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Dayton News group vote affirms Guild

Newsroom unit's aim is contract

Dayton, Ohio — Outcome of a government supervised election among full- and part-time editorial-department employees of the Dayton Daily News appears to have given a clear answer to any remaining doubts about the validity of their local union's decision 32 months before to affiliate with TNG.

Official National Labor Relations Board tally of the May 18 representation election was 97 votes for the News Employees Assn. of Dayton-TNG, 41 votes for a second organization called the Editorial Assn., and 23 for "no union." An additional 11 ballots cast under challenge will not be counted since they could not affect the outcome.

More than one observer pointed out that not only did 60 percent of those voting cast their ballots for the Guild, but only 14 percent voted for "no union," for no representation at all.

Leaders of NEAD-TNG said they were convinced that most of the 11 challenged ballots also were marked for the Guild. They all were cast by part-time employees the Guild had determined to meet the criteria for voting established in an agreement by the Guild, the company and the association. When the latter two refused a NEAD-TNG request to add the 15 to the list of eligible voters, the Guild invited them to go to the polls anyway and cast challenged ballots.

NEAD-TNG President Rob Modic said he was "ecstatic" at the enthusiasm of the part-timers to be part of the union process. One-third of the employees in the Guild-covered unit work part-time for the paper, either in its offices or from their homes.

After a brief celebration of the vote result, the union's officers and leaders and members of committees began immediately to pre-

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BILL GARLOW/News Employees Assn. of Dayton-TNG

MEMBERS GATHER NEXT DOOR TO DAYTON DAILY NEWS TO CELEBRATE VOTE AFFIRMING GUILD REPRESENTATION

Seated, from left front clockwise: Tom Beyerlein, Michelle Lewis, Gail Latham (partially hidden), Rhonda Shouse, Wes Hills (far back right), Dave Allbaugh, Gary Floyd, Sharry Cummings and daughter, Garnet. Standing, from left: Janet Long, Judi Schultz, Rob Modic, Nate Madison, Dave Daley, Tim Gafney (far back right), Linda Crider, Doug McInnis and TNG Representative Harry McCormick.

Church groups hit McClatchy role in dispute

Sacramento — Units of the Catholic and Methodist churches have leveled strong criticisms at McClatchy Newspapers management for its role in the three-year struggle of the Northern California Guild for an equitable new contract with the chain's flagship Sacramento Bee.

At the request of the Guild, the church bodies investigated the dispute, which has included 13 months of negotiations following expiration of the last contract April 13, 1986, several meetings with a federal mediator, imposed working conditions in the Guild-covered editorial and advertising de-

partments, and an administrative judge's March 24 ruling against the Bee's demand for a "merit-only" pay system.

In a sternly worded statement May 12, the Social Concerns Commission of the Sacramento Catholic Diocese called on McClatchy to return to "good-faith collective

bargaining on wages" and to establish "commendable leadership in the public sector by valuing people over profits with a return to principled management which respects the rights and dignity of all employees."

The commission said its investigation "revealed a 40-year history of stable and peaceful labor relations being seriously jeopardized over the course of the past 10 years" by Bee management actions.

The contract dispute and the commission's stand were explained in an 18-inch article published May 24 in the official diocesan newspaper, the Catholic Herald, which circulates among 300,000 Catholics in a 20-county

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Dale says union solidarity making publishers 'sit up and take notice'

Los Angeles — There's a new solidarity among unions in the newspaper industry and publishers are "starting to sit up and take notice," TNG President Charles Dale told delegates to the Communications Workers of America convention here May 2.

Dale was referring to the recently formed Newspaper Industry Co-ordinating Committee (NICC) in which TNG, the CWA, the Graphic Communications Int'l Union and the Teamsters have

united under the auspices of the AFL-CIO Industrial Union Dept. to counter anti-union actions by major chains.

"Now, for the first time, we are all engaged in a joint effort to pool our not inconsiderable resources to defeat an employer offensive of unprecedented magnitude against us all," Dale told the convention.

"We are united ... to take on some of the major newspaper chains that have set their sights on reducing us to impotence or de-

stroying us," Dale said.

He noted that the fight will be waged on numerous fronts, including bargaining tables and legislatures, and said that it will be carried to "the chains that have become most arrogant in their dealings with us."

Dale named Dean Singleton's MediaNews group, which has cut mailers' pay in half and sought to force out many Guild-covered circulation employees at the Denver

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York Guild gets recognition pact for JOA . . . 5

Complaint filed for 35 RSI victims at Fresno Bee

Fresno, Calif. — The Northern California Guild filed a complaint May 16 with the State of California alleging that the Fresno Bee is violating work-safety laws "by failing to remedy conditions that have resulted in cumulative trauma injuries to 35 of 133 editorial employees."

The complaint to the California Division of Occupational Safety and Health also says the Guild made "repeated requests" for remedies and hired a workplace design expert in an effort to improve conditions for computer VDT users at the McClatchy daily.

"Although an ergonomics expert retained by the Guild made a number of recommendations in writing for changes in workplace design and procedures to alleviate these injuries, the company has failed to respond adequately," the complaint said.

Injuries include three cases of carpal tunnel syndrome, one of which required surgery, the complaint said. The carpal tunnel condition, manifested by persistent hand numbness and burning pain in the fingers, is a severe form of repetitive strain injury and involves compression of the median



FRESNO VDT 'UNIFORM' Splints help reduce strain.

nerve that runs through the wrist.

The union filed the complaint because Bee management has been slow to address the rapidly growing problem of repetitive strain injury related to VDT work, said Guild Administrative Officer Larkie Gildersleeve.

"We tried to work with the company," Gildersleeve said of the rash of RSI-related complaints by reporters, artists, copy editors and librarians in 1988. "We waited for them to act. They promised to be more speedy."

The number of complaints hit

24 by summer 1988, and the Guild took a number of steps, including its own inspection of the workplace and the hiring of an occupational health and safety consultant from the University of California at Berkeley [Guild Reporter, Aug. 12, 1988].

The union also urged the company to rent ergonomically sound furniture until new purchases could be made, and recommended steps to correct glare problems with VDTs.

"The Guild has showed extraordinary patience," Gildersleeve

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Settlement at Time Inc. . . . details TO KUM



DAN JACK STEVE MILLER/New York Guild

Phil Elmer-DeWitt, center, co-chair of New York Guild Time Inc. unit bargaining committee, explains proposed new three-year contract to unit members before they vote unanimously to ratify the pact April 19. Tentative settlement was reached 2 1/2 hours after clock was

stopped on strike deadline. Guild Reporter will report details in next issue. DeWitt is flanked by, from left: N.Y. Guild President Barry Lipton, negotiating co-chair Kathy Brady, (DeWitt), Guild Representative Jim Madden, and Unit Chairperson Key Martin.

NLRB move backs ad-unit talks

Long Beach, Calif.—In a case involving "card checks," the National Labor Relations Board has issued a complaint against the Long Beach Press-Telegram for refusing to recognize the Los Angeles Guild as bargaining agent for about 100 employees in the paper's advertising department.

The Los Angeles Guild on March 31 sought to bargain for the group under a provision in its contract covering about 250 other employees in circulation, delivery, editorial and maintenance departments of the Knight-Ridder daily.

That provision, long a part of the Long Beach contract, requires the publisher to bargain with the union for a new group "upon a showing by the Guild that it has obtained a majority" in the department, according to Guild Administrative Officer Jim Smith.

A majority of the employees in inside and outside classified and display advertising signed Guild

application cards during a campaign in late February among the only major unorganized group at the 125,000-circulation daily, Smith said.

The Guild suggested to the company that a neutral third party conduct a confidential check of the cards to verify the union's majority, but the company demanded an election, Smith said.

"We felt the company would try to drag it out during an election process, so we took it to the NLRB," Smith said.

The NLRB acting regional director has scheduled a hearing for June 21 on the refusal-to-bargain charge, plus an earlier Guild charge that the company "threatened employees with loss of benefits" if they chose union representation. The federal board combined the charges and issued a consolidated complaint May 12.

The Guild alleges intimidation attempts occurred during one-on-

one meetings with workers during the February drive and in a letter to employees from Publisher Peter B. Ridder on March 23.

Smith said employees were told the company's policy was to provide better benefits to non-union workers than to organized groups.

Interest in Guild representation increased in the advertising department in late January when the company reduced unrepresented employees' health benefits and started deducting part of the premiums from their paychecks, Smith said.

He noted that card checks frequently have been used by unions in the food industry to establish bargaining units. Guild locals in Canada also have used card checks successfully.

