



# The GUILD REPORTER

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

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February 16, 1990

## McClatchy mounts major challenge on VDT safety

**Fresno, Calif.** — McClatchy Newspapers is waging a vigorous fight to have Cal-OSHA throw out a "special order" directing the Fresno Bee to remedy unsafe working conditions for the paper's VDT users.

The case is considered a test of the California Occupational Health and Safety Agency's power to enforce VDT safety, and the state scheduled five days for hearing the

Bee's appeal of the order. The hearing before the Cal-OSHA Appeals Board, however, has been postponed while the paper explores a negotiated settlement with the state.

Cal-OSHA's special order, issued Sept. 13, says the Bee allowed "a health hazard" to exist for workers using computer terminals in the newsroom and in the classified and customer service/

circulation departments. The agency ordered the 145,000 circulation Fresno daily to take a series of corrective measures.

The order came after Cal-OSHA field staffers investigated a complaint filed in mid-May by the Northern California Guild charging that the Bee failed "to remedy conditions that have resulted in cumulative trauma injuries to 35 of 133 editorial employees."

Numerous Bee employees afflicted with tendinitis or carpal tunnel syndrome, one of the severest forms of repetitive trauma, were forced to take sick leave, undergo physical therapy or have surgery. Many have worn protective arm and wrist braces at work.

McClatchy's prepared appeal contends that cumulative trauma injuries among VDT users at the Bee are fewer and less severe than

reported by state inspectors, the California AFL-CIO News reported Feb. 9.

The appeal further contends there is no proof that such injuries, also called repetitive strain injuries (RSI), are related to VDT use.

In action unrelated to the appeal, the Bee ordered six previously diagnosed RSI victims to undergo examinations Sept. 28 by a doctor (Continued on Page 4)

### N.Y.'s LIPTON:

## Daily News demands 'worst ever'

**New York**—New York Daily News management has presented the New York Guild with a set of demands for contract give-backs that are the "worst in the history" of the union's bargaining relationship with the daily, according to New York Guild President Barry Lipton.

The demands, delivered in late January, include proposals that would decimate job and union security, eliminate the concept of seniority except in vacation selection, set up convoluted and inadequate grievance and arbitration procedures and remove more than 170 jobs and employees from contract coverage, the local reported to its city-wide membership.

They also include what at first glance appears to be a proposal for a substantial pay increase. However, it actually would produce wage cuts when measured alongside an accompanying demand for a three-hour increase in the workweek, to 37½ hours, the Guild said in a "Local 3 Bulletin."

It pointed to a reporter at the top minimum-pay rate. Under the current contract she or he would receive \$1,049.80 for working a 37½-hour week, including three hours' overtime. The company's proposal to raise the top-minimum (Continued on Page 4)

## Asner, Chavez join 500 in rally for new San Diego pact

Ed Asner, past president of the Screen Actors Guild and former star of television's old "Lou Grant" show, second from right, and Cesar Chavez, founder of the United Farm Workers, second from left, join 500 San Diego Guild members and supporters in a march at the San Diego Union and Tribune Feb. 2. The Guild has waged a 21-month campaign for a new contract with the Copley-chain daily, and the rally kicked off a direct-cancellation subscription boycott of the papers. Local President Ed Jahn, left, and an unidentified marcher, right, flank Chavez and Asner, who aimed a bullhorn at the building and said: "Mrs. Copley, give your workers a little respect, a little contract. Two years is way, way too long."



JERRY McCLARD/San Diego Guild

## S.F. stalwart Barney Peterson dies

By Carl W. Nolte  
Northern California Guild

**San Francisco** — Barney Peterson, who helped found the Guild in San Francisco, held nearly all of its local offices and rose to become international chairperson, died Feb. 12 after a long

Milton Kaufman, 83, early New York, ANG key leader ..... 3

illness at the age of 77.

He was a man of many parts — a Guild leader, a skilled newspaper photographer, a former lieutenant colonel of Marines, and an adventurer who skippered a sailboat across the Atlantic at the age of 75.

TNG President Charles Dale recalled that Peterson "liked to describe a dedicated union member as someone 'with a Guild badge tattooed over his heart.'"

"There was no one whom that phrase described better than himself," said Dale, one of the friends Peterson asked to be his pallbearers.

"He was one of the giants among Guild leaders," said Doug Cuthbertson, executive officer of

the Northern California Guild. William German, executive editor of the San Francisco Chronicle, where Peterson worked from 1936 to 1978, said he was "a role model for everyone on our staff."

Herb Caen, the Chronicle columnist, called him "one of my heroes."

Anyone who met Barney Peterson never forgot him: He was a large man with a shock of white

hair, a broken nose, a huge baritone voice and strong opinions. He looked and sounded like the classic vision of the old-time two-fisted press photographer.

He was a star photographer in the days when San Francisco had four very competitive daily newspapers, was paid handsomely by the standards of the day, and yet devoted most of his free moments (Continued on Page 2)

## 8 more locals aid Polish union

**Silver Spring, Md.**—Eight more Guild locals — six in the U.S. and two in Canada — have contributed funds to the multi-national effort to help the Polish Journalists Assn. re-equip itself to serve its members.

Latest locals' contributions received at TNG headquarters here were: Canadian Wire Service, \$500; Cleveland, \$100; Manchester, \$100; Portland, \$200; Sheboygan, \$50; Terre Haute, \$100; Victoria, \$100; and Youngstown, \$50.

Together with earlier contributions from the Albany, Peoria and San Jose locals and from members in Sacramento, St. Louis and Twin Cities, the latest contributions bring the total collected through Feb. 14 to \$1,520.

The Polish union regained the freedom to operate openly late last year after being outlawed since 1982. The Int'l Federation of Journalists launched the aid effort in December, suggesting \$6,500 as the Guild's share.

Checks — made out and mailed to TNG and clearly marked for the Polish Journalists Assn. — continue to be forwarded to the PJA.

## Locals reminded of 2 deadlines

**Silver Spring, Md.**—Feb. 28th is the deadline for Guild locals' per-capita payments to be at TNG headquarters here for use in calculation of the number of votes and delegates each local will be entitled to at this summer's TNG convention, top officers of all locals have been reminded.

TNG's Constitution provides that representation at annual conventions is based on the number of per-capita payments received by TNG during the 12 months "ending the last day of February of the convention year," TNG Sec'y-Treasurer John C. Edgington pointed out in a Feb. 7 notice to all locals.

He also reminded locals that, under associated provisions of the constitution, "to be entitled to voice and vote" at this year's convention — June 25-29 in New York City — they must be current in their per capitas at least through April and payments must be postmarked no later than May 31.

VP Holt quits  
Guild, IEB ... 3



# Barney Peterson, longtime S.F. stalwart, dies at 77

(Continued from Page 1)

to helping his fellow workers, and defending them with fierce energy.

He believed in the Guild completely and thoroughly. "I am proudest of two things," he said at the end of his long life, "my Guild service and my military service."

Charles Bernard Peterson was his name, but no one ever called him either "Charles" or "Bernard". He was born in San Francisco in 1912 of immigrant parents, attended local schools and went to the University of San Francisco with the idea of becoming a doctor.

In the middle of the depression, he landed a job at Hearst's old International News Service as a photographer's assistant — hypobender in the jargon of the day.

"I had no experience at all and no special interest in photography," he said years later. Characteristically, he taught himself the business and, as he said, he learned another lesson.

He was being paid \$15 a week — but Hearst decreed a 10-percent pay cut for all unorganized people. "I thought, Jesus Christ, that's not right," he said. "Maybe we ought to organize."

He got his chance not long after when he got a call from Bill Wren, city editor at the San Francisco Examiner. Wren, who was not known as "Mister God" for nothing, offered him a job. His first assignment: a lynching in San Jose.

Peterson knew, of course, that workers at the Examiner were organizing, and he knew what happened if management found out about it.

The first three unit chairpeople — Redfern Mason, Lloyd "Tiger" Thompson and Lou Burgess — were fired. "Hearst management was ruthless," Peterson said. Nonetheless, at the risk of his job, he signed a manifesto that became the founding document of the Northern California Guild.

