



# The GUILD REPORTER

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

Vol. 57, No. 8

Silver Spring, Md.

June 1, 1990

## 1,500 report RSI symptoms in local surveys

**Silver Spring, Md.**—More than 1,500 Guild-represented employees have developed painful symptoms of repetitive strain injury (RSI), surveys conducted in the past year by U.S. and Canadian locals indicate.

A year ago, fewer than 200 cases had been reported, said TNG Research & Information Director David J. Eisen, who is assisting locals in determining the extent and severity of RSI among Guild members.

### N.Y. News unyielding in demands

**New York**—Daily News management refused a New York Guild request during contract talks May 31 that it identify "key issues" which, if addressed by the Guild, could form the basis for a contract to replace the Guild-News pact that ran out March 30.

Instead, a representative from the Nashville-based firm of King & Ballou told Guild bargainers that the News's "whole proposal on the table is important ... at this time we want the whole contract."

Barry Lipton, the Guild's president and chief bargainer, said it was the union's 23rd meeting with the News, it lasted 23 minutes, and it was "terrible in terms of offering any hope for an honorable settlement soon."

Lipton said the company's demands remain those it tabled late in January that would rewrite nearly the entire Guild contract.

Meanwhile, management announced May 29 that it has dismissed 17 of the 49 machinists who maintain the News's presses, effective June 2.

Theodore W. Kheel, an adviser to the unions, said he saw the move as "the beginning of the planned strategy of provoking the unions into strike action. ... No doubt there will be more."

The Guild and the News were to return to the table June 4.

*Victim, ergo-experts set for RSI forum at convention ..... 2*

"Undoubtedly, there are many more than 1,500 cases," Eisen said. "The actual number of cases could be double or triple that," Eisen said, noting the figures are based on reports from just 25 of the Guild's 80 locals.

Most of the RSI reports are coming from newsrooms or offices where a majority of the work is performed on VDTs, Eisen said. Some locals also reported RSI among employees handling single copies or bundles of newspapers.

The U.S. Bureau of Labor Statistics last year reported that RSI is the fastest-growing occupational injury in the nation. Motion injuries accounted for 48 percent of all workplace illnesses in 1988, up from 38 percent in 1987 and 18 percent in 1981, the Labor Department said.

Guild surveys revealed several new RSI outbreaks, including 100 or more employees with symptoms at some companies, Eisen said.

For example, 236 of the 285 respondents (83 percent) in a **Twin Cities Guild** survey of employees at the *St. Paul Pioneer Press Dispatch*, the *Star Tribune* in Min-

neapolis and the diocesan *Catholic Bulletin* reported "pain or injury believed to be linked to VDT work."

At least 58 of the injuries have been medically diagnosed, including 15 cases of carpal-tunnel syndrome (CTS). There were 28 cases of tendinitis or tenosynovitis (inflamed tendons and sheaths), and 16 of cysts on the hands or wrists.

Eleven people were diagnosed with more than one form of RSI; nine people underwent corrective surgery.

"There should be some real concern about these numbers," said Bernie Lunzer, the local's execu-

tive secretary. "We owe our members a quick, constructive response to this very real problem."

Lunzer estimated more than 500 people work on VDTs at the three papers. The survey generated 167 responses from *Pioneer Press Dispatch* employees, 110 from the *Star Tribune* and eight from the *Bulletin*.

A Guild special committee continues to investigate the RSI problem, Lunzer said. The local recently published a four-page "Special RSI Edition" of its "Shop Talk" newsletter with a full report on the survey.

(Continued on Page 2)

## Dayton members take to streets for new contract

**Dayton, Ohio**—Prompted by a year of fruitless bargaining and what leaders call the Dayton Daily News's "union-busting tactics," members of the Dayton Guild took their quest for a fair contract to the streets and then to the Southwest Ohio labor movement May 21.

*Modesto unit takes to streets to mourn management move ... 3*

*Bosses make 'clean sweep' as Gary talks pass 4 years ..... 7*

The move to the public came in lunch-hour informational picketing in front of the Cox-chain daily in which Guild members were joined by representatives of locals of the Teamsters, the Electrical Workers, the Communications Workers, and others.

The move to the labor community came that evening when leaders of the Guild local and TNG President Charles Dale joined some 150 representatives of other unions in a "summit meeting" to announce an area-wide task force to oppose anti-union activities by local employers. It was the first such meeting in more than a decade.

Leaders of the task force — called HALT, for Halt Anti-Labor (Continued on Page 6)



**'NEWSIE' CATHY MOOG, LEFT, HAWKS LEAFLETS ON DAYTON GUILD BARGAINING**  
Behind her, some 70 informational pickets march in front of Dayton Daily News to protest tactics of Cox-chain paper's management in year of talks for new Guild contract.

TIM GAFFNEY/Dayton Guild

## FY'90 organizing best in 15 years

**Silver Spring, Md.**—The Guild won bargaining rights for more potential members during its 1990 fiscal year than in any of the 15 previous fiscal years, the Int'l Executive Board is reporting to the union's 1990 Convention.

The 1,112 eligibles in new groups organized in the year ended March 31 was the most since 1973-74, when 1,369 eligibles were organized, the Officers Report to the convention points out.

The 1,112 total also was the second highest in the past 30 years, the report also notes.

There were 20 new bargaining units won, 12 of them in representation elections, two through voluntary recognition by employers and six via card check.

In addition, free-rider organizing in eight locals added more than 300 members to the Guild, the report says.

The Guild also lost three representation elections and two existing bargaining units with a total of 70 eligible employees, the report notes.

## Lewis joins, Hildner exits IEB race

The field of announced candidates for the at-large TNG vice presidency that has been vacant since January grew to four in mid-May, then fell back to three 10 days later when one of the first to announce withdrew to become a Guild-exempt sports editor.

Isaiah (Ike) Lewis, a former president of the Toledo Guild, announced that his hat is in the ring for the Int'l Executive Board position during the joint meeting of the Great Lakes, Midwest and Southern District Councils of Guild locals in St. Louis May 19-20.

Then on May 29, Judy Hildner, Pueblo Guild president, withdrew from the race upon accepting promotion to sports editor of the Pueblo Chieftain, effective June 4. She has been assistant sports editor the past three years.

Earlier, in addition to Hildner, Carol Przybyszewski, Erie Guild treasurer, and Roger Kaufhold, St. Louis Guild treasurer, in that order, said they will seek the post.

Kaufhold's announcement had set up a run-off at TNG's 1990 Convention June 25-29 in New York to pare the candidate list to two [Guild Reporter, May 11].

Lewis's presence in the race maintains the prospect of a run-off at the convention, despite Hildner's withdrawal. The two who emerge from the convention will face off in a Guild-wide election late in the summer.

The candidacy of Lewis, 43, was endorsed by the Toledo Guild membership at its April 26 meeting.

A circulation district manager at the Toledo Blade, where he has worked for 11 years, Lewis was president of the Toledo Guild in 1987.

(Continued on Page 6)



# Victim to tell convention of walking RSI 'tightrope'

**New York**—Bernice Napach, a desk editor at the Reuters bureau in New York, says she's "walking a tightrope" every day she goes to work.

She has no safety net, however, and she hears no cheers when she completes her daily routine at the wire service—processing stories at a VDT keyboard for six plus hours.

Napach's tightrope is a chronic, painful condition in both her arms that makes her work both difficult and dangerous. Doctors have diagnosed it as tendinitis, one of the common forms of repetitive strain injury (RSI) plaguing VDT workers today.

Because her case typifies what has happened to hundreds of news industry employees, Napach has been invited to share her experiences in an educational forum on RSI at TNG's 1990 Convention here June 25-29.

Four occupational safety experts in labor, government, medicine and education will join Napach in outlining the magnitude of the rapidly escalating problem, TNG Research & Information Director David J. Eisen said.

A shop steward in the Reuters unit of the New York Guild, Napach will describe the debilitating effects of RSI, which has forced her to make major adjustments in her professional life and her personal life.

She suffers "sharp pains" on a regular basis, from her palms to her neck but mostly in the lower arms. Physicians are allowing her to continue working "as long as I'm careful," she says.

Being careful means taking frequent rest breaks, getting plenty of exercise and undergoing physical therapy two or three times a week. It also means avoiding off-duty activities that trigger the pain or aggravate the condition, even simple

tasks like driving or doing laundry.

Adding to the frustration of most RSI victims is medical uncertainty about how long their condition might last and how best to treat it.

Napach's condition has neither gotten worse nor improved much since its onset last August, several months after she began performing VDT work full time.

"It's like living on the edge, physically and emotionally," she says. "It forces you to walk a very fine line."

Eisen said the "phenomenal increase" of RSI indicates Napach's ordeal may be quite common in the news industry, which has seen the rapid deployment of VDTs at hundreds of papers in the past decade.

Government officials have said

VDT work is a major factor in causing repetitive motion injuries.

During the past year alone, more than 1,500 Guild-represented employees in the United States and Canada have reported RSI symptoms, Eisen said. A year ago, fewer than 200 cases had been reported to TNG.

Eisen said other forum participants include:

✓ Roger L. Stephens, an ergonomist with the U.S. Labor Department's Occupational Safety & Health Administration, scheduled to discuss federal regulations and enforcement.

✓ Michael J. Smith, professor of industrial engineering at the University of Wisconsin, to speak on workplace equipment and how it can either prevent or contribute

to the development of RSI.

A pioneer in ergonomic studies and former chief of motivation and stress research for the federal National Institute of Occupational Safety & Health, Smith also addressed the 1980 Convention in Toronto on VDT safety.