New CJOH pact raises key rate by \$140, to \$971

Ottawa—The top minimum-pay rate for the key classification in the news department of CJOH-TV will rise by \$140, to \$971 per week, under a new contract between the Ottawa Guild and the station.

The three-year agreement, effective through Dec. 31, 1991, provides a 5.5 percent increase in all minimums retroactive to Jan. 2, an additional 5 percent increase next Jan. 1, and a third increase of 5.5 percent on Dec. 31, 1990.

Ratified May 2, the settlement covers 28 people at CJOH, a Nation's Capital Television affiliate that broadcasts to Ottawa and an area extending about 150 miles southwest of the capital.

Top rate in the key classification (reporter/editor/producer) was raised by \$46 on Jan. 2, to \$877. It goes up by \$43 on Jan. 1, 1990, to \$920, and by \$51 on Dec. 31, 1990, to \$971.

Top rate for senior reporter/editor/producer will rise by \$163 over the same period, to \$1,135 per week during the final year. The rate increases by \$53 in the first step, to \$1,025, by \$51 in the second, to \$1,076, and then by a final \$59.

In the key classification, the top rate applies after six years experience, and the senior-staffers top is reached after three years' experience.

The starting rate in the key classification is raised by a total of \$83. It went to \$518 on Jan. 2, then goes to \$544 next Jan. 1, and to \$574 on Dec. 31, 1989.

The top minimum for editorial assistants will increase by \$94, including \$30 the first year, to \$590; another \$30 the second year, to \$620; and \$34 the third year, to \$654.

The agreement also provides increases of \$2-\$7 in daily talent fee payments for news and regional contact anchors, and assignment editors.

Employees working those positions receive \$25 or \$30 a day on top of their regular pay during the first two years of the contract, and \$30 or \$35 in the final year. Also, gallery talk hosts were added to the list of those receiving talent fees.

In addition, all full-time employees covered by the agreement received a \$225 signing bonus.

The contract also provides five days of bereavement leave with pay for employees absent because of the death of a parent, spouse or child.

Three days are provided following the death of other close relatives or a legal guardian, and one day is provided in the event of the death of a brother-in-law or sister-in-law.

Dayton News vote affirms Guild

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pare to open talks with management of the Cox-chain daily for their and its first Guild contract.

Modic said the union had gotten "good vibes from the company" that it will "honor our vote."

When an NLRB agent announced the vote to representatives and backers of all parties the evening of the 18th, Steve Sidlo, managing editor of the Daily News, walked over to Guild leaders and offered his congratulations.

The next morning, as Modic and

NEAD-TNG Vice President Gail Latham stood in front of the Daily News building, Brad Tillson, the paper's editor, did likewise.

Modic said that much credit for the outcome of the vote has to go to Latham and to Nate Madison, who chaired the local union's 25-member organizing committee. He also said he was "completely grateful to TNG" for its assistance, particularly for that embodied in Int'l Representative Harry L. McCormick, who has worked with the group since it voted Sept. 12,

1986, to affiliate with TNG.

Immediately before that vote, the membership ratified a three-year contract. Ever since, however, the company refused to honor it or recognize the Guild, though it implemented most of the terms, except arbitration, checkoff and the union-shop.

Numerous legal actions thereafter were ended earlier this year when NEAD filed a new petition with the NLRB for certification as an affiliate of TNG, leading to the May 18 vote.

Two more councils endorse top officers for re-election

Two of the six district councils of Guild locals that met in May gave their blessings to the re-election bids of TNG President Charles Dale and Secretary-Treasurer John C. Edgington and the incumbent TNG vice presidents from their areas.

The Midwest District Council, during its separate session at the tri-council meeting May 13-14 in Memphis, endorsed the two top officers plus Vice Presidents Robert C. Holt, Jr., of St. Louis, elected at large, and Luther P. Jackson, 3rd, of Detroit, elected from Region 3, the Midwest. The other two councils at the Memphis session, Great Lakes and Southern, did not consider endorsements.

The following weekend, the New England District Council, meeting in Portland, also endorsed Dale and Edgington along with Vice President David M. Rousseau, of Manchester, elected from Region 1, the U.S. Northeast.

Earlier, the Western District Council, at its meeting April 29-30, endorsed the re-election bids of all five incumbents from locals in that region: TNG Vice Presidents Larry D. Hatfield and Gene Turner of Northern California and Stanley J. Souza of Hawaii, plus Dale and Edgington, who are at-large members respectively of the Northern California and San Diego locals. Souza and Turner are elected at large. No endorsements were considered by the Canadian District Council at its May 6-7 meeting nor by the Middle-Atlantic District Council at its May 20-21 session.

Formal nominations will be made the last day of the 1989 TNG Convention in Albany, June 19-23, and elections to resolve any contests will be scheduled among the membership at the end of the summer.

U.S. work force ages

Washington—The median age of the U.S. labor force will increase by the end of the century to 39, from about 36 now, according to a U.S. Labor Dept. report on older workers.

This will occur because the number of workers over 55 will increase while there will be nearly a million fewer than in 1986 who are between 16 and 24, the report says.



DAYTON OFFICERS SHARE HOTDOGS AT PICNIC AND RALLY BEFORE VOTE ON GUILD
NEAD-TNG President Rob Modic and Vice President Gail Latham wear T-shirts created in 1986 to reflect statement by publisher then after members voted to affiliate NEAD with Guild.

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Contract's next on agenda of new group at L.A. News



Leaders of the new Guild unit of Los Angeles Daily News editorial employees were moving quickly to open talks for their first contract after pausing briefly, above, to celebrate the 114-60 April 27 vote that led to the Los Angeles Guild's certification as the group's union [Guild Reporter, May 5]. Above are, standing from left: Kevin

Conran, Roger Vargo, Paul McLean, Robin Nagatoshi-Goddard, Lewis Beale, John Richardson, Carmen Ramos Chandler, Nancy Hewitt, Shawna McClure, Todd Cunningham (partially obscured), Bruce Britt, Mary Hall, Jay Privman and Guild Organizer Rochelle Howe. Foreground: Brian Wong, Myung Chun.

Local participation urged in session on 'Global Solidarity'

Washington—Guild locals are being encouraged to participate in an Int'l Conference on Strategies for Global Labor Solidarity here July 7-9, the second in a series of meetings dealing with multinational conglomerates and their attacks on trade unions.

A principal co-sponsor is the Int'l Federation of Journalists.

In a letter to all locals, TNG President Charles Dale said international media empires such as Australian Rupert Murdoch's News Limited and the Toronto-based Thompson Newspapers "are looming ever larger on the Guild's horizon."

"We have much to learn, and much to provide, on strategies for

dealing with them. Locals that already face them at the bargaining table should make a particular effort to attend," Dale said of the conference.

Dale will outline problems posed by the internationalization of the media during an address to the conference July 7.

The IFJ sponsored an initial meeting in Sydney, Australia, in February, which concentrated on how unions can best meet the challenges posed by the media conglomerates.

The July conference has a broader scope. In addition to media concerns, it will focus on international problems in the food and chemical industries. Co-sponsors, in addition to the IFJ, are the Int'l Union of Food and Allied Workers' Assns. and the Int'l Federation of Chemical, Energy and General Workers' Unions.

Also addressing the conference will be AFL-CIO President Lane Kirkland, Graphic Communications Int'l Union President James Norton and IFJ Secretary-General Aidan White.

Participants will be drawn from unions and national labor centers in the industrialized countries of North America, Western Europe and the Asia/Pacific region.

Topics will include:

- ✓ Tactics to consider to meet international challenges.
- ✓ Developing multi-national campaigns around universal issues such as health and safety.
- ✓ Techniques for mobilizing public opinion, researching a company's finances and structure, and putting pressure on stockholders and creditors.
- ✓ Use of public policy to promote international labor rights.
- ✓ Improving understanding of the international labor movement and increasing participation in solidarity actions.

'Minor victory' seen in dispute on Globe beat

Toronto—"We could claim a minor victory, of sorts," said Gail Lem, president of the Southern Ontario Guild, after the Globe and Mail on May 19 said it has hired a new reporter for a beat it appears to have again redefined and renamed to once more include coverage of unions and the labor movement.

It was one of the latest developments in a more-than month-long dispute over whether the Thomson chain's Globe and Mail was eliminating labor as a beat in favor of a new "workplace" assignment devoted to trends and positive occurrences at nonunion firms.

