The GUILD REPORTER

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

Vol. 56, No. 16 | Silver Spring, Md. | October 6, 1989

Unions in 4 nations see backing on VDTs

Montreal — Research reported at an international scientific conference here in mid-September confirms that VDT workers run a variety of health risks and points up the need for "immediate preventive steps and remedies," according to representatives of unions and others working for VDT safety.

In a "press communique" issued Sept. 14, the last of the meeting's four days, the representatives of 17 organizations from four countries said that while research continues "we insist" that VDTs and VDT workplaces "be made as safe as technologically possible."

"It is only prudent and responsible to take a precautionary approach when human health is at stake," the communique said, in apparent reference to reports of more conflicting research on possible reproductive effects of VDT emissions.

The conference, the successor to a similar meeting held in Stockholm in 1986, drew more than 700 participants, including TNG Director of Research & Information David J. Eisen.

Eisen and David LeGrande of the Communications Workers of America presented a joint paper reviewing outbreaks of repetitive strain injury among employees using VDTs at U.S. newspapers and telephone companies.

Calling the RSI problem "far more widespread ... than imagined until recently," they called for "greatly accelerated efforts to alert VDT users to their risk" in order to try to reduce RSI's incidence through prevention and to prevent "more serious injury" through early treatment.

Eisen and LeGrande also were among the signers of the communique, as were representatives of the State, County & Municipal Employees, the 9to5 National Assn. of Working Women and the San Francisco Bay Area VDT Coalition. Other signers were from Australia, Sweden and Canada. Nine signed separately under "Quebec."

A statement calling urgently for immediate precautionary shielding of VDTs to stem their emissions

(Continued on Page 2)

Incumbents winners of VP races

All three incumbent TNG vice presidents who were challenged for new terms have been re-elected by narrow margins, according to apparently conclusive unofficial returns compiled by the Guild Reporter.

Unofficial victors in the three regional races decided in Sept. 21-26 voting were:

- Faye McCracken of Memphis, elected to a fifth term on TNG's Int'l Executive Board, over Connie Knox of Washington Baltimore, from Region 2, the U.S. South/Southwest and Puerto Rico, by 103 votes;
- Lee C. Clifford of the Canadian Wire Service, elected to a fourth term, over Sam Reyenga of Southern Ontario, from the Canadian Region East of Manitoba, by 162 votes;
- Doug Louth of Vancouver-

(Continued on Page 5)

Jesse Jackson joins Rochester Guild demonstration; pact follows

JOE WIERZBOWSKI/Plymouth Photo

The Rev. Jesse Jackson, center, is flanked by Rochester Guild members and supporters during Sept. 8 informational picket outside the Gannett chain's Rochester dailies. Five days later the Guild and dailies reached a tentative new contract. The demonstration was one of a series of public actions by the Guild in August and September in protest of three years without a contract. At left with Jackson is John Riley, Guild grievance chairperson; at right, an unidentified supporter from the area union community.

(More details, Page 7.)

Unofficial returns

REGION 2 (8 locals with 100% of eligible voters)

Faye McCracken	**606**
Connie Knox	**503**

CANADA EAST (6 locals—100% of eligible voters)

Lee Clifford	**698**
Sam Reyenga	**536**

CANADA WEST (2 locals—100% of eligible voters)

Doug Louth	**319**
Mike Bocking	**301**

Raises 18-24% in Hawaii unions' new pacts

Honolulu—Minimum pay rates and wage scales are raised by as much as $137.40 a week — 18.3 to 24.5 percent — under new 45-month contracts bargained jointly by the Hawaii Guild and five other unions with the Honolulu Advertiser and Star-Bulletin and the dailies' joint publishing company.

The Star-Bulletin is part of the giant Gannett chain while the Advertiser is the flagship of the small Persis chain, which also has dailies in Knoxville, Tenn., Bellvue and Port Angeles, Wash.

The new pacts, reached in talks in which the Guild's Roy Kruse was chief spokesperson for all six unions, were ratified by wide margins on Sept. 24.

Tentative agreements were reached early the morning of Sept. 17, the date of the previous contracts' expirations. It reportedly was the first time in the Hawaii Guild's history that bargaining had not extended beyond expiry.

The contracts will produce the following top minimum rates and pay scales when their final deferred increases go into effect in mid-March 1993:

- For Guild-covered artists, copy editors, copywriters, outside ad salespersons, photographers, reporters and others, $887.90 a week; for senior programmers, $812.66; for inside display salespersons, $758.47; for one group of classified telephone salespersons, $709.43, for another, $698.79.
- For city circulation district managers, represented by the Longshoremen's Union, $887.90 a week. For LIU-represented mailers, $697.40 a week.
- For CWA-Typographical Union printers and Graphic Communications Union press operators, $849.50 a week.
- For GCIU photoengravers, $859.50 a week.
- For IAM machinists, $857.50 a week.

The new top Guild rates for experienced inside display salespersons, senior programmers and the two groups of classified telephone salespersons result from their getting the same total $137.40 in raises as the other higher-paid key pay groups.

The $137.40 increase comes to

(Continued on Page 6)

Mine Worker and his flag grace podium in Greenwich.

'Solidarity!' is Dale pledge to Pittston miners

Pages 4-5

Petition seeks bargaining for 145 at Wilmington daily

Wilmington, Del.—A petition to certify the Guild as bargaining representative for the 145 newsroom employees at the Gannett chain's Wilmington News Journal has been filed with the National Labor Relations Board.

The filing marks the fourth effort of the paper's editorial employees to organize since 1971, three by the Guild and one by the former Int'l Typographical Union, now part of the Communications Workers.

Claiming the support of a "healthy majority" of newsroom staffers, the Guild asked the NLRB to conduct a secret-ballot representation election.

The petition, submitted Sept. 22 by the Greater Philadelphia Guild, seeks representation for all full- and regular part-time reporters, photographers and editors at the paper's New Castle offices and news bureaus in Dover, Sussex and Cecil County, Md.

(Continued on Page 6)

Unions in four nations see backing on VDTs

(Continued from Page 1)

was issued by representatives of unions from eight countries following the Stockholm conference.

While noting that "radiation and reproductive questions remain unsettled," the Montreal communique repeated the call. "Specifically, we demand that computer manufacturers shield the magnetic field of VDTs, as is done now for terminals sold in Europe, or eliminate the emissions by other means," it said.

In apparent reference to remarks to the conference's opening session by Canada's minister of labor, the communique expressed the "hope that government authorities in every country will support recommendations aiming to protect VDT users rather than state that the radiation issue has been settled."

The minister, Jean Corbeil, stunned many at the conference with his opening announcement that he is confidant that VDTs "present no radiation hazard to the user."

While some conference participants agreed, others did not.

Partial results of a study by the University of Toronto and Ontario Hydro unveiled the next day indicated no link between the machines' emissions and miscarriages and stillbirths in laboratory mice.

A Swedish scientist told the conference two days after Corbeil's appearance of studies causing him to conclude that at least one kind of VDT emissions "might induce" miscarriages at such an early stage that the fetuses are not yet implanted in the uterus.

A joint post-conference statement issued by representatives of the Center of Office Technology in Washington and the Information Technology Assn. in Toronto claimed the Ontario Hydro report was in concert with "unanimous conclusions" on VDT safety by world health authorities.

The union-representatives' communique, meantime, listed among the "immediate preventive steps and remedies" it advocated "[work] breaks, better equipment and furniture, and a relaxation of work pressure."

These steps, it said, "have been shown to increase productivity while at the same time preventing disabling conditions."

It also pointed out that stress often is produced when new technology is introduced without adequate training and "consultation with labor."

Conversely, it noted, where the employees' union has been involved, "the adjustment was easier and production achieved sooner."

On the radiation question, the communique concluded by calling for "maximizing worker protection to give the benefit of the doubt to worker health."

Bee appeals, begins complying with RSI order

Fresno, Calif.—The Fresno Bee will both "appeal and comply" with a special order from the state Occupational Safety & Health division to take action to combat repetitive strain injuries among employees among doing VDT work, management has informed Northern California Guild officials.

"They don't quarrel with the content of the order, but they indicated they will appeal the legality of it," Guild Unit Chairperson Ken Robison said.

The corrective order, issued Sept. 13, resulted from a state investigation that followed a complaint filed with Cal-OSHA by the Guild in mid-May after 35 cases of RSI had been reported among 133 editorial employees at the McClatchy morning daily [Guild Reporter, Sept. 15].

Robison said reaction among employees was subdued because "some things were already being done" by management after a two-year effort by the Guild to gain remedies for staff members who have endured RSI-related pain and surgery, been forced to wear various arm and wrist braces and spend countless hours in physical therapy.

Employees, however, were gratified that "the corrective measures have now been put in writing" and that "the state is monitoring everything, both in the newsroom and other departments," Robison said.

The three-page state directive requires the company to provide easily adjustable furniture for those using VDTs more than one hour per shift, hourly VDT-work breaks, and training in the hazards of VDTs and their safe use. Also, an ergonomics committee is to be maintained, with Guild and employee representatives, to address safety concerns.

A similar committee had already been set up, Robison noted. Under the guidance of the committee, prototypes of adjustable furniture being considered for purchase "is being tested" by employees.

The Cal-OSHA order is the agency's first aimed specifically at RSI-incurred ailments, which included five cases of carpal tunnel syndrome and numerous strains of tendinitis and related tendon disorders among Bee newsroom staffers.

