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Alerts issued on mercury in laser-photos

Silver Spring, Md.—The 3M Co. has alerted Associated Press and Canadian Press that the "dry silver" paper used in their laser-photo machines generates measurable amounts of mercury dust, a serious potential hazard, TNG has warned all Guild locals.

The paper also is used by newspapers that receive laser-photo transmissions throughout the United States and Canada, TNG Director of Research & Information David J. Eisen wrote in TNG's

CalOSHA, Fresno, Bee strike accord on RSI measures 3
Journalists seek \$270 million from VDT manufacturer 2

own June 20 hazard alert to local presidents, administrative officers and safety and health chairpersons.

Eisen warned that while "3M says only 'trace amounts' of the dust are generated in laser-photo processing and that air sampling has shown mercury levels to be far

below government safety standards ... the dust often accumulates on laser-photo machines, subjecting employees servicing them to more hazardous inhalation or skin exposure."

A Material Safety Data Sheet issued by 3M for the paper notes that prolonged or repeated overexposure to mercury can cause damage to the kidneys, liver, lungs, nervous system and reproductive system and has been associated with birth defects and fetal toxic-

ity, Eisen pointed out.

While 3M personnel service laser-photo machines in some cases, Guild-covered employees do the work in others. Employees changing paper also may encounter the dust, he added.

3M said the levels of mercury found in its air samples indicate that, with proper ventilation, mercury levels in the air breathed by employees using the machines should not exceed exposure limits fixed by the U.S. Occupational

Safety & Health Administration and the Ontario Ministry of Labour. Ninety percent of the samples were more than five times below that limit.

But, Eisen noted, a 3M letter to AP said it plans additional testing and cautioned that adequate ventilation must be provided in the machines' vicinity. It recommends that if airborne dust is noted during photo processing, use of the machine be discontinued until it
(Continued on Page 2)

News cuts 14 Guild jobs in 4th straight week of layoffs

New York — The New York Daily News dismissed 14 Guild-represented clerks June 18 in the latest of a series of hard-line moves as employees' 10 unions seek equitable new contracts with the Tribune Co. daily.

The job cuts marked the fourth straight Monday the News issued layoff notices, hitting members of a different union each time in what employees are calling the "Monday Massacres."

In all, 66 employees—17 machinists, 14 electricians, 21 photoengravers and 14 clericals—have lost their jobs since May 29.

The clerks worked in the News' finance department, verifying the number of unsold papers being returned by dealers.

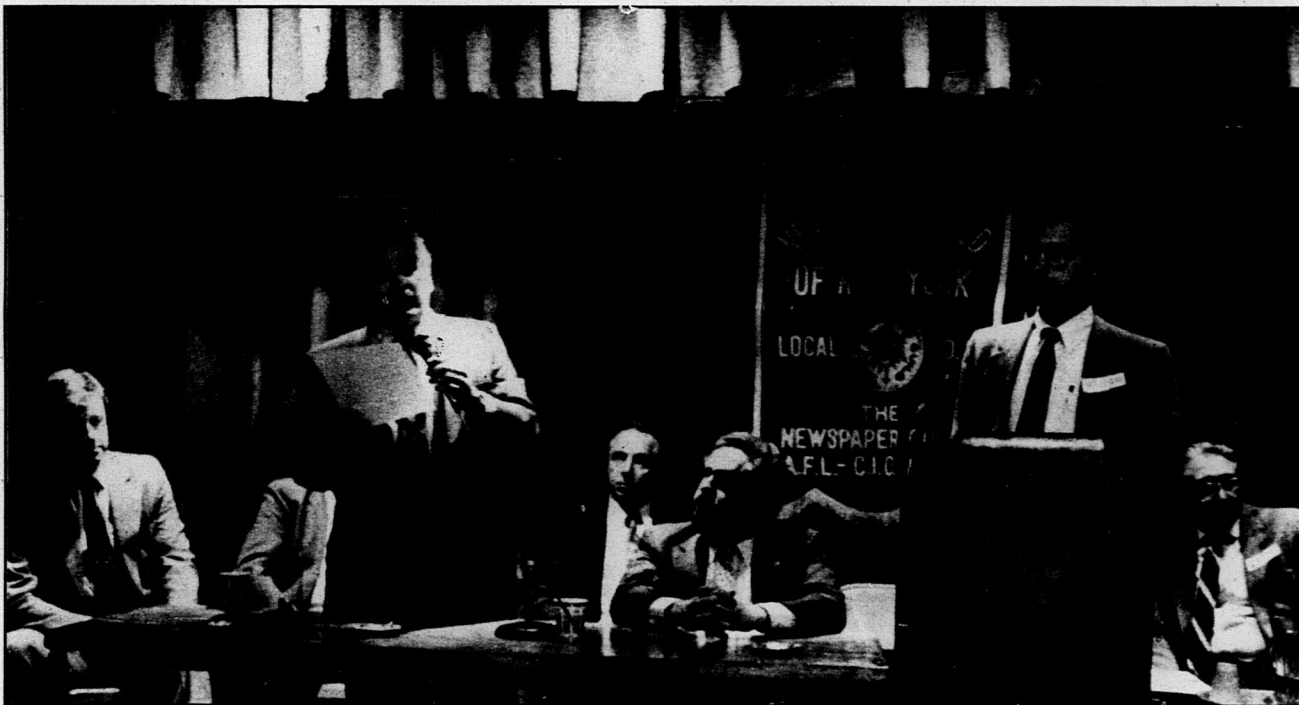
New York Guild President Barry Lipton called the layoffs "a tragedy" and said the paper was not being honest about the cuts.

"They're laying people off and blaming it on the slow economy," Lipton said. "In reality, they're eliminating jobs to finance the terrible drain by their plans to bust the unions."

Union leaders believe the News is paying as much as \$4 million a month to shelter and maintain replacement workers for deployment in the event of a union stoppage.

Management has hired "on-call strikebreakers" and lodged them in New Jersey hotels, beefed-up security forces at its four plants, and turned over bargaining strategy to King & Ballou, a Nashville firm specializing in hard-line tactics, the unions charge.

The layoffs are viewed as tactical moves to antagonize the unions, which have been working since March without contracts. A major strike could free the
(Continued on Page 4)



STEVE MILLER/New York Guild

N.Y. DELIVERERS' PRESIDENT MIKE ALVINO, LEFT, READS LETTER PLEDGING SUPPORT OF INT'L TEAMSTERS

Others at meeting of leaders of all 10 unions at N.Y. Daily News include, from left: Pressmen's Jack Kennedy; Machinists' Joe Armao; Guild's Barry Lipton; Joe Uehlein, AFL-CIO field co-ordinator; and Photoengravers' Stanley Asylanian.