Lem's "we" embraced local and international Guild leaders and members and supporters from inside and outside the labor movement who publicly and privately took Globe and Mail publisher A. Roy Megarry to task for changing the way the paper covered labor for more than 50 years.

The protesters included Canadian Labour Congress President Shirley Carr, TNG President Charles Dale, TNG Canadian Vice President Lee C. Clifford, (Toronto) Metro Labour Council President Linda Torney and TNG Canadian Director John Bryant.

The dispute started in mid-April when, after the beat was renamed "workplace," Lorne Slotnick, the reporter who had worked it the previous 4 1/2 years, asked to be reassigned and the Guild charged in a widely disseminated press release that he did so only after senior editors said the newspaper no longer was interested in covering organized labor.

The Guild charged that the Globe's managing editor, Timothy Pritchard, told Slotnick that "we don't want stories about organized labor," but instead about good things at nonunion firms to get Canada ready for "the competitive world economy."

One of the first semi-public indications that the unionists' protests were being heard came in a May 4 response by Megarry to letters from Dale and Clifford. Megarry asserted that "fortunately, all of the allegations... are unfounded," and referred to an enclosed April 25 memo to the Globe and Mail staff from William Thorsell, the paper's editor-in-chief.

Responding to a bulletin issued by the Globe unit of the Guild four days before, Thorsell denied, among other things, that the labor beat has been abolished. Instead, he said, it has been expanded.

"Coverage of the unionized sector, including labor organizations, remains central to this beat, as it must in any credible newspaper," he wrote.

The May 19 bulletin board announcement by the Globe said that Jane Coultts, Queens Park (Ontario's Parliament) bureau chief for the Hamilton Spectator, had been hired for the "workplace/labour" beat.

TNG's Dale had expressed concern in a letter to Megarry that Canada's "national newspaper" was attempting to "relegate Canadian workers and their organizations to a second-class status in the fabric of Canadian life" and to "shift to news coverage from a particular ideological bent." This, he said, would drastically diminish the paper as a bellwether for "integrity, independence and fairness."

Pointing also to the paper's "earlier ditching of its women's beat," Dale said that "the seeming politicization of the Globe's approach to news... unfairly assaults the integrity and damages the credibility of the newspaper's reporters and editors, who happen to be our members."

Clifford, a line-up editor for CBC-TV, wrote to Megarry as a

reader, journalist and union official. He said he found it "astounding" that the paper would abandon its "tradition of excellence" in reporting on the 38 percent of the workforce "represented by the labor movement and the issues that affect them and the people they work for."

Thorsell in his memo also said that a new "social policy" beat would include many areas formerly under the women's beat "without limiting" their definition "unduly as women's issues alone" and that all reporters were expected to be sensitive to women in their fields. He also denied a Guild charge that columnist Thomas Walkom had been "drummed out" for raising questions about the Canada-U.S. free trade pact.

The Guild unit bulletin that drew the Thorsell response was titled, "A brave new world in the newsroom," and asked if the department was becoming "a mouthpiece for publisher Roy Megarry and his political prejudices."

MAD Council draws line on conventions

Wilkes-Barre, Pa.—The Middle-Atlantic District Council of Guild locals at its spring meeting May 20-21 endorsed keeping TNG's policy-making conventions annual events, as lines continued to be drawn on the question of holding them biennially as a money-saving move.

The same weekend, another motion to back retention of the annual sessions was tabled by delegates to the New England District Council's spring meeting in Portland, Me.

The Western District Council at its April 29-30 meeting voted to call on delegates to TNG's 1989 Convention to change future conventions to once every two years.

The week before, a proposal to recommend that as part of a belt-tightening package this year's convention amend the union's constitution to switch to biennial conventions was voted down by the Int'l Executive Board in a roll call, by 9-7. The package emerged from a Guild Futures Forum held April 21-23. [Guild Reporter, May 5.]

The MAD Council action, on a motion by Wilkes-Barre President Jack Wallace, seconded by New

York President Barry Lipton, was supported by arguments that if economies are necessary in TNG operations they should not be made in the union's democratic processes.

The IEB is recommending that the convention authorize cutting the frequency of the Guild Reporter's publication to a minimum of 18 issues a year, from 22, and that the number of the board's regular

meetings be reduced by one, to three a year.

Tom Hiltz, president of the New England District Council, said delegates to that group's meeting appeared to be convinced that the convention's frequency will be debated at this year's session and were not inclined to go through it twice, first at the council meeting and then at the convention, June 19-23 in Albany.

IEB backs anti-scab measure

Silver Spring, Md.—U.S. legislation to curtail use of strikebreakers in management-union disputes was supported by TNG's Int'l Executive Board during its spring meeting April 24-27.

The IEB resolution noted that the Reagan administration encouraged strikebreaking by its wholesale firing of air traffic controllers in 1981. Since then, the board said, other employers have freely engaged in the practice, pointing to the replacement of printing crafts workers by the Chicago Tribune, pilots by Frank Lorenzo's Continental Airlines

and professional athletes by National Football League teams.

A House bill introduced by Rep. Joseph E. Brennan (D-Maine) and 29 co-sponsors would prohibit the hiring of replacement workers during the first 10 weeks of strikes or lockouts.

In urging passage of the bill, the IEB said only three countries among the highly industrialized nations of the world still permit employers to permanently replace striking workers—South Africa, Great Britain and the United States.

Bees' mailers vote for Teamsters

Mail-room employees at the McClatchy chain's Bee newspapers in both Fresno and Modesto, Calif., have voted overwhelmingly for representation by the Northern California Mailers Union, a local of the Int'l Brotherhood of Teamsters.

First, in March, the mailers at

the Fresno Bee voted for the union by 49 to 15.

Then, at the end of April, the mailers at the Modesto Bee voted by 19-0 for the same union local, headquartered in San Francisco, as is the Northern California Guild which represents the papers' editorial employees.

Complaint filed for 35 RSI victims at Fresno Bee

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said. "The company has done some things, but not enough." A letter accompanying the Guild's complaint said nearly 30 percent of newsroom employees have been treated by physicians for "complaints ranging from lower back, shoulder and neck pains, muscle spasms, and wrist and hand injuries known as either cumulative trauma syndrome or repetitive strain injuries."

The letter said that "many people have lost time from work, one has had surgery on both wrists, and a few may have to leave their profession permanently."

Doctors have advised a number of workers to wear splints to protect their hands and wrists, and other employees have been told to take time off or reduce working hours.

Officials from California-OSHA wasted little time in addressing the complaint, and three inspectors began surveying working conditions in the Bee newsroom May 24. The team included an ergonomist and a doctor.

Using cameras and video equipment, they took pictures of office equipment and furniture, and studied newsroom lighting; Gildersleeve said. Questionnaires were given to Guild representatives for distribution to employees, and medical histories of carpal tunnel victims were requested.

The inspectors also were look-

ing at conditions in the advertising department, an area without Guild representation, Gildersleeve said.

The Guild maintains that one cause of the crippling injuries is inadequate equipment and furnishings, including tables and chairs.

The letter to California-OSHA says the company has been slow to make improvements, and described conditions at the Bee:

"The employer has provided easily adjustable chairs to only a few, not more than five. Five adjustable tables were purchased, but only two have been installed," the letter said.

"A 20-minute video on proper posture has been shown to the work force, but employees have not been given on-site instruction and evaluation of work station conditions by an expert. Those employees who have been able to obtain headsets (enabling them to use the telephone while using a keyboard) find them to be faulty, and despite repeated requests, repairs or replacement do not happen. Repairs to defective chairs often take months, or do not happen at all.

"The employer will tell you that a variety of other steps have been taken, and a few have, but only in minor and spotty fashion. Some wrist rests have been provided, but they are not the whole solution. Lighting has been adjusted to reduce glare in one work area, but

not in others.

"The company has hired an ergonomist as a consultant, but there is little evidence of his presence.... And despite his expertise, the company has not seen fit to furnish ergonomically sound work stations, at least in the editorial department."

"Clearly, the company has yet to take responsibility for the health hazards faced by its employees," the letter said.

Numerous reports of repetitive strain injury have cropped up in other newsrooms in recent years, including a large number at the Los Angeles Times.

In a recent survey of locals, TNG also found incidents of RSI at the Philadelphia Inquirer, Lexington Herald-Leader, Buffalo News, San Jose Mercury News, Modesto Bee and Pittsburgh Post-Gazette, among others.

Similar injuries have frequently hit workers in the meat-packing industry in the past, and have been occurring with increased frequency among people performing VDT work.

