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Scaife to pay \$2M on 'victims,' other disputes

Sacramento — The publisher of the Sacramento Union, Richard Mellon Scaife, has agreed to pay employees represented by the Northern California Guild and a printers' union \$2 million to resolve longstanding disputes over wages and benefits.

The settlement, which clears the way for an "asset sale" of the paper to a pair of local real estate developers, includes a guarantee that jobs will be offered to all employees represented by the two unions when the sale is completed Nov.

JOB OFFERS FOR ALL AFTER SALE

30 for an undisclosed price.

The rehiring list includes the four members of the Guild's bargaining committee at the paper who were fired in October 1987 and who have been known since as the "Sacramento Union Victims."

In a related development, the federal appeals court in San Fran-

cisco on Nov. 3 upheld the National Labor Relations Board's October 1988 order that Scaife rehire the four and also correct a series of other unfair labor practices related to Guild bargaining.

After declaring negotiations had reached impasse in August 1986, management unilaterally imposed 15-percent pay cuts and other

terms and conditions on the 180 employees then in its Guild-represented departments.

A year later, members of the Guild unit's bargaining team — Bob Saucerman, Georgia Canfield, Sue Harper and Ana Sandoval — were fired for what the company called "an act of disloyalty" after they sent a letter to 50

of the paper's major advertisers. The appeals court agreed with the Guild and the NLRB that the letter was a concerted activity protected under federal labor law.

Both Supreme Court and NLRB precedents permit employee appeals to third parties during a management-union dispute, the court said, even when the message conveys criticism of the employer.

"In this case," where, among other things, "negotiations had continued for a long time with no

(Continued on Page 2)

Detroit, TNG restarting push at JOA

Detroit — In the wake of the U.S. Supreme Court clearing the way Nov. 13 for merger of most operations of Gannett's Detroit News and Knight-Ridder's Detroit Free Press, the Detroit Guild and TNG were moving to reactivate their plans to organize employees affected by the merger.

The court, on a 4-4 vote without comment, permitted to go forward a decision by former Attorney General Edwin Meese in August 1988 granting an antitrust exemption to the nation's two largest newspaper chains to merge non-editorial functions of the dailies into a joint operating agreement (JOA) under the 1970 Newspaper Preservation Act.

Reaction to the high court's action was strong.

Guild members at the News were "without exception, bitterly disappointed that the JOA was not rejected," said Lou Mleczo, Detroit Guild president.

"Not surprisingly, a number of our Free Press Guild members

(Continued on Page 4)

'Let them make music!' Canadian council says with feet, words



JOHN LUND/North Bay Guild

Delegates to the Canadian District Council's fall meeting in Ottawa take their resolution of solidarity with striking musicians of the internationally acclaimed National Arts Centre Orchestra to the street the cold, windy night of Nov. 4 to help strikers greet concert-goers. Musicians are seeking a part in artistic decision-making process. Guest Guild pickets above are,

from left, Canadian Director John Bryant, Southern Ontario Executive Officer Paul Pelletier, a leafletting striker, Vancouver-New Westminster Administrative Officer Jan O'Brien, Canadian Wire Service President Keeble McFarlane. At right, Ottawa Administrative Officer Sharlan Clark. (More on Canadian Council's actions, Page 8.)

Globe pact nets 8-7-7; news top to top \$1,076

Toronto — The weekly top-minimum pay rate for reporters and photographers increases by \$205.93 and reaches \$1,076.72 under a new three-year agreement between the Southern Ontario Guild and the Globe and Mail in Toronto.

The settlement, reached hours before a midnight strike deadline Oct. 28 at the Thomson-chain daily, provides an 8 percent increase in all classifications retroactive to July 1, and additional hikes of 7 percent effective next July 1 and on July 1, 1991.

Other significant gains include implementation of pay-equity raises 18 months earlier than required by law, addition of two floating "family emergency" holidays, and reduction of pension penalties for early retirement.

Guild members attending a ratification meeting approved the settlement by a 71 percent majority the same day the tentative accord was reached. Some weeks earlier, members had authorized a strike on a 95 percent majority vote.

The settlement actually encompasses five separate contracts covering approximately 500 employees in the Globe and Mail's editorial, advertising, circulation, delivery and maintenance departments.

Top-minimum rates in no less than nine classifications will pass \$1,000 per week in mid-1991. Many senior editors' rates will top \$1,100, and experienced electricians' and machinists' minimum rates will be the first under any

Guild contract to reach \$1,000.

Reporters and photographers with six years' experience advance by \$69.66 in the first raise, to \$940.45; then by \$65.83, to \$1,006.28 in 1990; and by \$70.44, to \$1,076.72 in 1991.

Top minimum for retail ad salespersons with three years' experience increases by \$190.26, to \$994.76, in increments of \$64.36, \$60.82 and \$65.08.

Circulation district representatives with four years' experience advance by \$179.30, to \$937.47, in steps of \$60.65, \$57.32 and \$61.33.

Experienced copy messengers receive an initial \$78.80 upgrading raise and advance by a total of \$180.28, to \$530.58 per week.

In addition to wage gains, "im-

IEB: RSI demands every local act

Montreal — Asserting that repetitive strain injury (RSI) is taking "an alarming toll" among Guild members and others in the newspaper industry, TNG's Int'l Executive Board has called it "imperative" that each Guild local act "quickly and decisively" on RSI and all other safety and health problems affecting members.

In a statement on the RSI prob-

lem among VDT users and others during its fall meeting here Oct. 23-25, the IEB pointed to such "disquieting" occurrences as members forming ad-hoc groups to attempt to deal with RSI and a local referring an affected member to TNG for advice rather than itself taking up the problem with management.

Wherever RSI problems arise,

"locals should move resolutely to serve as the voice of their members, taking whatever action circumstances dictate," the IEB said.

"Members ... should be encouraged to participate actively in the Guild's pursuit of workplace health and safety" and "to take the lead in doing so," the board continued.

(Continued on Page 6)

TNG has \$58,732 operating surplus for first 6 months

Montreal—TNG concluded the first six months of its current fiscal year Sept. 30 with income to its general fund \$58,732 ahead of general operating expenses, the Int'l Executive Board reported on the last day of its Oct. 23-25 meeting here.

That operating surplus — the result of \$2,265,099 in expenses and income of \$2,323,831 — was \$47,527 greater than the \$11,205 surplus TNG's 1989 Convention anticipated for the full year that ends next March 31, the IEB noted in adopting the report of its Finance Committee. The \$11,205 surplus was projected in the '89-90 budget and income estimate adopted by the convention.

At the meeting here, the first of its members' new two-year terms, the IEB cautioned, however, that "prudent fiscal planning requires anticipation of possible deficits" in the final six months of the year unless tenants are forthcoming for the unused space in TNG's headquarters building in the Washington suburb of Silver Spring, Md.

TNG's two full-time officers reported that TNG continues actively to seek tenants and that the office-rental market in the area appears to be starting to improve as the vacancy rate declines in the redeveloping area in which the 22-month-old TNG building is located.

For the current fiscal quarter, however, the IEB budgeted \$93,000 for rent and maintenance costs, \$45,000 more than the quarterly costs anticipated in the annual budget and \$2,047 more than actual expenditures in the July-Sept. period.

The overall operating budget adopted by the IEB for the Oct.-Dec. period was \$1,160,697 — \$19,428 more than actual expenditures in the second quarter.

Second-quarter expenses of \$1,141,269 and income of \$1,167,907 produced a cushion of \$26,638 for the period. First quarter expenses of \$1,123,830 and income of \$1,155,924 resulted in a \$32,094 surplus for the April-June period, with TNG's rent-maintenance costs on target at \$48,000.

TNG's Defense Fund had a net worth at the end of September of

\$8,046,349, while its liquid assets were \$7,391,922, including the fund's \$750,000 loan toward the building's construction, the IEB also reported.