In 1936, Peterson was hired away by the San Francisco Chronicle — and used the occasion to get a huge raise for himself. He was making \$57.60 a week — star pay in those days. He continued to be active in the Guild right up until World War II, when he joined the Marine Corps.

He served in the South Pacific as a gunnery officer aboard the car-

rier USS Block Island, and was discharged as a lieutenant colonel.

After the war, Peterson resumed his newspaper career and his work with the Guild.

He rose to the top in both fields. Some of the pictures he made over his long career — vigilantes chasing strikers, a motorcycle gang member during a day of terror in a small California town, an airliner sitting on the beach like some broken bird, a hauntingly beautiful aerial picture that showed all of Northern California — were classics and widely reprinted.

In the Guild, he served three terms as president of the San Francisco local, three terms as international vice president, took temporary assignments as an international representative and, in 1973, was elected international chairperson. There he presided over the Int'l Executive Board and at annual conventions until resigning in April 1977 to lobby in Washington for TNG for labor-law reform.

Six times in his eight years as an international vice president he took leaves from the Chronicle to work in Guild organizing campaigns in the West and Midwest.

He helped negotiate contracts, pursued grievances and was a strong leader on all levels. In 1968-69, he helped organize a boycott

against advertisers who were supporting Hearst's Los Angeles Herald-Examiner during a long Guild strike.

He broke an ankle while leading Guild convention delegates to leaflet a J.C. Penney store. Taken to a hospital, he distributed boycott leaflets to the hospital staff.

The role he liked best was shop steward. "I was always looking under rocks," he said in his usual blunt manner, "and under nearly every rock was a worm."

What he really meant was that he believed a contract was a deal between two equal parties and it had to be enforced.

Soon after stepping down as international chairperson he retired, sold his San Francisco home, and bought a 32-foot sailboat in Europe. He taught himself to sail, traveled around the European coast and in 1987 sailed the vessel across the Atlantic to the West Indies.

Peterson, whose wife, Anne, died in 1976, is survived by three sons: John of Washington, D.C., Charles B. Jr., and Alan, of San Francisco, and a brother, William Peterson. A fourth son, Michael, died earlier.

The family prefers memorial contributions to the Coming Home Hospice, 115 Diamond Street, San Francisco, 94114.



1980 — PETERSON AT GUILD RECEPTION HONORING HIM  
He was taking a break from sailing around Europe.

## SONG certified for 2 groups, petitions for 3rd

**Toronto** — The Southern Ontario Guild has been certified as bargaining representative for 10 part-time production workers at the Southam chain's Fairway Group of weeklies, bringing to 80 the number of Fairway employees choosing the Guild since last summer.

In other recent organizing activity, the local also has been certified as the union for all eight employees of the Canadian Tribune, the weekly newspaper of Canada's Communist Party, and has petitioned to represent all 25 editorial-department employees of the Guelph Mercury, a Thomson-chain daily southwest of Toronto.

At Fairway, the SONG was certified last June as the union for 25 editorial employees and 45 full-time production workers. The

local will propose a single contract for all three groups, SONG Executive Officer Paul Pellettier said.

The Guild petitioned for the part-timers Dec. 21 and received automatic certification Jan. 22 after demonstrating to the Ontario Labour Relations Board that a "substantial majority" of the group favored Guild representation, Pellettier said.

The Fairway weeklies include the Waterloo Chronicle, the Cambridge Times, the New Hamburg Independent and the Guelph Tribune.

Formerly part a family operation based in Kitchener, the Fairway Group was acquired by Southam in December, along with the Kitchener-Waterloo Record, whose 90 newsroom employees

also chose Guild representation last summer.

The labor board certified the Guild as bargaining agent for the Canadian Tribune employees Jan. 23 after the employer voluntarily recognized the union. Employees previously had been at-large Guild members for many years, working

without a contract, Pellettier said.

At the Guelph Mercury, the SONG petitioned to represent full- and part-time newsroom employees on Feb. 13. Production workers already are unionized, and the Guild is seeking automatic certification for the editorial group, Pellettier said.

## Buchanan elected for eighth term

**Youngstown, Ohio** — William (Bucky) Buchanan of the Erie Guild was acclaimed to his eighth term as president of the Great Lakes District Council during its winter meeting here Feb. 3-4.

Also re-elected without opposition were the council's other officers: Howard Burkhardt of Toledo, 1st vice president; Ken Fisher of Pittsburgh, 2nd vice pres-

ident; Carol Przybyszewski of Erie, secretary; and Patricia Nuttal of Terre Haute, treasurer.

In addition to exchanging information on situations in their own locals, delegates were updated on developments in other regions by TNG President Charles Dale and Linda K. Foley, executive secretary of the IEB Contracts Committee.



1968 — VP PETERSON, LEFT, ON THE HER-EX LINE  
Marching ahead of him, Hugh H. Harrison of Seattle, then also a VP.



1973 — PETERSON, CENTER, UPON BEING ELECTED TNG INT'L CHAIRPERSON  
Left, then-President Charles A. Perlik, Jr.; right, the late Robert M. Crocker, secretary-treasurer.



# Philadelphia cartoonist moves to sports in settlement on firing

**Philadelphia** — Rob Lawlor, twice ordered restored as the Philadelphia Daily News' editorial cartoonist since being fired from the post five years ago, is becoming the daily's part-time sports cartoonist under an agreement that settles disputes that have raged around his case since its inception.

Under the settlement, he receives full-time benefits and a "substantial boost" in his hourly rate of pay in his new part-time post, the Philadelphia Guild reported.

Arbitrators twice have ordered the Knight-Ridder daily to reinstate Lawlor as editorial cartoonist, but management appeals to federal courts have kept him in limbo. He has not done editorial cartooning for the News since his dismissal on Jan. 23, 1985. He had been working as one of its advertising artists since mid-1986.

Under terms of an agreement reached Jan. 24 between the Guild and the Daily News, Lawlor ends his bid for full reinstatement and assumes the new position, working 15 hours a week at 150 percent of his previous hourly rate. He will draw cartoons and caricatures for the sports section.

Because of merit raises for his cartoonist work, he had been earning substantially more than the current top-minimum weekly rate of \$860 for reporters, photographers and artists in the Guild-News contract.

Under the agreement, Lawlor, 53, cannot be transferred or laid

off, and he will retire at age 60. He retains fully-paid health insurance and will receive vacation and holiday pay at the full-time rate. Upon retirement, he will receive severance at the rate he would have been entitled to had he remained a full-time employee.

In addition, he will work at home and receive \$200 per month reimbursement for use of his residence studio. No restrictions were placed on his freedom to do freelance work for non-competing publications.

Lawlor, who gained an international reputation during 12 years as the paper's cartoonist, said he was pleased with the agreement.

"This victory is not only a personal one but a victory for each and every member of the union," Lawlor said. "I'm still here only because of the union, and God bless it."

An employee of the Daily News since 1955, Lawlor worked as an advertising artist for 16 years before becoming editorial cartoonist; he had an unblemished work record prior to the incident that precipitated his dismissal.

He was fired shortly after his estranged wife threatened to sue to paper over publication of a Lawlor cartoon that contained her unlisted phone number Dec. 24, 1984. The sketch depicted a starving Ethiopian child thrusting an empty bowl through bars resembling a computer pricing bar-code, where the number appeared.

The firing drew nationwide at-

tention, and more than 125 Guild members picketed the News in February 1985, demanding Lawlor's reinstatement.

In July 1986, an arbitrator said the firing was too harsh a penalty and ordered the Daily News to reinstate Lawlor to his former job or a "substantially equivalent" one. The paper assigned him to again work as an advertising artist, and a dispute ensued over the phrase "substantially equivalent" job.

In October 1989, a second arbitrator said the ad artist job did not satisfy the original order and directed that Lawlor be reinstated as editorial cartoonist "forthwith."

The Daily News, appealed the second decision in federal court, a process which could have consumed another two years, Philadelphia Guild Administrative Officer James R. Schaufenbil said.

He said Lawlor and the Guild pursued a settlement because the paper was "hell-bent" on not returning him as editorial cartoonist.