200 convention delegates tackle issues in N.Y.

New York — Delegates to TNG's 57th Annual Convention here June 25-29 will have before them recommendations from the union's elected leaders reported in their Officers' Report to the convention. In addition, the same 12 months was the Guild's "best wage bargaining year in the past seven," they said.

The Guild organized more news industry employees in the 12-

month period ended March 31 — 1,100 in 20 new groups — than in any like period since 1973-74, the union's elected leaders reported in their Officers' Report to the convention. In addition, the same 12 months was the Guild's "best wage bargaining year in the past seven," they said.

More than 200 delegates from

Los Angeles' Cunningham makes VP race a foursome . 3

Guild locals across the United States, Canada and Puerto Rico are expected to participate in the convention, to be held in the Sheraton Centre Hotel in Manhattan.

The hotel is about a mile from the New York Daily News where the New York Guild and nine other unions are locked in hard bargaining with the (Chicago) Tribune Co. daily over its demands for sweeping contract retrogressions and give-backs.

One of the speakers scheduled during the convention is Martin Levitt, who once made a business of helping employers discourage employees from organizing unions and assisting employers to decer-

tify existing unions.

Levitt is scheduled to lead a workshop the evening of the convention's first day titled, "The Behind-the-Scenes Dynamics of Union Busting."

Leaders of the New York City Allied Printing Trades Council, the umbrella organization of all 10 New York City newspaper unions, also are expected to address the convention.

Another scheduled speaker is Richard L. Trumka, president of the United Mine Workers and a leader of the AFL-CIO Strategic Approaches Committee, which is assisting the unions at the Daily News to rally the U.S. labor movement behind their quest for equitable new contracts with the paper [Guild Reporter, May 11].
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100 at Detroit papers choose the Guild

Detroit—Maintenance employees at the Detroit News Agency, the "third employer" that conducts joint publishing operations for Knight-Ridder's Detroit Free Press and Gannett's Detroit News, have voted for representation by the Detroit Guild.

Of the 100 eligible voters, 70 opted for the Guild, 1 favored the Machinists union, and 20 voted for

"no union" in the secret ballot conducted June 7 by the National Labor Relations Board.

"We are very pleased with the result," said Detroit Guild Administrative Officer Donald Kummer. "Getting nearly 80 percent of the vote is a very good margin in anybody's book."

Kummer said he was encouraged by the vote because the

agency offered attractive buy-out packages to employees, a number of whom are nearing retirement age, to discourage support for a union.

The 100 workers—janitors, machinists' helpers and press-
(Continued on Page 2)

Baltimore, Long Beach members ratify pacts 8, 5

AP copy editor in \$270 million RSI suit against Atex

New York—Eight journalists, including a Guild-represented copy editor at the Associated Press, are suing the Atex company for \$270 million, claiming the firm's computer systems caused them "permanent and disabling cumulative trauma disorders."

The suit alleges that Atex "knew or should have known" that repetitive use of their keyboards and video display terminals would expose users to a "risk of developing" such disorders, also known as repetitive strain injuries (RSI).

Furthermore, the suit alleges, the eight "have an increased risk of suffering other serious bodily injuries ... (and) have experienced severe pain and suffering, emotional distress and mental anguish related to the injuries and risk of further injury."

The plaintiffs' injuries include carpal tunnel syndrome, tendinitis, and musculoskeletal and nerve disorders, according to the suit, filed June 15 in federal court in Manhattan.

Because of such injuries, they "have incurred economic loss" and have been deprived "of their ordinary pursuits and enjoyments of life," the claimants allege.

The AP employee, who has RSI symptoms in her arms, edited copy on Atex VDTs for nearly two years at the New York bureau. Recently, she was reassigned to a position in the graphics department requiring less keyboard work.

She is a member of the Wire Service Guild, which represents some 1,200 employees working in AP bureaus. Most of the 400 employees in the New York office use Atex equipment for writing and editing copy, a Guild spokesperson said.

The suit's other plaintiffs include two special writers and a reporter at Newsday, a Village Voice editor, a reporter and a former reporter at American Banker, an industry publication, and an editor at Discount Store News, a trade publication.

All have used Atex equipment

in their work, and each is seeking \$10 million compensatory damages and \$20 million punitive damages.

In addition, three of the plaintiffs' spouses are seeking \$10 million each in compensatory damages for "loss of consortium, companionship, services, society and support."

The group is represented by Wilentz, Goldman & Spitzer, a New York firm specializing in occupational-injury claims.

Several individuals suffering from RSI approached the firm separately over a period of months, said Ruth D. Marcus, an attorney with the firm.

"We started to see that it was serious, pervasive problem in the publication industry," Marcus said. "These seriously injured people—some who could no longer drive a car, open a door or write their name more than two times—wanted to take some action."

Atex, a major manufacturer of

computerized word-processing and typesetting systems for the newspaper industry, is owned by the Eastman Kodak Co. Neither the parent company nor the plaintiffs' employers were named as defendants.

The suit alleges Atex "negligently and intentionally misrepresented" and "failed to disclose the health risks created by the ordinary and intended use" of their systems.

Atex equipment was "defectively designed ... (and) marketed with manufacturing defects," the suit says, adding that the risks "outweighed their utility as marketed."

According to the suit, Atex also "negligently, recklessly and intentionally":

- Produced and sold computer systems that it "knew or in the exercise of reasonable care should have known were defective, dangerous, ultra-hazardous and otherwise unreasonably harmful" to users.

- Failed to take "reasonable precautions" or warn users of risks and dangers of using their systems.

- Failed to provide "information or safe and sufficient safeguards, instruction, equipment, attachments, furnishings and appliances" to protect users.

- "Ignored or suppressed medical and scientific information" on repetitive injuries and disregarded information "concerning the causal relationship between the repetitive use of computer systems and cumulative trauma disorders."

- Failed to advise the plaintiffs to "cease further uncontrolled or unprotected use" of computers and to seek medical care for injuries caused by them.

- Failed to test for and discover the hazards posed by their systems.

Marcus said other similar suits had been filed against computer manufacturers, but that they were "few and far between."

Earlier this month, four Newsday employees not involved in the federal action filed a \$40 million lawsuit against Atex in New York Supreme Court. The four allege that VDT-related injuries have forced them out of work for long periods of time.

In surveys conducted by Guild locals over the past year, TNG has received reports of more than 1,500 individuals suffering from RSI symptoms.

Most of the reports are coming from newsrooms or offices where the majority of the work is performed on VDTs.

