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AFL-CIO rallies to Daily News unions

Washington, D.C.—The New York Guild and that city's nine other newspaper unions were assured here May 7 that the entire U.S. labor movement is solidly behind their quest for fair new contracts for the employees of the New York Daily News.

The commitment to a "campaign of solidarity" came in a meeting of leaders of the 10 local unions and their four international affiliates, including TNG, with the AFL-CIO Strategic Approaches Committee (SAC) and leaders of key AFL-CIO departments at the union federation's headquarters here.

Three days later, AFL-CIO personnel joined leaders and staff of the locals and internationals in the first of a series of meetings to discuss with News employees

strategies aimed at convincing management of the (Chicago) Tribune-chain daily to abandon its confrontational tactics in the contract talks. The initial sessions were held in the New York Guild's headquarters.

Participants in the May 7 meeting here numbered more than 40. Among them: AFL-CIO Sec'y-Treasurer Thomas R. Donahue, key aides to AFL-CIO President Lane Kirkland, Steelworkers President Lynn R. Williams and the four other international and na-

tional union presidents who comprise the SAC.

Also, TNG President Charles Dale, Communications Workers President Morton Bahr, Graphic Communications President James J. Norton, George E. McDonald, president of the New York unions' joint council and the New York Mailers Union, New York Guild President Barry Lipton and Sec'y-Treasurer Tom Pennacchio, Newspaper & Mail Deliverers President Michael Alvino, and more.

Williams, who heads the AFL-

CIO support group, told a press conference during the meeting the entire labor movement is making the News unions' cause its own because "this is a national circumstance ... another example of an employer making an egregious attack on the labor movement."

"The public in New York deserves" to have the paper continue to publish "and the unions want to make it possible," Williams said, telling a questioner that a strike is "not at all" the inevitable outcome at the Daily News.

McDonald assured both reporters and the committee that the unions are "looking for a settlement," and that "no one working for the Daily News is looking for a strike."

Theodore Kheel, the veteran mediator who is an adviser to the New York unions' council, speculated that the company might think that if it can force a strike it could avoid paying some \$100 million in severance pay and other "shutdown liabilities."

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Fiscal plan puts TNG in the black

Silver Spring, Md.—Reporting black ink in TNG's day-to-day operations for the fiscal year ended March 31—the first such year in the last three—the Int'l Executive Board is recommending that this summer's Guild convention continue the fiscal realignment approved by the 1989 Convention.

The General Fund's fiscal-year surplus came to \$41,911, the board reported, on income of \$4,743,740 and expenditures of \$4,701,829. It was the sixth operating surplus in the last 10 years. [See: "1989-90 audit: What came in, where it went," Page 7.]

At the same time, the board voted to recommend that the convention approve a budget and income estimate for the new fiscal year that would produce "a modest deficit which could easily be eliminated" by per-capita payments for "any one of several new groups organized over the past year."

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STEVE YARMOLA/Washington-Baltimore Guild

AFL-CIO STRATEGIC APPROACHES COMMITTEE MEETS WITH LEADERS OF N.Y. LOCALS, INTERNATIONALS
Forty-plus officers and aides fill room on top floor of union federation's headquarters in Washington for May 7 session.

IEB backs biennial conventions on 8-6 vote

Silver Spring, Md.—Reversing the position it took a year ago, TNG's Int'l Executive Board has endorsed a proposal that the Guild cease holding annual conventions and instead meet biennially beginning in 1993.

The IEB did so on April 26, the last day of its spring meeting, by a vote of 8-6 in a roll call on a portion of its Constitution report to TNG's 57th Annual Convention, scheduled for June 25-29 in New York City.

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The action was in response to an invitation from the San Jose Guild that the board support a proposal by the local to switch to biennials [Guild Reporter, April 20].

The San Jose proposal would send the question to a Guild-wide vote of the membership. The IEB's

recommendation is that the convention itself amend TNG's Constitution to make the change.

The IEB's roll-call vote was taken without debate.

Board members voting in favor of changing to biennial meetings were: President Charles Dale, Sec'y-Treasurer John C. Edgington and Vice Presidents Lee C. Clifford, Larry D. Hatfield, Doug M. Louth, Faye McCracken, Luther P. Jackson, 3rd, and Gene Turner.

Voting against recommending the change were Int'l Chairperson Peter E. McLaughlin and Vice Presidents Richard J. Brandow, David M. Mulcahy, Carol D. Rothman, Marie A. Shellock and Stanley J. Souza.

Last spring, the board voted by 9-7 against recommending that last year's delegates change convention frequency. Two of the nine who then supported retention of annual meetings subsequently left the IEB, and one of the remaining board members who voted against the change last year—Vice President Clifford—voted for the change this year. All other IEB members voted on the same side

(Continued on Page 2)

Union presence felt at Knight-Ridder meet

Miami, Fl.—Making effective use of an increasingly popular union strategy, the Guild and three other newspaper unions won significant support for two shareholder proposals at the Knight-Ridder, Inc., annual meeting here May 2.

The actions were designed to show Knight-Ridder that its days of laissez-faire corporate politics are over and that the unions know how to play in the annual meeting arena.

TNG President Charles Dale said later that participants' reports showed the experience at the meeting to be "extremely valuable." Other publicly held publishers undoubtedly can expect to see the Guild and other unions "asserting employees' rights" at future annual

meetings and other corporate forums, he added.

One proposal asked the Knight-Ridder board to rescind a "poison pill" anti-takeover measure unless it is put to a vote and approved by Knight-Ridder shareholders.

In an eloquent statement made to the annual meeting, Akron Guild President Jane Snow explained that while the unions are not in favor of hostile corporate takeovers there is concern that such anti-takeover measures serve to entrench corporate management.

Snow was one of the co-sponsors of the proposal, made on behalf of the Newspaper Industry Coordinating Committee of unions (NICC).

Though Knight-Ridder management prevailed in the balloting, the unions garnered 11.1 million shares, or 26.7 percent of the total voted.

That total is particularly impressive since Knight-Ridder directors, officers, employees and members of the Knight and Ridder and other founding families own about 50 percent of the firm's common stock.

In addition to the anti-takeover measure, Robert Berdis, a press operator at the chain's Akron Beacon Journal and a member of the Graphic Communications Int'l Union local there, moved a proposal requesting Knight-Ridder to issue a report on company operations "that generate potentially

dangerous environmental and occupational hazards."

Berdis, who made his proposal on NICC's behalf, also spoke to the meeting, telling shareholders of the poor workplace conditions that exist for press operators at the Beacon Journal.

Though the corporation also won this vote—2.9 million shares (7.4 percent) for Berdis' proposal to 36.9 million—the union action had an immediate effect as Knight-Ridder officials announced at the meeting that the company will include an environmental issues section in future corporate annual reports.

Elmer Chatak, secretary-treasurer of the AFL-CIO Industrial (Continued on Page 6)

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IEB backs biennial conventions

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of the question this year as last.

Under both the IEB and the San Jose Guild proposals, all the annual conventions currently scheduled — 1991 in Montreal, 1992 in Chicago and 1993 in Hawaii — would be held, and 1994 would become the first "skip year."

Proponents of biennial meetings maintain that annual conventions have become too costly, especially for smaller locals, and that larger locals also increasingly find it difficult to support full delegations. Some also say there is insufficient business to support a week-long meeting every year.

Supporters of retaining annual conventions assert that they preserve the traditions of democracy in the union, help members "keep tabs" on the officers and provide participants a spiritual and emotional uplift.

Under TNG's Constitution, conventions set the international union's policies and directions and are "the supreme authority of TNG, except as the membership overrides an act of the Convention by subsequent referendum."

The IEB also voted to recommend that the convention amend TNG's Constitution by deleting or shortening sections dealing with discipline of members and with the disciplinary removal of local officers. The proposals flow from a call by the 1989 convention that the IEB review those areas.

In other actions taken on recommendation of its Constitution Committee, chaired by Vice President Mulcahy of New York, the board also:

- ✓ Approved "in concept" a change in the rules for international elections and referenda that would allow individuals to vote in

May Day rally shows solidarity at Star Tribune



Members and leaders of the Twin Cities Guild and other unions at the Star Tribune in Minneapolis are joined in a May 1 rally by supporters from the Minnesota AFL-CIO, building trades unions, Hotel & Restaurant Employees and other organizations. Rally was to show solidarity among the newspaper unions and

support for organizing efforts among nonunion employees of the daily, including advertising workers who are moving toward representation by the Guild. Participants included Guild members Steve Brandt (beard above) and Karen Jostad (with sign, right). Behind her: Ann Wilhelmy, local president.

St. Paul Union Advocate photos

person prior to scheduled voting periods when circumstances would not permit them otherwise to vote by mail or in person.