✓ Rodney Ehrlich, a physician specializing in occupational medicine at New York's Mt. Sinai Medical Center, to discuss medical aspects of repetitive injuries.

He has treated a number of reporters and editors for RSI, including some at Reuters.

✓ James Ellenberger, asst. director of the AFL-CIO's Department of Occupational Safety, Health & Social Security, will detail options for injured employees, including workers' compensation.

The forum is scheduled for the afternoon of the convention's opening day, June 25.

During its recent spring meeting, TNG's Int'l Executive Board urged that the Guild "do everything possible to help locals combat the spreading plague of RSI" among its members.

In adopting its Safety & Health Committee's report to the convention, the board called RSI the "prime safety and health problem" in the news industry and recommended a series of actions to deal with it.

Local leaders are being urged to take a vigorous role in fighting for ergonomically sound office equipment, safe work practices, and legislation to regulate use of VDTs.

## 1,500 report RSI symptoms in local surveys

(Continued from Page 1)

Another major survey, conducted by the **Wire Service Guild**, revealed that 82 employees at **Associated Press** and **United Press Int'l** had been diagnosed with RSI conditions.

Of the nearly 800 total responses, 498 employees reported work-related neck or back pain, 332 said they experienced hand or wrist pain, and 217 said they suffered from "numbness or tingling" of their fingers.

The 82 diagnosed cases—77 at AP and five at UPI—included some individuals suffering from more than one diagnosed condition. In all, there were 100 diagnosed conditions at AP and 7 at UPI.

At AP, there were 18 reports of CTS; 50 of tendinitis in the arms, wrists or elbows; 17 of tenosynovitis; 12 of thoracic-outlet syndrome, a nerve disorder in the neck

and shoulders; and three of white-hand syndrome.

At UPI, there were four reports of CTS, two of thoracic syndrome and one of tenosynovitis.

Staffers at both companies cited numerous ergonomic problems with their work stations and environments. Respondents had been using VDTs on the job for an average of just over 8.5 years.

More than 670 people said they worked on VDTs with non-adjustable surface heights for screens and keyboards; more than 400 had VDTs with non-adjustable screen angles; and more than 300 worked in chairs that were not adjustable.

The Guild is developing follow-up plans to deal with the RSI problem, including formation of special committees at both AP and UPI "to discuss the findings" with the companies, WSG President Kevin Keane reported.

In a **Pacific Northwest Guild**

survey, 79 percent of respondents at the *Seattle Times* reported "pain or RSI symptoms associated with the use of VDTs."

Of the 131 employees reporting problems, 54 had been diagnosed as having RSI. There 11 cases of CTS, 29 of tendinitis or tenosynovitis, and 14 of other types of RSI.

Two employees said they had corrective surgery. Nine said they had taken more than three days of RSI-related sick leave; two had taken a month's leave at doctors' recommendation.

In addition, *Times* management told the Guild in April that at least 50 employees were receiving worker's compensation for RSI-related ailments.

"I knew it was bad; I didn't know it was this bad," said Art Joyner, PNG administrative officer. "More than half the Guild members of the *Times* news force are affected in some way by RSI."

Preliminary results of a Guild survey at the *Seattle Post-Intelligencer* revealed 75 cases of RSI symptoms or conditions, including five reports of CTS.

The Guild also was tabulating results from surveys at the *Bellevue Journal American* and the *Tacoma News-Tribune*, Joyner said.

In an **Ottawa Guild** study, 44 *Ottawa Citizen* employees reported RSI symptoms or conditions, including three CTS cases, seven of tendinitis and four of cysts on the hands or wrists.

More than 80 percent of the respondents said working on VDTs caused them pain in their fingers, wrists, arms, shoulders, neck, back or legs.

An additional 36 employees who perform non-VDT work in the *Citizen's* circulation and maintenance departments reported RSI symptoms.

The **Denver Guild** reports that 37 employees at the *Rocky Mountain News* have RSI symptoms, and that all but five have been diagnosed by physicians. Thirty-one of the 32 diagnosed cases are women.

The Guild has filed a grievance, alleging the company has failed to provide "a safe and healthful workplace and proper, safe VDT equipment, both provided by our contract," reported John P. McLaughlin, unit chair at the News.

In a **New York Guild** survey of employees at **Reuters** wire service bureaus throughout North America, 38 percent of the 132 re-

spondents complained of hand and wrist problems.

About 25 of the 90 employees in the New York bureau have sought medical help for RSI symptoms, and nine in the bureau wear protective splints, a Guild spokesperson said.

In a survey by the **Rochester Guild**, 42 of 67 respondents (63 percent) at the *Democrat and Chronicle* and the *Times-Union* reported RSI symptoms.

Of those, 19 reported suffering from three or more symptoms, 13 reported two physical problems, and 10 reported one symptom.

"Those results are disturbing," Steve Orr, Rochester Guild president, said in a report to members. "We did not anticipate that so many people would report symptoms."

The Guild reported "this serious situation" to management and asked that occupational safety experts study the newsroom and make recommendations for changes, as well as conduct seminars on preventing RSI.

In response, the company has begun a medically supervised VDT education program at both papers, and initiated a review of all VDT-related equipment. The company also has made available arm, wrist and foot rests to employees working on VDTs.

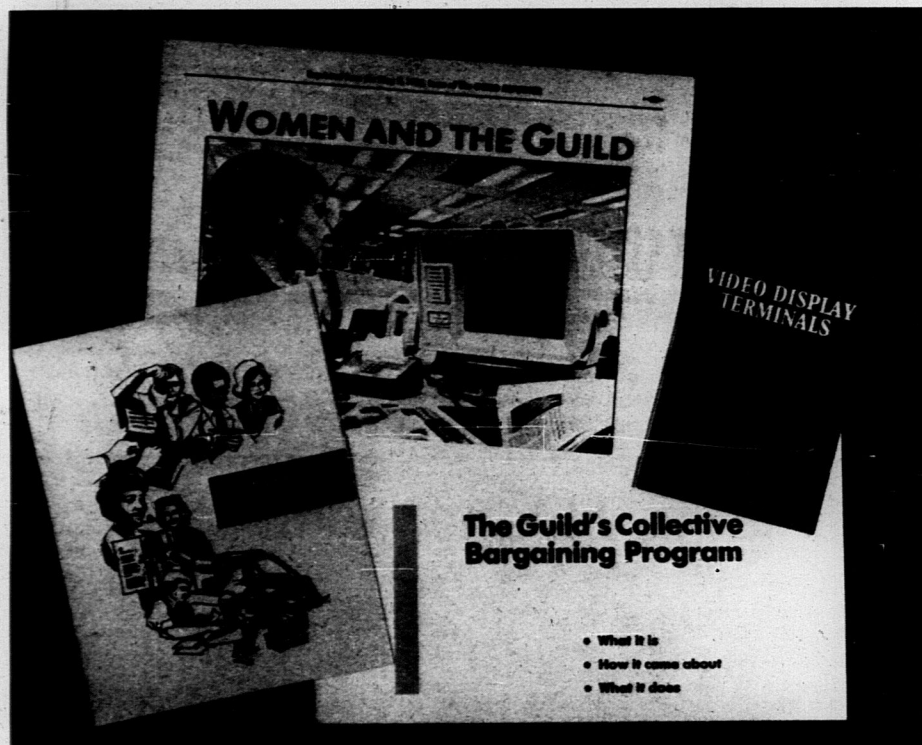
The **Rochester Guild** has formed an eight-person RSI committee, which is consulting with medical and workplace safety experts in efforts to prevent additional injuries.

Nearly 100 RSI cases at the *Philadelphia Daily News* and *Inquirer* have been reported to the **Philadelphia Guild**.

Earlier, major RSI outbreaks were reported among Guild-represented employees at the *Fresno Bee*, *San Diego Union and Tribune* and the *Buffalo News*.

At the *Bee*, pervasive RSI problems led to a special order by California-OSHA directing the paper to take corrective measures, including replacement of unsafe office furniture and education of employees on VDT safety.

### Updated Guild literature available from TNG



Samples of updated editions of four "Guild literature staples" — along with listings of their prices (covering approximately half their costs) have been distributed to all Guild locals by TNG Research & Information Director David J. Eisen. "Thanks to the Guild" is a basic introduction to the union. "The Guild's Collective

Bargaining Program" tells how it came about and what it aims to do. "Video Display Terminals" is a user's guide to noninjurious operation of the machines. "Women and the Guild" chronicles the union's continuing struggles against discrimination and to help achieve equal opportunity in industry jobs.

The Guild Reporter (ISSN: 0017-5404) is issued 18 times per year, usually every three weeks, on Fridays, at 8611 2nd Ave., Silver Spring, Md. 20910-3327. (Next issue, June 22.) \$20 a year. Single copies, \$1. Second-class postage paid in Silver Spring, Md., and additional mailing offices. Printed in the U.S.A.  
Postmaster: Send address changes to The Guild Reporter, 8611 2nd Ave., Silver Spring, Md. 20910-3327.



## IMPOSED PACT SPURS PICKETS

## Modesto members march on Bee

Modesto, Calif.—For the first time in years, members of the Modesto Bee unit of the Northern California Guild publicly demonstrated their solidarity last month by walking informational picket lines after management broke off contract talks with the Guild.

Some 40 Guild members marched and carried signs May 21 and May 25 near the Bee building to protest the break-off and a decision by the McClatchy daily to impose new terms of employment.

Guild members rejected the new terms April 19, when they were presented as the Bee's "final contract offer."

