



The GUILD REPORTER

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September 15, 1989

State orders VDT fixes at Fresno Bee

Fresno, Calif.—Stating that "a health hazard ... exists" at the Fresno Bee for editorial and other employees who work at VDTs, California's occupational safety and health agency has ordered the McClatchy-chain daily to take several specific steps by early next year to alleviate the situation.

The hazard, said Cal-OSHA in a "special order" issued Sept. 13, is for "cumulative trauma disorders," often referred to as repetitive strain injuries (RSI). It exists for employees in the news room and in the classified and customer service/circulation departments.

The corrective measures — detailed in three pages of the order delivered to the company and representatives of the Northern California Guild and its Fresno unit — include providing easily adjustable furniture for all who use

VDTs more than an hour a day, hourly VDT-work breaks and training programs in the hazards of VDTs and in their safe use.

In a memo to Bee employees, the paper's general manager castigated the Guild for having brought Cal-OSHA into the situation, called the agency's order "an unnecessary and legally faulty intrusion." He promised to appeal the order, but also pledged to "go forward with our on-going plans to improve employee safety."

Guild Unit Chairperson Ken Robison, in a memo "to the troops," called the Cal-OSHA action "satisfying" because the "unhealthy work environment is now on the official record and the company's remedy will be monitored," adding: "I care not a whit about the appeal" or company charges of "union politics."

The hazard determination and corrective order resulted from an extensive investigation kicked off by a complaint filed with Cal-OSHA in mid-May by the Guild, which represents only the paper's editorial employees [Guild Reporter, May 26].

The Guild acted under the "general duty" requirement of state labor law for safe work places. It (Continued on Page 4)

Delivery workers not exempt, NLRB says in Long Beach

Los Angeles — Home delivery area managers and district advisors at the Long Beach Press-Telegram cannot be barred from continued representation by the Los Angeles Guild as either supervisory or managerial employees, the National Labor Relations Board acting regional director here has ruled.

They are neither, Theodore B. Horn held Aug. 31 in the first substantive decision on a series of moves since October 1987 by the Knight-Ridder daily to pare the circulation-department group from the Guild unit at the paper.

At the same time, Horn upheld a Press-Telegram assertion that the paper's photo and regional editors are supervisors and therefore excluded from continued coverage by the Guild's contract.

The decision on the home-delivery employees was the second in a Guild case in six months at the NLRB regional level rejecting an attempt by a large chain's daily to have outside circulation employees found ineligible for union representation.

The decisions at least temporarily reverse a pattern of recent years. The first was in February at Hearst's San Antonio Light, which is appealing. The Press-Telegram said it was considering an appeal as well.

The seven Long Beach area managers and approximately two dozen district advisors are not managerial employees because they "do not make or implement significant policy or have discretion in important matters of established policy," Horn said in his 30-page decision.

Their involvement in hiring and firing carriers, entering and canceling contracts with them, splitting or consolidating routes, developing contests and other activities pointed to by the company are either closely supervised or "made within a narrow framework of allowable company policy," he said, adding:

"They have no authority to deviate from established policy. Their superiors issue memoranda and other written directives encompassing virtually every item over which ... [they] are to exercise discretion, closely oversee the implementation and review the results in a very systematic and regular fashion."

While they "enter into contracts with the carriers ... they do not negotiate the terms of the contracts, which ... must also be

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Guild joins march to restore rights

Leaders and members of TNG and Guild locals were among the tens of thousands who marched to the U.S. Capitol Aug. 26 in a demonstration sponsored by the NAACP to protest recent Supreme Court rulings on affirmative action, minority rights and remedies for discrimination.

Participants from more than 300 civil rights, union, religious and community groups took part in the protest, which began with a silent march, to the steady beat of muffled drums, to the Capitol. Above, TNG President Charles Dale, with sign proclaiming "justice and freedom," marches with Kenneth Young, assistant to AFL-CIO President Lane Kirkland. Others from TNG included Linda K. Foley, contracts committee executive secretary, Phillip M. Kadis, education director, Mary Aldrich, office manager, and Kathy Strasnich, secretary.

At the Capitol (right), Dale joined some 60 others in leading recital of a litany of reasons "why we march." Sitting next to Dale is Benjamin Hooks, NAACP executive director.



RAYMOND CROWELL/Washington-Baltimore Guild

8,699 eligible for balloting in 3 VP races

Silver Spring, Md.—A total of 8,699 Guild members are eligible to vote in this month's elections to choose one TNG vice president each from three geographic regions to serve on the union's 16-member Int'l Executive Board for the next two years.

The other 13 positions on the IEB were uncontested and filled by acclamation at the conclusion of TNG's 1989 Convention in late June.

The voting, to be conducted within 16 locals in the three regions Sept. 21-26, marks only the second among the ten regular biennial TNG elections held since 1967 to be devoid of at least one Guild-wide contest. In 1983, the total absence of contesting candidates for

(Continued on Page 2)

Job-sharers at Seattle Times 'like it fine'

Seattle—At least seven Guild-represented employees at the Seattle Times have formed job-sharing "teams" as a result of a landmark agreement recently negotiated between the paper and the Pacific Northwest Guild.

In addition, about 20 others are seeking similar arrangements, according to Guild Administrative Officer Art Joyner, who was instrumental in constructing the agreement in mid-May with the 240,000-circulation evening daily.

Most of those seeking participation are in the Times newsroom, but interest is growing in the advertising and circulation departments, he said.

"So far, it's worked out pretty well," Joyner said. "Those involved seem to like it fine."

The accord, believed to be the most comprehensive such negotiated by a Guild local, allows two or more workers to share duties normally performed by fewer full-time employees.

Earlier this year, an agreement was reached at the Eugene (Ore.) Register-Guard that permits two Guild-represented reporters to share one job on a rotating three-month schedule. That agreement, however, affects only those two.

The advantage of the flexible-scheduling concept is that it allows employees time off for child rearing or other personal interests, while retaining most benefits on a pro-rated basis, Joyner noted.

Times participants include par-

ents of small children, people seeking to continue their education and "just some folks who want to do other things," Joyner said.

Duane Johnson, the Times' labor relations director, hailed the trail-blazing pact. "The union and the company approached it from different points of view, but once we had all the information, we were able to work things out," Johnson said. "I think both parties are served well by the agreement."

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Although two employees sharing one job is the most common arrangement, there are "no limits" on how many could form a team, Johnson said. He saw no problem in administering benefits for larger teams, but pointed out that department heads must approve all arrangements.

Currently, there are three active teams at the Times—two two-person units splitting single jobs and a three-person team dividing two jobs.

"Each team can bargain their own little thing," Guild President Emmett Murray said. The negotiated guidelines allow team members to decide among themselves how duties will be split, subject to management approval. They need not give a reason why they want to share.

Johnson likened the pairing-up process to dating and marriage, noting that some employees have trouble finding a job-sharing "partner." "You certainly have to find somebody that's compatible, in terms of scheduling hours and vacations," Johnson said.

The agreement stipulates that participants will share, pro-rated on the number of hours worked, all benefits to which full-time em-

ployees are entitled, including health insurance.

Guild-represented employees who work 20 hours or more are eligible for full-time benefits, Murray said.

Members of the job-sharing teams will share on a pro-rated basis the cost of additional benefits over and above those allotted to the position or positions.

Any full-time, non-probationary workers who have been employed six months and whose most recent performance evaluations were at least "satisfactory" are eligible to share jobs.

Other highlights of the agreement include:

- Participants will receive paid compensating time off for all hours worked in excess of shifts as defined in the Guild-Times contract.

- If a participant wants to back out of the program, he or she can do so with 120 days' written notice to both the company and other team members.