The settlement "provides Lawlor with what he needs and what he wants, continued financial security and contractual protections, at the same time allowing him to develop his portfolio and pursue other fine arts endeavors," Schaufenbil said.

## Workforce is aging

**Washington**—Median age of persons in the U.S. workforce will increase by the year 2000 to 39, up from 36, according to a U.S. Labor Dept. task force.

# Holt quits Guild, IEB in local disagreement

**St. Louis** — Stating he is irreconcilably at odds with the St. Louis Guild's current leadership, Robert C. Holt, Jr., immediate past president of the local, has resigned as an at-large vice president of TNG on the Int'l Executive Board, and from the union.

Holt, 68, a photographer at the St. Louis Post-Dispatch, did so in separate letters dated Jan. 26. In one — three terse, legalistic paragraphs to the St. Louis Guild executive committee — he resigned from the Guild. In the other — eight paragraphs, some lengthy, to TNG's officers and its remaining 11 vice presidents — he resigned from the international office.

Under TNG's Constitution, the IEB position will remain vacant at least until the Guild's 1990 convention, in New York June 25-29, when nominations will be open for the remaining year of the term that began last October. If a contest emerges, there will be a Guild-

wide election in late summer.

In his letter to the IEB, on which he had served since 1977, Holt said that after many months of "agonizing" over "the situation here in St. Louis" he had decided that resigning was "the only way to make an effective statement" of his disagreements with "the conduct of local Guild affairs."

He did not run for an eighth one-year term as local president "principally due to the intense personal animosity among a majority of the executive committee, the executive secretary and myself," he wrote.

"I'm tired. I just don't want to fight any more," he told the Guild Reporter.

Joe Pollack, a columnist at the Post-Dispatch who became the Guild local's new president in January after being elected by acclamation, said he does not want to get into "a name-calling battle" but that he considers Holt's actions "terribly disloyal, not only to his fellow workers at the Post-Dispatch but to the entire Newspaper Guild."

He said he could see no effect from Holt's resignations at the bargaining table at the Post-Dispatch, where the local is seeking equitable renewal of its contract that expires Feb. 28. "It's not even been mentioned," he said.

Guild-Post-Dispatch talks were to resume under the Federal Mediation & Conciliation Service on Feb. 21. Five other unions, which with the Guild represent 80 percent of the paper's organized employees, also are in contract talks.

Holt also wrote critically of what he termed "an adversarial relationship [that] has developed between the new executive secretary and the company," pointing to "over 20" pending arbitrations. "The days of the benevolent publisher of the Post-Dispatch syndrome are fast fading and we are in for some rocky times," he wrote.

Herbert Goodrick, the local's executive secretary since late 1988 and a particular target of Holt's anger, called his disagreements with Holt "policy differences, not personal."

Holt's actions have had little impact among the 600 Guild members at the Post-Dispatch and their view of current contract talks, Goodrick said. "He had lost the confidence of the people" during the past year, with many viewing Holt as too conciliatory, he added.

There was "nothing but solidarity" at a unit membership meeting attended by some 400 from the Post-Dispatch on Feb. 11, Goodrick said.

Pollack and Goodrick also said that the company, which now is represented by the King & Ballou firm in its union relations, has distributed copies of both Holt resignation letters to all unrepresented employees at the paper and also to Guild-represented employees who Pollack described as "the fence sitters."

In his letter to TNG, Holt pointed to the Post-Dispatch unit's rejecting by a 220-186 vote last Oct. 22 a company proposal for an early, five-year extension of the Guild contract and then voting the

## TNG Constitutions available

Booklets containing TNG's Constitution as amended by the union's 1989 Convention have been distributed to presidents, treasurers and administrative officers of all Guild locals. The booklets also contain TNG's Collective Bargaining Program and Convention Recommendations on Collective Bargaining as amended by the convention. Copies are available from TNG's Research & Information Dept. Single copies are free to individual Guild members and locals; in quantity they are \$1.25 each. Price to non-members is \$2.50 each.

The Newspaper Guild  
AFL-CIO, CLC

## CONSTITUTION



Including  
Collective Bargaining Program  
and  
Bargaining Recommendations

Adopted by the  
50th Annual Convention  
June 19-23, 1989

## Kaufman, 83, N.Y. pioneer and ANG executive officer

**San Francisco** — Milton Kaufman, an early leader of the New York Guild and the second chief executive officer of the American Newspaper Guild, died Feb. 10 in suburban Marin General Hospital of complications from several illnesses. He was 83.

[The international union's name was changed in 1971 to The Newspaper Guild (TNG)].

Kaufman had served five years as executive secretary of the New York local when he won a three-way race for executive vice president of the ANG at its 1939 Convention. His nomination was seconded by Heywood Broun, the

Guild's founding president.

After winning re-election at the 1940 Convention, however, Kaufman, along with the union's two other top officers, was turned out of office in 1941 in the international union's first-ever membership-referendum elections. At the same time, only one of the union's incumbent vice presidents was returned to office.

A native of Brooklyn, he worked as a reporter for Fairchild Publications in New York before going to work for the Guild local, serving as chief bargainer for many first contracts there at the time.

After leaving the ANG office, Kaufman worked as an organizer for a union in the Elizabeth, N.J., area and then for a Spanish relief organization before joining a brother in an engraving company in Manhattan, Chelsea Engraving. A son, Richard, now runs it.

Other survivors include a second son, John, and a daughter, Judith, both of the Bay Area.

## What's in the Census for Me?



No one gets paid for answering the 1990 U.S. Census, but it pays off for everyone.

Information from our answers determines how many seats each state has in the House of Representatives, the distribution of seats in our State Legislatures and helps communities decide where to put day-care centers, schools, hospitals and many more services.

Answer the Census.  
It Counts!

CENSUS '90



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# Guild calls Daily News' demands 'worst ever'

(Continued from Page 1)  
by \$80.75 would produce \$1,009.41 for the same workweek — \$40.39 less.

Those demands and others are "straight out of the union busting handbook of the company's notorious law firm, King & Ballow," of Nashville, Tenn., the bulletin charged.

Lipton said the company has made similar demands on the other nine unions representing employees of the (Chicago) Tribune Co. paper.

They should dispel any illusions

some Guild members might have had "that they would be 'safe' this time around, and that it was the other unions management was gunning for," he added.

The current contracts of all 10 unions — covering some 3,000 employees at the paper, including more than 700 represented by the Guild — run out March 30. Management for several months has been stating publicly that its union-represented employees must make major concessions in this round of talks to keep the paper publishing [Guild Reporter, Jan. 26].

The company's proposal for — a one-year contract — also would eliminate the following benefits, among others, the Guild's bulletin reported:

- ✓ Severance pay;
- ✓ Protections against discriminatory practices;
- ✓ Cost-of-living wage increases;
- ✓ The tuition-refund program and the scholarship fund;
- ✓ Disability payments and hazardous-assignment insurance;
- ✓ Automation protections;
- ✓ Overtime for unscheduled work;
- ✓ Lay-off notice, seniority-

based bumping and recall rights; ✓ Sick-pay beyond five days a year; and more.

The News also is seeking the removal of limits on the employment of temporaries, subcontracting and the transfer of work to nonunion employees, the bulletin reported.

It also is demanding the unlimited right to create new job classifications and pay rates, unilaterally set up a new medical plan and change or cancel it, set up and unilaterally operate a new pension plan, restrict Guild representatives' and officers' access to employees workplaces, demand 24-

hours notice of absences for illness, and more.

In return, the News is offering two improvements, the bulletin said: a paid half-holiday on Christmas Eve and three weeks' vacation after four years, instead of five.

Lipton said the Guild met with the company on Feb. 15 for the first time since receiving the demands. The meeting was short, he said, because the company had not provided information the union needs to bargain. The next meeting was scheduled for March 1.

"Bob Ballow is the spokesman for the company at the table," Lipton said, "with all the unions."

## McClatchy challenging state on VDT safety

(Continued from Page 1)  
employed by Fireman's Fund, carrier of the company's workers' compensation insurance.

