



# The GUILD REPORTER

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

Vol. 56, No. 9

Silver Spring, Md.

May 5, 1989

## Early Philadelphia pact nets \$1,000 top

**Philadelphia** — Minimum and over-minimum pay rates are increased by \$103 to \$178.06 a week—taking the top minimum for experienced outside ad salespersons, reporters and others to an even \$1,000 a week—under a new Philadelphia Guild contract with Knight-Ridder's Inquirer and Daily News.

The agreement, reached 4 1/2 months before expiration of the current contract, was ratified April 26 by Guild members at the papers by a margin of more than 8-1.

The new contract, along with

the raises and minimum-pay rates it provides, takes effect this Sept. 1 and runs for four years, through Aug. 31, 1993.

Signing bonuses of \$500 each for the 1,090 Guild-covered full-time employees and \$250 each for the 190 Guild-covered part-timers were to be paid by May 15, also under the agreement.

In addition, more than 110 positions are upgraded to higher minimum-pay classifications, and the experience-based progression schedule for reporters, photographers, editorial artists and photo

printers is compressed to put them at top minimum after four years, instead of five.

Under that compression, an inexperienced person hired May 1 at the current beginner's minimum of \$473.05 will be paid \$526.95 a week more starting May 1, 1993, when she or he qualifies for the top minimum of \$1,000 a week.

The minimum and general increases over the contract's term range from 26.9 percent, for those at the lowest pay levels, to 19.9 percent for those in the mid-range (now paid between \$608.60 and

\$690.69 a week). Increases at the upper levels total 19.5 percent.

The last of the four raises under the contract will be paid Dec. 1, 1992, 39 months after the pact's effective date. More than half the 1,280 employees covered by the contract will receive the top over-the-term increase of \$178.06 a week.

The increases were fashioned from a \$175-a-week package bargained jointly by all 12 unions in the Philadelphia Newspaper Unions joint council, headed by Tom Gallagher of the Graphic Com-

munications Union's Pressmen's Local. All but one of the unions had ratified new four-year contracts by May 1.

Guild bargainers, led by Administrative Officer James R. Schaufenbil, were assisted in the late stages on economics by TNG Int'l Representative William M. Brown.

All the unions opened talks early at the invitation of publisher Sam McKeel, who said he wanted to "avoid the mistakes of 1985," when the papers were closed by a

(Continued on Page 4)

## Board urges shift in financing for organizing, defense

**Silver Spring, Md.**—Drawing on proposals by participants in the Guild Futures Forum (story below), the Int'l Executive Board is recommending that the 1989 convention realign the union's financial approach to the key areas of organizing and contracts' defense and put its over-all, day-to-day operations back in the black.

Acting during its spring meeting April 24-27, immediately after the forum, the IEB also voted to ask the convention to tighten TNG's belt in two areas: expenses for the IEB's own meetings, by cutting them to three a year, from four; and the cost of publishing the Guild Reporter, by reducing its frequency by four issues a year.

At the same time, however, the IEB rejected on a 9-7 roll call a proposal, also advanced at the forum, that additional money be saved by cutting the frequency of conventions to every two years, from annually.

This year's convention is scheduled for June 19-23, in Albany.

After receiving a report that TNG's General Fund operated at a deficit of \$157,547 in the fiscal year just past, the board recommended that the convention approve a budget and income estimate for the new fiscal year that would result in an \$11,205 operating surplus, the first in three years and sixth in 13 years.

"As we head into the last decade of the 20th century, and review the changes in our industry in the '70s

1988-89 audit: What came in, where it went ..... 7

and '80s, it is patently clear that a change is in order in the financial approach to our top priorities—organizing and defense of contracts," the IEB said in its Officers Report on Finance and Administration.

The changes the board is recommending include making organizing part of the union's regular operations under the General Fund, phasing out the Special Organizing Fund that was supported for the last year by diversions of interest earnings from the Defense Fund.

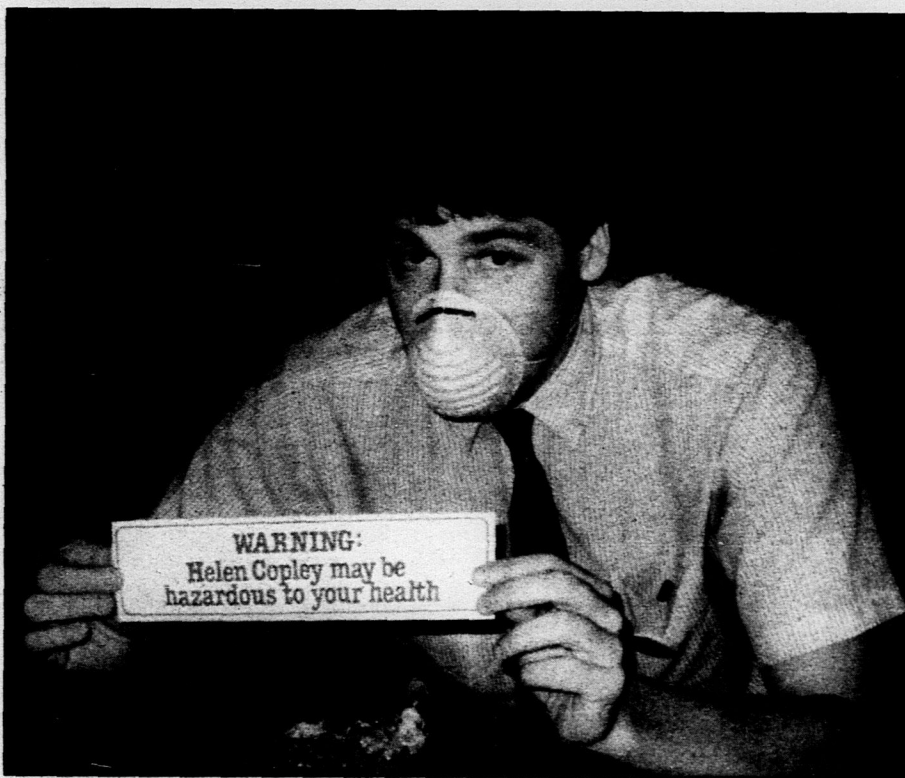
Instead, under the proposed budget, 10 percent of income from per-capita payments by locals would go to the organizing line-item.

Defense Fund interest would remain in the fund, where it would help support such activities as "alternative strategies."

The Defense Fund itself no longer would receive a dedicated,

(Continued on Page 2)

## Guild members protest Copley dailies' 'tactics'



San Diego Guild member displays artifacts of protest launched at Union and Tribune when Copley-chain dailies began deducting full amount of health-insurance premium increase

from employees' checks in papers' latest move to press demands for "givebacks" in talks for renewal of Guild contract expired since last June. (Story, more photos, Page 3.)

## L.A. News newspeople go Guild, 114-60

**Los Angeles** — The editorial employees of the Los Angeles Daily News voted April 27 for bargaining representation by the Guild, 114-60.

The new 195-person unit of the

Los Angeles Guild became the largest newsroom group to choose Guild representation since 1984, when 326 Milwaukee Journal and Sentinel employees organized.

The secret-ballot election,

supervised by the National Labor Relations Board, was held at the paper's main office in Woodland Hills, and votes were counted the following day at the NLRB regional office.

The major issues in the organizing drive were "huge workloads, arbitrary transfers and disciplinary actions, intimidation of employees who complained, and favoritism,"

(Continued on Page 4)

## Futures 'think tank' sees unclear merger picture

**Silver Spring, Md.** — Guild leaders gazed into a crystal ball for parts of three days in late April, but no clear picture of the union's future emerged.

It happened at a "Futures Forum" called primarily to study the advisability and prospects for merger with another union. The forum later was expanded to explore alternatives for overcom-

ing TNG's General Fund deficits.

Forty-six representatives from 31 locals and about 30 TNG officers and staff members took turns playing the wizard at the April 21-23 session at the George Meany Center for Labor Studies.

The Int'l Executive Board, augmented by TNG's Canadian director and field-operations director, participated as the merger

committee ordered by the 1988 convention.

By the time the session ended, most agreed that more study is needed on merger, but that the budget problems need some immediate action.

Those broad conclusions perhaps were predictable even without a crystal ball, however, since the intent of the forum was

not to provide quick answers but to serve as a "think tank" for the 1990s, as TNG President Charles Dale put it in an opening statement.

No votes were taken and proposals offered were informal during the free-wheeling discussion, but several ideas advanced by forum participants on finance became

(Continued on Page 6)

**Albany's Schick wins award for service ..... 3**

**Top officers and vice presidents to run again .. 5**



# IEB seeks shift in finances for organizing, defense

(Continued from Page 1)  
20-percent apportionment from per capitas, but also would be supported as a line item in the General Fund, equivalent to 5 percent of total per-capitas in the recommended budget at \$185,000.

If the Defense Fund were to fall to less than \$6.5 million, the IEB would determine if and how much the allocation to the organizing line-item should be reduced to bolster the Defense Fund.

The provision in TNG's Constitution for an 80 percent-20 percent, General Fund-Defense Fund apportionment of per capitas would be eliminated.

In what TNG Secretary-Treasurer John C. Edgington described as an optional approach, the IEB also reiterated its support for last fall's recommendations by the Special Guild Organizing Committee that the organizing fund continue to receive the Defense Fund's interest through June 1991. While the diversion continued, per capitas would be increased by an extra \$1—25 cents at a time at six-month intervals—with the additional funds to go exclusively to organizing.

The recommended budget's line-item for organizing (based on 10 percent of estimated total per capita payments) is \$400,000. Edgington estimated that the \$1 in

additional per capita would produce \$336,000 a year. Just over \$603,000 went to the Organizing Fund from the Defense Fund last year.

Reducing the number of Guild Reporter editions to 18 per year, from the current 22, would save "approximately \$36,000 a year without significantly affecting communications," the IEB said in adopting the recommendation.

Covered in the Constitution section of the Officers Report to the convention, the IEB recommendation also states its intent to "restore the number of issues to 22 when financial conditions warrant."

While the proposal was approved on a voice vote, four IEB members asked to be recorded as voting against it: Int'l Chairperson Peter E. McLaughlin of New York and Vice Presidents Richard E. Brandow of New York, Robert C. Holt, Jr., of St. Louis and David M. Rousseau of Manchester.

The recommendation to trim the number of IEB meetings to three—at conventions and at other times chosen by the IEB—would save "at least \$23,000 a year," the IEB estimated.

The rejected proposal to recommend biennial conventions, also brought by the IEB's Constitution Committee, estimated the change from annual conventions would re-

sult in savings of "up to \$500,000 for TNG and its locals in alternate years." TNG spent \$130,000 from its convention reserve last fiscal year.

Voting against biennial conventions in the IEB roll-call were McLaughlin, Brandow, Holt and Rousseau, plus Vice Presidents Lee C. Clifford of Canadian Wire Service, David M. Mulcahy of New York (who chairs the IEB Constitution Committee), Carol D. Rothman of Philadelphia, Marië A. Shellock of Youngstown and Stanley J. Souza of Hawaii.

Voting for biennials were TNG President Charles Dale, Edgington, and Vice Presidents Larry D. Hatfield and Gene Turner of Northern California, Luther P. Jackson of Detroit, Doug M. Louth of Vancouver-New Westminster and Faye McCracken of Memphis.

The board also reported that the \$157,547 operating deficit for the fiscal year ended March 31 was outranked only by the previous year's shortfall and occurred despite income to the General Fund of \$3,815,061 continuing a string of record annual highs through a 22nd consecutive year.