The amounts were off by \$362,074 and \$539,336 respectively from the end of TNG's last fiscal year, March 31. This was largely the result of continued transfer of investment income (\$311,666) to TNG's Special Organizing Fund coupled with the convention's restructuring of the fund's regular financing and \$202,767 in "alternative strategies" expenditures in the quest for new contracts with the McClatchy dailies in Sacramento, Fresno and Modesto.

The organizing fund, which will continue to receive defense fund investment income through Dec. 31 under action of the 1989 Convention, had net worth of \$547,482 at the end of September, the IEB reported.

Organizing fund income for the six months — from both the defense and general funds — totaled \$515,507. Expenditures totaled \$382,056, including subsidies of \$80,651 to the Southern Ontario Guild, \$50,895 to the Canadian Wire Service Guild and \$40,164 and \$40,000 respectively to the Los Angeles and New York Guilds.

Through Oct. 20, the IEB Finance Committee reported, TNG had committed a total of \$625,876 from the fund to 17 locals for organizing projects, while actual expenditures to the 17 came to \$536,505.

The IEB also approved the committee's having advised the Pacific Northwest Guild that the bulk of a \$60,000-loan it sought did not meet TNG's defense-of-contracts criteria. The IEB had laid the loan request over at its April meeting. The committee acted on the basis of responses to a series of questions posed to the local in the interim. Loans are not available from TNG to "enhance local operations," the IEB observed.

The board also noted that TNG had assigned international representatives to assist local staff with mobilizing the Guild unit in Bellvue and that the local had been sent \$2,000 in alternative strategies funds in reimbursement for expenses in a Tacoma project.

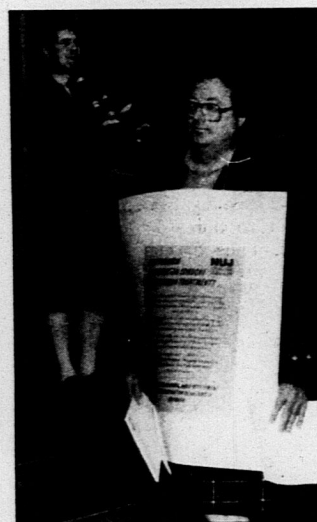
On recommendation of its Finance Committee, the IEB also approved contributions of \$2,500 to the Committee to Protect Journalists, \$1,500 to the Puerto Rico Guild's "UPAGRA Hurricane Relief Fund, \$750 to the Occupational Health Foundation, \$250 to the Canadian Labour College, \$150 to renew TNG membership in Amnesty Int'l, \$150 each to the Washington and Ottawa areas' United Way organizations and \$100 to the Student Press Law Center.

On recommendation of both its Finance and Human Rights Committees, the IEB also approved contributions of \$100 to the Children's Defense Fund Action Council, \$75 to the Southern Poverty Law Center, \$60 to the Gray Panthers Project Fund and \$50 to Planned Parenthood.

NUJ, Guild return to Thomson HQ with 'war pipes'

Scottish journalists' second strike of the year against the Thomson chain's Scottish dailies brings leaders and members of Britain's National Union of Journalists and the New York Guild to Park Avenue in New York City in front of Int'l Thomson Organization headquarters. So did first strike [Guild Reporter, July 14], which was settled shortly afterward. Second strike began Sept. 29 as a result of Scottish papers' refusal to honor no-reprisals agreement for strikers in first walkout, NUJ reported. The Oct. 27 informational picketing in New York was done to the piping of Musicians union member Lawrence Cole (of Flushing), and led by David Sinclair, the NUJ vice president from Scotland (right) and New York Guild President Barry Lipton (below, foreground). Sinclair was accompanied by two strikers, Jean McLeish (below, in plaid skirt, to left of Lipton) and Ron McKenna. The pair's post-first-strike firings helped cause current walkout. NUJ, meantime, has mounted consumer and advertiser boycott of struck papers and reports church groups, Members of Parliament and councils of regional governments backing strikers.

JACK MILLER/New York Guild



4 fired as petition filed in Cleveland

Cleveland—Charges that management of the weekly Call & Post illegally fired four employees in retaliation for the entire workforce organizing under the banner of the Cleveland Guild were filed by the union with the National Labor Relations Board Nov. 14.

"It is more than coincidence that the four were fired the same day the Guild petitioned the board for certification" at the paper, said J. Stephen Hatch, the local's executive secretary.

The Guild on Nov. 3 petitioned the NLRB for bargaining rights for all 60 full- and parttime employees of the Call & Post, the 50,000-circulation weekly that circulates primarily in the black communities here and in other major Ohio cities.

The petition was supported by signed Guild cards from a strong majority of employees in the advertising, business, editorial and

production departments, reported TNG Representative Luis Montanez, who assisted local leaders with the organizing.

All those discharged — one editorial employee, one business office employee and two from the production department — were known to be supporters of the organizing effort, Hatch said.

Stated reason for one of the discharges was "continued unexcused tardiness and absences," Hatch reported; for another, unauthorized communication of confidential financial information and delay in making a bank deposit.

Other charges filed Nov. 14 accuse the company of illegal surveillance of employees during the organizing campaign and of illegally threatening to replace union supporters.

Cleveland Guild leaders involved in the Call & Post campaign

included John Hagan, local president; Allan Seifullah, local vice president; Richard M. Peery, former local president and TNG vice president, and Hatch and Susan Daniels of the local's staff.

The paper's editorial-department employees organized twice before under the Guild, in 1945 and 1963, but did not obtain a contract either time.

The first time, the unit dissolved in the face of rapid turnover among the then six-employee group when management adamantly refused to agree to equitable contract terms. Two of the group's leaders were fired, then reinstated by order of the NLRB.

The second time, 26 years ago, the Typographical Union struck for recognition for the paper's production workers after eight of the then nine newsroom employees had signed Guild cards. All eight initially honored the strikers' picket lines, but six weeks into the strike six of the nine voted for no union in a labor-board election. One of the eight was fired.

The current publisher, John Bustamante, was not with the paper during either of the earlier organizing efforts, Hatch reported, but did work with the former publisher before taking over upon his death.

Average tops \$630

Silver Spring, Md.—The average weekly reporter top minimum under Guild contracts with daily newspapers was \$630.71 as of Aug. 1, TNG's Collective Bargaining Dept. reported.

The average reporter starting minimum under Guild contracts was \$403.55 as of Aug. 1.

'Lily' entries due March 2

Deadline for nominations for TNG's first "Lily White Publisher Award" has been reset to next March 2, from Jan. 10. The move reflects elimination of the IEB's traditional January session.

The nominees will be pared to three finalists by the IEB's Human Rights Committee during the board's April meeting and the winner chosen by the full IEB during its pre-convention meeting in June.

Winner of the award, which aims to spotlight the lack of racial/ethnic integration in the news industry, will be announced during TNG's Convention, June 25-29 in New York City.

Delinquencies reported in per capita

Montreal—In keeping with a directive by TNG's 1983 Convention, the Int'l Executive Board during its fall meeting here reported the following locals delinquent in their monthly per-capita payments to TNG as of Sept. 30:

Local	Months	Amount
Bakersfield	3	\$2,479
Battle Creek	1	225
Bristol	1	251
Chattanooga	1	1,000
Chicago	2	11,265
Cleveland	1	5,133
Detroit	1	13,396
Eugene	1	864
Kenosha	1	463
Kingston	1	463
Los Angeles	1	3,293
Lynn	2	1,552
Madison	1	100
Milwaukee	4	5,756
New York	1/2	\$32,000
Northern Ontario	3	1,127
Pacific Northwest	1	10,642
Peninsula	13	651

Local	Months	Amount
Puerto Rico	2	12,000
Rochester	4	3,260
St. Louis	1	8,975
Wire Service	4	49,830
Woonsocket	6	346
Youngstown	3	4,132

The Sept. 30 delinquencies totaled \$168,303, an increase of \$91,232 from the amount reported outstanding on June 30, the end of the previous fiscal quarter. Payments received after Sept. 30 from nine locals — Battle Creek, Bristol, Detroit, Eugene, Los Angeles, Lynn, New York, Pacific Northwest and St. Louis — eliminated their delinquencies. Post-Sept. 30 payments received from Chicago and Puerto Rico reduced their delinquencies by one month each, the IEB's Finance Committee reported.

