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Convention bolsters organizing funds

Albany, N.Y.—Declaring that the Guild organizing push under special funding set up a year ago is proving a noteworthy success, TNG's 1989 Convention made the union's special organizing fund a permanent part of TNG's standard operating budget fueled by locals' regular monthly payments.

In addition, delegates gave the fund an extra financial boost by continuing the special funding—diversion of interest on the \$8-million Int'l Defense Fund—for another six months, through the

end of the year. The diversion was to have ended June 30.

In making organizing a separate item in TNG's General Fund budget for the current fiscal year, the convention listed it at \$400,000 in anticipated expenditures, estimated to be the equivalent of a 10-percent allocation from per-capita payments. Defense Fund earnings during the previous 12 months, which were diverted to the special organizing fund, totaled \$388,583.

The actions came on the report

of the convention's Finance Committee, chaired by James R. Schaufenbil of the Philadelphia Guild, with endorsement from the Organizing Committee, as well.

At the same time, the convention enacted a pair of cost trimming measures recommended by the Int'l Executive Board: reducing the frequency of the Guild Reporter by four issues a year, to 18, and IEB meetings by one a year, to three.

Delegates rejected, however, a proposal by the Cleveland Guild

that, as a cost-cutting measure, future conventions be held every two years, rather than annually as they have been since the union's founding. It was rejected in the Constitution Committee, chaired by Barry F. Lipton of New York, and was not revived on the floor.

Delegates also rejected a proposal, originated by a Special Guild Organizing Committee last fall, that would have increased locals' monthly per-capita payments to TNG by \$1 and continued the

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The 56th annual TNG convention

Albany, N.Y.—There were 222 delegates and 5 alternates from 57 locals in the United States, Canada and Puerto Rico seated for TNG's 56th Annual Convention, held here June 19-23 at the Desmond Americana Hotel.

Rehire order given for hundreds at San Juan paper

San Juan, Puerto Rico—An administrative law judge has ruled the Spanish-language newspaper El Mundo must recognize the Puerto Rico Guild as the exclusive representative of the paper's employees and offer jobs to hundreds of former employees who were victims of anti-union discrimination.

The wide-ranging decision holds specifically that the current publisher of the San Juan daily should rescind a switch to circulation subcontractors and rehire as many as 200 district managers, collectors and circulation clerks who lost their jobs after the paper changed hands in 1987.

The June 16 ruling by Richard H. Beddow Jr. is broader than a sweeping temporary injunction issued Feb. 3 by a federal judge ordering the new owner to recognize the Guild; to bargain in good faith; to restore pay and working conditions in effect at the time of the sale; and to rehire scores of former employees.

El Mundo Corp., controlled by Hector L. Gonzalez, purchased the paper Nov. 8, 1987, from El Mundo Inc., which had closed it two months earlier and terminated almost all its more than 400 employees, all represented by the Guild.

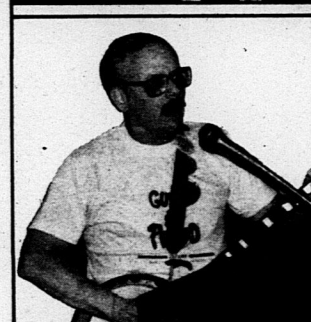
Much of Beddow's ruling is based on his conclusion that El Mundo Corp. is a successor em-

ployer to El Mundo Inc. and as such "has an obligation upon demand to bargain in good faith with the union."

The last contract between the employer and the Guild, which has represented El Mundo employees since 1962, expired Sept. 30, 1986. Terms and conditions of the agreement, however, remained in effect for administration, maintenance, editorial, production and circulation employees during bargaining prior to the sale.

Attached to Beddow's 28-page ruling was a list of 403 former El Mundo Inc. employees "who would have been hired but for ... unlawful discrimination" by the new publisher. The law judge ordered that they be rehired and that current employees who had not worked for the predecessor company be dismissed if necessary to make room for rehires.

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'Solidarity' ends 56th convention

Two former Albany Guild presidents lead delegates in "Solidarity, Forever" to adjourn convention. At left, R. Victor Stewart; at right, John Funicello. Above, from left, TNG President Charles Dale, Int'l Chairperson Peter E. McLaughlin, Secretary-Treasurer John C. Edgington.



13 return to IEB by acclamation; 3 races set

Albany, N.Y.—The 1989 Guild Convention re-elected by acclamation 13 of the 16 members of TNG's Int'l Executive Board—including both of the union's full-time top officers—and set up referendum elections in September to decide who will hold the other three positions—all regionally

elected vice presidencies.

Re-elected to second terms were TNG President Charles Dale and Secretary-Treasurer John C. Edgington, as well as Int'l Chairperson Peter E. McLaughlin of New York.

Also re-elected were all six vice presidents from the membership at

large and four of the seven vice presidents from geographic regions.

In elections to be held Sept. 21-26, voters will pick between two candidates each for the three remaining regional vice presidencies.

The contests include:

✓ In Region 2 (the U.S. South and Puerto Rico), Faye McCracken of Memphis, a four-term incumbent, is being challenged by Connie Knox of Washington-Baltimore;

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30 have RSI symptoms at Philadelphia papers

Philadelphia—Far more cases of repetitive strain injury than previously reported have surfaced among Guild-represented employees at dailies here, according to a local leader who surveyed members following publication June 16 of Guild Reporter articles on RSI outbreaks among VDT users.

Beth Gillin, president of the Philadelphia Guild, conducted the poll among workers at the Philadelphia Inquirer and Daily News and at the Delaware County Daily

Times, and found that:

✓ At least 30 employees have contracted some form of RSI or have symptoms of it.

✓ Four employees required surgery for RSI-related conditions.

✓ Two copy editors and a secretary received cortisone injections to relieve pain and swelling in their wrists.

✓ Eleven employees are wearing splints to alleviate symptoms in their arms and hands. Another employee who suffered a pinched

nerve wore a neck brace while recuperating.

✓ Eleven employees reported RSI symptoms that have not been diagnosed.

A Guild Reporter survey of locals in April indicted RSI at 17 of the 138 dailies with Guild representation, including two cases of carpal tunnel syndrome at the Philadelphia papers.

Since the survey results were published, TNG also has learned of 10 to 15 cases of RSI among

the 100 New York-based Reuters staffers and at least one case at the Long Beach Press-Telegram, described in an "It Seems To Us" letter in this edition.

Another local, the Wire Service Guild, is surveying about 600 Guild-represented United Press Int'l employees about VDT work, office equipment and work-related repetitive strain injuries.

Repetitive strain injuries, especially those being found among

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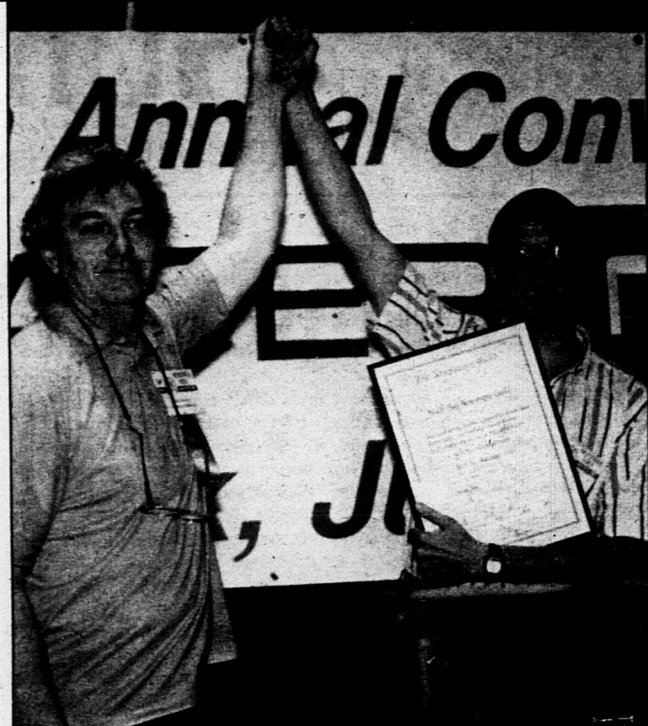
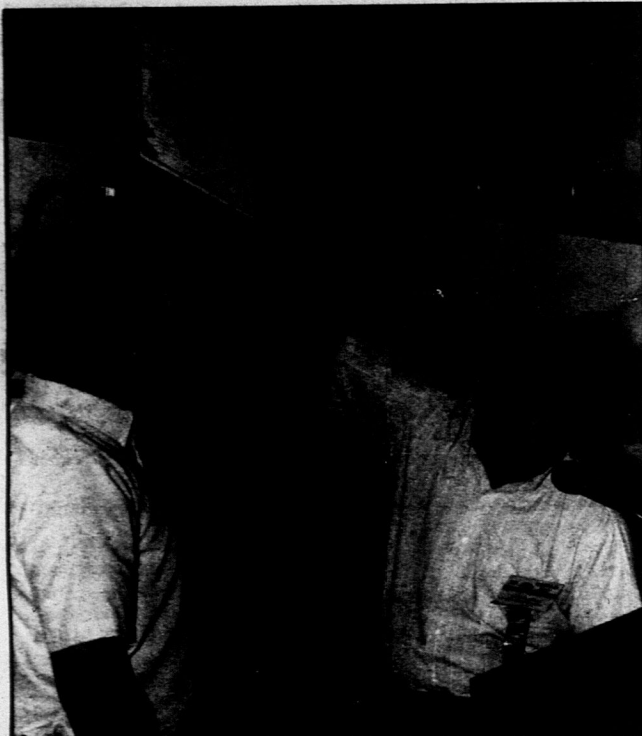
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Charters to Dayton, North Bay

Leaders of two newest TNG locals—Dayton and North Bay—acknowledge plaudits of delegates after receiving locals' charters during TNG convention. Dayton's Rob Modic, far left, shares honors with TNG Int'l Representative Harry L. McCormick. North Bay's John Lund, far right, does the same with TNG Canadian Director John Bryant. TNG professionals assisted locals to win labor board certifications as representatives of staffs at Cox chain's Dayton Daily News, in mid-May, and at Southam chain's The Nugget, following card check at end of February and vote in late March. Effort in Dayton spanned nearly three years.



Rehire order given on 100s at San Juan daily

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When the paper reopened, about 65 employees from the predecessor company were rehired, and an additional 65 were rehired after the federal injunction was issued, according to figures provided by Puerto Rico Guild representatives.

About 60 jobs still are held by employees who had not worked for the predecessor company, according to Guild figures. Under the law judge's ruling, those 60 positions plus an estimated 200 circulation positions must be filled by employees of the predecessor company,

with the rehiring based on seniority.

"The employer says nobody from the old unit is qualified to fill these jobs; our position is that there are people qualified to hold them," said TNG Int'l Representative Harry McCormick, who has assisted the local in the dispute.

After hearing 18 days of testimony late last summer, Beddow found that the new owner "engaged in discriminatory hiring practices in an effort to avoid the employment of a majority percentage of former employees" and

thus keep out the Guild.

He said employees of the former company should be rehired "with the seniority and any other rights and privileges they would have enjoyed if they had been hired" by the successor, and that they should be compensated for losses suffered by not being rehired earlier.

The law judge calls specifically for the reinstatement of Roberto Jusino to his job as a circulation area supervisor and for him to be compensated for losses suffered after being discharged in February for union activity.

The federal injunction remains in effect, and the Puerto Rico Guild has filed 11 new unfair practice charges with the National Labor Relations Board, alleging continuous violations of the injunction since Feb. 6.

The new charges allege, among other things, that El Mundo Corp.:

✓ Discriminated against former employees on the rehiring list because they served as Guild officers, delegates or committee persons; or gave or offered testimony during legal proceedings on the dispute.

✓ Refused to rescind unilateral changes made prior to Feb. 6 in rates of pay, working conditions and fringe benefits and continued to make such changes without bargaining with the Guild.

✓ Refused to reinstate former employees on the rehiring list by creating new positions to exclude such employees, or by offering employment on a probationary basis and subjecting them to evaluations and disciplinary measures to which employees hired before Feb. 6 were not subjected.

✓ Offered former employees on the list lower-paying jobs than they previously held.

The NLRB has taken the charges under advisement while considering whether to ask the federal court to enforce the injunction and expand it to include the entirety of the law judge's ruling.

In reaching his decision, the law judge struck from the record the testimony of all but two witnesses for the company because of "repeated and pervasive violations" of an order that they avoid discussing their testimony with each other.

Noting that some had been shown transcripts of testimony by previous witnesses, the law judge said: "The testimony of the vast majority of the respondent's direct witnesses is tainted by inherent untrustworthiness as a result of clear and repetitious violations of the sequestration order."