The paper's general manager protested the state action, calling it "an unnecessary and legally faulty intrusion into our voluntary and ongoing commitment to provide a safer workplace."

Coincidentally, the Bee had published a lengthy, three-part series titled "RSI: The strain of the job" on the three days immediately preceeding issuance of the order.

The series, most of which was written by reporters who have suffered from RSI, covered four full broadsheet pages and was illustrated with seven photos and eight graphics.

The plights of some of the writers earlier had been described in Guild Reporter articles on RSI June 16.

Robison said he was unaware of any ulterior motives by Bee management in publishing the series, adding that it was quite objective in presenting all sides of an occupational hazard that had hit close to home.

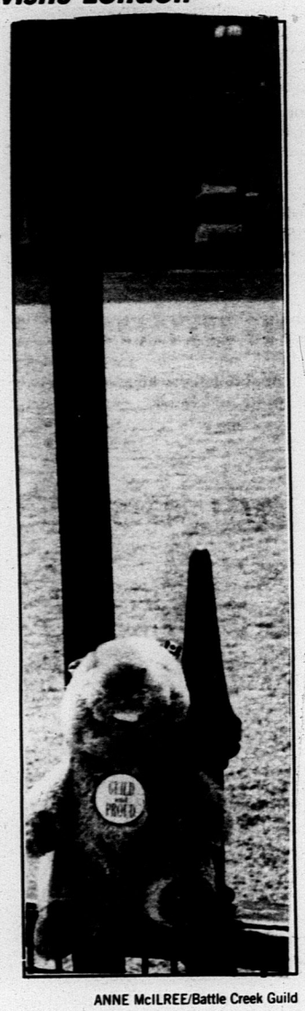
One of the articles dealt largely with attempts by unions to gain protections for workers, including the Guild's struggle at the Bee and the Communications Workers' efforts among U.S. West telephone operators on VDTs in Denver and Phoenix.

In another article, originally written for the Bulletin of the American Society of Newspaper Editors, a former Bee newsroom department manager tells of his own RSI ordeal and the havoc it can cause among the staff.

Now working in a non-management reporter/editor position, John Taylor wrote:

"As a manager who's grown significantly older trying to put out a newspaper with a staff ravaged by repetitive strain injuries, I exort my fellow supervisors to study up on the illnesses. You must be able to treat your staff members' injuries personally and quickly before they lay siege to you."

Caucus mascot visits London



"Woody," mascot of the "Woodchuck Caucus" of small, northern-tier locals' delegates to TNG conventions [Guild Reporter, July 14], poses on fence outside Buckingham Palace during trip to London. He reportedly was disappointed that he could not be photographed with one of the Queen's Guards, or a "Bobbie." When one of the latter was asked to pose with Woody, who sports a *Guild and Proud* button, the officer was heard muttering about "nutty tourists" as he walked away. Woody currently is resting in Buffalo.

ANNE McILREE/Battle Creek Guild

Two Toronto units OK strikes by 2,100

Toronto — Talks were continuing but tension was increasing following wide-margin strike-authorization votes by the membership of the Southern Ontario Guild at this city's two largest daily newspapers — the Toronto Star, where the Guild represents about 1,600 employees, and the Globe and Mail, where it represents 500.

The Guild contracts with both papers have been expired since June 30.

While Guild representatives in the talks at each of the papers said as October began that there had been no progress on any of the union's major issues, they agreed that the situation likely would come to a head more quickly at the Star.

The Guild expected to be in a legal position to strike at the Star on Oct. 20 or soon after, having already asked that the provincial mediator involved in the talks issue a "no board" report. Under Ontario law a union may strike 17 days after such a report comes down.

Talks at the Globe and Mail, meanwhile, were entering conciliation Oct. 4 and Paul Pellettier, the local's executive officer and chief bargainer with the Thomson paper, said he expected it to be two to three weeks before the union is in "strike position" there.

A major issue in the talks at both papers is money, said both Pellettier and Bill Petrie, the local representative who is chief Guild bargainer with the Star.

At the Star, the Guild is proposing a one-year contract with increases of 14 percent. The company made its first wage proposal Sept. 28: 5 percent in each of five years with one-time, lump-sum payments of $350 for each one-percent increase in the cost of living index in excess of 5 percent in each of the last two years.

At the Globe and Mail, where the company had put on the table no increase proposal going into conciliation, the Guild is seeking raises of 14 percent in each of two years, with a floor of $80 a week per year.

The membership of both units feels strongly that there is strong justification for the Guild proposals, Petrie and Pellettier said, noting that living costs in Metro Toronto are the highest in Canada and pointing to the gap between contract rates at the Toronto papers and those in effect under contracts in other major Canadian cities.

The prospects for a quick, equitable agreement at the Star were not improved, Petrie said, when David Jolley, Star president, in his annual "state of the Star" talk to the Toronto Council of Newspaper Unions on Sept. 28, said he does "not recognize the argument for 14 percent in one year."

The unions in the council — the Guild, Graphic Communications press operators and mailers, Machinists and the Electrical Workers — bargain economics and other common issues jointly.

Jolley also said he has "not been particularly impressed" with comparisons of the pay levels of job classifications at the Star with those at other newspapers across the country, and that his research shows Star pay scales to be superior to most in the Toronto area.

At the same time he said there is every reason to expect 1989 to be the Star's second consecutive year of record revenues and profits.

Management of the Thomson chain's Globe and Mail "doesn't deign to honor" the unions that represent the paper's employees with "anything resembling" Jolley's "state of the Star" talk, Pellettier said.

Other major issues with the membership at the Globe and Mail include vacations, low staffing levels and family issues, especially family leave, Pellettier said.

Other major issues at the Star include pensions, long term disability pay and job security, particularly the loss of circulation jobs as the paper becomes more automated in a large new production/distribution center north of the city and as it converts to morning publication.

"We're looking for retraining and the return of jobs that have been contracted out," Petrie said.

He also noted that one positive note in Jolley's talk was his announcement that the Star is prepared to discuss pension improvements.

On the money issue, Petrie said that "going settlements" in the area are about 7 percent, but "I don't think that'll do it for our members."

The margin in the Guild strike vote by the Star unit was 36-1; at the Globe and Mail, 23-1.

The Guild Reporter (ISSN: 0017-5404) is issued 18 times per year, every three weeks, on Fridays, at 8611 2nd Ave., Silver Spring, Md. 20910-3327. (Next issue, Oct. 27.) $20 a year. Single copies, $1. Second-class postage paid in Silver Spring, Md., and additional mailing offices. Printed in the U.S.A.

Postmaster: Send address changes to The Guild Reporter, 8611 2nd Ave., Silver Spring, Md. 20910-3327.

Marathon talks net 6-15% in one year at Thomson daily

Sudbury, Ontario — A marathon 19-hour joint bargaining session ended an hour before a strike deadline Sept. 15 with an agreement that boosts most weekly minimum-pay rates for Guild-represented employees at the Sudbury Star by 6 percent, some by as much as 15 percent.

The one-year agreement, negotiated by the Northern Ontario Guild and two other unions, raises the top-minimum rate for experienced reporters, photographers, deskpersons and other key newsroom employees by $37.38, to $660.32.

It also provides major wage upgradings for experienced clerks and circulation employees, and first-time contract coverage for maintenance and security employees at the 27,000-circulation Thomson-chain daily.

Affecting 34 Guild-represented people in three departments plus eight Graphic Communications press operators and eight Communications Workers printers, the settlement was reached about 5 a.m. as union members prepared to strike at 6 a.m., Guild President Donald McDonald said.

Although negotiators had been meeting since mid-August and for six straight days beginning Sept. 10, "nothing was resolved until that last 19 hours," McDonald said.

Guild members ratified the accord by an 8-1 margin Sept. 17, although a dispute over apparent management retaliation for a newsroom byline "strike" delayed the formal signing, said McDonald, who was the unions' chief negotiator.

Writers had withheld bylines and circulation department circulators "dressed down" to blue jeans and casual shirts (from coats and ties) during the final week of bargaining, McDonald said. Members of the other unions held a one-day "study session" and "worked to rule" four other days.

After the tentative agreement was reached, management "started playing games" with bylines, in one case withholding credit from a major feature while giving a stringer credit for a sidebar, McDonald said.

That precipitated an incident in which the full-time staffer was suspended without pay for a week, further heightening newsroom tension. Reporters continued their byline strike, employees refused to work overtime and a petition was circulated in support of the suspended employee.

On Oct. 2, an agreement was reached in which both sides returned to normal byline policy and staffers ended their overtime boycott, McDonald said. A dispute on the suspension will be resolved through arbitration.

"Hopefully, we're returning to some semblance of normalcy," McDonald said.

The wage agreement provides 15 percent upgrading for circulators and 11 percent hikes for clerks in accounting, circulation and editorial departments.

"Our main priority had been more money for the lower-paid people," McDonald said.

The top-minimum rate for circulators is raised by $50, to $550, retroactive to Sept. 1, and by another $30 next March 31. The top rate for experienced clerks increases by $42.97, to $450, retroactive to Sept. 1.