- An employee hired or promoted to fill a new job sharer's full-time position will be considered a temporary hire for 13 months. This means that if sharers want to go back to their former positions, they have more than a

year to find a replacement for the job-share vacancy.

- If the program is terminated, which can be done with 30 days written notice by the company, the sharers get their former full-time jobs back.

- The 43-month "Memorandum of Understanding," which spells out the job-sharing agreement, remains in effect until Jan. 15, 1993, unless terminated by either side.

Although there had been a five-year push for job sharing, it was a highly successful pilot program that convinced both sides the idea could work.

During the trial period that began in March 1988, three general-assignment feature writers in the Scene section—Elizabeth Rhodes, Cathy Reiner and Sherry Stripling—shared two full-time jobs.

In that arrangement, which has been continued under the new agreement, one reporter worked four days a week and the others worked three, with all retaining pro-rated full-time benefits.

"That truly paved the way," Johnson said. "They showed the union and the company this thing is workable."

It also spurred interest in the

idea. "Once the pilot proved successful, a lot of people wanted to do it," Joyner said.

It took five months to negotiate the document that could become a model for other Guild locals. "It's good that we finally have something that others can follow," Murray said, adding that he had received numerous requests for copies.

Johnson said the Guild agreement was the only one of its kind among the 18 bargaining units at the Times.

A number of Guild-represented employees in other cities have negotiated small-scale, job-sharing arrangements, generally tailored to their specific needs.

At the St. Louis Post-Dispatch, seven reporters and editors were sharing jobs in a variety of assignments as of early this year. Bill and Margaret Frievoegel, assistant chiefs of the paper's Washington bureau, have split a job in the bureau since 1980.

At the St. Paul Pioneer Press Dispatch, employees have been sharing jobs in a number of combinations in the features department since the 1960s. Reporter Cynthia Boyd has shared jobs with more than one other employees since 1981.

A husband-and-wife team, William Englund and Kathy Lally, have shared an education beat at the Baltimore Sun since 1984, generally switching from home to office each month. Lally gave birth during one of her rotations and did not take maternity leave.

At the Register-Guard, feature reporters Carolyn Kortge and Bob Keefer and the Eugene Guild negotiated a two-year agreement in which they alternate working three months and then taking three months leave.

In their arrangement, no leave exceeds 90 days to ensure that eligibility for some benefits is maintained and both reporters work at least 1,000 hours per year to maintain retirement benefits.

Kortge and Keefer did extensive research before making their proposal and found that some managers were pleasantly surprised at the "almost embarrassingly high" productivity of job sharers.

"It's turned out to be a delight," Post-Dispatch managing editor David Lipman was quoted in the Kortge-Keefer report. Of three cityside reporters sharing two jobs, Lipman said, "I'm getting damned near as much out of those two slots as I used to get out of three."

8,699 eligible to submit ballots as 6 vie for vice presidential slots

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any TNG office made any referendum unnecessary.

In Region 2, the U.S. South and Puerto Rico, 3,106 members in eight locals, plus three at-large members not attached to any local, were certified eligible to vote by TNG's Int'l Election & Referendum Committee Aug. 31.

Candidates in Region 2 are four-term incumbent Faye McCracken, president of the of Memphis Guild, and Connie Knox, president of the Washington-Baltimore Guild, making her first run for TNG office.

In the part of the Canadian Region East of Manitoba, 4,318 members in six locals were found eligible to vote during the IERC's Aug. 31 session at TNG headquarters.

Canada East contestants are three-term incumbent Lee Clifford of the Canadian Wire Service Guild and Sam Reyenga of the Southern Ontario Guild, who are squaring off for the second consecutive time. Voters in Reyenga's local make up 54 percent of those eligible in the race; Clifford's local contains 21 percent.

In the part of the Canadian Region West of Ontario, 1,272 members in two locals were held eligible to vote by the IERC at its Aug. 31 meeting.

Vying in Canada West are two leaders of the Vancouver-New Westminster Guild: two-term incumbent Doug Louth and Mike Bocking. Bocking, president of the local, is making his first run for TNG office. Louth, a former local president, currently is its treasurer. Their local's membership constitutes 85 percent of the eligible voters in the region; the rest are in the Victoria Guild.

Ten years ago, two members of one local also ran for a single IEB seat. At issue then was the vice presidency from Region 5, New York City and vicinity.

In Region 2, the Washington-Baltimore Guild, Knox's local, holds 55 percent of the voters whose eligibility was certified by the IERC. McCracken's local, Memphis, contains 10 percent, as does the (U.S.) Wire Service Guild, while eligible voters in the Puerto Rico Guild constitute 17 percent of those in the region.

McCracken has faced challenges from Washington-Baltimore in three previous elections.

Biographical sketches of each of the six candidates were run in the July 14 Guild Reporter and campaign statements by each were published in the Aug. 25 issue. Nine column inches of display space also was made available without charge to each candidate. Four used their entire allotments Aug. 25, while two divided theirs between that issue and this one.

During its Aug. 31 meeting, the IERC also called the attention of the locals' election committees to changes in the election rules governing mail balloting.

The rules now mandate that a double-envelope system be used for all ballots being returned to the local committees by mail, including ballots distributed in work places for return by mail.

Each marked ballot is to be placed in an unmarked envelope and the sealed, unmarked envelope placed in a second envelope addressed to the election committee. The second, outer envelope is to be signed by the voter. The proce-



BILL BURKE/Washington-Baltimore Guild

INT'L ELECTION COMMITTEE READIES BALLOTS, ETC.

Clockwise, from left: Howard Burkhardt, Toledo; William Buchanan, Erie; Michele Davis, San Diego; J. E. MacDonald, Canadian Wire Service. Committee member Joe Steele, New York, was excused.

cedure is designed to assure both the secrecy of the ballot (in the unmarked, inner envelope) and that each ballot is cast by an eligible voter.

"The election rules on the handling of the official return envelopes and the counting of ballots are such that there is no chance your signature can be compared with your vote," the IERC said.

Local election committees are to count ballots cast in their locals on either Sept. 27 or Sept. 28. Returns to the IERC are to be postmarked no later than Sept. 30.

The IERC is to meet again at

TNG headquarters on Oct. 11 to tabulate and certify the results of the three contests.

The victors, plus the 13 current IEB members re-elected by acclamation June 23, will begin their two-year terms Oct. 15.

The TNG elections at a glance

Following are the dates of remaining events that will end with the swearing in of the 16-member TNG Int'l Executive Board that will serve for the next two years. Thirteen IEB members were re-elected without contest in late June.

- Sept. 21-26 — Six day voting period for members in locals in the three regions — the U.S. South and Puerto Rico), Canada East of Manitoba, and Canada West of Ontario — where there are contests for TNG vice presidents.

- Sept. 27 or 28 — Local Election Committees must count ballots on one of these two days.

- Sept. 30 — Last date for postmark on locals' returns of ballots and associated election materials to the IERC, c/o TNG.

- Oct. 11 — IERC tabulates and certifies results of elections.

The first meeting of the new IEB is scheduled for Oct. 23-25, in Montreal.

Experienced!

Dedicated!

Involved!

RE-ELECT:

Faye

McCracken

Region 2 VP

Vote
Lee Clifford



TNG Vice President
Canadian Region East
Keep Lee Clifford Working
for you . . .

. . . In Southern Ontario, Windsor,
Montreal, Ottawa, North Bay,
Northern Ontario and the
Canadian Wire Service Guild

Proven Leadership for Canadians

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St. Louis Sun sought to avoid Guild-covered helpers

St. Louis—Management of the soon-to-rise St. Louis Sun apparently was trying to sidestep Guild contracts while assembling a temporary task force of about 20 journalists from other Ingersoll-chain papers to help launch the seven-day tabloid Sept. 25.