Beddow's order forbade the publisher from interrogating job applicants about union sympathies, discharging any employee for union activity, or "discriminating against employees because they were employees of the predecessor company or were members or supporters of the union to avoid having to recognize and bargain with the union."

El Mundo Corp. is expected to appeal the decision, in which case a final ruling would not be likely for another year or more.

30 have RSI symptoms at Philadelphia papers

(Continued from Page 1)

VDI operators, generally strike the hands, wrists, arms, shoulders and necks of workers. Two common forms are tendinitis and carpal tunnel syndrome, a crippling injury involving inflamed tendons and a pinched nerve in the wrist.

Exact causes of RSI can not always be pinpointed, but cases are proliferating among the nation's 28 million VDT workers.

Word-processing equipment now in use at the Inquirer and Daily News was acquired about seven years ago, Gillin said.

Gillin, herself an RSI victim with a condition called radial tunnel syndrome that may require elbow surgery, found in her poll far more incidence of injuries than had previously been documented.

She found one case in which an Inquirer reporter underwent surgery for carpal tunnel syndrome on his left wrist in 1975 and now may require similar surgery on his right wrist.

Another Inquirer reporter required surgery on tendon damage that caused a thumb to lock. Surgery did not completely cure the condition, but reduced "excruciating pain" to a "constant, dull ache."

Gillin herself has undergone ice therapy and "an unpleasant electric shock diagnostic procedure," and she has been advised not to use her left arm.

Her survey indicated the injuries have hit reporters, assistant editors, copy editors, editorial assistants, a librarian, an inside ad-

vertising salesperson and a secretary.

Several people told Gillin they previously had ignored their symptoms or passed them off as "inevitable aches and pains of aging."

Some employees said physicians originally thought their conditions had been caused by bicycle riding, gardening or driving.

The Philadelphia local advises employees with RSI symptoms to seek help through the company nurse. The nurse generally has referred them to a hand-rehabilitation clinic, which has billed the employer under workers' compensation laws.

In an attempt to come to grips with the RSI situation, the Guild is seeking a meeting of the Inquirer-Daily News labor-management VDT committee.

Gillin says the papers' offices have been called "ergonomic disaster areas" because of cramped work stations and furniture that doesn't fit properly under desks, forcing VDT typists into awkward positions.

"We have chairs with broken backs and broken arms, screens that flicker . . . outmoded keyboards without wrist rests . . . and a terrible problem with glare on the screens," Gillin said.

The company nurse has interceded and helped in acquiring foot and wrist rests for VDT users who are exhibiting RSI symptoms.

TNG Research & Information Director David J. Eisen said it was

not unusual for a newspaper to "suddenly erupt" with repetitive strain injuries.

"RSI is vastly under-reported. Employees often go long periods before realizing they have a lasting problem, or one that is work-related," Eisen said. "Or they fail to report it because they are afraid they may have to give up their jobs."

The Guild maintains that improper office equipment can be a factor in RSI.

In a case involving such equipment, a former Midland Bank secretary in Nottingham, England, received about \$72,000 in an out-of-court settlement with her employer's insurance company after she was disabled by RSI, London's Financial Times reported May 6.

Pauline Burnard, who suffered from a form of tendinitis called tenosynovitis, had to undergo an operation on her arms after the bank delayed changing the height of her desk when she first started getting pains from typing. The bank admitted no negligence.

The Financial Times itself has been hit by an RSI outbreak that has sidelined one-fifth of its staffers, the New Zealand Journalists & Graphic Process Union reported in its publication, "The Word."

The Times converted to new computer-typesetting equipment 18 months ago, and a year later a rash of RSI reports began, The Word reported. About 70 of 300 staffers reported some symptoms, making the outbreak comparable to some of the worst in the U.S.

Convention urges anti-RSI steps

Albany, N.Y.—Expressing concern about burgeoning reports of repetitive strain injury among VDT operators at newspapers, TNG's 1989 Convention recommended that "all possible steps" be taken to help locals combat the growing problem.

The convention also urged locals to "insist that management take the necessary ergonomic measures to alleviate and prevent it (RSI), particularly (through) the purchase of adequate adjustable chairs and desks."

A report of the convention's Safety and Health Committee, chaired by David Langzettel of the

Portland Guild, noted that outbreaks of RSI among members of more than a dozen locals in the past year may be "only the tip of the iceberg."

The convention recommended that locals use the American National Standards Institute's new voluntary standard on VDTs to assist them in obtaining adequate VDT working conditions.

Noting the absence of a government VDT standard, the convention also urged the Guild to work with other unions in seeking such regulations from the U.S. Occupational Safety & Health Administration.

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APPLICANTS EXEMPT

Worker drug tests must be bargained, labor board holds

Washington—In two major rulings that set standards for much of U.S. private industry, the National Labor Relations Board decided June 15 that employers must bargain with unions before establishing drug and alcohol testing for current employees, but not for job applicants.

In a dispute between the Twin Cities Guild and the Minneapolis Star Tribune, the board reversed an administrative law judge's ruling last November that the paper's unilaterally imposed drug-screening program for applicants was a violation of labor law.

The board, however, did uphold the ALJ's ruling that management must give to the Guild information about persons to whom conditional job offers had been extended—identifying those who had refused to submit to drug/alcohol screening—since the program formally was instituted in January 1987.

In a companion case pitting the Johnson-Bateman Co. against a Machinists local in California, the NLRB held that drug/alcohol testing of current employees who require treatment for injuries suffered on the job is a mandatory subject of bargaining.

It was the first time the five-member board had ruled on the highly charged drug-testing issue. Although appeals in federal court are possible, the rulings are a major step toward clear guidelines for unions and employers in disputes over drug/alcohol screening.

The board heard nearly five hours of oral arguments March 15 in Washington, D.C., on both cases [Guild Reporter, March 24]. It viewed them as being so closely

linked that the decisions were issued simultaneously.

In another related decision, the Supreme Court ruled June 19 that railroads are not required by the Railway Labor Act to bargain collectively with employees before imposing drug-testing programs.

That decision, however, affects only the 250,000 employees in the railroad and airline industries. Most other private-sector workers are covered by the National Labor Relations Act.

In ruling on applicants in the Star-Tribune case, the NLRB drew from a 1971 Supreme Court decision in maintaining that "applicants for employment are not 'employees' within the meaning of the collective-bargaining obligations" of labor law.

"We further conclude that the applicants could not properly be joined with the active employees in the Guild unit because they do not share a community of interest broad enough to justify their inclusion in the bargaining unit," the board said.

The Guild argued that the duty of the Cowles Media-chain daily "to bargain with an exclusive representative about terms and conditions of employment extends to conditions of hire," such as drug/alcohol screening. The board also rejected that contention.

Also rejected was an argument that applicant screening "vitally affects" the working environment of the bargaining unit by arbitrarily compromising the quality of the workforce by introducing "a non-performance related condition of hire."

Such a hiring standard could

Albany's Schick certified 1989 Service Award Winner

Albany-Guild President Tim Schick, right, poses with certificate attesting to his being recipient of TNG's 1989 Guild Service Award, for outstanding local leadership. Making the presentation during the general session of convention, hosted by Schick's local, was TNG Int'l Chairperson Peter E. McLaughlin, left.



cause the professional reputation and future employment opportunities of the 350 to 400 Guild-represented employees to suffer, the union said. The law judge, Wallace Nations, accepted that rationale in his decision earlier.

In upholding the Guild's demand for information on applicants, the board said the union's concern for eliminating sexual discrimination in the hiring process justified such a demand.

"A union's legitimate efforts to seek elimination of discrimination in the employment relationship would be severely impeded... if it were required to wait until the hiring process is complete and the employment relationship has begun before investigating actual or suspected sexual discrimination," the board said.

The Star Tribune's original drug/alcohol policy, established in January 1987 and revised slightly in September of that year, consisted of (1) a pre-employment medical examination, including

drug and alcohol screening, for prospective employees to whom job offers had been made, contingent upon passage of the drug test; (2) a medical examination for current employees, including drug/alcohol screening in certain circumstances; and (3) a disciplinary schedule for drug- and alcohol-related offenses.

The Guild filed an unfair labor practice charge in February 1987, demanding bargaining over the policy; another charge was filed in November 1987 over the company's refusal to provide pertinent information on pre-employment testing.

The NLRB issued a consolidated complaint the next month, and 11 months later Nations held that testing of both current employees and applicants were mandatory subjects of bargaining.

The Star Tribune did not appeal the finding on current employees and has agreed to bargain over it.

In finding for the Machinists local against Johnson-Bateman,

the NLRB apparently put its stamp of approval on Nations' decision on current employees.

Johnson-Bateman, a concrete pipe manufacturer based in Etiwanda, Calif., sought on Dec. 1, 1986, to unilaterally impose a drug/alcohol testing program for any injured employee requiring medical treatment.

In upholding a decision issued by Administrative Law Judge Gerald A. Wacknov in November 1987, the board said unilateral implementation of the program violated labor law.

The board also ruled that neither management rights nor "zipper" clauses in the union's contract with Johnson-Bateman constituted a "clear, unequivocal, unmistakable waiver" of its right to bargain the issue.

The board also found that the "union acquiescence" in management's earlier unilateral implementation of drug/alcohol testing for new hires did not constitute a waiver of its right to bargain about testing of injured employees.

Barbara L. Camens of TNG's general counsel's office argued the Minneapolis case both before the law judge and before the NLRB. Attorneys for the AFL-CIO and the Teamsters also presented oral arguments before the NLRB in March on the Star Tribune and Johnson-Bateman cases.

The Supreme Court's decision on railroad workers was its first ruling on drug testing by a private employer. The dispute began after a Jan. 4, 1987, accident in Chase, Md., where Conrail locomotives and an Amtrak passenger train collided, killing 16 people and injuring 174.

The Conrail engineer and a brakeman later were found to have been using marijuana, and Conrail sought to unilaterally impose drug testing on workers.

Priority urged on bargaining for pay equity

Albany, N.Y.—Pay equity, or equal pay for work of equal value, must become a priority on TNG's bargaining agenda, delegates to the union's annual convention declared unanimously June 22.

The convention also gave unanimous support to pending U.S. legislation that would improve child-care services as well as family and medical leave for U.S. workers.

"While many locals have achieved significant gains in narrowing wage inequities in the last decade, too many myths and barriers keep us from our goal," said a report on pay equity presented by the convention's Human Rights Committee.

The report noted that women in Canada earn on average 64 percent of what men earn, up from 53 percent in 1911. "If left to the employer, it would take 207 years before the wage disparity between men and women disappeared in Canada," the convention said.

A group of 95 Guild-represented mailroom employees, nearly all of them women, struck the Hamilton (Ont.) Spectator on June 9 over a demand for pay equity with male employees doing comparable work. (See story on P. 12)

In the U.S., women earned 65 percent of what men earned in 1987, the report said, while black

women earned 60 percent and Hispanic women earned 55 percent of what white men made.

"Wage inequities based on the sex or race of those who hold the jobs are unacceptable," the convention said. "They disadvantage individuals economically, violate the fair-employment provisions of our contracts and divide the union."

"Secretaries should not be paid less than janitors. Telephone salespersons and librarians, both historically female-dominated, should not take home thousands of dollars less per year than outside advertising salespersons or reporters.... Historical biases in the wage-setting process continue."

Acting on the report, the convention recommended that U.S. and Canadian locals be "strongly encouraged" to participate in the 10th anniversary conference of the National Committee on Pay Equity to be held Oct. 21-22 in Washington, D.C.

The convention also recommended that "if logistic problems can be resolved, TNG sponsor a one-day, pay-equity conference for Guild local representatives" in Washington the day before to focus on how locals can achieve pay equity.

At its post-convention meeting, on a motion by Vice President Doug M. Louth, the Int'l Execu-

tive Board called upon TNG staff to distribute information from the pay-equity conference to all Guild locals.

On the child-care issue, the convention backed congressional approval of the Act for Better Child Care Services, a comprehensive law that would provide billions in grants and tax credits to working families and require states to set health and safety standards for care centers.

One day after the convention acted, the Senate approved the measure, sometimes called the ABC bill. The House is expected to pass a somewhat different version later this year.

President George Bush is opposed to some provisions of the bill, namely direct subsidies to families and health-insurance tax credits that could benefit 13 million children in low-income families. Bush has called the Senate measure "a veto candidate" but has not taken the take-it-or-leave-it position he assumed before vetoing minimum-wage legislation in June.

Former President Richard M. Nixon was the last president to veto a child-care bill, in 1971.