Two employees alleged the physician treated them with cortisone shots in their wrists, although they were already under the care of other physicians. A third refused cortisone, and another refused to be examined.

Some in the group were given blood tests and X-rayed; one was questioned about surgery she had had unrelated to RSI and about stress in her personal life. Northern California Guild officials were told.

Employees were "stunned" or "outraged" by the incident, and all returned to their jobs "in a state of anger," reported Larkie Gildersleeve, the Northern California Guild representative who investigated the reports.

The physician later wrote to some of the employees, telling them he saw no further need for physical therapy. Fireman's Fund also notified some it would not pay for additional physical therapy.

The Guild advised employees not to allow further treatment by the physician, and McClatchy later asked the insurer not to use that doctor on Bee cases.

McClatchy's appeal argues that the Cal-OSHA order "should be dismissed because the company has said it will undertake corrections without the Cal-OSHA field staff looking over its shoulder," the News said.

The appeal was prepared by Littler, Mendelson, Fastiff & Tichy, which has been identified as a "union-busting law firm" by Frontlash, the Student Group of the AFL-CIO.

In a major challenge to the authority of Cal-OSHA's professional field staff, McClatchy argues that action on the VDT complaints was improper because the Cal-OSHA Standards Board earlier refused to adopt health and

safety standards for users of computer terminals.

McClatchy also is challenging the constitutionality of actions taken under the state's "special duty clause," which mandates safe and healthful workplaces whether or not Cal-OSHA has adopted standards aimed at specific hazards, the News said.

Proceeding under the general duty clause, Cal-OSHA ordered the Bee to provide adjustable chairs, tables, keyboards and computer screens for all VDT users.

In addition, the order mandated hourly breaks for VDT users, and the Bee was told to train workers in safe VDT use and to provide manuals advising how to avoid repetitive strain injuries.

If the appeal is not resolved through negotiation, the final decision on whether McClatchy or the Cal-OSHA field staff prevails is to be made by the Appeals Board.

The California Labor Federation has joined in the Guild's complaint as an intervenor.

Cal-OSHA's order to the Bee was the first in the state specifically aimed at RSI incurred from VDT use.

The RSI outbreak at the Bee, one of the worst in the news industry, has attracted national media attention. NBC and CBS both have broadcast feature reports in which they interviewed some of the Fresno victims.

In September, the Bee itself focused on the RSI problem in a three-part series, some of it written by or about the paper's own victims.

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

Thirty percent of Bee employees in three departments who work at least an hour a day at VDTs said they had sought medical help for RSI-type complaints.

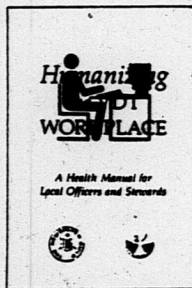
## Japanese institute reproduces TNG-ITU VDT manual

### VDT職場の人間化に向けて(1)

—組合支部役員のための保健マニュアル—

### Humanizing the VDT WORKPLACE

A Health Manual for  
Local Officers and Stewards



米国新聞労働組合・印刷

労働組合 共編

天明佳臣・柴山恵美子 訳

Above is part of a page from a publication of Japan's Institute of Labor Science which reprinted the manual titled "Humanizing the VDT Workplace," published in 1981 and 1985 by TNG and the Int'l Typographical Union (now part of the Communications Workers). TNG

received the reprint from a team of medical and ergonomics advisors to the Japanese Federation of Newspaper Workers' Unions when they visited TNG headquarters while in North America for an international conference on VDTs that was held in Montreal in September.

## Key rate to hit \$540 in new Kingston pact

**Kingston, N.Y.**—Weekly minimum wage rates are raised 3 percent per year for most classifications in a new two-year contract between the Kingston Guild and the Goodson-chain Kingston Daily Freeman.

Additionally, the 70 Guild-represented employees received a one-time, lump-sum payment of \$500 upon ratification of the contract Dec. 18.

The agreement, replacing one that expired in late 1986, raised the current top-minimum rate for reporters, photographers, rewrite persons and chief dispatch clerk to \$524.60. That increases by \$16.30 in December, to \$540.90.

The overall boost is \$61.40 in the key rate from the previous pact, or 12.8 percent. The Guild had agreed to two interim, across-the-board 3 percent raises while bargaining continued for three years past expiration. The raises are reflected in the new minimums.

Other covered employees and their new top minimum-pay rates in the contract's final year include: asst. city editors, up by \$67.90, to \$608.80; county editor, up by \$63.45, to \$568.60; district managers, up by \$53.5, to \$472; maintenance engineers, up by \$45.90, to \$399.20; and telephone operators, up \$38.35, to \$344.40.

Minimum rates for outside advertising salespersons were not increased, but the contract provides that their yearly compensation cannot be less than 110 percent of the

minimum for reporters with similar experience.

The 22,000-circulation Freeman, and all other Goodson newspaper properties, had been managed by Ingersoll Publications until Dec. 1, when Goodson took full control of its seven dailies and numerous weeklies.

The new Guild contract, effective through Dec. 17, 1991, preserves most of the benefits and protections in the old contract, said Kingston Guild President Blaise

Schweitzer, a reporter at the paper.

"The employer wanted to do away with seniority rights, union security and some other protections," Schweitzer said. Three years at the table was "an exhausting process, but we hung onto most of the good language," he said.

Former local president Robert Bain, Schweitzer and Diane Benincasa were involved in a major portion of the talks. TNG Int'l Representative James Griffin assisted the local in the final stages.

## LOCAL ELECTIONS

### Battle Creek

Anne McIlree, president; Katherine B. Winchell, vice president; Verna Weidig, secretary-treasurer.

### Buffalo

Robert J. McCarthy, president; Phil Fairbanks, vice president; Liz Elinski, secretary; Harold Blatchley, treasurer.

### Milwaukee

Michael Kuchta, president; Craig Gilbert, 1st vice president; Ron Lays, 2nd vice president; Larry Sandler, recording secretary; Joel McNally, corresponding secretary; Gail Weiss, treasurer.

### Pacific Northwest

Emmett Murray, president; Lisa Schnellinger, vice president; Gordy Holt, secretary; Fred Case, treasurer.

### Pueblo

Judy Hildner, president; Mark Gassino, vice president; Nick Nasch, secretary; Betty Carnes, treasurer.

### St. Louis

Joe Pollack, president; Rebecca Avett, 1st vice president; Deni Fleming, 2nd vice president (Fleming, 112; Michael Sorkin, 103); Ed Kagan, secretary; Roger Kaufhold, treasurer.

### Southern Ontario

Gail Lem, president; Paul Bryan, 1st vice president; Marian Stinson, 2nd vice president; Joyce McKerraw, secretary; Sam Reyenga, treasurer.

### Victoria

Joe Ravick, president; Roger Stonebanks, 1st vice president; Katherine Jarrett, 2nd vice president; Karen Beuker, secretary; Doug Davis, treasurer.

### Wire Service (U.S.)

Kevin Keane, president; Chris Dahl, secretary-treasurer; Tim Klass, AP vice president; Mark Dupuis, UPI vice president; Chuck Moody, UPI delegate; Martha Hodel, AP delegate (Hodel, 183; Paul Reilly, 137).

## Thibeault is re-elected, endorsed

**Manchester, N.H.** — Representatives of the seven Guild locals in the New England Servicing-Organizing Program re-elected Thomas R. Thibeault of Manchester as NESOP chairperson and Shirley Rajala of Brockton as secretary during the winter meeting of NESOP's board here Feb. 10. There were no contests.

They also voted unanimously to endorse Thibeault's candidacy for the TNG vice presidency from Region 1, the U.S. Northeast.

The vice presidency has been vacant since December when David M. Rousseau of Manchester resigned upon accepting a Guild-exempt job on the Manchester Union Leader, where both he and Thibeault work.

Thibeault and Andrew Duehring of Providence have both announced they will seek the office. The Providence Guild, which is not part of NESOP, has endorsed Duehring's bid. [Guild Reporter, Jan. 26].