The step was recommended by Jerry MacDonald of the Canadian Wire Service Guild, chairperson of the Int'l Election & Referendum Committee. He and TNG counsel are to draft any needed changes in the rules or Constitution for presentation to the IEB's pre-convention meeting.

- ✓ Recommended that the 1990 Convention Rules Committee adopt a new rule and guidelines for paring nominees for Vice President At Large in off-year elections

to no more than twice the number of vacancies.

- ✓ Directed that the clause in TNG's Constitution setting forth the minimum level of local defense funds be changed to show "the correct minimum amount, currently applicable" under the proviso that the amount increase annually to reflect the increase in local's per-capita payments to TNG.

The IEB also directed that thereafter the currently applicable minimum be noted in the secretary-treasurer's annual letter notifying locals of the annual increase in the per capita under the formula in the Constitution.

MADC backs yearly conventions

Rochester, N.Y.—Delegates to the spring meeting of the Middle-Atlantic District Council of Guild locals voted unanimously May 5-6 to reaffirm the council's support for continuation of annual conventions of TNG.

The council took a like action at its spring meeting a year ago.

This year's action, on a motion by TNG and New York Guild Chairperson Peter E. McLaughlin, seconded by Jack Wallace of Wilkes-Barre, also calls on the Guild's 1990 Convention to affirm its commitment to continuing annual meetings of the Guild's policy making sessions.

Delegates also heard a presentation on the dangers of repetitive strain injury by Dena Bunis, a former president of the Rochester Guild who now is on the staff of Newsday and is a victim of the malady.

Canadian council suggests shorter annual conventions

Montreal — A proposal aimed at reducing the financial burdens of continuing to hold TNG conventions each year emerged from the Canadian District Council's spring meeting here May 5-6.

A majority of the delegates participating — some 40 from seven of the nine Canadian locals — voted to ask the Int'l Executive Board to examine the possibility of cutting the duration of the annual convention to three or four days, from the traditional five, possibly over a weekend.

The suggestion also included holding every second convention in the Washington, D.C., area, which would reduce the travel and accommodation expenses of TNG staff based at union headquarters in suburban Silver Spring.

The proposals were advanced by Vancouver-New Westminster Guild President Mike Bocking as the council voted down a Montreal motion to recommend doubling the terms of office of TNG's president and secretary-treasurer, to four years, if a proposal by the San Jose Guild to switch to biennial conventions is adopted. [See also: 'IEB supports biennial conventions' . . . , Page 1; 'MADC backs yearly conventions', this page.]

Pointing to pressures confronting TNG on many fronts, Montreal Guild President Larry McInnis ar-

gued that if the San Jose initiative is adopted the international's top leaders should not have to focus on their individual re-elections at every convention.

Victoria delegates said four-year terms would help fill the need for continuity and long-term planning by the international's top leaders. In addition, especially for small locals, annual conventions are "some hot-diggity expensive," said John Hutchison.

The vote was 17.3 against, 7.6 in favor of the four-year-term proposal, in a roll call.

Among its other actions, the council endorsed Lee C. Clifford, TNG vice president from Eastern

Canada, as the Guild's Canadian delegate to the Int'l Federation of Journalists World Congress May 21-25 in Sardinia, off the western coast of Italy.

Clifford, carrying the four votes of the Guild in Canada, was named one of the Guild's two delegates to the meeting by the IEB the week before (story below).

Under an agreement worked out last fall by TNG President Charles Dale, the meeting is the first of the IFJ at which the Guild in Canada has voting rights.

Canada and the United States now each hold six IFJ votes. Canada's other two votes are held by the Quebec-based Federation

Nationale des Communications, which became a full IFJ member last year.

Following extensive discussion about the appropriate method for choosing a delegate to represent the Guild in Canada at future IFJ meetings, the council in an 16.6-8.3 vote adopted a motion by Gail Lem, Southern Ontario Guild president, calling for direct election of the IFJ delegate by the council. The proposal is to go to TNG's

convention in June.

An amendment, proposed by Bocking, that would have made the delegate one of the two Canadian regional vice presidents, was defeated by a vote of 11-14.

The two Canadian locals absent from the meeting were the fledgling North Bay Guild and the Canadian Wire Service Guild, which earlier this year withdrew from the council [Guild Reporter, Feb. 16].

Kruse named pension fund trustee

Silver Spring, Md. — Roy Kruse, administrative officer of the Hawaii Guild, has been named a Guild trustee of TNG's International Pension Fund.

Kruse was elected April 26 by TNG's Int'l Executive Board to a term of indefinite duration to replace former TNG President Charles A. Perlik Jr., who resigned after serving as a trustee after his retirement from TNG in October 1987.

Other Guild trustees are TNG President Charles Dale and TNG Sec'y-Treasurer John C. Edgington; employer trustees are David J. Willett of Associated Newspapers in Michigan, William J. Dow of News America Publications and the Los Angeles Daily

Racing Form, and James G. Bannan of the Denver Post.

Currently, the pension plan covers 2,510 Guild-represented employees, including 42 at the Hawaii Tribune Herald (Hawaii Guild), more than 625 at the Post (Denver Guild), and about 50 at the Racing Form (Los Angeles Guild).

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Guild must recapture 'merit' turf, IEB report says

Silver Spring, Md. — The Guild "must take back the merit-pay issue" from employers in order to protect its members from abusive practices and to preserve its bargaining goals, a special report of TNG's Int'l Executive Board declares.

Employers have taken a Guild issue — that individual merit should be rewarded by increases above minimum-pay rates — and turned it into "a tool to tighten the screws on the union and individual members," the report asserts.

The IEB recommends, among other things, that locals "ridicule and resist" employer proposals for merit-only systems and consider legal challenges to such proposals.

Prepared by TNG's Collective Bargaining Dept. and adopted by the IEB at its spring meeting, the report deals with a growing list of abuses by employers — both in bargaining with the Guild and in dealing individually with employees.

The 1989 Convention had directed the IEB to develop recommendations for guarding against employers' use of "merit concepts" to undermine Guild bargaining.

The report is based on an analysis of some 210 Guild contracts, a recent survey of locals, and summaries of legal actions against employers seeking Guild agreement on merit-only pay systems.

According to the report, the merit-pay programs proposed by most publishers are, in fact, not merit programs in the traditional sense, but "discretionary" plans that give the employers "arbitrary control over wages."

It points out that since its founding, the Guild has endorsed "true merit" pay for "worth or excellence in quality or performance."

"Discretionary pay is contrary to our whole existence," the report says. "One of the main reasons we organize is to dilute the employer's discretionary and arbitrary control over wages and to allow employees, through the Guild, to have at least some say in how and how much they are paid."

"To the extent that we buy into merit-pay plans that return all or most control of our wages to the employer ... we are busting our own union."

The report says that the Gannett, McClatchy and Scripps Howard chains have been the most openly aggressive in pursuing merit schemes.

"Gannett, with its corporatized approach to labor relations, probably would be considered both the pioneer and main proponent of compensation systems that rely totally, or almost totally, on 'merit,'" the report says.

The Guild has legal actions

pending with the National Labor Relations Board on merit-only proposals by managements of both Gannett and McClatchy dailies.

Many employers are "not as blatant as Gannett or McClatchy," the report says, pointing out that "a common approach is to propose insignificant or no increases in minimum salaries coupled with a 'merit pool' or simply the promise of hefty merit increases for those who deserve them."

Canadian employers, on the other hand, "have not shown the same penchant" for merit systems as their U.S. counterparts, the report says.

The report stresses that "favoritism and discrimination" are pervasive in merit systems and that "the more subjective the criteria, the more potential for discrimination."

"A pay-for-performance program based on recommendations and judgments of supervisors will be inherently biased in favor of employees who are most like those supervisors conducting the evaluation," it says.

For example, an analysis of an evaluation system at the Rochester Democrat & Chronicle and Times-Union from 1984-1988 showed that a total of 211 "outstanding" performance evaluations were given to white employees, while none was given to minority employees. As a result, average pay for whites was significantly higher.

The Guild has alleged in lawsuits in federal and state courts that merit systems used by the Fresno and Sacramento Bees and the Washington Post are discriminatory.

In analyzing responses from locals participating in the survey, the IEB found that:

✓ On average, 40 percent of Guild members in locals respond-

High minimums basis of fair pay

Silver Spring—The Guild must re-emphasize its policy that "substantial minimum salaries and pay increases for all bargaining unit members are the foundation for a fair and equitable pay structure," the Int'l Executive Board is recommending to this summer's TNG convention.