Detroit JOA approval spurs re-organizing push

(Continued from Page 1)

were elated and overjoyed that it was approved, because they feared Knight-Ridder still had that gun to their heads of closing the place down or selling it to some buccaneer investor," Mleccko said. "So the split personality that has evolved over the 3½ years of this application certainly continued."

Some were disappointed that the court left unanswered the question whether the Newspaper Preservation Act should permit joint monopoly by large publishers.

"People felt they were cheated out of a decision, or the reasoning of the decision," said Donald Kummer, Detroit Guild administrative officer. "But I think, generally, they're relieved that it's finally over. They may not think so six months from now, but that's where they're at now."

The court's announcement caught most by surprise because it had not been expected until next spring. The publishers, however, quickly said joint operations would begin Nov. 27, with the first jointly produced Sunday paper set for Dec. 3.

Of the 3,700 unionized employees at the papers, the Guild represents about 900. Of those, 470 in the newsrooms of the Free Press and News will retain union representation without change.

The 430 Guild-represented employees in other departments, however, will be merged under a third "employer," the Detroit Newspaper Agency, which will include advertising, circulation, marketing and production operations. Gannett holds a 3-2 advantage on the DNA controlling board.

The Guild was attempting to work out jurisdiction agreements with other unions and hoped to begin joint bargaining as early as possible, Kummer said.

In addition to the editorial staffs, the Guild currently represents employees in the advertising, business and inside circulation departments of the Free Press and maintenance workers at the News.

The Communications Workers, Graphic Communications and Teamsters also represent major groups at both papers, with the Teamsters block of 1,900 being the largest.

In order to retain representation

rights, the unions must re-organize employees working for the agency.

TNG and the local launched an effort to do so in August 1988 when the JOA first was approved after unions formally dropped their opposition. That organizing drive, however, was suspended when Michigan Citizens for an Independent Press mounted new opposition and, with the help of Ralph Nader's Public Citizen Litigation Group, carried the challenge to the high court.

Mleccko said the employers had not indicated who would be hired by the DNA or whether earlier plans for implementation had changed.

"I think they got caught flat-footed like virtually everyone else did," Mleccko said. "No one was expecting a tie vote ... and I think everyone was pretty much convinced there would not be a decision until next year."

Mleccko said the Guild is "gearing up" to renew bargaining on contracts that expired in June 1987, covering newsroom employees. He said there were "encouraging signs of militancy" by members to challenge the publishers "for an equitable financial settlement."

An interim agreement, negotiated in June and effective only until JOA implementation, provided \$22 hikes for employees in all classifications, the only contract raises since June 1986.

The Guild had been the last union to withdraw opposition to the merger, doing so only after the local and TNG obtained an agreement with publishers on protections for employees, including buy-out packages, early retirements, involuntary layoffs and union recognition.

An initial loss of 500 jobs was predicted in the merger. Noting that staffs had been cut by attrition, buy-outs and retirements while the JOA has been on hold, Kummer now expects about 450 cuts. Others have predicted an additional 500 jobs will be lost as JOA operations are streamlined.

Gannett and Knight-Ridder sought the merger in May 1986, shortly after Gannett bought the News. In the 100-year agreement, the papers will publish separate editions five days a week and com-

bined editions Saturdays and Sundays.

After five years, profits will be split in what is expected to a lucrative situation for both chains, which insist their have suffered heavy losses in recent years. Critics of the merger point to sharply discounted ad rates and subscription and newsstand prices that are among the lowest in the U.S. The News sells for 15 cents on the street.

The News ranks ninth in the nation with daily circulation of 690,000, and the Free Press ranks 10th with 626,000. Current combined Sunday circulation is more than 1.5 million, and the JOA Sunday edition is expected to be the fourth largest in the U.S.

The Detroit JOA has been the

most controversial and hard-fought of any, attained under the 1970 law. Opponents had hoped the Supreme Court would set a precedent, but the lack of an opinion left the legal picture clouded.

William B. Schultz, a Public Citizen attorney who argued the case for Michigan Citizens before the justices, promised that future JOAs "will be challenged" and said "future applicants might not be as lucky as they were in Detroit."

Other JOA applications are pending in Las Vegas; York, Pa.; and Manteca, Calif., where an arrangement between a daily and weekly papers is sought.

Administrative Law Judge Morton Needleman had recommended in December 1987 against the De-

troit deal, and the U.S. Justice Department's Antitrust Division also opposed the merger. Meese, nevertheless, gave approval, and he was upheld by the U.S. Court of Appeals.

The Supreme Court, in affirming the appeal, acted without Justice Byron R. White, who had withdrawn from the case "for personal reasons."

Speculation on his withdrawal centered on his longtime friendship with Clark Clifford, a former cabinet member in the Lyndon B. Johnson administration during the 1960s and later an attorney for Knight-Ridder.

White played professional football for the Detroit Lions in 1940-41, but that was not believed to have any bearing on his decision.

Bargaining bulletins, Waukegan-style!

Devon Nelson models examples of buttons members of the Chicago Guild unit at the News-Sun are wearing to let the public in Waukegan know of the Guild's frustration in trying to bargain an equitable new contract with the Copley-chain daily. (A third button advises, "Don't subscribe to News-Sun tactics!") Last contract expired Feb. 28. Company has been adamant in demands that unit give up seniority, jurisdiction and grievance protections since talks opened in January, Guild reports. All in 35-member editorial-only unit withheld bylines one day in October; all but one or two did the same first week in November. Members conducted 10-month byline "strike" in 1987 to protest elimination of 12 persons' jobs the day after the previous contract was signed. It ended with agreement for recall of the last of eight who wanted to return.



Flyer Force settlement includes 31 distributors

Vancouver — Delivery employees have ratified an initial Vancouver-New Westminster Guild agreement covering them at the Southam chain's Flyer Force, a service that distributes advertising flyers to non-subscribers of the Vancouver Sun.

The agreement, providing contract coverage for Flyer Force's 31 part-time area distributors, includes wage provisions based on route lengths and bundle sizes.

The contract also provides for union security, paid vacations, jury duty and funeral leave, a grievance procedure, unpaid leaves of absence and maternity leave, and a Guild-administered dental plan.

Under the agreement, job duties for the distributors were cut about 30 percent while existing wage rates were maintained, according to Vancouver-New Westminster Guild Administrative Officer Jan O'Brien, who was lead bargainer

and had assisted the group in organizing in February.

Last year, compensation varied from about \$7,700 to \$22,700 among the group for about 30 hours' work per week.

Under the new agreement, twice-a-week pickup and delivery duties are expected to take about 20 hours, and a new group of six employees will be hired to handle recruitment and supervision of door-to-door carriers.

Distributors receive a \$100 bonus in November during the transition period, \$200 if the new system is not in place during December, and \$100 a week in January if they still are performing carrier supervision duties.

The new agreement actually is an amendment to the existing Guild contract covering about 15 other Flyer Force employees, mostly office workers, and effective through Dec. 31, 1990.

22% hikes set in 2-year Starways pact

Toronto — Hourly wage rates increase an average of 22 percent for drivers, inserters and clerical staff at Starways Distributors in a two-year agreement negotiated by the Southern Ontario Guild.

The agreement, covering 12 employees who distribute advertising supplements for the Toronto Star, was approved in early September and extends through March 31, 1991.

Hourly rates increase by an av-

erage of \$1.02 in the first year, to \$8.13, and by an average of 51 cents in the second year, to \$8.64. Those increases take the top minimum hourly rates for the three classifications to: driver, \$10.10; clerical, \$9.05; and inserter, \$7.70.

The agreement provides retroactive increases to April 1, when a previous contract expired. The individual amounts of retroactive pay range from \$89 to \$735.