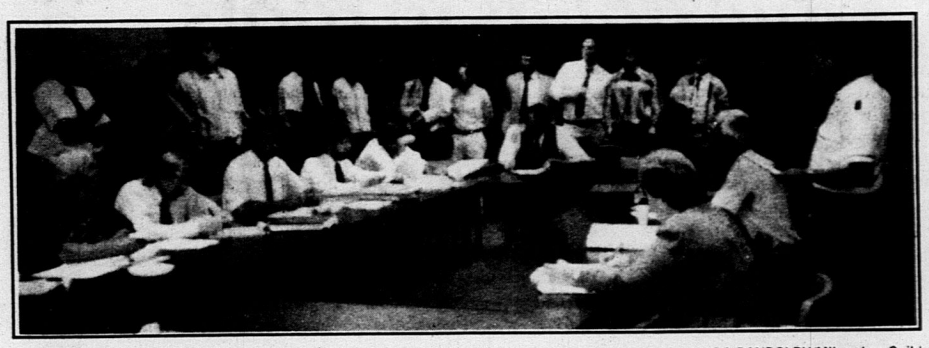
First-time wage rates for the two maintenance and security employees, who joined the unit in July, were set at $250 per week to start, $290 after one year and $330 after two years. McDonald called it a "fairly substantial increase" for the pair.

Other raises and new top-minimums include: sports, district and wire editors, up by $38.18, to $674.46; and photo technicians, up by $25.67, to $453.49.

McDonald said the mutual support of all unions was a key to attaining a settlement.

The unions have bargained jointly since 1973 when the Guild local was organized in this city some 250 miles north of Toronto.

Milwaukee employees show their solidarity



LINDA RANDOLPH/Milwaukee Guild

About 50 Guild-represented employees of the Milwaukee Journal and Sentinel crowd around bargaining table Sept. 22 to support their negotiators after management's spokesperson was abrubtly replaced, threatening progress in talks for new contract to replace pact that expired in January. Mike Christopulos, standing left, told the management team, right, that employees "refused to be crucified on a cross of poverty." Lead Guild negotiator Jack Norman and Local President Michael Kuchta, seated center left, listen. One observer said the show of solidarity resembled "a scene out of Norma Rae."

15 divide $92,000 in El Diario parity ruling

New York—Fifteen Guild-represented advertising, circulation and photo employees at the Spanish-language daily El Diario/LaPrensa have been paid a total of $92,000 under an arbitrator's ruling that their jobs belong in the same key-level wage-group as reporters.

One of the employees received a $21,000 lump sum and most of the other 14 collected checks for several thousand dollars from the 55,000-circulation paper that until recently was owned by the Gannett chain.

El Diario, which is printed in New Jersey, was sold after eight years of ownership by Gannett in late August to independent investors.

In taking the dispute to arbitration, the New York Guild maintained that the display advertising salespersons, circulation sales representatives and photographers still were classified too low after a two-year, job-description study was completed in 1987 by a union-management committee.

In a July 13 ruling, arbitrator Lois A. Rappaport agreed with the Guild and ordered that eight salespersons, five circulation representatives and two photographers be placed in a higher classification and awarded back pay at the higher rate from July 1, 1986.

Rappaport elevated all 15 into the same classification as reporters, deskpersons, artists and cartoonists (Group IX in the Guild contract).

The advertising and circulation employees were advanced from Group VIII, and the photographers were moved up from Group V, which also included cashiers, clerks and typists.

The weekly top minimum for Group IX is $559.84 in the Guild-El Diario contract covering employees through June 30, 1988. That's $54.14 more per week than the salespersons and circulation employees were earning, and $164.06 more than the photographers were making.

Rappaport found that the "skill, professionalism and independent judgement exercised" by the salespersons justified their inclusion in the higher classification.

She noted they were expected not only to sell and produce ads that satisfy "the client's needs," but also to create ads "from scratch" and "follow the ad from the art department through the final production."

She noted that circulation representatives "exhibit a high level of problem-solving skills and independent judgment in dealing with the distribution of the paper."

The arbitrator held that the circulation reps handle "a wide variety of problems which arise between the wholesalers, drivers ... vendors and the direct route outlets."

Rappaport found that El Diario photographers "must respond quickly to newsbreaking events, grasp the news content of what is happening and be able to take photographs which portray the news in an undistorted and clear fashion."

She agreed with the Guild's contention that reporters and photographers "exhibit similar degrees of independent judgment, skill and professionalism in their respective areas of expertise."

El Diario was the leading Spanish publication in the United States in the 1960s with circulation of more than 100,000. It now ranks third behind dailies in Los Angeles and Miami, two areas that have surpassed the New York area as Hispanic population centers despite its estimated 2.5 million Spanish-speaking people.

Negotiations are continuing on a new contract for the 90-member El Diario unit.

Top dues bracket raised to $1,195

Silver Spring, Md. — Guild members who are paid $1,150 or more a week and who belong to locals with dues schedules that equal or approximate TNG's Minimum Dues Schedule were to begin paying higher dues Oct. 1 when the top Minimum-Dues bracket was raised by $50, to $1,195, from $1,145.

The upper range of the Minimum Dues Schedule is extended automatically by $50 each Oct. 1, in $5 brackets, under a provision in TNG's Constitution, John C. Edgington, TNG secretary-treasurer, reminded locals in a Sept. 29 letter.

This year's extension of the Minimum Dues table in TNG's Constitution adds the following brackets and amounts:

Regular weekly compensation	Monthly reduced dues	Monthly regular dues
$1,150 to $1,154.99	$69.15	$104.15
1,155 to 1,159.99	69.45	104.60
1,160 to 1,164.99	69.75	105.05
1,165 to 1,169.99	70.05	105.50
1,170 to 1,174.99	70.35	105.95
1,175 to 1,179.99	70.65	106.40
1,180 to 1,184.99	70.95	106.85
1,185 to 1,189.99	71.25	107.30
1,190 to 1,194.99	71.55	107.75
1,195 and over	71.85	108.20

Reduced dues have been in effect since March of 1986 when the liquid assets of TNG's Defense Fund passed the $6-million mark. Regular dues would be triggered if those assets were to fall below $4.5 million.

The increases, where effective, go entirely into locals' treasuries, and have no effect on locals' monthly per-capita payments to TNG, Edgington pointed out.

Dick Lane, 76, long a Memphis, TNG leader

Memphis — Richard P. (Dick) Lane, a charter member and longtime leader of the Memphis Guild and TNG Vice President from the South for a dozen years in the '50s and '60s, died of cancer at his home here Sept. 23. He was 76.

The Memphis Guild moved almost immediately to enshrine his memory in the local by renaming its "Guildsman of the Year" award in his honor, the "Richard P. Lane Award." The local's executive committee also voted to make a contribution in Lane's memory to TNG's Irving Leuchter Fund, which subsidizes an annual scholarship to the Harvard Trade Union Program.

The local also had honored Lane earlier, in 1960 presenting him a special "Guildsman of the Decade" award and in 1977 presenting him with its "Guild Service Award," both for his long years of outstanding work for the union.

Faye McCracken, current president of the Memphis Guild and TNG Vice President from Region 2, recalling that Lane had convinced her first to join and then become active in the Guild, praised him for his quiet strength and conviction and courtly manner.

TNG President Charles Dale, in a message of condolence to Lane's widow, Vici, called his contribution to the Guild on the local and international levels "significant and substantial."

Pointing to "the commitment, dedication, courage and perseverance Lane demonstrated for so many years," Dale said that "the lives of thousands . . . in our industry were made better by his efforts and he will not be forgotten."

Lane had been retired since 1979 from the Commercial Appeal here where he worked for 43½ years, the last 34 as telegraph editor.

He was active in the Guild almost as long as he worked at the Scripps-Howard daily, joining the union local at its first meeting the year after he joined the staff as a reporter.

He served six terms as local president, three in the early '50s, two in the early '60s and the sixth in 1970. He was the local's chief bargaining spokesperson countless times, McCracken recalled, and was asked to enter particularly tense talks—by representatives of the company—even after he had retired.

Lane served on TNG's Int'l Executive Board from 1955 to 1967, when he declined to seek a seventh two-year term. In the middle of that period he helped found the Inter-American Federation of Working Newspapermen's Organizations, a hemispheric organization of unions. He was on its executive committee for three years.

He also was a founder of the old Memphis Press Club, serving as its president for three years, and was a member of Sigma Delta Chi, the Society of Professional Journalists.

In addition to his widow, Lane's survivors include a son and two grandchildren.

Dale points to roots, pledges solidarity to Pittston strikers

Greenwich, Conn.

POINTING TO THE Guild's, and his own, deep ties to the United Mine Workers, TNG President Charles Dale brought twin messages of support to to a Sept. 23 rally of Mine Workers and their backers in this Pittston Company headquarters city.

Some 1,600 Mine Workers struck Pittston's mines in Virginia April 5 after working 14 months past expiration of their contract in the face of Pittston's rejecting the basic industry settlement, unilaterally cutting health insurance to retired and disabled miners and employing other tactics that have brought pension-fund suits and a series of labor-law violation complaints from the National Labor Relations Board. (Hearings before a law judge were to begin in October.)

Dale told the hundreds gathered here that the Guild's "special affection" for the Mine Workers has its roots in that union and its legendary leader, the late John L. Lewis, "repeatedly coming to our aid" as the Guild's founders in the 1930s and '40s "struggled to form a union ... against the overwhelming strength of newspaper owners."

From the Mine Workers, Dale pointed out, there was financial aid and help on picket line after picket line, while Lewis "time and time again gave the battered spirits of those early Newspaper Guild organizers something many times more valuable: encouragement — uplifting, constant recharging of their spirits."