A Wire Service Guild survey revealed that 77 AP employees have been diagnosed with RSI. Hundreds more reported work-related pain in their arms, hands, wrists, necks, backs and shoulders.

Guild and management representatives are preparing to discuss the survey results, Guild President Kevin Keane said.

The company has been "very good in dealing with cases on a spot basis" but does not have a national policy on RSI, Keane said.

Warning issued on laser-photos

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can be cleaned and serviced.

Mercury levels found in blood-testing of 3M employees suggest that mercury exposure through the skin or by ingestion may be significant, or that further sampling may be needed. 3M's sampling thus far appears to have been only for mercury vapor, however, not dust, Eisen said.

The same limitation applies to mercury monitoring by exposure badges, reportedly being made available to at least some AP photo employees. The badges respond only to vapor, not dust, he pointed out.

After consulting with the Workers' Institute for Safety & Health (WISH), Eisen wrote, TNG is urging all locals with laser-photo

machines in their shops to do the following:

- Determine whether the machines are serviced by Guild-covered employees and, if they are, be sure the employees receive training from 3M and that a medical-surveillance program to monitor their blood-mercury levels is established.

- Examine laser-photo machines for visible evidence of dust on the surface "(but not by rubbing a finger over it)" and request servicing to remove the dust if it is found.

- Assure that rooms in which the laser machines operate are adequately ventilated. The machines should not be located immediately adjacent to anyone's work station.

- Make sure that management has readily accessible Material Safety Data Sheets for its dry silver paper and that the paper has an adequate warning label.

3M recommends, meanwhile, that employees servicing the machines:

- Wear nitrile-rubber gloves and a respirator approved by the U.S. National Institute for Occupational Safety & Health; use local-exhaust ventilation, like that used for asbestos removal (ordinary vacuum machines may spread the dust, Eisen noted); not eat, drink or smoke while working and wash their hands afterwards.

TNG is continuing to monitor the situation in co-operation with WISH and will provide additional guidance as it appears warranted.

Dale says unions gain strength as unity increases

Toronto — Newspaper unions — "obituaries" to the contrary notwithstanding — are very much alive and getting stronger, thanks in large part to increasing inter-union unity, TNG President Charles Dale told the annual conference of the CWA-Printing, Publishing & Media Workers' Sector here June 8.

And unity among the unions — the Guild, the CWA-sector, the Graphic Communications Int'l Union and the Teamsters — is increasing thanks in large part to efforts of the Newspaper Industry Co-ordinating Committee (NICC), formed and functioning under the auspices of the AFL-CIO Industrial Union Dept., Dale said.

The CWA-sector is the product of the merger of the old Int'l Typographical Union into the Communications Workers of America. The conference meets just before each CWA convention.

Paying tribute to the contributions of CWA-sector President Bill Boardman to NICC's efforts, Dale called the unity that is being forged through the committee "unprecedented in our industry," adding, "we are not going to let those bonds be weakened."

The obituaries written over the last decade for newspaper unions and the entire labor movements of both the United States and Canada

came from the presses of publishers who "listen to the professional union buster and inform us that unions aren't needed any more," Dale said, continuing:

"Why?" he asked, then answered: "Because employers have 'seen the light.'"

"Well, we know the kind of light they've seen. It's the same one they have always focused on — the gleam of silver and gold."

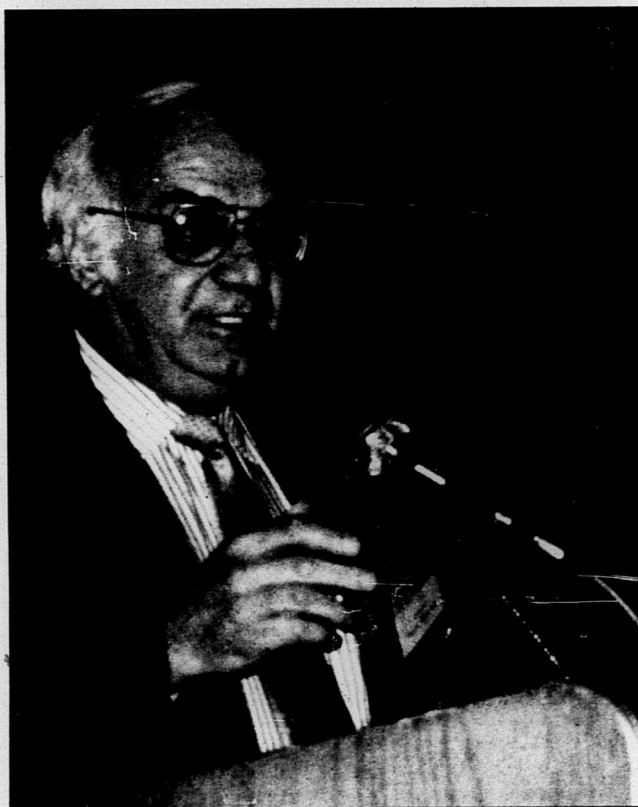
"The only difference is that now they use the excuse that if they don't squeeze every last drop of profit out of their employees, they'll become targets for junk-bond leveraged-buyout artists."

The kind of inter-union unity advocated by NICC, however, Dale said, is beginning to have an impact and "the Bob Ballows of this world" are beginning to be shown the door as publisher realize it.

Dale also disputed the assertion by some that the strike is obsolete as an effective bargaining tool.

"We may use the strike weapon more judiciously ... more selectively, but don't believe for a minute that there aren't any arrows in our quiver," Dale asserted.

Whatever tactics industry unions employ, however, he concluded, "we're going to do it together. The days of disunity and the days of divisiveness among our unions are gone," he said.



TNG'S CHARLES DALE ADDRESSES CWA-MEDIA WORKERS
Growing inter-union unity makes "obituaries" premature, he says.

Detroit unit opts for Guild

(Continued from Page 1)

room cleaners—are the first employed by the agency to choose Guild representation. The DNA was formed last November when all departments save the newsrooms of the Free Press and the News were merged under a single

employer to publish both dailies.

Bargaining on a first Guild contract with the DNA will begin after it supplies complete wage information on the employees, Kummer said.

The Guild also has a petition pending to represent an additional 500 employees in the DNA. Many previously worked under Guild contracts, but the DNA has refused to extend recognize the Guild as their continuing bargaining agent.

The NLRB regional director has concluded hearings on competing petitions by the Guild and the Teamsters. Final legal arguments are due July 9, and the makeup of the bargaining unit, or units, could be determined by early September, Kummer said.

The Guild has petitioned to represent advertising, business, data processing, finance and inside circulation department employees in a single unit. The Teamsters are seeking a separate unit for inside circulation.