Primary causes for the deficit being larger than the \$130,821 predicted by last year's convention, the IEB reported, were per-capita delinquencies, unanticipated miscellaneous organizing and servicing costs, operation of TNG's headquarters building, and costs attendant to the departure of two longtime employees.

## Council urges biennial conventions

Sacramento—The Western District Council of Guild locals is calling on delegates to TNG's 1989 Convention to change the frequency of Guild conventions to one every two years, instead of annual meetings as have been held since the Guild's founding.

Delegates to the council's spring meeting here April 29-30 took the action by voice vote after a preliminary straw-poll showed all but the representatives of the Hawaii Guild in favor of the biennial proposal.

A report to the Int'l Executive Board the week before estimated that expenses of TNG and Guild locals total as much as \$500,000 per convention. The IEB voted down a recommendation for biennial conventions in a 9-7 roll call.

Meanwhile, total assets in TNG's Defense Fund stood at \$8,408,423 on March 31, the end of the last fiscal year, off \$215,646 from the year before. Liquid assets of the fund stood at \$7,931,258, including \$750,000 on loan for TNG's headquarters building.

In other actions on finances, the IEB voted contributions of \$500 each to the Canadian-American Committee and the National Coalition Against Censorship plus a \$400 contribution to the National Committee on Pay Equity.

It also approved a \$36,000 Defense Fund loan to the Albany Guild to reduce attorney fees mainly from defense of contracts.

The board deferred action on a request from the Pacific Northwest Guild for a \$60,000 loan pending "adequate response to a series of questions." The local said it needed the funds to prepare for bargaining and to buy office equipment and material, the IEB Fi-

nance Committee reported.

On the committee's recommendation, the board also voted to continue previous years' policy of paying one-third, to a maximum \$1,000, toward the cost of the Albany Guild providing child care at this year's convention. Under the policy, the local would pay another third and the parent a third.

In addition, the IEB amended TNG's policy on payment of benefits from the Defense Fund during strikes or lockouts to make them available to nonmember, agency-fee payers who are affected by a strike or lockout and who "abide by the requirements and conditions of the policy," including picketing or other strike/lockout activity.

## Help sought in battling RSI threat

Silver Spring, Md.—All possible steps should be taken to help locals combat "the growing problem of repetitive-strain injury," TNG's Int'l Executive Board said during its spring meeting and recommended that the Guild convention in June take a similar stance.

An increasing number of complaints are surfacing about the affliction, which is linked to continuous bending, twisting and flexing of arms, hands and shoulders.

The most common specific ailments are tendinitis and carpal tunnel syndrome, a compression of the median nerve running through the wrist.

In a report to the board, TNG Director of Research & Information David J. Eisen told the IEB that outbreaks of RSI have occurred in more than a dozen Guild shops since 200 cases were reported at the non-Guild Los Angeles Times two years ago.

The Safety and Health Section of the Officers Report to the convention reports that TNG has been "inundated with requests for assistance" from locals and that a fact sheet is being prepared for their use.

The report tells of a major outbreak of RSI at the Fresno Bee, and multiple cases at the Lexington Herald-Leader, Ottawa Citizen, San Diego Union and Tribune, Philadelphia Inquirer, Washington Post, Manchester Union Leader, Buffalo News, Concord (N.H.) Monitor, Associated Press and Reuters in New York.

The report says "few of the affected newspapers manifested a willingness to put into effect the range of ergonomic improvements—including fully adjustable chairs and desks, wrist rests, and adequate rest breaks—necessary to alleviate the problem."

## Per-capita delinquencies reported

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

| Local               | Months | Amount  |
|---------------------|--------|---------|
| Bakersfield         | 2      | \$2,100 |
| Battle Creek        | 38     | 5,270   |
| Chicago             | 2      | 11,000  |
| Denver              | 2      | 16,600  |
| Great Falls         | 1      | 245     |
| Kingston            | 1      | 650     |
| Lake Superior       | 1      | 675     |
| Lehigh Valley       | 2      | 210     |
| Lynn                | 1      | 315     |
| Milwaukee           | 2      | 2,850   |
| Northern California | 5      | 110,000 |
| Northern Ontario    | 1      | 350     |
| Pacific Northwest   | 2      | 21,500  |
| Pawtucket           | 2      | 900     |
| Peninsula           | 7      | 336     |

| Local        | Months | Amount |
|--------------|--------|--------|
| San Antonio  | 9      | 7,425  |
| Wire Service | 4      | 40,000 |
| Yakima       | 2      | 800    |

The March 31 delinquencies totaled \$221,226, a decrease of \$131,671 from the amount reported outstanding on Dec. 31, the end of the previous fiscal quarter. Payments received after March 31 from four locals—Denver, Great Falls, Pacific Northwest and Pawtucket—eliminated their delinquencies. Post-March 31 payments received from Northern California and Yakima reduced their delinquencies by two months and \$44,000 and by one month and \$400 respectively.

## Convention asked to OK training, four organizers

Silver Spring, Md. — TNG's 1989 Convention in June should enact the recommendations of last fall's Special Guild Organizing Committee, particularly those calling for a new, ongoing organizing-training program and for TNG to hire up to four permanent organizers, one to be based in Canada, as funds permit.

So says the Int'l Executive Board in its recommendations to the convention adopted during its spring meeting here.

Pointing to 10 new groups brought into the Guild during the 12 months ended March 31, the Organizing section of the Officers Report to the convention declares that "new members are the life-line" of the union.

"The only way to sustain the Guild's vitality . . . is with an infusion of new life, new blood, new strength and new ideas by organizing the unorganized," the report states.

It also calls for continuation of co-operative and joint organizing by TNG and locals, and re-emphasis of the organizing priorities enunciated by earlier conventions.

The training program envisioned by the special committee and the IEB would include seminars at the George Meany Center for Labor Studies, field training of local organizers by TNG staff, and programs presented to locals and district councils throughout the Guild.

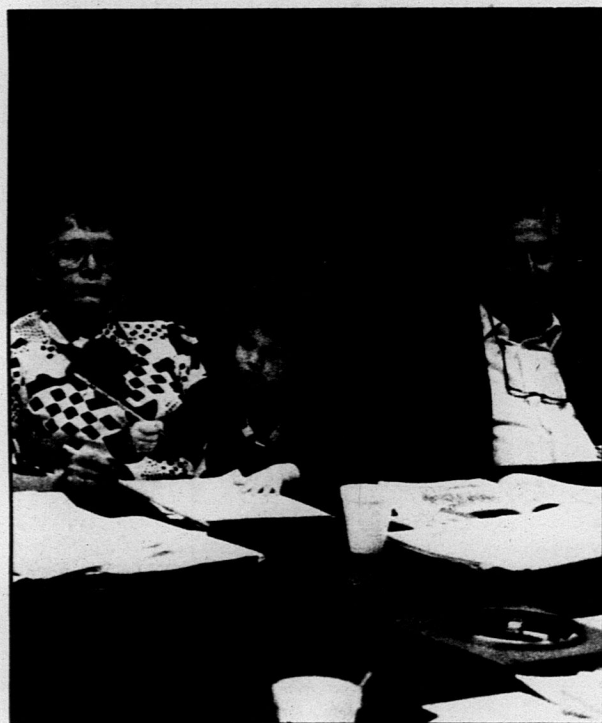
## Add-all Ingersoll panel

There are four persons on a special committee of the Ingersoll Council of Guild locals that is to consider the course of the council's future. The Guild Reporter erroneously reported April 21 that there are three persons on the panel.

Elizabeth Elinski of the Buffalo Guild's Tonawanda unit is on the committee as well as Joe Hart of Philadelphia, Bill Novak of Sheboygan and Pat Nuttal of Terre Haute.

## IEB 'training forum' for leader of tomorrow?

Lindsey Rothman, center, going on 3, finds the lap of her mother, TNG Vice President Carol D. Rothman of Philadelphia, a perfect place to take notes during spring meeting of TNG's Int'l Executive Board. Observer at right is Vice President Stanley J. Souza of Hawaii; in background, TNG Counsel David Barr.



BARRY LIPTON/New York Guild





**SAN DIEGO GUILD MEMBERS SIGNAL DETERMINATION TO WIN FAIR CONTRACT**  
Many wear surgical masks to protest company's increase of health-insurance withholding to \$81.

## Surgical masks, pay stubs used to protest health fee hike to \$81

**San Diego, Calif.** — Wearing surgical masks and writing angry notes on check stubs April 20, hundreds of Guild members protested an employer-imposed payroll deduction of \$81 for medical insurance premium hikes at the San Diego Union and Tribune.

The deduction showed up in employee paychecks (in one monthly lump) because premiums in one of three available health plans have "skyrocketed" since the Guild's contract with the papers expired last June 5, San Diego Guild President Edward A. Jahn said.

The contract called for a company "composite rate" payment of \$249 for health, dental and vision-care insurance, but the rate has ballooned to \$330 and the company

has forced employees to shoulder the entire increase, Jahn said.

A \$29 premium hike was passed along in April last year, and an additional \$52 increase took effect this April 1.

The higher premiums have hit part-timers especially hard, Jahn said, with one such employee seeing her take-home pay dwindle to about \$15.

During a lunch-hour demonstration in the company cafeteria, employees wrote pointed notes on their check stubs and returned them to management at the Copley-chain dailies.

Among the protest comments were:

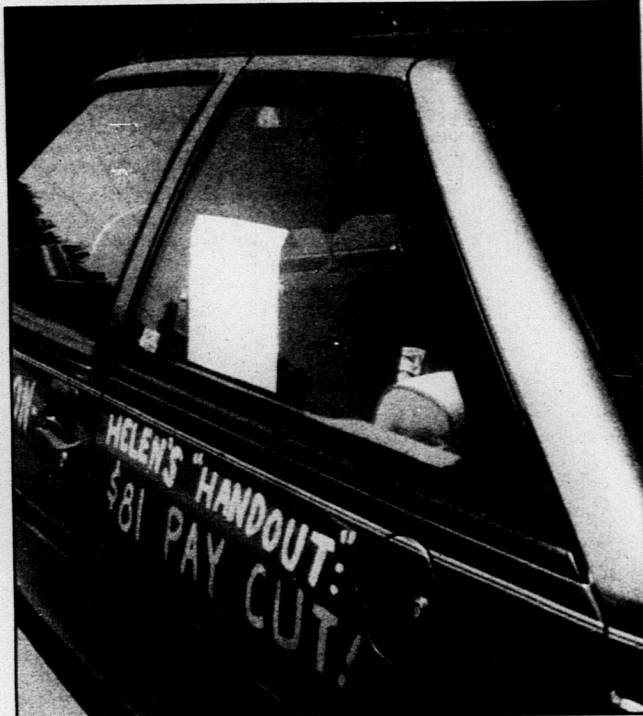
✓ "This is an outrage! We deserve a raise, not a pay cut."

✓ "Thanks, Helen (Publisher Helen K. Copley)! How about those who don't even go to the doctor? Now I have the privilege of paying for management's health care."

✓ Threatening our health coverage in order to bust the Guild is a moral outrage. Wake up. The Guild is here to stay."

✓ "Nihil est ab omni parte beatum." (Latin for, "Nothing is blessed in every respect.")

Nearly 35 bargaining sessions have not produced a new settlement, but talks are continuing, Jahn said. The employer has terminated the old contract's provisions for arbitration of grievances and union security, including checkoff of Guild dues.



**AUTOS ARE PROTEST BILLBOARDS IN SAN DIEGO**  
Taped to the window is Guild bulletin explaining contract dispute.

"There's no incentive for the company (to help pay the increases) because they want to see the employees strapped" and accept a weaker contract, he said. "There's nothing apparent they did to try to curtail the costs; they just let them go through the roof."