The final offer included no guaranteed raises for employees and eliminated all pay scales other than an entry-level wage of \$410 a week for full-time reporters, editors and photographers.

"Employees intend to challenge the company move in all ways that the law allows," said Mike Mooney, chair of the Guild's Modesto unit.

Guild and management representatives had been meeting for more than three years on a new agreement for the Bee's 70 editorial and art department employees, who have not had a contract raise since November 1986.

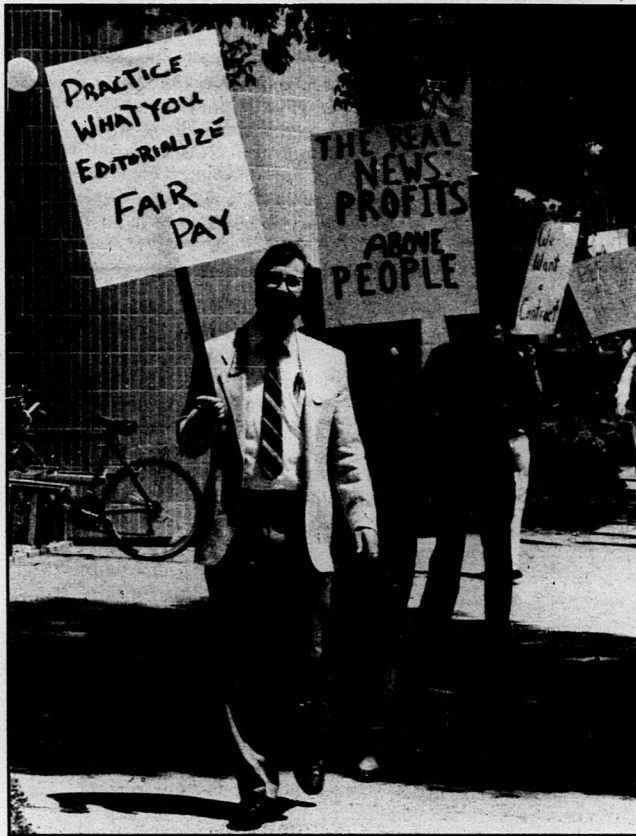
Under the agreement that expired in April 1987, entry-level journalists earned \$407 a week, a figure that rose to \$682 a week for those with six years' experience.

During bargaining, terms of the old contract remained in effect, including a highly restrictive provision that prohibited "picketing, leafleting, handbidding (and) boycotting."

The Bee's declaration of a bargaining impasse and implementation of its final offer forced employees to work under the new terms—but also freed them to demonstrate their resolve for an equitable new contract.

In addition to picketing, Guild members hung black balloons in the newsroom to "mourn the death of the contract," Mooney said.

The Guild also presented management with a petition declaring that 55 staffers were working under protest of what they believed was an illegally declared impasse,



**MODESTO MEMBERS' SIGNS SIGNAL CONTRACT GOALS**

In foreground, Tim Moran, Guild unit's bargaining chairperson, followed by members Linda Cearley and Bill Kane.

Mooney reported.

The main stumbling block in the talks has been the Bee's demands for a "merit-only" system of pay increases, under which all raises are dependent on annual performance reviews.

Last year, an administration law judge for the National Labor Relations Board held that McClatchy's Sacramento Bee acted illegally in breaking off negotiations and imposing a similar merit-only system on employees there. The decision has been appealed to the full NLRB.

The Modesto unit has written to all unions in Northern California that do business through the Stanislaus and Tuolumne Counties Central Labor Council, explaining the bargaining situation at the Bee and asking for support.

Imposition of the merit-only system came less than a week after McClatchy announced "soaring income in Modesto," including a 26.9 percent increase in Modesto Bee earnings during 1990's first quarter, Mooney said.

After employees rejected the merit-only offer, Northern California Guild Executive Officer Doug Cuthbertson, who is serving as Guild bargaining spokesperson, issued a call to Bee management for "meaningful, true bargaining on wages and other unresolved issues before us."

"One way you can address your employees' concerns is to take a different position on the issue of wages than that to which you have steadfastly clung for the past three years," Cuthbertson said.

## Canadians attain separate voice at IFJ world meeting

Cagliari, Sardinia—The winds of change sweeping across Europe reached the southern shores of this Italian island May 14-18, when the Int'l Federation of Journalists (IFJ) held its 20th World Congress here.

Most telling evidence was that four of the nine journalists' unions admitted to membership in the IFJ were from Central and Eastern Europe.

In addition, the Canadian membership of TNG won a separate voice and vote at the IFJ congress for the first time.

In the past, the IFJ recognized TNG as the representative for North America (both the United States and Canada). An application for full affiliate membership from the Quebec-based union, Federation Nationale des Communications (FNC), forced the IFJ to recognize Canada as a distinct nation.

Under an agreement reached a year ago between TNG President Charles Dale, the FNC and the IFJ, TNG and the FNC agreed to share representation for Canada, agreed that neither union would claim to represent any linguistic group or geographic area in Canada, and agreed to share the six votes the IFJ gives each nation at IFJ congresses, with TNG getting four and the FNC getting two.

With that agreement, TNG said it would support the FNC's application for full membership in the IFJ. The agreement almost collapsed here, however, when FNC leaders announced to TNG's delegates — Int'l Chairperson Peter E. McLaughlin and Eastern Canada Vice President Lee C. Clifford — that they intended to run a candidate for Reserve Regional Advisor for North America, a position on the IFJ Bureau (executive board) occupied by TNG Sec'y-Treasurer John C. Edgington. At the last minute, the FNC withdrew its candidacy for the bureau position.

Also admitted to full affiliate membership in the IFJ were:

- ✓ Syndicate National des Journalistes, of France;
- ✓ Sindicato Nacional de

Trabajadores de la Prensa, of Venezuela;

- ✓ Federacion Nacional de Trabajadores de los Medios de Comunicacion Social, of Chile;
- ✓ The Polish Journalists Assn.;

✓ The Occupied Palestinian Territories Arab Journalists' Assn.

The latter application was fully endorsed by the delegate from the Israeli Journalist Union, Zvi Goren, who welcomed the Palestinians into the IFJ. He said the IFJ is a professional organization, not a political one, and politics should not be a part of the IFJ.

Admitted to associate membership in the IFJ were:

- ✓ The Assn. of Hungarian Journalists;
- ✓ The Hungarian Union of Press Workers;
- ✓ The Union of Estonian Journalists;

✓ Syndicat National de la Presse Marocaine (Morocco).

The congress denied membership to a Spanish organization called Federacion de Asociaciones de la Prensa de Espana (FAPE) on grounds it was not a true union. However, the congress authorized the IFJ Bureau to reconsider the application in a year if FAPE can demonstrate then that it meets the IFJ's criteria for membership.

The congress also adopted a package of sweeping changes to the IFJ Constitution that will come into effect in two years when the next congress meets. Among the highlights:

✓ After 1992, IFJ congresses will be held every three years, instead of every two years;

✓ The number of representatives on the IFJ Bureau will increase by six, going from 14 to 20.

✓ Candidates for the IFJ Bureau will have to be members of their unions' delegations to the IFJ congress.

The congress also held a special forum on concentration of ownership in the media and afterwards adopted a statement which:

✓ Asserts that development of multi-media trans-national corporations threatens the free flow of information and the diversity of information sources necessary in democracies;

✓ Demands that governments and public authorities impose statutory limits on media concentration and defend the union rights of journalists and other media workers by requiring that trans-national media corporations respect internationally recognized standards of union rights;

✓ Calls on journalists' unions throughout the world to support a world-wide day of action to alert the public to the dangers of media concentration.

Mia Doornart of Belgium was re-elected to her third term as IFJ president. Jens Linde of Denmark defeated Guilianna del Buffalo of Italy for the position of 1st vice president. Barry Porter of Australia was unopposed for 2nd vice president. TNG's Dale was returned as Regional Advisor for North America and Edgington was re-elected Reserve Regional Advisor for North America.

The next IFJ congress will be held in Montreal in 1992. It will be the first held in North America.

## 1-year Hilo agreement pushes key rate to \$640

Hilo, Hawaii—A new, one year agreement between the Hawaii Guild and the Donrey chain's Hawaii Tribune-Herald raises all weekly top-minimum pay-rates by \$18.67, to \$640.97 for employees in the key classification.

The step-ups in each classification are increased by the per-

centage that the \$18.67 represents at the top minimum for that pay group, producing larger percentage increases up and down the line for those in lower-paid classifications.

Under that formula, increases range from 3 percent for the key classification (the highest) to just over 4 percent for the lowest. All raises became effective May 17, the day after the previous contract expired.

Employees in the key classification — display and classified ad salespersons, layout artists, photographers, reporters, and sports and society editors — reach the top-minimum rate after five years' experience.

Starting pay for key employees increases by \$16.21, to \$556.53 per week.

Top minimum for circulation district managers advances to \$614.41, and the starting rate moves to \$531.29.

The Guild joined with other local unions representing press

operators and printers to jointly bargain economic terms of the contract, said Hawaii Guild Administrative Officer Roy Kruse.

Guild members approved the settlement by an 86 percent majority, Kruse reported.

The contract covers about 45 employees in the advertising, business, circulation, commercial printing and editorial departments of the 20,000-circulation afternoon daily on the east coast of the Big Island of Hawaii.

Other new top minimums and starting rates include:

✓ Ad billing, circulation, payroll and ad sales clerks—\$528.59 after three years; \$503.67 to start.

✓ Asst. bookkeepers, PBX

operators, ad clerks—\$514.40 after three; \$489.65 to start.