# Fight for Bellevue pact spans 2,700-mile front

**Bellevue, Wash.**—The Pacific Northwest Guild and its unit at the Bellevue Journal American took their quest for a fair new contract to the streets Jan. 19 — here and 2,700 miles away in Honolulu.

More than 75 persons marched here for two hours on an informational picket line on the streets outside the Journal American itself.

In Honolulu, outside corporate headquarters of the Persis chain, which owns the Journal American, three from the Pacific Northwest Guild were joined by the Hawaii Guild's Roy Kruse and, for about 15 minutes, by Honolulu Mayor Frank Fasi as they picketed in a steady rain.

Most of the 75 here were members of the Guild unit at the paper — from its advertising, administration, circulation, editorial and mail-room departments.

Their number was bolstered in shows of solidarity by current and former leaders of their Guild local from Seattle and by leaders and members of other area unions. The latter included King County Labor Council President Dan Bickford and Labor Washington Education Assn. President Doug Lundvall, who brought a bucket of cookies for pickets marching on their lunch breaks.

The Bellevue pickets' signs told of unit members' frustrations at the paper's bargaining table demands since talks opened in October. The contract expired Dec. 31.

"Curses, Persis! We want a fair JA contract. Now!," said several placards.

"A free press isn't a free ride," said one, referring to the old pact's low minimum-pay rates.

The beginning reporter rate is \$344.79 a week; the top, for reporters and outside salespersons, is \$471.01, after five years. Top for classified phone sales is \$310.05, after four years; for janitors, \$251.32, after three years. All work a 40-hour week.

"Problem is," the Guild explained in handbills to passersby, few get even those "sub-standard wages," since "75 percent of its workforce has been employed for less than three years.

... A profit sharing plan requires seven years to vest, but 80 percent of the employees never see a dime."

"87% turnover in 18 months," said another sign.

Explained the leaflet: "More than 100 employees have come and gone in a Newspaper, Guild bargaining unit of 115 employees. ... This means over 100 people have tried, but found they simply couldn't afford to work" for the paper, though management "insists that such things are unrelated to its turnover rate."

"Parity with the press workers," read another sign.

"The J-A's pressmen are paid wages which are, on a par" with those at the biggest competitor of Northwest Media, the Persis-chain subsidiary which owns the Journal American. "J-A pressman exceed the wages paid to Guild bargaining unit members by nearly \$6 an hour." Scale for press operators at Seattle's dailies is \$603.78, for a 35-hour week.

Mounting the Honolulu end of the informational picket line from the Pacific Northwest, meanwhile, were Christopher Jarvis of the Journal American unit, Art Joyner, the local's administrative officer, and Wayne Cahill, a special representative for the local working with its Tacoma unit. Cahill also is treasurer of the Western District Council, which met that weekend in Hilo.

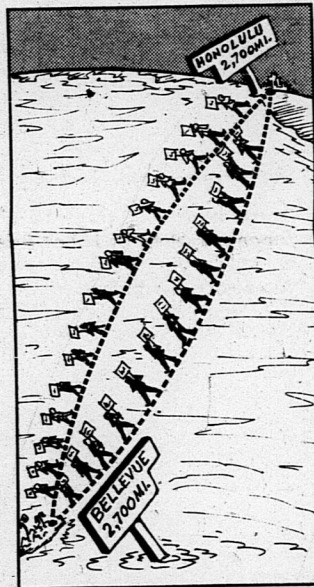
The Gannett-chain's Honolulu Star-Bulletin carried a 10-inch story on the picketing at Persis, which publishes the Advertiser under a joint publishing agency with the Star-Bulletin.

It noted that Persis President Thurston Twigg-Smith and Executive Vice President Philip Gialanella were out of the state. It quoted a prepared statement by Gialanella that said, in part, "negotiations in the Seattle area are on schedule and progressing."

The Guild, meantime, has filed bad-faith bargaining charges with the National Labor Relations Board against the Journal American, the local reported.



**IN BELLEVUE:** The 75-plus demonstrators at the Journal American included, from left, Tony Johns, Larry Lange (Post-Intelligencer unit), Patrick Harrington and Patricia Wahlgren.



## St. Louis KSDK accord includes 'equity' raises

**St. Louis**—A new contract between the St. Louis Guild and Multimedia's KSDK-TV station provides wage hikes of 9.27 percent over three years for full-time employees and "progressive equity" raises of up to 63 percent for some workers.

In addition, the 19 full-time, Guild-represented employees received a one-time lump-sum payment of \$1,000 upon ratification of the agreement Jan. 20.

The contract was approved by 85 percent of the voting members. Earlier they had rejected two other "final offers." After spurning the second offer in early January, members also authorized a strike against the NBC affiliate.

KSDK's news programs at 5, 6 and 10 p.m. have been consistent winners in St. Louis ratings battles with second-place KMOV-TV.

Including part-time employees, the agreement covers 34 broadcast directors, news writers and artists in the newsroom, and clerical employees in several departments.

The schedule of weekly minimums was not changed from the previous contract, but above-minimum rates for most full-timers are written into the new agreement.

The part-time rate, on the other hand, advances by 4 percent in the first year, to \$6.75 per hour.

Under the agreement, the station's four full-time directors will

reach \$764.91 per week in the final year, \$204.91 above the \$560 top minimum.

One director, who has been receiving substantially less than the others, will receive raises totaling \$251.91 per week—a 49 percent overall hike. A final "equity boost" of \$104.91 will put him on a par with the others July 1, 1992.

An artist who advanced from part-time to full time will receive the equivalent of a \$165 raise, or 63 percent, going from \$260 (at the part-time rate) to \$425 per week.

The contract sets two above-minimum rates for news writers—\$721.21 and \$625.05; rates for clerks vary from \$321.27 to \$417.43.

Other improvements in the contract, effective through Dec. 31, 1992, include short- and long-term disability coverage, and three days of funeral leave for the death of an immediate family member.

Although the contract "did not realize all the unit's goals," it was a "step in the right direction," St. Louis Guild Executive Secretary Herb Goodrick said.

Owned by Cleveland-based Multimedia, KSDK employs about 200 people, many of whom are represented by the Electrical Workers and Television and Radio Artists unions, Goodrick said.

## Hildner re-elected in Midwest

**Chesterton, Ind.**—Judy Hildner of the Pueblo Guild was re-elected by acclamation to a second term as president of the Midwest District Council during its winter meeting here Feb. 3-4.

Also re-elected were Neale Van Ness of Twin Cities, vice president, and Wallace M. Thrower of Gary, treasurer. The Gary Guild hosted the meeting.

Lynda Hanner of Twin Cities was elected secretary, replacing

Bernard J. Lunzer of the same local, who did not seek re-election.

TNG Human Rights Director Anna M. Padia on the meeting's first day led delegates in an examination of ways to encourage members of minority groups and women to participate in Guild leadership.

Delegates also heard a report from TNG Sec'y-Treasurer John C. Edgington on developments in other regions of the Guild.



KEN SAKAMOTO/Hawaii Guild, Star-Bulletin unit

**IN HAWAII:** At Persis-chain offices, from left, Christopher Jarvis of Bellevue, Pacific NW staffer Wayne Cahill, Roy Kruse of the Hawaii Guild, Art Joyner, Pacific NW administrator.



# Analysts study Ingersoll's sale of 10 dailies, split with Goodson

In moves that media analysts still are pondering, the Ingersoll chain since October has sold 10 small dailies and ended a profitable agreement in which it managed some 65 daily and weekly papers for the Goodson chain.

Employees are represented by the Guild at three of the papers that were sold—the Sheboygan (Wis.) Press, the Terre Haute (Ind.) Tribune-Star and the Tonawanda (N.Y.) News.

Four other Guild papers went under direct control of Mark Goodson, the television producer whose game show classics included "What's My Line" and "I've Got a Secret."

Ingersoll Publications Co., based in Princeton, N.J., has expanded rapidly in the past decade, reportedly with \$500 million from so-called junk bonds in highly leveraged deals.

Some analysts believe the string of small, valuable dailies were sold to meet interest payments.

In the most recent deal, Ingersoll sold the Sheboygan and Terre Haute papers (27,000 and 35,000 circulation, respectively), along with three non-Guild dailies, to the Toronto-based Thomson chain for a reported \$270 million in late January.