On the personal level, Dale gave rally participants a rare glimpse at his own roots as the son and grandson of "pit rats" who worked in "one of the deepest soft coal mines in the world" at the time, in Cumberland County, Nova Scotia. Both his father and grandfather were members of the Mine Workers.

He told of his Italian immigrant grandfather suffering "a broken body for the rest of his life" when roof timbers broke and "buried him under a seam of coal."

He told of his father being killed in a mining accident in the same mine at the age of 19 — "two months before I was born."

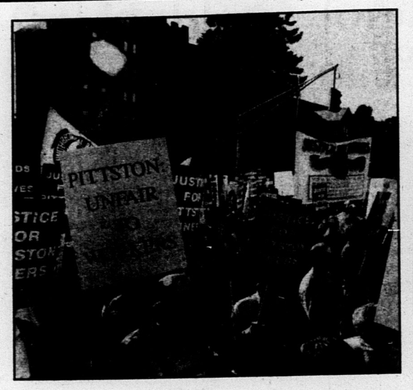
He told — "whenever that piercing, mournful whistle blew announcing a coal fall, a pit accident" — of going down into the Springhill mine himself as an altar boy accompanying the priest called to administer the last rites "to a trapped miner, to 'someone pinned under a ton of coal and roof timbers."

He told of accompanying the priest at the pithead or to miners' homes to find "the mother, the wife, the father of a miner who wasn't going to come up alive, or would come up with a broken body. ... another statistic in the toll of coal miners."

"So," Dale said, "when I hear that a coal mine operator wants to take away health care benefits, or retirement benefits, from disabled miners, from the widows and children of dead miners, I think about that mine in Springhill, Nova Scotia. I think about those boys I went to school with who no longer are alive, or those of my school mates who went into the mines at 15, 16, to make a living and now are disabled, crippled.

"I ask: 'Where is the company's heart? Where is their compassion? Where is their decency. Where is their humanity?'"

"We're with you," Dale concluded. "We support you. We want to help you win. We will do whatever we can."



ELAINE OSOWSKI

TNG PRESIDENT CHARLES DALE, RIGHT, SPEAKS TO PITTSTON STRIKE SUPPORT RALLY
Ranged behind Dale podium are Pittston strikers. Signs of ralliers, left, show breadth of strikers' support.

Many lend a hand in bid to end mine 'troubles'

By Bill Knight
Peoria Guild

CAMP SOLIDARITY, Va.—A few call it "the troubles," like in South Africa or Northern Ireland.

Here in the southwest corner of Virginia, however, the struggle isn't about race or religion.

It's riches. Wealth vs. work.

This hilly, rural part of Virginia may be remote but it's becoming familiar to the thousands who are visiting here to demonstrate their support of the United Mine Workers' six-month strike against the Pittston Coal Group. Miners Local #1259 helps hold down the fort at this former recreation facility outside Castlewood, Va. Dozens of tents are pitched in a meadow lined by vans, RVs, and a one-story cinder-block building with a big handshake painted on a wall.

"We're getting great union support," says Jim Hicks, the local's president, nicknamed Buzz.

"There have been autoworkers, machinists and airline pilots, carpenters, hotel workers, garment workers, and municipal employees," he says.

Twenty-two locals here and in adjacent Kentucky are struggling against Pittston — whose subsidiaries include Burlington Air Freight and Brinks. The company continues to resist good-faith bargaining, instead hiring guards from Charles Vance International's "Asset Protection Team."

Throughout the area, the guards can be glimpsed riding in their Jeep Cherokees, and wearing dark-blue jumpsuits, Kevlar body armor and hobnail boots. Occasionally — armed with cameras as well as weapons — they stop and watch strikers. The guards keep arms folded, faces grim.

Despite such foes, strikers seem hopeful. The labor support has been bolstered by church groups and other organizations responding to UMWA President Richard Trumka's "call to conscience," issued this summer to urge concerned people to come to the coal fields as observers or participants in trying to block trucks entering and leaving the struck mines.

More recently, in mid-September, a delegation of clergy toured the area and released a statement signed by 250 religious leaders saying, "The situation in the coal fields is urgent. We ask all people of goodwill to stand in solidarity with the miners."

Hicks is upbeat. "Morale is great; I never thought it would stay this high," he says. "We average about 200 people a day coming to show their support. They're coming from all along the East Coast, plus Minnesota and the Midwest, the mountain states like Utah and Colorado, and even the desert Southwest, Arizona and New Mexico."

Similarly, news organizations from the Middle East, China and Eastern and Western Europe have sent reporters here, he said.

The story grew in June and July when sympathy strikes hit the industry across the United States. Since then, it's attracted national leaders such as United Auto Workers President Owen Bieber, Bishop Walter F. Sullivan of the Catholic Diocese of Richmond, which encompasses this area, and the Rev. Jesse Jackson.

"In the Pittson strike, the traditions of Martin Luther King, Jr. and John L. Lewis have come together," Jackson told a rally near here.

Supporters and strategies are coming together, too. A caravan of IBEW activists is here, and a bus load of supporters is due in from New York City.

Bud Howard, a member of a Plumbers & Steamfitters local in Evansville, Ind., is gathering his gear for the eight-hour drive home after a long weekend here. He stops and breathes deeply and looks around the six-acre site.

"This is important; this is history," Howard says. "What happens here could affect every union in America. If the mineworkers lose, employers will just say, 'Hey! Let's do that to our workers.'

"We can't let that happen. We have to stay militant," he continues. "No one wants the war in their own town. For the battle to stay here, we have to win it here. Every union has this fight. We have it in common: greedy employers."

Hicks says that progress is being made.

"Negotiations are still stalled, but we're successfully waking up the people. Face it, the whole country is going down hill: companies are cutting health benefits and pensions, hiring temporaries or sending work overseas. America can't survive on the minimum wage."

One striker sits near the gravel lot and whittles a stick; another passes out sodas to people dressed in camouflage garb, standing around a table covered with a plastic tarp and cluttered with waste paper.

The strikers are keeping faith, Hicks says.

"We didn't know how strong we could be," he says. "When we go back, we'll be stronger than ever before."

What if, however, they don't go back winners? "Without the United Mine Workers, this area, this industry, and labor is in trouble," Hicks says.

Signs throughout the area bear testament to community concern. One lighted sign on a trailer reads, "We respectfully refuse to serve state troopers during the period of the UMWA strike." A barn is painted with simply, "United Mine Workers." A third sign, cut from plywood and painted like a snowman, warns: "UMWA. Be Cool."

Such concerns are valid, many agree. The rallies and labor demonstrations supplement a campaign of direct action that's seen a lot of non-violent civil disobedience and a few random acts of property damage.

Virginia State Police report 200 felonies, 2,300 misdemeanors, 550 traffic violations, and 58 injuries associated with the strike. UMWA charges of harassment range from the guards taunting marchers on the picket lines and threatening strikers and supporters, to following some strikers home and causing damage (and blaming the Mine Workers).

Pittston claims it averages 14 broken windshields a day on scab-driven trucks. Its Lambert Fork mine sustained minor damage from a dynamite blast of unknown origin. Exchanges of gunfire have been reported. State courts have imposed progressive fines against the union that come to tens of millions of dollars.

"There's something about this place that draws people together," Hicks says. "You can feel the unity, the hope. That's what it'll take to end this. The movement's built on people, not money."

Up and down the kudzu-covered creek valleys that cut between the craggy cliffs around Camp Solidarity, there are log cabins with satellite dishes and mobile homes with roadside tables where people sell what they don't need so they can buy what they do. Stands offer tomatoes and toys, tools and clothes.

There also are the troopers and the private guards, and one thinks again of "the troubles."

Like Lebanon.

Like America.

PITTSTON STRIKER RECEIVES GUILD LOCAL 35 T-SHIRT
Presenter is Sandra Polaski, one of five from Washington-Baltimore Guild to visit Camp Solidarity in southwest Virginia Sept. 23.

Contributions — particularly food, clothing and school supplies for miners' children — can be sent to the "Justice for Pittston Miners" fund, c/o UMWA, 900 15th St. NW, Washington, D.C. 20005.

Guild wins 2 Pioneer Press court battles

Chicago — A federal judge has been ordered to reconsider her decision not to issue an injunction against Pioneer Press after the suburban publisher withdrew recognition of the Chicago Guild as bargaining representative of its 99 production workers in February 1988.

The three-judge appeals panel that ordered the review pointed out in its decision in August that the National Labor Relations Board sought the injunction because of concern that "the union might wither while the administrative process lumbers to a conclusion."

The "administrative process" included three unfair labor practice complaints against Pioneer, which publishes dozens of weekly papers in a 30-mile arc of suburbs north and west of Chicago. The weeklies were purchased about a year ago by the investment group that owns the Chicago Sun Times.

The Guild represents, in separate units, both Pioneer's production workers and its 125-member editorial staff. A contract covering the newsroom workers extends through next March, but the production group's pact expired Jan. 21, 1988, as negotiations proceeded.

The employer abruptly broke off talks Feb. 18, 1988, implemented its own wage increases and said it would no longer bargain with the Guild, claiming it doubted that a majority of employees in the unit still supported the union.

Since 1977, the Guild has represented workers at the chain's central production plant in Wilmette where the weeklies are composed, plated and printed. Publications include the Wilmette Life, Evanston Review, Glenview Announcement, Barrington Courier Review, Melrose Park Herald, Northbrook Star and Oak Park Oak Leaves. Circulations range from about 1,500 to 15,000.

