounds of age discrimination. He filed the suit Dec. 20 in the San Jose area federal district court.

The suit asks that court to order the Mercury News to employ Hatch as an assistant business editor and pay him lost wages and benefits.

Hatch, who now works for the California Nurses Assn., told the EEOC he still is available for the MN job even though he is not in the workplace at this time.

Hatch was hired by the Mercury News in 1969, went on a Guild leave of absence in 1972, and returned from the leave in 1985. He left the paper again in 1987, but has retained Guild membership.

Hatch is a former president of Local 98, a former Guild international representative, and holds a master's degree from the London School of Economics.

The age discrimination suit is the second filed against the Mer-

cury News in recent months.

In September, the EEOC sued on behalf of a 58-year-old saleswoman, claiming she was denied a promotion because of age [Guild Reporter, Dec. 16]. The suit seeks double damages and a permanent court order restraining the Mercury News from engaging in age discrimination.

The latter case has not yet gone to trial. While Hatch filed his own suit, the EEOC could intervene and prosecute it.

\$117 in 3 is sure bet on The Form

Highstown, N.J.—A contract settlement recently ratified by New York Guild members at The Daily Racing Form will hike weekly minimum pay by as much as \$117.30 a week over the contract's three-year term.

Immediate new top minimum for most employees in the highest paid group, which includes reporters, photographers, colum-

nists and editorial deskpersons with 6 years or more experience, is \$866.41 a week. The \$35.32 increase is retroactive to last April 7, when the old contract expired.

Additional increases of \$36.82 this year and \$45.16 next year will raise the top minimum to \$948.39 on April 7, 1990.

Several employees in the group whose pay rates are higher will receive the same increases, taking their top minimum to \$1,002.50 in 1990.

Other employees will receive 4.25 percent increases in 1988 and 1989 and 5 percent in 1990. The contract will expire in 1991.

The top minimum for head blotter clerks, librarians and payroll clerks goes to \$598.32, then to \$623.75 and finally to \$654.94.

For copypersons, the new minimums are \$376.41, \$392.41 and \$412.03.

In addition, the new contract includes cost-of-living adjustments pegged to annual increases in the Consumer Price Index of 4.25 percent or more in 1989 and 1990, to a maximum increase of \$10 weekly in each year.

The settlement, ratified by the 45-member unit on Nov. 21, also increases the Racing Form's weekly pension contribution to \$30.25. Life insurance benefits also are improved.

An optical plan and a fourth personal holiday are added to the contract as well. In exchange for the additional personal day, the Guild agreed that all four must be taken within a calendar year. Most covered employees planned to use one of the four to observe Martin

Luther King's Birthday, Jan. 16, the local reported.

Premiums for the new optical plan will be paid by the company, but employees will share the cost of any premium increases, as they have done with other medical benefits.

The Nov. 21 meeting originally had been scheduled to consider a strike vote, but a last-minute company wage offer was enough to garner the unit's unanimous approval of the settlement, the Guild reported in its publication, "front-page."

Seattle dailies say Christmas no holiday

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would go for New Year's Day; premium pay for those who worked the following day.

When the Guild grieved the announcement, the company said Dec. 26 and Jan. 2 were the days the Federal Reserve Board was observing the holidays and that they had done the same thing previously without challenge when holidays fell on Sundays. They said the actions were in accord with the contracts.

Guild Administrative Officer Art Joyner suggested the companies' actions were grounded in a desire to save money, explaining that they needed many more people to work on Sunday to get out the Monday papers, fat with post-Christmas ads. He said that in 1986, when July 4 was on Sunday, the companies had paid the holiday premium to those who worked that day.

Both contracts list seven days that "are to be observed as holidays," provide a four-day week

at five days' pay for the week in which "any of these . . . fall or is observed," and provide an extra day's pay for an employee "required . . . to work on the holiday."

The Guild has moved the dispute to arbitration where, Joyner said, it will challenge the papers' right to unilaterally decide to take holiday pay from persons they require to be away from their families on the holidays.

The union initially requested an expedited proceeding to try to obtain an arbitrator's ruling before Christmas, but both management refused, the Times after initially agreeing, Joyner said.

As for the Christmas Day picketing, Joyner singled out "several members of the Mailers Union [and] the Service Employees" who "were there to lend us support." He also praised the holiday spirit of an area restaurant that sent over hot drinks, without charge, to help the pickets stay warm.