✓ Truck drivers, mailing clerks—\$500.69 after three; \$475.19 to start.

✓ Janitors—\$477.28 after two years; \$469.20 to start.

The agreement also extends to at least 40 weeks the period for which an employee may receive full pay under sick-leave provisions of the contract and the state's worker's compensation law.

Contract provisions on Christmas Eve, New Year's Eve and Good Friday work were clarified and now provide double-time pay for the first 3 3/4 hours, time-and-one-half for the next 3 3/4 hours, and double-time beyond 7 1/2 hours.

## Southern council offers convention aid

St. Louis — Delegates to the Southern District Council's spring meeting here May 19-20 voted to make funds available from the council treasury to assist locals

strapped for funds to send delegates to TNG's 1990 Convention.

A total of \$2,000 will be made available to locals for partial subsidies, a council leader said.

## ORGANIZER

TNG Local, 35, the Washington-Baltimore Newspaper Guild, invites applications for an **ORGANIZER** position with internal and external organizing responsibilities. Applications must be received by June 30. Send letter and resume to:

**Connie Knox, President**  
Washington-Baltimore  
Newspaper Guild  
1811 K St. NW. — Suite  
900  
Washington, D.C. 20005  
An Equal Opportunity Employer



By Dani Townsend

IT WAS LIKE a geyser. Champagne sprayed through the newsroom while the photo staff erupted into cheers and tears of joy.

The 1990 Pulitzer Prize for spot news photography had been awarded to the photo staff of the Tribune in Oakland, for its coverage of the Bay Area earthquake last October. The announcement had just come into the newsroom via wire-service printers.

"I can't believe we beat the tank and the ayotollah!" exulted photographer Michael Macor, referring to the two photos that were the Tribune staff's final competition.

"I'm in shock!" shouted Angela Pan-crazio. Some of Macor's and Pan-crazio's quake photos already had won several prestigious awards, including Pictures of the Year. Now the two were part of the team winning the Big One.

Photographers, reporters and editors soaked each other with champagne, sounded noisemakers and mugged for the TV cameras. This was clearly a staff whose time had come, and they felt it to the core.

"I know how much ... you've had to put up with out there — all those people who want to tell you we're going to close tomorrow," Tribune Editor and President Robert C. Maynard told the staff. "Now all you have to say is one word." Pulitzer!

It was a sweet victory for a newspaper whose staff members see it as the scrappy underdog of Bay Area dailies.

"I'm excited for myself, and for the Tribune," said photo editor Tom Duncan. "When we heard, my jaw dropped — literally! It fell open and stayed there. For a while, every time I saw (photo and graphics director) Tom Faupl with a serious look on his face, I thought they'd changed their minds."

"A lot of photographers go through their whole lives and never even get to enter" the Pulitzer competition, said photographer Reggie Pearman.

"THE STAFF worked together," said photographer Paul Miller. "It wasn't just taking pictures. (Lab technician) Steve Hotvedt was in the darkroom, Ron Riesterer and Tom Duncan were editing photos."

For the first few days, staffers shared their small office and darkroom with photographers from other papers and the wire services, as many as 20 at a time. Chief photographer Riesterer, Duncan, Hotvedt and stringer Dexter Dong filled photo requests from all over the world, developed and edited mountains of film, dispatched photographers and helped wire service photographers get their pictures out.

"Everyone worked a lot of overtime," recalled Riesterer. "There were no complaints. We worked as a team."

Riesterer, who was stuck on a gridlocked freeway for four hours returning from Candlestick Park the evening of Oct. 17, spent the entire first week in the photo room.

"Personally, I would have loved to have dropped everything and run out and taken photos. But someone had to be here. ... Thirty years I have been a news photographer. It was the biggest story of my life, and I couldn't take a picture. But it was all worthwhile," he grinned.

"We acknowledged each other's work," said photographer Pat Greenhouse. "That was part of the teamwork."

"I think a big part of the reason we won was how the pictures assembled themselves," said Duncan. "Together, they made a statement about the quake and our coverage of it."

"It was raw photojournalism at its best," Duncan continued. "Instincts,

## Oakland photo staff's Pulitzer: 'Basic black & white instincts'

Four members of the Oakland Tribune photo staff, accompanied by the daily's publisher and senior news vice president, accepted the 1990 Pulitzer Prize for spot news photography in ceremonies at Columbia University in New York May 21. The Pulitzer was awarded to the paper's full photo staff, which works under a Northern California Guild contract.

This article, by Tribune marketing staffer Dani Townsend, describes how the members of the photo staff covered the Oct. 17 earthquake, their reactions to the disaster, and to winning the Pulitzer.

guts and shoot. We weren't fooling around with color, just responding from basic black and white instincts."

The Pulitzer jury said the Tribune staff's photographs "captured the essence of true spot news photography."

The photographers were able to be in exactly the right places and were not afraid to get in close — to bring readers as close to the drama and death as a journalist can."

FATE CERTAINLY played Paul Miller rather close to the edge on Oct. 17. Returning from a World Series assignment in San Francisco, Miller had just driven across the Bay Bridge and the Cypress structure and walked into the Tribune building when the earthquake struck.

Together with Michael Macor, Miller went quickly to the Tribune parking lot a block away, where a brick wall had crushed several cars. He photographed their unburying, grateful that the cars were unoccupied.

Then he ran a 20-block circle around downtown Oakland, assessing the damage. After 10 minutes, he returned to the Tribune and learned of the freeway collapse. "I sped off in a car with

a reporter," he recounts.

At the site of the Cypress collapse, Miller photographed a rescue worker and a volunteer attending to an injured victim. Paramedics' gear sits prominently in the foreground, while the torn mass of concrete and steel are a gruesome stage for the rescue operation in the background.

Miller allowed himself to become part of the news he was covering. "Photography was not my primary objective; helping the injured was priority number one. I was so glad to see the quick response of paramedics, firefighters and police. My priority was to assist them in their work, and I helped them move power and water lines into place. My next priority was to stay out of the way of the emergency crews. They were doing the most important work: saving lives."

Miller grasped his feelings of that first night: "Emotionally, this was the saddest situation I have ever been in. Sadder than reporting on Jonestown or the Khmer Rouge in Cambodia. This time I was right around the dead bodies and injured people. It was hard to take pictures. I was crying and trembling."

For Reggie Pearman, awareness of

the crisis was delivered more slowly. Scheduled as the evening photo lab editor for the third game of the Bay Bridge Series, he was in Jack London Square grabbing a late lunch when the shaking began. With no real idea of what had just occurred, he began photographing customers in a barber shop.

"I was telling one guy 'maybe we'll put it in the paper how you had your haircut interrupted by an earthquake' when he pointed behind me at a plume of smoke over Berkeley. I started to realize it was serious."

Pearman set out for Berkeley, tuning to news on his car radio. He shot photos until 8 p.m., when he returned to have his film processed.

An hour later, he heard the police scanner report a rescue in process at the collapsed Cypress freeway structure. Cars on the lower deck had been smashed to the height of their license plates.

"They were rescuing someone from between the levels," Pearman remembered. "I just went. If you wait to be sent, you'll never get there." He explained: "If you get there with the police, it's all over."

LIKE OTHER Tribune photographers, Pearman remembered the police as perhaps his toughest obstacle, yet, paradoxically, their hindrance contributed to some stunning photographs.

"When I got there, the police seemed more concerned about managing the media than anything else. It was like 'back to business' — police and press. So many press people, so many police trying to keep them away ... I couldn't get close. So I had to go way back and shoot with a long lens. And I think I ended up with a better picture."

"When I was at the Cypress that night, I was afraid at one point. I thought I might have to find a way to climb up to the top level, and I'm afraid of heights." He shrugged and smiled. "I thought about my family, about my kids. I thought 'What if something happened to their dad?'"

His photo shows volunteers and rescue crew members working together to free a Cypress victim, with one rescue worker's safety relying on the clutch of a hand protruding from the darkness behind him.

Pearman's idea to go to Santa Cruz and Watsonville with Tribune reporter Roland De Wolk was "kind of a political statement," he said. "There was this perception that the earthquake only happened in San Francisco," he explained, a hint of resentment in his voice.

"In Watsonville, the people in the tents were trying to lead normal lives. We saw kids doing homework in their tents by flashlight. I had forgotten it was Halloween, and there were these little girls playing with a Halloween mask ... just playing." Near their tent was a newspaper, still rolled in its plastic wrapper. "This picture says to me 'Some time you have to stop crying,'" Pearman explained.

Pearman said the staffers "used the equipment that we always carry, which is rather old. Photography is timing. The equipment doesn't matter, unless you don't have any."

Then Pearman laughed, remembering Duncan's equipment predicament and the two prize-winning photos he shot.

Duncan was teaching a photojournalism class at San Francisco State that afternoon. It ended at 5 p.m. that day for the game. "The quake hit as I was leaving. At first I thought it was a small one, but then the building was whipping around, the halls were moving like this." He weaved his hands through the air, like two fish swimming in parallel.

GIVING A lift to a student, Duncan saw the smoke, smelled the gas. From the student's apartment, Duncan could see a pillar of smoke rising, dense and black, over the Marina. He didn't have his camera.

"I borrowed a camera kit from my student and headed for the Marina," where he saw collapsed buildings, raging fire, people running everywhere, and "10 volunteers for every firefighter." The fire was so hot, "I had to hide behind a telephone pole and just step out long enough to shoot the picture ... to keep my student's camera from melting."