Chicago Guild Executive Director Jerry Minkkinen, calling the appeals court ruling "a great decision," said production workers were looking forward to renewed bargaining, which an injunction would require.

Under Section 10(j) of the National Labor Relations Act, the NLRB may seek an injunction when evidence warrants bringing formal charges against an employer and when "delays inherent in the ... dispute-resolution process" threaten effective enforcement of the law, the appeals panel said in vacating the decision of U.S. District Judge Suzanne B. Conlon not to issue the order.

Meanwhile, an administrative law judge on Aug. 3 found that Pioneer violated the law by withdrawing recognition of the production unit, implementing unilateral changes in medical coverage for Guild editorial and production units, extending wage increases, disability coverage and voluntary retirement benefits without bargaining, and interfering with legitimate union activities by members of both units.

Law Judge Nancy M. Sherman recommended that the NLRB order Pioneer to renew bargaining with the Guild for printers, plate makers, press operators, bindery works and others in the production unit.

Pioneer has appealed the law judge's ruling to the full board where a binding decision is not expected for several months. Minkkinen said he expected an injunction to be issued much sooner.

"Given the findings of the NLRB, as well as the basis of the appeals court's decision, chances look good that an injunction will be issued, and we will shortly be back at the bargaining table," said a recent Guild bulletin to members.

One of the incidents that led management to withdraw recognition on the production unit was the Feb. 5, 1988, posting on a Guild bulletin board of what the appeals judges called "a bizarre document lambasting employees for tepid support of the union's bargaining proposals." It carried no signature except "The Union Negotiators."

Another, longer missive bearing the same signature and discussing how things would be "once the contract is terminated by the company" was posted four days later after a poorly attended Guild meeting.

Minkkinen said the postings were "a maverick sort of thing," well-intentioned attempts to stir up Guild support by using reverse psychology. He said Guild support was actually quite strong and that management "twisted the situation around to come up with its own interpretation, which was not an accurate assessment."

The Guild remains vibrant among unit employees, Minkkinen said, pointing to the union's presence as a factor in the rehiring after layoff of a plate maker who had served as unit chair.

The employer even "followed the contract" by laying off three others to "get to him," Minkkinen noted.

McCracken, Clifford, Louth re-elected VPs

(Continued from Page 1)

New Westminster, elected to a third term, over Mike Bocking of the same local, from the Canadian Region West of Ontario, by 18 votes.

The Int'l Election & Referendum Committee was scheduled to meet Oct. 11 at TNG headquarters to tabulate the official returns and certify the winners of the three elections.

The other 13 seats on the IEB were uncontested and filled by acclamation at the conclusion of TNG's 1989 Convention in late June. The new two-year terms of all 16 IEB members begin Oct. 15. The new board will hold its first meeting Oct. 23-25 in Montreal.

Overall participation by voters in the three regions with the contested elections was 33.7 percent, compared to 33.6-percent participation in the same regions in elections two years ago in which there also was a Guild-wide election for Int'l Chairperson along with a dues-increase question on the ballot.

In the election that was a duplicate of a contest two years ago — Clifford vs. Reyenga in eastern Canada — Clifford's 162-vote margin was 52.6 percent of his 308-vote 1987 margin.

The Guild Reporter's poll of locals showed majorities for Clifford in four of the six locals with eligible voters in the region, led by a 358-vote margin in the Canadian Wire Service Guild and a 143-vote edge in Montreal. There was a 13-vote difference in Northern Ontario and one vote in Windsor.

Margins for Reyenga were 323 in Southern Ontario and 30 in Ottawa, which had gone to Clifford in 1987.

Region wide, the rate of voter participation in eastern Canada was 27.9 percent, up marginally from the 27.1-percent rate of 1987. Highest participation was 55.7 percent in the Canadian Wire Service; lowest was 17.1 percent in Southern Ontario. In Sudbury, participation was 53.6 percent; in Montreal, 37.3 percent; in Ottawa, 24.4 percent; and in Windsor, 17.8 percent.

In Region 2, where McCracken again faced a challenger from the Washington-Baltimore Guild, which has nearly 56 percent of the region's eligible voters, the winning, 103-vote margin was 38 percent that of two years ago.

McCracken drew majorities in seven of the eight locals with eligible voters, with her biggest margins coming in Puerto Rico, a 227-vote difference, and Memphis, a 177-vote lead. All 15 votes cast in San Antonio and all 10 in Lexington were for McCracken, who also had margins of 18 votes in Chattanooga, 28 in Knoxville and four among Wire Service Guild members working in the South.

Knox's margin in Washington-Baltimore was 377 votes.

Region-wide participation rate was 35.7 percent of those eligible to vote, down from 41.8 percent in 1987. Best local voting record was in Chattanooga, where 92.5 percent voted. In Knoxville, Lexington and Memphis, voter participation was over 62 percent, while in Puerto Rico, recovering from Hurricane Hugo, is was 48.6 percent. In Washington-Baltimore it was 30.3 percent, off from 36.7 percent in 1987.

In western Canada, Louth's 18-vote triumph came on the strength of an 83-vote margin in Victoria, offsetting Bocking's 65-vote majority in Vancouver-New Westminster.

In the two candidates' own local, 46.3 percent of those eligible voted, while in the much smaller Victoria Guild just under 60 percent cast ballots. Region-wide participation was 48.3 percent, best among the three regions with elections.

Re-elected by acclamation in June were the incumbents in the other 13 seats on the IEB:

- President Charles Dale, Secretary-Treasurer John C. Edgington and Int'l Chairperson Peter E. McLaughlin of New York, all to their second terms in those offices.
- At-large Vice Presidents Robert C. Holt, Jr. of St. Louis; David M. Mulcahy of New York; Carol D. Rothman of Philadelphia; Marie A. Shellock of Youngstown; Stanley J. Souza of Hawaii; and Gene Turner of Northern California (Stockton).
- Regional Vice Presidents David M. Rousseau of Manchester, the U.S. Northeast; Luther P. Jackson, 3rd, of Detroit, the Midwest; Larry D. Hatfield of Northern California (San Francisco), the U.S. West; and Richard J. Brandow of New York, New York City and vicinity.

O'Brien selected as AO for Vancouver-NW local

Vancouver—Jan O'Brien, who has held several leadership positions in the Vancouver-New Westminster Guild the last dozen years and twice has worked for it full time under TNG organizing subsidies, has been named the local's new administrative officer.

She replaces Roy Tubbs, who returned to his circulation job with this city's dailies a year ago after serving in the local's key, full-time position for five years. It had been filled on an interim basis since, first by Guild President Mike Bocking and recently by O'Brien.

O'Brien, on leave from the reporting job she has had at the Province since 1975, has been a Guild activist since becoming a shop steward the following year.

She has served in several offices, from chairperson of the Guild unit at the Sun and Province (Pacific Press) to second vice president of the local. She also has been one of the local's delegates to several TNG conventions. Last year, the local reported, she was elected its first-ever representative on the B.C. Federation of Labour executive council.

She worked as a TNG-subsidized organizer for several months in 1987, assisting the first group at Southam's Flyer Force to gain certification, and again this year, beginning in April. Earlier still she worked in organizing efforts at suburban papers and a local television station.

McCracken

Louth

Clifford

Guild files for 145 in Wilmington

(Continued from Page 1)

The Guild also requested that it be given voluntary recognition by the publisher as bargaining representative. In a terse reply, management denied that request and expressed doubt that the Guild had attained an "uncoerced majority."

The Guild already represents 50 office workers in the circulation department of the 130,000 morning daily.

Press operators are represented by the Graphics Communications union; printers and mailers are represented by the Media Workers Sector of the Communications Workers, formerly the ITU.

In the largest building project undertaken by Gannett, the News Journal recently moved its entire operation from a downtown location into a $47 million suburban plant south of the city, the Philadelphia Guild reported.

Early in the year, Gannett also completed the combination of the Evening Journal and Morning News names into the News Journal, and then on April 28 phased out the Evening Journal.

The main issues in the organizing campaign are "workplace dignity" and "dramatic unilateral changes" in health-care coverage and employee co-payments on premiums, said Int'l Representative Leo Ducharme, who assisted News Journal staffers in the drive.

Ducharme noted that employees perceived a "lack of attention to employee needs" by Gannett, which purchased the paper for $60 million in June 1978 from a publishing subsidiary of the du Pont corporation.

Employees want "a voice in setting their working conditions," Ducharme said. A 22-person in-house organizing committee has been active since early spring, and the Guild attained a "substantial majority" of support by late July, he said.

Local Servicing Representative David Baum and Int'l Representatives Bill Brown and Janet David aided employees in organizing.

In 1971 and 1977, employees waged unsuccessful bids to gain Guild representation. The 1975-77 campaign was marked by management delaying tactics that prevented a vote for nearly two years and resulted in a narrow Guild defeat.

In 1983 after Gannett obtained the paper, the ITU narrowly lost another representation vote. A swing of 10 votes in 1977 or nine in 1983 would have produced a union victory.

At least one management change has been made since the current campaign began, the top editor having been replaced by a former sports managing editor from USA Today, the chain's national daily.

The new editor "invited" staffers to a free dinner "to get to know" them, a move that was greeted with skepticism by in-house organizers.

"Ask yourself if we would be wined and dined if a Guild movement was not under way," the committee advised staffers. "Why is management so concerned about us now? Why didn't management want to lend us an ear a year ago when many of the same conditions and problems existed?"