At least three Guild-represented employees were among the select volunteers recruited for four- to six-week stints to assist the 84-person Sun news staff, but other volunteers may have been excluded because they work under Guild contracts.

Leaders of Guild locals that represent employees at other Ingersoll dailies have asked management to adhere to terms of contracts covering Guild-covered employees on temporary assignment to the Sun, a request that has met with resistance.

Developed as a flashy showpiece for Ingersoll Publications, the Sun is the first metropolitan daily to be established in the United States since the Washington Times was started in 1982 by the Rev. Sun Myung Moon, leader of the South-Korean based Unification Church.

The national daily USA Today also was launched in 1982, by Gannett Newspapers, which used a similar recruiting method for assembling temporary staffers.

Guild-represented employees known to have been temporarily assigned to the Sun were Kevin O'Connor, a police and court reporter, and Steve Seddon, an editorial clerk, both from the Pawtucket (R.I.) Times, and reporter Jim Burrus, who was recruited from the Pottstown (Pa.) Mercury.

Some managers also were recruited, including Mercury chief

photographer Tom Kelly and Woonsocket (R.I.) Call city editor Paul Palange, a former leader of the Woonsocket Guild.

Ingersoll executives originally said volunteers would be paid by their home papers; management then changed policy and asked recruits to take unpaid leaves of absence and go on the Sun payroll. O'Connor and Seddon agreed to five-week leaves that end Oct. 13.

Guild leaders in Pawtucket and Pottstown had asked Ingersoll officials to abide by all terms of contracts covering employees on temporary assignment, including overtime pay, health benefits and protection from indiscriminate dismissal.

In Pawtucket, Times Publisher Raymond Lacaillade told Guild president Dale King that the "brisk" level of activity required to start the Sun made it "impossible to monitor everyone's compliance" with union contracts.

King disputed management's contention that time spent on leave in St. Louis would not count toward employees' vacation or dismissal pay credits, experience ratings or other benefits.

"Even if they're on leave, they're still covered by the contract," King said. He also expressed dismay at Ingersoll's attempt to circumvent Guild contracts. "This is really a new animal to me," he said of the proposed arrangement.

No pay rates have been established for temporary employees, according to Robert Jelenic, Sun president. "They can be paid more, or less, than what they were making. I'm sure we're not going to pay anybody less than what they were earning."

Ingersoll management has promised to pay travel and lodging expenses and bonuses to temporary staffers.

No journalists were selected from seven other Ingersoll dailies where employees have Guild representation—the Delaware County (Pa.) Times, Fall River (Mass.) Herald-News, Kingston (N.Y.) Daily Freeman, Massillon (Ohio) Independent, Sheboygan (Wis.) Press, Terre Haute (Ind.) Tribune-Star and Tonawanda (N.Y.) News, Jelenic said.

There were indications some may have been discriminated against because they might exercise their rights to negotiated benefits.

Beverly Powell, Philadelphia Guild representative, notified the Delaware County Times on Aug. 16 of the need to adhere to Guild contracts when assigning employees to the Sun.

Publisher Frank Gothie replied Sept. 5: "It had been our intention to invite certain Daily Times employees to share in the most historic event in U.S. journalism in

the last 50 years. Your recent letter—and only your letter—has forced us to reconsider this opportunity to avoid any possible conflict with the terms and conditions of your contract."

In early August, another Ingersoll executive, Alton (Ill.) Telegraph publisher Terry Brennan, told the Times' 30 staffers that volunteers would be working in a "real flexible" situation with reporters taking pictures and copy editors writing stories, Times Guild unit chairperson Joe Hart reported.

"That raised a red flag," Hart said. In a private meeting later, Brennan told Hart that Sun executives "don't give a damn" about our contract, Hart said.

Six to eight newsroom employees signed up, and at least two were given serious consideration, Hart said. Management later told him no one was selected because of the Guild's position.

"That really riled me," Hart said. "What they did was really capricious. It was like they were trying to punish us or something."

Brennan, who was assigned to recruit from a dozen Ingersoll papers, also told Delaware County staffers that "careers will be made, careers will be broken" in St. Louis, Hart said. "No one knew what that meant, whether they intended to take people down there and fire them."

About 80 percent of the Sun's permanent news staff had been hired as of Sept. 12, Jelenic said. The overall work force will total about 220, plus temporary workers in all departments.

Jelenic said use of employees from many of Ingersoll's 40 dailies and 150 weeklies "from all over the country" was a positive action. "We're taking advantage of our resources to start a paper while everybody else is closing papers. I think you should stress that."

The Sun is the self-proclaimed "personal invention" of company chairman Ralph Ingersoll II, who has led an aggressive campaign to recruit staff and market the paper in an area dominated by the St. Louis Post-Dispatch, the 111-year-old flagship of the Pulitzer chain. The old and new papers will vie head-to-head in the morning.

The Sun has hired some key Post-Dispatch employees, including former general manager Thomas Tallarico (to be publisher), sports editor Kevin Horrihan (to write a news column), and reporter Karen Koman (to be the Sun's political columnist).

Executives at both papers have exchanged jabs about the Sun's attempts to raid the Post-Dispatch, which has fought back to keep other top people. Editor & Publisher reported Aug. 19.

In response to the Sun's threat, the Post-Dispatch also instituted "a myriad of changes" to reach younger readers "by becoming a more reader-friendly paper," E&P reported Sept. 2.

Changes include increases in staff and news space, the addition of a "pop culture" reporter and a "trend" editor, 40 percent more space for letters to the editor, and more comprehensive sports coverage.

The Post-Dispatch, which long has cultivated its "serious" image, also is switching ad agencies to wage a more aggressive marketing campaign, E&P reported.

The Post-Dispatch, which has 375,000 daily circulation and 550,000 on Sunday, has operated without a daily competitor since the Globe-Democrat went bankrupt in 1986.

The Sun will start with an initial press run of about 150,000 for street sales and home delivery, Jelenic said. It will sell for 25 cents Monday through Friday and Sunday. An expanded Saturday edition will cost \$1. The Post-Dispatch costs 25 cents daily and \$1 on Sunday.

Ingersoll already operates a chain of 43 suburban St. Louis weeklies and the daily Telegraph across the Mississippi River in nearby Alton.

57% in TNG survey have rights panel

Silver Spring, Md.—Forty-five, or 57 percent, of the Guild's locals have human rights committees, according to responses to a survey by TNG this spring. Fifty of the 79 locals surveyed responded, said Human Rights Director Anna M. Padia.

Farson on mend after 5 by-passes

Philadelphia, Pa.—William J. Farson, retired longtime top-officer of TNG, now is recuperating steadily at a rehabilitation hospital near here from heart surgery in June that included five by-passes.

Farson, who will be 89 in December, retired in 1969 after 14 years as executive vice president of the international union, capping a Guild career that began in 1937 when he led Philadelphia area advertising employees into the American Newspaper Guild, as the union was known until 1971. (The title of the executive office he held was changed to president when he left it.)

Cards and other messages can be sent to Farson, c/o his nephew: Steve Eddowes, 69 N. Highland Ave., Norristown, Pa. 19403.