Jahn said the Guild brought a health insurance analyst to the bargaining table in an attempt to reduce costs, but the company rejected the proposals.

The surgical-mask/check-stub protest drew no official response from Copley management, but company executives and security guards were in the cafeteria "to check it out," another Guild spokesperson said.

More than 700 masks were distributed, and workers wore them on their faces, heads, arms and, in at least one case, on the chest, Jahn said.

The Guild represents 1,100 employees in the advertising, business, circulation, editorial and maintenance departments of both papers.

A somewhat eerie, spontaneous protest occurred in one office where Guild-covered employees began tapping their pencils in unison, Jahn said.

About 70 members of the Guild and other unions passed out 3,000 leaflets at a company-sponsored home buyers' fair April 22 at the Civic Center.

Titled "Welcome to the Fair...and the Unfair," the leaflet said: "For reasons unknown to us, the Union-Tribune Co. has launched a campaign to deny us job security and a decent standard of living by attempting to destroy our labor unions, organizations that have represented us for 50 years."

CWA Mailers and Typographical Unions and Graphic Communications pressmen and engravers, who also are seeking new contracts, participated in leaflet distribution.

Guild members also have painted slogans on their vehicles and on dashboard "sun shades" as part of the continuing effort to publicize the dispute.

Bumper stickers ("Warning: Helen Copley may be hazardous to your health") and buttons ("Making a living at the Union Tribune isn't easy") have been distributed.

On April 28, about 800 people marched past Union-Tribune offices during a "Workers Memorial Day" downtown rally organized by the Jobs With Justice coalition, Jahn said.

Earlier activities included "practice picketing" Feb. 5 after management put out "practice papers"; a JWJ-coordinated street rally attended by 400 people Oct. 26; and a two-day "byline strike" Sept. 15-16 by Guild-covered editorial employees.

The Guild also has filed two unfair-labor-practice charges against Copley, claiming the company has engaged in surface bargaining and has discriminated against employees involved in union activity.

## Albany's Schick wins Guild Service Award

**Silver Spring, Md.**—Timothy F. Schick, president of the Albany Guild since 1986, has been named winner of TNG's 1989 Guild Service Award for excellence in local leadership.

Schick was selected for his "unrelenting commitment to the Guild and its principles" on a variety of fronts, including bargaining, organizing and protection of human rights, a statement of the TNG judges said.

It was under Schick's leadership that the Albany local helped bring to court a sexual harassment case in which a supervisor at the Glens Falls (N.Y.) Post-Star attacked with a fork lift two people sitting in a parked car.

He helped organize the Glens Falls unit in 1984 and was instrumental in obtaining the first-ever contract there, and a second this year, explained the Albany local in nominating Schick.

"Without his concern and hard work, I think it is very doubtful the Glens Falls unit could have sur-

vived, let alone negotiate a second contract and handle such an explosive and troubling issue as our sexual harassment case," Glens Falls Unit Chairperson Sheila Magee Nason wrote in endorsing Schick's nomination.

Schick, 33, who joined the Guild in 1977 in Memphis, was praised as "an extremely active, aggressive leader" by TNG vice president Gene Turner, a member of the judging panel.

Turner announced the selection April 27, the final day of the winter meeting of TNG's Int'l Executive Board. Other judges were TNG Vice President Luther P. Jackson and TNG Education Director Philip M. Kadis.

Schick called the award "a tremendous personal honor, as well as an honor for the entire Albany local."

The annual award carries a scholarship of up to \$1,500 for a course in union education. Schick, a 1977 graduate of the University of Michigan, is considering using the scholarship at colleges in New York state or at the George Meany Center for Labor Studies here.

A reporter at the Albany Times Union, Schick recently helped bargain a new contract with the paper. He also "succeeded in negotiating a half million dollars in buyouts" for Guild-covered drivers who lost their jobs in the April 1988 closing of the Knickerbocker News in Albany, the nomination said.



**Timothy F. Schick**  
At 1988 TNG Convention

In April 1988, Schick led a "roving rally" of Guild members from a dozen locals in New England, New York and Pennsylvania to picket four news industry employers in the Hudson River valley, the statement said.

Since joining the Albany local in 1981, he has served as grievance chairperson and treasurer, as a convention delegate in four of the past five years, and as a current member of TNG's Special Organizing Committee.

In 1981, he was named the Memphis Guild Member of the Year.

Schick was selected from among 12 nominees who constituted what Turner called "probably

the best field" in the 34-year history of the award.

Turner said one nominee who deserved "special recognition" was Victor Pasche, a pioneer member of the American Newspaper Guild in 1933 who today at age 85 remains an enthusiastic and energetic worker for Guild causes in California.

Pasche most recently has been a key figure in forming a coalition of community groups to bring pressure on the Sacramento-based McClatchy chain to bargain fairly with the Guild.

Two other nominees with long records of service were Robert C. Holt Jr., president of the St. Louis Guild and a 34-year mainstay of the local, and Russ Cain, longtime member and computer wizard of the San Jose Guild, a key figure in the organization of the Monterey unit in 1973, and a 1976 winner of the Service Award.

Other nominees were Barbara Thomas, immediate past president of the Gary Guild; Lila Roisman, vice president of the Philadelphia Guild; Jane M. Snow, president of the Akron Guild; Tom Gibbons, Sun-Times unit chairperson of the Chicago Guild; Joyce McKerron, Toronto Star unit secretary of the Southern Ontario Guild; Bill Knight, president of the Peoria Guild; Carole McClosky, secretary of the Pacific Northwest Guild; and Pat Bell, president of the Ottawa Guild.

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

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



# L.A. News is largest unit to join Guild since 1984

(Continued from Page 1)  
according to Jim Smith, Los Angeles Guild administrative officer. Rochelle Howe, an organizer on the local staff under a grant from TNG's Special Organizing Fund, also assisted in the drive.

Smith called the victory "very gratifying" and praised the dedicated efforts of the employees' organizing committee. "We started ahead and we stayed ahead," Smith said of the three-year campaign.

Guild supporters celebrated the victory at a United Auto Workers hall after the NLRB announced the count.

The Daily News, owned by multi-millionaire Jack Kent Cooke, circulates mainly in the San Fernando Valley and bills itself as "the nation's fastest-growing daily."

Cooke, owner of the pro-football Redskins and former owner of the pro-basketball Lakers and the Fabulous Forum where they played, bought the paper for \$176 million in 1985 from the Tribune Co. of Chicago. Since then, circulation has grown rapidly, to about 190,000.

Smith said newsroom dissatisfaction spurred a turnover rate that was faster than the pace of circulation growth. He estimated that more than 140 members of the editorial staff had quit in 3 1/2 years.

Some former reporters provided

testimonials during the Guild campaign. One ex-employee who now works at the Long Beach Press-Telegram said the Guild contract there helped guarantee "job security and a framework through which grievances can be settled with the employee and management on equal footing."

Current employees also provided testimonials. One wrote: "According to a prominent Daily News supervisor, 'this is not a democracy.' Thanks for pointing that out to me. Now explain one more time how the Guild will interfere with my ability to fight my own battles. I mean, Custer had a better chance."

Also urging employees to vote for the Guild was actor Ed Asner, who played the city editor of the Los Angeles Tribune in the popular 1970s television series, "Lou Grant."

Cooke, 76, the Canada native whose other enterprises include cable television systems valued at more than \$1 billion, the Chrysler building in New York and the El-mendorf Horse Farm in Lexington, Ky., never took an active role in the campaign, Smith said.

Smith noted that the campaign was so effective that several employees from unorganized departments showed up at the polling room, seeking to vote for the Guild.

An official of the American Newspaper Publishers Association told the Guild Reporter he had pre-

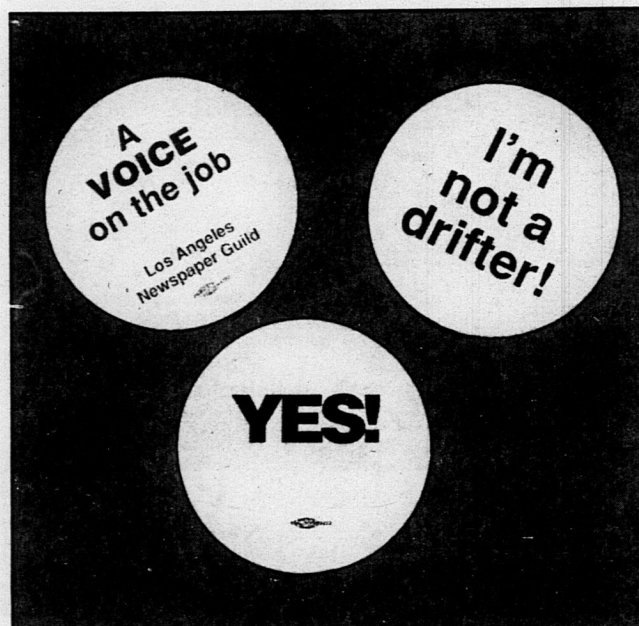
dictated the vote's outcome almost exactly after examining employment conditions and pay practices at the paper.

Other Southern California papers with Guild representation include the Long Beach Press-Telegram, the San Diego Union and Tribune, the Bakersfield Californian and the Los Angeles Daily Racing Form.

The Guild is not the first union at the Daily News. The Media Workers Sector of the Communications Workers union represents printers, and the Graphic Communications Union represents press operators.

The paper has a short history as a daily. Prior to 1982, it had been a free weekly "shopper" called the Valley News and Green Sheet.

The Tribune Co. bought the Green Sheet in 1973 for \$26 million, spent several million more converting it into a daily, and gave its current name in 1981. In its present form, it carries a "busy" front page loaded with short stories and color graphics.



GUILD BACKERS' MESSAGES AT L.A. NEWS  
One at bottom signaled outcome of U.S.-run election.

## Early settlement in Philadelphia pushes key minimum to \$1,000

(Continued from Page 1)

43-day strike, Schaufenbil said. Substantive Guild talks began in February, he added.

In its settlement, the Guild diverted a total of \$21.50 from the package to meet increasing costs of the health and welfare benefits fund the union administers jointly with the company. Coupled the \$21.50 with partial diversion of signing-bonus funds, three-month delays in second, third and fourth year wage increases and redirection of a portion of pension-fund contributions for a limited time, enabled maintenance of full benefits without resorting to payroll deductions, Schaufenbil said.

Even with the temporary diversion from contributions, there will be an increase of about 5 percent in pensions benefits, he added.

The top-minimum rate for ad layout and makeup persons, art-

ists, copy editors, graphics technicians, outside ad salespersons, photographers, promotion assistants, reporters and rewrite persons is increased by a total of \$178.06 a week. It goes up by \$38.09 on Sept. 1, to \$860.03; by \$46.05 on Dec. 1, 1990, to \$906.08; by \$46.05 more on Dec. 1, 1991, to \$952.13; and by \$47.87 a year later, to \$1,000.

The minimum for beginners in most of the same jobs is increased a total of \$114.75, to \$587.80, in increments of \$30, \$29.25, \$31.50 and \$24 on the same dates.

Top minimum for inside telephone salespersons increases by a total of \$131.01, to \$747.65 a week, in increments of \$30, \$33.75, \$33.75 and \$33.51 on the same dates.

Top minimum for a pay group that includes accounting clerks, phone operators and others in-

creases by a total of \$114.75, to \$579.31 a week, in increments of \$30, \$29.25, \$31.50 and \$24.

Top minimum for library classifiers increases by a total of \$131.01 a week, to \$752.25, in increments of \$30, \$33.75, \$33.75 and \$33.51.