In the only case in which the federal Occupational Safety and Health Administration has cited an employer on VDT-related injuries, U.S. West Communications (formerly Mountain Bell) agreed last year to launch ergonomics training for telephone operators in 14 states after 180 cases of RSI were reported among Denver operators.



ARLENE MORRIS-VERSAU IS A REPORTER Since being stricken, she has been able to work only part-time.



DEE ANN FINKEN IS A PART-TIME FEATURES WRITER She wears forearm splints to guard against more RSI effects.

Catholic, Methodist groups hit McClatchy role in contract fight

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area of northern California, from Benicia to the Oregon border.

In a separate report adopted April 29, the United Methodist Church's Board of Church and Society of the California-Nevada Conference called "the apparent unwillingness of the Bee to engage in good-faith bargaining with its Guild employees a matter of true concern."

The conference includes about 380 Methodist congregations with about 95,000 members in northern California and northern Nevada, according to Charles Lerrigo, its communications director.

A task force appointed by the conference board met with Bee General Manager Frank Whittaker and Executive Editor Gregory Favre in December and later reported that "Mr. Whittaker conceded that the actions of the Bee can be perceived as 'union-busting'" and "acknowledged that a union without the power to negotiate wages had little to offer workers."

The report, approved 14-0 by the board, said that "the Social Principles of the United Methodist Church" support the right of public and private employees and employers to organize for collective bargaining... and their responsibility to bargain in good faith within the framework of the public interest."

It also noted that "many thousands of United Methodists are subscribers to, and advertisers in, the Bee."

The board recommended that its findings be publicized to the California-Nevada Annual Conference in June and to local churches through the United Methodist Reporter and the

Church and Society Newsletter.

Lerrigo said it would be up to delegates of the annual conference if further action is taken on the findings.

The Catholic commission, which offered April 13 to mediate the dispute [Guild Reporter, April 21], also said it "views with dismay the actions of McClatchy Newspapers to re-establish the conditions of management control which led to the formation of the Newspaper Guild 56 years ago."

The commission made reference to numerous papal statements over the past 100 years advocating unions and just wages, and to the recent pastoral letter of the National Council of Catholic Bishops on church social teachings and the U.S. economy. The U.S. bishops said that "no one may deny the right to organize without attacking human dignity itself."

The commission concluded by saying it would "pledge our efforts to join with other responsible parties and religious groups in the community to further the position presented in this statement."

A week before the diocesan commission's report was issued, James McClatchy, both publisher and board chairman of the McClatchy chain since the recent death of C.K. McClatchy, responded to the commission's offer to mediate between the Guild and the Sacramento Bee by stating his understanding that the paper's management "has always been and is now willing to meet with the Guild if requested."

McClatchy said he was forwarding the commission's letter to Whittaker, adding that "I am sure you will hear from him if he believes your service would be useful."

A third group, the Sacramento Jewish Community Relations Council, also investigated the dispute but issued only a two-paragraph report on April 25. It said that after speaking with representatives of the Bee and the Guild:

"We found that the Sacramento Bee believes that collective bargaining over wages is not appropriate for their industry. The Newspaper Guild believes that collective bargaining over wages is appropriate and essential for the workers they represent."

The Guild, meanwhile, is continuing to marshal support among Sacramento community groups, according to Victor Pasche, a volunteer from the retiree unit of the Northern California Guild.

Pasche, who was elected the Guild's first international secretary-treasurer in 1937 when he was a reporter for the New York Times, has been spearheading the Guild's community education program on the Guild-McClatchy struggle.

The Guild position is that the publisher should be accountable for operating its newspapers in accordance with federal labor law and generally held ethical principles.

Pasche has asked other groups to investigate the McClatchy situation, among them Lutheran and Presbyterian church bodies; the Northern California Ecumenical Council, which relates to approximately 2,000 Protestant churches; Sacramento Baptist Ministers Conference; Sacramento chapters of the Urban League, the National Association for the Advancement of Colored People, and the A. Philip Randolph Institute; and the Women's Civic Improvement Center.

The campaign, initiated in May

SIGRID HAWKES/Northern California Guild

DEE ANN FINKEN IS A PART-TIME FEATURES WRITER

She wears forearm splints to guard against more RSI effects.

1988, so far has been centered in Sacramento, but it will be expanded to Fresno, Modesto and Tacoma, Wash., where the Guild and McClatchy are at odds over three other expired contracts.

The Guild also presented the church bodies' findings at a McClatchy stockholders meeting May 17, the second since the company went public.

The Guild local owns shares and had Travis Brown, local representative, attend.

"Basically, what I said was that... some very credible religious institutions have said the labor practices of McClatchy are in opposition to their teachings and are, in the churches' eyes, unethical, and

I asked them to justify such actions," Brown said.

"We're trying to make the company's executives and its board accountable for its actions, and we want to make sure the directors know the facts."

Brown, who took leave from his reporting job at the Sacramento Bee to work for the Guild, said the union also passed out leaflets to shareholders telling them "our concern is the same as theirs."

"We want to see this newspaper chain be a success," Brown said. "This is the source of our livelihood. We think the greatest success can be achieved by having good labor relations and fair collective bargaining agreements."

York Guild recognized, drops JOA objection

York, Pa.—The York Guild has voted to end its legal opposition to a proposed joint operating agreement for the city's two dailies in exchange for representation of employees in Guild jurisdiction in the joint operation and severance guarantees for those who lose their jobs in the merger.

The historic agreement was fashioned in mid-April, following complicated negotiations that included local and TNG leaders on one side and the publishers of the York Dispatch and the Daily Record on the other.

Under the agreement, the Guild will represent employees in the same departments of the operating company as it now represents at the Record.

"Nobody expected a settlement this quickly," said Ted Smith, president of the York Guild. "We think this is as good a deal as could be gotten."

Negotiations on the principal elements of the agreement were conducted over a 10-day period between TNG President Charles Dale and Dean Singleton, publisher of the Dispatch.

It marks the first time the Guild has negotiated representation rights for a bargaining unit that does not yet technically exist. It will come into existence only if the U.S. Justice Dept. approves the papers' application.

Smith said the settlement "takes some of the pressure off those whose future would be uncertain" during a long fight over JOA implementation, which now could occur by this fall.

The Dispatch and the York Record, two papers that trace their beginnings to the 1800s, applied Feb. 22 for the JOA, claiming that "substantial and continuing losses" by the Record made it a "failing newspaper" under provisions of the 1970 Newspaper Preservation Act allowing such mergers.

York, a city of about 44,000 in southeastern Pennsylvania, is one of the smallest markets in the nation where two independent dailies

directly compete.

Under the JOA proposal, editorial departments would remain separate, but advertising, business, printing and circulation operations would be performed jointly by the York Newspaper Co., operating as a separate partnership under control of both publishers.

The advertising, circulation and engraving employees of that agency will have Guild representation in a modified union shop, under the new agreement between the Guild and the publishers. Singleton publishes the Dispatch through a corporation called Gardner State Newspapers, and Philip Buckner publishes the Record through the Seattle-based Carlsbad Publishing Co., doing business as the Buckner News Alliance.

The Guild currently represents about 70 workers in the advertising, circulation, editorial and engraving departments at the Record, and about 60 editorial employees at the Dispatch (but none in other departments).

The JOA could result in a loss of 50 jobs, about 10 of them with Guild representation, Smith estimated. Editorial departments

would not be affected.

Smith said the dialogue involving Singleton and Dale on proposed union representation for employees in the merged departments began after the Guild and other unions made public their opposition to the JOA. The York membership voted unanimously March 9 to oppose the merger and to seek "the best possible" legal counsel [Guild Reporter, March 10 and 24].

The York unions then hired Duane Ice, an attorney involved in the lengthy Detroit JOA struggle. With his assistance, the York Guild and locals of the Graphic Communications Int'l Union and the Media Workers Sector of the Communications Workers filed an opposition brief April 20 with the Justice Dept.

Similar union opposition to a proposed JOA for the Detroit Free Press and Detroit News helped stall that merger, initiated in mid-1986, until a Michigan citizens group emerged at the 11th hour and carried the fight to the U.S. Supreme Court, with the help of a Ralph Nader-backed litigation group.

That opposition has indefinitely

delayed the potentially lucrative merger, caused sizable legal bills for the Knight-Ridder and Gannett chains, and ultimately could scuttle the JOA if the high court rules against the two largest U.S. chains.

The organized opposition in York included a letter-writing campaign in which the local took out ads in the Record, urging citizens to voice their opposition to the Justice Dept. The Dispatch refused to accept the ads.