Petition filed for 12 on magazine staff

Montreal — The Southern Ontario Guild has petitioned the Quebec Labour Commission for certification as the union for the dozen employees of Montreal Magazine, purchased by the Thomson chain's Globe and Mail earlier this year.

The Oct. 5 filing followed the employees expressing interest in

Guild representation and the Globe and Mail's adamant refusal to recognize that the magazine's staff is covered under the recognition clause of the Guild local's contract with the Globe and Mail itself.

The magazine is distributed with the Globe without additional charge in selected Montreal neighborhoods, the Guild reported.

In addition to the second step increases on April 1, 1990, employees will receive lump-sum payments of between \$100 and \$300 on that date, depending on length of service.

The agreement shortens the time for reaching top of the scale, now 30 months instead of three years.

Top Negotiator . . .

... sought to represent the Buffalo Newspaper Guild in contract talks with the Buffalo News, expected to start next spring. Seek individual with negotiating experience, preferably in the newspaper field. Mail credentials and references by Dec. 29 to: Robert McCarthy, Buffalo Newspaper Guild, 290 Franklin St., Buffalo, N.Y. 14202.

An Equal Opportunity Employer

Policy reaffirmed on mailing lists for candidates

Montreal—The Int'l Executive Board has reaffirmed TNG's longstanding policy of providing at cost lists of members' names and addresses to candidates for contested TNG offices.

The IEB did so during its fall meeting here when it rejected a proposal from the Montreal Guild that the policy be cut back to no more than is mandated by law: That the international distribute a candidate's campaign materials upon the candidate's request and at her or his expense.

The local charged that TNG's more liberal policy opens the door to invasion of individual members' privacy and could lead to abuse of TNG's mailing labels.

Acting on the report of its Constitution Committee, the IEB said that while it "recognized the force of these arguments," they were "outweighed by the need to foster communication between the candidates and the members and to encourage members to participate as candidates in the election process."

Changing the policy to "mere compliance with the requirement of U.S. law ... would inhibit communication and debate and impose on candidates a burdensome expense," the IEB said.

In other actions on recommendation of its Constitution Committee, chaired by Vice President David M. Mulcahy of New York, the IEB also:

✓ Said it could find "no sufficient justification" for proposing changes in the current boundaries of the U.S. regions from which TNG vice presidents are elected.

The 1989 Convention had directed the IEB to study the boundaries "with an eye towards reapportionment to more closely align"

MW locals ask ESOP guidance

Denver—Delegates to the Midwest District Council's meeting here Nov. 11-12 voted to ask TNG's Int'l Executive Board to research and develop policy and guidelines for locals that might want to consider employee stock ownership plans (ESOPs) as a response to a publisher's proposal to sell a paper.

The resolution also calls on the IEB to develop a list of attorneys and brokers with appropriate experience in the development of ESOPs for locals to consult.

The actions followed a discussion of ESOPs led by Bruce Meachum, Denver Guild administrative officer, and Joe Conn of the Gary Guild, one of that local's members who spearheaded formation of an ESOP there when the Knight-Ridder chain announced it would sell the Post-Tribune. After receiving bids from several would-be purchasers, including the ESOP, the company decided to keep the paper.

Delegates also saluted Al Ostrowski of the Kenosha Guild for his long and productive service as a delegate to the council. It was Ostrowski's last meeting before his retirement.

the regions to district council boundaries.

✓ Voted to recommend that TNG's Constitution be amended by next year's convention to include "confirmed facsimile message[s]" as one of the means locals can use to protest alleged inaccuracies in voter lists and/or numbers of ballots received for TNG elections.

The chairperson of the Int'l Election & Referendum Committee, Jerry E. MacDonald of the Canadian Wire Service Guild, requested the IEB consider the change. The union's constitution now provides for protests via "registered or certified mail ... confirmed telegram or mailgram" only.

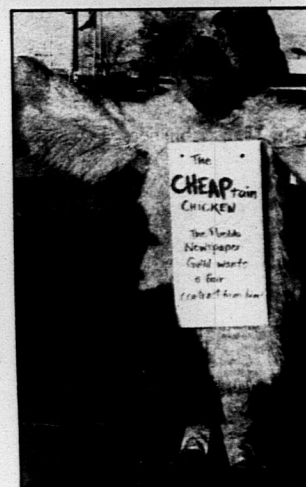
✓ Rejected a request from a Detroit-based newsletter, "Labor Notes," for permission to use TNG's logo in its publications "as a way of emphasizing that Labor Notes is an entirely union operation."

Said the IEB: "Use of the logo in this fashion might create the impression that TNG was giving its approval to the content" of the newsletter, adding, however, that "TNG would have no objection" to a masthead declaration of its "pride in being an entirely union operation."



Pueblo gets tentative new pact as balloons, 'cheaptain' rallies end

Following nearly seven months of talks — punctuated with membership demonstrations of solidarity in such forms as noon-time rallies (above), balloon-adorned desks, message-bearing buttons and T-shirts and appearances of the "CHEAPTAIN chicken" (right) — Pueblo Guild members were to vote on a tentative new contract Nov. 20. The pact was reached in strike-deadline talks Nov. 14, two-and-a-half weeks after the membership unanimously rejected the Chieftain's "final offer" and authorized a strike if an improved offer was not forthcoming. (Vote outcome and settlement's details will be reported in the next Guild Reporter.) Guild bargainer Bruce Meachum of Denver opened the Nov. 14 session with announcement that the Guild was "through with balloons now."



Terre Haute ratifies pact to end long standoff

Terre Haute, Ind. — Guild members at the Terre Haute Tribune-Star have ratified a new contract that raises weekly top-minimum pay rates for all covered employees by 4 percent effective Aug. 16, and by 2½ percent in each of the next two years.

Before reaching the agreement, the Terre Haute Guild and the Ingersoll-chain daily settled several outstanding unfair labor practice charges and grievances from a long, bitter bargaining struggle and a dispute over a company "restructuring" that cost 14 people their jobs.

The new contract also doubles pension benefits, provides major upgradings for part-timers and provides a 3 percent "equity increase" retroactive to January for 11 employees who were excluded from "merit raises" given to most employees earlier this year.

All employees will receive lump-sum payments equal to 2½ weeks' wages in lieu of retroactive raises for the two years already past in the new, five-year contract, which extends through Aug. 15, 1992.

Covering 82 employees in the advertising, business, circulation and editorial departments of the 35,000-circulation paper, the con-

tract was approved Sept. 20 by about 95 percent of the voting membership, Terre Haute Guild President Patricia Nuttal said.

Top weekly minimum for experienced employees in key editorial, circulation and advertising jobs rises by \$37.14, to \$438.02, in three steps. An initial increase of \$16.04, effective Aug. 16, put the rate at \$416.92; raises of \$10.42 and \$10.68 take effect in August 1990 and 1991.

Employees in the key classification include reporters, rewrite workers, sports and "Living" editors, photographers, editorial and advertising artists, outside ad salespersons, ad layout workers and circulation district managers.

The top minimum for classified-ad telephone salespersons was upgraded, and an additional step was added to the scale. The top rate, now reachable in three years instead of two, was raised by \$42.50 (18 percent) in three steps, to \$273.50.

Improvements for the paper's 30 part-timers include provisions for 5-percent night differential, leaves of absence, funeral leave and jury-duty pay.

"We felt really good about those changes," Nuttal said. "Part-timers for too long had been treated

like second-class citizens."

One of the major obstacles to achieving a new contract was management's so-called "restructuring" in March 1988 for economic reasons. Sixteen employees were laid off, and the Guild filed charges alleging there was "no evidence the layoffs were economically necessary," Nuttal said.

During early meetings, Guild and management representatives agreed on a voluntary resignations plan that provided four weeks of extra compensation, four weeks of health insurance coverage, plus regular severance pay.