In addition, the settlement increases night and overnight differential rates for the first time in more than a decade, Schaufenbil reported. The former is increased a total of 60 cents, to \$2 a shift, and the latter goes up a total of \$1, to \$3 a shift.

The company is committed to starting a non-contributory 401(k) plan open to employees who work at least 20 hours a week.

Bereavement leave is extended to guardians, step-parents, step-children, brothers- and sisters-in-law, and others.

## Most get \$41 increase in new Pottstown pact

**Pottstown, Pa.** — Most Guild-covered employees will receive raises totaling \$41.62 during the first 12 months of a two-year contract between the Philadelphia Guild and the Pottstown Mercury.

The weekly top minimum in the key classification advances to \$637.26 in three steps by next March in the agreement covering 113 people in advertising, business, circulation, editorial and maintenance departments at the 28,000-circulation, Ingersoll-chain daily.

Reporters, photographers, advertising salespersons, layout artists and circulation supervisors with five years' experience were raised by \$9.18, to \$604.82, on March 15, and will receive a \$10.67 boost, to \$615.49, on Sept. 15, and a final hike of \$21.77, to \$637.26, on March 15, 1990.

The contract, in effect from March 15 through March 14, 1991, was ratified by members of the Pottstown Guild unit Feb. 22, three weeks before the old contract expired.

Starting pay in the key classification also is increased by \$41.62—to \$362.96 from March 15, to \$373.73 in September, and to \$395.40 in March 1990.

Telephone solicitors and advisors with four years' experience also receive a \$41.62 hike in three steps—to \$417.12 from March 15, to \$427.79 in September, and to \$449.56 next March.

Top minimum for maintenance workers with two years' experience also rises by \$41.62—to \$381.55 in March, \$392.22 in September, and to \$413.99 next March.

The 3-step \$41.62 raise for ex-

perienced telephone operators and customers services representatives in advertising, circulation, editorial and business departments put their top minimum at \$372.23 in March, going to \$382.90 in September, and to \$404.67 next March.

The new pact also:

- ✓ Sets the reimbursement rate at 26 cents per mile for work-related use of personal vehicles. Previously, the employer provided cars for all work-related travel.

- ✓ Replaces a flat rate with an experience-based pay-table for department heads, top editors, copy editors and a newly designated "advertorial" position. All employees now holding those positions were put at the top scale.

The minimum for employees with two years' experience in the top classification rises a total of \$42.02—by \$9.62 in March, to \$640.82, and then to \$651.49 in September, and to \$673.26.

The pact also includes premium pay (\$664.82 currently, \$675.49 beginning in September, and \$697.27 beginning next March) for editors and copy editors performing "front-page work," including work by the "advertorial" editor on special section fronts. ("Advertorial" work is primarily editing special-section copy not produced by the editorial department.)

Employees performing front-page work for any portion of a shift receive premium pay for the entire shift.

Local Representative Beverly Powell assisted in the bargaining, which began in mid-January and was concluded in eight sessions with employer representatives.

## Renewal of WPIX license challenged

**Washington** — The New York Guild has formally challenged renewal of the broadcasting license of the (Chicago) Tribune Co.'s WPIX-TV in New York City, which expires in June.

The union did so in a May 1 filing with the Federal Communications Commission citing "a series of unlawful employment practices" by the station's management during the term of WPIX's current license. Earlier it had filed an informal objection to the license's renewal.

Specific citations include unfair labor practice findings by the National Labor Relations Board, age discrimination, violations of the federal Occupational Safety & Health Act and violations of New York State labor law.

The petition to the FCC also points to what it calls a dramatic decline in WPIX's service and commitment to programming in New Jersey. It says the station has all but closed its New Jersey news bureau in the wake of budget cuts, layoffs and the mass departure of

employees from the news department.

The National Labor Relations Board here ruled Feb. 28 that WPIX violated federal labor law when in April 1987 it declared an impasse in bargaining with the Guild for renewal of a contract that expired in June 1986. The NLRB also ordered the station to bargain in good faith, reinstate terms of the expired contract and to make employees whole for the experience-step increases called for in the pact.

In mid-March, after the station failed to comply with the NLRB order, the agency's New York regional director recommended court enforcement of the order. At the same time, the NLRB issued another complaint against the station.

New York Guild President Barry Lipton said that "since WPIX has seen fit to disregard the (labor) board's authority, the Guild has no alternative but to notify the FCC about the station's illegal and unfair conduct" which,

he said, make it "unfit to serve as a public trustee in holding a valuable broadcasting license."

The Guild's license renewal objection is based on an FCC rule permitting such actions against broadcasters who have been found guilty of violating federal labor law.

### Gary ESOP rejected

**Gary, Ind.** — An employee group has been rebuffed in its bid to purchase the Post-Tribune from the Knight-Ridder chain, which put the paper up for sale in January.

The group, which is led by three Gary Guild members, was told April 25 its bid, financed with borrowed funds under an Employee Stock Ownership Plan, had been rejected.

Knight-Ridder, which recently sold its Pasadena (Calif.) Star-News to chain publisher Dean Singleton, had not announced a buyer for the Post-Tribune by May 4.



## West endorses 5 from region

Sacramento — The Western District Council of Guild locals has endorsed the candidacies for re-election to TNG office of all five incumbents "from the region," as the motion put it:

TNG Vice Presidents Larry D. Hatfield and Gene Turner of Northern California and Stanley J. Souza of Hawaii, plus TNG President Charles Dale and Secretary-Treasurer John C. Edgington.

Dale is an at-large member of Northern California; Edgington, of San Diego.

# Top officers, VPs to seek new terms

Silver Spring, Md. — Fourteen of the 16 members of TNG's Int'l Executive Board—including President Charles Dale and Secretary-Treasurer John C. Edgington—said during the IEB's spring meeting that they plan to seek new, two-year terms in this summer's TNG elections.

A 15th IEB member said he will announce his plans after conferring with leaders of the locals in his region, probably May 13-14, and the 16th board member announced the weekend after the IEB meeting that he also will run again.

Both Dale and Edgington will be seeking second terms in their

respective offices, the only full-time elected posts in TNG. Dale served four terms as secretary-treasurer before being elected to the presidency in 1987, when both he and Edgington were untested.

Int'l Chairperson Peter E. McLaughlin of New York also told the Guild Reporter during its biennial spring poll on incumbents' election plans that he, too, will seek a second term in that office. He previously served two terms as TNG vice president from New York City and environs.

All six vice presidents elected from the membership at large said

they will seek re-election:

✓ Robert C. Holt, Jr., of St. Louis, now in his sixth term.

✓ David M. Mulcahy of New York, in his seventh term.

✓ Carol D. Rothman of Philadelphia, in her third term.

✓ Marie A. Shellock of Youngstown, in her third term.

✓ Stanley J. Souza of Hawaii, in his third term.

✓ Gene Turner of Northern California, in his third term.

Five of the seven vice presidents elected from geographic regions told the Guild Reporter they will seek new terms:

✓ David M. Rousseau of Manchester, from the U.S. Northeast, now in his second term.

✓ Faye McCracken of Memphis, from the U.S. South, now in her fourth term.

✓ Luther P. Jackson, 3rd, of Detroit, from the Midwest, in his first term.

✓ Richard J. Brandow of New York, from the region that is New York City and the area around it, now in his first term.

✓ Lee C. Clifford of the Canadian Wire Service Guild, from Eastern Canada, now in his third term.

Larry D. Hatfield of Northern California, in his fourth term in

the vice presidency elected from the U.S. West, announced during the Western District Council's meeting April 29-30 that he also will seek re-election.

Doug M. Louth of Vancouver-New Westminster, in his second term in the seat from Western Canada, was expected to announce his candidacy at the Canadian District Council meeting May 13-14 in Victoria. He said he would confer with leaders of locals and the council before making any announcement.

Under TNG's Constitution, candidates for international office are nominated at convention and uncontested nominees are elected by the convention.

If more than one person is nominated for chairperson, president, secretary-treasurer or any of the regional vice presidencies, or more than six are nominated for the at-large vice presidencies, elections are by membership referendum, held late in the summer or early in the fall.

If more than two persons (more than 12 for the at-large vice presidencies) are nominated for any office, votes by convention delegates are the field to two candidates for each position (12 for the six at-large vice presidencies).

## Detroit Guild to aim for contracts as Supreme Court takes JOA appeal

Detroit—Guild leaders put bargaining for new contracts at the city's two dailies on the "front burner" after the U.S. Supreme Court threw up the biggest roadblock yet to the proposed merger of the papers' business and production operations.

The court agreed May 1 to decide whether Knight-Ridder's Detroit Free Press and Gannett's Detroit News should be allowed to proceed with a joint operating agreement. That decision appeared effectively to delay the JOA until at least next spring.

Acting on a petition from Michigan Citizens for an Independent Press, the high court agreed to decide if then-Attorney General Edwin Meese should have approved the JOA last August, giving the nation's two largest newspaper chains an exemption from antitrust laws under the 1970 Newspaper Preservation Act.

The Public Citizen Litigation Group, a Ralph Nader founded group that acted as counsel for Michigan Citizens, told the court that granting the JOA would jeopardize newspapers in the 25 markets where independently owned publications still compete.

Lead attorney William B. Schultz, who has argued two other cases before the Supreme Court, said steps to a final judgement are fairly simple. Briefs for both sides must be submitted within 45 days. The justices will hear arguments in November and then render a decision, "probably next spring," Schultz said.

"We're taking the position that the JOA is on the back burner and that bargaining is now the first priority," said Detroit Guild Administrative Officer Donald Kummer.

Some 1,100 Guild-covered employees at the two papers have been working without a contracts since June 1987, and without contract-raises since 1986.

"Something has to give on the

contracts," Kummer said. "We're looking at another year's wait on the JOA."

Detroit Guild President Lou Mleczo also anticipated renewed bargaining and said there was "unbridled joy" with "shouting, cheers and hand-slapping" at the News after the high court's announcement.

He said staffers had been "glum" about the prospect of the News becoming the secondary paper in the JOA. The News, sixth in the U.S. with 687,000 circulation, now has an edge on the Free Press, which is eighth at 649,000.

Under the JOA proposal, the now all-day News would become an evening paper, leaving the morning to the Free Press.

Mleczo said Guild members at both papers "were fed up with lack of a raise. We're not going to wait any longer."

He said he was "gratified and delighted" that the high court is giving the JOA "the full review it deserves."

"I have been opposed to it since the first day it was announced. It was such a weak application. It's laughable that they even tried. The saddest thing is that they've gotten this far."

He said reaction at the Free Press had been more subdued because of lingering fear that Knight-Ridder would make good on its threat to close the paper if the JOA were not approved.

Frank Hawkins, Knight-Ridder vice president for corporate relations, said the day after the high court's announcement that closing the Free Press remained "a very real possibility."

Gannett officials vetoed implementation of the JOA March 21, when they said they would "wait until the final disposition" of the case before the Supreme Court. They had "no comment on anything" after the court's latest action.

Luther Jackson, Guild unit chairperson at the Free Press and a TNG vice president, said the JOA delay "really underscores that it's time for a contract at both papers with a sizable increase."

"We don't intend to wait another year. There's nothing we can do about what's going on in court. We should concentrate on what we can do outside court."

The Detroit Guild was the last union to withdraw its objections to the JOA, but only after reaching agreement with Knight-Ridder and the Free Press to lessen the impact

of an estimated 500 job cuts from the merger.

The three-year pact, reached after marathon talks in July 1988, allows no more than 75 layoffs of Guild-represented Free Press employees; provides for company-paid buyout packages, early retirement provisions and a job-training/education fund for laid-off Free Press employees.