The York negotiations, meanwhile, continued even as the legal challenge was being mounted, with local leaders, Dale and TNG Int'l Representative Jim Griffin playing key roles, Smith said.

Eventually, the Record made an offer for extra severance pay for those losing jobs in JOA implementation, extended medical benefits for terminated workers, and career counseling and job-hunting services for three months after termination, Smith said.

Also, the current Guild contract at the Record was extended one year past its June 30 expiration or until JOA implementation. Pay

rates are frozen, but about 60 percent of covered employees earning less than top minimums will receive contractual step increases in the next year, Smith said. A Guild contract at the Dispatch runs through Oct. 6, 1990, and is not affected.

After "lengthy discussion," Guild membership approved the agreement, 44-8, on May 5, Smith said.

The CWA and GCIU also agreed to withdraw their opposition in exchange for job guarantees and the continuation of current collective bargaining agreements when the JOA is implemented, Ice said.

If the JOA is implemented, the York Guild will include three bargaining units, each with separate contracts—Dispatch editorial, Record editorial and the merged departments of the York Newspaper Co.

The Justice Dept. is studying the JOA application, and Attorney General Richard Thornburgh will make the decision to approve or disapprove, probably after August.

Detroit unions, dailies reopen contract talks

Detroit—Publishers of the Detroit Free Press and Detroit News, facing a year-long wait for a Supreme Court decision on a request to merge the papers' operations, have returned to the bargaining table to address employee demands for long-delayed raises.

"They fully realize people are angry and a raise is a necessity," said Tom Loneragan, local representative of the Detroit Guild, who is assisting in negotiations.

The "vast majority" of the nearly 1,000 Guild-represented employees have gone without raises since mid-1986, when the Knight-Ridder and Gannett chains, publishers of the Free Press and News, respectively, sought

U.S. approval for a joint operating agreement, Loneragan said.

A legal challenge to the proposed merger reached the Supreme Court early this month, and a decision is expected next spring.

Knight-Ridder officials, tacitly admitting the lack of raises was hurting morale at the Free Press, announced May 4 that "interim compensation" would be increased until the JOA question is settled.

In sessions held May 17 and 19, the first bargaining since February on several contracts that expired at both papers in June 1987, the publishers offered 3 percent raises, an average of \$16 per week, with no retroactivity.

The \$16 offer (later raised to

\$17.50) was not well-received by Detroit Guild President Lou Mleczo, who called it "an insult" and "a joke, after three years without raises."

The Guild and locals of the Media Workers Sector of the Communications Workers and the Graphic Communications Union are negotiating as a group with a joint committee of Knight-Ridder and Gannett representatives.

Another coalition led by Teamsters locals of drivers and mailers also renewed bargaining the week of May 15.

Things were moving "very slowly" and the two sides were "a long way apart" after the initial meetings, Loneragan said. More talks were set for May 25.

The Guild and other unions proposed raises averaging \$45 a week, effective May 1 through April 30, 1990, or until the court decides on the JOA. The proposal later was altered to include \$40 raises and \$832 signing bonuses, representing \$16 a week retroactive for one year.

Neither side proposed changes in benefits, which include fully paid health coverage, but a dispute existed over an employee evaluation system and other conditions imposed at the News after expiration of the Guild contract in 1987, Loneragan said.

The unions also sought a wage reopener for May 1, 1990, and "successor clauses," in the event that either paper is sold.

In 1988, Knight-Ridder threatened to sell or close the 158-year-old Free Press, alleged to be the "failing newspaper" in the JOA application, if the merger were disapproved by the high court.

James K. Batten, president and

chief executive officer of the nation's second-largest newspaper chain, told employees May 4 that austerity measures would be implemented to hold the line on Free Press operating losses, pegged at \$17.6 million last year.

Publisher David Lawrence later told employees that production expenses must be reduced by 3 percent to provide for 3 percent raises. Officials said no layoffs were planned, although cuts in news space, travel and color were under consideration.

Batten said the newsstand price of the Free Press, eighth in the nation with 649,000 circulation, would remain at 20 cents. The News, sixth with 687,000 circulation, costs 15 cents on the street.

The Guild struggle to get the publishers back to the bargaining table included recent boycotts of incentive bonuses of up to \$100 offered to newsroom employees of both papers for good work.

More than 160 Guild-covered staffers at the News recently signed petitions pledging to refuse the bonuses, dubbed "chump change." About 200 Free Press staffers took a similar pledge in late March.

"We're delighted with the response," Mleczo said. "This shows how militant the editorial departments are."

"The nickel-and-dime award handouts aren't worth the internal staff competition they foster," the News petition said. "We refuse to compete with one another for crumbs."

Administrative Officer

The Vancouver-New Westminster Guild is looking for an administrative officer. Require experience at contract bargaining and enforcement, grievance resolution, arbitration and organizing. Applications to: Michael Bocking, president, 301-828 W. 8th Ave., Vancouver, B.C. V6Z 1E2. (604)874-0660.

An Equal Opportunity Employer

Unions' one-day summit in Peoria



Peoria Guild President Bill Knight, standing, and representatives of three international unions pause during late April meeting on upcoming bargaining at the Peoria Journal Star, sponsored by five-local, inter-union council at the paper. Seated are, from left: Bill Metz of the Communications Workers, Bill Roberts of the Graphic Communications Int'l Union and

Bruce Nelson of TNG. Plans formulated by the council during session include publication of a joint newsletter to go to members and the public and an independent appraisal of the employee stock ownership plan of the paper. Unions in the council, besides Guild, are the CWA Mailers and Printers, GCIU Pressmen, and Teamsters Drivers.

SHARI ROYER/Peoria Guild

Board approves Guild for 39 at the Gazette

Montreal — The Quebec Labour Board has approved an application for the Montreal Guild to represent a group of 39 advertising employees at the Montreal Gazette.

IT SEEMS

TO US

Credit firm's promotion of airline draws ire

LODI, CALIF.

Editor:

American Express has chosen to team up with Frank Lorenzo's Continental Airlines in a promotion, I learned when my latest American Express bill arrived.

Once I got the anger under control, I took out my AX card, cut it in half and included it with a note expressing my anger, disappointment and disgust with what became my final payment.

I write to urge all Guild members who have the card to do the same and learn to leave home without it from now on. It should become a project for the entire labor movement, as well.

DICK PATTISON

TNG Int'l Representative
N. California Guild

Editor's note: Pattison refers to a free-flight promotion being run jointly by Continental and American Express.

Frank Lorenzo controls the company that owns both Continental and Eastern Airlines. Continental, in 1983 under cover of federal bankruptcy law, abrogated the Pilots contract during a still unsettled Machinists strike. At Eastern, the Machinists have been on strike since early March, supported by the Pilots, Flight Attendants and much of the U.S. labor movement.

The upper echelons of the U.S. labor movement reportedly are painfully aware of the Continental-American Express promotion and are seeking to remedy the situation.

Slick 'Labor's Heritage' ignites puff of indignation

WASHINGTON, D.C.

Editor:

When I saw the announcement of the George Meany Memorial Archives' quarterly, Labor's Heritage [Guild Reporter, April 7], I immediately thought to subscribe—until I read the fine print.

"Fresh and elegant," the advertising copy read.

"Fascinating stories."

"Beautiful photos."

Elegant, indeed! What do they think they're publishing, a coffee table book? Another Vanity Fair? Town and Country?

Mother of Pearl! as W.C. Fields used to say. I'll bet they don't even

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue.
Deadline: Friday before publication.

pay George Meany the respect of accepting cigar advertising.

No. Better stick with the Labor Department's good, grey Monthly Labor Review—if it survived the Reagan Revolution.

ELLIS T. BAKER

Retired

Washington-Baltimore Guild

Editor's note: George Meany (like Baker, former major domo of TNG administrative operations) was an inveterate cigar smoker.

Retiree objects to roles in April 9 'choice' rally

CHALFONT, PA.

Editor:

I feel betrayed and violated by the IEB and Anna M. Padia. By endorsing and participating in the pro-abortion demonstration in Washington, by filing a court brief defending abortion, they:

- Misrepresented me and compromised my professional ethics;
- Made a mockery of the Guild's human rights policy.

What hypocrisy! Aren't they aware that the most precious human right is life itself? That abortion destroys life? Or is "human rights" another fraudulent label—like pro-choice?

Unwittingly, the Guild Reporter bolstered my contention that they misused their offices to promote their personal opinions disguised as official Guild actions. It acknowledged the abortion debate was "approaching the boiling point across the United States." ["Abortion march revives issue of reporter rights," Guild Reporter, April 21.]