"Merit-pay, lump-sum, commission/bonus or incentive-pay schemes unilaterally controlled by the employer or depending on the employer's evaluation of performance are discrimination traps and are contrary to sound, historical Guild bargaining policy," the board adds in its Collective Bargaining Report.

ing to the survey were receiving "overscale" merit, indicating a steady increase throughout the Guild.

✓ Most of the money is being spent in editorial departments, although most contract provisions apply to all departments.

✓ Employers increasingly are seeking the right to withdraw merit raises, but only a few contracts allow this retrogression.

✓ The range of merit pay varies greatly.

At the San José Mercury News, for example, employees were paid anywhere from \$5 to \$300 per week above contract-minimum rates.

At the Ottawa Citizen, the range was \$10 to \$394 above the minimums.

Perhaps the largest lump-sum merit payments went to 28 New York Times staffers who were given up to \$20,000 in bonuses.

✓ Overscale merit often appears to be based more on what the market will bear than on meritorious job performances.

The IEB's study showed that at least 90 percent of Guild contracts contain provisions for individual merit increases.

Most of the provisions conform to recommendations of the Guild's Collective Bargaining Program, the report said.

For example, many contracts maintain dollar differentials for employees being paid above scale when minimums are increased; maintain dollar differentials when employees are promoted to a higher classification; and forbid reductions in pay, including withdrawal of merit pay.

A few agreements contain "undesirable provisions" that create merit pools, specify performance evaluation systems, permit the withdrawal of merit pay, and exempt challenges to merit increases from grievance procedures, the report said.

At least two contracts provide for starting minimums only, and at least one lacks any minimum pay rates.

The IEB recommended nine

guidelines for locals dealing with merit proposals. They include:

✓ Members must be informed about the discriminatory and unfair nature of pay plans that rely solely on job performance evaluations, and that these subjective plans benefit a select few.

✓ Merit increases should be analyzed to determine if women, minority workers, local Guild leaders or other employees are systematically or otherwise excluded.

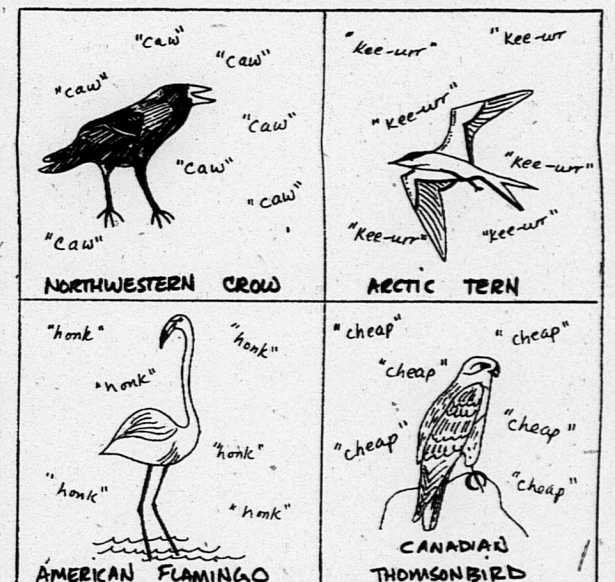
✓ Proposals for "merit pools" should be analyzed to show their low worth, relative to general wage increases. Locals also should resist employer attempts to specify "aggregate amounts" available for merit.

✓ Locals should insist on the availability of merit for all employees in all departments and invoke grievance and arbitration procedures to ensure compliance with contract provisions.

✓ Locals should demand bargaining over criteria for merit raises and insist that the criteria are objective and fair.

✓ Locals should seek semi-annual salary reviews for merit pay and challenge attempts to use reviews for purposes other than setting raises, such as discipline.

North-American bird-call sampler!



LESLIE SCHWARTZ/The Newspaper Guild

Election set June 6 in Portsmouth

Portsmouth, N.H.—A secret-ballot election has been scheduled for June 6 on the Guild becoming the union for some 120 employees of the Thomson chain's Portsmouth Herald.

The stipulated election will be supervised by the National Labor Relations Board.

Eligible voters includes employees in the paper's outside circula-

tion department, who were not named in the Guild's April 5 petition to the NLRB but who were added to the proposed bargaining unit by mutual agreement April 30.

Also voting will be most full- and part-time workers in the editorial, advertising, business, inside circulation, composing room, mail room, press room and maintenance departments.

St. Louis' Kaufhold makes it a 3-way VP race

St. Louis, Mo.—Roger Kaufhold, treasurer of the St. Louis Guild since 1985, has become the third leader of a Guild local to announce as a candidate for the at-large TNG vice presidency that has been vacant since late January.

Earlier, Judy Hildner, president of the Pueblo Guild, and Carol Przybyszewski, treasurer of the Erie Guild, said they will seek the position, setting up a Guild-wide election for the position late in the summer [Guild Reporter, March 9].

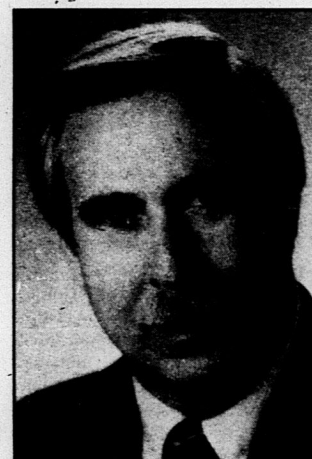
The announcement by Kaufhold, a leader of his local and its unit at the St. Louis Post-Dispatch since 1975, sets up a runoff vote by delegates at TNG's convention June 25-29 to pare the candidate list for the at-large seat to two.

TNG's Constitution provides that when more than two are nominated for an office "the convention shall ballot by roll-call vote," with

"the candidate receiving the least number of votes" being eliminated. If necessary, the balloting continues with successive ballots "until only two names remain." The two become the nominees of the convention and go before the membership.

The person elected will serve the last half of the two-year term to which Robert C. Holt, Jr., of St. Louis was elected last summer. Holt resigned in January [Guild Reporter, Feb. 16].

There also will be a referendum by Guild members in the U.S. Northeast to choose between Andrew Duchring of Providence and Thomas J. Thibault of Manchester for the balance of the term of the vice presidency from Region 1. That seat was vacated in December when David M. Rousseau of Manchester accepted promotion to a Guild-exempt position at the Manchester Union-Leader.



Kaufhold

Kaufhold, 51, has been endorsed for the at-large vice presidency by his local's executive committee and its membership, as

well as by Robert A. Steinke, the local's retired executive secretary.

Kaufhold has worked as an advertising sales representative for the Post-Dispatch the last 10 years, after working as an artist in the paper's creative services department for 15 years.

A member of the St. Louis Guild for all 25 of his years with the paper, he served eight years as a member of the local's executive committee and nine as treasurer of the Post-Dispatch unit before becoming local treasurer in 1985. He also is a shop steward and member of the grievance committee at the paper and has assisted in bargaining at the daily.

He has been one of his local's delegates to TNG conventions since 1984, serving on the Human Rights, Finance, Bargaining and Organizing committees, and currently is one of its delegates to the Midwest District Council, as well.



Eugene

Pat Bettencourt, president; Steve Sylwester, vice president; Bill Bishop, secretary; Ann Portal Esteve, treasurer.

Great Falls

Rich Ecke, president; Bert Lindler, vice president; Dave Fenner, secretary-treasurer; Faith Conroy, asst. secretary.

Twin Cities

Ann Wilhelm, president (Wilhelm, 423; Terry McKey, 170); Jim Babin, commercial vice president; Dan Freeborn, editorial vice president; Dorothy Lewis, secretary; Neale Van Ness, treasurer (Van Ness, 437; Alex Duncan, 123).

AFL-CIO unit rallies to Daily News unions

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Williams told one reporter who pressed for details of initiatives that might result from his committee's involvement that "struggles are not won by announcing your battle plans" in advance.

The other members of the SAC are Mine Workers President Richard Trumka, Machinists President George Kourpias, Service Employees President John Sweeney and State, County & Municipal Employees President Gerald W. McEntee.

The Daily News situation is the ninth project undertaken by the committee since it was formed in 1986 by AFL-CIO President Kirkland. Last year it led efforts of all 90 AFL-CIO unions in support of workers at the Pittston Coal Group, Eastern Airlines and a Musicians' struggle for retention of trust funds at major recording companies.

All 10 New York unions, meantime, reported "no progress" as talks continued for contracts to replace those expired since March 31. The News in early April said it no longer would honor the pacts' terms and conditions.

The Guild's Lipton said that in the union's 17th meeting with company representatives May 9 it was "more of the same" management insistence on "rewriting and emasculating" every clause of the Guild contract "but one; and that one says the publishers has the right to write and speak about whatever he chooses."