## Jackson: Human toll high in Detroit

Minneapolis — The proposed business and production merger of Detroit's two major daily newspapers is taking a "human toll" among the papers' staffers and in the community, TNG Vice President Luther P. Jackson told a group of journalism instructors and news executives at an ethics seminar here.

Jackson, a business reporter at the Detroit Free Press, did so in challenging comments by Robert H. Giles, vice president and executive editor of the Detroit News at the time of the March 31-April 1 workshop, titled "Ethics in media management: the question of mergers and acquisitions." Giles late in April was named publisher of the News.

Gannett Newspapers, owner of the News, and Knight-Ridder, owner of the Free Press, in mid-1986 sought clearance from the federal government to form a joint operating agreement, which would merge all the papers' operations but their editorial departments. Legal challenges that now have reached the Supreme Court have blocked implementation of the proposal following Justice Dept. approval.

In a 75-minute speech at the seminar, Giles said "enlightened management" had smoothed transition to a joint operation and "helped steer the News through this tough period." He also accused Detroit's newspaper unions of obstructionism and trying to play one paper against the other in search of higher wages for their members.

Jackson, also chairperson of the Free Press Guild unit, pointed out that the Detroit papers, in fact, pay lower wages than dailies in comparable-size markets, such as Chicago, Philadelphia and San Francisco.

He said co-operation is a two-way street and that management at the two papers showed little willingness to bargain fairly with the unions. As many as 500 people are expected to lose their jobs if the JOA is implemented.

Jackson, who also participated in a panel discussion, described the "incredible tension level" and "staff trauma" at the Free Press because of the anticipated job cuts, nearly all of them outside the editorial departments.

Contracts for Guild-covered employees at both papers expired

in 1987, and there have been no scheduled staff raises since July 1986, adding to the tension, Jackson said.

The title of Giles' speech, "Pushing for high performance in stressful times," offered a good indication of management priorities, Jackson said later.

One incentive both papers have used to push performance (in the absence of across-the-board raises) is nominal awards for outstanding work.

Irritated that many managers, meantime, had received raises and bonuses, most editorial employees signed pledges to refuse the awards, Jackson noted, adding that staffers had maintained high performance standards throughout.

Another panelist, Brainerd (Minn.) Daily Dispatch reporter Lew Hudson, described the wrenching experience of being discharged, along with five other senior staffers, after 25 years on the editorial staff of the Worthington (Minn.) Globe following purchase of the paper by a small chain, Midwest Newspapers, in December 1987. (Midwest, in turn, sold the Globe less than a year later to the Thomson chain.)



TIMOTHY D. WALKER/Minneapolis

**PANEL EXPLORES IMPACT OF MERGERS OF DAILIES ON EMPLOYEES, OWNERS**  
Second from right at management-ethics session is TNG Vice President Luther P. Jackson of Detroit; others, from left: Victoria Smith of the University of Minnesota, Lou Hudson of the Brainerd (Minn.) Dispatch, and Jay Novak, editor of business newsletters.

### WANTED:

#### Data Entry Clerk-Typist

Full-time at TNG headquarters. Word processing exp., 75-wpm required. Spread sheet, statistical typing exp. preferred. Filing, mailings, general clerical support included. \$411/wk., excellent benefits. Resumes to: Mary Aldrich, office manager.

Equal Opportunity Employer



# Futures 'think tank' sees unclear merger picture

(Continued from Page 1)

part of the recommendations to this year's Guild convention adopted by the IEB during its spring meeting after the forum.

A three-person committee attempted to summarize forum discussions in a two-page report accepted by participants at their final session. Prepared by TNG Research and Information Director David J. Eisen, San Jose Guild Executive Officer William T. Davis and TNG Vice President Lee C. Clifford, it said, among other things, that:

✓ Sentiment at the forum ran "roughly two to one in favor of actively pursuing merger or affiliation with another union in the news industry."

✓ Proponents argued that merger could enhance Guild bargaining and organizing strength while allowing the union to retain a distinct identity.

✓ Opponents voiced doubts about a merger solving the Guild's bargaining or organizing problems, and concern for retention of the Guild's identity.

✓ "A substantial minority... reserved their position" for more information on the merger question.

✓ Sentiment ran strongly in favor of changing the 80 percent-20 percent formula for allocation of per capita between the General Fund and the Defense Fund. One proposal suggested an 85-15 split, and another a three-way 85-10-5 split, with 10 percent going for organizing and 5 percent into the Defense Fund.

✓ The most specific belt-tightening proposals came from the Victoria Guild and were presented by Roger Stonebanks, a former TNG vice president. The package would cut \$235,000 in annual expenses, he estimated, by reducing the frequency of the Guild Reporter to 12 issues a year, from 22, (saving \$95,000); instituting biennial instead of annual conventions (saving \$65,000); cutting the IEB to 9 members, from 16, eliminating the international chairperson and all six at-large vice presidents (saving \$55,000); and reducing IEB meetings from four a year to three (saving \$20,000).

✓ There was minimal support for raising per-capita payments to TNG and none for using Defense Fund principal to bail out the General Fund.

The forum was called by the IEB at its January meeting, and had as a historical backdrop the six-year effort to merge with the International Typographical Union that ended in failure in 1983. Three years later, the ITU became the Media Workers Sector of the Communications Workers of America.

Prior to the forum, locals were surveyed on the merger and fi-

nance questions. The poll produced 35 responses from 24 locals, which ran about 3-2 in favor of merger, especially with another union in the industry. The CWA was first in order of preference. The Graphics Communications Int'l Union was second.

(Dale later reported that the GCIU's general board in mid-March unanimously called for "exploratory talks" between TNG and the GCIU, and that GCIU President James J. Norton subsequently proposed meeting with Dale to "exchange some preliminary data which may determine whether" a merger might be possible.

In his opening remarks to the forum, Dale urged a conservative approach on merger.

"I do not believe we should press forward quickly," he said. "I do not believe a merger with another union—in or out of the industry—should be ruled out in the future, but I do believe that any steps should be taken cautiously, conservatively, slowly and quietly. A bidding war, a romancing of the Guild by interested unions, is not in our own best interest at this time."

He also spoke of the Guild's generally solid financial condition.

"Without a merger in the immediate future, is the Guild in immediate, imminent danger of collapse, of bankruptcy, of unraveling? The answer is a clear, unequivocal, unambiguous *no!* *Positively not!*" he said.

Some forum speakers supported Dale's go-slow suggestion, among them Roy Kruse, Hawaii Guild administrative officer. "Our problems won't be solved in merger alone," Kruse said. "We need more dedication among our own members."

Art Joyner, Pacific Northwest Guild administrative officer, observed that "if you brought the Teamsters in with tanks, it wouldn't change the situation. ... A new flag won't change anything."

Pittsburgh Guild Treasurer Harry Tkach noted that his local had made progress at the bargaining table in 1985 and 1988 by developing strong ties with other newspaper unions on the local level.

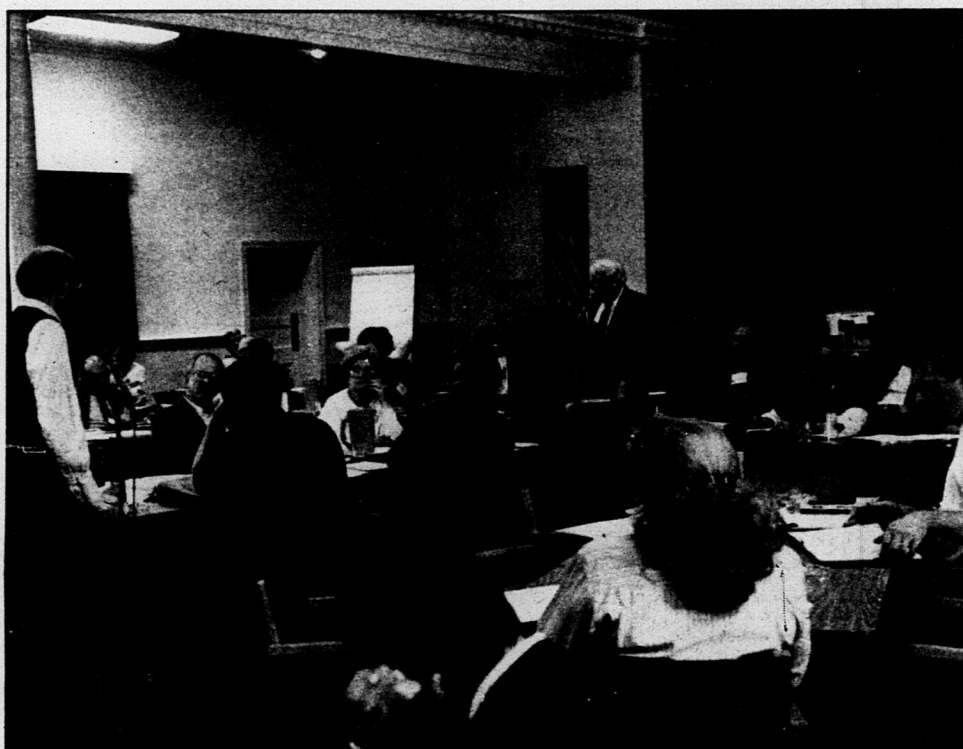
Knoxville Guild President William Dockery doubted that a merger would offer small locals any advantage in recruiting new members.

Others, however, saw more positive effects in a merger. One was Detroit Guild president Lou Mieczko, who noted that Guild membership had not grown significantly since the late 1950s. He called a merger "just a way-station" to an industry-wide union.

Denver Guild Administrative

Guild representatives will huddle with leaders of the Communications Workers, Graphics Communications and Teamsters unions, plus the AFL-CIO Industrial Union Dept., which is assisting the NICC.

Dale called it a "critical gathering" for the 10 Guild locals dealing with Knight-Ridder. The conference immediately follows the TNG's convention in Albany, N.Y., a scheduling problem that was impossible to avoid, Dale said.



RAYMOND CROWELL/Washington-Baltimore Guild

**SCENE AT FIRST MORNING'S SESSION OF GUILD FUTURES FORUM**  
Standing: at left, Tim Schick, Albany Guild president; at podium, TNG President Charles Dale.

Officer Bruce Meachum said "merger is inevitable, and now is the best time. We're healthy, but under increasing attacks from publishers. ... We ought to formulate an offer to the CWA or the GCIU, and see what they say."

Sam Reyenga, Southern Ontario Guild treasurer, also urged action. "Let's get on with it," he said, adding that some were "becoming too romantic" about what the Guild had been during the past 20 years.

Still others wanted specific answers on how merger would help in dealing with entrenched employers. "Muscle at the bargaining table is the bottom line," said Chicago Guild Administrative Officer Jerry Minkinen. "We need to keep our eye on the ball."

Sandra Polaski, Washington-Baltimore administrative office, called the major question whether a merger would "marginally improve resources in bargaining and relations with employers." She also asked, "What's our deal?" referring to the kind of proposal the Guild might make to another union.

Dale agreed that if merger were to be pursued, the Guild must narrow its discussion and eventually decide on one union. "We can't be going down three or four paths at the same time," he said.

Survey results on finances showed support for increasing or reapportioning per-capita payments to TNG, using Defense Fund interest for organizing or to bolster the General Fund, holding biennial conventions and fewer IEB meetings, and withdrawing from the Int'l Federation of Journalists, Eisen reported.

The survey showed little or limited support for using Defense Fund capital to cut the General Fund deficit, or for cutting field services or headquarters staff functions, Eisen also said.

In his remarks, Dale said the deficit for the fiscal year ending March 31, 1989, would be "substantial"—lower than the record \$181,545 in 1988, "but higher than any other number in the 25-year period" since 1964.