Some employees were not happy with the settlement offer and wanted to retain their jobs, Nuttal said. After more negotiation, the employer agreed to settlement packages that provided cash payments, some insurance coverage and the choice of 12 weeks of severance pay (in addition to the four weeks previously offered) or inclusion on a rehiring list.

The dispute ended when five laid-off employees accepted the

additional 12 weeks severance, Nuttal said. The largest overall settlement included a \$10,000 cash payment plus 16 weeks severance. Of the 14 people who were terminated, 12 were from the newsroom.

Grievance settlements included the purging of "numerous letters of discipline" from Nuttal's own personnel file. She said the letters constituted "a form of harassment" from January 1988 until all the agreements were finalized.

Along the way, the Guild held several informational picketing rallies and conducted a six-month subscription pledge-boycott campaign, events that attracted avid coverage by area radio and television—while the Tribune-Star maintained a news blackout.

She credited the work of bargaining committee members Jeanne Davis, Lynne Tate and Kim Wilkerson, plus the assistance of TNG International Representative Hannah Jo Rayl, with bringing the complicated bargaining and layoff situations to a satisfactory end.

Dollars urged for quake victims

Silver Spring, Md.—Guild locals have been urged to help victims of the Oct. 17 earthquake in northern California by contributing to a relief fund established by labor organizations.

The disaster claimed more than 60 lives and displaced about 13,000 people, including some Guild members who live in the San Francisco Bay area and the Santa Cruz Mountains.

In a letter to local presidents and administrative officers, TNG President Charles Dale and Secretary-Treasurer John C. Edgington, both former residents of California, said "union members and others have suffered enormous personal and property losses" and "the labor movement has a moral obligation to respond to the needs of its less fortunate sisters and brothers."

Checks should be made out to "California AFL-CIO Earthquake Fund" and sent to: AFL-CIO California Labor Federation, 417 Montgomery St., Suite 300, San Francisco, Calif. 94104.

'Slant' asks convention aid requests

Pueblo, Colo. — The Small Locals Action Network (Slant) is sending locals across the U.S. and Canada that have fewer than 400 members applications for funds to help send delegates to next summer's TNG convention, according to Judy Hildner, president of Slant and of the Pueblo Guild.

Applications are due by Dec. 31

and funds will be awarded to locals selected to receive them by mid-February, Hildner said.

Late in October, Slant had more than \$1,200 available and was expecting more as large locals continued to make good on pledges made at last summer's convention. Funds also were raised through the sale of T-shirts.

Globe settlement sends news room key rate to \$1,076

(Continued from Page 1) Improvements in women's and family issues" were cited by SONG Executive Officer and lead bargainer Paul Pelletier as the most significant elements of the contract.

The pay-equity provision makes retroactive to July 1 any wage adjustments resulting from implementation of Ontario's Pay Equity Act. Under the law, the raises would take effect Jan. 1, 1991.

Pelletier said employees were "quite pleased" by the addition of the family-life holidays, a first in a SONG contract. They are to be used during family emergencies or to care for ailing or injured family members, or between Christmas and New Year's Day, if feasible, but cannot be carried over.

Boxing Day, recently approved as a statutory holiday in Ontario, also becomes a paid day off, making a total of 12 in the contract.

Pension provisions were improved by cutting the penalty for those retiring early.

The new contract entitles members to four weeks' vacation after five years employment (formerly after seven) and to five weeks after 13 years (formerly after 16).

Other contract improvements include:

- ✓ A \$2 increase in night differential, to \$11 for most, to \$13 for others.

- ✓ Two new 15-minute work

breaks. Originally proposed as "VDT breaks," they apply to all employees.

- ✓ Caps and crowns are added to the dental plan; the vision care benefit is increased to \$135 every two years, up by \$100.

- ✓ Increases in car allowances Jan. 1 for circulation district representatives (to \$125 per week, from \$109.35) and advertising salespersons (to \$310 per month, from \$275).

- ✓ Unpaid paternity leave of up to 12 weeks is added for the birth or adoption of a child.

- ✓ Quarterly rental payments for photographers' equipment is increased by \$80, to \$380.

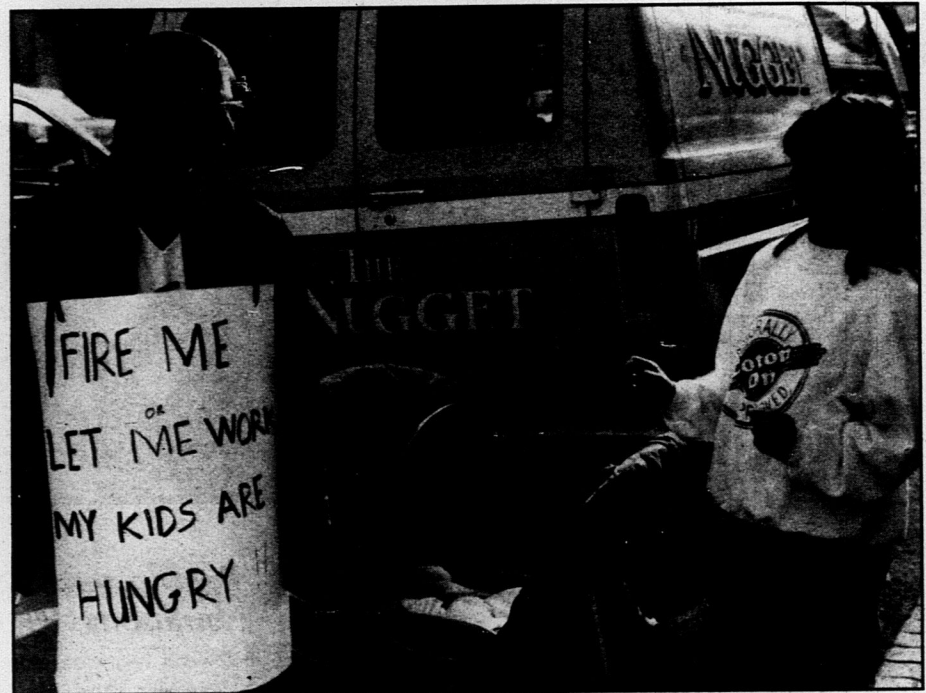
- ✓ Discipline or dismissal based on telephone monitoring is banned unless the employee has been warned that his or her phone is being monitored.

The agreement was reached just a week after a new 30-month contract covering some 1,600 Guild-represented employees was ratified at the Toronto Star, where negotiations also were spurred by a strike-authorization vote.

The percentage raises were identical at both papers in the first two years; the final boost was 4 percent for six months at the Star and 7 percent for one year at the Globe.

The key rate for reporters and editors remains higher at the Star for the first two years (\$951.64 vs. \$940.45, and \$1,018.25 vs.

First picket at The Nugget in North Bay?



Randy Hand, left, a member of the fledgling North Bay Guild at The Nugget, is a one-person picket line at the Southam-owned daily Oct. 27. Management told him not to report for work after missing a shift the day after giving his written, two-week notice. A press operator, Hand said he was unavoidably detained and unable to locate a supervisor when he attempted to report his plight via telephone.

His demonstration elicited a broadcast statement from management that his separation papers and pay (\$116) were on the way. The Guild was grieving the incident "on principle." With him is his wife, Stacey, right, and daughter, Megan, in pram. A second daughter, Cassandra, is nearby. The Guild was certified as the union for all 88 employees of The Nugget late last winter.

\$1,006.28) before the Globe minimum jumps ahead (\$1,076.72 vs. \$1,058.98) in July 1991.

Other top-minimum pay improvements at the Globe include: **Darkroom technicians** and **editorial administrative assist-**

ants — Up by \$163.14 (in steps of \$55.19, \$52.15 and \$55.80), to \$852.97 a week for those with four years' experience.

Librarian assistants and editorial assistants — Up by \$134.09 (in steps of \$45.36, \$42.87 and

\$45.86), to \$701.09 for those with four years' experience.

Telemarketing sales representatives — Up by \$150.82 (in steps of \$51.02, \$48.21 and \$51.59), to \$788.57, three years' experience.