Jean Godden, PI-unit.
Costume was "loaner" from traveling "Scrooge" troupe

IMMEDIATE OPENING:

Executive Secretary

Contracts Committee

TNG has an immediate opening for an executive secretary to the Int'l Executive Board Contracts Committee. Successful applicant will work at TNG's headquarters offices. Requirements include demonstrated knowledge and ability in contract bargaining and enforcement and working familiarity with application of labor laws and procedures thereunder. Contractual minimum weekly wage ranges from \$771.36 to \$1,011.42 per week. Excellent fringes. Submit resume to: William L. McLeman, director of field operations.

Equal Opportunity Employer



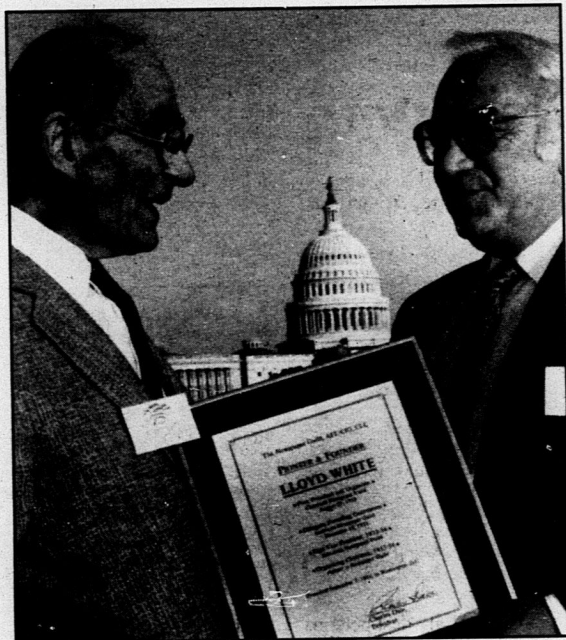
Moving in . . .

In the first days of the year, TNG moved its headquarters offices into its new building (with a developer partner) in the Washington, D.C., suburb of Silver Spring, Md.



. . . and moving on

One who retired after many years of stalwart service to the union was Robert A. Steinke, St. Louis Guild executive secretary, right above. Another was TNG field staff director J. William Blatz. With Steinke is TNG President Charles Dale.



Finding a founder . . .

Lloyd White, left, a founder both of TNG and the Cleveland Guild, was given special recognition for his pioneering for the Guild. Occasion was reunion of U.S. labor attaches. Doing the honors, TNG President Dale.

A Quick Look Back At '88



Frustration . . .

Guild bargainers continued to face it in contract talks with many managements who demanded serious contract weakenings, and leaders and members continued to take the situations to the public, most often with informational picketing and press conferences. Above, Akron Guild President Jane Snow faces the cameras and microphones during a demonstration at Knight-Ridder's Beacon Journal. The Akron contract remains open.



Flame of hope . . .

Ceremonies in Washington in March saw TNG Secretary-Treasurer John C. Edgington symbolically passing on the flame of hope for the release of hostages held in the Mid-East. Event marked third anniversary of captivity for AP correspondent Terry Anderson.



Success, too . . .

New York Guild members at Consumers Union ratified a new contract Oct. 20 that includes increases of nearly 20 percent over

five years. Pact brought end to two years of bargaining frustration, demonstrations and a boycott backed by TNG and the AFL-CIO.

Richard Ramsey, contracts secretary, leaving TNG staff

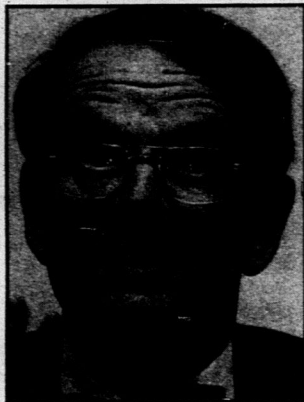
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pragmatic decisions that face us all too often—that has not been influenced by him," Dale said.

The contracts committee, a standing committee of TNG's Int'l Executive Board, reviews, approves and reports to the full IEB on bargaining developments and contract settlements throughout the Guild.