He ruled out "fluff" or overstaff-

ing as causes of the problem.

He said TNG was experiencing deficits because "income has not kept pace with our expenditures. Collective bargaining results have not kept pace with our previous results. And our cash flow has been severely impeded by the activities of employers."

He suggested that a combination of internal belt-tightening and victories at the bargaining table might provide the answer.

"Without a hard, genuinely non-partisan look at our finances, I do not believe that the Guild can continue to weather the current storms, and those on the horizon, without some cutbacks. ... I believe that if we can restore some semblance of balance at the bargaining table, if we can persuade with muscle some of the employers we deal with that the unions in the newspaper industry—especially the Guild—are not only here to stay but here to do better than we've been doing, we will have won a partial answer to our problems."

Discussion on finances generally centered on whether the Guild should make operational cuts or simply boost the General Fund by reducing the flow to the Defense Fund.

Steven Michael, president of the Northern California Guild, favored some cuts. "Sometimes, you just have to bite the bullet," he said.

Barry Lipton, president of the New York Guild, said the Guild should "address the cause, not the symptoms" and that it should "reapportion present income rather than dissemble the current structure."

Buffalo Guild President Mark Koch suggested that TNG consider purchasing "strike insurance" as a way of freeing Defense Fund money for general use.

Other forum participants noted that publishers have carried such insurance for decades, but that some have been dropping it and the costs for those still buying it have been going down because their risk has been decreasing.

## Four to draw up 'musts' list

Silver Spring, Md.—A four-person subcommittee was formed April 27 by TNG's Int'l Executive Board—acting as the union's committee on merger—to develop a list of elements the Guild would consider essential in any proposal for merging or affiliating with another union.

Appointed to the subcommittee were TNG President Charles Dale, Secretary-Treasurer John C. Edgington, Canadian Director John Bryant and TNG Field Operations Director William H. McLeman.

The subcommittee also will explore the question of what other unions might require in a merger. It will report its findings to the IEB at its pre-convention meeting June 16-17.

The IEB at its winter meeting constituted itself, along with the Canadian director and field director, as the committee called for by TNG's 1988 convention to continue exploration of a merger "with

appropriate unions."

The Guild has been studying merger possibilities ever since a six-year effort to combine with the Int'l Typographical Union failed in 1983.

A three-day "Futures Forum" brought together about 75 Guild leaders and staff members April 21-23 to act as a "think tank" on that and other issues. The forum made no recommendations.

## Young workers waning

Washington—The pool of persons between the ages of 25 and 34 available for work will decrease by the year 2000 to 38 percent of the population, from 43 percent in 1986, according to a U.S. Labor Dept. report. At the same time, the pool of workers 45 to 54 years old will increase to 37 percent, from 23 percent, said the task force on older workers.

## All-unions Knight-Ridder meet set

Silver Spring, Md.—Locals with Guild-represented employees at Knight-Ridder newspapers have been "strongly urged" by TNG President Charles Dale to participate in a national conference with other unions June 25-26 in St. Paul, Minn.

Organized by the recently established Newspaper Industry Co-ordinating Committee of the four major unions in the industry, the two-day meeting will focus on strengthening locals facing hard-line tactics in bargaining.



# 1988-89 audit: What came in, where it went

Following is the report of TNG's financial standing, including the Defense Fund, Special Organizing Fund, Anti-Discrimination Fund and General Fund operations for the fiscal year ended March 31, 1989, as submitted by Shulman, Kurtz, Turer & Topaz, certified public accountants.

## Balance Sheet—General Fund, March 31, 1989

| ASSETS                                         |                     |
|------------------------------------------------|---------------------|
| Cash in banks and on hand                      | \$ 161,184          |
| Advances receivable                            | 29,297              |
| Loans receivable                               | 23,946              |
| Due from Organizing Fund                       | 23,530              |
| Exchanges receivable                           | 72,453              |
| Prepaid insurance and transportation expenses  | 87,669              |
| Deposits                                       | 675                 |
| Investments                                    | 100                 |
| Equipment (net)                                | 132,022             |
| Investment in building                         | 966,616             |
| <b>Total assets</b>                            | <b>\$1,497,492</b>  |
| LIABILITIES                                    |                     |
| Bank loan payable—building                     | \$ 100,000          |
| Due to Defense Fund—building loan              | 750,000             |
| Accounts payable                               | 126,698             |
| Payroll taxes payable                          | 9,837               |
| Due to Defense Fund                            | 282,503             |
| <b>Total liabilities</b>                       | <b>\$1,269,038</b>  |
| <b>Net worth</b>                               | <b>\$ 228,454</b>   |
| <b>Total liabilities and net worth</b>         | <b>\$1,497,492</b>  |
| INCOME                                         |                     |
| Membership Income—Per-capita taxes             | \$3,552,144         |
| Initiation fees                                | 9,478               |
| Reinstatement fees                             | 254                 |
| Agency fees                                    | 88,916              |
| Servicing salaries and expenses paid by locals | 50,425              |
| Guild Reporter income                          | 2,506               |
| Research Dept. sales                           | 5,519               |
| Salaries and expenses paid by Defense Fund     | 77,096              |
| Rental income                                  | 18,313              |
| Miscellaneous income                           | 10,410              |
| <b>Total income</b>                            | <b>\$3,815,061</b>  |
| EXPENSES                                       |                     |
| Per-capita taxes                               | \$ 156,735          |
| Field operations                               | 1,412,553           |
| Administrative operations                      | 503,592             |
| Office management                              | 1,271,319           |
| Executives                                     | 156,385             |
| Other expenses                                 | 472,024             |
| <b>Total expenses</b>                          | <b>\$3,972,608</b>  |
| <b>Operating (loss)</b>                        | <b>(\$ 157,547)</b> |
| <b>Net worth—beginning of year</b>             | <b>\$ 386,001</b>   |
| <b>Net worth—end of year</b>                   | <b>\$ 228,454</b>   |

## General Fund, budget & expense, year ended 3/31/89

|                                              | Expended<br>Year<br>Ended<br>3/31/89 | Budget<br>Year<br>Ended<br>3/31/89 | (Over)<br>or<br>Under<br>Budget |
|----------------------------------------------|--------------------------------------|------------------------------------|---------------------------------|
| <b>1. Per-capita taxes</b>                   |                                      |                                    |                                 |
| AFL-CIO                                      | \$ 99,281                            | \$ 96,100                          | (\$ 3,181)                      |
| Industrial Union Dept.                       | 21,438                               | 20,181                             | ( 1,257)                        |
| Canadian Labour Congress                     | 28,256                               | 28,398                             | 142                             |
| Int'l Federation of Journalists              | 5,000                                | 10,000                             | 5,000                           |
| AFL-CIO Union Label Dept.                    | 2,400                                | 2,400                              | -0-                             |
| CLC Union Label Dept.                        | 360                                  | 360                                | -0-                             |
| <b>\$ 156,735</b>                            | <b>\$ 157,439</b>                    | <b>\$ 704</b>                      |                                 |
| <b>2. Field Operations</b>                   |                                      |                                    |                                 |
| Director—Salary                              | \$ 68,939                            | \$ 63,448                          | (\$ 5,491)                      |
| Expenses                                     | 12,493                               | 4,000                              | ( 8,493)                        |
| <b>Organizing and Servicing</b>              |                                      |                                    |                                 |
| IRS' salaries                                | 638,241                              | 653,787                            | 15,546                          |
| IRS' expenses                                | 241,027                              | 250,000                            | 8,973                           |
| Miscellaneous organizing and servicing       | 207,106                              | 100,000                            | (107,106)                       |
| <b>Collective Bargaining</b>                 |                                      |                                    |                                 |
| Salaries—Exec. Secy.                         | 91,690                               | 56,182                             | ( 35,508)                       |
| Contracts Committee                          | 18,375                               | 22,000                             | 3,625                           |
| Pension consultant                           |                                      |                                    |                                 |
| Research and information associate           | 39,650                               | 39,557                             | ( 93)                           |
| Collective bargaining and research associate | 32,082                               | 39,557                             | 7,475                           |
| Human Rights                                 |                                      |                                    |                                 |
| Director                                     | 48,649                               | 46,798                             | ( 1,851)                        |
| Expenses—personnel                           | 14,301                               | 10,000                             | ( 4,301)                        |
| <b>\$1,412,553</b>                           | <b>\$1,285,329</b>                   | <b>(\$127,224)</b>                 |                                 |
| <b>3. Administrative Operations</b>          |                                      |                                    |                                 |
| Research and Information                     |                                      |                                    |                                 |
| Salaries—Director                            | \$ 54,893                            | \$ 54,911                          | \$ 18                           |
| Expenses—personnel                           | 1,490                                | 2,000                              | 510                             |
| Books and periodicals:                       |                                      |                                    |                                 |
| Legal and bargaining services                | 4,275                                | 4,000                              | ( 275)                          |
| Subscriptions                                | 6,539                                | 7,000                              | 461                             |

|                                 | Expended<br>Year<br>Ended<br>3/31/89 | Budget<br>Year<br>Ended<br>3/31/89 | (Over)<br>or<br>Under<br>Budget |
|---------------------------------|--------------------------------------|------------------------------------|---------------------------------|
| Other printed material          | 4,742                                | 5,000                              | 258                             |
| Publications and literature:    |                                      |                                    |                                 |
| Constitution                    | 14,277                               | 14,000                             | ( 277)                          |
| Organizing and other literature | 2,587                                | 5,000                              | 2,413                           |
| Miscellaneous                   | -0-                                  | 50                                 | 50                              |
| <b>Department of Education</b>  |                                      |                                    |                                 |
| Director—Salary                 | \$ 53,231                            | \$ 53,232                          | \$ 1                            |
| Expenses                        | 807                                  | 2,500                              | 1,693                           |
| Publications—literature         | -0-                                  | 1,000                              | 1,000                           |
| Institutes—seminars             | 27,553                               | 44,000                             | 16,447                          |
| <b>Guild Reporter</b>           |                                      |                                    |                                 |
| Salaries—Editor                 | 54,911                               | 54,911                             | -0-                             |
| Assistant editor                | 40,139                               | 42,503                             | 2,364                           |
| Clerical                        | 30,314                               | 31,921                             | 1,607                           |
| Expenses:                       |                                      |                                    |                                 |
| Personnel                       | 6,075                                | 4,000                              | ( 2,075)                        |
| Printing                        | 97,451                               | 100,000                            | 2,549                           |
| Postage                         | 91,308                               | 100,000                            | 8,692                           |
| Pictures and special material   | 10,106                               | 8,000                              | ( 2,106)                        |
| Miscellaneous                   | 2,894                                | 500                                | ( 2,394)                        |
| <b>\$ 503,592</b>               | <b>\$ 534,528</b>                    | <b>\$ 30,936</b>                   |                                 |