In another election June 7 involving five painters, the vote was two for the Painters union, two for "no union," and none for the Guild, leaving the group without representation.

Some 470 editorial department employees at both papers currently are working under separate Guild contracts negotiated last December.

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McKerrow is SONG's first Fred Jones scholar

Joyce McKerrow, chairperson of the Southern Ontario Guild Toronto Star unit and leader and pusher of a variety of causes throughout the local, displays plaque presented her at a recent local meeting attesting to her being named winner of the first "Fred Jones Memorial SONG Service Award." The award, a \$1,500 scholarship for a program of union education, was established in honor of Jones's longtime service to the local and TNG. A TNG Int'l Representative for more than 16 years, primarily in Eastern Canada and the Northeast U.S., and a former president and executive secretary of the local, Jones died in retirement Dec. 10, 1988, at the age of 72. The award was presented to McKerrow by Jones' widow, Hazel, also widely known throughout the Guild.



BILL MCQUEEN/Southern Ontario Guild

Updated arbitration index is issued

Silver Spring, Md.—TNG's "Arbitration Award Index," a valuable tool for Guild advocates handling grievances on any level, has been updated through 1989 and sent to all locals.

It contains summaries in chronological order of more than 1,540 cases taken to arbitration by Guild locals, going back to 1958. It also is indexed alphabetically by issues and by arbitrators, allowing users to focus on related cases or specific arbitrators.

"This handy reference covers disputes over typical union issues such as hours and overtime, sick leave and vacations, as well as specific Guild issues like off-duty activities, bylines and incentive-pay programs," said Linda Foley, executive secretary of TNG's Contracts Committee.

Foley and other members of TNG's collective bargaining department recently added cases for the years 1983-89 to the index. Information for those years has been

stored in a computer data base, and TNG plans to publish annual updates. The last update was published in 1984.

All locals have been provided with two copies, including one for local counselors or advisers. Additional copies, as well as copies of individual decisions on file at TNG, are available without charge.

A limited supply of the index is available for sale to groups not affiliated with the Guild.

Montreal ad group okays 1st Guild pact

Montreal—Job security, especially in the face of organizational or technological change, improved holiday schedules and scheduling and first-year wage increases ranging from 6 percent to 16 percent are among the features of the recently concluded Montreal Guild contract for ad-services employees of the Southern chain's Gazette.

Ratified overwhelmingly by the 40-member unit May 28, the three-year pact is the first under the Guild for the group, which voted early last year to disaffiliate from

a Communications Workers local and join the Guild, a move not contested by the CWA.

The settlement also provides signing bonuses that differ according to length of service and full- or parttime status and that start at \$585.

Guild President Larry McInnis said that while the increases may sound high when expressed as percentages, they are more modest in dollar-terms, reflecting the group's low pay rates of the past.

For example, he reported increases for the pay group contain-

ing more than half the unit's members — sales assistants and layout clerks — average 8.6 percent the first year and 5 percent the next two, the local reported. The top minimum goes up by \$42, to \$531 a week, retroactive to May 1.

The lowest increase goes to the department's sole messenger. It is \$25, taking the minimum to \$438 a week.

Montreal Guild 1st Vice President John Belcarz was chief negotiator for the group, assisted by Unit Chair Roland Guilbault and Shawnee Aubert-Chartrand.

L.A.'s Cunningham enters list for VP spot

The number of announced candidates for the at-large TNG vice presidency vacant since January returned to four June 19 when Todd Cunningham, president of the Los Angeles Guild, said he would seek nomination for the seat at TNG's 1990 Convention.

The candidacy of Cunningham, in his first year as local president after two as chairperson of the Guild unit at Knight-Ridder's Long Beach Press-Telegram, carries the unanimous endorsement of the local's representative assembly.

He joins three leaders of other locals who announced earlier that they will seek to serve the remaining half of the seat's two-year term: Roger Kaufhold, St. Louis Guild treasurer; Isaiah (Ike) Lewis, a former Toledo Guild president; and Carol Przybys-

zewski, Erie Guild treasurer.

A fifth person, one of the first to announce for the seat — Judy Hildner, then president of the Pueblo Guild — withdrew from the race and the Guild May 29 when she accepted promotion to the Guild-exempt post of sports editor of the Pueblo Chieftain [Guild Reporter, June 1].

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. One candidate is eliminated on each roll call until two remain.

The two become the nominees of the convention and go before the membership in a referendum election.

Cunningham, 36, has been a member of the Guild since joining the staff of the Press-Telegram seven years ago. He is the paper's entertainment editor.

He led the local's bargaining committee in a 17-month quest for a new contract with the Press-Telegram that was concluded June 5. He also was one of his local's delegates to TNG's 1988 and 1989 conventions, and is a delegate to this year's session, as well. He also has represented the local at the Western District Council of Guild locals.

Before going to Long Beach, Cunningham worked as a news editor on a Time-Life video-text project in San Diego, as a freelance correspondent in Central America, and as a reporter, copy editor, news editor and sports editor for the Orange County

Bees, Cal-OSHA agree on steps for RSI protection

In actions rooted in a complaint filed by the Northern California Guild a year ago in May, all three McClatchy-chain Bee dailies have agreed with California's occupational safety agency to a series of measures aimed at alleviating repetitive strain injury (RSI) hazards for their employees who work at VDTs.

The measures, which include minimum standards for VDT work stations, hourly work breaks and training programs in safe VDT use, are modeled on provisions of a "special order" issued to the Fresno Bee by Cal-OSHA last September after the agency found RSI to be a health hazard at the paper.

It made the latter finding during its investigation of the Guild's complaint of widespread occurrence of RSI among the editorial department employees it represents.

The measures are spelled out in a 4½-page "joint and voluntary declaration" on "the VDT safety program" at the Sacramento and Modesto Bees as well as at the Fresno Bee.

The declaration is "Exhibit A" in a stipulation through which the agency withdraws its September order to the Fresno Bee and the Bee withdraws its appeal of that order's legality.

The stipulation states that the Fresno daily and the agency have "agreed that the objectives of VDT safety can best be accomplished" by jointly setting forth the parameters of the VDT safety program the paper has been implementing.

The program is "substantially the same as that required by the special order" and was underway when the order was issued, the stipulation says, adding that the agreement avoids "the unnecessary expense and delay" of litigating whether the agency had authority to issue the order.

Larkie Gildersleeve, an administrative officer with the Guild local, said she was disappointed both that the Guild was not given the opportunity to take part in the negotiations that produced the safety-measures declaration and that several of the specific steps

contained in Cal-OSHA's special order were weakened.