While in that post, Ramsey also on occasion took on bargaining assignments, as well. For example, he served as chief negotiator for the Guild's Washington Post unit in its 1982-83 round of talks. More recently he bargained contract settlements in Jersey City, N.J., Scranton, Pa., Youngstown, Ohio, and elsewhere.

After leaving TNG's staff, Ramsey will work part-time as a consultant for the Washington-Baltimore Guild and will take courses at the University of Maryland.

In his position on TNG's headquarters staff, Ramsey also evaluated contract proposals to ensure compliance with TNG's Collective Bargaining Program and advised locals during their negotiations. He also was responsible for advis-



ing locals in contract and employee-rights enforcement through grievance and arbitration, NLRB action and other legal proceedings.

Ramsey also helped draft and served as a consultant to TNG's International Pension Plan, a portable, multi-employer plan with more than 2,000 participants.

He also played key roles in developing and presenting educational seminars on an array of collective bargaining topics in such forums as TNG's annual conventions, all seven district councils of Guild locals, special Guild-wide

Marking 30 years in Peoria!



Special guests at the Peoria Guild's celebration of its 30th anniversary are U.S. Sen. Paul Simon (D-Ill.), center above, and TNG President Charles Dale, right. With them is Peoria Guild President Bill Knight. Knight was presented local's Guild Service Award for 1988 during

the anniversary dinner, held late last year. The local marks its beginning from its first contract at the Journal Star, won in a 67-day strike that began on Jan. 2, 1958. Journal Star news and circulation employees voted for Guild representation the previous April.

NLRB aide holds ending checkoff violated labor law

Baltimore, Md.—Managers of the Baltimore Sunpapers violated federal labor law when they stopped deducting amounts equal to Guild dues from the paychecks of 34 employees who resigned from the union during a strike against the paper, a National Labor Relations Board administrative law judge has ruled.

The employees resigned during

a six-day strike by the Washington-Baltimore Guild's Sunpapers unit in June of 1987, but did not revoke checkoff authorizations directing the company to deduct dues equivalents and forward the funds to the Washington-Baltimore Guild.

In a Sept. 28 ruling, NLRB Administrative Law Judge Leonard

M. Wagman upheld Guild charges that the company's failure to continue deducting dues was an unfair labor practice, and he ordered the company to reimburse the Guild for the dues owed plus interest. In addition, Wagman ordered the company to resume dues deduction from the employees' pay.

The company has appealed Wagman's ruling.

IT SEEMS TO US

CLUW position lauded on opening U.S. border

SILVER SPRING, MD.

Editor:

In addition to the many other forward looking positions taken by the recent convention of the Coalition of Labor Union Women (CLUW meet aims for family policy . . . Guild Reporter, Dec. 16), there were two calling upon the AFL-CIO to adopt similar positions.

One was for "the right of every woman to make reproductive choices free from government interference."

Not reported was another similar to one the Guild adopted a couple of years ago.

This called for an end to the ban on visas for foreign visitors by the State Dept., based on the ideological-exclusion provisions of the McCarran-Walter Act, the last witch-hunting McCarthyite legislation from 35 years ago.

It has been most used to bar any trade unionists visiting from the Soviet Union and other socialist countries.

In effect, this casts U.S. un-

ionists as second-class citizens, insultingly raising doubts as to their patriotism in meeting such visitors, while visas are granted to visit Americans in all other walks of life and professions.

In addition to CLUW, the California AFL-CIO convention at about the same time adopted the same position.

It's good to see these brothers and sisters joining the Guild in seeking, as TNG put it, "to bring this disgraceful situation to an end."

WILLIAM MOODY
Retired
New York Guild

NCNS retired librarian applauds recent contract

HYATTSVILLE, MD

Editor:

In phrases used by today's ap-

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.

portional reporters, it appears that applause goes to the National Catholic News Service for its contract with the Washington-Baltimore Guild ("NCNS pact increases top rate to \$744," Guild Reporter, Dec. 16). The favored and rewarding (for some) five-year plan's benefits include the librarian job which " . . . is retitled 'information specialist' and upgraded."

This seems a pleasant contrast to the time when I was, for ten undisputedly productive years, the NCNS one-person news librarian. Back then, this same management had downgraded this position, following a previous contractual give-back victory over the Guild.