The huge Thomson group already operates six papers where employees have Guild representation, including its flagship Globe and Mail in Toronto, the Victoria (B.C.) Times-Colonist and the Canton (Ohio) Repository.

Earlier in January, Ingersoll sold the Tonawanda daily (14,000 circulation) and three non-Guild papers to American Publishing Co., the U.S. operating arm of Hollinger Inc., another Toronto-based chain with worldwide holdings.

Tonawanda employees were the first in the Guild to come under Conrad Black's Hollinger chain, publisher of some 200 daily and

weekly newspapers. Its flagship paper is Britain's Daily Telegraph, and last April it acquired a controlling interest in the Jerusalem Post in Israel.

In the so-called "Ingersoll-Goodson divorce," the two chains on Dec. 1 terminated a longtime arrangement under which Ingersoll had acquired and managed for Goodson a handful of dailies and scores of weeklies, charging fees for its services.

The management change affects Guild-represented employees at the Delaware County (Pa.) Times, the Pottstown (Pa.) Mercury, the Kingston (N.Y.) Daily Freeman and the Massillon (Ohio) Independent, who now will be dealing directly with Goodson management.

In the breakup, Ingersoll also paid Goodson \$255 million for the New Haven Register, which Goodson owned and Ingersoll managed since 1986.

In the 1950s, Ralph Ingersoll Sr. initiated the management contract with Goodson and his now-deceased partner, Bill Todman, and the two chains shared ownership of some papers.

In recent years, Goodson, now in his 70s, reportedly thought Ralph Ingersoll II, chairman and president of his family's chain, was not paying sufficient attention to Goodson's properties. Escalating tensions led to a total split.

Before the recent sell-offs, Ingersoll's holdings had expanded to include control of 30 dailies and some 150 weeklies.

His boldest move was his decision to start the St. Louis Sun last September, taking on the long-entrenched St. Louis Post-Dispatch, the Pulitzer flagship.

Ingersoll also expanded overseas, acquiring Britain's Birmingham Mail and Post, Coventry Evening Telegraph and 50 percent of the Irish Press Group in Dublin last

July. In addition, he started 39 free-circulation weeklies in the Birmingham area. Estimates of his European commitments run to \$168 million.

One of his Irish papers gave him a major splash, calling him an "urbane American" who has a "penchant for spotting winners in the world of newspapers."

Revenues from all Ingersoll operations totaled about \$750 million last year, and Forbes magazine says Ingersoll's personal fortune is worth \$345 million.

Nevertheless, keeping the varied enterprises afloat may prove a bigger challenge than just spotting potential money-makers.

Estimates of Ingersoll's combined debt run as high as \$900 million, and the recent sell-offs aren't the only sign the heavy debt has become a problem.

The Wall Street Journal reported on Feb. 6 that Moody's Investors Services had withdrawn its debt

## TNG surveying locals on 'merit'

Silver Spring, Md.—TNG is surveying locals on their experiences with employer proposals for merit-based pay systems.

The survey has been undertaken in accordance with TNG's 1989 Convention directive that the Int'l Executive Board study ways that "employers are using so-called 'merit' concepts to discourage and undermine collective bargaining" and make recommendations to this year's convention for "guarding against such assaults."

Titled "The Guild's Experience with Discretionary Merit Pay," the survey was developed under the direction of Linda K. Foley, executive secretary of TNG's Contracts Committee, and distributed Feb. 1.

Locals are asked to return completed questionnaires to TNG's collective bargaining department by Feb. 28.

rating on Ingersoll Newspapers Inc. and Community Newspapers Inc., which make up a large portion of the privately held newspaper empire.

That move followed Moody's downgrading of Ingersoll's debt rating in December. A total of \$350 million in long-term subordinated debt was affected by the downgrade and withdrawal.

Community Newspapers includes Ingersoll's group of free-distribution weeklies on Long Island called This Week. The papers' news department employees voted in October for representation

by the New York Guild.

Moody's moves are likely to make it harder for Ingersoll to raise new money in the public market and to refinance current debt. It also could mean he will be forced to sell more properties to solve cash-flow problems.

Ingersoll's commitment to the St. Louis Sun, nevertheless, continues to grow. The Sun recently leased an additional 22,000 square feet of space, for a total of 50,000 square feet, to expand editorial, advertising and business departments, Editor & Publisher reported Jan. 27.

## Ingersoll council to discuss its future

Philadelphia — The Union Council of Ingersoll Publications will meet here March 2-4 to discuss the future of the council, in view of sell-offs in the Ingersoll chain.

Since October, Ingersoll has given up control of seven of the papers with Guild-represented employees participating in the council. The Fall River (Mass.) Herald, the Pawtucket (R.I.) Times and the Woonsocket Call are the only remaining active units.

Linda K. Foley, executive director of TNG's Contracts Committee, will explain issues related to a sale or change in management of a paper. Major issues include successor ownership, vested pension rights, grievance handling and continuity of benefits.

All current and former Ingersoll

units are urged to send representatives, council president Joe Hart, of the Philadelphia Guild and the Delaware (Pa.) County Times, said in a memo to "delegates and alumni."

Formed in the early 1980s, the council has met quarterly to exchange information on contract bargaining and enforcement at Ingersoll's various papers.

The council's assets include treasury funds and a recently acquired supply of T-shirts bearing the inscription: "FIGHT FOR MY UNION? Damn Right I Will," according to Marian Needham of the Buffalo Guild, council treasurer.

Papers with Guild representation that Ingersoll owned or managed until recently were the County Times, the Pottstown (Pa.) Mercury, the Kingston (N.Y.)

Daily Freeman, the Massillon (Ohio) Independent, the Tonawanda (N.Y.) News, the Sheboygan (Wis.) Press and the Terre Haute (Ind.) Tribune-Star.

Employees at the Tribune-Star recently negotiated a new contract with Ingersoll, but they were "reluctant to say anything" about sale of the paper to the Thomson chain, said Pat Nuttall, Terre Haute Guild president.

They had become accustomed to change under Ingersoll, who employed four different publishers in six years, she noted.

The Sheboygan Guild also is getting used to dealing with change. Members have dealt with different employers in the past two rounds of negotiations, and next will deal with Thomson.

## Erie's Buchanan reinstated with benefits, seniority

Erie, Pa.—An arbitrator has ruled that William Buchanan, an outside advertising salesperson for 23 years at the Erie Times and News and longtime president of the Erie Guild, was unjustly fired by the paper last June and ordered him returned to his former job "without loss of benefits or seniority."

The discharge, which came after management alleged Buchanan made errors in handling his accounts and disregarded a rule on use of company cars, was reduced to a 30-day suspension by arbitrator Myron L. Joseph.

In a 19-page decision issued Jan. 29, Joseph found that the Times/News did not have "just and sufficient cause" for the termination and ordered that Buchanan be "made whole for his loss of earnings and benefits," less the amount he would have earned during the suspension.

The loss of earnings, bonuses and medical insurance during his eight-month forced hiatus totaled "close to \$22,000," Buchanan said.

On a related issue, Joseph found that the Times also violated the "status quo" provision of its contract with the Guild when it termi-

nated Buchanan's employment before the union's challenge to Buchanan's firing was resolved.

Buchanan, who returned to his job Feb. 12, said he was "extremely happy" with the decision. "It already has had a tremendous impact on the local, seeing what the Guild can do," he said.

In defending its dismissal of Buchanan, management alleged he allowed coupon-bearing ads to run back-to-back in the paper several times. It also alleged he violated a work rule when he left his company car unlocked with the keys in the ignition after parking in a company lot behind the Times last May 31.

The car was stolen from the lot. Two days later, it was recovered 100 miles away, with no major damage.

Although Buchanan had been suspended for two days and placed on disciplinary probation last January for improper handling of ads, a management representative testified that "the thing that really brought it (Buchanan's situation) to a head was the problem with the car."

In framing his decision, Joseph wrote there was "overwhelming evidence" that the rule on company

car keys "had been ignored and not been enforced for some time." He noted that the publisher himself testified he "routinely" left his keys in his unlocked car on the same lot.