At the same time, she expressed approval of the addition of provisions requiring the three papers to provide on request telephone headsets and annual reimbursements of up to \$200 for eyeglass lenses designed for VDT users.

She also said that while she is "delighted" that the declaration provides for monitoring of compliance by the papers, she is fearful that "because the requirements are so generally worded, it will be difficult to put teeth into their enforcement."

Specifically, the declaration calls for VDT workstations with minimum features that include keyboards "at approximately elbow height;" screen displays "below eye level;" "rounded and/or padded" front edges on keyboards and/or their support surfaces.

Also, adjustable keyboard heights for shared work stations; chairs with adjustable seat pans and back supports, and adjustable or removable arms, if a VDT user chooses to have arms on his or her chair.

The Cal-OSHA order's requirement of adjustable terminals is absent from the declaration. Gildersleeve pointed out, as is the adverb "easily" ahead of the adjective "adjustable" in references to keyboards and chairs.

Why confine the requirement for adjustable work stations to "shared work stations?" she asked.

The declaration defines "adjustable" as meaning "adjustable by the VDT user or at the request of the VDT user."

The declaration defines VDT users as employees who use them more than two hours a day "for work functions," twice the time in the Cal-OSHA order's definition.

The declaration says that rest breaks of at least three minutes will be permitted for each hour of "continuous use of a VDT," with "break" meaning "time spent doing something other than work on a VDT."

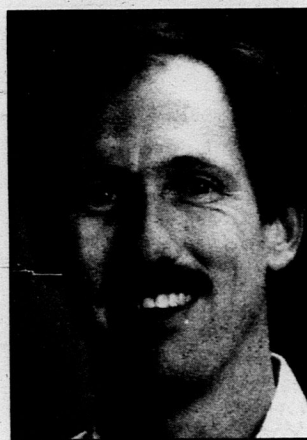
On a VDT user's request, the papers are to provide such items as document holders, foot rests, wrist rests, head sets and the eyeglass lense reimbursement.

"There's no time-frame, however," Gildersleeve pointed out, noting that previously more than a year has elapsed without response to employees' requests for such items.

The training program called for in the declaration is to deal with such areas as potential musculoskeletal problems associated with improper VDT use, the importance of appropriately timed work breaks and the importance of proper workstation adjustment to preventing musculoskeletal problems.

The declaration calls for committees to be maintained at each paper to "address employee concerns related to ergonomics." Each work group with such concerns is to be represented on the committee.

Gildersleeve said the Guild expects to be represented and participate on the committees at each of the three dailies.



Todd Cunningham

(Calif.) Register, the Glendale (Calif.) Ledger and the Burbank (Calif.) Review.

Daily News cuts 14 Guild jobs in 4th week of layoffs

(Continued from Page 1)

Chicago-based Tribune Co. of severance-pay obligations of up to \$100 million if it closes the financially marginal News.

The unions, which co-ordinate their activities through the city's Allied Printing Trades Council, are urging members to remain unified and calm.

Lipton said the Guild was exploring bad-faith bargaining charges over the layoffs. Management blamed "New York's continuing poor economic conditions" in a statement to the Guild, but said in a statement to the press that it had developed "a more effective method" that made the finance clerks expendable.

The clerks, who earned up to \$438 a week, were given severance pay and resume-writing instruction but, unlike members of other unions dismissed earlier, no extended medical coverage, Newsday reported.

Meanwhile, negotiators for the Guild and the News met for the first time in the presence of a federal mediator June 19.

The mediator, Ken Kowalski, brought both parties together briefly during the session at the Algonquin Hotel, but no progress was reported.

Through more than 20 sessions,

only a bereavement leave clause has been settled and the News has agreed to retain only three clauses from the old contract—general and maternity leave and language on the company's right to control what the News publishes.

Management representatives have not moved from proposals in late January that virtually would rewrite the entire Guild contract.

Despite the bargaining frustration, the Guild unit at the News has been "revitalized" as the company "plays out its crude tactics and King & Ballow's background has been exposed," Lipton said.

Some 70 volunteers signed up "like lightning" for activities promoting solidarity and "inside action," he said.

In addition, more than a third of the members who resigned earlier this year during a company public relations blitz have returned to the Guild, Lipton reported.

Management's bid to squeeze the Guild financially by cutting off union dues payroll deductions has fizzled because most members continue to support the local, which represents some 700 News employees.

In other developments:

✓ The Strategic Approaches

Committee of the AFL-CIO has authorized a corporate campaign to put pressure on the Tribune Co.

Joe Uehlein, of the AFL-CIO's Industrial Union Department, outlined the campaign for News employees at four "Save The Daily News" action meetings last month.

The unions will appeal to advertisers and consumers who do business with Tribune-owned companies, including its television and radio stations, entertainment and programming operations, logging and paper mills in Canada, and its high-profile sports team, the Chicago Cubs.

Union pension funds that hold Tribune Co. stock are being in-

formed about the bargaining struggle and asked to urge the company to deal fairly with the News' employees.

✓ The News has pulled 3,000 to 4,000 single-copy racks "from every street in the city and suburbs," the Guild reported. Management reportedly said it feared union members might sabotage them.

News circulation has slipped some 60,000 in recent months, to about 1.1 million. That cost the News its claim as the nation's top-circulation metropolitan daily, a distinction now held by the Los Angeles Times.

✓ Management refused to ac-

cept a \$6,800 quarter-page ad the New York Guild sought to place in the News to welcome Nelson Mandela to the city during a 12-day tour of the United States, by the recently freed longtime leader of the African National Congress.

The ad also accused the News of stifling its own employees' free speech by attempting to limit what the Guild could place on its bulletin boards.

✓ The News announced it will drop three issues of its Sunday magazine—on the Labor Day, Christmas and New Year weekends—for economy reasons. The paper said no staff would be cut because of the reduction.

Key rate up \$42 in Bellevue pact

Bellevue, Wash.—A new 40-month agreement between the Pacific Northwest Guild and the Bellevue Journal-American raises minimum wage rates by 9 percent for most employees and by up to 12.5 percent for mailroom workers.

Top-minimum pay for key employees in the editorial and advertising departments—reporters, photographers, copy editors, newsroom artists, and display and outside classified salespersons—increases by \$42.39, to \$513.40 per week in the final year.

Starting pay in the key classification increase by \$31.03, to \$375.82.

Under the agreement, effective through April 30, 1993, minimum rates increase every six months — by 2 percent each July 1, and by 1 percent each Jan. 1 — until expiration.

In lieu of retroactive raises to Dec. 31, when the previous contract expired, full-time employees

receive \$300 lump-sum payments and part-timers, \$250.