Unions' unity council unveils bus-bench ads in San Diego



Members and leaders of the San Diego Guild, CWA Typographical and Mailers locals and the Graphic Communications Pressmen and Platemakers union rally (left) outside the San Diego Union and Tribune Aug. 17 to mark the unveiling of five bus-bench ads purchased by the unions' unity council to protest the Copley-chain management's demands and tactics in talks for new contracts. The Guild's contract expired June 5, 1988. One of the bench ads is outside the Union-Tribune building (below), while others are at the federal courthouse, the city hall, the county administration building, downtown and in La Jolla, near the home of publisher Helen K. Copley. The day of the rally, management agreed to the first Guild talks since mid-July and Guild leaders reported "some progress." Next talks were set for Sept. 21-22. Bench-ads' message is: "Stop union-busting at the Union-Tribune." Speaking in center foreground at left is Ed Jahn, president of the Guild local. Trying out the bench (below) is Guild member Lucy Link, from advertising marketing.



LEA FRANCISCO/San Diego Guild

Cal-OSHA orders RSI steps at Fresno Bee

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charged the Bee with "failing to remedy conditions that have resulted in cumulative trauma injuries to 35 of 133 editorial employees." This despite repeated requests from the Guild for remedies and the union's having hired a workplace design expert to try to improve VDT-use conditions.

"We've been trying to get these remedies for two years," said Larkie Gildersleeve, an administrative officer with the Guild local, noting that the company has increased its efforts to provide a healthier work environment since the Guild filed its complaint. If they keep it up, they should be "easily within compliance of the order," she said.

Half the 137 employees who responded to a Cal-OSHA survey during the agency's investigation reported that they had experienced pain in their hands, forearms, shoulders or upper backs within the last year.

An analysis of state publishers' annual reports to the agency showed that on average four of 100 newspaper employees lose work time due to RSI. At the Bee, it's 10 of 100.

Thirty percent of employees in the three departments who work at

least an hour a day on VDTs told agency interviewers that they had sought medical help for RSI-type complaints. A review of 15 of these employees' medical records showed five cases of carpal tunnel syndrome and seven of forearm tendinitis.

The company's general manager protested in his memo that he found the Cal-OSHA order "particularly offensive and ironic because the Bee is one of the leaders in the state in work-place safety among VDT users."

Specifically, the Cal-OSHA order provides that there be VDT work-stations, by Feb. 15, that are "designed to prevent injury or illness," with minimum features that include:

- ✓ Knee space with at least 1 inch clearance between legs and the underside of the work surface.

- ✓ Keyboard-support surfaces adjustable from 23 to 28 inches in height, with a "rounded and/or padded" surface at the point of contact with wrists or forearms.

- ✓ Display height adjustable by 5 inches below a horizontal line from the eye.

- ✓ Sufficient work surface to accommodate VDT components

and other work items, like hard copy.

- ✓ Chairs with easily adjustable backs, seats and, if any, arms.

Upon request, document holders, foot rests and wrist rests are to be provided.

The training program is to begin within 30 days of the work stations' installation. Written descriptions of the training program are to be provided to Cal-OSHA for its review by Nov. 15.

The rest-breaks policy must be

instituted by Oct. 15.

By the same date, all VDT users must be provided a copy of the Cal-OSHA order and a committee "maintained" to "address employee concerns related to ergonomics." The Guild is to be represented on the committee, as is "each area/department with ergonomic concerns."

Gildersleeve noted that the Bee had already reactivated a special committee on VDT-injury remedies, agreed to Guild representa-

tion on it, and recently announced plans to order new furniture.

The Cal-OSHA order is that agency's first that is specifically aimed at RSI incurred from VDT use and may be only the second by any governmental unit in the nation.

The federal Occupational Safety & Health Administration in the spring issued an order to protect Mountain Bell employees in Denver who work at VDTs.

VDT bill sidetracked in California

Sacramento, Calif.—A VDT worker protection bill was sidetracked in the California legislature Aug. 22, despite advancing further in the state house than any previous such bill.

The measure, sponsored by the California Labor Federation and carried by Assembly Member Tom Hayden (D-West Los Angeles), was passed by the Assembly and approved by the Senate Industrial Relations Committee.

Proponents of standards for the state's legions of VDT operators, however, were frustrated for the fifth straight year when the bill failed to clear the Senate Appropriations Committee and was shunted to the 1990 legislative calendar.

Lobbyists for the California Chamber of Commerce, IBM, AT&T, the American Electronics Assn. and Air Transport Assn. unleashed a heavy assault on the bill.

Industrial hygienists, medical experts, labor leaders and rank-and-file union members, including Guild locals and members, lined up in favor of the proposed protections.

The measure would have required VDT screens, keyboards and computer video display terminals and associated desk and chairs to meet the "human factor" ergonomic standards of the American National Standards Institute

(ANSI) beginning Jan. 1, 1991.

In a related action in late June, the Standards Board of the California Division of Occupational Safety and Health (Cal-OSHA) refused to adopt ANSI regulations as state standards.

The action went against the majority recommendation of an advisory panel that investigated the need for standards at the board's request. The Northern California Guild's Larkie Gildersleeve was a member of the panel.

The bill also would have required Cal-OSHA to study evidence of the effects of VDTs on pregnant women and recommend standards by next year.

Meanwhile, Maine legislators passed a second VDT worker protection law in late June that requires private-sector employers to

educate employees on VDT safety and provide training on their proper use, including instruction on correct posture.

Workers must receive training within six months of Sept. 30, the effective date of the law and must be provided a "plain language" version of the law. Employers also must provide a clearing house of safety and health literature on VDTs supplied by the Dept. of Labor.

Maine became the first state to pass a VDT health and safety law in 1983, when it approved the promulgation of regulations for 20,000 state, county and municipal employees.

Edith (Edie) Beaulieu, a state legislator and a member of the Portland Guild at the time, spearheaded efforts for that legislation.

TNG issues 2nd RSI questionnaire

Silver Spring, Md.—In an effort to aid safety and health officers surveying members on the spread of repetitive strain injuries among mailroom, circulation, delivery and maintenance workers, TNG has distributed a second RSI "model questionnaire" to all locals.

In July, TNG distributed a questionnaire for use among workers

performing most of their work on VDTs.

The latest model, which can be adapted for local situations, should be used only among non-VDT users, said David J. Eisen, TNG research and information director, who drafted both questionnaires.

Eisen asks that results of local surveys be sent to TNG, which has stepped up efforts to monitor the rapidly emerging problem.

Locals cautioned on bank, alerted to drapery dispute

Silver Spring, Md.—Guild locals doing business directly or through their pension funds with the San Francisco-based Bank of America have been asked by TNG President Charles Dale to "reconsider the status of that relationship" until an 11-year labor dispute involving one of its subsidiaries is resolved.

The dispute is between Seattle First National Bank and its employees, who in 1978 voted to affiliate their independent union with the United Food and Commercial Workers. The bank has refused to recognize the affiliation or negotiate with UFCW.

Six years ago, Bank of America acquired Seattle First, but there have been no changes in the subsidiary's anti-union policies.

Now the California bank has announced a major market program for its institutional trust services aimed at unions and their pension funds, Dale noted.

"It strikes me that a company seeking business from unions should not be engaged in a campaign to thwart the desire of its employees to belong to a union of their choice," Dale wrote to local leaders.

He asked locals with pension plans to inform the bank that their doors are closed to any solicitations from it "until Seattle First negotiates an agreement with UFCW."

Communications may be addressed to: Warren L. Metzger, Institutional Trust Services, Bank of America, P.O. Box 37121, San

Francisco, Calif. 94137.

In another matter involving anti-union activity, Dale has asked East Coast locals to write a major customer of the S. Lichtenberg & Co., a curtain and drapery maker, to express concern about mistreatment of workers at the Samsons and Delila manufacturing plants in Waynesboro and Louisville, Ga.

Although 598 workers, mostly black females, voted by more than 2 to 1 in April 1988 to join the Amalgamated Clothing and Textile Workers, Lichtenberg management has refused to negotiate with the union and has fired 61 people for union activity, according to a complaint filed by the National Labor Relations Board.