This latest pact could be a source of courage for Guild diocesan papers and members everywhere, as well as a measure of guidance for employers that "excessive overwork, unabashed discrimination, possible cover-ups or even shut downs need not exist in labor management relations. Or, so it appears.

Happy New Year.
S.J. MIRAGLIOTTA
Retired (NCNS unit)
Washington-Baltimore Guild

Guild certified in Cape May

Rio Grande, N.J.—The National Labor Relations Board has certified the Philadelphia Guild to represent employees in the editorial, business, composing/production and advertising departments of the Cape May County Herald.

The board issued the certification on Dec. 27 after an election in which employees voted 12 to 8 for Guild representation. In November, the Guild and Seawave Corp., which owns the weekly paper covering Cape May County and the southern Jersey shore, had agreed to hold a stipulated election on Dec. 16.

Philadelphia Guild staffers Beverly Powell and Dave Baum assisted news room and production employee leaders in the organizing.

Herald management, which hired the Nashville, Tenn., firm of King & Ballow to advise it before the election, included lunches, dinners and one-on-one interviews in its efforts to persuade employees to vote against the Guild, the local reported.

The weekly's average circulation is 25,000, but balloons to 32,000 during the summer.

LOCAL ELECTIONS

Buffalo

Mark Koch, president; Bob McCarthy, vice president; Marian V. Needham, secretary (Needham, 111; Harold Blatchley, 87); John Panasiwicz, treasurer.

Cincinnati

Brian Williams, president; David Wells, vice president; Mark Braykovich, recording secretary; Len Penix, treasurer.

Cleveland

Jack Hagan, president; Rick Fetzner, 1st vice president; Bob Young, 2nd vice president; Alan Seifullah, 3rd vice president; Gloria Millner, 4th vice president; Lou Mio, treasurer.

Los Angeles

Pat Alesi, president; George Laine, Rick Garcia, Buck Lanier, vice presidents; Don Chorpenn, secretary; Leroy Montoya, treasurer; Lane Smith, sgt.-at-arms.

New York

Peter E. McLaughlin, chairperson; Barry Lip-ton, president; Tom Pennacchio, secretary-treasurer; Bert Atkinson, 1st vice president; David Mulcahy, 2nd vice president; Clara Bennett, 3rd vice president.

Philadelphia

Beth Gillin, president; Gar Joseph, Kitty Caparella, Murray Dubin, Susan Caba, Lila Roisman, vice presidents (Joseph, 538; Caparella, 445; Dubin, 425; Caba, 410; Roisman, 385; Barbara Demick, 380; Eugene B. Jones, 362; Carol McGarvey-Rothman, 268; Joe Hart, 239; Jim Moran, 119); Andrea Getek, secretary; Robin Palley, treasurer (Palley, 479; Florence Hernandez, 231; Esther Thoroughgood, 163).

Pacific Northwest

Emmett Murray, president; Bill Smull, vice president; Jane Hadley, secretary; Wayne Cahill, treasurer.

Indianapolis

Norm Shaw, president; Judy Wolfe and Ralph Chrysler, vice presidents; Jo Ellen Sharp, secretary; Dave Remondini, treasurer.

Lake Superior (Duluth)

Darren Carroll, president; Terry DeGroot, vice president; Ellen Smith, secretary; Tom Disrud, treasurer.

Lexington

Rita Gattion, president; Mary Ann Stanley, vice president; Linda Smith, secretary-treasurer.

Pittsburgh

Ed Bell, president; Bill Lewis, 1st vice president; Barbara Vancheri, 2nd vice president; Sharon Ebersson, 3rd vice president; Ken Fisher, secretary; Harry Tkach, treasurer.

Portland

Mike Millett, president; David Langzettal, vice president; Chris Kukka, secretary; Ed Kaiser, treasurer.

San Jose

Mel Gauntz, president; Steve Wright, vice president; Frank Sweeney, secretary-treasurer.

Yakima

Peter Menzies, president; Sue Fenich, vice president; Kate Myra, secretary; Pat Doonan, treasurer.

McGEE IS FREE

Sun agrees 60 hours is full time

Baltimore—A horse-race writer and handicapper who has been working as many as 60 hours a week is a full-time employee, not a part-timer, the Baltimore Sun agreed Jan. 5. It was part of a settlement of a disagreement with the Washington-Baltimore Guild over application of an arbitrator's ruling two months before.