"The fact that the grievant's car was the first one stolen because of non-enforcement of the rule does not justify penalizing him for doing what everyone else, including the publisher, did on a regular basis," Joseph wrote.

The arbitrator, however, found that Buchanan's "failure to act to prevent a repetition of the coupon back-up errors is substantial evidence of his continued mishandling of his accounts." In allowing the 30-day suspension, Joseph said there "was 'just cause for discipline' but not 'just and sufficient cause for discharge.'"

Buchanan said the decision was "fair" and that he felt "vindicated completely" on the car allegations.

Int'l Representative Harry McCormick assisted the local in the arbitration, particularly on the status quo issue.

Joseph's ruling that the status quo provision applies to discharge grievances (and that Buchanan should have remained employed

throughout) was "very significant," McCormick said.

The "plain language" of the Guild-Times/News contract "requires a finding that the 'status quo' provision applies to all grievances, including discharge grievances," Joseph wrote.

He agreed with three earlier arbitration awards cited by the Guild that upheld the provision's application to discharge cases. He dismissed two other arbitrators' findings to the contrary, in 1982 and 1986, because "neither ... took into account the arbitral history of the 'status quo' question."

"The assumption that a discharged employee is fully protected because any financial loss can be made whole if the discharged employee is reinstated ignores the stark realities of life," Joseph wrote referring to the latter.

McCormick said the ruling would help prevent "frivolous discharges" that eventually are overturned.

It is "reprehensible that someone can be put out of work for no good reason without any source of income for eight or nine months," McCormick said. "They can't take

a job elsewhere; they're just in limbo."

David J. Cohen, a key member of TNG's legal team, called the status quo ruling a "terrific decision" on a "very useful principle." It will "send the correct message" to the company on future cases, he said.

Buchanan's case drew special interest because he has been a leader in the Erie Guild for more than 20 years. He was elected president in 1970 and, except for four years, has held that position since. He has been president of the Great Lakes District Council since 1976 and has served on TNG's Int'l Election & Referendum Committee since 1984.

The arbitrator, however, found no evidence the employer had discriminated against Buchanan for his Guild activities or "wanted to eliminate him from the scene."

Buchanan said he appreciated the "outstanding support" he received from "the many Guild members who stood by me" through the year-long ordeal.

He noted that local secretary-treasurer Carol Przybyszewski was especially instrumental in preserving membership unity during his absence from the Times.



# Historic building is Philadelphia's cup of soup

By Kitty Caparella  
President, Philadelphia Guild

A LARGE WHITE bowl filled with fortune cookies sat on the table. A Guild member broke open a cookie. A smile crossed his face.

"Time is money. Collect your overtime," he read to a friend.

"What did you get?" asked another member.

"You'll meet the love of your life at the next Guild meeting," Jean Malik, a local officer, replied. "My husband's not going to like that."

Retiree Bob Fensterer asked whether another member was a shop steward.

"Yes, is there a problem?"

"No, my fortune cookie said, 'Hug a shop steward today,' and I wanted to give you a hug."

With Guild fortunes, the Newspaper Guild of Greater Philadelphia, TNG Local 10, officially opened its newly renovated headquarters in mid-November. The historically certified, three-story red brick building, built in the 1850's, is located within a half-block of the Philadelphia Inquirer and Daily News.

## Demolition was more like an archeological dig

The building was dedicated to the local's membership by Administrative Officer Jim Schaufenbil the local staff and officers.

I served as chair of the House Committee: six souls — Lila Roisman, Eleanor Corcoran, Eugene Jones, Bob Goldberg and Jim Moran — who, together with the staff and other occasional volunteers, withstood the angst associated with construction. The process took slightly more than two years from the building's purchase in September 1987 to its dedication on Nov. 17.

When you renovate a building that's 135 years old, demolition is more like an archeological dig.

No matter how much planning is done, there are always surprises. Split beams, trap doors, mysterious chimneys.

For example, the A-word — asbestos — showed up in the strangest of places. It became like an evil mantra.



DICK BELL/Philadelphia Guild

## PHILADELPHIA GUILD'S 135-YEARS-NEW HEADQUARTERS

Gable stone (center, top) identifies building's soup-kitchen origin.

We quickly learned that asbestos was one of the most frequently used building materials in the first half of this century.

Not only were the floor and ceiling tiles made of asbestos, but so were what appeared to be plaster board panels in a bathroom. One could expect asbestos to have been used around any area where there might be heat, such as hot-water pipes. But drain pipes? Or under the concrete floor?

Each discovery meant another delay so it could be cleaned up properly.

One day in the middle of the demolition an unsuspecting construction worker said the words I learned to dread: "I have a surprise for you."

I groaned.

He came back with a handful of beans.

"Beans?"

He had discovered a trap door, chute and bean hatch in a passageway next to what once was the soup kitchen. On the bricks of the passageway was the outline of the chute, but the overhead wooden hatch was still in place — with about a pound of beans inside.

In peeling back the decades of reconstruction, workers had discovered the original function of the building: The Spring Garden Soup House.

Founded by the Biddles, Mathers and Heinz families, the Spring Garden Soup Society built it to feed the mid-19th century homeless and poor and, during the depression, to give out

buckets of coal for heating.

Jones and Roisman, who researched the building for federal historic certification, discovered that the soup house was one of 10 such facilities in Philadelphia. Only one continues to operate as a soup kitchen, in a nearby neighborhood called Kensington.

## Soup house had 2 front doors—1 to enter, 1 to leave

The Spring Garden Soup House had served its soup to anyone — principally immigrants and migrants from the south — who brought a bucket to fill. And every soup house had two front doors — one to enter and one to leave.

In our building, the stove was outlined on a jagged brick wall in the kitchen and sat on an 8-by-10-foot slab of granite about 10 inches thick. These fire safety features did not go unnoticed by Local 10's Schaufenbil, who chose this as his office, the proverbial hotseat of administrative officer.

During the two-year process, the committee drew on members' and staffers' strengths. Local Representative Beverly Powell knew more about the construction business than the construction workers did. Office manager-bookkeeper Debbie Lehman kept a tight rein on the finances. In our discussions of kitchen equipment, Inquirer food critic Elaine Tait guided us to the best appliances to serve our needs.

Home-delivery circulation clerk Eleanor Corcoran and Inquirer copy editor Bob Goldberg reminded us that the members wanted to be proud of their new home.

Of all the difficult decisions — from financing the project to choosing contractors — the most difficult was choosing wallpapers. Each sample was like a Rorschach test. Big bold prints? Subtle understated washes? Everyone liked something different. All except PhilaPOSH director Jim Moran, of our consolidated unit, who bailed out of the wallpaper discussion.

## Wallpaper—each sample was like a Rorschach Test

On July 11, we moved into our new home transformed from a three-story soup house attached to a former six-car auto mechanics garage.

In the reception area, where Janice Vetter presides, is an angular counter of oak tambor with an oak soffit above. The administrative offices have windows and glass-filled doors to give the space a more open feel. We had the plaster stripped down to feature a red brick wall in the offices of the local representative, and administrative officer. The latter also has a small skylight.

In the meeting hall, the architect had preserved the six skylights from the garage and added curved walls of brick to turn the space into an unusual, open and light-filled place to meet. Behind one wall is a kitchen, complete with a five-burner stove, dishwasher and beverage cooler.

If you visit us in our new home, we promise to give you the grand tour. We only make one request. Check out the wallpaper, please.



LOCAL PRESIDENT KITTY CAPARELLA AND DEDICATORY PLAQUE IN NEW MEETING HALL



# Long Beach unit nixes offer, expands boycott drive

**Long Beach, Calif.** — Guild-represented employees at the Long Beach Press-Telegram have rejected management's latest contract offer and decided to proceed "full speed ahead" on a circulation boycott of the paper.

The Los Angeles Guild has been attempting for more than a year to reach agreement with the Knight-Ridder daily on a contract to replace one that expired last Feb. 28.

The subscription boycott of the 415,000 circulation daily is similar to one the Guild employed three

years ago before management returned to the table for talks that led to eventual agreement, according to Jim Smith, Guild local administrative officer.