His photos from the fire illuminate a collision of images and feelings precipitated by the quake. There is a row of collapsed two-story apartment buildings, where someone had propped four-by-fours ("splinters, really," said Duncan), and people running in the foreground—"it conveys a tremendous sense of urgency ... as well as the destruction," he explains.

Matt Lee combined luck, timing and quick responses to capture his gut-wrenching image of two members of the Alameda County Coroner's Office removing a child's body from the Cypress wreckage two days after the temblor.

The child's was one of the first bodies removed. Police lines kept the press back one full block, but Lee saw a small business on a nearby corner with some people on its roof. "I found the owner and said, 'Hey man, we're the local guys,' and he let me go up there, which got me a quarter block closer, shooting straight on, a much better shot. The owner ... understood that we were the local paper, and he wanted us to have the access. I was the only media allowed on the roof."

In his photograph, the facial expressions of the coroner's officers had an impact on him: "You can see total despair," he notes, shaking his head. "I've photographed dead bodies and grief, but never that much in one place."

For every person killed by the quake, there were many more who were victims of grief, frustration and anger. When Lee shot his photo of Daniel Rubi, Rubi's son was among the people considered missing in the Cypress structure collapse. Rubi blamed Oakland's mayor, claiming he had known the freeway structure was substandard. During one news conference at the Cypress command center, Rubi, not a member of the press, asked the mayor how it felt to be solely responsible for the devastation caused by the collapse. Police immediately removed Rubi from the scene.

"I SPOTTED THE police and figured where they were going to take this man, so I went in that direction and stayed in front of them and 'backpedaled' for a block, shooting frames along the way," Lee recalled. "I felt sorry for him. I could tell by his face that he knew his son was dead — I think when someone you love dies, you know it — he wasn't allowed to express his feelings."

Tom Duncan expressed it all when he said: "I would gladly give up the Pulitzer if I could have made the quake not to have occurred. But it did occur, and I'm glad I was able to contribute to the coverage, so the world understood what happened here."

## Cincinnati to appeal NLRB 'merit' ruling

Cincinnati — The Cincinnati Guild plans to appeal the National Labor Relations Board's ruling that the Cincinnati Enquirer's insistence on unilateral control of wage increases for its newsroom employees is not a violation of federal labor law.

The Guild had charged the Gannett daily with bad-faith bargaining over its rigid adherence to demands for a "merit-only" system of raises.

Since early 1985, the Guild has been bargaining for a first contract for some 135 Enquirer employees, but it has never received an offer for minimum wage rates, said Brian Williams, president of the Cincinnati Guild.

In issuing its decision April 24, the full NLRB dismissed an unfair-labor practice complaint issued against the Enquirer in September 1987 by the NLRB regional director in Cincinnati.

A three-member NLRB panel (acting for the full board) said the evidence "did not establish" that the Enquirer insisted during negotiations on control of "its entire wage system."

Although management proposed to eliminate minimum pay levels for Guild-represented employees, it did not propose "unilateral reductions in wages," the NLRB said.

The board concluded the Enquirer "insisted only on unilateral control of wage increases," which under the proposal would be "premised on merit."

That "in and of itself was not unlawful, bad-faith bargaining," said the panel, which included NLRB Chair James M. Stevens and board members Mary Miller Cracraft and Dennis M. Devaney.

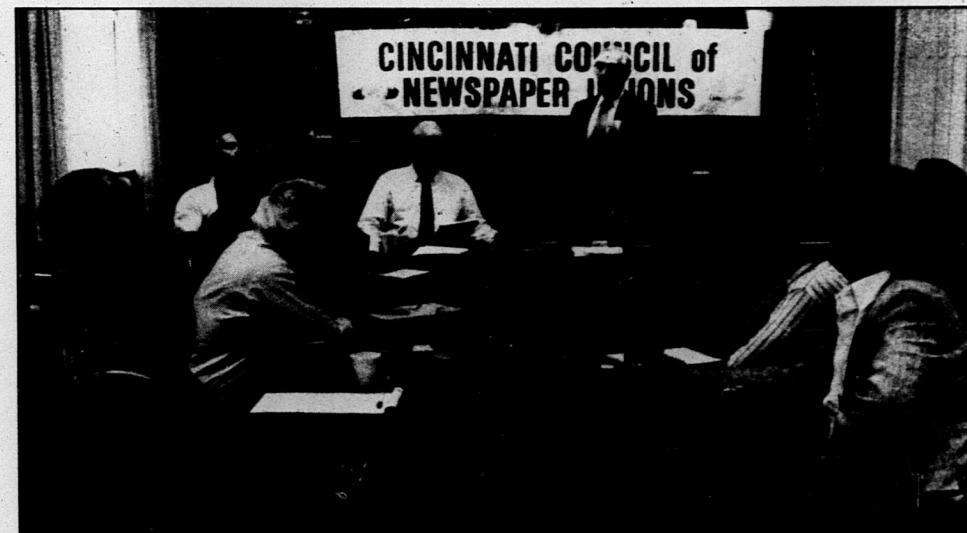
In issuing the complaint, the regional director said the Enquirer broke the law by demanding sole control over pay levels, refusing to include a procedure for arbitrating disputes and insisting on a no-strike provision.

Nine months later, an administrative law judge recommended dismissal of the complaint, saying the pay proposal did not constitute a violation, and that the regional director was "without authority" to issue a complaint on the arbitration and no-strike issues.

The NLRB general counsel and the Guild then asked the full board to reverse the ALJ's recommendation and uphold the complaint.

The Guild asked the board to reject the law judge's "bizarre procedural rulings" and to consider the merits of the case instead. In its appeal, the Guild stressed that wages are not only a mandatory subject for bargaining under federal law, "but perhaps the most important subject for bargaining."

The NLRB overruled the law judge on the arbitration and no-strike issues, saying the general counsel had the right to prosecute on those charges. The panel, however, said the ALJ's "striking" of



### Cincinnati, NICC leaders meet on talks strategy

Leaders of Cincinnati's newspaper union locals and of the Newspaper Industry Co-ordinating Committee (NICC) of international unions and the AFL-CIO Industrial Union Dept. meet May 24 in that city to explore strategies for contracts at the jointly published Cincinnati Enquirer (Gannett) and Post (Scripps Howard). Locals participating included the Guild, Teamsters, Graphic Communications-pressmen, and CWA-printers. Internationals included the Teamsters, Graphic Communications, CWA-Media Workers and TNG. At left, gesturing, is TNG President Charles Dale. Beside him, Cincinnati Guild President Brian Williams.



the allegations was "immaterial" because they had not constituted a separate charge of bad-faith bargaining.

The Guild plans to appeal the board's decision in Federal Appeals Court in Cincinnati or Washington, D.C.

Earlier this year, Guild and Enquirer representatives resumed contract talks after a break of more than a year, Williams said.

Before 1985, an unaffiliated union represented editorial department employees at the 195,000-circulation daily. In December 1983, and again a year later, employees overwhelmingly voted to

dissolve the Enquirer Editorial Employees Professional Assn. and affiliate with the Guild.

The U.S. Court of Appeals ruled in late 1988 that the Guild, in fact, was a successor union to the EEEPA and that terms of the old union's contract, which expired in 1984, remained in effect.

That contract contained a provision that it automatically renews itself each year upon expiration so long as the union or the company has given the other notice that it wants to bargain.

The Cincinnati Guild also is seeking a new contract for news-

room employees at Scripps Howard's Cincinnati Post and Kentucky Post. A previous contract expired in March 1988.

Earlier this year, the NLRB issued a complaint against the Post, saying management had broken the law by unilaterally paying bonuses and implementing an evaluation system for merit raises "before the parties had reached an impasse" in negotiating on those items. The NLRB has set a July 18 hearing date on the complaint.

The editorially separate Post and the Enquirer are published under a joint operating agreement.

## Vote is June 7 among 100 at Detroit dailies

Detroit — A secret-ballot election has been scheduled for June 7 on whether the Guild or the Machinists union should represent 100 maintenance workers employed by the agency that jointly produces the Detroit Free Press and the Detroit News.

Formerly employed separately by the News and Free Press, the janitors, machinists helpers and press-room cleaners now work as a single group for the Detroit Newspaper Agency.

The agency was formed when Knight-Ridder's Free Press and

Gannett's News began joint operations last November, merging all departments of both papers except the news rooms.

Before the merger, the Detroit Guild represented some 50 maintenance workers at the News. Free Press janitors were represented by the Service Employees union, which is not seeking continued representation rights.

The National Labor Relations Board will supervise the election. Employees may choose the Guild, the Machinists or "no union." If none attains a majority of votes cast, a run-off will be held between the top finishers.

In deciding who is eligible to vote, the NLRB rejected management's bid to exclude 20 "working supervisors" and included them in the bargaining unit.

Another election will be held the same day to allow four building painters to decide if they want the Guild or the Painters union as their bargaining representative.

The Guild also is seeking bargaining rights for an additional 400 employees in the advertising, bus-

iness, inside circulation, data processing and finance departments of the DNA.

The NLRB recently concluded hearings on representation petitions by the Guild and Teamsters union, which seeks to represent the inside circulation department. A decision is not expected soon.

Last December, the Guild negotiated new contracts for the 470 editorial department employees at the Free Press and the News.

### Busby is re-elected

Montreal — Alice Busby of Vancouver-New Westminster was re-elected to her third full term as president of the Canadian District Council of Guild locals during its meeting May 5-6.

Also re-elected was Sharian Clark of Ottawa, to her fourth term as treasurer. She outpolled John Hutchison of Victoria.