Top minimum for advertising artists and copy writers advances by \$32.68, to \$395.80 a week. News clerks, classified telephone salespersons, telephone operators and proofreaders advance by \$27.90, to \$337.95.

Members "reluctantly approved" the agreement June 14, by a narrow margin, said Art Joyner, the local's administrative officer. The contract covers some 115 employees in the advertising, administration, circulation, editorial and mailroom departments of the 25,000-circulation Persis-chain daily.

The membership had rejected management's first "final offer" before accepting a proposal that increased the lump-sum payments and mailers' pay.

In a restructuring of the mailers' minimums, starting pay increases just 2.1 percent, but rates increase by 12.5 percent, 12.2 percent and

11.4 percent at the first, second- and third-year steps. Top minimum rises by \$28.68, to \$280.

The local bargaining team was assisted in the talks by Hawaii Guild Administrative Officer Roy Kruse, who earlier this year negotiated an agreement between his local and Persis' Honolulu Advertiser.

Kruse also joined a Guild informational picket line Jan. 19 at Persis' corporate headquarters in Honolulu during a two-city demonstration dramatizing employees' desire for a fair contract with the Journal-American. The same day, some 75 members marched for two hours at the paper itself, completing a protest that spanned 2,700 miles of the Pacific Ocean.

The Guild alleged that the Journal-American's "substandard wages" worked against management's efforts to retain employees and that the company experienced "87 percent turnover" in one 18-month period.

Sides are closely divided on biennial conventions

New York—Going into TNG's 57th Annual Convention here June 25-29, Guild locals and district councils that had addressed the issue appeared to be closely divided between support for and opposition to TNG switching to biennial conventions.

The Int'l Executive Board is recommending that the convention amend the union's constitution to make the switch after the 1993 policy making session, scheduled for Hawaii.

The IEB position, taken on an 8-6 vote, is the reverse of the position it took a year earlier, by a 9-7 vote. One IEB member, Vice President Lee C. Clifford of Canadian Wire Service, changed his position to favor the reduced frequency, and two IEB seats become vacant in the interim.

This year's move for the switch originated with the San Jose Guild, which called for the question to be put to the membership in a Guild-wide referendum. Last year's proposal originated with the Cleveland Guild and died in the convention's Constitution Committee.

Among the Guild's seven district councils, three acted on the San Jose proposal this spring: the Midwest Council endorsing the concept of biennials; the Middle-

Atlantic and Canadian Councils supporting retention of annual meetings.

The Canadian Council at its May 5-6 meeting voted to ask the Int'l Executive Board to explore reducing the costs of annual conventions.

A fourth council, the Western, took no action on the question at its spring meeting. Its secretary explained that delegates saw "no need to vote" on it again. "We took a position last year" in favor of the switch, said Wayne Cahill of the Pacific Northwest Guild.

A fifth council, Great Lakes, tabled a motion to endorse biennial conventions. It did so on grounds that the council traditionally endorses neither candidates nor issues.

Meanwhile, Los Angeles and Twin Cities Guild meetings voted support for keeping annual conventions, and the Cleveland and Northern California Guilds' executive boards backed switching to biennial meetings.

The Los Angeles action opposes "any effort to reduce the regularity" of TNG conventions.

The Twin Cities action is not binding on the local's five delegates to the convention.

Guild loses in Portsmouth election

Portsmouth, N.H.—Full- and part-time employees of the Thomson chain's Portsmouth Herald voted 62-47 against the Guild becoming their bargaining representative June 6.

The vote, supervised by the National Labor Relations Board, brought an end to a 10-month effort to organize by a core group of the daily's employees.

Eligible to vote were 117 employees in the paper's advertising, business, inside and outside circu-

lation, composing, mail-room, press and maintenance departments. The Guild agreed to add outside circulation employees to the group after petitioning for the vote April 5.

A hearing before an administrative law judge remains scheduled for July 9 on NLRB complaints charging the paper with downgrading the status of three Guild advocates to parttime, and then firing one of them, during the organizing effort [Guild Reporter, April 20].

200 delegates set to tackle issues

(Continued from Page 1)

Trumka will speak the morning of the convention's third day on pending federal legislation to outlaw permanent replacement of strikers.

Howard Samuel, president of the AFL-CIO Industrial Union Dept. (IUD) is scheduled to speak to delegates the morning of the fourth day.

Samuel is expected to discuss activities aimed at increasing co-

operation among newspaper unions, particularly the efforts of the Newspaper Industry Co-ordinating Committee (NICC). Operating under the auspices of the IUD, NICC is composed of international leaders of the Communications Workers, Graphic Communications and Teamsters unions, in addition of TNG.

Other issues before the delegates include a proposal by the San Jose Guild that after 1993 TNG

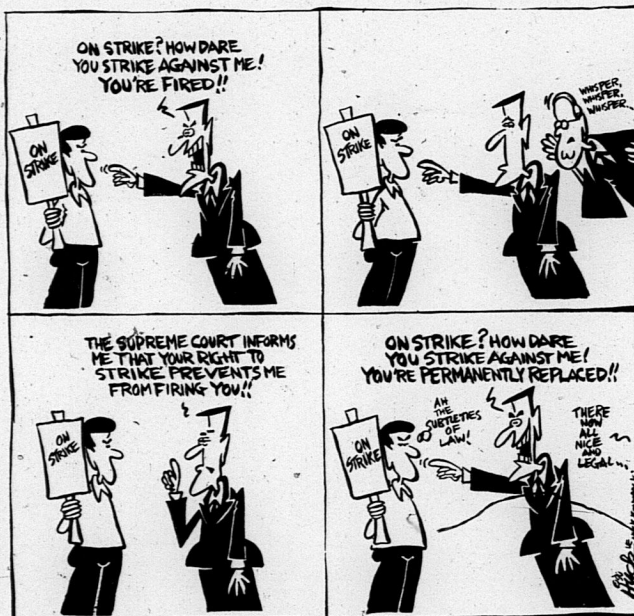
hold its policy-making conventions every second year, instead of annually.

TNG's Int'l Executive Board at its April meeting endorsed the proposal, reversing the position it had taken a year earlier. District councils and local Guild governing bodies have taken positions on both sides of the question [See: "Sides are closely divided on biennial conventions," on this page]. The San Jose proposal would send the question to a Guild-wide referendum.

A convention-wide forum on the plague of repetitive strain injuries (RSI) that increasingly has been afflicting news-industry employees, particularly those working on video display terminals in advertising, circulation and editorial departments, will be held the afternoon of the convention's opening day.