Guild members also are divided. They unite solely for collective bargaining. On everything else they can and do disagree. Therefore the leadership lacks the competence and right to speak for all on such matters.

Padia and the IEB deserve censure for misrepresentation and abusing their authority.

I urge conscientious members to defend their convictions. It is time to pull hard on the reins, make the wild horses stop, and return the

Guild to its true course. We could start by insisting on responsibility as well as rights.

MICHAEL CASINO

Retired

Philadelphia Guild

Editor's note: A pair of resolutions passed after lively debate by the 1981 Guild Convention put TNG on record in opposition to government restrictions on both abortion and contraception on grounds that both "should be a personal matter for a woman to decide," as one of them put it.

TNG has filed no "court brief defending abortion." It did join with five other organizations this spring to ask the Supreme Court to strike down on First Amendment grounds a provision in a Missouri law forbidding health personnel from "encouraging or counseling a woman to have an abortion not necessary to save her life." ["TNG joins brief in gag case," Guild Reporter, April 7.] Similarly, in 1986 TNG joined a brief to the high court supporting the First Amendment right of a "pro-life" newsletter to publish the names of "pro-life" candidates in a Massachusetts election.

Four who were there, laud Padia talk at rally

NEW YORK, N.Y.

Editor:

We, the undersigned, were moved to hear Anna Padia's clear, articulate presentation of the Guild's position in favor of the right to choice at the Washington, D.C., march April 9 ["Solidarity," Padia says for unions," Guild Reporter, April 21].

We are aware of the sensitive and divisive nature of this issue and would not deny anyone the right to disagree. However, we also regard the choice for abortion as one of the key issues of our time and feel that it is as vital that the Guild take a position on it as on segregation, free speech, the right to vote and human rights in other countries.

We are proud of the Guild's position on this difficult issue.

DON BACHELLER,

JOAN COOK,

BETSY WADE

Times Unit

JOY COOK

Post Unit

New York Guild

Private weather firm charges 'disservice'

WICHITA, KAN.

Editor:

I believe you have done a disservice to your readers with "Storm is brewing on weather service trims in 'summary'" [Guild Reporter, March 24]. The National Weather Service's field offices, the ones that issue tornado, blizzard and other hazardous weather warnings, are seriously understaffed. Offices are being closed at night because there are not enough people to staff them around the clock. This is where the NWS should be spending its scarce [sic] dollars ... on public safety.

Chances are that more than 90 percent of your readers have never directly communicated with the National Public Service Unit. NPSU is mainly used by AP, UPI and the television networks for free weather briefings. Should tax dollars be spent on tornado warnings or helping Willard Scott prepare his weathercast?

Your contentions that television weather maps would be "blank" or that people wouldn't know "if there is a major snow storm coming" are inaccurate. Snow storm warnings are issued by the NWS field offices. There are private companies which provide weather maps, forecasts and briefings to newspapers and broadcasters.

There will be adequate sources of media weather information if the NPSU is closed. If the NWS allocates those positions to its field offices, all citizens will benefit.

MIKE SMITH

President

WeatherData, Inc.

Editor's note: The story reported TNG President Charles Dale urging Guild members to help try to stop severe cutbacks in the arm of the National Weather Service that long has been a primary source for weather stories, the NPSU. William R. Sammler, a union leader at the National Severe

Storms Forecast Center in Kansas City, Mo., was given the opportunity to comment on Smith's letter. His response follows.

'Big winds' in Wichita, forecaster leader replies

KANSAS CITY, MO.

Editor:

There often are big winds in Wichita.

When private, for-a-price forecasting firms maintain that nothing will be lost if the National Weather Service cuts back its National Public Service Unit [NPSU], they tend to ignore a few facts:

✓ The NPSU has been the exclusive source of consistently accurate and timely national weather information to many, many print and broadcast users for more than 15 years.

✓ The NPSU's four-times-a-day National Weather Summary is the only compilation of national weather events, advisories, watches and warnings available to the media. Virtually every newspaper, radio and television station has an NOAA Weather Wire and therefore receives the summary.

✓ Private firms use taxpayer-financed National Weather Service products, including forecasts and computer models, which are in the public domain, to produce their forecasts, which they then sell.

✓ The private firms stand to see their business, and presumably their profitability, increase considerably if the NPSU is reduced in scope or eliminated.

If reporters and editors want to keep getting high quality weather information in understandable form and at no cost, as provided now by the NPSU, they should let their representatives in Congress know. Now!

WILLIAM R. SAMMLER

Steward

National Weather Service

Employees Organization,

MEBA, AFL-CIO



TNG'S DALE ADDRESSES COMMUNICATIONS WORKERS
CWA is part of in Newspaper Industry Co-ordinating Committee.

Publishers notice solidarity, Dale says

(Continued from Page 1)

Post; the McClatchy chain, which for three years has refused to bargain equitable new agreements at papers in California and Washington; and Copley Newspapers, which "has brought in a notorious anti-labor law firm to bust the unions in San Diego."

NICC also has targeted Knight-Ridder Newspapers and has scheduled a meeting June 25-26 in St. Paul to map strategy and tactics for locals dealing with the chain.

Dale said unions in the newspaper industry "are forging bonds of co-operation and joint action unprecedented in our history" and noted that TNG and the CWA have

always "had a lot in common."

"We were both born in the Depression of the 1930s as part of the fledgling industrial-union movement, and we were able to organize groups of workers that had never enjoyed the benefits and protections of union representation," he pointed out.

"We are both militant, democratic unions with solid traditions of successful struggle second to none in the labor movement," he added.

Dale also noted that the CWA was one of the leading choices of local Guild leaders during discussion of merger possibilities at

TNG's "Futures Forum" in April.

"A merged union may not be immediately around the corner," he said, "but we hope, we expect, we're determined to be working with you in the weeks and months ahead as if we were all members of a single union, dedicated to combining our will and our resources to show employers, in the words of that old labor song ("Union Maid" by Woody Guthrie): 'They can't scare us; we're sticking to the union.'"

"Till the day we die" is the last line of that chorus," Dale said. "And to the bosses, let me say: Don't hold your breath! It's not going to happen!"

Locals urged to be alert for age discrimination in hire, promotion, pay

Silver Spring, Md.—Spurred by increased reports of age discrimination in Guild shops, the Int'l Executive Board has recommended that locals closely watch employer actions affecting the hiring, promotion and compensation of persons over age 40.

In the Human Rights section of its Officers Report, the IEB also is urging the union's 1989 convention in June to add its voice to the recommendation.

In a report to the board, TNG Human Rights Director Anna M. Padia said more age discrimination complaints had been handled in the past year than at any time in Guild history.

Padia noted that three class-action charges filed by locals in Sacramento, Fresno and Washington, D.C., included age as a factor in alleged discriminatory practices. TNG also assisted the Equal Employment Opportunity Commission in two cases alleging age bias against individuals in the San Jose local (story, Page 8).

Other age discrimination allegations have surfaced at newspapers in Detroit and Lansing, Mich., and in York, Pa., Padia reported.

In adopting its Human Rights report to the convention, the IEB urged locals to "scrutinize employer actions in hiring, assign-

ments, promotion, training, merit pay, discipline and early retirement programs for potential discrimination against employees 40 years of age and older."

The report also noted that the New York Guild established a financial program that would advance up to \$100,000 to individual members charging discrimination. Members would be required to repay the advances as a first claim against any proceeds from their suits.

Other IEB human rights recommendations to the convention include:

- ✓ Locals should continue to help try to prevent sexual harassment, and to try to remedy it where it exists.

- ✓ Contract provisions banning discrimination in hiring and other employment conditions should be aggressively enforced.

- ✓ Efforts should be increased to achieve contractual provisions for child care, adult-dependent care, parental leave and family emergency leave.

'Golden garbage' in Great Falls



STUART S. WHITE/Great Falls Guild

Great Falls Guild Vice President Jeri Pullum displays some of the "golden garbage" collected to raise money for the local's scholarship fund through a Community Club Awards program sponsored by two radio stations. In each of the last 25 years the Guild has given a journalism scholarship at the University of Montana. The \$250 grant is in memory of Robert Stuckman, a Guild member who taught journalism at the school.

United effort backed to curb abuses of JOAs

Silver Spring, Md. — TNG should work closely with other unions to explore legislation to curb abuses of the 1970 Newspaper Preservation Act, the Int'l Executive Board recommended at its spring meeting and urged that delegates to the Guild convention in June also endorse the action.