"ACTWU and the A. Philip Randolph Institute have asked us to help change Lichtenberg's ways by writing to a major customer," the Jamesway Corp., of Secaucus, N.J., Dale wrote to locals in New York, New Jersey, Pennsylvania, Maryland, Delaware and Virginia.

In a TNG appeal to Jamesway chairman Herbert Fisher, Dale noted that many Samsons and Delila workers earn as little as \$4 an hour after 10 years of employment, have no pension plan and cannot afford to participate in a health insurance plan.

"I ask that you do what you can to convince S. Lichtenberg & Co. Inc. to correct these injustices immediately," Dale wrote.

Letters may be addressed to: Herbert Fisher, Jamesway Corp., 40 Hartz Way, Secaucus, N.J. 07096.

CDC bursary to Ottawa scholar

Ottawa—The winner of the 1989 Canadian District Council scholarship is Dean Malvern, son of Kurt Johnson, a copy editor for the Ottawa Citizen.

The \$500 scholarship, offered annually to children of Canadian Guild members, was drawn July 13 in the Canadian Region office

by Canadian Director John Bryant from the pool of eligible applicants.

Malvern is attending Mount Allison University in Sackville, New Brunswick, majoring in Canadian history. Students must be registered in a post-secondary institute to be eligible.

Walkout stories net San Jose student writing award

Daniel Vasquez, center, of San Jose State University, poses with San Jose Guild figures and traveling bowl marking him winner of the Guild local's 1988-89 Stan Waldorf Award of \$500 for outstanding newspaper writing by a college student. He won for a package of stories in the *Spartan Daily* analyzing the walkout last winter of 10 players from State's varsity men's basketball team. Entries totaled 11, from Stanford and Santa Barbara universities, as well as State. Aim of the local's award, named for its first president, is to encourage enterprising college journalism and acquaint students with the Guild. Pictured with Vasquez are Colin Seymour, left, chairperson of the Guild's scholarship committee, and William T. Davis, local executive officer. Presentation was made in the newsroom of the campus daily.



A. JENSEN/San Jose State Spartan Daily

LABOR DAY: ... in Toronto



BILL MCQUEEN/Southern Ontario Guild
Southern Ontario members prepare to step off in annual parade.

Leaders and members of Guild locals across the United States and Canada turned out for traditional Labor Day parades and picnics held in their communities Sept. 4.

In **Victoria**, the Guild helped the Victoria Labour Council organize an area-wide picnic in a suburban park that doubled as an observance of the 100th anniversary of the founding of the first council of unions in that locale. It also was marked by Victoria Mayor Gretchen Brewin's unveiling an anniversary plaque in a square next to city hall three days earlier and by the release of a book on the council's history — "A Better Life/The First Century of the Victoria Labour Council" — written by Bruce Lowther, a retired member of the Victoria Guild.

In **Toronto**, meantime, more than three dozen members and friends of the Southern Ontario Guild, including TNG Canadian Director John Bryant, turned out to march in the city's 118th annual Labour Day parade (photo above, left).

In **Kenosha, Wis.**, the Guild again took part in that community's Labor Day picnic, "Laborfest '89," where it conducted the traditional Guild peanut sale.

In **New York City**, a contingent from the Guild local had the lead position in the Allied Printing Trades Council section of the annual Labor Day parade there that drew an estimated 400,000 union-member participants (photo, above right).

In **San Francisco**, Northern California Guild leaders and members joined their counterparts from other unions in the city's Council of Newspaper Unions to kick off what is planned to become an annual Labor Day picnic sponsored by that group (photos at right).

... New York



JACK MILLER/New York Guild
Guild marches behind Allied Printing Trades President George E. McDonald.

... San Francisco



LARKIE GILDERSLEEVE/Northern California Guild

Banner, jugglers and musicians mark the spot of Conference of Newspaper Unions' (first) Annual Labor Day Picnic in a Bay Area park. At right: Northern California Guild President Steven Michael, TNG Vice President Larry D. Hatfield and, holding daughter, Jack Ford, Teamsters business agent. Unions are preparing for joint bargaining with major Bay Area dailies.



Kenosha key to hit \$700

Kenosha, Wis. — Guild members at the Kenosha News have approved a new contract that raises the top minimum-pay rate for reporters and photographers by \$65 per week, to \$700, over its 28-month term.

The contract, effective through Sept. 30, 1991, replaces one that expired May 28, and covers the 35 editorial department employees of the 30,000-circulation daily in southeastern Wisconsin. Average raises range from 9.9 percent to 10.7 percent during the life of the agreement.

Top rate for experienced reporters and photographers was raised by \$25, to \$660, on May 29. Three more increases will push the rate

to \$700 on May 27, 1991. The starting reporter and photographer minimum was raised by \$15, to \$396, on May 29, and goes to \$420 in 1991.

Top minimum for sub-editors was boosted by \$27 on May 29, to \$719, and will be raised a total of \$71, to \$763 in 1991.

Top rate for darkroom technicians, assistant librarians and clerks was raised by \$12, to \$330, on May 29; three more increases take it to \$350 in '91.

Other improvements include the addition of an employer-paid vision-care plan and increases in employer payments to cover hikes in health and dental plan premiums. The employer, however, will reduce its payments for an alternative health maintenance organization (HMO) plan to 82.4 percent of the cost, down from 100 percent.

The agreement also provides a

fifth week of vacation for employees with 25 years' service, and increases the reimbursement rate for work-related use of personal vehicles to 24 cents per mile.

Some up \$66 in Monessen

Monessen, Pa. — A new three-year contract provides general increases totaling between \$39 and \$66 per week for all Guild-represented employees of the Monessen Valley Independent, retroactive to April 9.

However, minimum weekly rates are frozen for the first two years of the agreement between the Pittsburgh Guild and the Thompson-chain daily, before being increased by \$13 to \$22 on April 9, 1991.

The general increases, which take effect April 9 each year, include: senior copy editors, \$22; sports and family editors, \$21; reporters, photographers, copy editors and display advertising salespersons, \$20; circulation supervisors, outside classified salespersons, maintenance mechanics, \$19; bookkeepers and inside classified salespersons, \$17; photo and news assistants, \$14; and clerks and typists, \$13.

Pay groups were reduced from eight to seven, nearly doubling immediate raises for four bookkeepers, two inside classified salespersons and one outside salesperson, said Fred Hevia, chairperson of the Guild unit.

A second paid, floating holiday was added, for employees with six years of seniority, for a total of eight holidays under the contract.

The weekly top minimums taking effect in 1991 include \$522 for

senior copy editors; \$488 for sports and family editors; \$453 for reporters, photographers, copy editors and display advertising salespersons; \$381 for circulation supervisors, outside classified salespersons and maintenance mechanics; and \$329 for bookkeepers and inside classified salespersons.

Guild and management representatives met 35 times before reaching the new agreement in late June, Hevia said. The paper has a circulation of about 17,000 in Monessen, Charleroi and Donora about 15 miles southeast of Pittsburgh.

Wage disparity told

Washington — In 1986, median income of working women with four years' college was \$2,289 less than that of men whose formal education ended with high school: \$22,412 vs. \$24,701, according to the U.S. Labor Dept.

NLRB turns aside move to foreclose union to circulators

(Continued from Page 1)
signed by their superiors," Horn pointed out.

He dismissed a company contention that the area managers and district advisors are supervisors because they hire and fire carriers after holding that the carriers are independent contractors, which are "not ... employees" under the National Labor Relations Act.

Even if the carriers were employees, Horn said, the home delivery employees "spend a very small portion ... certainly less than half" their time supervising them.