Elected vice president was Joyce McKerron of Southern Ontario, replacing Larry McInnis of Montreal, who did not run.

Julie Rowe of Windsor Guild was elected secretary.

### SONG files petition for 55 in Oshawa

Toronto — The Southern Ontario Guild petitioned the provincial labor board May 17 for bargaining rights for 55 part-time employees of the Thomson chain's Oshawa Times about 20 miles northeast of here.

In applying for certification, the Guild demonstrated that it has the support of a majority of the part-timers in the accounting, advertising, circulation, editorial, mail-





LEADERS PAUSE DURING MAY 21 INFORMATIONAL PICKETING AT DAYTON DAILY NEWS.

From left: Rob Modic, Dayton Guild president; TNG President Charles Dale; Homer Coomer, sec'y-treasurer, and Charles Sasser, president, Teamster Local 957.

## Dayton members take to streets in bid to achieve new agreement

(Continued from Page 1)

Tactics — immediately announced support for the Guild at the Dayton News and for Teamster Local 957 in its struggle with an area beer distributor. Both companies, they pointed out, have hired "out-of-town union busters."

Wesley Wells, executive director of the Dayton-Miami Valley AFL-CIO Regional Labor Council of unions representing 60,000 workers, told the summit he will lead a drive to collect pledges for an advertising boycott of the Daily News.

Michael Bindas, president of a council of the Int'l Union of Electronic Workers that has 25,000 active and retired members, said the daily's bargaining tactics could lead to a subscription boycott. "It's their call," he said.

TNG's Dale told the session that union busting is "a disease that is sweeping our great nation," with newspaper publishers like the Cox chain in the forefront of its spread.

After Daily News editorial em-

ployees for the second time in 32 months voted in May of 1989 to dissolve their unaffiliated union and join the Guild, the company hired the firm of King & Ballow of Nashville, Tenn., with a nationwide reputation for helping publishers emasculate their employees' unions, Guild leaders pointed out.

"Our members ... have not had a contract for 500 days ... [and] have not had a general pay increase for 2 1/2 years," Dale said. "This is the price that management is trying to get them to pay because they elected to become part of the labor movement."

Pointing to the Teamsters similar struggle at the beer distributorship, Dale said that "we all have a stake in this; we all will be affected by the outcome of this struggle."

"I think we've had enough," said Gary R. Paxton, president of the regional central labor council and of the Dayton Building & Construction Trades Council, an-

nouncing formation of HALT.

Paxton and Wells, who also is president of an Electronic Workers local union, are co-chairing the task force. Members include leaders of other Electronic Workers locals, a Rubber Workers local, the Southwest Ohio Carpenters Council, an Electrical Workers local, the Communications Workers, and Rob Modic, president of the Dayton Guild and its delegate to the regional AFL-CIO council.

Paxton said the task force will prepare to mobilize area workers "to support their brothers and sisters under assault by unenlightened employers ... who are using imported union busters in the Dayton area."

"We have spent the last eight years in the Dayton area working with employers to advocate positive labor-management co-operation," Paxton said. "It is unacceptable ... [for employers] to bring in hired guns whose sole purpose is to ... send management-labor relations back to the 1930s."

## Lewis joins, Hildner exits IEB race

(Continued from Page 1)

He also has served on the local's grievance and bargaining committees and has been elected one of its delegate to the last six TNG conventions as well as to this year's session. At the previous conventions he has served on the finance, bargaining and human rights committees.

He also has been one of his local's delegates to the Toledo Area AFL-CIO Council the last four years.

Before going to work at the Blade, Lewis worked at an auto-body stamping firm in Toledo where for nine years he served on the executive committee of a United Auto Workers local union.

TNG's Constitution provides that when more than two persons are nominated for one office the delegates at the convention at which the nominations are made "shall ballot by roll-call vote" to reduce the nominees to two.

The two become the nominees of the convention and go before

the membership in a referendum election.

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.

There also will be a referendum among-Guild members in the U.S. Northeast to choose between Andrew Duehring of Providence and Thomas J. Thibault of Manchester for the balance of the term of the vice presidency from Region 1. The seat has been vacant since December when David M. Rousseau of Manchester was promoted out of the Guild at the Union-Leader.

Hildner, who was in her sixth term as Pueblo Guild president and second as president of the Midwest District Council, said she accepted the promotion to sports editor with "extreme mixed emotions."

"Philosophically, I feel very close to the Guild and the labor movement," she explained, ad-



Isaiah (Ike) Lewis

ding: "Being a woman, however, the opportunity presents an attractive career challenge I feel I cannot let pass."

The Midwest Council, at its spring meeting in St. Louis, had endorsed Hildner's candidacy for the IEB. Sole dissent was from the St. Louis Guild, Kaufhold's local, whose delegates said they thought the council should endorse no one.

## 2-year pact ends long struggle for Bakersfield group

Bakersfield, Calif. — The membership of the Bakersfield Guild has approved a new two-year agreement with the Bakersfield Californian to end a three-year bargaining struggle in which the Fritts-family daily unsuccessfully sought to impose a system of "merit-only" pay increases.

Under the agreement, employees who reached the top of their classification by Jan. 30 receive an immediate 2 percent raise and an additional 2 percent next April.

In addition, however, a two-tier pay system took effect upon ratification, setting up new, mostly lower, minimum-pay rates for new hires. Employees on staff at the time of ratification continue to be covered by the rates in the former contract.

No pay cuts are allowed, and employees not yet at top minimums continue to advance under the rate structure contained in the old contract, which expired in May 1987.

Employees also will receive "merit raises" based on annual evaluations, as well as one-time "discrepancy" payments to correct inequities resulting from implementation of the merit system.

The discrepancy payments, equaling three hours pay for each month worked between last May and an individual's hiring anniversary, could range as high as \$700, said Peter Tittl, Bakersfield Guild president.

A "real plus" of the new agreement is termination of an "totally inadequate" defined-benefit pension plan and distribution of \$1.5 million in its fund to retirees and current employees, Tittl said.

Half the \$500,000 in excess assets goes to retirees and employees within 10 years of retirement; the other half goes to the other employees.

"It allows us to boost the benefits for long-time employees so they can retire in dignity," Tittl said. Six of the last seven Guild retirees continued to work after leaving the Californian because of low benefits (\$300 a month maximum), Tittl said.

Under the new agreement, the employer improves contributions to a 401(k) retirement plan to 1 percent of base pay plus \$13.50 per week.

Members ratified the agreement by a 3-1 margin April 26, Tittl said. The Guild represents some 200 employees in advertising, business, circulation, editorial and maintenance departments at the 81,000-circulation morning daily.

In the two-tier system, some new minimums are higher than the old ones, some are the same, but many are lower, Tittl said.

For example, the old top-minimum for reporters, photographers,

artists, retouchers and district managers is \$606.40 per week after five years' experience. The new top rate, reachable after two years, is \$509.34, except for district managers, who will earn \$499.35 after three years.

Tittl, a feature writer, said most employees in the key classification already earn \$600-750 per week and thus are above even the old minimums.

He believes management won't "be able to live with their own figures" because the new contract minimums "are too low to hire people."

The contract also raises copy desk differential by \$1, to \$3 per shift; allows employees to set up job-sharing arrangements; maintains a modified union shop with a 10-day resignation window for current and future employees; provides payroll deduction for Guild dues.

"We didn't completely get rid of management's merit plan, but this contract gives us time to regroup for next time," Tittl said.

"This was the biggest test for the Guild since it was founded in 1946," he said. "We've survived, and we'll reunite and fight again."

The recent go-round began when management unilaterally posted terms and conditions of employment in late 1987 after declaring that talks on a new contract had reached an impasse.

The Californian, however, backed off its demand for a "merit-only" system last July, as the National Labor Relations Board prepared to hear testimony on a series of unfair labor practice charges filed by the Guild.

A settlement was reached in which the Guild dropped all charges and management agreed to bargain over wage increases, rescind the imposed conditions, and restore terms of the expired Guild contract.

In so doing, the company reinstated experience step-pay increases, restored cuts in night differentials and holiday pay, and compensated employees for all lost wages.

Employees received more than \$200,000 in back pay, with some payments totaling \$4,000 and "virtually everybody getting something," Tittl said.

That settlement proved to be a major shot in the arm for the Guild and paved the way for the new contract.

Since last fall, Tittl has led the Guild bargaining team, which also included Kathy Freeman, Jeri Merlo, Al Zaccagnini and Suzanne Meacham-Boyd.

L. Michael Zinser, formerly of the Nashville firm King & Ballow, represented management in the final stages.

## Riley to lead revived Gannett caucus

Rochester, N.Y. — Representatives of locals from Hawaii to Rochester at a meeting May 5 voted to reinstitute the Gannett caucus of Newspaper Guild locals.

Approximately 15 Guild leaders who gathered during the Middle Atlantic District Council meeting elected John Riley of Rochester to

serve as president of the revived caucus. Dana Nichols of Northern California's Stockton unit was elected vice president, and Ann McIlree of Battle Creek was elected secretary. The treasurer of the Rochester local, which has been maintaining the caucus's treasury, will continue that task.



# Executives 'sweep' newsroom after action by Gary members

**Gary, Ind.** — Top members of management of the Gary Post-Tribune literally swept through the paper's newsroom for several hours May 20, filling four dumpsters with materials ranging from employees' wooden carvings to graphic arts materials belonging to the company itself, the Gary Guild reported.

The "clean-up crew" was led by Publisher Jan Scholz and included Executive Editor Al Johnson, Executive Managing Editor Betty Cox and Asst. Metro Editor Carl Abernathy, the Guild said.