Detroit Guild in Labor Day parade, too — first time since ...?

Toting new banner and leading Guild contingent in Labor Day parade through downtown Detroit are, from left: Dan Saad, unit chair at Macomb Daily and Royal Oak Tribune; Jocelyn Faniel-Heard, Free Press unit delegate; Dona Norlock, Free Press steward; Detroit Guild President Lou Mleczko, of the News editorial unit; and John Lippert, Free Press unit. Far right is Luther Jackson, local treasurer and TNG vice president. Official estimate put total parade participants at 185,000. Guild put its marching group — the first "in many, many years" — at 20, including, far left, Mleczko's daughter, Carrie, with sign backing Broadcast Employees' two-year quest for new contract at Detroit CBS-TV affiliate.

TOM LONERGAN/Detroit Guild

Raises 18-24% in Hawaii unions' new pacts

(Continued from Page 1)

18.3 percent for the news and outside advertising-sales employees, 20.38 percent for the programmers, 22.1 percent for inside display sales and 24 and 24.4 percent for the groups in classified phone sales.

The $137.40 comes in increments of $33.06 from Sept. 18, $35.12 on next Sept. 17, $37.19 on Sept. 16, 1991, $19.63 on Sept. 14, 1992, and $12.40 on March 15, 1993.

The first raise puts the top minimum for persons in the higher-paid key news and advertising classifications with five years' experience at $783.56 a week, going next to $818.68, then to $855.87, $875.50 and $887.90 three months before the contracts expire.

The first raise takes the senior programmers' top contract rate to $708.33; that for inside display sales to $654.13; that for senior classified phone sales to $605.09, and the other classified phone sales group to $594.45 a week.

Other improvements include a guarantee that when Christmas and New Year's Days are on Sundays and the legal holidays are observed on the following Mondays, premium pay and shortened work shifts will apply for persons required to work either on the actual holidays, the days so observed, or both.

A provision for extra paid days off after consecutive years of perfect job attendance is improved to provide one extra "wellness day" for each such consecutive year exceeding two. Under the provision, after one year's perfect attendance, an employee receives one extra day off; after two years, three days; three years, six days; four years, eight days; and five years, 10 days, which also is the maximum that can be accumulated.

A new provision also guarantees that new employees with experience gained with other news firms will receive the same experience credit for vacation entitlement as for pay purposes. For example, a reporter with five years' experience hired at the top minimum pay rate also will be guaranteed three weeks' vacation the first year with the Advertiser or Star-Bulletin.

A guarantee against job loss due to automation is updated to apply to all on the payroll on Sept. 18.

Despite company demands that employees be required to pick up the entire amount of any increases in the premiums for medical and dental insurance, the new contracts guarantee that the companies will continue to pay 90 percent of the medical rates and the full amount for dental. Increases totaling as much as $150 per month are expected, the Guild reported.

The settlement also improves the pension benefit formula, adds one day, for a total of four, to paid bereavement leave for a spouse, parent or child, increases company-paid life insurance by $5,000, to $45,000, and raises the guaranteed auto allowance by $8, to $40.50 a week.

Other increases in top-minimum pay-rates for Guild covered employees — all totaling 18.3 percent — include:

- **Ass't librarians** — Up by a total of $93.89, to $606.75 a week, in increments of $22.60, $24, $25.41, $13.41 and $8.47.
- **Ad production, research** and **other clerks** — Up by $98.70, to $637.83, in increments of $23.75, $25.23, $26.72, $14.10 and $8.90.
- **Computer operators, junior programmers** and **control clerks** — Up by $107.84, to $696.97, in increments of $25.95, $27.57, $29.19, $15.40, $9.73.
- **Circulation service clerks** — Up a total of $83.79, to $541.95, in increments of $20.18, $21.44, $22.70, $11.98, $7.57.
- **Ad scheduling** and **senior dispatch clerks,** plus **secretary-stenographers** — Up by $84.07, to $543.27, in increments of $20.23, $21.49, $22.75, $12.01 and $7.59.
- **Janitors** and **gardeners** — Up by $75.76, to $489.68, in increments of $18.23, $19.37, $20.50, $10.82 and $6.84.
- **Parking lot attendants** — Up by $69.67, to $450.28, in increments of $16.76, $17.81, $18.86, $9.95 and $6.29.

IT SEEMS TO US

Contrast seen in reports from diocesan weeklies

HYATTSVILLE, MD.

Editor:

Sad reading, that story about the Cleveland Guild's losing effort to restore jobs of four members at the Catholic Universe Bulletin's news department ['Arbiter upholds dismissal of 4 at Catholic paper,' Guild Reporter, Sept. 15]. What a contrast to the story above it reporting pay raises "... agreement negotiated early by the Twin Cities Guild and the Catholic Bulletin."

What a contrast, also, with the Guild Reporter's coverage of Catholic and Methodist churches co-operating with Northern California Guild's request for help in collective bargaining at the Sacramento Bee ['Church groups hit McClatchy role in dispute,' Guild Reporter, May 26]. Both the Social Principles of the United Methodist Church and the Social Concerns Commission of the Sacramento Catholic Diocese affirm human values over profit and the responsibility to bargain in good faith in the public interest.

While respecting the Catholic Universe Bulletin's "dire financial conditions," it's worth noting that Atlanta's first archbishop, Paul J. Hallinan, born in Ohio, had been ordained a priest for the Cleveland diocese. Early in his ministry, the Great Depression still lingering in 1939, the young priest championed living wages for workers.

SAL J. MIRAGLIOTTA
Retired
Washington-Baltimore 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: Friday before publication.

St. Louisan questions source of coffee mugs

ST. LOUIS, MO.

Editor:

I understand that coffee cups featuring The Newspaper Guild emblem were sold at the TNG convention this summer.

Those cups were made — in Japan!

Whose bright idea was that?

The Guild needs to educate its members on the importance of following the AFL-CIO policy on buying union-made — or at least American-made — products. And apparently the people responsible for buying items for TNG conventions are in dire need of this education.

KEVIN P. MADDEN
Labor Tribune unit
St. Louis Guild

Editor's note: In fact, the cups were made in England, and were so stamped on their bottoms. Discovery of the origin of the cups, which carried on their sides both a TNG seal and a reproduction of a rendering of Heywood Broun, the union's founding president, distressed leaders of the Albany Guild when they received them just before the convention's opening. The cups also carried an Allied Printing Trades label, attesting that the artwork glazed on in the United States was prepared by union-represented employees.

Tim Schick, president of the Albany Guild, points out that the local, which sold the cups to help meet its costs of hosting the convention, had "union made" as one of its guiding principles in arranging the week-long event. For example, the hotel was union, the convention book and event tickets were printed in union shops and the band at the banquet was union. "We went union on everything we could everywhere we had control," Schick said.

Cheski on union staff

Bakersfield, Calif.—Cynthia Cheski, who for several years had been president of the Bakersfield Guild, has resigned and moved to the Midwest to become communications director for the 40,000-member Chicago local of the Food and Commercial Workers union.

Cheski, who won TNG's Guild Service Award in 1987, had worked on the copy desk at the Bakersfield Californian.

Rochester OKs 3-year pact after 3 years at table

Rochester, N.Y.—After three years of negotiations accompanied in the final weeks by a rally featuring the Rev. Jesse Jackson, informational picketing, "Time to Get Mad" buttons and a byline dispute, members of the Rochester Guild agreed to a new three-year contract with Gannett's two Rochester dailies.

The agreement, covering 150 newsroom employees at the Times-Union and the Democrat & Chronicle, was ratified by a 9-1 margin Sept. 23.

It replaces a contract that expired in November 1986 and includes improvements in minimum-pay rates, night-work differentials and merit-pay provisions, plus an employee option to observe Martin Luther King Day in lieu of another holiday.

Jackson, wearing a Jobs With Justice sign, joined about 200 picketing Guild members and supporters Sept. 8 as they marched outside the newspaper offices protesting Gannett efforts to erode benefits and drag out negotiations.

"Workers only lose when they surrender," Jackson said on the picket line. "Workers win when they fight back; keep marching."

Rochester Mayor Thomas Ryan, John G. Erb, Ryan's challenger in a mayoral primary (supported by Jackson), Monroe County Executive Thomas Frey and Rochester Labor Council leaders also joined the rally, as did scores from other area unions.

At another event that day, Jackson said, "I stand with workers—Gannett workers, Eastern Airlines workers, United Mine Workers."

Tentative agreement was reached during a nine-hour session Sept. 13, five days after the rally. A federal mediator assisted in talks that day during which Gannett agreed to pay the same dollar amount in health-care premiums for the next three years as it did in 1989. Guild negotiators agreed to employee co-payments for the first time.

Effective upon ratification, minimum pay rates are raised by 4 percent for the first year of the agreement, and by 3 percent each for the second and third years.

New top minimums for fully experienced reporters, photographers, copy readers, editors, editorial writers, artists and rewrite employees increase by $15 the first year and $12 in the second and third years—to $395, $407 and $419.

Library and editorial assistants were raised by $9, $7 and $7—to $229, $236 and $243.

Night-shift differentials were raised by 20 cents and 25 cents, to $2 per shift for workers starting after 2 p.m. and to $1.25 for those starting between noon and 2 p.m.

The criterion for merit pay was changed from "commendable or outstanding" individual performance to "acceptable or better" performance.