The convention also will take nominations for elections to fill two vacancies on TNG's Int'l Executive Board and, for one of them — elected Guild-wide — pare the list of announced candidates to two. The union-wide membership will pick one of the two in a referendum vote at the end of the summer. The victor will serve the remaining year of the term of the vacant office.

A contest also was in the offing for the remaining year of the term of the vice president elected from the U.S. Northeast.



Long Beach key hits \$818; some will get \$1,725 in retro pay

Long Beach, Calif.—A new, four-year agreement between the Los Angeles Guild and Knight-Ridder's Long Beach Press-Telegram raises top-minimum pay for key newsroom employees by \$109.31 a week, to \$818.37 in the final year.

Fully retroactive to March 1, 1989, the agreement raises minimum pay rates by 3 percent the first year, 3.6 percent the second, and 4 percent in both the third and fourth years.

With retroactive boosts totaling \$47.45, the top minimum for reporters, photographers, copy editors, artists and librarians immediately moved to \$756.62. That increases by \$30.27 next March and by an additional \$31.48 on March 1, 1992.

The jobs' starting minimum advances by a total of \$57.81, to \$432.81 in the final year.

As a result of the agreement, key newsroom employees earning the top minimum receive about \$1,725 in retroactive pay. Los Angeles Guild Administrative Officer Jim Smith said.

Members had not had a contract raise since February 1988, and until final negotiations the company was offering only "signing bonuses" of \$200-\$750 in lieu of retroactivity.

Top minimum for area and district managers in the circulation department increases by \$106.11 (in increments of \$20.64, \$25.53, \$29.38 and \$30.56) to \$794.53 in the final year.

Covering 240 employees in the paper's editorial, maintenance and inside and outside circulation departments, the contract was approved June 5 by 86 percent of the voting membership.

Tentative agreement was reached June 1 after TNG President Charles Dale and a Knight-Ridder corporate executive joined the talks, which had started more than 15 months ago.

The settlement includes a compromise, reached earlier in the talks, in which the Guild accepted a no-strike provision in exchange for expedited arbitration of major contract issues, protection of retiree medical benefits and protection for employees who fear to cross another union's picket line.

The membership earlier had rejected two other "final offers" from management, including one in February that was voted down by an 8-1 margin.

At that time, the local also decided to proceed "full speed ahead" with a subscription boycott-pledge drive against the 142,000-circulation daily.

Smith called the agreement "a good settlement" and "a compromise agreement in the best sense of the term," praising the membership for fighting off management's attempt "to stage a major assault" on protections and benefits in the old contract.

The company's early proposals included merit-only pay raises, medical insurance co-payments by employees and elimination of medical benefits for retirees.

The new contract preserves most of the key elements in the old contract and provides an additional option for medical coverage. It also improves wages and benefits for part-timers, as well as provisions on VDT safety and affirmative action in hiring, Smith said.

Other pay increases and resulting top minimums include:

- ✓ Editorial and circulation clerks—Up a total of \$64.17, to \$480.43 a week.

- ✓ Library clerks—Up by \$69.73, to \$534.79.

- ✓ District advisors—Up by \$65.52, to \$490.72.

- ✓ Telephone operators—Up by \$65.65, to \$491.57.

- ✓ Vehicle mechanic—Up by \$100.04, to \$749.09.

- ✓ Senior drivers—Up by \$87.76, to \$657.02.

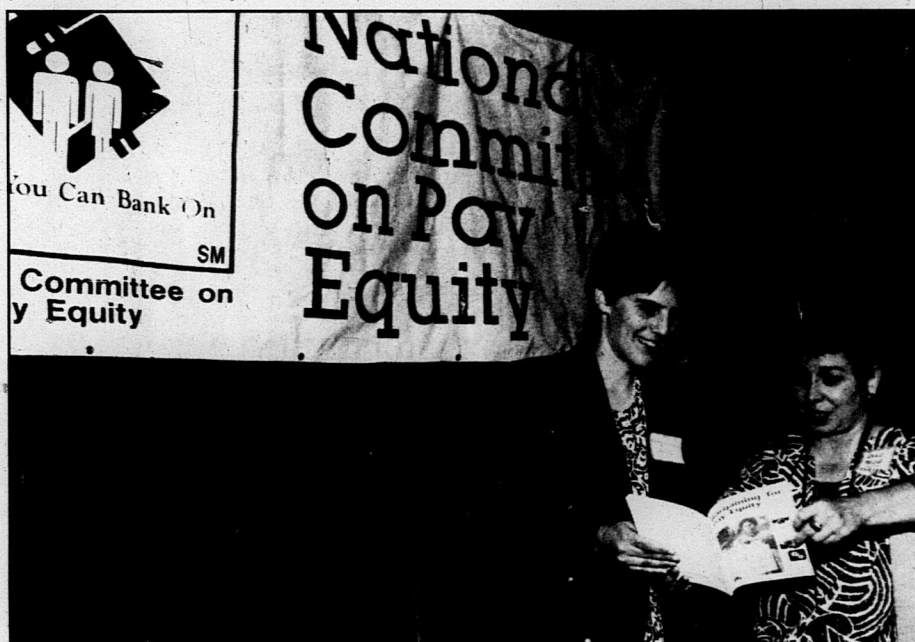
Smith praised the dedication of members in conducting what he called "the most successful decirculation campaign without a strike in Guild history."

In three months of canvassing shopping centers and neighborhoods, members collected 3,493 signatures of subscribers pledging to cancel the paper if management did not agree to a fair contract.

The Guild also did a "tremendous amount of leafleting" on the bargaining struggle, and "the attitude of the paper became well-known in the community," Smith said.

The Guild never turned in the

Guild's Padia helps unveil new pay-equity manual

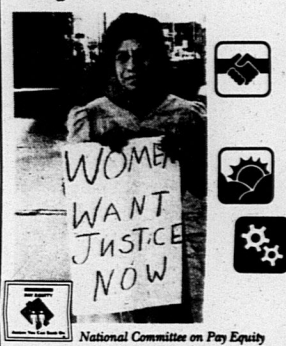


BILL BURKE/Washington-Baltimore Guild

Claudia Wayne, left, executive director of the National Committee on Pay Equity, and Anna Padia, TNG's human rights director, look over the committee's newest publication, "Bargaining for Pay Equity: A Strategy Manual," during a luncheon announcing its release June 14 in Washington. Padia was one of several NCPE leaders who authored the 120-page booklet, which is both a history of union struggles for pay equity and a manual for successful bargaining strategy. The book includes summaries of Guild campaigns for pay equity at the St. Louis Post-Dispatch, the Memphis Commercial Appeal, the Manchester Union Leader, the Eugene Register Guard and the Hamilton Spectator. The manual is available to NCPE members and organizations, which includes all members of the Guild, for \$5. The cost for non-members is \$9.