Advertising secretaries — Up by \$146.09 (in steps of \$49.42, \$46.70 and \$49.97), to \$763.82, four years' experience.

Highway truck drivers — Up by \$138 (in steps of \$46.68, \$44.12 and \$47.20), to \$721.53, flat rate.

Garage mechanics — Up by \$153.62 (in steps of \$51.97, \$49.10 and \$53.62), to \$803.20, flat rate.

Building mechanics — Up by \$162.09 (in steps of \$54.83, \$51.82 and \$55.44), to \$847.49.

Locals urged to help 'undo damage' of U.S. rulings

Montreal — Asserting that U.S. Supreme Court decisions this summer "seriously weakened major civil rights statutes," TNG's Int'l Executive Board during its fall meeting called on U.S. locals to act "to undo the damage" both long- and short-term.

It did so in one of a pair of resolutions based on what the board termed the court's "dangerous trend" towards restricting women's and minorities' rights. In the other, the IEB reaffirmed "opposition to restrictions on the right to privacy, the right to personal reproductive choice and access to public health care."

In the face of the rulings on civil rights laws, the board said, bias victims will find it harder to get their cases heard by courts, harder to prove and it will be harder to obtain effective remedies.

For the short-term, this increases the importance of the Guild working with civil rights, women's, religious and other unions

"that share our goals," the board said. At the same time, locals "must be even more careful" in selecting and crafting discrimination cases and "must find new ways to prevent and remedy" existing bias.

Long-term, the hope is for remedial legislation to be passed by a bipartisan majority of Congress, the board said. For now, Guild locals and members should help prepare the ground for it by sending their senators and representatives requests to support such proposals when they are introduced.

The IEB endorsed the message recommended by the Leadership Conference on Civil Rights. It reads simply:

"Please support comprehensive legislation overturning the recent Supreme Court decisions restricting anti-discrimination statutes."

In its resolution on "privacy and choice," the board said the court's Webster vs. Missouri decision "in particular undermines the constitutionally protected right to privacy by permitting state legislators to restrict women's reproductive choices."

The board called the privacy right "fundamental to stopping" incursions in other areas as well, including random drug testing, lie detector testing and employee monitoring.

"The fundamental question is not what the choice is," the board said, "it is who is to make the choice. To support choice is not a vote for abortion. To support

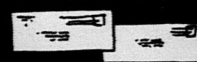
choice is to support the individual's right to make that choice, not what the choice may be."

The board's vote on the "privacy and choice" resolution was by voice with the only audible dissent from Secretary-Treasurer John C. Edgington. He explained for the record that while he supports choice, he thinks there are "few issues that could be as inflamma-

tory" within the union and that he could not see the need to "reaffirm a position we already have taken."

He was referring to resolutions adopted after heated debate by TNG's 1981 Convention opposing governmental restrictions on abortion and contraception on grounds that it "should be a personal matter for a woman to decide," as one of them put it.

IT



Members urged to read series in New Yorker

SEBASTOPOL, CALIF.

Editor:

Regarding the article, "Unions in 4 nations see backing on VDTs" [Guild Reporter, Oct. 6], Guild members should be aware of a three-part series on "Annals of radiation" that appeared in the New Yorker magazine in June, in particular part three in the June 26 edition.

As one who has been experiencing severe vision problems (glaucoma, cataracts, floaters), I was particularly interested in a statement which read: "The VDT does not bombard the eye with mysterious things that are going to chew it up." VDT work would not cause good vision to deteriorate but "will take a weak link in the vision system, magnify that weak-

SEEMS TO US

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.

ness, and take the system to a stress breakpoint earlier." [Emphasis added.]

The series, which presents facts but draws no conclusions, also explores in detail the possible health risks that pregnant women may be exposed to because of prolonged use of VDTs.

I, personally, use a VDT for as many as 6½-7 hours a day and am wondering if my vision problems are being exacerbated by such prolonged use. We are not given rest breaks (other than two coffee breaks and lunch), and our vision care program is inadequate to meet

today's needs, allowing only one new set of glasses every two years.

HERB DOWER
Santa Rosa unit
Northern California Guild

Clifford thanks voters, pledges more hard work

HALIFAX, N.S.

Editor:

I want to thank the Guild members who supported me and voted for me in the recent election for vice president for the Eastern Canadian Region. I am honoured to serve another term on the International Executive Board. While I represent the Eastern Canadian Region, I will continue to work hard for all members of The Newspaper Guild.

LEE C. CLIFFORD
TNG vice president
Canada East

RSI vigilance

(Continued from Page 1)

However, the statement cautioned, if that activity is to be effective it "must be through the Guild," warning that "no ad-hoc group of employees can take the place of the union that makes them strong."

TNG continues to offer a wealth of written and oral information and guidance that many locals have used and found valuable in dealing with RSI problems among their members, the board pointed out.

Milwaukee's 3rd pact scores firsts, ups tops by \$75-\$98

Milwaukee, Wis. — Members have approved a new three-year contract between the Milwaukee Guild and the Journal Co. that raises the minimum rate for experienced reporters by \$75, to \$535 per week, and provides 2 percent across-the-board increases each year.

Covering about 320 employees in the newsrooms and library at the Milwaukee Journal and Sentinel, the agreement also establishes percentages for a "merit-pay pool" each year and provides first-ever night differential pay.

It is the third contract, the longest "and by far the best ever" for the local that organized in 1984, according to Milwaukee Guild President Michael Kuchta. Members ratified the agreement by a 94% majority Nov. 8.

In addition to the complicated three-part wage package, the agreement, effective through January 1992, provides improvements in vacation, scheduling, overtime pay and VDT safety provisions.

The first 2 percent increase is retroactive to Jan. 15, marking the first time the local has achieved full retroactivity to expiration of a previous pact. Annual across-the-board increases follow on Jan. 14, 1990, and Jan. 13, 1991.

Increases in minimum rates for all classifications are retroactive to July 16; then are increased again next Jan. 14 and then on Jan. 13, 1991.

The minimum for experienced journalists — copy and some desk editors and reporters — was increased retroactively by \$35, to \$495, then by \$20 in each of the next two steps.

The minimum for senior jour-

nalists — which includes columnists, section editors and some reporters — is increased by \$85, in steps of \$35, \$24 and \$26, to \$660 by 1991. The rate for beginning journalists increases by \$68, to \$443.

Weekly minimums for library workers increase by as much as \$98 and now include a step advance for employees with three years' experience in the same classification. New top minimums will be \$287 for microfilmmers and clippers, \$303 for filers, \$362 for classifiers and photo group leaders, and \$443 for group leaders.

The contract establishes yearly merit-pay pools of 2.5 percent, 2.25 percent and 1.5 percent of the previous year's total payroll. Raises from the pool are given at the employer's discretion, although the practice has been to make the raises nearly universal. The contract mandates that merit raises be given no later than one year from an employee's previous merit or promotional raise.

Beginning Jan. 14, a new 10 cent per-hour night differential will be paid for shifts that begin between 1 and 5 p.m. A year later, the differential goes to 15 cents per hour.

Employees called to work on an off day are guaranteed at least four hours' overtime pay, and a call-back premium is increased to \$4. A 10-hour turnaround period is now required between shifts; any work within the period will be paid at the overtime rate.

The agreement was achieved in the shortest-ever bargaining period for the local (just under 12 months) and without the rancor of previous negotiations, Kuchta said. Former

local president Jack Norman served as lead bargainer, and TNG International Representative Bruce Nelson assisted the local.

About 50 members "stormed the bargaining room" during one meeting, but the local did not utilize unfair labor practice charges, informational picketing or a subscription boycott campaign, as it had in its quests for two previous contracts.

The Journal Co., owner of both papers, "turned record profits for seven straight years," and Guild buttons urged management to "Share the Wealth," Kuchta said. Other contract improvements include:

- ✓ The employer will test one-third of the computer terminals for both ionizing and non-ionizing radiation during 1990 and again in 1993.