In their wake, the dumpsters also were loaded with toner cassettes for the laser printer, still-packaged batteries, typing stands, coffee mugs and ceramic dishes, reporters' notebooks and story notes, pictures, cartoons and nameplates.

Also among items retrieved from the dumpsters by Guild members were Guild pension-fund materials and a certificate awarded an employee by the company.

The Guild said it was considering filing a grievance charging the group with performing work in the jurisdiction of the Guild-covered maintenance staff.

The "clean sweep" followed several actions by the Guild's

membership early in May in protest of working five years without a general raise and bargaining without success for four years for an equitable new contract, the longest-running on-going dispute in recent Guild history.

Members of the editorial and maintenance unit chose May Day to conduct informational picketing at the paper in Gary and at its bureaus in Crown Point and Valparaiso.

They were joined by representatives of the Steelworkers, Teamsters, building trades unions, State, County & Municipal Employees, Teachers (AFT), the Chicago Guild, and others.

Then from May 6-12, the week of primary elections, editorial department members conducted a byline "strike," to show their determination and solidarity and to pique the public's curiosity, one Guild leader said.

Earlier, Guild leaders notified the publisher that more than 3,000 subscription-cancellation pledge cards have gone out to area union members, with another 3,000 on their way to friends, family and community groups. The cards authorize the Guild to cancel subscriptions to the 80,000-circulation daily.

Meantime, Guild members continue to work under the terms and

## Effort for Poles totals \$3,935

Silver Spring, Md.—A \$2,000 check from TNG and a \$25 individual contribution from a member of the New York Guild have boosted to \$3,935 the total amount given by Guild locals and members to the multi-national effort to assist the Polish Journalists Assn.

TNG's Int'l Executive Board affirmed TNG's contribution during its spring meeting in April. It had been voted earlier in a telephone conference. All funds have been forwarded to the PJA's office in Warsaw, ending the Guild drive.

The aid effort was launched in early December with the help of the Int'l Federation of Journalists. The PJA regained the right to operate openly late last year after seven years of underground activity during martial law when its office equipment was confiscated.

conditions of the previous contract, under its "evergreen clause."

In addition to demanding elimination of that clause, the company also is seeking significant co-payments for health insurance and givebacks in premium pay while offering only a 5 percent raise over

three years, the Guild reported.

"Members would be in red ink up to their hairlines," said Sue Brown, Guild projects co-ordinator.

The company has retained the firm of King & Ballow to assist.

# 200 lose jobs as Scranton paper is closed

**Scranton, Pa.** — The Scranton Guild and other unions will meet June 5 with the Scrantonian Tribune's former owners over severance pay and other benefits owed to 32 Guild-represented employees who lost their jobs when the paper was closed.

The 37,000 circulation morning daily was shut down abruptly May 21, with no advance notice to employees, advertisers or readers.

The final edition carried no word that the paper's 134-year history was ending.

However, the rival Scranton Times bannered the story the same day and ran four sidebars, including community reaction and a history of the papers.

In the same edition, the 69,000 circulation Times announced it had purchased, for an undisclosed price, some of the defunct paper's

assets, including its name and circulation lists.

The next day, the Times renamed its fledgling morning edition "The Tribune" and said its Sunday paper would include "The Scrantonian" name.

In ballyhooing its new morning moniker, the Times referred to the renamed edition as "the area's newest publication" and "the nation's newest newspaper." The morning Times was launched in June 1988, nine months after a Dallas-based chain bought the Scrantonian Tribune.

An estimated 200 Scrantonian Tribune employees lost their jobs, Scranton Guild President Victor Alfano said. Ten of the paper's circulation district managers were hired by the Times.

Alfano, who works at the Times, said the closing was a surprise and a shock to employees of both papers.

"We're saddened and dismayed that 32 of our people lost their jobs, plus so many others," Alfano said. "It's not likely they'll be absorbed by our paper."

In a letter to the Guild, management representatives said employees would receive severance benefits provided under an expired contract with the Guild "and 60 days pay and benefits" under the federal law requiring employers to give 60 days' notice before closing a business.

Since September 1987, the Scrantonian Tribune had been owned by MediaOne, which is controlled by John Buzzetta, publisher of the Dallas Times-Herald. Buzzetta reportedly has financial backing from W. Dean Singleton, head of Media News, another Dallas-based chain.

A day after the closing, more than 60 former employees demonstrated in front of the Times and marched through downtown to protest the abrupt manner in which their jobs were eliminated.

The locally owned Times has been controlled by the Lynett family since 1895, and brothers George, Edward and William Lynett currently are co-publishers.

In a message to readers, the publishers said they were "saddened by the announcement" that their rival had closed. They also said they were "pleased that the Tribune once again is under the ownership of a local family."

## Employees mull new publication

**Scranton, Pa.** — Encouraged by "an outpouring of community support," some 130 displaced employees of the defunct Scrantonian Tribune may launch a new Sunday paper to compete with the Scranton Times.

The group has an agreement to use printing facilities with the nearby Wilkes-Barre Citizens' Voice, the paper started by strikers 12 years ago, according to Mitchell Grochowski, chair of the Guild's Scrantonian Tribune unit.

Grochowski, a 20-year Tribune reporter and feature writer, said many of the fired employees—"union and management people standing shoulder to shoulder"—offered to work without pay for 60 days and to become employee stockholders to make the venture a success.

"Everything is based on membership participation, and the number of ads we get," he said.

Grochowski said the abrupt closure May 21 of the Scrantonian Tribune and the loss of 200 jobs "had a chilling effect on readers around here" and many were rallying to the as-yet-unnamed paper.

He also the Scranton media seemed captivated by the idea of a new paper. "They've been feeding on it for a week, like sharks in a frenzy. It's a good yarn, I guess, but we're serious about this."

# CLC sets tough line on Mulroney policies

(Continued from Page 8)

candidate, Dave Werlin, a former president of the Alberta Federation of Labor and an avowed Communist, received 29 percent of the vote, while a third candidate picked up 5 percent, reflecting dissatisfaction with leadership of the 2.3-million-member congress.

Some of the unrest has been attributed to the sense of frustration felt by union members over the inability of unions to dissuade the government from undertaking economic policies that have led to high interest rates, the pending GST and cuts in social assistance.

Senior union leaders supported a Carr-led slate, but only after earlier debate at the CLC executive committee had failed to produce a consensus on an alternative establishment-backed candidate.

The convention avoided two po-

tentially destructive debates: one over charges by the United Food and Commercial Workers union that the Canadian Auto Workers had raided its East Coast fishermen, and the other over Canada's controversial Meech Lake constitutional accord that centers on Quebec.

On the first issue, the debate was shelved after agreement that the CLC executive would hear the UFCW's complaint at its September meeting. On the Meech Lake matter, the convention heeded pleas by the Quebec delegation to drop the issue from the agenda in order to avert a split.

The convention also endorsed the creation of a task force for a two-year study to determine the future role and structure of the congress. Its recommendations will be debated at the next CLC conven-

tion, scheduled for 1992.

Delegates also took strong stands for the protection of women's rights and for measures to aid battered women.

A policy paper that spells out economic issues for the Nineties and measures needed to combat "the big business political platform" will be circulated across the country among union locals and social coalition partners for discussion and possible revision.

The document will be presented to the 1992 convention for a final CLC policy decision.

The convention also approved the first per-capita dues increase since 1986. Affiliated unions will pay two cents more per member per month effective Jan. 1, 1991 and an additional three cents a year later. The rate currently is 48 cents.

## CLC delegates from the Guild (plus/minus one)

Seated, from left: TNG Vice President Doug Louth, Vancouver-New Westminster; Southern Ontario Guild President Gail Lem; John Hutchinson, Victoria; Hilary Russell, SONG. Standing: Peter Desilets, Northern Ontario; Virginia Galt, a member but not a delegate, from SONG; Jan O'Brien, VNW; Bill Petrie and Paul Pelletier, SONG; TNG Canadian Director John Bryant. Not pictured, Montreal Guild President and Delegate Larry McInnis. Lem, Desilets, Petrie and Pelletier are wearing buttons for Dave Werlin, one of two unsuccessful candidates to try to unseat CLC President Shirley Carr.





# Grass-roots effort sought for anti-strikebreaker law

**Silver Spring, Md.**—Guild locals in the United States are being asked to help rally support for proposed federal legislation that would ban the permanent replacement of workers involved in economic strikes.

Early this spring, bills were introduced in the House and Senate that would overturn a 50-year-old decision by the Supreme Court providing the legal basis for the practice.

The AFL-CIO's Industrial Union Dept. has taken the lead in organizing a nationwide campaign for the pending legislation, and has asked TNG and other international unions to join the effort.

In a recent letter to locals, TNG President Charles Dale urged vigorous participation in the campaign to build support "first among our members and secondly among a wider coalition of religious, civil rights, women's and community groups."

Calling it an issue "of great ... significance" to Guild members, Dale outlined TNG's planned role in the campaign.

Specifically, TNG has been asked to recruit local leaders to organize grass-roots participation and activities, and to document cases in Guild history in which striking members were permanently replaced.

TNG Education Director Phillip M. Kadis has been designated the



**DON'T  
FIRE  
WORKERS  
WHO STRIKE**

**Members asked to urge support for bills H.R. 3936, S.2112.**

"key contact" person for the Guild's overall effort.

A poll conducted for the IUD in February showed that a strong "silent majority" of Americans favors protection for workers' basic rights.