The convention also encouraged locals to join the Alliance for Better Child Care operating in each state "until U.S. children have

safe, affordable, accessible and quality child care."

In a separate action, the convention expressed support for pending legislation that would grant workers the right to take unpaid leave upon the birth or adoption of a child, or to care for a seriously ill child or parents, or in the event of their own serious illness.

The Family and Medical Leave Act was expected to be debated in the House later this summer. TNG has endorsed similar federal legislation for the past four years.

"The cost of the act to employers is minimal, as the Government Accounting Office has informed Congress, and there is no cost to the federal government," the convention said.

Bill Balota, long a St. Louis leader

St. Louis — William R. (Bill) Balota, retired longtime leader of the St. Louis Guild and its unit at the Post-Dispatch, died June 25 after apparently suffering a heart attack. He was 68.

He was president of the local in 1966, '67 and '68, in the latter two years also serving as president of the Midwest District Council of Guild locals. He also was one of the local's delegates to at least a score of TNG's conventions, the last one in 1983.

He retired from the Post-Dispatch's financial reporting staff in 1984 after 47 years as an employee of the daily. He started in 1937 when he was 16 in the payroll department, moving to the news room after taking night classes in journalism.

Survivors include his spouse, Florence Johnston, a son, William M., two brothers and three sisters. The family suggests memorials to the American Heart Assn.

Convention boosts organizing fund

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defense-fund interest diversion for two years while the \$1 was phased in 25-cents a time at six-month intervals.

Including the bulk of organizing costs in the mainstream of TNG's operational financing was part of what the convention called a vitally necessary change in the union's financial approach to "maintaining our top priorities."

"Profound changes" in the publishing industry, including increasing dominance by chains, "reinforces the need to organize, while growing employer hostility requires vigorous defense of our existing contracts," the report said.

Under the convention's actions, starting in January investment earnings of the defense fund's assets again will remain in the fund, where they will be available for actions to defend contracts, including strikes.

Another new line item in the budget under the realigned finan-

cial approach provides \$185,000 from the general fund to go into the defense fund, estimated as equivalent to a 5-percent per-capita allocation.

In approving the realignment, the convention also amended the union's constitution to eliminate a requirement that per-capita payments be allocated 80 percent-20 percent between the general and defense funds.

Under the funding realignment, the IEB is responsible for reducing the amount going to organizing and increasing that to the defense fund if the latter's liquid assets should go below \$6.5 million.

The last of three minority reports from the Finance Committee sought to retain a dedicated allocation of 5 percent for the defense fund, but was voted down decisively in the only roll call of the convention. Tally was 92.3 in favor, 310.7 against (local by local roll call table, Page 8).

Gail Lem of Southern Ontario,



ROCHESTER'S BOB PALMER
Moves to extend diversion.

in moving the minority report, said that supporters felt it "extremely important that our membership is assured that there is always a mandatory contribution" to the fund.

Former Region 3 Vice President Richard M. Peery of Cleveland,

the only delegate to speak against the proposal, urged delegates to trust the elected leadership, pointing out that the IEB had proposed the budget item of \$185,000 for the defense fund.

The extension of the defense-fund earnings-diversion is twice as long as was recommended by the convention finance committee. It was doubled to six months on a voice vote on a motion from the floor by Bob Palmer of Rochester.

He termed it a compromise proposal from those who wanted to continue the diversion even longer because they view the program the diversion has fueled to be "a very successful program."

In approving the reduction of the Guild Reporter's frequency, as part of the Constitution report, the convention noted that it will produce annual savings estimated at \$36,000 a year and "not significantly affect communications."

The convention's Guild Reporter Committee expressed its hope that, "as conditions warrant, the size of the paper will be increased and the frequency restored."

The paring of one meeting a year from the IEB's schedule will save at least \$23,000 a year, the convention said.

In addition to rejecting the biennial convention proposal, delegates on a voice vote defeated a motion from the floor by Dave Chmielewski of Pawtucket that would have called on the IEB to study other ways to cut the costs of conventions.

Bruce Meachum of Denver said he opposed the study because until the majority is "willing to take the ultimate step in convention cost-cutting, ... it isn't going to do much for us."

The extra \$1 on locals' monthly per-capita payments to hire up to four TNG organizers was rejected when the convention on a voice vote adopted the first minority report from the finance committee, moved by Tim Klass of the Wire Service Guild and Philadelphia's Schaufenbil.

The report characterized the per-capita increase proposal as "a back-door attempt to achieve ... what the membership has rejected by referendum" two years ago and said that the per-capita increase would risk "severe damage to many locals."

No delegate took the floor to support the per-capita increase.

Another minority report from the finance committee—calling for restatement of the monthly minimum dues rate in TNG's Constitution as a straight percentage of pay, rather than as monthly dues as a percentage of weekly pay—was referred to the IEB for study and a report to the 1990 convention.

The IEB, meantime, meeting before and after the convention, approved a budget for the July-August, fiscal second-quarter anticipating \$1,108,465 in operating expenditures, \$70,745 less than budgeted for the first three months.

It also approved contributions totaling \$3,050: \$2,000 to the Reporters Committee for Freedom of the Press; \$500 to the Fight Frank Lorenzo Fund of the Transport Workers local union that represents Eastern Air Lines flight attendants; \$250 each to the Freedom of Information Center at the University of Missouri and to the National Committee on Pay Equity; and \$50 to the St. Jude Children's Research Hospital.

TNG's '89-90 budget

Albany, N.Y.—TNG's 1989 Convention adopted a General Fund budget of \$4,526,155 for the union's 1989-90 fiscal year.

Delegates also approved a General Fund income estimate of \$4,537,360, assuming monthly per-capita payments on behalf of 28,000 members and 700 agency-fee payers.

Together, the budget and the income estimate would produce a surplus of \$11,205 in the operations of the General Fund for the fiscal year that ends next March 31. Following is the budget:

Per-capita taxes	
AFL-CIO	\$ 102,060
Industrial Union Dept.	22,599
Canadian Labour Congress	28,800
Int'l Federation of Journalists ...	47,500
AFL-CIO Union Label Dept.	2,400
CLC Union Label Dept.	360
Field operations	
Director—Salary	\$ 63,230
Expenses	8,000
Organizing & servicing:	
IR salaries	\$ 660,759
IR expenses	260,000
Miscellaneous servicing	100,000
Organizing	400,000
Collective bargaining	
Salaries:	
Exec. sec'y contracts	
committee	\$ 47,177
Pension consultant	24,750
R&I associate	41,932
Human rights director	55,379
Expenses—personnel	15,000
Research & information	
Director—Salary	\$ 57,093
Expenses—Personnel	1,500
Books & periodicals:	
Legal & bargaining services ..	4,500
Subscriptions	6,800
Other printed material	5,000
Publications & literature:	
Constitution	14,500
Organizing & other lit.	3,000
Department of education	
Director—Salary	\$ 55,379
Expenses	1,000
Publications & literature	500
Institutes & seminars	27,000
Guild Reporter	
Salaries:	
Editor	\$ 57,093
Assistant editor	41,136
Expenses:	
Personnel	4,500
Printing	90,000
Postage	90,000
Pictures & other material	10,000
Miscellaneous	1,000
Office management	
Salaries:	
Office manager	\$ 35,518
Secretary-stenographers	79,563
Bookkeeping	54,206
General clerical	101,832
Expenses:	
Rent & maintenance	192,000
Utilities	20,500
Stationery & supplies	50,000
Equipment & machinery	30,000
Telephone & telegraph	42,000
Repairs & improvements	5,000
Postage	30,000
Auditing	19,400
Insurance & bonding	25,000
Employee pension	144,000
Employee health & welfare ..	190,000
Directly billed transportation ..	200,000
Data processing	40,000
Miscellaneous	15,000
Executives	
Officers' salaries	\$ 141,689
Officers' expenses	25,000
Other expenses	
Legal fees	\$ 70,000
Payroll & pers. prop. taxes	120,000
Contributions & tickets	17,500
Delegates & committees	30,000
IEB meetings	100,000
Severance-pay provisions	24,000
Convention reserve	140,000
Brown Award	1,000
Brown Award expenses	4,000
Guild Service Award	2,000
AFL-CIO, IUD conventions	3,000
IFJ meetings	15,000
Irving Leichter Fund	4,000
Defense Fund	185,000
Summary	
Per-capita taxes	\$ 203,719
Field operations	1,676,227
Administrative operations	470,001
Office management	1,294,019
Executives	168,689
Other expenses	715,500
Grand Total	\$4,526,155

United effort urged to reform labor law on organizing rights

Albany, N.Y. — TNG should continue to work with the AFL-CIO and other unions to seek development and passage of veto-proof reform of U.S. labor law that "guarantees the right to organize," the Guild's 1989 Convention said.

Adopting the report of its Organizing Committee, chaired by Gerald J. Minkinen of Chicago, the convention also called, among other things, for TNG to develop a training program on organizing. It would include seminars, field training and workshops at meetings of district and chain councils and locals, and seek to utilize the resources of both the AFL-CIO and the Canadian Labour Congress.

The convention also called for adoption of "systematic plans" for organizing chains and papers in

"strategic metropolitan areas" in both the U.S. and Canada.

Labor-law reform, the convention said, should include specific provisions that would:

✓ Provide unions "equal access rights" to give them "a fair chance to campaign, allowing equal time and place to respond to 'captive audience' speeches" by management;

✓ Provide and enforce "stiff monetary penalties for employers who violate labor laws;"

✓ Mandate reinstatement of employees fired for union activity "as soon as the National Labor Relations Board finds evidence a discharge was illegal;"

✓ Provide for certification for a union when it demonstrates that a majority of workers has signed cards "stating their desire to be represented" for bargaining, as is now the case in much of Canada;

✓ Permit final and binding arbitration of a first contract for a newly organized group "when an agreement has not been reached 60 days after the beginning of negotiations;"

✓ Outlaw the use of permanent replacements for strikers, and;

✓ Permit unions and employers in all states to negotiate union shop agreements, eliminating the "right-to-work" loophole.

The convention also called for TNG to hire "up to four permanent organizers (one based in Canada) as additional funds become available," and for TNG's current staff of Int'l Representatives to "continue to be involved in organizing."

'Woodchuck Caucus' mascot (and keeper)

"Woody," foreground left, mascot of the "Woodchuck Caucus" of small locals' delegations, heads for a meeting with Harold Blatchley of the Buffalo Guild during TNG's 1989 Convention. Upstate New York locals' delegates formed caucus last year to facilitate each keeping abreast of actions in convention committees on which they were not represented. Original caucus locals—Albany, Buffalo, Rochester and Kingston—opened membership this year to Akron, Battle Creek, Harrisburg, Indianapolis, Lake Superior and York. Woody joined caucus from hotel gift shop.



Unions lay plans for Knight-Ridder campaign

St. Paul — Local and international leaders of the Guild and other unions that represent Knight-Ridder employees in a dozen cities laid the groundwork here in late June for a co-ordinated campaign for the kind of improved, no-concessions contracts their members deserve from the nation's second largest newspaper chain.

To emphasize their determination, the 80-plus participants in the June 25-26 conference ended their meeting by joining scores of members of Twin Cities newspaper and other unions in a lunch-hour rally and informational picket line that filled the sidewalk in front of the offices of the chain's Pioneer Press Dispatch.

It all was organized by the Newspaper Industry Co-ordinating Committee, set up early this year by the major international unions in the industry under the umbrella of the AFL-CIO Industrial Union Dept. NICC seeks to counter the increasingly negative union- and employee-relations policies emerging in several newspaper chains. In addition to TNG, the unions are the Communications Workers, the Graphic Communications and the Teamsters unions.

At the conference here were local unions representing employees performing nearly every craft and function necessary to publish newspapers: CWA printers and mailers; GCIU press operators, platemakers and paperhandlers; Teamsters drivers and mailers; and Guild-covered advertising, business, circulation, editorial and other employees.

Represented were Knight-Ridder employees in Akron, Detroit, Duluth, Gary, Lexington, Long Beach, Philadelphia, St. Paul, San Jose, Seattle, State College, Pa., and Wichita, Kan. All 10 Guild locals with Knight-Ridder contracts sent representatives.

Participants took their cue from the conference-opening observation of IUD President Howard D. Samuel that increased concentration in newspaper ownership coupled with advances in technology have inspired a "concession fever" among chain managements that single unions working alone seldom are able successfully to resist.

"It's no secret," Samuel said, "that in this industry collective bargaining has been distinguished more often by division than by unity" among the several unions dealing with the same employer.

At the same time, however, he pointed out, there are prime examples that "joint and co-ordinated bargaining works," and works to the benefit of employees of Knight-Ridder newspapers.