The IEB also urged the convention to spur TNG to continue to press for general legislation to curb the growing domination of the news industry by publishing chains.

The recommendations follow the formation in February of the Newspaper Industry Co-ordinating Committee (NICC) by four unions and the AFL-CIO Industrial Union Dept. to counter anti-union actions

and monopolistic practices by a handful of increasingly powerful chains.

A delegation representing the four unions—TNG, Communications Workers, Graphic Communications Union and the Teamsters—visited Capitol Hill legislators in February to discuss proposals for limiting the size of chains. At last count they owned, 76 percent of U.S. dailies and those dailies had 83 percent of U.S. circulation.

The Research & Information section of the Officers Report to the convention suggests the following changes be considered for the Newspaper Preservation Act, which permits joint operating agreements (JOAs) between dailies:

- ✓ Forbid price fixing, profit pooling and merging of commercial departments, limiting JOAs to joint production facilities;

- ✓ Ban JOAs in markets where an outside investor is willing to buy a failing paper;

- ✓ Make chain-owned news-

papers ineligible for "failing newspaper" status, key to qualifying for JOA clearance. The law says one of the paper's must be "unlikely to remain or become" financially robust.

The report alleges abuses of the act by chains operating in Detroit, Miami and Evansville, Ind.

In Detroit, the U.S.'s two largest chains, Knight-Ridder and Gannett, are attempting to merge non-editorial functions of the Free Press and the News. The Supreme Court agreed May 1 to hear a challenge to the merger.

In Miami, Cox Newspapers recently closed its Miami Herald after years of publishing it jointly with Knight-Ridder's Miami News. Cox retained the right to share in the profits of the News nonetheless.

TNG Director of Research & Information David J. Eisen reminded the IEB that he had told a House judiciary subcommittee in April that abuses of the Newspaper Preservation Act have spurred a need

for "serious legislative inquiry" because the act was speeding the demise of the "failing newspapers" it was intended to save.

The IEB report to the convention also notes that TNG in February joined the Int'l Federation of Journalists in the first of what will be a series of conferences directing attention to the increase in size and activity of international publishing conglomerates.

In other recommendations, in its Political Action report, the IEB also:

- ✓ Urged all locals to appoint political action committees to monitor legislative activity and support appropriate legislation.

- ✓ Called on U.S. locals to lend financial support to the AFL-CIO's Committee on Political Education (COPE) and Canadian locals to contribute to candidates and parties responsive to union concerns.

- ✓ Suggested that locals eliminate from their bylaws prohibitions against political activity.

TV producers eye shows on Broun Award

Silver Spring, Md. — A television production company has expressed interest in creating a mini-series based on the winning entries in the Guild's Heywood Broun Award and TNG's Int'l Executive Board has endorsed the idea.

The \$1,000 award, named after the syndicated columnist of the 1920s and '30s who was the Guild's founding president, is given annually for outstanding journalism exhibiting a concern for the underdog and underprivileged.

Urban affairs reporter John McCarron of the Chicago Tribune won the latest award.

Quintex, a Beverly Hills firm that produced the recent hit series on the old West, "Lonesome Dove," has requested permission to use the name of the Guild and the Broun Award, TNG Education Director Phillip M. Kadis told the IEB during its spring meeting.

In endorsing the concept, the IEB also declared the Guild's "willingness to co-operate in advancing the project."

Quintex also reportedly is producing a made-for-television movie, "The Prize Pulitzer," based on the life of Roxanne Pulitzer.

"An accurate and tastefully done television show or shows" based on the winning Broun Award entries "would be a welcome and distinctive contribution to television," the IEB said.

Overseas airline repairs opposed

Silver Spring, Md. — A bill in Congress that would rescind a Federal Aviation Administration rule allowing major, nonemergency repairs of U.S. airliners overseas has gained the endorsement of TNG's Int'l Executive Board.

The rule change, undertaken in the final days of the Reagan administration at the request of other nations and some small U.S. airlines, permits foreign mechanics, using foreign-made parts, to perform complete overhauls.

A resolution by the IEB during its spring meeting asserts that the FAA rule change threatens not only tens of thousands of U.S. jobs but also the safety of passengers on U.S. airlines.

For the past 39 years, the only overseas maintenance work allowed on U.S. airliners was that required to complete a return trip to the states. Overseas repairs are effectively removed from compliance with FAA safety regulations, the resolution charges.

PLEASE POST

DON'T BUY

National Boycotts Sanctioned by the AFL-CIO Executive Council

ACE DRILL CORPORATION

Union Label and Service Trades Department, AFL-CIO—May 1989

Union Label and Service Trades Department, AFL-CIO—May 1989

BAEF A.G. CORP., Gelsmar, Louisiana

Union Label and Service Trades Department, AFL-CIO—May 1989

BLUE CROSS/BLUE SHIELD OF MEMPHIS, TN

Union Label and Service Trades Department, AFL-CIO—May 1989

BROWN & SHARPE MFG. CO.

Union Label and Service Trades Department, AFL-CIO—May 1989

BRUCE CHURCH, INC.

Union Label and Service Trades Department, AFL-CIO—May 1989

CALIFORNIA TABLE GRAPES

Union Label and Service Trades Department, AFL-CIO—May 1989

CITY OF HOPE

Union Label and Service Trades Department, AFL-CIO—May 1989

CLARK GRAVE VAULT COMPANY

Union Label and Service Trades Department, AFL-CIO—May 1989

COLT FIREARMS COMPANY

Union Label and Service Trades Department, AFL-CIO—May 1989

CONTINENTAL AIRLINES

Union Label and Service Trades Department, AFL-CIO—May 1989

EASTERN AIRLINES

Union Label and Service Trades Department, AFL-CIO—May 1989

FORT HOWARD PAPER CO.

Union Label and Service Trades Department, AFL-CIO—May 1989

HARVEY INDUSTRIES

Union Label and Service Trades Department, AFL-CIO—May 1989

HOLIDAY PAPER CUPS, Div. of Imperial Cup Corporation

Union Label and Service Trades Department, AFL-CIO—May 1989

INTERNATIONAL PAPER COMPANY

Union Label and Service Trades Department, AFL-CIO—May 1989

JOHN MORRELL & COMPANY

Union Label and Service Trades Department, AFL-CIO—May 1989

JOHN PORTMAN COMPANIES

Union Label and Service Trades Department, AFL-CIO—May 1989

KRUEGER INTERNATIONAL, INCORPORATED

Union Label and Service Trades Department, AFL-CIO—May 1989

LOUISIANA-PACIFIC CORP.

Union Label and Service Trades Department, AFL-CIO—May 1989

MARSHALLTOWN TROWEL COMPANY

Union Label and Service Trades Department, AFL-CIO—May 1989

MOHAWK LIQUEUR CORPORATION

Union Label and Service Trades Department, AFL-CIO—May 1989

NAPA VALLEY CO-OP

Union Label and Service Trades Department, AFL-CIO—May 1989

PATRICK CUDAHY

Union Label and Service Trades Department, AFL-CIO—May 1989

PLYMOUTH RUBBER COMPANY

Union Label and Service Trades Department, AFL-CIO—May 1989

R. J. REYNOLDS TOBACCO CO.

Union Label and Service Trades Department, AFL-CIO—May 1989

ROME CABLE CORPORATION

Union Label and Service Trades Department, AFL-CIO—May 1989

SEATTLE-FIRST NATIONAL BANK

Union Label and Service Trades Department, AFL-CIO—May 1989

SHELL OIL COMPANY

Union Label and Service Trades Department, AFL-CIO—May 1989

STERLING RADIATOR

Union Label and Service Trades Department, AFL-CIO—May 1989

UNITED STATES PLAYING CARD CO.

Union Label and Service Trades Department, AFL-CIO—May 1989

Locals rip proposed CBC cuts, tout pay equity

Victoria, B.C.—The Canadian District Council of Guild locals has castigated the "savage and destructive cuts" the Mulroney government is proposing for the Canadian Broadcasting Corp., and also has adopted strong statements in support of pay equity and the elimination of sexual and racial harassment.

Delegates to the council's spring meeting here May 6-7 also called on TNG to not take a final position until the council's next meeting on an application by the Quebec-centered National Federation of Com-

'Minor victory' seen in Globe labor beat dispute 3

munications union to share with the Guild Canadian representation in the Int'l Federation of Journalists.

They also placed on the agenda of the next council meeting, Oct. 28-29 in Ottawa, a proposal that Canadian members vote separately on any proposal to merge or affiliate with another union.