The arbitrator, Marvin C. Wahl, held in a Nov. 10 decision that contrary to Sun management's contention, Marty McGee is not a free-lancer, but an employee and is entitled to pay, benefits and working conditions provided by the Guild's contract.

Initially, however, the editors of the Times Mirror-chain daily told the Guild that they would employ McGee only on a part-time basis. Almost overnight, stickers proclaiming "Free Marty McGee!" appeared on furniture and other surfaces in Guild-covered departments. Plans were laid for public demonstrations around the same slogan. Management agreed to talks.

Wahl held that, even though

Pat Bell to chair council

Sudbury, Ont.—Pat Bell, president of the Ottawa Guild, was elected chairperson of the Southam Chain Council of Guild locals when it met here at the end of October.

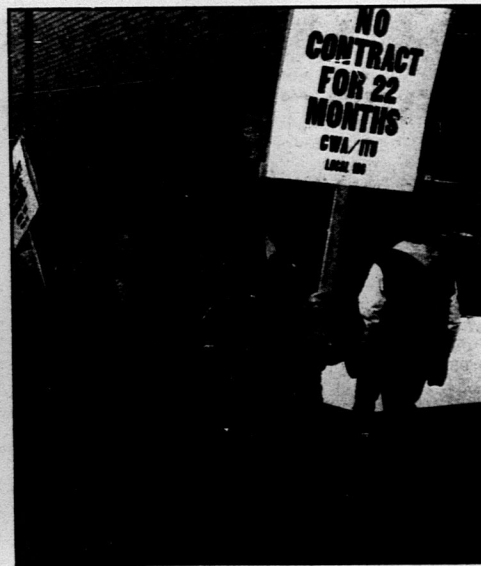
Bell also was selected to attend the 1989 Southam shareholders' meeting in May.

Guild locals represent employees at seven Southam dailies across Canada.

Guild bolsters CWA-printers' informational line in Duluth



More than 50 members of the Lake Superior Guild help swell informational picket line outside Knight-Ridder's Duluth News-Tribune Dec. 5 to protest management intransigence in talks for a new contract for CWA-Media Workers Sector printers at the daily. Printers, some 30 in number, have been working without a contract for nearly two years. Demonstrators at left above include Susan Stanich and Tom Dennis of the Guild, third and



DARREN CARROLL/Lake Superior Guild

second from right. In the photo at right, Guild member Chris Thompson totes sign and daughter, Beth Anne, 5 months, as do outgoing Guild President Julie Bell and CWA-printer Dick Willeck. Other pickets included members of the Mailers and Pressmen's unions at the paper, as well as Duluth AFL-CIO Central Body President Mary Rosenthal and leaders and members of a dozen other area unions, including CWA telephone workers.

McGee originally had been hired as a free-lance writer and was treated as such for several years, "the frequency with which McGee worked for the publisher" from 1985 to 1988 "strongly points to an employee-employer relationship, more than a free-lance relationship."

Jim Houck, the Sun's managing editor, and Marty Kaiser, the paper's sports editor, then told McGee, Guild Unit Chairperson Joan Jacobson and Administrative Officer Bill Barry that the company was proposing to create a new job classification, "handicapper," which would require less than 40 hours per week, the local reported.

Houck denied that The Sun was "punishing" McGee and the Guild with the decision to give McGee part-time status, according to the local.

The local also reported that the editors said they were not committed to continuing McGee's harness track handicapping beyond the season then underway at Rosecroft. It ended in late December. They used this decision, in part, to try to justify McGee's status as a part-timer. The Guild responded, however, that since McGee was spending at least 40 hours a week just on thoroughbred handicapping and coverage, the loss of the harness racing work

should not affect his status.

McGee was hired in July of 1985 for \$55 a day, with no benefits or expense reimbursement, to write a daily racing line in the Sun and to fill in for regular writer Dale Austin. By the time of arbitration hearings late last spring, McGee was writing handicapping lines six days a week and writing stories on the average of two days a week.

Said arbiter Wahl in his decision: "McGee does not earn his livelihood from several sources but has, in effect, a permanent assignment in which the publisher looks to him to provide a product which it will use six days every week."