Leaders of the Philadelphia Council of Newspaper Unions—its president, Tom Gallagher of the GCIU Pressmen, Jim Donahue of the Teamsters drivers, and Jim Schaufenbil of the Guild—described how the council was revitalized and the central role it now has in bargaining at the Inquirer and Daily News.

"You have to treat all members of all unions the same," said Gallagher. "Some of our Pressmen didn't like it that porters get the



KNIGHT-RIDDER UNIONS' TWO-DAY MEETING IN ST. PAUL ENDS WITH DEMONSTRATION
Scores from Pioneer Press Dispatch join leaders of unions from other papers across the continent in protest of demands for contract concessions made by managements of chain's dailies.

same raises as they do, but they got over it" when they saw that council bargaining works, he said.

Key to the success of the joint union efforts in Philadelphia, said Donahue, is that "the egos are left out in the hall," the egos of the individual unions and their individual leaders.

Leaders of each of the NICC internationals—TNG President Charles Dale, GCIU President James J. Norton, CWA-Media Workers Sector Vice President Bill

Boorman and Teamsters Newspaper and Drivers Division Director Thomas J. McGrath—pledged to make every effort to assist the locals to make joint and co-ordinated action work for the benefit all 9,000 Knight-Ridder employees they represent.

McGrath said he did so despite the fact there is "great uneasiness among our people about our participation in NICC." Some newspaper Teamsters are "upset and nervous" about it, he said. "We're

good enough to participate in their strikes', I'm told, 'but not to eat at their dinner tables'."

"The real problem has been, however, that none of us looks for unity until we are in trouble, until we've tried everything else and failed," he said.

Shortly before the conference adjourned to the informational picket line, several participants pledged to seek revitalization of inter-union councils in their cities or, where none exists, to seek to form one.

The Lexington Guild's Rita Gaton, however, said her local faced a more complex problem. Its editorial-only unit at the Herald-Leader is the only active union there.

"The rest of you are lucky," she said, but warned that "if you're not working together, get your act together or you'll end up like us."

Small locals set aid fund

Albany, N.Y.—The Guild's 1989 Convention took note of "the special problems" small locals encounter in attending the annual week-long sessions and a caucus of small locals was revived and expanded during this year's meeting here.

A convention resolution reaffirmed that TNG "will do everything in its power," within the limits of U.S. law and the union's constitution, "to encourage and facilitate small locals' participation" in future conventions.

The resolution also urged locals to participate in an assistance program being set up by the caucus "to supplement any assistance already provided by TNG."

The caucus, called Small Locals Action Network (SLANT), launched a money-raising effort during the convention to try to increase small locals' participation at the 1990 convention.

Sales of 202 T-shirts bearing the legend *Guild & Proud* netted \$220. Contributions pledged by locals came to another \$2,650.

New SLANT officers, elected during the convention, are: Judy Hildner of Pueblo, president; Bill Knight of Peoria, vice president; and Pat Nuttall of Terre Haute, secretary-treasurer.

Akron cleans up in subscription-boycott bid

Akron, Ohio — Would anyone be interested in getting their car washed by a columnist, a night-life reviewer and a movie critic—all known as characters? If it were free?

Members of the Akron Guild at the Beacon Journal wondered that very thing as they advertised just such a car wash for a Saturday in June in a move to build public support for their campaign for a new contract with the Knight-Ridder daily.

All they asked, after washing and buffing each car, was the driver's signature on a card pledging to support the Guild local's drive for cancellation of subscriptions to the Beacon Journal. The union's ultimate goal: 15,000 signatures.

Akron Guild President Jane Snow says the idea is to show community support for the Guild in its bargaining. The union hasn't had a contract and its members haven't had a contract raise for three years, come October.

The Guild has agreed to 11 pages of concessions, both economic and work-related, since September 1987, Snow said. The economic concessions could take as much as \$150 a week out of some members' pockets.

Company representatives, however, have demanded more and more, Snow said, and last year put a new, comprehensive health-care package on the table that would require members to pay 15 percent of the premiums, wiping out the raise the Guild had negotiated.

A major stumbling block has been a company demand that would allow managers to do contract-covered employees jobs.

Against this backdrop, the car wash was held on a gloomy and misty day. The Guild's goal was 200 signed cards.

Heretofore, individual and small team efforts had paid off to some degree, Snow said, but here was a chance for everybody to pitch in together—with hoses, sponges, soap, towels and other tools of the car-wash trade. Members came decked out in everything from firemen's raincoats to next to nothing.

Cars rolled out of a busy intersection into a lot on the west side of town that the Int'l Chemical Workers Union let the Guild use, gratis.

"People were super," said Guild member Joan Rice after spending the afternoon soliciting signatures. "They were

very friendly. If your pen got wet, someone would reach into their pocket or purse and get you another one. People asked questions about the situation and those unwilling to sign still were co-operative and said they would consider it."

One woman went through the wash, then came back to drop off her son in his clown costume. He stood out along the street and waved in cars.

There were mint 1955 Chevrolets, Cadys and customized vans. In all, 270 vehicles and 258 signed cards.

The Guild has scheduled a second free car wash for July 22, in another section of town. This one, said Snow, "will prove whether we're cut out to really hold down a job."



'POLISHING UP' SUBSCRIPTION-BOYCOTT DRIVE IN AKRON
From left: Terry Oblander, John Olesky (rear), Ted Walls and Mary Grace Poidomani, all of Akron Guild.

Harassments called poisons of workplaces

Albany, N.Y.—The gamut of harassment in the workplace was attacked by TNG's 1989 Convention as "cruel and destructive to the victims and harmful to the people who work in a poisoned environment."

In adopting a report of its Human Rights Committee, chaired by Steven Michael of the Northern California Guild, the convention urged locals and members to be alert to harassing behavior so that it can be investigated and allegations resolved quickly.

Harassment, the report noted, "is any unwanted behavior or conduct that is based, for example, on sex, race or age and has the purpose or effect of interfering with a person's work performance or creating an intimidating, hostile or offensive working environment."

"Harassment can be based also on national origin, sexual preference, disability, marital status, religion or political belief," the report said.

"There is an additional and insidious dimension to sexual harassment. It includes unwelcome sexual advances or requests and other verbal or physical conduct of a sexual nature when submission is made a term or condition of employment or is the basis for employer decisions."

"It is more reprehensible for this because of the inherent authority of a supervisor or manager to control the job environment or to give or take economic benefits."

The convention urged that great care be taken in dealing with harassment complaints because of the emotional content inherent in most cases.

"The nature of all harassment in the workplace requires locals to act with sensitivity and respect for personal privacy and the reputations of those involved, for often it raises deep emotions including hurt, anger, fear, humiliation and shock," the report said.

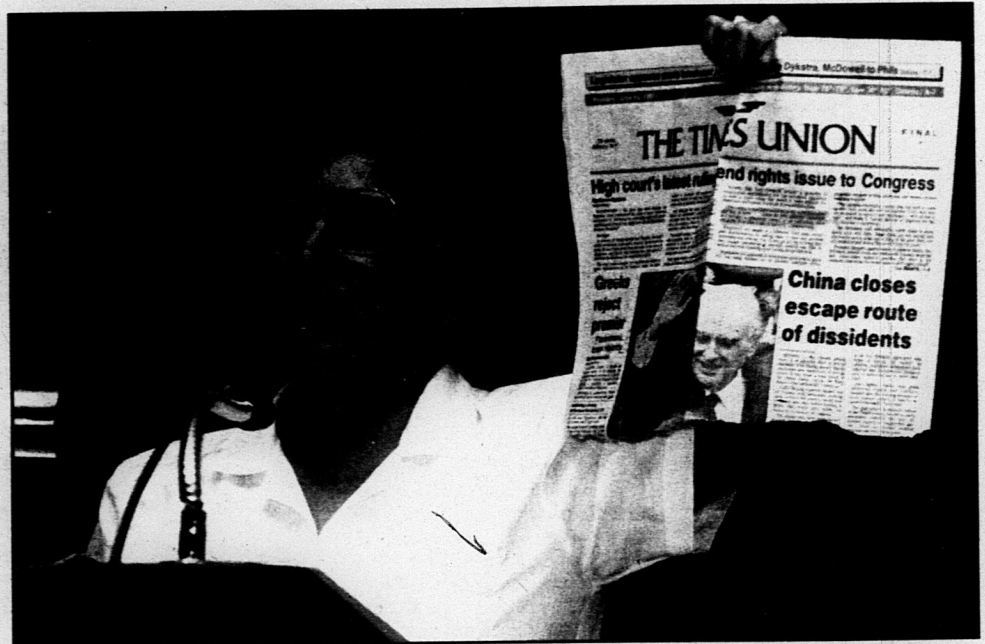
In adopting the report June 23, the convention urged locals to inform their members about the various forms of harassment and what to do about them.

It also recommended that locals appoint at least one member "to become the specialist and advise and assist local leadership and members about this insidious and intolerable form of discrimination."

Earlier in the convention, a number of local delegates participated in a workshop on dealing with age discrimination and sexual harassment.

Conducted by TNG Human Rights Director Anna Padia, legal adviser David Barr, and pension and welfare benefits adviser Clifford Routh, the session provided a forum for delegates to exchange information on difficult cases they had confronted.

Padia outlined some legal tests for both sex harassment and age discrimination and explained some options for dealing with them.



TNG'S ANNA M. PADIA, HEADLINE MAKE POINT ON SEX HARASSMENT, AGE BIAS
For more than two hours, 100-plus delegates pack workshop on combating "twin evils."

Steps urged to counter AIDS bias, seek benefits for domestic partners

Albany, N.Y.—Noting "the reality of AIDS in the workplace and the discrimination and harassment that accompanies its presence," TNG's 1989 Convention called on locals to work with "existing support networks in communities large and small to deal with such problems."

In adopting a report by its Human Rights Committee, the convention also recommended that locals experiencing discrimination against members with AIDS "undertake educational programs to counteract the discriminatory actions and misinformation about this disease."

The convention also urged that the Guild pursue contract provisions that would provide benefits for members in non-traditional living arrangements, sometimes called "domestic partnerships."

"To help Guild members who live in domestic relationships not recognized by the law, and who are foreclosed from benefits taken for granted by the majority, the Guild should endeavor to see that they receive the same benefits extended to married members," the convention said.

"In accordance with TNG's program of fighting discrimination, the Int'l Executive Board should consider a policy that would ex-

tend benefits to all members living in such relationships."

(On July 5, an ordinance took effect in San Francisco that recognizes domestic partnerships between two people living together "who have chosen to share one another's lives in an intimate and committed relationship of mutual caring." A 27,000-signature petition filed the next day seeks a vote to repeal it.

(The law does not guarantee such partners the same rights to benefits as marriage partners, but it likely allows city workers to bring a partner into a city health plan.)

(Three other California cities—Berkeley, Santa Cruz and West Hollywood—already have approved benefits for municipal workers' domestic partners.)

The convention also pointed out that discrimination against workers over 40 years of age is one of the "newer forms of subtle and overt discrimination" found in Guild workplaces.

The report called upon locals to scrutinize employer actions in hiring, assignments, promotion, training, merit pay, discipline and early retirement programs for potential discrimination against employees 40 years of age or older.

Some of the report's other rec-

ommendations said locals also should:

- Establish human rights committees where none currently exist, as called for in Article VIII, Section 20 of TNG's Constitution.

- Enforce contract provisions that ban discrimination in hiring and other employment conditions.

- Seek opportunities to associate with U.S. and Canadian union and community groups that share the Guild's human rights objectives, such as the Coalition of Labor Union Women, Organized Working Women (Canada), the Coalition of Black Trade Unionists, National Committee on Pay Equity, Labor Council for Latin American Advancement, Frontlash, the A. Philip Randolph Institute, Leadership Conference on Civil Rights, National Council for Senior Citizens, Martin Luther King Center for Social Change, National Urban League and National Urban Coalition.

Noting the "devastating string" of recent Supreme Court decisions that "discourage, limit and undercut enforcement of anti-discrimination laws," the convention said the Guild must work with coalitions to reverse the effects of these decisions.



TNG VP LUTHER JACKSON
Moves Minorities Caucus proposal.

UPI condemned for firing in dispute on book draft

Albany, N.Y. — United Press Int'l's firing of reporter Gregory Gordon in a dispute over a book manuscript was condemned by TNG's Convention as a "blatant attack" on his ability to report and "a dire threat to the integrity of his colleagues" at the news service.

Gordon, a veteran reporter who has been nominated eight times by UPI for Pulitzer prizes, was terminated June 3 for refusing to submit for review by management the manuscript of a book he and former UPI Managing Editor Ron Cohen are writing about the company's struggle to survive in recent years.