- ✓ Vacation eligibility now is based on the employee's hiring date, effectively cutting by up to one year the waiting period for extra weeks.

- ✓ Work schedules now must be posted a full week in advance, instead of two work days.

- ✓ Madison Bureau employees receive a \$20 monthly parking reimbursement.

- ✓ A provision is added for a work week of four 10-hour days, by mutual agreement of employee and employer.

Barney Peterson chairs 1989 Broun competition

Barney Peterson, veteran of 44 years of Guild leadership at the local, regional and international levels before retiring nearly a dozen years ago, will chair TNG's 1989 Heywood Broun Award competition, it was announced here Oct. 23.

Peterson, now 77, was a news photographer in San Francisco — mostly for the Chronicle — even longer than he was a Guild leader. He was one of the first of the latter in the city, helping to organize the union there in 1934.

After years of service at the local level, he was an at-large TNG Vice President for eight years before serving as Int'l Chairperson from 1973 until he resigned in the spring of 1977. A month later he was named full-time TNG lobbyist for the duration of that year's effort to persuade Congress to reform federal labor law.



Peterson in 1980.

The Broun Award is made annually by TNG for journalistic achievement "in the spirit of Heywood Broun," the Guild's founding president.

Broun's spirit was distinguished by an abiding concern for the underdog and the underprivileged.

The award, which carries a \$1,000 prize, is intended to encourage and recognize individual journalistic achievement in that spirit by working newsmen, particularly work that helps right a wrong or correct an injustice.

The 1989 Broun Award — the 49th — will be given for work done or completed in 1989. Deadline for entries, at TNG headquarters, is Jan. 8. The winner, to be selected by a panel of four judges, will be announced Jan. 23.

Entries from or on behalf of employees working in the Guild's jurisdiction on newspapers, magazines, news services and broadcast stations in the United States, Canada and Puerto Rico are eligible, without regard to membership in the union. First consideration goes to entries on behalf of individuals or teams of no more than two persons.

Exclusion of Canton DMs appealed

Cleveland—The Cleveland Guild is appealing a finding by the National Labor Relations Board's regional director that 16 home-delivery district managers at the Canton Repository are "managerial employees" and no longer covered by the Guild contract with the paper.

After hearings on a unit-clarification petition by the Thomson-chain daily, Frederick J. Calatrello on Oct. 4 rejected the Cleveland Guild's assertion that district managers "do not exercise sufficient policy-making authority to be excluded." The unit now includes about 120 employees.

In his 12-page decision, Calatrello said the DMs fell within the NLRB's definition of managerial employees as those who have the authority to "formulate, determine or effectuate employer policies by expressing or making operative" company decisions.

In September 1987, Calatrello made a similar ruling against the Guild in a case involving about 15 circulation workers at Ingersoll's Warren (Ohio) Tribune during a Guild organizing effort. The full NLRB upheld the exclusions, and the Guild subsequently lost a representation election.

J. Stephen Hatch, executive secretary of the Cleveland Guild, expressed disappointment with Calatrello's latest decision.

"We thought we had a good case in Warren, and we thought we had a better case in Canton," Hatch said. "We think we proved the DMs are kept on a very tight leash here [in Canton]." Testimony showed that at least a dozen letters of reprimand had been given to DMs for not strictly following company policy.

Calatrello's decision was the third at the NLRB regional level in a Guild case in nine months on attempts by large publishers to exclude outside circulation employees from union representation.

In February, the regional director in Fort Worth, Texas, rejected a bid by Hearst's San Antonio Light to bar 55 full- and part-time DMs from further Guild representation. In September, the Los Angeles regional director ruled similarly on efforts by Knight-Ridder's Long Beach Press-Telegram to exclude seven area managers and about 25 district advisers.

The two decisions, both under appeal by employers, at least temporarily reversed a series of decisions favorable to publishers. In a major case affecting the Guild, a regional director in September 1988 excluded from union coverage 115 DMs at Scripps-Howard's Rocky Mountain News in Denver, a ruling the Guild has appealed.

In two other pending cases, Copley's San Diego Union-Tribune last year filed to exclude 180 district managers and substitutes, and Gannett's Stockton Record in July filed to exclude 12 such employees, as well as others in editorial and advertising departments.

Hatch expressed hope that the NLRB soon would issue a "clear decision on who's in and who's out" under terms of the National Labor Relations Act.

"It's getting way out of hand," he said of publishers' efforts to exclude so-called supervisory and managerial employees, mainly outside circulation employees. "Whoever they give a title to, they want to exclude."

Repository management first

sought to exclude DMs during the last round of contract bargaining, which concluded with a new three-year agreement Feb. 22.

During negotiations, the Guild refused to give up the DMs, whom they have represented since 1968. Management responded by filing a unit clarification petition 49 days after the contract was settled.

Calatrello rejected Guild contentions that the petition was "untimely" and that management had not given "sufficiently specific notice" during bargaining of its intent to file for unit clarification.

In issuing his ruling, Calatrello found that Repository DMs "exercise discretion in formulating, implementing or effectuating company policy," mainly in recruiting and supervising youth carriers, who are treated as "independent contractors" by the employer.

In testifying for the Guild, two Repository DMs asserted that management "had substantial input into determining which carriers they should hire and fire," that the authority of DMs was, in fact, very limited, and that they were subject to close supervision and discipline.

In a related matter, Calatrello approved a Guild-management agreement that two associate editors should remain in the unit and that another associate editor and a classified sales supervisor should be excluded.

The Guild had filed a petition June 15 seeking inclusion of all four, but both sides later agreed that associate editors in sports and news should remain in the unit, and that the associate city editor and classified supervisor should not.

Abraham, long a leader in L.A.

Los Angeles — Nicholas (Nick) Abraham, a leader of the Los Angeles Guild during more than 35 of 50-plus years as a member, including two years as president during the local's 1967-73 Herald-Examiner strike, died Sept. 25 following a lengthy illness.

He was president of the local in 1970 and '71 and played a large role in the strike's de-circulation and de-advertising campaign that saw the Hearst paper's audited circulation plummet from some 700,000 copies daily to fewer than 250,000, losses from which it never recovered.

He also served his local as treasurer, secretary, first vice president, and delegate to eight TNG conventions and to the Western

District Council and to the Los Angeles County Federation of Labor. He served three terms as chair of the Guild's unit at the Herald-Examiner, where he was a circulation district manager. He worked in a similar post at the Daily Racing Form before retiring.

Survivors include his widow, Frances, four daughters, a son and four grandchildren.

"He also is survived by the membership of the Los Angeles Guild which had an opportunity to learn major lessons in unionism by watching Abraham in action," wrote George Laine, another former local president, in an obituary in the Los Angeles Guild's newsletter.

Dockery is new president of SDC

Boston — Bill Dockery of the Knoxville Guild was elected president of the Southern District Council during its fall meeting, held here in conjunction with the New England and Middle-Atlantic District Councils Nov. 4-5.

Dockery, immediate past president of his local and secretary of the council, succeeds Beth Tamke of Memphis, who did not seek reelection.

Rita Gatton of Lexington was elected the council's new secretary and Dean Ferguson of Memphis was elected treasurer, replacing Bill Melton of Peninsula (Newport News, Va.), who did not run

again. Connie Knox of Washington-Baltimore was re-elected vice president.

The council also voted contributions of \$150 each to the Puerto Rico Guild's UPAGRA Hurricane Victims Fund and to the California AFL-CIO Earthquake Fund.

In their joint session, more than 55 delegates from locals in the three councils participated in a workshop on ways to increase membership involvement in the union, led by TNG Field Operations Director William H. McLeman and Education Director Philip M. Kadis.