Additional Guild sessions were



A MOMENT OF CONCENTRATION DURING AFL-CIO MEETING ON CAMPAIGN FOR NEW CONTRACTS AT N.Y. DAILY NEWS

At table, from left: AFL-CIO Sec'y-Treasurer Thomas R. Donahue, Steelworkers President Lynn Williams, State, County & Municipal Employees President Gerald W. McEntee, Mine Workers President Richard L. Trumka, Machinists President George J. Kourpias, IUD staffer Joe Uehlein, TNG President Charles Dale, AFL-CIO Field Services Director Richard Wilson.

scheduled for May 16, 18 and 23.

The Guild represents more than 700 of the News' 2,500-plus union employees.

Earlier, Lipton was among a delegation from the New York unions led by McDonald who attended the Tribune Co. annual shareholders meeting in Chicago May 3.

Some 300 pickets from Chicago area unions, including the Chicago Guild, marched outside as the Tribune Co. meeting was held in the First Chicago Center building.

In the meeting and at a session with reporters afterwards, Stanton R. Cook, the company's chairman and chief executive officer, and Charles T. Brumback, its president and chief operating officer, denied

the News had reneged on a pledge to modernize in return for \$30 million in annual concessions from the unions in 1987, as asserted repeatedly by the unions and Kheel.

The unions' McDonald described the News' plants as "Dickens-like," a comparison with conditions described in the novels of Charles Dickens. He said conditions were so bad that unless substantial capital improvements were made the paper probably "won't be around in six months."

"Let's stop this charade and settle this at the bargaining table," McDonald told the meeting, prompting applause from other shareholders, Associated Press reported.

Brumback also said the com-

pany would not now guarantee to build new production facilities if the unions agreed to the concessions it is demanding.

"I'm not interested in guaranteeing that to the unions," he told reporters. "They have got to have some faith in this company."

"Good unions let management run the business, he said. "Bad unions try to run the business as well as look out for the employees."

Kheel said that if the unions met management demands "they'd give up their birthright, their reason to exist."

Late in April at a meeting in Los Angeles, Brumback reportedly described the News as "a local paper for new immigrants into the city" and "a quick, easy read for blue-

collar workers."

In New York, meantime, the acting head of the National Labor Relations Board's regional office held on April 30 that lifetime job guarantees won by the Daily News printers' union in 1974 remain valid.

Elbert F. Tellem issued the ruling in dismissing a demand by the Daily News that the New York Typographical Union be ordered to renegotiate the agreement. A News representative said the daily will appeal.

At the time the guarantees were bargained, the Daily News employed 1,200 printers. Following retirements and buyouts in succeeding years, there now reportedly are fewer than 200.

43-month agreement in Memphis pushes key classification to \$726

Memphis, Tenn.—A new 43-month agreement between the Memphis Guild and the Memphis Commercial Appeal raises the top-minimum pay rate for key-classification employees by \$88.50, to \$726.60 per week.

Reached in mid-April, the agreement provides four separate raises in all classifications—3½ percent hikes the first and second years; a 4 percent increase the third year; and a 2½ percent hike in the final seven months.

Fully retroactive to last June, the contract covers some 510 full- and part-time employees at the 215,000-circulation Scripps Howard morning daily.

It contains no major givebacks and maintains a medical insurance plan in which the employer pays

100 percent of premiums for employees and 50 percent for dependents, local leaders reported.

Under the agreement, the employer takes over administration of the Guild pension plan, but benefits are improved, especially for employees who retire before age 65, Memphis Guild President Faye McCracken said.

For employees who retire in 1990 or 1991, the agreement provides lump-sum payments of \$1,500 in lieu of employer-paid post-retirement medical insurance.

Top minimum in the key classification advances retroactively by 21.50, to \$659.60 currently; then by \$23.50 this June; by \$27.25 next June; and by \$16.25 in June 1992. Starting pay advances by \$56.25, to \$441.40, during the

agreement's term.

The key classification includes reporters, photographers, copy readers, rewrite persons, special writers, "editorial sub-executives," senior programmers, ad account representatives and artists.

Top minimum for outside classified salespersons and ad service representatives advances by \$75.75, to \$629.40 per week. Building mechanics' top also advances by \$75.75, to \$619.40.

The top for the top classification in the business department also increases by \$75.75, to \$604.70. Included are bookkeepers, asst. credit manager, cashier, chief payroll clerk and computer programmers.

Telemarketing personnel advances by a total of \$68, to \$536.20.

Top minimum for truck drivers and rack repair assts. increases by \$51.50, to \$397.05.

Under the pension agreement, the plan becomes a company-sponsored defined benefit plan, and the joint board of Guild and management trustees is dissolved.

The plan, however, cannot be unilaterally terminated or amended, and improvements are to be negotiated with the Guild.

The benefit formula was changed, but the agreement "guarantees that nobody will receive a lower benefit," McCracken said. "In fact, most people who retire in the next 15 years will receive a good increase, nearly double for some."

Employees now may retire at age 62 with full benefits. For employees retiring at an earlier age,

Victoria 'annexes' Vancouver Island

TNG's Int'l Executive Board has approved a request by the western-most Guild local in Canada that its name be changed to encompass not only British Columbia's capital city but the entire 60-mile-long island on which it is located.

In the process, the Victoria Newspaper Guild became the "Victoria/Vancouver Island Newspaper Guild."

The change reflects the local's recently being certified as the union for just under 30 employees of the Comox District Free Press and the North Island News, halfway up the island from Victoria, on its southern tip.

benefits are reduced only 5 percent per year, to a maximum 35-percent reduction at age 55.

The new contract also gives reporters the right to veto permanent transfers to most bureaus without their consent.

Transfers had been "a big issue" during negotiations because management allegedly assigned two female reporters to outlying bureaus "to get rid of them," McCracken said.

To publicize the issue, the Guild purchased newspaper ads and billboard space to emphasize that female employees are "Real People, Not Paper Dolls." Members wore pink outfits to dramatize the point on "Peon Pink Days."

Guild members also conducted informational picketing on several occasions and staged a month-long "byline strike." Management allegedly retaliated by withholding bylines.

In early February, the Guild filed a charge with the National Labor Relations Board, alleging the employer "interrogated, harassed or otherwise intimidated" employees participating in the bylines strike and had "withdrawn columns and column-writing opportunities" from some.

The dispute will be resolved through arbitration.

TNG Int'l Representative Harry McCormick assisted the local.

NEDC backs Przybyszewski

Taunton, Mass.—Delegates to the New England District Council's spring meeting here May 5-6 endorsed Carol Przybyszewski, Erie Guild treasurer, for election as an at-large TNG vice president in this summer's contest to fill the remaining year of the Int'l Executive Board position vacant since January.

Przybyszewski and Judy Hildner, president of the Pueblo Guild, announced in February that they will seek the office. More recently, Roger Kaufhold, St. Louis Guild treasurer, announced he also is a candidate [story, page 3].

Przybyszewski was the only one to request the council's endorse-

ment, council leaders reported.

Closer to home, however, a motion to endorse Tom Thibault, president of the Manchester Guild, for election to the vacant TNG vice presidency from the U.S. Northeast, was tabled by a vote of 9-6. Earlier Thibault was endorsed by directors of the New England Service-Organizing Program.

The motion to table the endorsement proposal was made by Providence Guild President Frank Santefede. Andrew Duhring, vice president of the Providence local, is contesting with Thibault for the Region 1 position on the Int'l Executive Board vacated in December by David Rousseau of Manchester.

Peoria's Knight wins service award

(Continued from Page 5)

him "the importance of collective bargaining agreements."

As a 16-year-old in his hometown of Carthage, Ill., Knight organized a walk-out of 10 fellow cashiers and baggers at a grocery store over working conditions. Management fired them.

Several years later while a student at Western Illinois University, Knight and some 25 dormitory staff workers left their jobs "in a protest over some 1960s ideals," Knight said. The adminis-

tration fired them, too.

Those experiences did not dissuade him from a conviction he still holds: "I think you have to take advantage of being in a democracy. You have to take a stand on things."

He extols the value of teamwork within the Guild and between unions and says the strength of the Guild is that "we can disagree and still work together, disagree and still get along."

"I love newspapers, but I believe in labor unions," he says.

More Pulitzer parties . . .



STEVE HOTVEDT/Northern California Guild for the Oakland Tribune

... in Oakland: The photo department celebrates its prize for coverage of the Bay Area earthquake of Oct. 17 and its aftermath. Pictured are, from left: Ron Riesterer, chief photographer, and photographers Gary Reyes, Matthew Lee (behind Reyes), Michael Macor, Paul Miller (behind Robert C. Maynard,

Tribune editor and president and himself a former Guild member in York, Pa., and Washington, D.C.), Angela Pancrazio and Tom Duncan. Photographers not in picture are Roy Williams, Reginald Pearman and Pat Greenhouse. All are members of the Oakland unit of the Northern California Guild, except Maynard.