More than 65 percent of survey respondents opposed the replacement of striking workers, 77 percent supported the right to strike and 89 percent backed the right to bargain collectively.

TNG long has supported anti-strikebreaker legislation, most recently at the 1989 Convention.

In addition, TNG's Int'l Executive Board, in its recommendations to the 1990 Convention, is supporting Dale's call for involvement by locals in the current campaign and is asking the convention to add its voice to the effort, as well.

"There is no legislation before the U.S. Congress that is more important to the labor movement and to working men and women who know what the labor movement does for them," the IEB said in its Political Action report to the convention, adopted at the April board meeting.

The IEB said the proposed legislation "seeks to restore the original intent" of the National Labor Relations Act of 1935 to protect workers' right to strike.

As of mid-April, 84 members of Congress had signed on as co-sponsors of the House bill introduced by Rep. William Clay (D-Mo.). The Senate bill was introduced by Sen. Howard Metzenbaum (D-Ohio) and has at least five co-sponsors.

Several national leaders, meanwhile, have joined the Committee for Workplace Fairness, the vehicle to co-ordinate support among other organizations.

They include former Labor Secretaries Willard Wirtz and Ray Marshall, former EEOC Administrator Eleanor Holmes Norton, NAACP Executive Director Ben-

## IEB backs AFL-CIO on health care

**Silver Spring, Md.**—Noting that 87 million Americans have inadequate medical coverage or none at all, TNG's Int'l Executive Board has voted to support an AFL-CIO initiative urging Congress "to begin the vital task of reforming the U.S. health-care system."

The AFL-CIO has called for federal legislation that would provide for universality of coverage, public accountability, equitable and progressive financing, and cost containment.

In endorsing the AFL-CIO program, the IEB said the "legislation should establish a national administrative entity" that would set guidelines for health care to reduce costs, broaden access and improve quality.

The IEB attacked the present system as "a crazy patch quilt of public, private, profit and non-profit facilities" with costly duplication of resources and insurance rates that are rising at 18-30 percent a year.

Determined efforts by employers to shift health insurance costs to employees have resulted in reduced coverage for many workers, the IEB pointed out.

James Hooks, Southern Christian Conference President Joseph Lowery, Msgr. George Higgins of Catholic University, Rabbi David Saperstein of the Union of Hebrew Congregations and Eugene Glover, president of the National Council of Senior Citizens.

The current wave of strikebreaking received its impetus in mid-1981 when the Reagan administration fired 12,000 striking air traffic controllers and permanently replaced them.

The practice, however, had

been legal since 1938 when the high court ruled in *NLRB vs. Mackay Radio and Telegraph* that it was permissible to permanently replace strikers.

For many years, few employers took advantage of the ruling because of risks to the long-term success of their businesses. However, with the blessings of federal agencies and friendly courts, employers increasingly have turned to the practice in the past decade.

The IEB's recommendations on political action to the convention also include calls for:

✓ All locals to appoint committees to monitor legislation and inform members and the local of developments affecting their interests.

✓ Any locals that have them, to eliminate from their bylaws any prohibitions against political activity.

✓ U.S. and Canadian locals, as appropriate, to affiliate with state and local/provincial and municipal labor councils.

## CLC sets tough line against Mulroney policies

**By Wilf List**

**Southern Ontario Guild (retired)**

**Montreal**—Delegates to the Canadian Labor Congress' 1990 Convention adopted a militant program that includes proposals for demonstrations, sit-ins and public forums to fight the economic policies of the Progressive Conservative federal government in Ottawa.

The convention also pledged support for a tough line at the bargaining table to win compensating wage increases to offset the inflationary effect of the 7 percent

general Goods and Services Tax that is to come into effect Jan. 1, 1990.

The biennial session, held May 14-18 in Montreal, vented its anger against the GST and another bill pushed through by the Conservative majority government of Prime Minister Brian Mulroney that cuts back on unemployment provisions.

Both pieces of legislation are now before the Liberal-dominated Senate, which has stalled final approval of the bills.

Federal New Democratic Party leader Audrey McLaughlin, who spoke to the convention's 3,000

delegates, urged the Senate to kill the GST. The 7 percent tax on virtually all goods and services except medical-dental services and resale houses is intended to replace a 13.5 percent manufacturers' tax now applied at the wholesale level.

(Among the 3,000 delegates were two from TNG and eight from five Guild locals. Representing TNG were Canada-East Vice President Doug M. Louth, of Vancouver-New Westminster, and Canadian Director John Bryant. From Southern Ontario were Gail Lem, Hilary Russell, Paul Pelletier and Bill Petrie. Montreal was represented by Larry McInnis;

Northern Ontario (Sudbury), by Peter Desilets; Vancouver-New Westminster, by Jan O'Brien; and Victoria, by John Hutchinson.)

The delegates re-elected Shirley Carr as president of the congress for a third term. But an opposition

(Continued on Page 7)

### NEW ADDRESS?

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

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

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

Name \_\_\_\_\_

New Address \_\_\_\_\_

City \_\_\_\_\_ State/Province \_\_\_\_\_

Zip/Postal Code \_\_\_\_\_ Guild Local \_\_\_\_\_

ATTACH  
OLD  
MAILING  
LABEL  
HERE

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

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

## Black carnations honor the dead

**Peoria, Ill.**—Members of the Peoria Guild helped drop black carnations into the Illinois River April 28 during ceremonies honoring the memory of workers killed or injured on their jobs in 1989.

The ceremonies, organized by the Central Illinois Labor Council, were part of nation-wide observances during the second annual Workers Memorial Day organized by the AFL-CIO.

Organizers of the Peoria observance had planned to drop hundreds of black carnations from an airplane into the river where it flows past an Archer-Daniels-Mid-

land grain-processing plant where numerous serious accidents have occurred, according to Bill Knight, immediate past president of the Peoria Guild.

When foul weather grounded local aircraft, the carnations were "brought in a hearse" and thrown by participants from the riverbank, Knight said.

One goal of the 1990 observance was to underscore the need to revise the 1970 Occupational Safety and Health Act, specifically to empower workers to correct job hazards and to refuse dangerous work, the AFL-CIO said.

**DAY**



**BOOK**

Int'l Executive Board, pre-convention meeting, June 22-23, Sheraton Centre Hotel, New York. Conference of District Councils, June 24, noon, Versailles Terrace, Sheraton Centre Hotel, New York. Advertising, Circulation and Editorial panels, June 24, 1 p.m., as posted, Sheraton Centre Hotel, New York. New Delegate Forum, June 24, 3 p.m., Regency Ballroom, Sheraton Centre Hotel, New York.

57th Annual Convention, June 25-29, Sheraton Centre Hotel, New York. Convention Forum, Repetitive Strain Injury, June 25, 2:30 p.m., Imperial Ballroom B, 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.

## The Guild Reporter

CALM  
ACPS

3



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

Published by The Newspaper Guild (AFL-CIO, CLC) 18 times per year, on Fridays, usually at three-week intervals. (Next issue: June 22.) \$20.00 per year. Single copies, \$1.00.

Guild Reporter deadlines at TNG headquarters: News, Monday before publication; features and letters, Friday before publication. (Next letters deadline, June 15.) Letters limited to 200 words by TNG convention action.

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

Publication #231580

ISSN: 0017-5404

Vol. 57, No. 8

June 1,

## The Newspaper Guild

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

**PRESIDENT: CHARLES DALE**

**SECRETARY-TREASURER: JOHN C. EDGINGTON**

**INTERNATIONAL CHAIRPERSON: PETER E. McLAUGHLIN**

**AT-LARGE VICE PRESIDENTS:** David M. Mulcahy, c/o Standard & Poor's C Broadway, New York, N.Y. 10004; Carol D. Rothman, #6204 Henry Ave., Philadelphia, Pa. 19128; Marie A. Shello, 4031 Glenwood Ave., #24, Youngstown, Ohio 44444; Stanley J. Souza, 45-430 Lupo St., Kaneohe, Hawaii 96744; Gene Turner, 219 #2, Stockton, Calif. 95202; one vacancy.

**REGIONAL VICE PRESIDENTS:** Region 1—Vacant; Region 2—Faye McCracken, Kingsley Ave., Memphis, Tenn. 38127; Region 3—Luther P. Jackson, 3rd Granger, Ann Arbor, Mich. 48104; Region 4—Larry D. Hatfield, 16 Jewell St., Rafael, Calif. 94901; Region 5—Richard J. Brandow, 2708 Harway Ave., Bklyn, N.Y. 11214; Canadian Region: East—Lee C. Clifford, 5656 Morris St., Halifax, Scotia B3J 1C5; West—Doug M. Louth, 4140 Dallyn Rd., Richmond, B.C. V6V 1G5.

**DIRECTOR OF FIELD OPERATIONS:** William H. McLeman.

**EXECUTIVE SECRETARY, CONTRACTS COMMITTEE:** Linda K. Foley.

**CAVANAUGH DIRECTOR:** John Bryant.

**30 Concourse Gate, Unit 103**

**Nepean, Ont. K2E 7V7.**

**DIRECTOR OF RESEARCH & INFORMATION:** David J. Eisen.

**EDUCATION DIRECTOR:** Phillip M. Kadis.

**HUMAN RIGHTS DIRECTOR:** Anna M. Padia.

**INTERNATIONAL REPRESENTATIVES:** William M. Brown, Robert E. Bruner, Eugene Bryant, Janet David, Leo J. Ducharme, James H. Griffin, Harry L. McCormick, Luis Montanez Jr., Bruce R. Nelson, G. Richard Pattison, Hannah Jo Ray, Dan Zeidler.

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