Canadian Council hits tax plan, safety and rail cuts

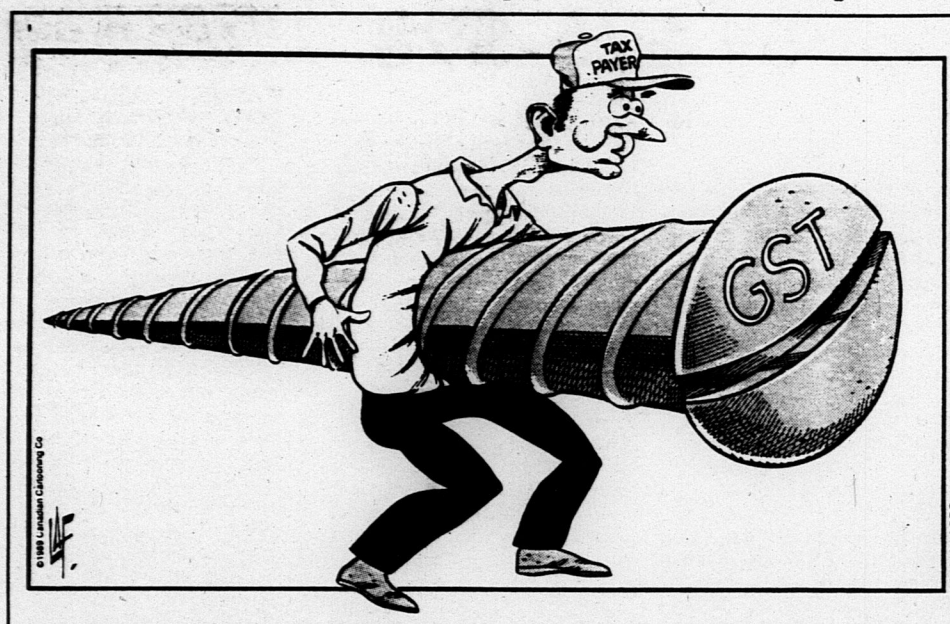
Ottawa — The Canadian District Council of Guild locals has denounced the Mulroney government's proposed 9-percent Goods and Services Tax (GST) and the cuts it plans in the nation's Via Rail passenger service and in federal funding for the Canadian Centre for Occupational Health and Safety.

Meeting here Nov. 4-5, the council also condemned the "United States-backed Contra rebels" for "attempting to disrupt the Nicaraguan election process."

The 45 delegates also voted a \$500 contribution to the United Mine Workers "Justice for Pittston Miners" fund and called upon a Canadian executive who sits on the Pittston Co. board to "use your influence ... to settle the current dispute ... or resign from the board."

The settle-it-or-resign call was directed to Adam Zimmerman, chief executive officer of Noranda, Inc., headquartered in Toronto. The actions were taken after delegates heard Mine Workers' representatives outline the issues in the strike against the company's mines in the U.S. Appalachian region [Guild Reporter, Oct. 6].

In denouncing the proposed GST, the council charged that it would "increase the inequity" of the federal tax system which "al-



ready places far too heavy a burden on the income of ordinary Canadians."

The council called for the government to "plug corporate tax loopholes in order to increase government revenues," instead of pushing the GST.

The Canadian Labour Congress,

meanwhile, noted in a brief on the tax plan that it would, among other things, "apply to private services purchased by low and middle income consumers (e.g. haircuts, movie tickets)" but not to "financial services purchased by upper income groups (like stockbrokers' fees)."

The CLC also charged that a union would pay the tax on hotel rooms rented during negotiations, but an employer would not; that a union would pay the GST on legal fees in grievances, but an employer would not.

Via Rail's passenger trains are "a vital service to Canadians in

large and small communities across the country," the council declared as it also called for the government to "seek alternative strategies to improve the financial health" of Via.

The government has announced that next year it will cut Via's passenger routes by half. Casualties would include the national rail-road's historic Vancouver-Montreal route. In the process, some 2,800 jobs would be eliminated, about one-third of them in Montreal, a major locomotive servicing center.

Addressing plans to cut and then eliminate government funding for the occupational health and safety center, the council charged that its "credibility ... depends upon its perceived neutrality" and that proposals for corporate funding "would erode this neutrality."

The council's Contra-Nicaragua resolution also called upon the CLC to "publicly urge the Canadian government to condemn Contra violence aimed at disrupting" elections that have been proposed for February. The council also called upon the opposition parties to raise in the House of Commons the "issue of Contra assassinations and the disruption of elections."

The council also voted to hold a seminar on the problem of repetitive strain injury (RSI) at its spring meeting and to ask TNG Research & Information Director David J. Eisen and Stan Gray of the Ontario Workers Health Centre to lead the undertaking.

The council also received a notice of a motion from the Southern Ontario Guild that would have the May meeting declare the council responsible for electing Guild representatives from Canada as representatives to the Int'l Federation of Journalists and for "determining their position on IFJ matters."

IEB urges bills to rein back pension raids

Montreal—Declaring that U.S. employers "for too long ... have had a free hand in raiding employees' pension funds," TNG's Int'l Executive Board during its meeting here Oct. 23-25 endorsed "badly needed" pending legislation to restrain the abuses.

At the same time, the board also called on the Congress "to scrap the idea of a separate, preferential tax rate for capital gains," advocated by the Bush administration.

In its call for pension reform, the IEB pointed to estimates that during the last nine years "nearly 2,000 pension plans have had \$20 billion removed from their assets" after employers declared them to be overfunded, then used the funds

in takeovers and other financial ventures.

"That money rightfully belongs to the employees and should in fact be viewed as deferred wages," the IEB said.

It endorsed one bill (H.R. 2664) that would allow employees covered by single-employer plans to choose up to half the trustees that administer them, as has been the case for multi-employer plans for more than 40 years.

The IEB also endorsed a measure (H.R. 1661 and S. 685) that would ensure that employees receive a fair share of a pension plan's assets if it is terminated. It also would encourage replacement of the terminated plan with one having at least equal essential benefits.

The Bush administration's proposal to halve the capital gains tax rate would be "a windfall" for those already earning the most and the wealthy who "just recently re-

ceived a huge cut in their tax rates," the IEB pointed out in another action.

In addition, it said, there is "no evidence that cuts in the capital gains tax stimulates economic growth" but there is "a lot of evidence that it boosts investment in nonproductive tax shelters."

The capital gains cut should "die without further action," the board concluded.

OSHA planning guidelines targeting workplace RSI

Baltimore—A U.S. agency plans to promulgate ergonomic recommendations aimed at eliminating repetitive strain injury (RSI) among VDT and other workers, according to Gerard Scannell, the Bush administration's new assistant secretary for occupational safety and health.

Scannell told a Nov. 9 conference on workers' compensation that he sees the guidelines as the forerunner of an official and binding ergonomic standard being issued by the Occupational Safety & Health Administration, a goal of TNG and other unions.

In the meanwhile, he said, the guidelines' provisions could be enforced under an OSHA regulation that requires employers to provide a safe and healthy workplace.

Trying to move directly to an ergonomic standard would take too long, Scannell said in response to a question from TNG Research and Information Director David J. Eisen. Eisen heads an interunion committee that has been seeking to develop a standard that would govern VDT work.

Scannell said that while OSHA has given its top ergonomic priority to the red-meat industry, where RSI has been severe and widespread, it also plans to develop generic guidelines that would apply to other jobs, including VDT work.

Scannell spoke at a conference sponsored by the National Assn. of Manufacturers and the Alliance of American Insurers.



Entries deadline, 1989 Heywood Brown Award Jan. 8, TNG headquarters, Silver Spring, Md. Western District Council, winter meeting, Jan. 20-21, Hilo, Hawaii. 1989 Heywood Brown Award presentation, Jan. 23, Washington, D.C. Great Lakes District Council, winter meeting, Feb. 3-4, Youngstown.

Middle-Atlantic District Council, winter meeting, Feb. 24-25, Philadelphia. Int'l Executive Board, spring meeting, April 23-27, TNG headquarters, Silver Spring. Southern Council of Guild locals, spring meeting, May 4, Montreal. Canadian District Council, spring meeting, May 5-6, Montreal.

The Guild Reporter



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

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