RON MOSCATI/Bufalo Guild for the Buffalo News

... in Buffalo: Tom Toles, foreground left, winner of the prize for editorial cartooning, is toasted by other newsroom staffers at the Buffalo News. Toles joined the Buffalo Guild in 1973 when he became staff cartoonist for the since-closed Buffalo Courier-Express. While not a Guild activist, he has taken part in

union activities "from time to time," the local reports. In 1988-89 he served on the News unit's employee development committee and told the local's Frontier Reporter that he would like to see the union "broaden its agenda" while continuing its attention to wages and working conditions.

\$2,000 top prize is recommended for Broun Award

Silver Spring, Md.—The prize in the Heywood Broun Award, the Guild's annual contest honoring outstanding journalists, would be doubled next year — to \$2,000 — under a recommendation by TNG's Int'l Executive Board to the 1990 Convention.

Winners of the Broun Award have received \$1,000 each year since 1965, the last time the amount was increased.

Responding to a proposal from the IEB's Education Committee, chaired by Vice President Gene Turner, the board approved the increase at its spring meeting. The proposal now goes to this summer's annual convention, which has final say on changes in the award.

Vice President Marie Shellock said committee members felt the Broun prize had begun to "lag behind" other major journalism awards. Pulitzer Prize winners, for example, receive \$3,000.

Created in 1941 in memory of the Guild's founding president, acclaimed New York columnist Heywood Broun, the award long has been considered one of journalism's most prestigious, with some contests attracting upwards of 150 entries.

Committee Chair Turner said the proposed increase is timely because the Guild hopes to attract special attention to next year's Broun competition, the 50th anniversary of the award.

If the convention approves the \$2,000 figure, it will be the third time the top prize has been doubled.

From 1941 through 1947, the winner received \$250; from 1948 through 1964, first prize was \$500. The 1948-49 contests also offered an additional \$500 to be divided among other deserving entries.

Open to working members of the press in the United States, Canada and Puerto Rico, the award is given for crusading journalism in the spirit of Broun, who championed the poor, the underprivileged and the oppressed in his columns and his causes.

The 1989 winners were Miranda Ewell and David Schrieberg, re-

porters for the San Jose Mercury News and members of the San Jose Guild, for a series on unqualified California courtroom interpreters.

Past winners include Carl Bernstein and Bob Woodward of the Washington Post for stories on the Watergate affair, and Mike Royko for columns in the old Chicago Daily News.

Dozens of notable journalists have acted as judges, including UPI White House Correspondent Helen Thomas, television reporters Eric Sevareid, Jim Lehrer and Sam Donaldson, authors John Hersey and Quentin Reynolds, and Ben Bagdikian, former dean of the University of California/Berkeley Graduate School of Journalism.

In endorsing other proposals from the Education Committee to the convention, the IEB also recommended that:

✓ Small locals make every attempt to take advantage of TNG's leadership training subsidy by sending local leaders to TNG's annual Residential Seminar for New Local Officers;

✓ District councils and locals develop educational programs on topics of particular regional and local concern; and

✓ TNG and locals make available officers and activists to speak to schools, universities and organizations about the industry, the labor movement and the Guild.

Hikes average 9.8% over first two years

Silver Spring, Md. — Guild contract settlements of two years or longer with daily newspapers, news services and magazines from April 1, 1989 through this March 31 produced an average increase of \$61.14, or 9.8 percent, in the first two years, the largest 2-year increase in seven years, TNG's Bargaining Dept. reports.

The average increase over the entire term of the contracts was \$86.46. Four contracts of two years or longer negotiated by locals in Canada produced an average increase of \$162.50 over their terms.

Knight honored for making union show 'play in Peoria'

Silver Spring, Md. — Bill Knight, who proved union activism still can "play in Peoria," has been named winner of the 1990 Guild Service Award for excellence in local leadership.

President of the Peoria Guild the past two years, Knight was selected for his role "in invigorating" the local by "skillful employment of both innovative and tried-and-true strategies," said a statement by the contest's judges.

Knight, 40, a reporter and critic for the Journal Star since 1983, was selected from among five candidates for the annual award, which carries a scholarship of \$1,500 for courses in union education.

Recently, he announced he is taking a leave of absence to become administrative officer of the San Diego Guild.

"It's very flattering to be praised

by TNG and your colleagues in the local," he said after learning of the award. "Now I feel kind of bad that I'm leaving Peoria."

In nominating him for the award, the Peoria Guild's executive board said Knight was "not only a hard worker but a peace-maker. He moved to heal some old wounds in the local and has been very successful. The days of angry meetings and recalcitrant dues payers have ended."

The nomination told how he worked to boost morale in the local, revitalize the Council of Unions at the Journal Star, and carry the union message into the community.

During Knight's tenure as president, the local published a book, "Peoria People," spotlighting area workers; organized a Children's Press Club, one of whose purposes is to foster solidarity among car-



Knight

riers and their parents; formed a speaker's bureau making Guild members available to area service clubs; and developed incentives for prompt dues payment such as discounts for Guild members at health clubs, restaurants and bookstores.

"Bill is a great example of what an energetic and committed person can do for a local that was slipping into apathy and indifference," the nomination said.

TNG Vice President Gene Turner, one of the judges, praised Knight as "an extremely strong leader, one of the Guild's truly outstanding people," when the award was announced April 26.

The other judges were TNG Vice President Luther P. Jackson, 3rd, and TNG Education Director Phillip M. Kadis.

Also nominated by their locals were Joseph Hart, Jr., chair of the Delaware County Times unit of the Philadelphia Guild; Mary Kilzer, a three-term president of the Chicago Guild; Dan Oldfield, president of the Canadian Wire Service Guild; and Dana Robbins, chair of the Southern Ontario Guild's pay equity committee at

the Hamilton Spectator unit.

Turner called all five nominees "extremely strong candidates" for the award.

In making their selection, the judges made special note of Knight's work as chief Guild negotiator in talks that produced a solid new three-year contract with the Peoria Journal Star last November.

"Knight demonstrated his understanding that bargaining continues 365 days a year," the judges said, adding that his first priority upon becoming president in 1988 was building local strength.

Knight also had served as chief negotiator in successful contract talks with the Journal Star in 1986 and had been a local steward and grievance chair.

He said two experiences during his formative years helped teach

(Continued on Page 4)

Fiscal plan puts TNG in the black

(Continued from Page 1)

[TNG receives per capita for new groups only after their first contract is bargained.]

The proposed budget projects expenditures of \$4,668,599 (off \$33,230 from fiscal '90), with income of \$4,663,563 (down \$80,177), which would produce a shortfall of \$5,036 from this April 1 through next March 31.

The first three quarters of the last fiscal year produced operating surpluses totaling \$61,346, while fourth-quarter operations showed a deficit of \$19,435.

Pointing to last year's fiscal realignment to give new emphasis to the priority areas of contracts defense and organizing, the IEB said that "the record shows we got off to a good start" and that "rearrangement of our financial priorities works."

The board is recommending that organizing and the Int'l Defense Fund continue to be financed from the General Fund, subject to a "trigger" authorizing the IEB to reallocate the funds if the Defense Fund should fall below \$6.5 million. The proposed budget lists \$400,000 for organizing and \$185,000 for the Defense Fund, the same amounts as last year's budget. (Actual expenditures for the Defense Fund were \$260,000.)

The Defense Fund, meanwhile, stood at \$7,881,293 on March 31, off \$694,937 from a year earlier "because of significant expenditures for innovative strategies" plus transfers of \$412,893 in interest income to the Special Organizing Fund through December, the IEB reported. Interest income for the last quarter was \$82,976. It remained in the Defense Fund. The fund's liquid assets stood at \$7,323,277 on March 31.

Defense Fund expenses for contracts defense totaled \$870,115, including \$692,041 for "innovative strategies," \$361,771 of it in Northern California.

The Special Organizing Fund had a net worth of \$596,961 on March 31, up \$182,929 from a

Western Council joins rally for contract in Bellevue

Delegates to the Western District Council spring meeting in Seattle join midday march April 28 at Journal American in nearby Bellevue to support continuing quest of Guild unit there for fair renewal of contract expired since Dec. 31. Triple-bannered picket at right is Bakersfield Guild President Pete Tittl, fresh from a successful three-year struggle for a new contract there. Other demonstrators included Guild members from both Seattle dailies, teachers and striking Greyhound drivers. With bullhorn is Jack Arends, former chairperson of the Bellevue Guild unit, currently on Guild staff to assist with the bargaining there.



year earlier, the board reported. Since it was set up in late 1984, the fund has received a total of \$2,450,666 while expenditures have totaled \$1,853,704. Income during fiscal '90 totaled \$821,578 while expenses totaled \$638,649, nearly \$620,000 of it for organizing subsidies to Guild locals.