"The board has long held that individuals who spend in excess of 50 percent of their time performing nonsupervisory duties should not be denied the benefits of collective bargaining even if they exercise some supervisory authority over nonunit employees," he pointed out.

Horn also gave short shrift to company arguments that the seven area managers supervise the district advisors:

While area managers can make recommendations on hiring or firing of district advisors, they are "only ... one source of information" reviewed by the regional home delivery manager "in arriving at his own independent conclusion."

Oral instructions are given to district advisors in a "co-operative environment" and there is "no evidence that any ... has been disciplined" or even warned of discipline for refusing to follow an area manager's instruction.

In any event, "the instructions ... are routine in nature and represent no more than the exercise of work judgment in accordance with management's expressed wishes rather than that of delegated authority."

Preparation of work schedules by area managers "is a routine and ministerial act" that does not involve unsupervised "use of independent judgment."

"It does not appear that area managers exercise any supervisory or managerial authority simply by attending" meetings with regional managers every two weeks "and attendance alone is insufficient to confer supervisory status."

Robert J. Evans, led in Harrisburg

Harrisburg, Pa. — Robert J. Evans, a veteran news staffer at the Patriot-News and a former president of the Harrisburg Guild and activist in the Pennsylvania-Ohio-Indiana (now Great Lakes) District Council, died July 24.

A member of the Guild local for all of the 31 years he worked at the paper, Evans was its president from 1966 through 1970. He worked variously as a copy, section and assistant city editor and since 1982 had been a business reporter and columnist.

He also was a former president of the Dauphin County Historical Society and member of a local school board.

Survivors include his widow, Charlotte, of nearby Progress, Pa., a daughter, a brother and a sister.

On the whole, Horn said, the evidence "fails to establish that the authority exercised [by area managers] was anything more than strictly routine ... or was independently reviewed by higher authority."

"Particularly telling," he said, "is the regular and frequent involvement" of the regional managers "in the day-to-day supervision and direction" of both the area and district personnel.

Conversely, Horn pointed out in the five pages of the decision devoted to the photo and regional editors, they both effectively recommended hiring and firing of employees in their departments, discipline them, make assignments, and schedule their work hours.

The first Press-Telegram unit clarification petition for the circulation employees was filed in October 1987, withdrawn a month later, refiled in December, dismissed as untimely this February after hearings and then refiled a second time four days later.

Arbiter upholds denial of Sunday-holiday pay

Seattle—An arbitrator has ruled against the Pacific Northwest Guild in its bid to secure holiday premium pay for employees who worked last Christmas Day and New Year's Day for the Seattle Times and Seattle Post-Intelligencer when the holidays fell on Sunday.

In a June 16 ruling, Alan R. Krebs upheld Times management's unilateral decision to observe Christmas on Dec. 26 and New Year's Day on Jan. 2 and pay the premium rate to employees working those Mondays.

Saying there was "ambiguity" in the Guild contract on observance of holidays that fall on weekends, Krebs ruled there was "a clearly established past practice of observing Sunday holidays on Monday."

Both employers had rejected Guild demands that the holidays be observed on Sunday, prompting two dozen employees and family members (some dressed in costumes loaned to them by actors in "A Christmas Carol" production) to conduct informational picketing at both papers Christmas morning [Guild Reporter, Jan. 13].

"It's a fairness issue," PNG Administrative Officer Art Joyner said. "People who take time away from their families to work on Christmas Day or New Year's Day should be paid for it. It's as simple as that."

Krebs did not address that issue, but focused on the final phrase in contract language defining "the holiday work week in which any of these seven (contractual) holidays fall or is observed." Both contracts provide an extra day's pay for employees "required ... to work on the holiday."

Krebs concluded that the "or is observed" phrase had been used in "a continuous and lengthy practice by the employer of observing Sunday holidays on Monday" and that the Guild had not protested "until recent years."

The Guild contended that the

Cookies carry messages in Pueblo



DEAN MILLER/Pueblo Guild

Cookies carrying responses to bargaining demands by Pueblo Chieftan management are served at open house at headquarters rented by the Pueblo Guild against possibility that a strike might be necessary for an equitable new contract. Old pact expired July 17. Company demands included \$150-a-week cut for ad salespersons and three-year wage freeze for

other employees. Members' dissatisfaction also has been demonstrated with barrage of blue balloons taped to every desk in Guild departments late in June, a series of "blue collar" Thursdays (members wear blue) and a series of printed stickers and buttons. About a dozen members started beards July 18 and pledged to not shave until a new contract is obtained.

phrase applied only to "floating" holidays such as Presidents Day or Memorial Day.

In a similar case resolved short of arbitration, the Milwaukee Guild persuaded management at the Milwaukee Journal and Milwaukee Sentinel it was in error in its attempt to observe the holidays on Dec. 26 and Jan. 2, and to pay the premium rates to employees who worked on the actual holi-

days. There is no "or is observed" phrase in the Milwaukee contract.

The Milwaukee Guild action benefited 48 employees who had worked Christmas or New Year's Day. Management, however, demanded that 16 other employees who had worked Dec. 26 or Jan. 2 return premium pay already received.

To resolved the "extraordinary

situation," Guild leadership voted to reimburse the employees for that loss (a total of \$275.40).

The Guild "is not in the habit of picking up the tab for the company's mistakes," the local publication, "Fifty-One," reported. "But it also isn't in the habit of letting our membership make financial sacrifices for helping us enforce the contract."

IT



SEEMS TO US

Aid to Hamilton strikers draws thanks from local

TORONTO, ONT.

Editor:

I'd like to take this opportunity to express our appreciation to TNG and the many locals and individual Guild members who supported our nine-week strike at the Hamilton Spectator. [Hamilton ends strike after narrowing pay-equity gap, Guild Reporter, Aug. 25.]

Because of the generosity of delegates to the annual convention in Albany, the SONG delegation was able to drive back to the picket line with more than \$1,000 in individual contributions from the floor and almost \$5,000 in pledges from locals.

The solidarity you showed meant so much to our striking mail-room members, most of them women and all of them paid marginal wages by a multi-million-dollar media conglomerate. The

donations went toward a special one-time supplementary payment that helped see them through the end of the strike.

On behalf of all SONG members, thank you.

GAIL LEM
President
Southern Ontario Guild

MacDonald questions statement by Reyenga

TORONTO, ONT.

Editor:

C'mon, Sam, where've you been?

Sam Reyenga's campaign statement [Guild Reporter, Aug. 25] says TNG's "cut down on organizing."

C'mon, Sam. Organizing's increased. Despite mergers, closures, etc., dues-paying membership has increased. Where's it from, if not organizing? Canada's the best example. Membership has

increased steadily and we've had mergers and closures, too.

C'mon, Sam. Your own local, SONG, with TNG providing lots of money, hired an organizer and added several new departments and units. Same thing in CWSG: TNG's providing money to help an effort that could result in several hundred new members in the next year.

C'mon, Sam. This year's convention voted to divert another \$400,000 to special organizing. I thought you were there, Sam. That isn't cutting back.

You say Canada needs more communications; that Canadians don't know what's going on. This local gets more material than we need at times and does its best to communicate it to members. We could do better, but that's not TNG's fault.

C'mon, Sam. "Just lip service" on education, research, resources? That's not only wrong, but personally offensive.

Finally, Sam, you've been treasurer of SONG for three years. Don't you know where the dues are going?

JERRY E. MACDONALD
Executive Officer
Canadian Wire Service Guild

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

Deadline for letters is the Friday before publication.

Letters relating to elections or referenda to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the official voting period shall contain no new charges.