The company had been aware of the project since 1986, when then-UPI Chairman Luis Nogueles gave unqualified written permission for Gordon to proceed with the book [Guild Reporter, June 16].

"Gordon's dismissal, in blatant violation of existing job-security provisions, sends a chilling message to an already shrunken and battered work force," TNG's convention said.

The Wire Service Guild is taking the firing to arbitration, and dozens of UPI staffers have picketed at bureaus across the country in protest of the dismissal.

In another resolution, the convention also condemned "the efforts of some newspapers to curtail the First Amendment rights of their employees" by demanding that they not cover the abortion issue if they had attended the April 9 abortion-rights rally in the nation's capital.

Reporters at the Washington Post, Baltimore Sunpapers, New York Times and other papers re-

ceived such directives in mid-April. A convention delegate also noted that a Vancouver reporter had been told to not cover abortion after her picture showed up in a television newscast about an abortion-rights rally.

"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 convention said, echoing an earlier action by the Int'l Executive Board.

"For as long as it has existed, TNG 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."

Push asked for women, minority leaders

Albany, N.Y.—At the urging of the Minorities Caucus of delegates, TNG's 1989 Convention recommended that all locals "actively recruit minorities and women to seek elective office at the executive board, representative assembly and international levels."

The action was added to others in a report by the convention's Human Rights Committee after being advanced for the caucus by TNG Vice President Luther P. Jackson, 3rd, of Detroit.

Later, also on Jackson's motion, the Int'l Executive Board appointed a special subcommittee "to

encourage locals" to undertake the recruiting effort so women and minorities will be in "the leadership pipeline for TNG offices and staff."

"This is another step and something we need to continue doing ... to make sure that we have minorities and women ... in the leadership pool so that when the union is looking for additional staff ... we have adequate representation of all Guild members," Jackson told the convention.

At the caucus' urging, the convention also adopted a recommendation that encourages locals "to publicize all local and international

salaried positions that become available by posting them on bulletin boards and/or in unit publications."

The convention also repeated recommendations of past years that both TNG and locals seek to increase minorities and women in leadership and administrative roles and that notices of TNG job openings continue to be run in the Guild Reporter.

Named to the special IEB subcommittee, in addition to Jackson, who will head it, were Vice Presidents Robert C. Holt, Faye McCracken, Carol D. Rothman and Marie A. Shellock.

Publishing giants said to mandate o'seas solidarity

Washington—The growth of transnational publishing and broadcasting conglomerates—as with Big Oil, hotels, chemicals and coal—mandates that there be greater co-operation between unions around the world, leaders of TNG and the Int'l Federation of Journalists said during a "Global Labor Solidarity" conference here July 7-9.

The operations of the Thomson, Murdoch, Maxwell and other media organizations are prime proofs that the multi-nationals and their anti-union, anti-employee policies respect neither national nor industrial boundaries, said IFJ General Secretary Aidan White and TNG Secretary-Treasurer John C. Edgington in addressing conference participants.

The multi-nationals are making it clear that union solidarity also must be transnational, conference participants agreed.

In addition, the galloping growth of the media transnationals poses the threat of severe restrictions on the diversity of information and its sources that are vital to the free world, they said.

The conference drew 250 delegates from 17 nations from around the globe. Participants included leaders and representatives of 63 unions and eight international secretariats of unions, including the IFJ which was one of the conference co-sponsors. More than half the participants were from outside North America.

An immediate challenge to the strategies being explored for global responses to challenges from multi-nationals came midway through the conference from United Mine Workers President Richard L. Trumka, who called for "appropriate actions" by unions overseas to shipments from the Pittston Coal Group.

"It's time to stand with one another" against those who are seeking to "lower the standard of living worldwide," Trumka said after outlining to a press conference his union's long dispute with and strike against Pittston.

The IFJ's White, meanwhile, in remarks to the conference's opening session, called "the emergence of a handful of large, impersonal multi-media conglomerates" today's real "media revolution."

Coming with it for publishing and broadcasting employees is "a generalized assault" on their "traditional freedoms: the rights to organize, to maintain decent working conditions and the right to work without direct interference by the proprietor, he said."

Pointing to Murdoch, White noted that he "sacked 5,000" employees when he moved his London operations to a new plant in the Wapping area; that he has "refused unions the right to organize his new broadcasting companies;" and that he has used his "economic and political clout ... to reduce the ability of unions in the industry to represent an increasingly isolated and vulnerable work force."

Other transnational media corporations are beginning to follow Murdoch's lead, White added.

TNG's Edgington pointed to the prediction of Time Inc. President Nicholas J. Nicholas, Jr., that that company intends to be one of the "six, seven, eight vertically integrated media and entertainment companies" it sees emerging worldwide.

Aside from the power such operations would hold over their work forces, Edgington said the prospect of their few hands being able to shut out competing voices and "poison communication at its wellspring is a frightening prospect for all who cherish press freedom and diversity as values integral to democracy."

He pointed to legislative proposals the Guild has supported in both the United States and Canada to put limits on the size of a single company's newspaper holdings.

Edgington, White and Harry Conroy, general secretary of the United Kingdom's National Union of Journalists, also drew the conference's attention to the "Sydney Declaration" issued by a conference on media concentration co-sponsored in Australia in February by the IFJ and the Australian Journalists Assn. [Guild Reporter, March 10].

That document calls for both national and international limits on ownership concentration and divestiture where limits are exceeded. It also calls for requiring multi-nationals to disclose the full extent of their global holdings in each country in which they operate.

In the meantime, however, Edgington said, there must be increased co-operation by unions across national borders, noting past and continuing efforts between the Guild and the NUJ and the Australians' union, the latter in developing and exchanging information on the health hazards of video display terminals.

Past efforts, however, he said, are "peripheral in the big scheme of things and fall short of the main target: How to aid each other effectively when confronted by the vast financial power of the media multi-nationals."

To now, he pointed out, for example, Guild units "beleaguered" in bargaining with Murdoch "have not found any way to muster overseas support—and indeed, have not even thought about it." Much the same is true of relations with Thomson in North America.

Those kinds of problems can no longer be avoided, thanks to the multi-national conglomerates making us all "residents of the new Global Village," Edgington observed.

Only with increased global co-operation among unions and their members, Edgington concluded, will there be the right answer to the question of whether we "live in that village as free and well-informed citizens, with access to many and diverse sources of information and opinion, and as free and prosperous workers, empowered to practice our craft according to our principles."



JACK MILLER/New York Guild

GUILD, NUJ, IFJ PROTEST AT THOMSON CHAIN OFFICES ON PARK AVENUE IN NEW YORK CITY

Front rank: TNG's Peter E. McLaughlin of New York; John C. Edgington and Charles Dale; NUJ General Secretary Harry Conroy. Off-camera, IFJ General Secretary Aidan White.

Guild, British NUJ join in march on Int'l Thomson's headquarters

New York—A multi-national band of more than two dozen newspaper unionists brought the sounds of labor protest during mid-day July 10 to the normally staid Park-Avenue neighborhood that houses the headquarters of the Int'l Thomson Organization.

Led by top officers of TNG, the National Union of Journalists of Great Britain and Ireland, the Int'l Federation of Journalists and the New York and Wire Service locals of the Guild, they were objecting to what NUJ General Secretary Harry Conroy described as the "increasingly hostile" attitude toward the NUJ of the Thomson Regional Newspapers in Britain. Representatives of the unaffiliated National Writers Union also participated.

Among other things, Conroy said, the Thomson papers have

been refusing to hire and promote journalists unless they effectively repudiate the NUJ and its contract covering the papers, rewarding those who do with higher pay. Even so, he pointed out, the NUJ represents "the vast majority" of the papers' news employees.

Conroy made the charges in a letter he and TNG President Charles Dale delivered during the July 10 demonstration to the offices of Int'l Thomson President Michael Brown, on the 32nd floor of 245 Park Avenue.

Conroy, Dale, TNG Secretary-Treasurer John C. Edgington, Int'l Federation of Journalists General Secretary Aidan White and TNG and New York Guild Chairperson Peter E. McLaughlin and others in the demonstration spent the previous three days at a conference of

unions from 17 countries and their international secretariats on Global Labor Solidarity, in Washington.

Conroy said that the NUJ is "well aware that these policies are decided at ITO (the Int'l Thomson Organization)," having been "informed of this position by a number of your representatives in the United Kingdom."

Expressing his belief that "with goodwill on both sides, we can restore our relationship to one of mutual respect and understanding," Conroy said that the NUJ nonetheless is raising what it believes are violations by Thomson of Int'l Labour Office conventions with the ILO.

Thomson and its anti-union policies is a prime example of the kind of transnational corporate behaviour that inspired the previous weekend's conference, Dale said.

Delegates act on China, S. Africa

Albany, N.Y. — Expressing "outrage" and "horror" at actions in China to suppress a pro-democracy movement, TNG's 1989 Convention called upon U.S. and Canadian leaders to press the Chinese government "to open the windows to freedom."

In other resolutions, delegates also called for total U.S. sanctions against South Africa and urged that President Bush demand that the Pretoria regime remove the gag it has imposed on journalist Zwelakhe Sisulu.

"The Newspaper Guild supports this human effort to bring democracy to China and mourns those who gave their lives in this struggle," the convention said in a resolution adopted June 23.

"We oppose all efforts aimed at destroying this popular movement and are outraged by the actions taken by the Chinese government to suppress free speech and muzzle the media's reporting of this historic and tragic event."

Chinese authorities used tanks and infantry troops against unarmed pro-democracy demonstrators during a bloody assault that left hundreds dead in and around Beijing's Tiananmen

Square on June 4. Thousands of dissidents later were arrested, and dozens have been executed after summary trials.

"Free speech and assembly are basic human rights that will be destroyed by summary arrests, house-to-house searches, military tanks or death sentences," the convention said.

"As Guild members, we call upon our sisters and brothers in the labor movement to send letters, to demonstrate and send a clear message to the Chinese government that the whole world is watching. As people sharing the world with the Chinese, we shed the tears of a thousand waterfalls for their loss."

On South Africa, the convention urged speedy passage of a law imposing comprehensive sanctions as called for in a bill recently introduced by Sen. Paul Simon (D-III.).

"South Africa's vendetta against its black population continues unabated," the convention statement said. "The abhorrent apartheid system remains essentially unchanged, and the emergency regulations that have transformed the government into a police state have been renewed just this month (June)."

Congress imposed partial sanctions against South Africa in 1986 after the ruling white minority instituted increasingly repressive measures against the black majority.

"Total repression calls for total sanctions. ... The time for temporizing is long over," the convention said.

Sisulu has been banned from resuming his duties as editor of the New Nation, a prominent anti-apartheid weekly newspaper financed by the Roman Catholic Church.

A founder of the predominately black union, the Media Workers Assn. of South Africa, Sisulu is under virtual house arrest in Soweto after being imprisoned for two years without being charged. A former Nieman Fellow at Harvard, he is not allowed to write, grant interviews or meet with more than 10 people at a time.

Sisulu's family long has been in the forefront of the fight against apartheid, and he has been detained or put under house arrest several times. New Nation was one of several publications temporarily closed by tough restrictions on the press in 1988.

'Redouble effort' to free Anderson, delegates urge

Albany, N.Y. — Guild leaders and members should "redouble the effort" to gain freedom for kidnapped Associated Press correspondent Terry Anderson and others held captive in Lebanon, TNG's 1989 convention said.

Guild members also were urged to join a campaign to send to President George Bush thousands of postcards bearing the pictures of Anderson and eight other U.S. hostages and a plea for freedom attributed to them.

Anderson, 41, formerly of Batavia, N.Y., was a Guild member before being assigned overseas. Abducted March 16, 1985, he is the longest-held captive of the 14 foreign hostages in Lebanon and reportedly is so isolated he is not aware of the deaths of his father and brother.

The purpose of the card campaign, sponsored by the Journalists Committee to Free Terry Anderson, is to keep the issue before government officials, Ed

Caldwell, a Buffalo television reporter and a member of the committee, told TNG Convention delegates.

Caldwell said the group had received requests for 100,000 of the cards and hoped for several hundred thousand more.

"The power of a hundred thousand or even a million voices can break down the mightiest walls serving as barriers to the hostages' freedom," he said.

The hostages' plea to Bush says: "A nation that chooses not to pursue freedom for an innocent captive resigns its own freedom. Those who choose not to listen will themselves cry out and never be heard. We are your fellow Americans. Hear our cry for freedom and raise your voices, for ours are silenced. Our hands are tied, your are not."