In the negotiated settlement reached Jan. 5, the Guild and the Sun agreed that:

- ✓ McGee is a full-timer;
- ✓ A new job-title, "handicapper," is added to the pay classification that covers reporters and photographers;
- ✓ McGee is credited with three years' experience (at the contract minimum of \$575 a week—\$115 a day—with full benefits);
- ✓ There will be three-months' probation, but the Guild can challenge any adverse management action that smacks of retribution for McGee's having kicked off the arbitration by going to the Guild.

Median of starting reporter base rates is \$383

MEDIAN MINIMUM-PAY rate for starting reporters and photographers under 124 Guild contracts in the United States, Canada and Puerto Rico as of Dec. 1 was \$383.35 a week (\$19,934.20 for 52 weeks) before overtime, according to information from TNG's Collective Bargaining Dept.

Average of the 124 rates, listed in the table at right, is \$398.90; of the 13 in Canada, \$491.74; of the 109 in the United States, \$388.33.

The table includes the minimum-pay rates for beginners at five news services along with those from 119 contracts covering employees at 136 daily and Sunday newspapers.

The starting minimum in 66 percent, or 82, of the contracts was \$350 a week or more. In 51, or 41 percent, it was \$400 a week or more.

A starting minimum of \$500 a week or more was included in 18 of the contracts, while in 31 of them the starting minimum topped \$450 a week.

(The table does not include results of settlements effective after Dec. 1 and deferred increases effective in the interim.)

	Minimum		Minimum		Minimum
New York Times	\$972.37	Detroit News	428.84	Harrisburg Patriot and News	347.75
New York Daily News	818.13	Detroit Free Press	427.14	Erie News and Times	344.88
New York Post	677.75	Monterey Herald	427.00	Bellevue Journal-American	340.79
Reuters (U.S.)	636.48	Woodbridge News Tribune	411.79	Lowell Sun	339.34
Montreal Gazette	594.00	Modesto Bee	407.00	Allentown Call	337.39
Chicago Sun-Times	575.69	Tacoma News Tribune	405.60	Bakersfield Californian	336.70
Victoria Times-Colonist	574.43	Delaware County Times		Youngstown Vindicator	336.50
Vancouver Sun and Province	571.41	(Primos, Pa.)	404.09	Canton Repository	329.63
Ottawa Citizen	558.03	Sheboygan Press	401.44	Waterbury Republican and American	329.07
Honolulu Advertiser	555.50	Providence Journal and Bulletin	400.94	Tonawanda News	327.86
Honolulu Star-Bulletin	555.50	Sacramento Bee	400.18	Akron Beacon Journal	325.00
Toronto Star	549.27	Fresno Bee	398.79	Baltimore Sun and Evening Sun	325.00
Hilo: Hawaii Tribune-Herald	529.73	Associated Press	396.00	Great Falls Tribune	322.88
Canadian Press	522.57	Malden News, Medford Mercury		Oshawa Times	322.54
Reuters of Canada	519.78	and Melrose News	392.46	Sioux City Journal	320.67
Hamilton Spectator	518.00	Sacramento Union	391.45	Gary Post-Tribune	320.39
Boston Herald	503.36	Lynn Item	391.41	Pottstown Mercury	316.13
Toronto Globe & Mail	502.37	San Diego Union and Tribune	390.63	Albany Times Union	315.65
Wilkes-Barre Sunday Independent	499.15	Fall River Herald-News	386.81	Yakima Herald-Republic	311.00
St. Louis Post-Dispatch	483.07	Memphis Commercial Appeal	385.15	Brockton Enterprise	309.64
San Francisco Chronicle and Examiner	479.27	San Juan: El Vocero	385.00	Peoria Journal Star	309.00
San Mateo Times	478.27	Buffalo News	384.02	Kingston Daily Freeman	308.05
Pittsburgh Post-Gazette	479.00	Jersey City: Jersey Journal	383.45	Duluth News-Tribune	302.31
Maui (Hawaii) News	476.17	Brantford Expositor	383.26	Lexington Herald-Leader	302.00
Windsor Star	475.49	Woonsocket Call	382.50	Sudbury Star	301.52
Seattle Times	475.25	New Brunswick Home News	380.50	Monessen Valley Independent	297.00
San Jose Mercury-News	464.38	Waukegan News-Sun	378.91	Scranton Times	295.55
Philadelphia Inquirer and Daily News	463.05	Long Beach Press-Telegram	375.00	Scrantonian Tribune	287.36
Seattle Post-Intelligencer	462.74	Salem News	374.17	Hazleton Standard-Speaker	287.32
Denver: Rocky Mountain News	454.00	Stockton Record	368.08	Newport News Daily Press	
Manchester Union Leader	453.30	Kenosha News	367.00	and Times-Herald	285.00
Toledo Blade	445.56	Joliet Herald-News	363.32	Lansing State Journal	283.57
Santa Rosa Press Democrat	443.21	Indianapolis Star	362.15	Rochester Democrat & Chronicle	
Mt. Clemens: Macomb Daily and (Royal Oak) Tribune	440.00	Pawtucket Times	361.37	and Times-Union	275.00
Portland Press Herald and Express	438.37	Knoxville News-Sentinel	360.85	San Antonio Light	268.45
Minneapolis Star Tribune	434.00	Cincinnati and Kentucky Post	360.00	Bristol Press	265.30
Cleveland Plain Dealer	431.65	San Juan Star	359.00	Pueblo Chieftain	252.13
Denver Post	430.00	York Daily Record	358.48	Massillon Independent	249.61
St. Paul Pioneer Press Dispatch	429.70	York Dispatch	354.51	Terre Haute Tribune-Star	247.54
Eugene Register Guard	429.45	Washington Post	352.35	Utica Observer-Dispatch	245.00
Oakland Tribune	429.34	Dayton Daily News	351.00	Battle Creek Enquirer	184.00
		Milwaukee Journal and Sentinel	350.00	Chattanooga Times	180.00
		United Press Int'l.	350.00	Glens Falls Post-Star	180.00
		Norristown Times Herald	348.79		