Top rate to hit \$740 at diocesan weekly

St. Paul, Minn.—The weekly top minimum-pay rate for reporters and advertising salespersons rises by \$88, to \$740, in a new three-year agreement negotiated early by the Twin Cities Guild and the Catholic Bulletin.

Covering 11 employees, the agreement provides a \$33 weekly raise in all current top minimums Jan. 1 and additional raises on the first of the year in both 1991 and 1992.

Approved by members in late June, the new contract takes effect when the current pact expires Dec. 31, according to Twin Cities Guild Interim Administrator Bernie Lunzer.

Founded in 1911, the Catholic Bulletin is the official publication of the St. Paul Archdiocese, with a circulation of 36,000 in a 12-county area.

Newsletter sees 'merit' in decline

Silver Spring, Md.—A recent decision by the National Labor Relations Board may indicate that publishers' and other employers' demands for so-called merit-only wage increases could be on their way out, according to the first issue of a new TNG newsletter for Guild bargainers.

Such demands have "stymied many" Guild contracts talks in recent years, wrote the authors of the "Bargaining Chips" newsletter, Linda K. Foley, TNG contracts committee executive secretary, and Eric D. Geist, research and information associate.

Reversing an administrative law judge's ruling in a case involving Colorado-Ute Electrical Assn., the NLRB held that even though an employer has reached an impasse in bargaining with a union, the company cannot without the union's agreement implement a proposal that gives the company sole say in granting pay increases.

Wage bargaining is so central to a union's statutory right to bargain that a merit-only pay proposal is actually a demand that the union give up that right. "Where an employer proposal seeks the union's waiver of statutory rights," the board said, "impasse is no substitute for consent."

"In short," Bargaining Chips observed, "they can insist upon it but they can't implement it unless we say so."

The Guild has similar cases before the NLRB involving publishers' merit pay schemes at the Sacramento Bee and the Cincinnati Enquirer.

In announcing Bargaining Chips, Foley and Geist said the newsletter will aim at providing summaries of information "not necessarily found" in other material from TNG.



Hudson County (Jersey City)
Ron Leir, president; Amie Freilich, vice president; Dan Rosenfeld, recording secretary; Ellen Moodie, corresponding secretary; Bob Aronson, treasurer.

The reporter/salesperson top rate goes to \$685 on Jan. 1, then to \$712 on a \$27 boost in 1991, and to \$740 on a \$28 hike in 1992. The starting rate for those positions increases by \$52, to \$400 on Jan. 1, then to \$416 in 1991 and to \$433 in 1992.

Top minimum for composing room supervisor is raised by a total of \$86, to \$659 on Jan. 1, then to \$685 and \$712 in 1991 and 1992, respectively.

Other three-year increases and the resultant new top minimums include: office manager, up by \$84, to \$672; composing operator, up by \$82, to \$651; bookkeeper, up by \$78, to \$477; and clerk/stenographer, up by \$72, to \$421.

All other terms of the current agreement remain in effect for the duration of the new contract, Lunzer said. The contract, however, allows elimination of one position, with its duties split between management and unit employees.

Arbiter upholds dismissal of 4 at Catholic paper

Cleveland—Calling the Catholic Universe Bulletin's elimination of its four-person news department "a reasonable, empirically sound and nondiscriminatory response" to its "dire financial condition," an arbitrator has dismissed a Guild effort to have the four restored to their jobs.

The Cleveland Guild had charged that the dismissals in April 1988 violated both the seniority clause and the provision of its contract with the weekly that forbids discrimination because of Guild membership, among other things.

The four had more than 70 years' service at the paper and had long been active leaders of their Guild unit and of the union local. Three were officers of the unit and were on the bargaining committee that had been seeking an equitable new contract since the previous one expired at the end of September 1987. One of the four, Mary Englert, was immediate past president of the local.

Earlier, the National Labor Relations Board's regional office had refused to consider an unfair labor practice filed by the Guild after lawyers for the paper claimed the NLRB had no jurisdiction over the church-owned publication.

The arbitrator, Richard H. Siegel of Cleveland, said that in his view the Guild fell short of proving its discrimination charge by

Scranton editors ruled not bosses

Washington—Neither the city editor nor the Sunday editor at the Scrantonian Tribune meets the statutory requirements to be excluded from coverage by the Scranton Guild's contract with the paper, the National Labor Relations Board here has ruled.

The ruling reversed a 1987 decision at the board's regional level which also held that circulation supervisors and district managers were managerial or supervisory employees and therefore ineligible for contract coverage. The board refused to hear an appeal on the latter findings.

Acting at the end of May on the

Loyalty blooms at Sacramento Union

Sacramento—Guild members at the Sacramento Union have been presented with red carnations in honor of their loyalty to the Guild through more than three years of a continuing struggle to restore their contract and its pay rates.

Bob Saucerman and Ana Sandoval, co-chairpersons of the Northern California Guild unit at the paper, delivered dozens of the flowers Aug. 25 to members at their work-stations. Attached to the carnations were "thank you" cards.

The last Guild contract expired May 5, 1986. Three months later, management posted terms and conditions of employment which, among other things, cut employees' pay by more than 15 percent and eliminated Guild security provisions.

Fourteen months later still, the company fired the unit's four-member bargaining committee, including Saucerman and Sandoval, and put severe restrictions on Guild leaders' access to the Union plant.



JERRY RAINBOLT/Northern California Guild

ACCEPTING FLORAL 'THANKS:' MARCELLA FARRAGHER
At left, Bob Saucerman, co-chair of Guild unit at the Union.

access to the Union plant.

Last October the National Labor Relations Board ruled that the firings, access restrictions and terms-and-conditions posting violated federal labor law. A hearing on a company appeal has been set for Oct. 5

in the 9th Circuit Court of Appeals.

When Saucerman and Sandoval distributed the carnations, it was the first time they had been permitted access to members' workplaces since being fired.

and Englert is working as an urban consultant.

Hatch said he expects contract talks to reopen soon for the five or six employees who are left in the

paper's advertising, business office and production operations. The paper's news hole is filled now with wire copy and material produced by managers and stringers.

First Amendment Congress to explore privacy issues

Washington—The First Amendment Congress, a coalition of 16 press and communications groups, including TNG, will hold a two-day seminar here next month to examine the apparent conflicts in a society dedicated to maintaining open government and citizen rights to personal privacy.

Titled "Privacy, Access and Accountability," the meeting will be Oct. 26-27 at the Embassy Suites Hotel and include privacy advocates, law-enforcement experts and members of news organizations.

Participants will include Jane Kirtley of the Reporters Committee for Freedom of the Press, Robert Ellis Smith of the Privacy

Journal, USA Today editorial pages editor Paul McMasters and Prof. David Flaherty from the University of Western Ontario.

The seminar will focus on open records laws, government accountability, personal privacy and "victims" of disclosure as they relate to a free press and the First Amendment.

Member organizations in the coalition include TNG, the Society of Professional Journalists, the American Newspaper Publishers Assn., Associated Press, United Press Int'l, the National Assn. of Broadcasters, Women in Communications and the Reporters Committee for Freedom of the Press, among others.

REGISTRATION FORM

First Amendment Congress Seminar —Privacy, Access, Accountability—

Oct. 26 (7:00-9:30 p.m.) and Oct. 27 (8 a.m.-5 p.m.)

Embassy Suites Hotel
1250 22nd St. NW.
Washington, D.C. 20037

Registration: \$100/person in advance;
\$125/person after Oct. 15

(Includes opening dinner, second-day's lunch)

(Mail to: FAC, 1250 14th St., #840, Denver, Colo. 80202)

Name _____

Title, Organization _____

Mailing Address _____

City/State/Zip _____

(Registration fee does not include hotel room. Special hotel-room rates are available for reservations made before Oct. 1 by contacting the hotel — 202-857-3388 — and informing clerk you are with the First Amendment Congress.)