TNG distributed the cards to convention delegates. Caldwell said others may order cards by calling the committee in Buffalo at

(716) 343-6198.

Caldwell said Anderson, described by a colleague as being "cheerful, funny, flamboyant" before his capture, had made "a tremendous contribution and commitment to our industry and paid for it with his freedom, and if something isn't done soon, he may very well pay for it with his life."

In urging delegates to raise their voices on Anderson's behalf, Caldwell said: "We should be angry. We should be outraged, and we should take action beginning now."

He said the U.S. maintains it will not negotiate for the release of hostages, a policy he claims was not followed in gaining the release of Americans held in Iran in 1980 and in the 1984 hijacking of a TWA airliner.

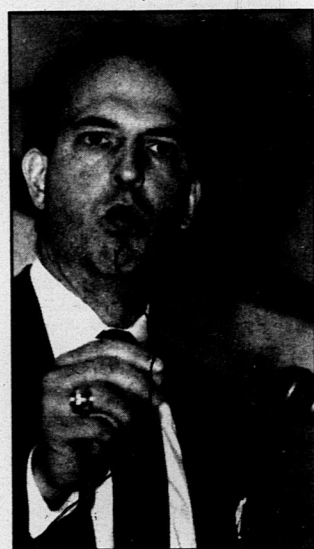
"Perhaps now, with the passing of the Ayatollah Khomeini, perhaps this is the time for Washington to take the first step," Caldwell said. "It may not be the

politically expedient thing to do ... but now more than ever ... maybe this is the golden window of opportunity that has eluded the administration in the past."

The convention resolution, read by Wire Service Guild delegate Lindsey Park, noted that the Guild "has participated from the start in the worldwide effort to pressure the kidnappers to release Anderson and other being held captive in Lebanon."

It also expressed "the outrage of Guild members that those who seek to report the news and events in the Middle East have been stifled."

A year ago, TNG's Convention passed a similar resolution. Following that directive, Guild representatives in March led a delegation that met with officials of the State Department's counter-terrorism office in Washington, D.C., to express concern on Anderson.



FREE-ANDERSON COMMITTEE
Ed Caldwell of Buffalo TV station speaks to TNG's convention.

Political report cites extremists, monitors, monopolies

Albany, N.Y.—U.S. and Canadian locals should join with community groups in combating violence by political extremists who target minority groups and selected individuals, TNG's 1989 Convention said here June 23.

The recommendation was contained in a report by the convention's Education/Political Action Committee, chaired by Carol Przybyszewski of the Erie Guild.

In separate actions, on reports by its Resolutions Committee, chaired by Alice Busby of Vancouver-New Westminster, delegates also endorsed proposed legislation to restrict electronic monitoring of employees, restore

civil rights statutes, and other measures.

The convention also called for TNG to continue to seek a legislative curb on growing domination of the news industry by chains and to join with other unions to explore legislation to "curb increasing abuses of the Newspaper Preservation Act," which sanctions joint operating agreements.

The latter recommendations were contained in the convention's Research & Information report, which noted that TNG has already suggested to Congress that joint operations be banned when an outside investor is prepared to buy the failing property and that joint oper-

ations be limited to joint production. TNG cited abuses in Detroit, Miami and Evansville, Ind., to a House subcommittee.

The Political Action report cited an "increasingly hostile political climate" on both sides of the U.S.-Canada border that has fostered "overt attempts by self-proclaimed neo-Nazis, Aryan Nation adherents and other bigots to organize alienated young people into white-supremacist groups with a political program that includes intimidation and assaults on racial minorities, immigrants, lesbians and gays, Catholics, Jews, radicals, feminists and unionists."

"Victims of these attacks have

included members of the news media assigned to cover events staged by those groups," the report said.

The convention also urged locals to educate members on their contract rights to refuse hazardous assignments in covering such groups, and to monitor for fairness and balance media coverage of extremist groups and those who oppose them.

The report also noted that recent decisions of a Supreme Court shaped by Ronald Reagan "made it clear that civil rights laws will be read so narrowly that discrimination suits by minorities and women will be choked off by the new legal obstacles and challenges."

The convention urged support of legislation "to restore the full power of civil rights statutes."

The convention called "long overdue" the electronic monitoring bill that would "impose minimal restrictions on the pervasive electronic monitoring of newspaper and other employees."

The measure, introduced in the House by Rep. William L. Clay (D-Mo.), would require that employees be informed in detail about the way they are being monitored (through telephones or computers) and about any performance standards that are being applied.

Employers would be forbidden to collect data not relevant to work performance, and disclosure of data would be sharply limited.

Other resolutions adopted by the convention urged enactment of proposed U.S. legislation that would:

- Prohibit the hiring of permanent replacements during the first 10 weeks of a strike. Rep. Joseph Brennan (D-Maine) has introduced the measure in the House.

- Rescind a recent change in Federal Aviation Administration rules allowing major repairs on U.S. airlines at overseas sites, outside the jurisdiction of the FAA and its stringent safety regulations.

- Repeal a longstanding U.S. immigration law denying entry visas to "representatives of purported labor organizations in countries where such organizations are in fact instruments of a totalitarian state."

The report noted "this relic of

the Cold War" has prevented representatives of Eastern-bloc unions from completing reciprocal visits after U.S. union delegations had toured their countries.

The convention also urged the AFL-CIO to reconsider its opposition to repeal of the provision, contained in the McCarran-Walter Act. A measure introduced by Rep. Barney Frank (D-Mass.) would repeal the provision, plus several other ideological exclusions in the act.

"We need neither embrace the views of state-controlled unions nor validate their role as worker representatives to let their officials into the United States," the convention said. "In this period of East-West thaw and the loosening of state controls in several Eastern-bloc countries, their continued exclusion is as purposeless as it is objectionable."

In adopting the Political Action report, the convention also repeated recommendations of previous conventions that locals:

- Appoint political-action committees to conduct programs of political and legislative activity.

- Eliminate from their bylaws any prohibitions against political activity.

- Affiliate with state, provincial and local labor bodies, if they have not already done so.

- Seek innovative ways to spur contributions among members to the AFL-CIO's Committee on Political Education.

U.S. locals and district council were urged by the convention to make treasury contributions to COPE, and Canadian locals were encouraged to make contributions to candidates and political parties responsive to the concerns of labor.

A collection among convention delegates netted \$937.99 for the COPE fund, including \$117.99 and \$116.99 from TNG Vice Presidents Larry Hatfield and David Mulcahy, respectively. It was the result of continuation of a long-standing friendly competition between the two, who profess differing political philosophies.

Mulcahy, a Republican, said \$19 represented "one dollar for each of the Republican members of Congress who voted to override the minimum wage veto" by President Bush.

The one roll call—how it went

Albany, N.Y.—Below is the tabulation of the one roll-call at TNG's 1989 Convention.

The vote was on a third minority report from the convention's finance committee. The proposal would have changed the provision in TNG's Constitution for an 80 percent-20 percent, general fund-defense fund allocation of each local's monthly per-capita payment to TNG to a

95-5 percent allocation. The majority report, subsequently adopted, proposed to discontinue the constitutional allocation completely. Instead it contained a general-fund budget with a line-item of \$185,000—estimated to be the equivalent of 5 percent—for the defense fund.

In a roll call, each local casts its full voting strength (based on dues-paying membership), re-

gardless of the number of delegates present. The delegates present divide the local's votes among them.

Fractionalized votes occur when the votes do not divide evenly and the local's delegates disagree on a question.

Convention rules mandate a roll call on motion of not fewer than 12 delegates representing not fewer than five locals.

Local	Votes	Yes	No	Local	Votes	Yes	No
Albany	3	3	0	Pawtucket	2	0	2
Boston	6	0	6	Peoria	3	3	0
Bristol	2	0	2	Philadelphia	18	0	18
Brockton	4	0	4	Pittsburgh	4	0	4
Buffalo	6	0	6	Portland	5	0	5
Canadian Wire Service	10	0	10	Providence	6	0	6
Chicago	6	3	3	Pueblo	2	0	2
Cincinnati	3	3	0	Puerto Rico	8	0	8
Cleveland	6	0	6	Rochester	2	0	2
Denver	9	9	0	St. Louis	9	0	9
Detroit	13	0	13	Salem	3	0	3
Erie	4	0	4	San Diego	10	10	0
Gary	2	2	0	San Jose	11	0	11
Harrisburg	2	0	2	Scranton	3	0	3
Hawaii	7	0	7	Sheboygan	2	0	2
Hudson County	2	0	2	Southern Ontario	25	25	0
Indianapolis	1	0	1	Terre Haute	3	0	3
Knoxville	2	0	2	Toledo	6	0	6
Lake Superior	2	2	0	Twin Cities	11	8.8	2.2
Los Angeles	5	5	0	Vancouver-New Westminster	12	7.5	4.5
Manchester	3	0	3	Victoria	4	0	4
Memphis	5	0	5	Washington-Baltimore	20	0	20
Milwaukee	3	0	3	Wilkes-Barre	3	0	3
Montreal	6	0	6	Windsor	3	3	0
New York	54	0	54	Wire Service (U.S.)	8	0	8
Northern California	22	0	22	York	3	0	3
Northern Ontario	2	2	0	Youngstown	4	0	4
Ottawa	6	6	0				
Pacific Northwest	12	0	12	Totals	403	92.3	310.

Cuomo speaks in 'grafs,' dazzles delegates

Albany, N.Y. — Singing the praises of unions and the First Amendment, New York Governor Mario Cuomo gave TNG Convention participants a glimpse of the potent speaking talent that gained him a national reputation in 1984.

In a deft exhibition of extemporaneous speaking, Cuomo mixed personal anecdotes, wry one-liners and serious observations to alternately entertain his audience and instruct it on why he is "staying close" to the union movement.

Joking about his reputation for "speaking in paragraphs," Cuomo drew bursts of laughter, volleys of vigorous applause and a final standing ovation from the appreciative group of 300.

His attack on the methods of Texas Air Corp. Chairman Frank Lorenzo and his struck Eastern Airlines in dealing with unions drew some of the loudest cheers. Lorenzo, Cuomo said, seeks "to turn the clock back" by providing "less money, less guarantees, less comfort" for working people.

The 25-minute speech reminded some delegates of Cuomo's stirring keynote address at the 1984 Democratic National Convention in San Francisco. That speech generated intense enthusiasm among Democrats for a Cuomo presidential bid, but he chose not to run in 1988 and has not announced his intentions for 1992.

In introducing Cuomo, TNG President Charles Dales said: "I wish I had permission to introduce him today as the next president of the United States, but I don't."

Cuomo, in the midst of a series of speeches to labor groups around the country, warmed up the delegates by showing he could laugh at himself.

He told how a nasty, mud-slinging campaign got on his nerves in 1986 during his run for re-election as governor. In frustration, he leveled criticism at the press.

"I framed it very intellectually, you know. It had probity to it; it had cogency to it; it had relevance to it; and it had, most of all, persuasiveness. But way down at the bottom of it was just a tinge of bitterness and irritation, and they killed me, the press, they really murdered me."

"My guys (advisers) said, 'What is this? Everybody is against you—writing columns. They said you went crazy, you were mean, you can't take it, you are thin-skinned.'"

"I said, 'What did they say that's inaccurate?'"

Cuomo showed his serious side in taking on critics of modern-day unions.

"I have always felt strongly about the union movement in this country, and particularly now that some people suggest it is not as strong as it used to be."

"You can go to the Midwest or San Jose ... to the Silicon Valley ... and the more sophisticated entrepreneurs and business people, and even some working people, will tell you that, well, the unions are a kind of retardant on our economic development."

"You know why they are so cavalier about the union movement now? Because they don't feel they



NEW YORK GOV. MARIO CUOMO RECEIVES GUILD PIN FROM A CONSTITUENT
Doing honors is TNG Int'l Chairperson Peter E. McLaughlin, of New York, who once covered Cuomo.

need the union movement now, and that's because the union movement has already, over the last 100 or so years, accomplished so much of what the union mission was to begin with, and it is a kind of irony that they should punish you for that ... by kind of taking you for granted."

In an emotional reference to his immigrant father, "a little guy with a bad hip" who worked as a ditch digger, Cuomo urged delegates to look at history for the best defense of unions.

"All you have to do is remind the American people that less than

a lifetime ago, less than a whole lifetime ago, people in this country were required to work maybe every day of their lives and could still die in poverty."

"You know, it was only 100 or so years ago that women and children were treated like chattels, like property. They really were...."

"There was abuse of working people; there was disdain for them. They were treated abominably, notwithstanding that you had a very powerful government that was capable of winning world wars, maybe the most powerful government in the world. Notwithstanding that you had vast strength and might in business...."