In other actions on the union's finances, the IEB also:

- ✓ Authorized a Defense Fund loan of up to \$50,000 to the San Diego Guild to assist with legal costs incurred in connection with a variety of actions in its recently concluded bargaining with Copley's Union and Tribune.

- ✓ Approved a loan of up to \$10,000 to the Scranton Guild from the General Fund to cover outstanding bills for attorney's fees and other costs in "defense of contract" arbitrations.

- ✓ Denied a request from the Milwaukee Guild for a loan of just over \$18,000 to cover legal fees and arbitration costs in four cases, but said it would review the deci-

sion at its pre-convention meeting after receiving more information on the local's finances.

- ✓ Turned down a request by the Los Angeles Guild to continue an organizing subsidy beyond its scheduled April 30 termination. The local asked that the funding be continued until an initial contract is achieved at the Los Angeles Daily News. TNG pointed out that the local has received nearly \$250,000 in organizing subsidies the past five years, \$160,000 in the last 19 months, and that it will continue to pay for the local administrative officer's time spent in Daily News bargaining, plus the expenses and lost time of members of the unit's bargaining committee.

The IEB also authorized a total of \$3,400 in contributions to eight organizations: \$500 each to the Assn. for Education in Journalism & Mass Communication, the Braniff Flight Attendants Hardship Fund and the National Coalition Against Censorship; \$1,000 for

annual dues to the Leadership Conference on Civil Rights; \$250 to the University of Missouri-Columbia School of Journalism project; \$400 in dues to the National Committee on Pay Equity; \$200 to the Canadian Daycare Advocacy Assn.; and \$50 to the St. Jude Children's Research Hospital.

Responding to a 1989 Convention action, the board also approved a report by a special committee of its finance and organizing committees stating that it will continue to be IEB policy to fund local

organizers and other temporary staffers on a lost-time basis. However, it added, "in cases of egregious disparities or disputes, the matter may be solved administratively among TNG officers, local officers and involved individual(s)."

"After studying a wide variety of options," the committee reported, it concluded that the existing policy "produces fewer problems than any of the considered options" and that, "in fact, such problems have been rare."

IEB reports per-capita delinquencies

Silver Spring, Md.—In keeping with a directive by TNG's 1983 Convention, the Int'l Executive Board during its spring meeting reported the following locals delinquent in their monthly per-capita payments to TNG as of March 31:

Local	Months	Amount
Bakersfield	2	\$ 1,653
Cleveland	1	5,133
Cincinnati	1	13,396
Great Falls	1	200
Harrisburg	1	726
Los Angeles	1	3,293
Lynn	2	776
Milwaukee	6	8,639
Northern Ontario	4	1,502
Pacific Northwest	1	10,642
Pawtucket	2	1,000
Peninsula	19	952
Philadelphia	1	17,528
Puerto Rico	1	5,710

Local	Months	Amount
Rochester	6	4,883
San Antonio	2	1,690
San Diego	2	12,020
Sheboygan	2	1,050
Windsor	2	2,754
Wire Service	5	62,287
Woonsocket	4	2,254

The March 31 delinquencies totaled \$158,088, a decrease of \$42,701 from the amount outstanding on Dec. 31, the end of the previous fiscal quarter. Payments received after March 31 from seven locals — Cleveland, Detroit, Los Angeles, Lynn, Pacific Northwest, Pawtucket and Sheboygan — eliminated their delinquencies, the IEB Finance Committee reported.

Proposals find support at K-R meeting

(Continued from Page 1)

Union Dept. (IUD), pointed out after the meeting that increasing numbers of unions are using shareholder proposals as a way of getting companies to respond to workers' concerns.

TNG played a major role with the IUD in establishing the NICC, which consists of the Guild, the Communication Workers of America, the Graphic Communications Int'l Union, and the Int'l Brotherhood of Teamsters.

NICC has targeted Knight-Ridder in an effort to improve conditions at the bargaining table and in the workplace.

Guild representatives from several Knight-Ridder papers have attended past annual meetings, but this was the first time the unions successfully sponsored shareholder proposals.

In other annual meeting actions, Philadelphia Guild President Kitty Caparella called on Knight-Ridder officials to continue supporting the Philadelphia Daily News, which turned a \$1.6 million profit last

year with the help of labor-management co-operation encouraged to a large extent by a joint Guild-management committee.

She also asked the corporation to be vigilant in helping to combat repetitive strain injuries.

She called on the company to form joint union-management committees to anticipate and work out problems in a new Philadelphia plant it is planning, especially equipment problems before they become serious liability issues.

George Laine of the Los Angeles Guild's Long Beach unit, which has been seeking an equitable new contract at the Press Telegram for more than a year, emptied the 25-lb. contents of a mail bag on the podium before urging the company to return to the bargaining table with a more productive attitude.

Inside the mail bag were copies of more than 3,200 subscription-cancellation authorization cards signed by Long Beach residents. Laine, a 25-year Press Telegram employee, said his Guild unit did

not want to be forced by management's bargaining intransigence to turn the cards in to the circulation department.

TNG Vice President Luther Jackson of Detroit, who heads the Guild's Knight-Ridder Council of locals, and San Jose Guild Administrative Officer William Davis also attended the meeting.

Knight-Ridder President P. Anthony Ridder told the meeting that retail industry upheavals and a fall off in classified advertising have left "a cloud of doubt hanging over the newspaper industry."

However, company officials said, Knight-Ridder's fast growing business information services sector should help offset the newspaper industry slowdown.

Knight-Ridder, the nation's second largest newspaper chain, publishes dailies which have Guild-represented employees in Akron, Detroit, Duluth, Minn., Gary, Ind., Lexington, Ky., Long Beach, Philadelphia, Saint Paul and San Jose, and has an interest in the Seattle (Wash.) Times.



'Well-balanced' articles inspire member to write

SILVER SPRING, MD.

Editor:

I am writing because I was inspired to express my opinion by your well-balanced articles on biennial conventions [Guild Reporter, April 20].

I attended my first convention last year. I enjoyed it and was inspired by the experience.

However, I know what a financial burden annual conventions put on our local, which is one of the largest in the Guild. I can only imagine how much of a strain sending delegations is to small locals. I

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. (Next deadline: May 25.)

don't believe that this burden is worth bearing and I don't believe that the Guild's democratic traditions will be seriously threatened by holding conventions every two years.

KEN MAY
Chairperson, BNA unit
Washington-Baltimore Guild

1989-90 audit: What came in, where it went

Following is the report of TNG's financial standing, including the Defense Fund, Special Organizing Fund, Anti-Discrimination Fund and General Fund operations for the fiscal year ended March 31, 1990, as submitted by Shulman, Kurtz, Turer & Topaz, certified public accountants.

Balance Sheet—General Fund, March 31, 1990

ASSETS	
Cash in banks and on hand	\$ 176,186
Advances receivable	39,798
Loans receivable	29,672
Exchanges receivable	28,158
Prepaid insurance and transportation expenses	131,687
Deposits	675
Investments	100
Equipment (net)	102,022
Investment in building	3,576,233
Total assets	\$4,084,531
LIABILITIES	
Bank loan payable—building	\$ 250,000
Due to Defense Fund—building loan	750,000
Due to Special Organizing Fund	162,451
Accounts payable	32,506
Payroll taxes payable	29,222
Due to Defense Fund	197,365
Mortgage payable—building	2,392,622
Total liabilities	\$3,814,166
Net worth	\$ 270,365
Total liabilities and net worth	\$4,084,531
INCOME	
Membership Income—Per-capita taxes	\$4,438,041
Initiation fees	12,017
Reinstatement fees	2,656
Agency fees	85,175
Charter fees	10
Servicing salaries and expenses paid by locals	22,116
Guild Reporter income	1,958
Research Dept. sales	3,188
Salaries and expenses paid by Defense Fund	135,977
Rental income	2,675
Miscellaneous income	39,927
Total income	\$4,743,740
EXPENSES	
Per-capita taxes	\$ 217,992
Field operations	1,483,475
Administrative operations	457,505
Office management	1,567,046
Executives	161,311
Other expenses	814,500
Total expenses	\$4,701,829
Operating Gain	\$ 41,911
Net worth—beginning of year	\$ 228,454
Net worth—end of year	\$ 270,365