Four are named as judges of 1988 Broun Award

Silver Spring, Md.—Julius Duscha, Washington Journalism Center director, Hal Jones, CBC Radio News Washington correspondent, Morton Mintz, reporter, writer and author recently retired from the Washington Post, and Peggy Simpson, MS magazine Washington bureau chief, will judge entries for TNG's 1988 Heywood Broun Award.

Two of them also helped choose the winner of previous Broun Awards, Duscha in 1969 and Mintz in 1982. Mintz also was the winner of a previous award: that for 1962.

Entries will be judged Jan. 21 at TNG headquarters here and the winner announced during the winter meeting of TNG's Int'l Executive Board, Jan. 23-25.

The award is presented annually by TNG for journalistic achievement "in the spirit of Heywood Broun," the Guild's founding president. His work was distinguished by an abiding concern for the underdog and the under-privileged. The award carries a \$1,000 prize and a citation for the winner.



Morton Mintz



Hal Jones



Peggy Simpson



Julius Duscha

The 1988 Broun Award—the 48th—will be for work done or completed during the calendar year. Deadline for receipt of entries was Jan. 13.

Simpson, who opened MS's Washington bureau last spring, has been covering politics, economics and congressional issues in Washington since 1968 and starting in 1971 was a pioneer in the reporting

of news of the women's political movement.

She came to Washington with the Associated Press after working in its bureaus in Austin and Dallas. After studying at Harvard as a '78-79 Nieman Fellow, she covered national politics for the Boston Herald American and initiated a national economics beat for the Hearst papers.

A former president of the Washington Press Club, since its merger with the National Press Club, she has served on the WPC Foundation board.

Jones has been Washington correspondent for the Canadian Broadcasting Corp. since 1982, after five years' work from its overseas offices in London and Moscow.

From London he covered Europe and the Middle East, including the Iranian revolution and the capture of the U.S. Embassy. From Moscow his coverage included the Polish crisis and the growing economic problems of the USSR.

He joined the CBC staff in 1966 in Toronto after eight years as a reporter with several newspapers, including the Globe and Mail, the Vancouver Sun and the Victoria Times.

Mintz, who retired in October from the Washington Post after 30 years, has a national reputation as a premier reporter for his investigative work exposing corporate and political irresponsibility. His 1962 Broun Award, for example, brought the dangers of the drug thalidomide to national attention and was widely credited with wide

ranging reforms in federal regulation of drug manufacturers.

The author and co-author of several books, Mintz also has been honored with nearly a dozen other awards for his journalism and writing. Among them, the Worth Bingham and Raymond Clapper Memorial Awards, the A.J. Liebman Award, Washington Guild awards for public service and distinguished writing, and a special literary public service award by the Association of Trial Lawyers.