"And you had church, and you had orthodoxy, and you had religion.... There were plenty of churches, plenty of synagogues, plenty of religious people, and that didn't change it. You had foundations and philanthropists, and that didn't change it. You had academicians and philosophers, and that didn't change it."

"What changed it? When the working people came together and said, 'We're going to have to take care of it, because for all their power and all of their might and all of their philosophy, they don't give a damn, and unless we get

together, unless we organize, unless we speak for ourselves, it won't happen'."

"And let's be honest—it would not have (happened), and so you had a handful of heroes and heroines, really, truly, who took everything on, took scabs on, took thugs on. Some of them were beaten; some of them were threatened; some of them were killed. I didn't make it up. That is not some romantic novel that makes a good movie. It's the truth. It's what happened."

Cuomo also spoke of his love for the First Amendment and called the Guild "a splendid group" because it represented not only the union movement but also "the right of the people of this miracle democracy to express themselves."

After the speech, TNG Int'l Chairperson Peter McLaughlin, a longtime police reporter for the New York Daily News, recalled covering Cuomo in Queens several years ago when he was "a rising young politician who had a reputation for speaking in paragraphs."

"If I knew you were going to be governor, I would have been nicer to you," McLaughlin joked. He partly made up for that oversight by presenting Cuomo with a gold Guild pin.

Delegates: Don't bar felon's pen!

Albany, N.Y. — Alleging that federal authorities are trying to "put chains on the First Amendment," TNG's 1989 Convention endorsed efforts of a convicted bank robber to continue writing accounts of penitentiary life for a California newspaper.

For much of the past three years, Dannie M. Martin, an inmate with a talented pen, has been a frequent contributor to the Sunday Punch section of the San Francisco Examiner & Chronicle.

From behind bars at the U.S. Penitentiary in Lompoc, Calif., Martin has given the paper's 715,000 Sunday readers firsthand accounts of prison life ranging from inmates' raising of pet squirrels to what he called the "gulf mentality" of the warden.

The comments on the warden last June temporarily brought his journalism career to a jolting halt.

Martin, in his 50s, was accused of violating prison regulations against being paid for correspondence with the news industry or acting as a reporter or publishing under a byline, although officials had said nothing about earlier contributions.

His writing materials were con-

fiscated, and he was put in solitary confinement. Then he was transferred from Lompoc to prisons in San Diego and Phoenix in maneuvers by authorities to administer what is known as "bus therapy."

The Chronicle, publisher of the Punch section, sought and obtained from a federal judge a temporary restraining order against the Bureau of Prisons' restrictions. The order kept Martin at the Phoenix facility where he continues to write articles for the Chronicle.

"We believe the Bureau of Prisons' efforts to silence Martin are capricious and arbitrary," the convention said. "The bureau has, after all, allowed other prisoners to write books and magazine articles without hindrance, as well as allowing Martin himself to write for the Chronicle until he stepped on the wrong toes."

The convention endorsed a federal lawsuit filed by Martin, the Chronicle and the American Civil Liberties Union that contends his First Amendment right to freedom of expression and the newspaper's right to freedom of the press were denied.

"As Guild members, we recog-

nize the importance of the free flow of information from inside prisons to the national dialogue on crime and punishment," the convention said. "And we emphasize the vital necessity of vigorously defending the constitutional provisions that protect that information and dialogue."

"We do not challenge society's right to lock up Dannie Martin for his crimes. We do challenge the attempt to lock up society's rights for his writing."

SONG petitions for rights for 70 more

Kitchener, Ont. — The Southern Ontario Guild filed petitions June 16 for certification as bargaining agent for about 70 employees of four non-dailies published by the Fairway Group in the Kitchener area.

The Guild is seeking automatic certification from the Ontario Labour Relations Board for editorial and production department employees of the Guelph Tribune, Waterloo Chronicle, Cambridge Times and New Hamburg Independent.

About 25 editorial employees would be grouped in one bargaining unit, and a second unit would contain about 45 production workers, according to Peter Murdoch, the Guild organizer who assisted in the campaign.

To obtain automatic certification under Ontario labor law, the Guild must demonstrate support of a 55-percent majority in a given bargaining unit.

Production employees include typesetters, press and camera operators, compositors and bind-

ery workers at the Kitchener plant where the papers are printed. Editorial offices are maintained at several locations.

Main issues in the organizing campaign were wages, benefits and job security, Murdoch said. Job-threatening technology was a special concern for some longtime part-timers, he said.

The Fairway organizing effort is the third such campaign mounted by the Southern Ontario Guild at non-dailies in the past four years.

In late 1985, about 140 newsroom employees organized at Metroland community papers in the Toronto area. In late 1987, about 20 editorial staffers organized at the Southam chain's seven Brabant weeklies in the Hamilton-Wentworth area and achieved a first contract in March.

The Fairway Group is owned by Jemcon Inc., 52 percent of which is held by the Motz family and 48 percent by Southam, publisher of 15 Canadian dailies.

Jemcon also publishes the

Kitchen-Waterloo Record, a 77,000-circulation daily operating about 40 miles southwest of Toronto.

In April, the Guild petitioned to represent about 90 newsroom employees at the Record. The labor board granted interim certification for that group in May, pending resolution of a dispute on 13 positions.

ADMINISTRATIVE OFFICER

The Providence Guild seeks an administrative officer. Applicant should have experience at contract bargaining and enforcement, grievance handling, arbitration and organizing. Send applications to: Frank Santafede, president; Providence Newspaper Guild; 160 Washington St.; Providence, R.I. 02903. (401) 421-9466.

An Equal Opportunity Employer

Mulligan quits Providence for BC&T

Kensington, Md. — Christine M. Mulligan, an attorney who has been the administrative officer of the Providence (R.I.) Newspaper Guild the last two years, was to join the staff of the Bakery, Confectionery & Tobacco Workers Union at its international headquarters July 17.

Mulligan, who taught at the

Michigan State University School of Labor and Industrial Relations before taking the Guild post, was to be assistant director of education.

Earlier, while studying at Marquette University's law school, she worked as a research assistant at the headquarters of the Allied Industrial Workers Int'l Union.

13 board members re-elected; contests set for 3 positions

(Continued from Page 1)

✓ In Eastern Canada (east of Manitoba plus the Canadian Wire Service Guild), Lee C. Clifford of Canadian Wire Service, a three-term incumbent, is being challenged by Sam Reyenga of Southern Ontario.

✓ In Western Canada (west of Ontario), Doug M. Louth of Vancouver-New Westminster, a two-term incumbent, is being challenged by Mike Bocking, also of Vancouver-New Westminster.

The Clifford-Reyenga contest is a rerun of the 1987 election for that seat. The Louth-Bocking matchup is the first time there has been a contest for that seat since it was created in 1973. McCracken has been in contests all but one of the times she has run for the vice presidency from Region 2.

(See Page 11 for details of all six candidates' records.)

In thanking delegates for re-electing him, Dale repeated his pledges of two years ago to "maintain this union's reputation for honesty and integrity" and to "do everything in my power to insure that this union moves forward," concluding:

"I said that I would give you every ounce of my energy, every ounce of my dedication, every ounce of my commitment, and I will continue to do that."

Re-elected to regional vice presidencies are:

✓ David M. Rousseau of Manchester, to a third term from Region 1, the U.S. Northeast;

✓ Luther P. Jackson, 3rd, of Detroit, to a second term from Region 3, the Midwest;

✓ Larry D. Hatfield of Northern California, to a fifth term from Region 4, the U.S. West;

✓ Richard J. Bradow of New York, to a second term from Region 5, New York City and environs.

The six re-elected to the at-large vice presidencies are:

✓ David M. Mulcahy of New York, to an eighth term;

✓ Robert C. Holt, Jr., of St. Louis, to a seventh term;

✓ Carol D. Rothman of Philadelphia, to a fourth term;

✓ Marie A. Sherlock of Youngstown, to a fourth term;

✓ Stanley J. Souza of Hawaii, to a fourth term;

✓ Gene Turner of Northern California, to a fourth term.

TNG's Int'l Election & Referendum Committee, itself elected for a two-year term by last year's convention, will supervise the Sep-

tember elections, as prescribed by TNG's Constitution.

Meeting immediately upon the convention's adjournment, the IERC set the Sept. 21-26 voting period and designated Oct. 11 as the day it will meet at TNG headquarters to tabulate returns and certify results. The new IEB will take office Oct. 15 and hold its first meeting Oct. 23-25, in Montreal.

The IERC also designated the second August issue of the Guild Reporter, to be published Aug. 25, as the issue in which free space for a statement by each candidate will be provided, as called for by TNG's Constitution. (Under longstanding, convention-established policy, the paper also makes available without charge display space for campaign ads by each candidate.)

The IERC will meet at TNG headquarters on Aug. 31 to approve voter eligibility lists and to assemble ballots and other materials for distribution to locals, which will conduct the elections under rules promulgated by the IERC. The ballots and materials will be shipped the next day, Sept. 1. Locals are to count ballots on either Sept. 27 or 28 and returns to the IERC must be postmarked no later than Sept. 30.

Members in good standing as of June 1, July 1 or Aug. 1 will be eligible to vote in the elections.

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IT SEEMS TO US

Long Beach RSI victim calls protection critical

LONG BEACH, CALIF.

Editor:

Hats off to the Guild Reporter for addressing repetitive syndrome injuries [June 16]. It is critical every person who works on a VDT educate and protect themselves from this crippler.

I am the copy desk chief for the (Long Beach, Calif.) Press-Telegram and have been unable to work since March.

In April, I had surgery for bilateral carpal tunnel syndrome and ulnar compression. Months prior to the surgery I had a "bulge" in the disc between my fifth and sixth cervical vertebrae, which also resulted in extensive time off from my job.

It is unclear when I will be able

to return to work and what I'll be able to do.

I don't know about other RSI victims, but I've learned that pain is only one factor I've had to cope with. The others include loss of self-esteem, anger and accepting my career has been put on "hold."

Let's hope management everywhere will tackle this crisis before others are maimed.

SUZANNE ROTHLSBERGER
Long Beach unit
Los Angeles Guild

Editor's note: Rothlsberger's letter was handwritten, for which she apologized, explaining: "I am not able to type yet."

Writer seeks accounts of experiences with RSI

EAST LANSING, MICH.

Editor:

I am looking for people who are suffering or have suffered from repetitive strain injury. I contracted RSI through overuse of my computer at my job. The only cure for RSI is prevention, which must come from an ergonomically designed work station, improved physical fitness and job expansion or a restructuring of work habits.

I am working on a book to get the word out to the people who unknowingly face this illness. The book will include information on preventing RSI and what to do if you already have it.

I'm including any array of experiences from people who have

Delegates elect these 10 VPs by acclamation



These are the TNG vice presidents re-elected by acclamation during the concluding session June 23 of the 1989 Guild Convention in Albany. Above, returned to at-large seats, from left: Carol D. Rothman of Philadelphia; David M. Mulcahy of New York; Gene Turner of Northern California; Robert C. Holt, Jr., of St.

Louis; Stanley J. Souza of Hawaii; Marie A. Sherlock of Youngstown. Below, returned to seats from regions, from left: Luther P. Jackson, 3rd, of Detroit; Larry D. Hatfield of Northern California; David M. Rousseau of Manchester; Richard J. Bradow of New York. Election contests are set for three other seats.



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I'm including any array of experiences from people who have

smoking prohibitions had disappeared.

As a banquet guest, I fled before there was a hint of coffee or dessert because I could not tolerate the smoke. At almost every table someone puffed on a cigarette. A nearby table had both a cigar and a pipe smoker.

What kind of civilized dinner event these days tolerates pipes and cigars? Is the lack of consideration for other people that is evidenced by these smokers an indication of their union attitude?

I had thought the Guild had recognized for good the harm and discomfort of smoking when, at the 1982 convention in Los Angeles, it adopted my proposals regulating smoking at both business sessions and the banquet. These proposals were heeded by at least two conventions after L.A.

Sadly, at Albany the 1982 program appeared to have been dismantled, and delegates were again attending a convention at their own risk.

JULIE A. WYCKOFF
16961 S. Nichols Rd.
East Lansing, Mich. 48823

RAY WARNER
Retired
New York Guild

Editor's Note: Since 1982, thanks to efforts of delegates like Warner, there have been smoking and nonsmoking seating areas at general sessions and committee meetings at conventions, including this year in Albany. This year, however, there clearly was a lapse at the convention banquet.