General Fund, budget & expense, year ended 3/31/90

	Expended Year Ended 3/31/90	Budget Year Ended 3/31/90	(Over) or Under Budget
1. Per-capita taxes			
AFL-CIO	\$ 108,599	\$ 102,060	(\$ 6,539)
Industrial Union Dept.	23,271	22,599	(672)
Canadian Labour Congress	31,700	28,800	(2,900)
Int'l Federation of Journalists	51,662	47,500	(4,162)
AFL-CIO Union Label Dept.	2,400	2,400	-0-
CLC Union Label Dept.	360	360	-0-
Total	\$ 217,992	\$ 203,719	(\$ 14,273)
2. Field Operations			
Director—Salary	\$ 63,270	\$ 63,230	(\$ 40)
Expenses	6,714	8,000	1,286
Organizing and Servicing			
IRs' salaries	590,699	660,759	70,060
IRs' expenses	199,561	260,000	60,439
Miscellaneous organizing and servicing	50,877	100,000	49,123
Organizing	400,000	400,000	-0-
Collective Bargaining			
Salaries—Exec. Secy.	47,308	47,177	(131)
Contracts Committee	19,500	24,750	5,250
Pension consultant	42,064	41,932	(132)
Research and information associate	55,556	55,379	(177)
Director	7,926	15,000	7,074
Expenses—personnel	\$1,483,475	\$1,676,227	\$192,752
3. Administrative Operations			
Research and Information			
Salaries—Director	\$ 57,270	\$ 57,093	(\$ 177)
Expenses—personnel	946	1,500	554
Books and periodicals			
Legal and bargaining services	7,131	4,500	(2,631)
Subscriptions	7,492	6,800	(692)
Other printed material	3,513	5,000	1,487
Publications and literature			
Constitution	13,864	14,500	(636)

	Expended Year Ended 3/31/90	Budget Year Ended 3/31/90	(Over) or Under Budget
Organizing and other literature	361	3,000	2,639
Miscellaneous	556	-0-	(556)
Department of Education			
Director—Salary	\$ 55,557	\$ 55,379	(\$ 178)
Expenses	1,286	1,000	(286)
Publications—literature	-0-	500	500
Institutes—seminars	20,890	27,000	6,110
Guild Reporter			
Salaries—Editor	63,734	57,093	(6,641)
Assistant editor	41,256	41,136	(120)
Expenses:			
Personnel	6,300	4,500	(1,800)
Printing	82,418	90,000	7,582
Postage	85,945	90,000	4,055
Pictures and special material	7,333	10,000	2,667
Miscellaneous	1,653	1,000	(653)
Total	\$ 457,505	\$ 470,001	\$ 12,496
4. Office Management			
Salaries			
Office manager	\$ 35,558	\$ 35,518	(\$ 40)
Secretary-stenographers	80,234	79,563	(671)
Bookkeeping	54,282	54,206	(76)
General clerical	95,726	101,832	6,106
Expenses:			
Rent and maintenance	367,565	192,000	(175,565)
Utilities	14,411	20,500	6,089
Stationery and supplies	59,269	50,000	(9,269)
Equipment	30,000	30,000	-0-
Telephone and telegraph	44,010	42,000	(2,010)
Repairs and improvements	21,000	5,000	(16,000)
Postage	26,089	30,000	3,911
Auditing	21,867	19,400	(2,467)
Insurance and bonding	30,000	25,000	(5,000)
Employee pension	143,938	144,000	62
Employee health and welfare	209,860	190,000	(19,860)
Directly billed transportation costs	257,749	220,000	(37,749)
Data processing	55,415	40,000	(15,415)
Miscellaneous	20,073	15,000	(5,073)
Total	\$1,567,046	\$1,294,019	(\$273,027)
5. Executives			
Officers' salaries	\$ 140,295	\$ 141,689	\$ 1,394
Officers' expenses	21,016	25,000	3,984
Total	\$ 161,311	\$ 166,689	\$ 5,378
6. Other Expenses			
Legal	\$ 67,653	\$ 70,000	\$ 2,347
Payroll and personal property taxes	106,721	120,000	(13,279)
Contributions and tickets	19,135	17,500	(1,635)
Delegates and committees	33,511	30,000	(3,511)
IEB meetings	95,550	100,000	4,450
Severance pay provisions	25,989	24,000	(1,989)
Convention reserve	185,000	140,000	(45,000)
Brown Award	1,000	1,000	-0-
Brown Award expenses	3,352	4,000	648
AFL-CIO-IUD conventions	3,221	3,000	(221)
CLC Convention	450	-0-	(450)
IFJ meetings	3,525	15,000	11,475
Guild Service Award	1,393	2,000	607
Iving Leichter Scholarship	8,000	4,000	(4,000)
Fund	260,000	185,000	(75,000)
Defense Fund	\$ 814,500	\$ 715,500	(\$ 99,000)
Totals	\$4,701,829	\$4,526,155	(\$175,674)

Balance Sheet—Defense Fund, 3/31/90

ASSETS	
Cash in banks:	
Checking account	\$ 137,074
Savings accounts and certificates of deposit	2,907,116
Investments—at market	3,449,450
Loans receivable:	
Albany Guild	\$ 45,500
Gary Guild	14,125
Great Falls Guild	7,360
Northern California Guild	92,422
Puerto Rico Guild	20,000
San Antonio Guild	40,013
Scranton Guild	400
Terre Haute Guild	11,000
Washington-Baltimore Guild	82,334
Wire Service Guild	47,497
Due from General Fund	197,365
Loan receivable—building	750,000
Other investments—at market	79,637
Total assets	\$7,881,293
LIABILITIES	
The Defense Fund had no liabilities on March 31, 1990.	
Net worth	\$7,881,293
Total liabilities and net worth	\$7,881,293

Defense Fund, income & expense, year ended 3/31/90

INCOME	
General Fund transfers	\$ 260,000
Interest and investment income	495,869
Total income	\$ 755,869
EXPENSES	
Auditing	\$ 3,450
Contributions:	
Fairness at Eastern Fund	\$ 5,000
Washington-Baltimore Guild—overtime case	39,526
Canadian Wire Service—CBC unit (CUPE picket line)	3,488
Union dues case	6,610
Strike benefits:	
Southern Ontario—Oxford University unit	5,000
—Spectator unit	115,000
Innovative strategies:	
Akron	1,171
Bellevue unit, Pacific Northwest	78,722
Detroit	1,500
Jobs With Justice	593
Masillon unit, Cleveland	2,514
Puerto Rico	35,344
San Diego	93,243
Wire Service	10,844
Buffalo	7,515
Gary	15,000
Los Angeles	2,772
Northern California—McClatchy	361,771
Peoria	4,826
San Antonio	64,602
Terre Haute	11,624
Transfer to Special Organizing Fund	412,893
Total expenses	\$1,283,008
Operating (loss)	(\$ 527,139)
Net worth—beginning of year	\$8,408,432
Net worth—end of year	\$7,881,293

Special Organizing Fund, income & expense, year ended 3/31/90

INCOME	
General Fund transfers	\$ 400,000
Defense Fund transfers	\$ 412,893
Interest income	\$ 8,685
Total income	\$ 821,578
EXPENSES	
Auditing	\$ 2,800
Organizing subsidies:	
Canadian Wire Service	63,206
Chicago Guild	30,000
Denver Guild	34,519
Detroit Guild	14,372
Los Angeles Guild	100,164
New York Guild	60,000
Northern Ontario Guild	1,931
Philadelphia Guild	21,881
Pittsburgh Guild	5,000
Rochester Guild	4,000
San Diego Guild	14,500
Southern Ontario Guild	138,772
Twin Cities Guild	4,057
Vancouver-New Westminster Guild	25,353
Washington-Baltimore Guild	57,000
Wire Service Guild	45,000
Organizing Expenses	2,571
Dayton	
Donations:	
Los Angeles-Orange County	725
Organizing Committee	10,518
North Bay	1,918
Portsmouth	362
Tulsa	
Total expenses	\$ 638,649
Operating gain	\$ 182,929
Net worth—April 1	\$ 414,032
Net worth—March 31	\$ 596,961

Anti-Discrimination Fund, income & expense, year ended 3/31/90

INCOME	
Interest income	\$ 3,624
Total income	\$ 3,624
EXPENSES	
Anti-Discrimination Fund had no expenses during the year ended 3/31/90.	
Operating income	\$ 3,624
Net worth—April 1	\$ 48,506
Net worth—March 31, 1989	\$ 52,130

NOTES TO FINANCIAL STATEMENTS

The Canadian exchange rate was (.855) at end of period. The figures set forth do not reflect any conversion of Canadian dollars to United States dollars. The effect of conversion of Canadian dollars to United States dollars would be a reduction of assets of the General, Defense and Organizing Funds in the amount of \$684,458.