Local President Steve Orr, a Democrat & Chronicle reporter who led Guild negotiators, said most reporters are paid above minimum rates and would benefit from the liberalized merit standard.

The agreement also sets employment procedures in the event of merger or consolidation of the two papers, a prospect that Gannett has already discussed with employees. Rochester is the only remaining city where Gannett continues to publish separate morning and evening dailies.

The Guild is to be notified 60 days before any consolidation, and "no wages, benefits or other compensation shall be diminished solely as a result of merger/consolidation." Gannett would not agree to any job guarantees, however.

JESSE JACKSON FIELDS QUERIES ON ROCHESTER LINE
With him during informational picket, Guild President Steve Orr.

The morning Democrat & Chronicle has 128,00 circulation Monday through Friday, 186,000 on Saturday and 258,000 on Sundays. The evening Times-Union sells about 96,000 copies Monday through Friday.

The King holiday options allows observance of that day by substituting it for one of the six specified holidays, although not for one of two paid personal days.

The byline dispute erupted when reporters started individually removing their names from stories for "individual professional reasons," as allowed by the previous contract. Editors reinstated the credit lines, claiming reporters were staging a byline strike to protest stalled negotiations. The tug of war ended with the tentative agreement.

Prior to the rally attended by Jackson, the Guild held several other informational picketing sessions in August and early September.

Members also donned a variety of buttons expressing their sentiments, including one that simply said "Time to Get Mad," reported Deborah Schoch, a Rochester Guild vice president and a member of the bargaining committee.

Four sessions net contract in Allentown; key is up $88

Allentown, Pa.—Most weekly minimum-pay rates increase by 15 percent, boosting the key rate for reporters, photographers and artists by $88.80, to $676.82, in a new three-year agreement between the Lehigh Valley Guild and the Allentown Call.

Top-minimum rates climb above $700 in several classifications, while those for experienced librarians and the "Channel Choices" asst. editor are upgraded by 21.5 percent and 27.9 percent, respectively.

The agreement, reached in just four bargaining sessions, covers 51 Guild-represented newsroom employees at the 133,000-circulation Times Mirror-chain daily.

In addition, the agreement, which contains no significant employee concessions, improves medical leave pay and pension benefits, and and extends vacation entitlements to five weeks for those with 25 years at the paper.

First raises are retroactive to Aug. 1 and additional hikes are scheduled next Aug. 1 and Aug. 1, 1991.

TNG Int'l Representative William Brown assisted the local in negotiations.

Top minimum for reporters, photographers and artists (those with four years' experience) increases by $27.34, to $615.36; then by $29.23, to $644.59; and finally by $32.23.

The rate for experienced librarians rises by a total of $93.25 — first by $45.39; then by $22.76; and finally by $25.10, to $527.03. The experience requirement was cut by six months, to 2 1/2 years.

Starting rate for librarians jumps by a total of $99.15 to $388.34—a 34.3 percent overall boost.

The "Channel Choices" asst. editor is raised by a total of $120.99 over three years, to $554.77—a 27.9 percent boost. Required experience was increased by six months, to 3 1/2 years.

Top-minimum rates that climb above the $700 mark in the final year include those for telegraph editor (up by $100.44, to $765.58); asst. city, national and neighbors editors (up by $94.62, to $721.20); and edition editor (up by $92.44, to $704.56).

Circulation district managers' minimum rates compared

MINIMUM PAY RATES of more than $600 a week were being paid to experienced circulation district managers under 35 of 56 Guild contracts (62 percent) covering the job at daily newspapers in the United States, Canada and Puerto Rico as of Aug. 1, according to TNG's Collective Bargaining Dept.

The department's latest tabulation of the top minimum rates for district managers also showed that the rates for experienced personnel in the job exceeded $650 under 20 (35 percent) of the contracts, and that the rates were more than $700 a week under 14 (25 percent) of them.

A separate table showed that top minimums were the same for reporters and district managers under 23 (41 percent) of the contracts.

There was parity for the two jobs' top minimums at the New York Times and Daily News, Montreal Gazette, Vancouver Sun and Province, Victoria Times-Colonist, Ottawa Citizen, Monterey Herald, Toledo Blade, Brantford Expositor and Seattle Times.

Also, the Maui News, Stockton Record, Erie News and Times, Portland Press Herald and Express, Bakersfield Californian, Pottstown Mercury, Albany Times-Union, the Scrantonian Tribune, Duluth News-Tribune, York Daily Record, Yakima Herald-Republic, Wilkes-Barre Citizens' Voice, and Terre Haute Tribune-Star.

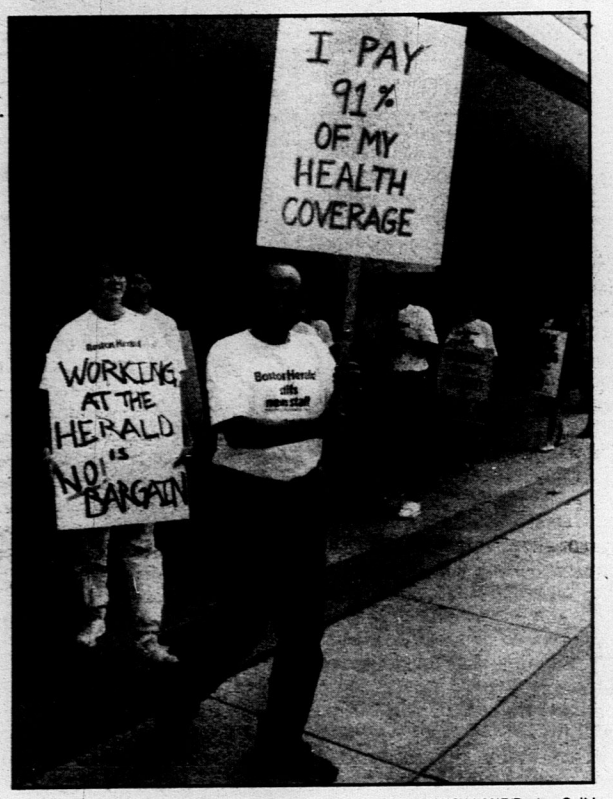
The table, at right, does not reflect deferred increases or rates under new settlements since Aug. 1.

Contract	Minimum	After
New York Times	$1053.12	4 yrs.
Montreal Gazette	985.00	6 yrs.
New York Daily News	926.28	6 yrs.
Vancouver Sun & Province	911.53	5 yrs.
Victoria Times-Colonist	866.70	5 yrs.
Ottawa Citizen	851.01	5 yrs.
Toronto Star	[1] 842.25	4 yrs.
Windsor Star	[2] 777.93	5 yrs.
St. Paul Pioneer Press Dispatch	767.00	5 yrs.
Toronto Globe & Mail	758.17	4 yrs.
Minneapolis Star Tribune	742.50	5 yrs.
Denver: Rocky Mountain News	741.00	4 yrs.
Monterey Herald	725.00	6 yrs.
Toledo Blade	719.66	4 yrs.
Brantford Expositor	714.01	4 yrs.
Denver Post	[1] 699.00	4 yrs.
San Diego Union & Tribune	[1] 697.77	5 yrs.
Seattle Times	690.85	4 yrs.
Long Beach Press-Telegram	688.42	4 yrs.
Buffalo News	683.73	3 yrs.
Maui News	662.05	5 yrs.
Stockton Record	647.00	5 yrs.
Delaware County Times (Primos, Pa.)	645.10	5 yrs.
Erie News and Times	643.00	5 yrs.
Portland Press Herald and Express	634.86	4 yrs.
St. Louis Post-Dispatch	620.16	5 yrs.
Boston Herald	616.89	3 yrs.
Bakersfield Californian	606.40	5 yrs.
Pottstown Mercury	604.82	5 yrs.

Contract	Minimum	After
Eugene Register Guard	604.25	5 yrs.
Hilo: Hawaii Tribune-Herald	595.74	5 yrs.
New York Post	[3] 592.00	3 yrs.
Manchester Union Leader	581.55	3 yrs.
Albany Times-Union	579.60	4 yrs.
Scrantonian Tribune	570.96	3 yrs.
Brockton Enterprise	552.81	3 yrs.
Duluth News-Tribune	[1] 549.15	5 yrs.
Youngstown Vindicator	539.00	5 yrs.
Peoria Journal Star	533.00	5 yrs.
Salem News	525.87	2 yrs.
Fall River Herald-News	491.40	2 yrs.
York Daily Record	488.94	5 yrs.
Great Falls Tribune	483.80	5 yrs.
Canton Repository	482.37	5 yrs.
Oshawa Times	463.54	4 yrs.
Sioux City Journal	450.43	4 yrs.
Yakima Herald-Republic	447.75	4 yrs.
Kingston Daily Freeman	[1] 419.00	3 yrs.
San Juan: El Vocero	410.00	2 yrs.
Wilkes-Barre Citizens' Voice	410.00	4 yrs.
Terre Haute Tribune-Star	400.88	5 yrs.
Pueblo Chieftain	375.00	3 yrs.
San Juan Star	372.00	4 yrs.
Monessen Valley Independent	361.75	4 yrs.
Massillon Independent	349.76	3 yrs.
San Antonio Light	265.80	5 yrs.

[1] Bonus or commission system in addition to minimum.
[2] Also, senior district representative classification at $850.54.
[3] Applies to persons hired after March 30, 1982.