## 4. Office Management

|                                      | Expended<br>Year<br>Ended<br>3/31/89 | Budget<br>Year<br>Ended<br>3/31/89 | (Over)<br>or<br>Under<br>Budget |
|--------------------------------------|--------------------------------------|------------------------------------|---------------------------------|
| <b>Salaries</b>                      |                                      |                                    |                                 |
| Office manager                       | \$ 33,072                            | \$ 32,792                          | (\$ 280)                        |
| Secretary-stenographers              | 73,863                               | 75,846                             | 1,783                           |
| Bookkeeping                          | 52,427                               | 51,496                             | ( 931)                          |
| General clerical                     | 41,491                               | 40,719                             | ( 772)                          |
| <b>Expenses:</b>                     |                                      |                                    |                                 |
| Rent and maintenance                 | 278,500                              | 204,000                            | ( 74,500)                       |
| Utilities                            | 19,624                               | 30,000                             | 10,376                          |
| Stationery and supplies              | 68,069                               | 40,000                             | ( 28,069)                       |
| Equipment                            | 30,000                               | 30,000                             | -0-                             |
| Telephone and telegraph              | 40,955                               | 40,000                             | ( 955)                          |
| Repairs and improvements             | 6,827                                | 5,000                              | ( 1,827)                        |
| Postage                              | 28,361                               | 27,000                             | ( 1,361)                        |
| Auditing                             | 19,400                               | 19,400                             | -0-                             |
| Insurance and bonding                | 32,500                               | 20,000                             | ( 12,500)                       |
| Employee pension                     | 130,998                              | 130,000                            | ( 998)                          |
| Employee health and welfare          | 166,189                              | 169,760                            | 3,571                           |
| Directly billed transportation costs | 212,855                              | 200,000                            | ( 12,855)                       |
| Data processing                      | 19,206                               | 25,000                             | 5,794                           |
| Miscellaneous                        | 16,982                               | 12,500                             | ( 4,482)                        |
| <b>\$1,271,319</b>                   | <b>\$1,153,313</b>                   | <b>(\$118,006)</b>                 |                                 |

## 5. Executives

|                    | Expended<br>Year<br>Ended<br>3/31/89 | Budget<br>Year<br>Ended<br>3/31/89 | (Over)<br>or<br>Under<br>Budget |
|--------------------|--------------------------------------|------------------------------------|---------------------------------|
| Officers' salaries | \$ 132,566                           | \$ 132,566                         | -0-                             |
| Officers' expenses | 23,819                               | 25,000                             | 1,181                           |
| <b>\$ 156,385</b>  | <b>\$ 157,566</b>                    | <b>\$ 1,181</b>                    |                                 |

## 6. Other Expenses

|                                              |                    |                    |                    |
|----------------------------------------------|--------------------|--------------------|--------------------|
| Legal .....                                  | \$ 56,336          | \$ 55,000          | (\$ 1,336)         |
| Payroll and personal<br>property taxes ..... | 114,120            | 112,000            | ( 2,120)           |
| Contributions and tickets .....              | 17,232             | 17,500             | 268                |
| Delegates and committees .....               | 997                | 15,000             | 14,003             |
| IEB meetings .....                           | 112,397            | 88,000             | ( 24,397)          |
| Severance pay provisions .....               | 30,000             | 30,000             | -0-                |
| Convention reserve .....                     | 130,000            | 120,000            | ( 10,000)          |
| Brown Award .....                            | 1,000              | 1,000              | -0-                |
| Brown Award expenses .....                   | 3,866              | 4,000              | 134                |
| AFL-CIO-IUD conventions .....                | 2,146              | 4,500              | 2,354              |
| CLC Convention .....                         | 2,037              | 4,000              | 1,963              |
| IFJ meetings .....                           | -0-                | -0-                | -0-                |
| Guild Service Award .....                    | 1,893              | 2,500              | 607                |
| Irving Leichter Scholarship<br>Fund .....    | -0-                | 4,000              | 4,000              |
|                                              | \$ 472,024         | \$ 457,500         | (\$ 14,524)        |
| <b>Totals .....</b>                          | <b>\$3,972,608</b> | <b>\$3,745,675</b> | <b>(\$226,933)</b> |

## Balance Sheet—Defense Fund, 3/31/89

| ASSETS                                       |            |
|----------------------------------------------|------------|
| Cash in banks:                               |            |
| Checking account                             | \$ 358,673 |
| Savings accounts and certificates of deposit | 3,320,800  |
| Investments—at market                        | 3,433,941  |
| Loans receivable:                            |            |
| Albany Guild                                 | \$ 11,500  |
| Great Falls Guild                            | 7,580      |
| Northern California Guild                    | 92,422     |
| Gary Guild                                   | 14,125     |
| San Antonio Guild                            | 39,971     |
| Scranton Guild                               | 2,000      |
| Puerto Rico Guild                            | 25,000     |
| Terre Haute Guild                            | 12,200     |
| Washington-Baltimore Guild                   | 110,174    |
| Wire Service Guild                           | 47,497     |

|                             |                    |
|-----------------------------|--------------------|
| Due from General Fund       | 282,503            |
| Loan receivable—building    | 750,000            |
| Other investments—at market | 67,844             |
| <b>Total assets</b>         | <b>\$8,576,230</b> |

## LIABILITIES

|                                        |                    |
|----------------------------------------|--------------------|
| Due to Special Organizing Fund         | \$ 167,798         |
| <b>Net worth</b>                       | <b>\$8,408,432</b> |
| <b>Total liabilities and net worth</b> | <b>\$8,576,230</b> |

## Defense Fund, income & expense, year ended 3/31/89

| INCOME                         |                    |
|--------------------------------|--------------------|
| Per-capita apportionment       | \$ 738,851         |
| Interest and investment income | 388,583            |
| <b>Total income</b>            | <b>\$1,127,434</b> |

## EXPENSES

|                                                    |                     |
|----------------------------------------------------|---------------------|
| Auditing                                           | \$ 1,500            |
| Contributions:                                     |                     |
| Jobs With Justice                                  | \$ 5,000            |
| CLC Anti-Free Trade Pact                           | 5,000               |
| Loans written off by board action:                 |                     |
| Wire Service (U.S.)                                | 24,648              |
| Washington-Baltimore Guild—overtime case           | 19,812              |
| Strike benefits:                                   |                     |
| Washington-Baltimore—Sun unit                      | 425                 |
| Wilkes-Barre                                       | 150,741             |
| New York (Il Progresso unit)                       | 38,115              |
| Alternative strategies:                            |                     |
| Albany                                             | 12,500              |
| Bristol                                            | 3,161               |
| Chicago (Joliet)                                   | 2,216               |
| Wire Service                                       | 3,400               |
| Terre Haute                                        | 17,071              |
| New York (Consumers Union boycott)                 | 7,864               |
| Massillon                                          | 11,014              |
| Detroit (Joint operating agreement legal fees)     | 16,428              |
| Northern California (McClatchy)                    | 395,888             |
| Pacific Northwest (McClatchy)                      | 17,489              |
| Per capita for striking members receiving benefits | 7,639               |
| Transfer to Special Organizing Fund                | 603,160             |
| <b>Total expenses</b>                              | <b>\$1,343,071</b>  |
| <b>Operating (loss)</b>                            | <b>(\$ 215,637)</b> |
| <b>Net worth—beginning of year</b>                 | <b>\$8,624,069</b>  |
| <b>Net worth—end of year</b>                       | <b>\$8,408,432</b>  |

## Special Organizing Fund, income & expense, year ended 3/31/89

| INCOME                 |                   |
|------------------------|-------------------|
| Defense Fund transfers | \$ 603,160        |
| Interest income        | 2,798             |
| <b>Total income</b>    | <b>\$ 605,958</b> |

## EXPENSES

|                                 |                   |
|---------------------------------|-------------------|
| Auditing                        | \$ 1,400          |
| Organizing committee            | 12,492            |
| Organizing materials            | 120               |
| Organizing subsidies:           |                   |
| Albany Guild                    | 3,726             |
| Denver Guild                    | 8,630             |
| Detroit Guild                   | 13,418            |
| Chicago Guild (Hammond)         | 588               |
| Los Angeles Guild               | 50,000            |
| New York Guild                  | 20,000            |
| Northern California Guild       | 4,400             |
| Philadelphia Guild              | 16,367            |
| San Antonio Guild               | 22,973            |
| San Diego Guild                 | 6,500             |
| Southern Ontario Guild          | 25,000            |
| Vancouver-New Westminster Guild | 368               |
| Wire Service Guild              | 15,000            |
| <b>Total expenses</b>           | <b>\$ 200,982</b> |
| <b>Operating gain for year</b>  | <b>\$ 404,976</b> |
| <b>Net worth—April 1, 1988</b>  | <b>\$ 9,056</b>   |
| <b>Net worth—March 31, 1989</b> | <b>\$ 414,032</b> |

## Anti-Discrimination Fund, income & expense, year ended 3/31/89

| ASSETS                                                         |                  |
|----------------------------------------------------------------|------------------|
| Cash in banks                                                  | \$ 48,506        |
| <b>Total assets</b>                                            | <b>\$ 48,506</b> |
| LIABILITIES                                                    |                  |
| The Anti-Discrimination Fund had no liabilities at year's end. |                  |
| <b>Net worth—April 1, 1988</b>                                 | <b>\$ 45,623</b> |
| <b>Net worth—March 31, 1989</b>                                | <b>\$ 48,506</b> |
| <b>Total liabilities and net worth</b>                         | <b>\$ 48,506</b> |

## NOTES TO FINANCIAL STATEMENTS

The Canadian exchange rate was (.839) at end of period. The figures set forth do not reflect any conversion of Canadian dollars to United States dollars. The effect of conversion of Canadian dollars to United States dollars would be a reduction of assets of the General, Defense and Organizing Funds in the amount of \$681,704.

## Streamlined arbitration backed to cut costs

Silver Spring, Md. — Guild contracts should provide for expedited arbitration of Guild-management disputes, the Int'l Executive Board said during its spring meet-

ing and recommended this summer's convention add language calling for its inclusion among Guild bargaining goals.

In a report to the IEB, Linda K.

Foley, executive secretary of TNG's Contracts Committee, noted that an expedited arbitration process can help lessen locals' grievance load and the drain on their treasuries.

The Collective Bargaining Section of the Officers Report to the convention adopted by the IEB calls expedited arbitration an economical way to enforce Guild members' rights without having to rely on appointees and judges chosen more for their ideology than their fairness.

It says that options include abbreviated grievance procedures, consolidation of grievances, limitations on post-hearing briefs and

abbreviated hearings.

The IEB also endorsed adding to the Convention Recommendations on Collective Bargaining a call for 60 days' notice of plant closures or massive layoffs and any additional protections required by federal, state or provincial laws.

Other IEB bargaining-policy recommendations to the convention include:

Prohibitions against mandatory testing for Acquired Immune Deficiency Syndrome, AIDS-related complex, and alcohol and drug use. Those tests should be viewed as an intrusion of privacy and irrelevant in assessing job per-

formance or applicants' qualifications.

Continuation of bargaining for guaranteed increases in minimum wage rates, no less than general increases, that will keep minimums ahead of rising living costs and advance the minimum-salary standards throughout the industry.

Merit pay should acknowledge and reward individual merit, and not be used to substitute for negotiated increases, the board said.

Convention Recommendations on Collective Bargaining are unionwide long-range or secondary bargaining goals. Unlike provisions of the TNG Collective Bargaining Program, however, the recommendations need not be included in all contract proposals.

## GCIU wins election at Gannett daily

Burlington, Vt. — Employees in all departments of the Burlington Free Press have voted by 77-47 for the Graphic Communications Int'l Union to represent them in collective bargaining with the Gannett-chain paper, the largest daily in the state.

The GCIU reported that low pay, unpaid overtime and reductions in health benefits were the

immediate motivation for the decision to organize.

The April 19 vote makes the 55,000-circulation Free Press the only unionized newspaper in Vermont.

A local weekly, the Vanguard Press, reported that the Free Press has annual profits estimated at \$12 million, on revenues of \$26 million, a margin of 46 percent.



# Efforts by editors to muzzle reporters condemned by IEB

Silver Spring, Md. — Efforts by editors at some newspapers to curtail the First Amendment rights of their employees were condemned by TNG's Int'l Executive Board at its spring meeting April 26.

The following weekend, the IEB's action was endorsed by the Western District Council during its spring meeting in Sacramento.