Newsroom key rate up \$60 in Sioux City pact

Sioux City, Iowa — The top-minimum rate for reporters and photographers will rise by \$60.60, to \$525.86 per week in March 1992, under a new 3-year agreement between the Sioux City Guild and the Sioux City Journal.

Ratified by the membership March 20, the agreement provides annual raises of 4 percent, 4 percent and 4.5 percent in all classifications.

Other provisions include the "best-ever improvement" in the employees' pension plan and increased employer payments for

health care, said Sioux City Guild Vice President Glenn Olson.

Reporters and photographers with four years' experience initially are raised by \$18.61, to \$483.87 this March, then by \$19.35 next year and by \$22.64 in 1992.

Annual increases in the top pension benefit total \$90 over three years, pushing the retiree benefit to \$335 per month for employees who complete 30 years' employment.

The employer also agreed to pay the full increase in monthly health

care premiums this year; employees will pay one-third of any increases next year and the year after, with a \$10 cap on their share of the increase each year.

Employees currently pay \$17.34 per month toward premiums for family coverage and \$5.31 for single coverage. The employer pays the remainder of the \$234 family premium or \$142.62 individual premium.

"There was great concern about these rising costs, and we felt very strongly about the need for a cap on premiums," Olson said.

Owned jointly by Hagadone Newspapers and Howard Publications, the Journal has 50,000 circulation in and around this city on Iowa's western border.

The agreement covers some 50 employees in the paper's circulation, editorial and maintenance departments.

Top minimum for the news editor rises a total of \$67.67—in increments of \$20.78, \$21.61 and \$25.28—to \$587.11.

Desk persons with six years' experience advance by \$62.87—in increments of \$19.30, \$20.08 and

\$23.49—to \$545.46.

City circulation district persons with four years' experience advance by \$58.68, to \$509.11 in the final year.

Janitors advance by \$31.51, to \$273.43 after 18 months.

Other contract improvements: ✓ The employer will pay up to \$30 per year for eye examinations.

✓ The sick leave accumulation limit increases by five days, to a total of 60.

✓ The night-work differential increases by \$1, to \$11 per week.

Guild negotiators were longtime local president Harvey M. Sanford, a Journal police reporter and former state editor; and Olson, the paper's city editor.

IEB endorses family leave, civil rights legislation

Silver Spring, Md.—TNG's Int'l Executive Board has endorsed proposed U.S. legislation that would guarantee employees up to 10 weeks of unpaid leave for the birth, adoption or serious illness of a child.

The Family and Medical Leave Act also would allow unpaid leave for workers' own serious illnesses or to care for elderly dependents, while guaranteeing rights to former jobs or equivalent positions and continuation of health benefits during leave.

Also during its spring meeting, the IEB endorsed two proposed civil rights measures and urged the U.S. Supreme Court to prohibit workplace policies that protect only women capable of bearing children.

In a resolution supporting measures on family and medical leave pending in the House and Senate, the IEB pointed out that "men, too, need parental or family leave."

"The Guild-long has held that members have the right to take paid time off for serious health and family matters, the IEB said, calling the proposed legislation "a responsible compromise and long overdue."

"We reject as outmoded the proposal that this nation needs maternity leave for mothers only," the resolution said.

The IEB noted that union contracts and state laws extend family leave to some workers, but that millions have no such protection. "The cost to families and society of not providing family leave far outweighs the cost of providing it," the IEB said.

Guild members and locals were urged to ask members of Congress to vote for the measures and against "any weakening amendments."

The House passed its version of the bill on May 10.

The White House announced May 7 that President Bush would veto any legislation guaranteeing parental leave.

In supporting the proposed Civil Rights Act of 1990, the IEB said the measure would help remedy last summer's "devastating string of Supreme Court decisions" that made it difficult for job-discrimination victims to gain simple justice.

The Guild "cannot be silent as the Supreme Court reverses this nation's commitment to equal justice for all," the IEB's resolution said of decisions that diluted civil rights laws dating to the 1960s—and even the 1860s.

The House and Senate bills would, among other things:

- Return the burden of proof to employers to justify employment practices shown to be discriminatory;

- Specify that an 1866 law covers lawsuits alleging racial harassment on the job;

- Clarify that employment decisions based on race, ethnicity, gender or religion are always illegal; and

- Grant women and religious and ethnic minorities the right to recover damages now available to racial minorities for intentional employment discrimination.

In backing the proposed Americans with Disabilities Act, the IEB noted the measure would grant 43 million disabled Americans the "same protection against discrimination in jobs, accommodations and services" as already is extended to minorities, women and the elderly.

Disabled individuals, for the first time, would have the right to sue for reinstatement, back pay and other injunctive relief against employers who violate the act. The law would extend protections in federally funded programs to the private sector.

Addressing workplace policies aimed solely at protecting women of child-bearing age from hazards, the IEB said the opposite kind of policy is needed, one that will "take the hazard, not the woman" out of the job.

The Supreme Court will review this fall the legality of a policy by Johnson Controls Inc., a Milwaukee battery-making firm, to re-

strict fertile women from working near lead, which could harm a fetus.

The IEB's resolution said "nothing in either Title VII (of the 1964 Civil Rights Act) or the Occupational Safety & Health Act permits this irrational and inherently sex-based approach to workplace health protection."

The policy has been upheld in

one federal court but ruled illegal in a California appeals court.

The United Auto Workers union, women's organizations and safety experts oppose the policy.

An estimated 20 million industrial jobs could be closed to women if broad fetal-protection policies are found to be legal, the IEB resolution said.

New IFJ manual spotlights safety in trouble zones

The Int'l Federation of Journalists, as part of its campaign to draw attention to dangers faced by reporters covering the world's trouble spots, has issued a new, 30-page manual based on "the advice and experience of veteran journalists who have themselves worked under fire." Printed in English, French and Spanish, it is available through TNG's Research & Information Dept. The IFJ also is organizing seminars on safety for journalists in such areas of high risk as Central and South America, Southern Africa and the Middle East. A punch-out wallet-size "Help Card" on the manual's back cover lists a series of telephone numbers of use to reporters who find themselves in jeopardy while on assignment. Included are the numbers of the IFJ, Amnesty Int'l, Article 19, the Int'l Red Cross and the Committee to Protect Journalists.

DANGER: JOURNALISTS AT WORK



Too many 'Lily White' contenders; board urges new slant for award

Silver Spring, Md.—Because too many newspaper industry employers apparently deserve the Guild's "Lily White Publisher Award," TNG's Int'l Executive Board has recommended that the citation not be presented and that the contest be given a new emphasis.

Instead of citing the worst record, the IEB recommended that the Guild honor an employer who has taken "specific action for achieving racial and ethnic integration or diversity in the news industry, or has shown significant improvement in that direction."

The "Lily White" citation was created by TNG's 1988 convention to spotlight the lack of integration in the industry by singling out employers with the worst records in

hiring blacks, Hispanics, Asians/Pacific Islanders or Indians/Natives. This year's "winner" would have been the first.

In screening contenders for the award, the IEB found that "many [departments at many newspapers] ... have no minorities," pointing out that 54 percent of the dailies in the United States and Canada employed no minority journalists in 1989, and that the situation had changed little since 1988, according to a poll by the American Society of Newspaper Editors.

"To single out one employer as the worst lets all the others off the hook," the IEB said in adopting a report of its Human Rights Committee, chaired by Vice President Luther P. Jackson, 3rd, of Detroit. The report and its recommendation will be presented to the 1990 Convention June 25-29 in New York.

Selecting one winner "does not emphasize the overall poor state of minority employment" and does not lead to "substantive solutions," the report said.

"In addition, the nomination process tends to focus only on Guild-represented bargaining unit staffs, omitting from the spotlight the work forces of a multitude of non-union employers in our industry," the report said.

TNG had invited Guild locals

and news industry employees to nominate employers for the first citation.

In related action, the IEB also endorsed several other recommendations to the convention from its Human Rights Committee, including calls for:

- Locals to intensify bargaining efforts to achieve wage parity, upgradings and reclassifications for jobs held predominantly by women and minorities and to achieve family leave and care provisions, as advocated by TNG's Collective Bargaining Program and Recommendations.

- Locals and District Councils to conduct programs with the assistance of TNG to encourage greater multi-cultural diversity in the Guild and in the news industry.

- Locals to enforce fair-employment-practice contract provisions that ban discrimination in hiring and other employment conditions.

- Locals to intensify their vigilance to seek to prevent and correct sexual harassment and age discrimination.

The committee's report also detailed the last year's activities by TNG and locals on pay equity, fair employment practices and affirmative action, family issues and legislation.

The Guild Reporter



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

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The Newspaper Guild

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

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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.

59th Annual Convention, Chicago, 1992.

60th Annual Convention, Hawaii, 1993.

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