Delegates also re-elected three of the council's officers—Alice

Busby of Vancouver-New Westminster, president; Larry McInnis of Montreal, vice president; and Keeble McFarlane of Canadian Wire Service, secretary—and elected Danny Dewan of Ottawa, treasurer, when Sharlan Clark of the same local chose to not seek re-election. There were no contests.

Calling the CBC a "pillar of our cultural sovereignty" and "an indispensable national asset and shaper of Canadian identity," the council pointed out that even before its latest budget proposals the

government "slashed CBC financing to the detriment of regional and national news and entertainment programming."

Introduced by representatives of the Canadian Wire Service Guild, which represents CBC newswriters and others, the resolution calls on the federal government to "cease and desist its brutal, vindictive five-year assault on the CBC" and provide it enough money to meet its programming needs and objectives.

The council's statement on pay equity, introduced by Southern Ontario Guild President Gail Lem, says history demonstrates that without fair legislation, "if it is left up to the employer, it will take another 207 years before the wage gap between men and women disappears."

It calls upon Guild locals to conduct seminars to dispel the perception that men's wages will have to be reduced if women are to receive equal pay for work of equal value.

It also calls on locals to make pay equity a priority at the bargaining table, particularly for inside salespersons and clerical employees.

The council statement on sex and race harassment, also proposed by Lem and previously endorsed by her local's executive committee, calls on Canadian locals to endorse it and to take it to TNG's Convention in June as a recommendation of the council.

Taken from a policy statement of the Canadian Auto Workers, the statement calls both forms of harassment "cruel and destructive" whether emanating from management or co-workers.

It says that unions as well as managements must work to eliminate it from the workplace while also protecting the victims' sensitivities and sensibilities. Resolutions of complaints "must reflect the serious nature" of harassment

and "send a clear signal" the transgressions "will not be tolerated," it concludes.

The council's action on separate Canadian representation in the IFJ came after delegates tabled another SONG proposal that would have called on TNG to pursue it in cooperation with the FNC, with Canada's IFJ votes divided between representatives of the two unions in proportion to their respective memberships in Canada. It also proposed that the council appoint representatives to the IFJ from Canada and that the council determine positions on IFJ issues to be taken by a Canadian delegate.

TNG President Charles Dale told delegates that TNG's Int'l Executive Board at its April meeting had concluded that TNG should advise the IFJ that the Guild has no objection to full IFJ membership for the FNC on two conditions:

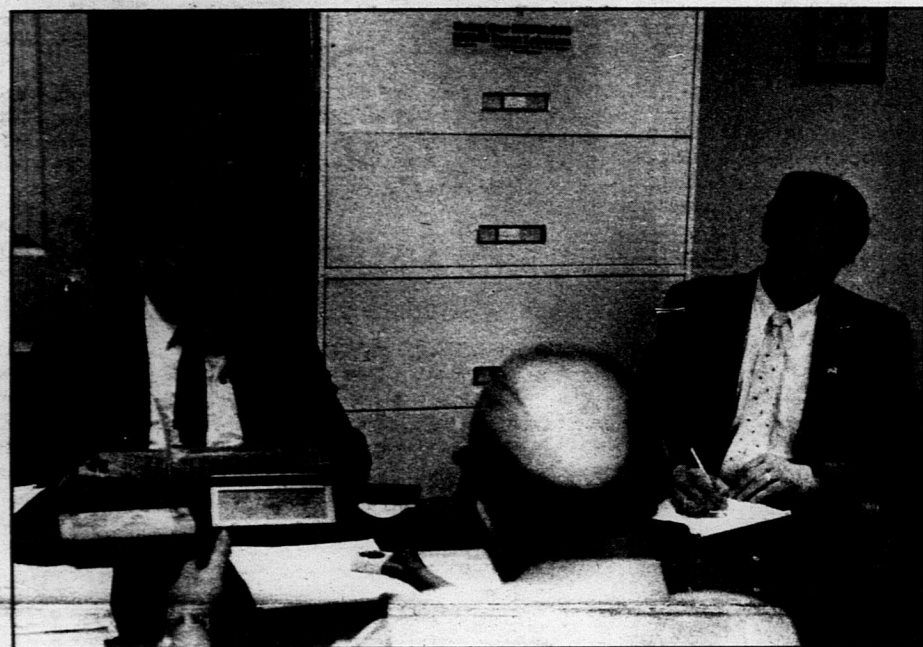
First, that a satisfactory distribution and understanding of voting rights is arranged and approved by the IFJ.

Second, that no qualifications are placed on who exercises TNG's voting rights for either Canada or the United States.

Dale said the FNC had asked TNG to support full membership for it in the IFJ and had proposed that TNG have two and the FNC four votes within the Brussels-based secretariat.

The IFJ previously repeatedly has turned aside TNG efforts to provide separate Canadian representation through the Guild. TNG two years ago helped the FNC gain admission to the IFJ as an associate member. The FNC represents some 1,500 French-speaking journalists as well as 4,500 other employees of publications and broadcast outlets, mostly in Quebec. The Guild represents about 6,000 news-industry employees across Canada.

'Sgts. Preston' probe reporter's detention



RAYMOND CROWELL/Washington-Baltimore Guild

Royal Canadian Mounted Police Sgts. Walter Wafer, left, and Pierre-Y. Carrier interview David J. Eisen, TNG research and information director, at TNG headquarters as part of Mounties' investigation of protests by TNG President Charles Dale and others after Mounties last fall detained British reporter Gordon Thomas for questioning about his reporting on

terrorism. Incident occurred at Montreal's Mirabel airport as Thomas sought to enter Canada. Richard Gosse, chair of the RCMP's Public Complaints Commission, said the probe was undertaken after an interview with Thomas indicated that the Mounties' actions "could touch on freedom of the press and other Charter issues, all ... matters of importance."

Age-bias lawsuit settled in San Jose

Adapted from "The Guild's Paper," San Jose Guild newsletter.

San Jose, Calif. — Former Guild activist and Mercury News copy editor Willard W. Hatch has settled his age-discrimination lawsuit against the newspaper.

One of the terms of the out-of-court settlement is that the other terms not be publicly revealed.

"It's settled; that's all I can say," said Hatch when contacted.

Once the San Jose Guild is informed that the settlement is final,

the local will withdraw a grievance and an unfair labor practice charge that it filed on Hatch's behalf in 1987.

It also appears that an age discrimination complaint issued by the U.S. Equal Employment Opportunity Commission and an ensuing federal lawsuit will be dropped.

The EEOC, however, continues to pursue a suit filed against the Mercury News in September alleging the company refused to promote a 58-year-old female clerk

because of her age.

Eventually, in settlement of a Guild grievance, she was promoted to outside sales, but the EEOC declined to drop its separate age bias case.

Hatch had charged that he was denied a promotion in 1986 because of his age.

Now 56, Hatch is a former San Jose Guild president and a former TNG international representative. He left the Mercury News in 1987 to work as a field representative for the California Nurses Assn.

Next Reporter to be June 16

Next issue of the Guild Reporter will be published on June 16, three weeks after this one. Deadlines are adjusted accordingly.

It will be the sole issue published in June as the paper prepares for the eventuality that TNG's convention, June 19-23, approves a recommendation that the paper be reduced to 18 issues a year, published at three-week intervals, from 22 issues, for the most part put out twice a month.



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.
Advertising, Circulation and Editorial panels, 1 p.m., June 18, Desmond Americana Inn, Albany.
New Delegate Forum, 3 p.m., June 18, Desmond Americana Inn, Albany.
Small Locals Caucus, 4 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.
Knight-Ridder-chain all-unions conference, June 25-26, Radisson Hotel, St. Paul.

Conference on Global Labor Solidarity, July 7-9, Washington Hotel, Washington, D.C.
Int'l Executive Board, fall meeting, Oct. 23-25, Montreal (tentative).
Southern Council of Guild Locals, fall meeting, Oct. 27, Delta Hotel, Ottawa.
Canadian District Council, fall meeting, Oct. 28-29, Delta Hotel, Ottawa.
Western District Council, fall meeting, Oct. 28-29, Eugene, Ore.
Great Lakes District Council, fall meeting, Nov. 4-5 (tentative), Indianapolis.
Midwest District Council, fall meeting, Nov. 11-12, Denver.
57th Annual Convention, June 25-29, 1990, Sheraton Centre Hotel, New York City.
58th Annual Convention, Montreal, 1991.
59th Annual Convention, Chicago, 1992.

The Guild Reporter



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

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