Reporters at the Washington Post, New York Times and Baltimore Sunpapers were told in recent weeks they should disqualify themselves from covering abortion issues if they attended the abortion-rights rally April 9 in the nation's capital [Guild Reporter, April 21].

A resolution, titled "No Excuses, No Recuses" and approved unanimously by the IEB, calls on all Guild locals "to vigorously defend . . . [members'] rights to demonstrate, to petition for redress and to speak freely."

"For as long as it has existed, The Newspaper Guild has defended the freedom of journalists to write stories the way they see them and to have their integrity and performance as journalists judged by what they write, not by what they do or think on their own time," the resolution said.

"There is more than a little irony in the spectacle of newspapers, among the prime beneficiaries and sometime defenders of freedoms guaranteed by the First Amendment, seeking to deny those rights to their employees in the name of some bogus professionalism or conflict of interest," the board said.

The IEB pointed to what it called the Washington Post's ef-

forts to "deny its employees overtime to which the law entitles them by claiming the employees are too 'professional' to merit it."

"Now it seems they are not 'professional' enough to keep their convictions from clouding their reporting," the board charged.

Maybe newspapers "should 're-cuse' themselves from covering any subject on which they have editorialized or any company or product or service that has been advertised in the paper," the IEB resolution said.

Washington Post staffers were told April 10 in a computer message from executive editor Benjamin C. Bradlee and managing editor Leonard Downie Jr. to "re-cuse" themselves from abortion coverage if they had attended the rally.

New York Times reporters were told it was "bad judgement" and a "clear breach of conflict-of-interest policies" to participate in political or issue demonstrations.

At the Baltimore Sun, managing editor James I. Houck waited until April 20 before issuing a memo to staffers, also advising them to "re-cuse themselves from any involvement in the Sun's coverage of issues involved in the (April 9) demonstration."

Houck's directive, perhaps, was more severe than those at the Post and Times. It also said:

"There isn't a lot of difference between participating in a demonstration in support of or in opposition to an issue and signing a statement advocating a political position. Both compromise a journalist's ability to deal professionally with the issue at hand."

"What is at stake is credibility."

## Smokers' arguments reduced to ashes

Silver Spring, Md. — TNG's Int'l Executive Board put out some fires in its meeting room during its spring session—those smoldering in pipe bowls and on cigarette tips.

After debate that generated more heat than light, the board voted, 11-5, to ban smoking during all sessions of its quarterly meetings, including committee meetings.

The issue flared in the form of

a resolution from the Research and Information/Safety and Health Committee and sparked some inflammatory rhetoric.

With fire in his eyes, and between his lips, TNG President Charles Dale—an off-again, on-again cigarette smoker (currently on again) led the outnumbered smoking-rights contingent opposing the resolution. Others voting against the ban in a roll call were Vice Presidents David M. Mulcahy, Richard J. Brandow and Stanley J. Souza, plus TNG Secretary-Treasurer John C. Edgington, a nonsmoker.

Voting in favor were Int'l chairperson Peter E. McLaughlin, and Vice Presidents Robert C. Holt Jr., Carol D. Rothman, Marie A. Shel-

lock, Gene Turner, David M. Rousseau, Luther P. Jackson, Larry D. Hatfield, Lee C. Clifford, Doug M. Louth, and Faye McCracken, a smoker.

In an earlier roll call, the non-smokers doused a motion to table the resolution, with only Dale, Brandow, Mulcahy, Souza and McCracken voting to table.

Hatfield called the new policy "bold, innovative and long overdue."

During debate, Brandow suggested dividing the 18-by-48-foot Broun Room (where about 25 people were gathered) into "smoking" and "non-smoking" sections. He later asked: "Would it be out of order to request a spittoon?"

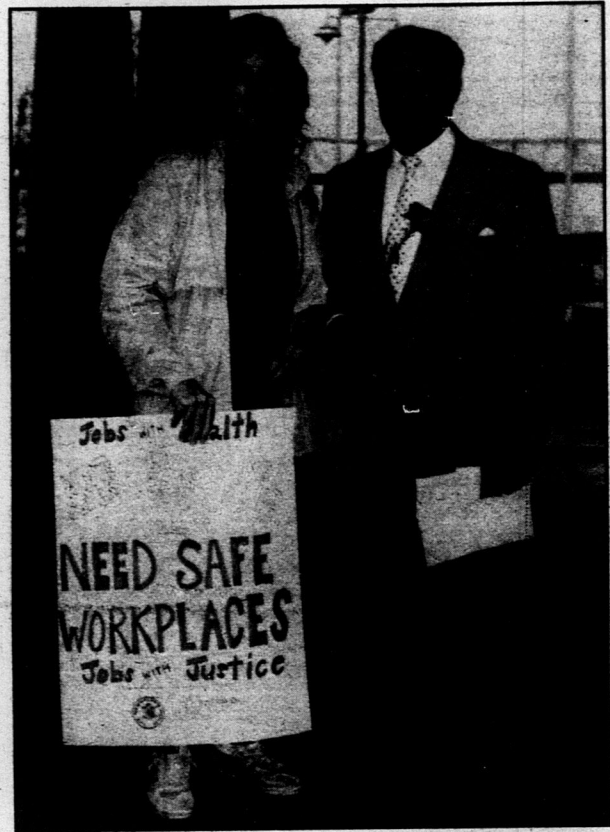


Great Lakes, Midwest and Southern District Councils, joint spring meeting, May 13-14, Sheraton Memphis, Memphis.  
Middle-Atlantic District Council, spring meeting, May 20-21, Wilkes-Barre, Pa.  
Int'l Executive Board, pre-convention meeting, June 16-17, Desmond Americana Inn, Albany, N.Y.  
Conference of District Councils, noon, June 18, Desmond Americana Inn, Albany.  
New Delegate Forum, 3 p.m., June 18, Desmond Americana Inn, Albany.

56th Annual Convention, June 19-23, Desmond Americana Inn, Albany.  
Int'l Executive Board, post-convention meeting, June 23, Desmond Americana Inn, Albany.  
Int'l Executive Board, fall meeting, Oct. 23-25, Montreal (tentative).  
Western District Council, fall meeting, Oct. 28-29, Eugene, Ore.  
Midwest District Council, fall meeting, Nov. 11-12, Denver.  
57th Annual Convention, June 25-29, 1990, Sheraton Centre Hotel, New York City.

## Workers Memorial Day in Peoria

Peoria Guild Vice President Ann-Perry Washabaugh poses with Peoria Mayor Jim Maloof during Workers Memorial Day observance in that city April 28. More than 150 persons turned out as part of U.S.-wide observance to remember workers killed or injured on the job. They heard remarks by religious leaders, union and employer representatives and the mayor. Besides small Guild contingent, other participants included members and leaders of locals of the Communications Workers, Auto Workers, building trades, State, County & Municipal Workers, Operating Engineers and Asbestos Workers. All carried black carnations. Washabaugh's placard reads: "White collar, blue collar, no collar/all need safe workplaces."



SHARI ROYER/Peoria Guild

By taking a public position on a controversial issue, a staff member impairs his/her credibility, the newspapers' and by extension that of all of us."

The directive concluded with what some staffers viewed as a veiled threat: "For the future, I hope that staff members will closely examine the professional propriety and consequences of any kind of public political expression, including participation in demonstrations." (Emphasis added.)

Some reporters at the various papers reacted strongly to the warnings. Washington Post staffers talked individually with

Downie, who promised to set up meetings to discuss reporter rights. Guild representatives at the Sun planned to seek similar meetings.

At the Times, a women's caucus discussed the issues and later held a meeting with Executive Editor Max Frankel. A group of between 50 and 60 people attended the April 21 meeting.

Frankel said the conflict-of-interest question was "overwhelmingly a problem of appearances," according to one reporter and member of the caucus.

She also reported that Frankel

said any reporter who attended a future demonstration regarding abortion would be removed from coverage of that issue.

Linda Greenhouse, who covers the Supreme Court for the Times, remained on her beat after acknowledging that her attendance at the April 9 demonstration was a "mistake," the Times reported April 16.

"Nobody was terribly pleased" with Frankel's reiteration of the paper's policy, and some pointed to the "chilling effect" it had on exercise of constitutional rights, the caucus member said.

## The Guild Reporter



**JAMES M. CESNIK, Editor**  
**JOHN R. SMALL, Assistant Editor**

Published by The Newspaper Guild (AFL-CIO, CLC) twice monthly (generally second and fourth Fridays, occasionally two other Fridays after published advance notice), except monthly in July and December. \$20.00 per year. Single copies, \$1.00.  
Guild Reporter deadlines at TNG headquarters: News, Monday before publication; features and letters, Friday before publication. Letters limited to 200 words by TNG convention action.

**POSTMASTER!**—Notice to Publisher Form 3579 should be sent to The Guild Reporter, 8611 2nd Ave., Silver Spring, Md. 20910. Publication #231580.

ISSN: 0017-5404

Vol. 56, No. 9

May 5, 1990

## The Newspaper Guild

8611 Second Avenue  
Silver Spring, Md. 20910  
Area Code 301-585-2990

PRESIDENT: CHARLES DALE

SECRETARY-TREASURER: JOHN C. EDGINGTON

INTERNATIONAL CHAIRPERSON: PETER E. McLAUGHLIN

**AT-LARGE VICE PRESIDENTS:** Robert C. Holt, Jr., 433 Dickens Ave., Kirk 63122; David M. Mulcahy, c/o Standard & Poor's Corp., 25 Broadway, New 10004; Carol D. Rothman, 5604 Henry Ave., Philadelphia, Pa. 19128; Mari lock, 4031 Glenwood Ave., #24, Youngstown, Ohio 44512; Stanley J. Souza, Lupo St., Kaneohe, Hawaii 96744; Gene Turner, 219 E. Park 2, Stockton, Calif.  
**REGIONAL VICE PRESIDENTS:** Region 1—David M. Rousseau, Worthy Hill #3, Goffstown, N.H. 03045; Region 2—Faye McCracken, 2059 Kingsley Ave, phis, Tenn. 38127; Region 3—Luther P. Jackson, 3rd, 1115 Granger, Ann Ar 48104; Region 4—Larry D. Hatfield, 16 Jewell St., San Rafael, Calif. 9490 5—Richard J. Brandow, 2708 Harway Ave., Brooklyn, N.Y. 11214; Canada: East—Lee C. Clifford, 5656 Morris St., Halifax, Nova Scotia B3J 1C5; West-Louth, 4140 Dallyn Rd., Richmond, B.C. V6X 2S7.

**DIRECTOR OF FIELD OPERATIONS:** William H. McLeman.  
**EXECUTIVE SECRETARY, CONTRACTS COMMITTEE:** Linda K. Foley.  
**CANADIAN DIRECTOR:** John Bryant

1755 Courtwood Crescent, Suite 202-B  
Ottawa, Ont. K2C 3J2.

**DIRECTOR OF RESEARCH & INFORMATION:** David J. Eisen.

**EDUCATION DIRECTOR:** Phillip M. Kadis.

**HUMAN RIGHTS DIRECTOR:** Anna M. Padia.

**INTERNATIONAL REPRESENTATIVES:** William M. Brown, Robert E. Bruner, Eugene Bryant, Janet David, Leo J. Ducharme, James H. Griffin, Harry L. McCormick, Luis Montanez Jr., Bruce R. Nelson, G. Richard Pattison, Hannah Jo Rayl.

BEST COPY AVAILABLE

7  
0999 910000248  
XEROX UNIV,  
MICROFILM  
300 N ZEEB ROAD  
ANN ARBOR, MI 48106