A '64 Nieman Fellow, he also has been a guest lecturer to medical students, law students and journalism students at various schools, including Harvard, the University of Virginia, Duke, the University of Michigan and American University.

Duscha, director of the Washington Journalism Center since 1968, also writes a syndicated public-affairs column and is a contributor to several magazines, including Harper's, the Atlantic and the New York Times Magazine.

Before joining the center, which sponsors conferences for journalists on key issues in the news, he was a reporter and writer for several publications and Nieman Fellow in '55-56.

Buffalo's Needham Harvard-bound with 1988-89 Leuchter scholarship

Cambridge, Mass.—Marian V. Needham, office manager and secretary of the Buffalo Guild, has been named recipient of the 1988-89 Irving Leuchter Memorial Scholarship to the Harvard Trade Union Program.

She will begin classes here Jan. 23 in the 10-week residential course in union administration and related subjects.

The scholarship provides \$7,000 toward room, board, tuition and other costs. The Buffalo Guild, from which Needham is taking a leave for the duration of the course, is making a \$3,000 grant to help her meet the remaining expenses.

The annual award was established in 1973 as a memorial to

TNG's longtime general counsel, Irving Leuchter, who died in 1971. It is financed by annual contributions from Harvard, TNG and Guild locals. Selection of the winner is made by Harvard personnel.

Needham, 27, has been the Buffalo Guild's sole employee for six years. In addition to running the local's office and keeping its books during that period, she also has been involved in bargaining contracts and processing members' grievances. Last year she designed and helped implement the grievance procedure now in use at the Buffalo News, the local's largest unit.

Since mid-1987, she also has been chairperson of the local's "education and seminars committee," a delegate to the Buffalo AFL-CIO Council and secretary-treasurer of the Buffalo Council of Newspaper Unions.

Last year she received a Labor Studies Certificate after two years of course work at Cornell University's N.Y. State School of Industrial and Labor Relations. She also was a participant in last year's TNG Local Officers' Residential Seminar at the George Meany Center for Labor Studies.

She was elected to the office of local secretary in 1987 and again for 1989, and since January of 1987 has served as one of its delegates to the Great Lakes District Council and to the Ingersoll-chain council, also serving the latter as



Marian V. Needham
Harvard-bound.

bookkeeper. She also was one of her local's delegates to TNG's 1988 Convention.

Before going to work for the local she worked as a circulation promotion clerk for the Buffalo Courier-Express for 42 months, until it was closed in 1982, and then for a few months for the News. At the Courier-Express she served on the Guild's grievance committee and on its bargaining and "liquidation negotiating" committees.

Core courses at the Harvard study program include labor law, economic analysis, union administration, labor history, and arbitration and dispute resolution.

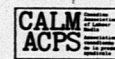
The Leuchter memorial award is designed primarily for full-time union officers and administrative staff members.



Int'l Executive Board, winter meeting, Jan. 23-25, TNG headquarters, Silver Spring.
Western District Council, winter meeting, Jan. 28-29, Bakersfield, Calif.
Great Lakes District Council, winter meeting, Feb. 4-5, Toledo.
Midwest District Council, winter meeting, Feb. 4-5, Chicago.
New England District Council, winter meeting, Feb. 11-12, Salem, Mass.
8th Annual TNG Local Officers' Residential Seminar, Feb. 17-20, George Meany Labor Studies Center, Silver Spring.

Middle-Atlantic District Council, winter meeting, Feb. 25-26, Warwick Hotel, Philadelphia.
Ingersoll Council of Guild Locals, spring meeting, April 1-2, Philadelphia.
Southern Council of Guild Locals, spring meeting, May 5, Courtyard Inn, Victoria.
Canadian District Council, spring meeting, May 6-7, Courtyard Inn, Victoria.
56th Annual Convention, June 19-23, Desmond Americana Hotel, Albany, N.Y.
57th Annual Convention, New York City, 1990.
58th Annual Convention, Montreal, 1991.
59th Annual Convention, Chicago, 1992.

The Guild Reporter



JAMES M. CESNIK, Editor

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The Newspaper Guild

8611 Second Avenue
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Area Code 301—585-2990

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