In a secret ballot Feb. 6, members rejected by a margin of nearly 8 to 1 the company's "last and final offer" after management asked Guild negotiators to put it to a vote, Smith said.

A "nasty no-strike clause," signing bonuses of \$200-\$750 in lieu of retroactivity — members have not had a raise in two years — and

removal of job bidding for circulation employees were three management proposals the members "refused to swallow," said Todd Cunningham, leader of the 240-member Press-Telegram Guild unit.

"The employer seemed to doubt the members' resolve, but we now know who's out of touch with the employees," Cunningham said. "The vote sent the message we wanted to send."

It was management's "third final offer," Smith said, but "we're

looking for a fourth or fifth" offer.

Initiated in January, the pledge-cancellation boycott is being jointly run by the Guild and 60 CWA-represented printers in the Press-Telegram composing room, who have been without a contract for two years.

The campaign has the backing of the state AFL-CIO, the Los Angeles County Federation of Labor and the printers' 3,800-member CWA local.

Volunteers are canvassing neighborhoods for cancellation

pledges, and the boycott is being publicized on local radio and television outlets, Cunningham said.

A 25-foot banner has been hung above the Guild's office across the street from the Press-Telegram "on selected occasions" such as a visit to the paper Jan. 29-30 by James Batten and Anthony Ridder, Knight-Ridder's top executives.

Cunningham was optimistic the boycott would help convince management to return to the table with an equitable offer. "It's not that great a leap to a contract," he said.

## CWSG quits Canadian council, alleges 'political maneuvering'

**Toronto**—The executive committee of the Canadian Wire Service Guild (CWSG) has voted unanimously to withdraw the local from the Canadian District Council of Guild locals (CDC).

It did so chiefly because "it is our view that the CDC has become a divisive rather than unifying element for Canadian locals," CWSG President Dan Oldfield wrote in a Feb. 7 letter to the council's president, Alice Busby of the Vancouver-New Westminster Guild.

CWSG delegates to council meetings the past three years have grown to view them as "largely a waste of time and money," Oldfield wrote.

"The educational role of the council has been largely replaced by political maneuvering," he charged, laying blame for the situation on the Southern Ontario Guild (SONG).

Busby, pointing out she had not received Oldfield's letter until Feb. 13, expressed disappointment at the CWSG action and the "hope that we can find some resolution to it."

"It's important that we remain united," she said. "We've got employers to deal with for our members' welfare. We don't need to fight among ourselves."

While she had not yet talked to leaders of the other Canadian lo-

cals, she said she expected any attempt at reconciling the council and the CWSG to be part of the agenda of the council's next meeting, May 5-6 in Montreal.

Oldfield charged that "since 1987 the SONG has used the CDC as a forum for promoting its version of greater Canadian autonomy within TNG."

"It has failed to get the CDC to adopt any portion of its program, but continues to weigh down the council with debate over related causes. While being for greater Canadian autonomy within an international union has some emotional appeal, most Canadian locals view SONG's policies as ill-advised," Oldfield charged.

SONG President Gail Lem termed the CWSG action "a regrettable move," and asked: "If you can't raise these issues at the CDC, where can you raise them?"

She found the timing of the move "strange," coming after last fall's council meeting "which, I believe, John Hutchinson of Victoria described as a 'love-in'."

Recalling that there had been seminars at each of the last three council sessions, and that SONG proposed the session on repetitive strain injury scheduled for the Montreal meeting, she said, however, that she doesn't believe the

council was set up as "solely an educational forum."

Besides, she said, there hasn't been a council discussion of the SONG's autonomy proposals since its October 1988 meeting.

The SONG's multi-faceted proposals were referred from TNG's 1988 Convention to the Canadian District Council, which, at its meeting that October, voted to reject them.

The proposals included making TNG's Canadian Director an elected, full-time officer holding a third Canadian seat on the Int'l Executive Board. The director and two Canadian vice presidents would function as a Canadian executive board governing strikes, contracts and defense fund expenditures. There would be a Canadian publication; locals could affiliate with another union and would vote separately on any TNG merger; and more.

Oldfield concluded his letter to Busby by stating it is his local's position that the council "no longer represents all Canadian locals or members and therefore cannot make decisions that may involve, bind or otherwise affect our local and its members. Nor can it purport to speak for us."

When the Canadian District Council was founded in 1985 it incorporated a Canadian Policy Conference that had been set up by TNG's 1972 Convention. It was authorized "to express itself autonomously on Canadian social and legislative issues and to advise the Int'l Executive Board and the convention" on Guild policies' affects on Canadian members and locals. It met annually before conventions. If the council were to disband, the policy conference would resume as before.

Other purposes of the council, which meets at least twice a year, are essentially the same as those of the six regional councils in the United States: to aid in organizing when necessary, to facilitate information exchange among locals, to disseminate research materials and to promote co-operation with other unions.

## Langzett, Hiltz swap council posts

**Manchester, N.H.** — It was musical chairs for two officers of the New England District Council of Guild locals during its winter meeting here Feb. 10-11.

David Langzett of the Portland Guild was acclaimed president of the council for the next year, succeeding Thomas R. Hiltz of the Boston Guild.

Hiltz then was acclaimed successor to Langzett as vice president.

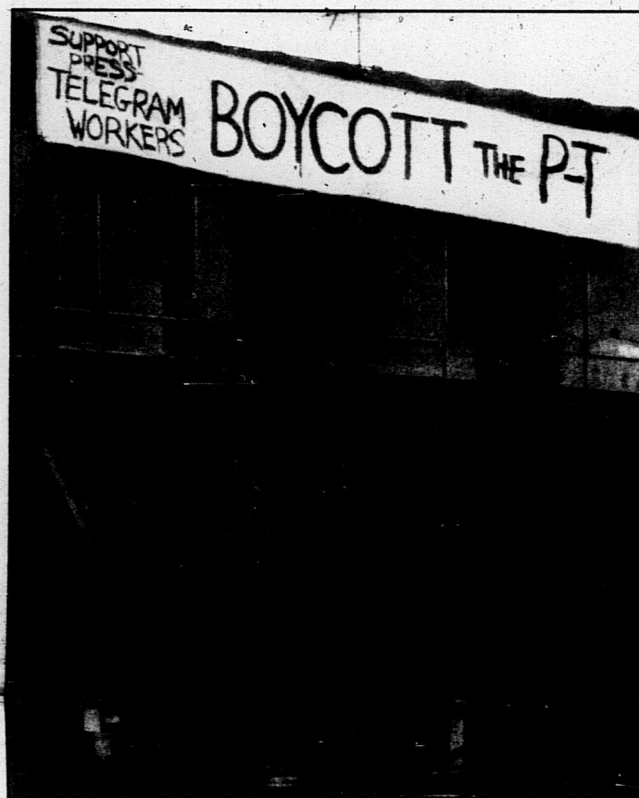
Delegates re-elected Dale King of Pawtucket as secretary-treasurer, also without a contest.

TNG President Charles Dale reported to the council on developments in locals and in TNG.



Middle-Atlantic District Council, winter meeting, Feb. 24-25, Philadelphia.  
Int'l Executive Board, spring meeting, April 23-27, TNG headquarters, Silver Spring.  
Western District Council, spring meeting, April 28-29, University Plaza Hotel, Seattle.  
Southern Council of Guild locals, spring meeting, May 4, Montreal.  
Canadian District Council, spring meeting, May 5-6, Montreal.

Great Lakes, Midwest and Southern District Councils, joint spring meeting, May 19-20, St. Louis.  
Int'l Executive Board, pre-convention meeting, June 22-23, Sheraton Centre Hotel, New York.  
57th Annual Convention, June 25-29, Sheraton Centre Hotel, New York.  
Int'l Executive Board, post-convention meeting, June 29, Sheraton Centre Hotel, New York.  
58th Annual Convention, Montreal, 1991.



Los Angeles Guild

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## The Guild Reporter



**JAMES M. CESNIK, Editor**  
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## The Newspaper Guild

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Area Code 301-585-2990

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