As a former delegate to four Guild conventions, I dropped in on this year's convention in Albany, near my retirement home, and quickly observed that old

The six VP candidates and their records

Here are the records of the six candidates vying for three TNG vice presidencies, to be elected by the memberships respectively in Region 2 (the U.S. South, including Wire Service Guild members working there, and Puerto Rico), Canada East (members of locals east of Manitoba plus all members of the Canadian Wire Service Guild), and Canada West (members of locals west of Ontario). They appear in the order in which they will be listed on the ballots in the voting to be held Sept. 21-26. They were nominated at TNG's 56th Annual Convention, June 19-23. Terms are two years.

Canada East

Lee Clifford Canadian Wire Service

LEE CLIFFORD, a Guild activist for more than 15 years and a former president of the Canadian Wire Service Guild, is seeking a fourth term as TNG vice president from Canada East.

A TV-lineup editor for CBC's supper-hour news in Halifax, N.S., Clifford, 44 and a Guild member for 21 years, also has served his local as CBC branch director and as local vice president from the branch. He also has served on five Guild-CBC bargaining committees, including the current one.

A delegate to 15 of the last 16 TNG conventions, he chaired the collective bargaining committees of the annual sessions for three years before being elected to the Int'l Executive Board.

He has served on the IEB's human rights, constitution and organizing committees, while also chairing its collective bargaining committee for the last seven years. Clifford also served on special TNG committees on finances and bargaining and has been a delegate to two conventions of the Canadian Labour Congress.

He also helped organize Canadian Press/Broadcast News employees in Atlantic Canada and district managers at the Globe and Mail. In 1977-78 he served as a temporary TNG representative in Canada.

Sam Reyenga Southern Ontario

SAM REYENGA, a member of the Southern Ontario Guild's executive committee for 10 years, the last three as local treasurer, is running for the second time for TNG vice president from Canada East.

A single-copy sales representative in Toronto Star circulation, Reyenga, 40, has been a member of the Guild since 1975 and also is vice-chair of the local's Star unit. He joined the paper's staff after being employed as a social worker, in which post he was a member of the Public Service Alliance of Canada.



He has served on several of his local's bargaining committees, on its finance, strike-support, education, organizing and constitution committees, and has been one of its delegates to seven TNG conventions, where he has served on bargaining, finance, organizing and human rights committees.

A departmental shop steward the last 10 years, Reyenga also has been a member of the joint Guild-Star health and safety committee and of his local's safety committee.

He also has been one of his local's delegates to the Canadian Federation of Printing & Communications Unions and served on its executive committee.

Canada West

Mike Bocking Vancouver- New Westminster

MIKE BOCKING, president of the Vancouver-New Westminster Guild since 1987, is making his first run for TNG office.

A reporter on the Vancouver Sun the last 10 years, Bocking, 35, has served on the local's executive committee for the last 5½ years, since 1984. That same year he was elected chairperson of the local's 950-member unit at Pacific Press, which publishes both the Sun and the Province dailies.

For the past year, he also has been serving as the local's temporary administrative officer. He has been active in all aspects of the local, including arbitrations



and as chairperson of its bargaining and grievance committees.

A longtime Memphis Guild delegate to the Southern District Council, she has served it as president, vice president and secretary.

The Memphis Guild honored her last year as its "Guildsman of the Decade," after having named her its "Member of the Year" in both 1973 and 1982.

McCracken helped organize the Memphis Council of Newspaper Unions and the West Tennessee chapter of the Coalition of Labor Union Women and has served the former as president and the latter as secretary.

She was first elected to the Int'l Executive Board in 1978 and then re-elected in 1983, 1985 and 1987. She has served on the board's bargaining and human rights committees all four terms and on its constitution unit the last three.

He served on the last three negotiating committees at Pacific Press and was on the city's joint council of newspaper unions in 1982 and 1985.

He was chairperson of his local's 1988 TNG Convention committee, during which he was honored with the local's Percy Zimmerman Award for outstanding service.

Louth has served on the Int'l Executive Board's bargaining, research and information, human rights and education committees since 1985.

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Rallies, boycott boost Hamilton pay-equity strikers

Hamilton, Ont. — Striking Guild mailers at the Hamilton Spectator held three major solidarity rallies and stepped up boycott efforts as their walkout over pay equity neared its sixth week at the Southam-chain daily.

In a July 11 rally, about 100 strikers and supporters of the Southern Ontario Guild unit demonstrated outside Southam's corporate headquarters in Toronto, where labor leaders and provincial officials called for an equitable resolution of the dispute.

About 95 experienced, part-time mailers, most of them women, struck the paper June 9 over a demand for pay equity with men doing comparable work. The mailers were seeking a \$2 "pay-equity" raise over their \$7.20 top hourly rate when contract talks failed June 8.

The strike is believed to be the first in Canada on the pay-equity issue, in which Ontario took a leading role in 1987 by passing landmark legislation requiring compliance by employers.

There have been no substantive negotiations since the strike began, and no talks were scheduled as of July 12, said a SONG official. He added that a "part-time scab force" of mailers has been hired.

Strikers have maintained round-the-clock picketing at the Spectator, and on two occasions more than 100 people have assembled for mass demonstrations at the plant, according to Barry Stephens, SONG local representative who is chief bargainer for the unit.

Members of other Guild units at the Spectator, the Toronto Globe and Mail, the Toronto Star, Maclean's magazine, the Metroland and Brabant non-dailies and the recently organized London (Ont.) Free Press have joined picket lines, Stephens said.

During the first rally June 23, a cadre of about 20 Hamilton-Wentworth police intervened and shoved pickets out of the way of trucks entering and leaving, according to Stephens.

The company then obtained an injunction from the Ontario Su-

preme Court, limiting the union to six pickets at each of the four major plant gates.

While it has not slowed the strike's momentum, the Guild is seeking to have the injunction lifted, Stephens said.

During the second rally July 8, held a short distance from the plant, 200 people picketed and then marched to nearby shopping areas to distribute subscription-cancellation cards and leaflets urging advertisers to boycott the paper.

"It was a very effective display of solidarity," Stephens said. "It showed the employer that the injunction would not affect our ability to legally picket."

Steelworkers, letter carriers and electrical and communications workers from the heavily unionized Hamilton area, plus a number of womens groups, have given solid support to the strike and have helped swell the ranks of demonstrators.

During the rally at Southam headquarters, strikers and SONG leaders were joined by TNG President Charles Dale; Bob Rae, leader of the Ontario New Democratic Party and of the opposition in the Ontario legislature; Bob Mackenzie and Brian Charlton, NDP members of the provincial Parliament from two ridings in Hamilton; Julie Davis, sec'y-treasurer of the Ontario Federation of Labour; and Leo Gerard, director of District 6 of the United Steelworkers.

Dale told the rally that he came "not to talk [but] to walk" the picket line "to show that all 34,000 Guild members in Canada and the United States support this strike." He called it a more than ordinarily important one "because it is the first pay-equity strike."

Stephens told the group the injunction "isn't going to prevent us from fighting and winning" the strike.

Prosecution of reporter rapped in 'leak' of Canadian document

Albany, N.Y. — Canadian authorities should drop the "unprecedented and pointless prosecution" of television reporter Doug Small for going on the air with details of a "leaked" government budget document one day before its intended presentation to the House of Commons, TNG's Convention said.

Small, a prominent reporter for Global Television Network in Ottawa, was charged along with four others with theft and possession of stolen goods following the April 26 newscast. It was the first time a reporter has faced criminal

charges in Canada for making use of a leaked document [Guild Reporter, June 16].

"The charge against Small is not only absurd; it is an assault on the fundamental right of the media in a free and open society to report the news," the convention said. "It is a tactic typical of a petty dictatorship, not one of the world's leading democracies."

The breach of budget secrecy was an acute embarrassment for Canadian federal authorities and prompted calls for the resignation of the finance minister.



Int'l Election & Referendum Committee, certify eligible voters and distribute election materials to locals in Region 2 (U.S. South and Puerto Rico), Canada East and Canada West, Aug. 31, TNG headquarters, Silver Spring, Md. (Ballots to be mailed Sept. 1.)

Voting period, for TNG vice presidents from Region 2 (U.S. South & Puerto Rico), Canada East and Canada West, any or all of six days, Sept. 21-26, all locals in those regions.

Ballot counting by Local Election Committees, all locals in Region 2, Canada East and Canada West, Sept. 27 or 28.

Last date for postmark on locals' returns of ballots and associated materials to TNG IERC, Sept. 30.

Int'l Election & Referendum Committee, tabulate and certify results of elections, Oct. 11, TNG headquarters, Silver Spring.

Int'l Executive Board, fall meeting, Oct. 23-25, Montreal.

Western District Council, fall meeting, Oct. 28-29, Eugene, Ore.

Southern Council of Guild Locals, fall meeting, Nov. 3, Delta Hotel, Ottawa.

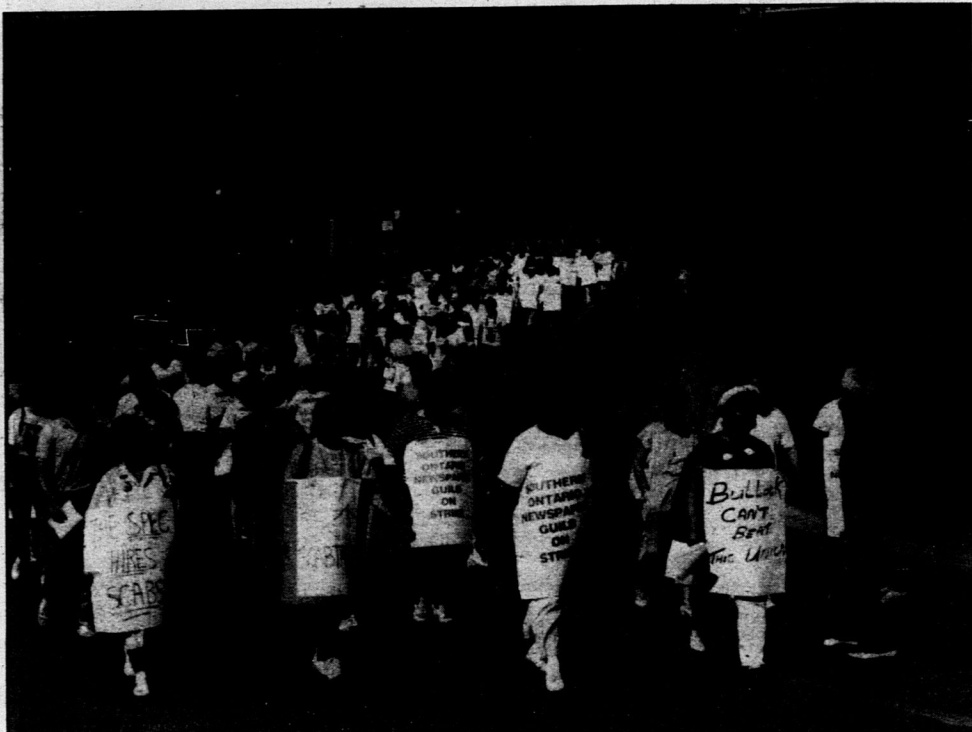
Canadian District Council, fall meeting, Nov. 4-5, Delta Hotel, Ottawa.

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.



BILL McQUEEN/Southern Ontario Guild

'SOLIDARITY' MARCH MARKS MONTH ON STRIKE FOR PAY EQUITY IN HAMILTON
Members from all units of the Southern Ontario Guild are joined by leaders of other unions, political and women's groups July 8 in demonstration of support for Guild-represented part-time mailers who struck Southam-chain's Spectator a month before.

Other speakers called on Southam to recognize the importance of pay equity, while others criticized the issuing of the injunction and what Guild leaders have called an excessive show of force by police at picket sites.

Police have maintained 24-hour surveillance of even the smallest groups of pickets even though "everything is calm," said Canadian Director John Bryant.

"We feel they are completely siding with the Spectator, and this is upsetting us a lot," Bryant said. He was "incensed" to see a police

labor relations specialist in plain clothes directing company vehicles in and out of the plant, he said.

Bryant also was critical of police claims that "Hamilton was imperiled" during the June 23 rally and that police "lost control of the picket line." Guild leaders maintain it was a peaceful demonstration, noting that no charges were issued.

In addition to demonstrations, strikers have "pursued aggressively" boycott efforts among sub-

scribers and merchants who advertise, Stephens said.

The Steelworkers union has cooperated by distributing 5,000 subscription-cancellation cards to members, and SONG is organizing door-to-door canvassing with the help of community groups. "The initial results are very positive," Stephens said.

Because of the interest in the pay-equity issue, SONG leaders said they welcome expressions of support for the strikers.

The Guild Reporter



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

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