Boston members, Rupert Murdoch skip lunch



NANCY LANE/Boston Guild

Financial reporter Jeff Krasner leads other members of the Boston Guild unit at the Boston Herald on lunch-hour patrol outside the daily's entrance on the chance that Rupert Murdoch, its owner, might come by. They had planned to picket restaurant where Murdoch reportedly was to lunch with Herald editor Ken Chandler, but when "sources" proved "uninformed," Guilders took signs to paper's main entrance. Signs' messages reflect frustrations at management demands in bargaining for contract to replace one expired since March 2.

Benefit hikes OK'd in pension program 5th time in 8 years

Silver Spring, Md.—Trustees of TNG's Int'l Pension Fund have approved a 6 percent increase in benefits for retirees or beneficiaries and a 9 percent increase in benefits for employees who have yet to retire, both effective Nov. 1.

The improvements are the fifth in the last eight years, including increases each time for retirees. For employees who have yet to retire, the benefit has been more than doubled since the plan's inception in 1977.

The trustees, including representatives of TNG and employers participating in the plan, approved the changes at a Sept. 21 meeting after reviewing an analysis of the fund's performance that showed an 11.5 percent annual return on investments over the past three years.

Eighteen employers make contributions to the plan, which currently covers 2,483 union-represented employees, about 20 percent more than a year ago.

About 210 retirees or beneficiaries now receive benefits; under the new formula, the largest benefit increase will be $66.02 a month.

The invested assets of the fund increased by $5.8 million, to $13.3 million, during the three years that ended Dec. 31, an investment analyst reported in April.

The fund gained $3.2 million in investment earnings and $2.6 million in new money since the end of 1985, Segal Advisors Inc., of New York, told trustees at their spring meeting.

Investments include stocks, real estate funds, guaranteed investment contracts, money market funds and certificates of deposit.

The stock portfolio, managed by NWQ Investment Management Co., of Los Angeles, under guidelines established by IPF trustees, returned 13 percent.

Funds invested in the AFL-CIO Housing Trust and the Aetna Participating Mortgage Account showed 8.6 and 7.9 percent returns, respectively, during the final nine months of 1988. Funds in those accounts previously had been invested in the First Chicago Real Estate Fund, which showed a 4.8 percent return in three months of 1988.

Almost $1 million of the new money represents a transfer of funds during the merger of the IPF with the Hawaii Tribune-Herald Retirement Income Plan, covering 43 employees at the Hilo newspaper.

Other new money included more than $1.6 million in contributions from employers, including the Wilkes-Barre Citizens' Voice, the paper now owned by the former strikers who started it more than 10 years ago.

The plan's assets as of Dec. 31, 1988, totaled $14.2 million, compared with $11.3 million as of Dec. 31, 1987, according to an audit by TNG's accountant, Shulman, Kurtz, Turer & Topaz, of Gibbsboro, N.J.

Guild bargaining units may join by negotiating an employer payment or by merging an existing plan with the IPF. The plan's benefits are portable between participating employers.

Chicago Guild files for 80 at 2 papers

Chicago—The Chicago Newspaper Guild has filed a petition to represent about 80 newsroom employees of the Daily Southtown Economist and the Daily Calumet.

The papers, both owned by the Pulitzer publishing chain, have a combined daily circulation of about 54,000, mostly in the city's South Side and southern suburbs.

The six-day evening Economist, which was established in 1978, sells about 43,000 copies daily and 58,000 on Sunday, while the five-day morning Calumet, established in 1881 and located in Lansing, sells about 11,000 daily.

Filed Sept. 22 with the National Labor Relations Board, the Guild petition seeks representation for all full- and regular part-time editorial employees at the two papers.

The NLRB has scheduled a hearing Oct. 10 on which employees will be included in the collective bargaining unit, Chicago Guild Executive Director Jerry Minkkinen said.

The Economist was acquired by the Pulitzer chain about three years ago, which resulted in changes in some longstanding policies and practices, including pay scales, Minkkinen said.

The Guild's organizing campaign was relatively short, about six weeks, despite management efforts to calm employee unrest by re-instituting some former policies, Minkkinen said.

Efforts to organize by Economist newsroom employees in 1979 and 1981 ended when majorities voted to remain unrepresented each time, he said.

The Pulitzer chain, which has its headquarters in St. Louis, also owns Lerner Newspapers, a group of weeklies circulating on Chicago's North Side.

TNG urges locals to aid victims of Hurricane Hugo

Silver Spring, Md. — TNG President Charles Dale has appealed to all locals to contribute to an emergency relief fund set up by the Puerto Rico Guild and other unions to assist victims of Hurricane Hugo.

The devastating storm caused more than 50 deaths, destroyed hundreds of homes and businesses and left tens of thousands homeless as it tore apart much of the Caribbean and cut a swath through South Carolina and North Carolina in late September.

In his letter to local leaders, Dale asked for contributions "to help provide for immediate needs and for recovery from the disasters experienced by brother and sister trade unionists in Puerto Rico."

The AFL-CIO also has set up two relief funds for hurricane victims in the U.S. and the Caribbean Islands, but the Puerto Rico local fund "provides us with an opportunity to more directly help our brother and sister Guild members," Dale said.

Checks should be made out to UPAGRA Hurricane Victims Fund and sent to:

Puerto Rico Newspaper Guild
Calle 25 N.E. No. 347
Puerto Nuevo,
Puerto Rico 00920.

NEW ADDRESS?

Please use this form so the Guild Reporter will move with you.

Type or print name, new address, and name of your Guild local in space provided below.

Mail to: Guild Reporter, circulation, 8611 2nd Ave., Silver Spring, Md. 20910.

Name

New Address

City State/Province

Zip/Postal Code Guild Local

ATTACH OLD MAILING LABEL HERE

If you are receiving duplicate copies, please atach both labels.

(Allow 4-6 weeks for change to become effective.)

DAY BOOK

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, Le Meridien Hotel, Montreal.
Western District Council, fall meeting, Oct. 28-29, Eugene Hilton, 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, Middle-Atlantic and Southern District Councils, joint fall meeting, Nov. 11-12, Parker House Hotel, 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.
59th Annual Convention, Chicago, 1992.
60th Annual Convention, Hawaii, 1993.

The Guild Reporter

CALM ACPS

ILCA INTERNATIONAL LABOR COMMUNICATIONS ASSOCIATION AFL-CIO/CLC

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

Published by The Newspaper Guild (AFL-CIO, CLC) 18 times per year, on Fridays, at three-week intervals. (Next issue: Oct. 27.) $20.00 per year. Single copies, $1.00.

Guild Reporter deadlines at TNG headquarters: News, Monday before publication; features and letters, Friday before publication. Letters limited to 200 words by TNG convention action.

POSTMASTER!—'Notice to Publisher Form 3579' should be sent to The Guild Reporter, 8611 2nd Ave., Silver Spring, Md. 20910-3327

Publication #231580

ISSN: 0017-5404

Vol. 56, No. 16 **October 6**

The Newspaper Guild

8611 Second Avenue
Silver Spring, Md. 20910-3327
Area Code 301—585-2990

PRESIDENT: CHARLES DALE
SECRETARY-TREASURER: JOHN C. EDGINGTON
INTERNATIONAL CHAIRPERSON: PETER E. McLAUGH

AT-LARGE VICE PRESIDENTS: Robert C. Holt, Jr., 433 Dickens Ave., Kirk 63122; David M. Mulcahy, c/o Standard & Poor's Corp., 25 Broadway, New 10004; Carol D. Rothman, 5604 Henry Ave., Philadelphia, Pa. 19128; Mari lock, 4031 Glenwood Ave., #24, Youngstown, Ohio 44512; Stanley J. Souz Lupo St., Kaneohe, Hawaii 96744; Gene Turner, 219 E. Park 2, Stockton, Calif

REGIONAL VICE PRESIDENTS: Region 1—David M. Rousseau, Worthly Hil #3, Goffstown, N.H. 03045; Region 2—Faye McCracken, 2059 Kingsley A phis, Tenn. 38127; Region 3—Luther P. Jackson, 3rd, 1115 Granger, Ann Ar 48104; Region 4—Larry D. Hatfield, 16 Jewell St., San Rafael, Calif. 949C 5—Richard J. Brandow, 2708 Harway Ave., Brooklyn, N.Y. 11214; Canadia East—Lee C. Clifford, 5656 Morris St., Halifax, Nova Scotia B3J 1C5; West-Louth, 4140 Dallyn Rd., Richmond, B.C. V6X 2S7.

DIRECTOR OF FIELD OPERATIONS: William H. McLeman.
EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Linda K. Foley.
CANADIAN DIRECTOR: John Bryant, 30 Concourse Gate, Unit 103, Nepean, Ont. K2E 7V7.
DIRECTOR OF RESEARCH & INFORMATION: David J. Eisen.
EDUCATION DIRECTOR: Phillip M. Kadis
HUMAN RIGHTS DIRECTOR: Anna M. Padia.
INTERNATIONAL REPRESENTATIVES: William M. Brown, Robert E. Bruner, Eugene Bryant, Janet David, Leo J. Ducharme, James H. Griffin, Harry L. McCormick, Luis Montanez Jr., Bruce R. Nelson, G. Richard Pattison, Hannah Jo Rayl, Dan Zeidler.

9999 910000248 7
XEROX UNIV.
MICROFILM
300 N ZEEB ROAD
ANN ARBOR, MI 48106