Tiny, rural paper is 'most persecuted in S. Africa'

By Aidan White
Int'l Federation of Journalists

OUTDSHOORN, a small country town in Cape Province, is the ostrich-farming capital of South Africa. It also has another claim to fame — a local newspaper called Saamstaan, "Stand Together."

The small, community newspaper has won for itself an extraordinary reputation for defiant journalism in the face of extreme threats and intimidation.

Its offices have been fire-bombed. Its staff of five has been

The Int'l Federation of Journalists is the international secretariat for unions that represent journalists with which TNG is affiliated. It is headquartered in Brussels.

constantly harassed, attacked and one of them shot. Once its entire force of 24 distributors was detained by police. It is the most persecuted newspaper in the nation.

People are astonished that the authorities should pay such attention to a small, rural newspaper.

It publishes only once a month — and then not regularly — and its total circulation rarely goes over 10,000.

This tiny publication, however, which carries articles in English, Afrikaans and Xhosa and is produced from a dusty little office containing a single typewriter, represents more than just another title to be censored. It is a community newspaper with a conscience, reporting vigorously on the activities of black organizations in a highly charged part of the Southern Cape.

Earlier this year, the IFJ visited Saamstaan to meet with the staff

and discuss journalism on the front line of apartheid.

The paper is administered by an executive elected from community organizations in the district — unions, youth clubs, church groups.

It has no editor in principle, but the final decisions as publication deadline approaches are taken by Derrick Jackson. He has been detained and is a "restricted" person. He is a supporter of the United Democratic Front, a leading community organization that was banned last year.

"They don't like us because we are part of the community," he says. "We can't be impartial in the face of what's going on here, so we give space to the people who are being terrorized."

Jackson found himself in trouble again in August. He was charged under the Internal Security Act for publishing a picture of a banned person — Nelson Mandela. This remarkable action prompted the IFJ to write to Minister of Law & Order Adrian Vlok to ask:

"How is it that the State President may have tea with Nelson Mandela in the full glare of publicity, but a rural newspaper editor is prosecuted for publishing his picture?"

Such contradictions, however, are no surprise to Jackson and his staff. Their aim is to be politically non-sectarian, but to ensure that the community gets what it needs — information on black social and political questions presented in a local newspaper format, including back-page sports.

Such innocent reporting is fraught with danger.

ONE STAFF member is Patrick Nyuka, an organizer of student resistance while in school who took up journalism when he left there three years ago. He concentrated on education reporting,

but his interest in classroom unrest led to special attention from the authorities. He regularly has been detained and on several occasions beaten up.

His conflict with the police came to a head in September 1987 while covering a party to celebrate the release of a local man from detention. The police ordered Nyuka to hand over his notebook. He refused and they shot him.

After hospital treatment and recovery, he launched a legal challenge to the police action. Months of legal wrangling brought him payment of 10,000 Rand in compensation — the only such successful case involving a journalist.

Much of what happens in the countryside goes unreported, though some 60 percent of the people live in rural areas. Saamstaan's difficulties also have been endured in secrecy.

BESIDES THE attacks on journalists, circulation of the paper has been made difficult. On one occasion, an entire edition "disappeared" en route to the distributors. Even when Saamstaan tries to do the job itself, the authorities have intervened, once arresting the entire distribution team of 24 and confiscating their papers.

While in Outdschoorn, an IFJ representative attended the annual meeting of the paper's executive committee. Representatives of about 20 community groups attended. They all had something to say about the paper. Everyone agreed that the fight to maintain publication was a priority.

This meeting was the clearest evidence that although Saamstaan is small in circulation, irregular in publication and unsophisticated in production, by speaking for the local community it does indeed pose a threat to the apartheid regime.

TNG protests new wave of arrests

Silver Spring, Md.—TNG has protested to the top law-enforcement official in South Africa about recent treatment of journalists, both foreign and domestic, covering anti-apartheid rallies and demonstrating against censorship in that country.

In a letter Sept. 12 to Minister of Law and Order Adrian Vlok, TNG President Charles Dale said Guild members "are appalled" at the arrest of more than 80 reporters and photographers and a police-dog attack on a photographer in recent weeks.

"We protest vigorously against

this continuing vendetta against journalists, which violates fundamental, internationally recognized principles of freedom of assembly and the press," Dale wrote. "We strongly urge you to drop all charges against those arrested ... and issue orders that will make such actions a thing of the past."

Twenty-seven South African journalists were arrested during peaceful demonstrations against censorship Aug. 31 and Sept. 5 in Cape Town.

Correspondents from the Associated Press, Reuters, CBS, NBC, ABC, Tokyo Broadcasting

Systems, World Television News and Norwegian Broadcasting were among 52 journalists arrested while covering a march Sept. 2 in Cape Town.

In two other recent Cape Town incidents, two photographers were arrested while covering a protest march involving Anglican Archbishop Desmond Tutu, and another was attacked by a police dog while covering protests at a whites-only beach.

No sizeable anti-apartheid protest has been officially permitted since a nationwide state of emergency was imposed three years ago.



TIM LABATT/Twin Cities Guild

GUILD MEMBERS HAVE OWN MESSAGE FOR STAR TRIBUNE AT STATE FAIR BOOTH
Four dozen who "greeted" publisher's appearance at booth Aug. 31 included, from left: Rob Hotakainen (facing booth), Jay Weiner, Jim Foster, Chuck Haga and Nolan Zavoral.

Publisher 'draws à crowd' at state fair

St. Paul—Some four dozen members of the Minneapolis unit of the Twin Cities Guild gathered outside the Star Tribune's booth at the Minnesota State Fair Aug. 31 at the same time publisher Roger Parkinson made an appearance in the booth.

The Guild members wore T-shirts demanding "Hey! Star

Tribune, do the right thing" on the front, and declaring "Huge profits for you, fair wages for us" on the back.

They handed out leaflets to other fairgoers that were headed "We want a fair deal!" and contained suggested questions to be directed to Parkinson.

Among the questions: Why

would the publisher of a profitable newspaper demand that Guild-covered employees take a wage freeze after he, himself, accepted a 16-percent raise, to \$340,896 a year.

The leafletting was ended after fair guards were called and two asked Guild members to stop, in keeping with a policy that prohibits distributions by anyone not a fair exhibitor.

Bernie Lunzer, the Guild local's interim administrator, later said the responsibility for the guards' action was Parkinson's despite his denying that he had asked to have the leafletting stopped.

"Even if the company didn't call security, Parkinson did nothing to stop the guards," Lunzer said. "However you slice it, the company permitted that violation of our members' First Amendment rights."

The Guild-Star Tribune contract expired July 31.



Int'l Election & Referendum Committee, tabulate and certify results of elections, Oct. 11, TNG headquarters, Silver Spring, Md.
TNG Pay Equity Conference, Oct. 20, L'Enfant Plaza Hotel, Washington, D.C.
Ingersoll Chain Council, fall meeting, Oct. 21-22, Terre Haute, Ind.
National Committee on Pay Equity, 10th anniversary conference, Oct. 21-22, L'Enfant Plaza Hotel, Washington.
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, Hilton Inn on the Circle, Indianapolis.
Midwest District Council, fall meeting, Nov. 11-12, Denver.
New England and Middle-Atlantic District Councils, joint fall meeting, Nov. 11-12, Boston.
Knight-Ridder Council, fall meeting, Nov. 18-19, Philadelphia.
57th Annual Convention, June 25-29, 1990, Sheraton Centre Hotel, New York City.
58th Annual Convention, Montreal, 1991.

The Guild Reporter



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

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The Newspaper Guild

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