Bargaining for Pay Equity

A Strategy Manual



National Committee on Pay Equity

Corporate concentration spurs Canadian inquiry

Ottawa—Following the Southam chain's takeover of 38 community and specialty papers on British Columbia's lower mainland in early May, a House of Commons committee has announced it will study the effects of corporate concentration in Canada's newspaper industry.

Ian Waddell, a New Democratic Party member of parliament, said the acquisition "gives Southam an astonishing level of control over the daily and weekly newspaper markets" in the Vancouver area,

where it already owns the Province and the Sun. Southam also operates 15 other dailies and community papers in Ontario and Alberta.

The federal bureau responsible for monitoring competition also announced it was investigating the Southam deal.

In hearings planned for September, the House Committee on communications and culture will focus on moves by the chains into suburban markets. Witnesses will include top executives from large chains, small-newspaper owners, journalists and trade association officials, said the committee chair, Felix Holtmann.

Following announcement of the hearings, Southam said it would hold off taking an active role in management of the Vancouver-area weeklies until Aug. 31.

In the past 20 years, two special panels—the 1970 Davey Commission and the 1981 Kent Commission—recommended greater diversity in press ownership, but no government action was taken on either of the reports.

Meanwhile, the proportion of Canada's 116 English-language dailies owned by chains has risen to 80 percent, from 60 percent in 1970.

Thomson Newspapers publishes 38 dailies, including The Globe and Mail in Toronto, and 12 non-dailies. Another chain, Torstar, owns the Toronto Star and 22 community papers, as well as a 22-percent interest in Southam.

Tacoma daily pledges good faith bargaining

Tacoma, Wash.—The McClatchy chain's Morning News Tribune has promised the National Labor Relations Board that it will bargain in good faith with the Pacific Northwest Guild and refrain from a wide range of illegal anti-union activities.

While disclaiming culpability in the past, management made the promises in a settlement agreement with the NLRB's regional director finalized at the end of May.

The company also agreed to post for 60 days an official NLRB notice to its Guild-covered employees in which it pledges it will not, among other things:

- ✓ Interrogate employees about their Guild membership and sympathies;

- ✓ "Solicit our employees to seek decertification" of the Guild;

- ✓ "Encourage our employees to form an in-house employee association as an alternative" to the Guild;

- ✓ "Tell employees that they ought to be shot, or otherwise threaten employees because they participated in concerted, protected activities."

The agreement flows from a series of complaints issued against the company by the NLRB regional director on charges by the Guild the past 17 months.

"Rather than face the prospect of defending itself on those violations, Tribune management opted for a type of 'no contest' plea and agreed to sign the settlement," the Guild said in a statement to the press. "In return, the regional director did not require the company to admit guilt and dismissed the

complaints," it added.

The Guild is not a party to the settlement, said Wayne Cahill, a representative of the union, "because it believes the complaints should go to hearing and the matter should be decided by a judge." At the same time, however, he expressed the hope that the agreement "means the company now intends to respect employees' federally guaranteed rights and negotiate with their union in good faith."

The Guild represents some 170 employees in the paper's advertising, inside circulation and editorial departments. A relationship of mutual respect between the union and the paper's owners was abruptly reversed in August 1986 when McClatchy bought the Tribune and canceled all existing union contracts. The Guild has

been attempting to bargain an equitable new contract ever since.

The NLRB complaints that brought the settlement agreement stemmed from several incidents dating back to early 1989.

In one of them, the Guild charged, the paper's human resources director told Guild members passing out leaflets accusing the daily of a poor minority-employment record that the leafleters should all be shot.

In another, an assistant managing editor called a reporter into his office and suggested that she lead an effort to replace the Guild with an employee association.

NLRB complaints also accused the company of illegal bargaining tactics by taking issues directly to employees to sidestep the Guild and the bargaining process.

Rights to second jobs upheld under San Jose, CBC pacts

In separate rulings less than a month apart, arbitrators have bolstered the rights of employees represented by the San Jose and Canadian Wire Service Guild locals to hold second jobs under provisions of their locals' contracts with the Mercury News and the Canadian Broadcasting Corp.

The arbitrators found essentially that employees do not need supervisors' permission for any outside work unless the work is for a direct competitor or the employee exploits her or his connection with the primary employer in the "moonlighting" job.

In the San Jose case, arbitrator Gerald R. McKay ruled Feb. 20 that, under the local's contract with Knight-Ridder's Mercury News, employees do not need permission to work for indirect competitors such as radio, television and magazines.

In the CBC case, arbitrator Martin H. Freedman overturned discipline against a Canadian Broadcast Corp. lineup editor for appearing in a television commercial in Winnipeg for the Manitoba phone company without the CBC's permission.

The editor, Dave Jacobson, did not exploit his connection to the CBC and did not breach in any other way the Canadian Wire Service Guild's contract with the CBC, Freedman ruled in his decision Jan. 29.

In the Mercury News case, management had ordered the paper's music critic, Harry Sumrall, to quit hosting a weekly rock music program on a local radio station in April 1989, for which he was paid \$200 a week.

Sumrall may not resume the show under its old name or format,

because he has already identified his Mercury News connection, McKay said later in clarifying his decision.

If the show is restructured to meet McKay's guidelines, Sumrall will be allowed to return to the air, either at the same station or another, San Jose Guild Executive Officer Bill Davis said.

McKay refused to rule on whether the employer's code of ethics would be violated by participation in a radio show, pointing out that "the code of ethics has no contractual bearing on... the rights of the employees which arise under the terms of the collective bargaining agreement."

McKay, however, found there is no general rule in the contract language "which precludes employees from engaging in outside work or moonlighting."

He specifically rejected management's assertion that the station directly competes with the newspaper for advertising.

Radio, television and magazines "are indirect competitors and provide an audience in a different context than the audience which would read a newspaper," McKay wrote.

Sumrall's specific grievance, however, was denied on a technicality because he had failed to get permission in writing to use his connection with the paper, as required by the contract, although he did have oral permission.

He hosted the hour-long show, "Rockology with Harry Sumrall," from November 1988 until last April before management ordered him off the air, claiming the FM station was a direct competitor.

In the CBC case, Jacobson was suspended for two weeks last February — including two days without pay — and was reassigned to

research duties for another four weeks. Freedman set aside the suspension and ordered that Jacobson be paid any lost wages.

In rejecting management's assertion that Jacobson had exploited his CBC connection, Freedman wrote:

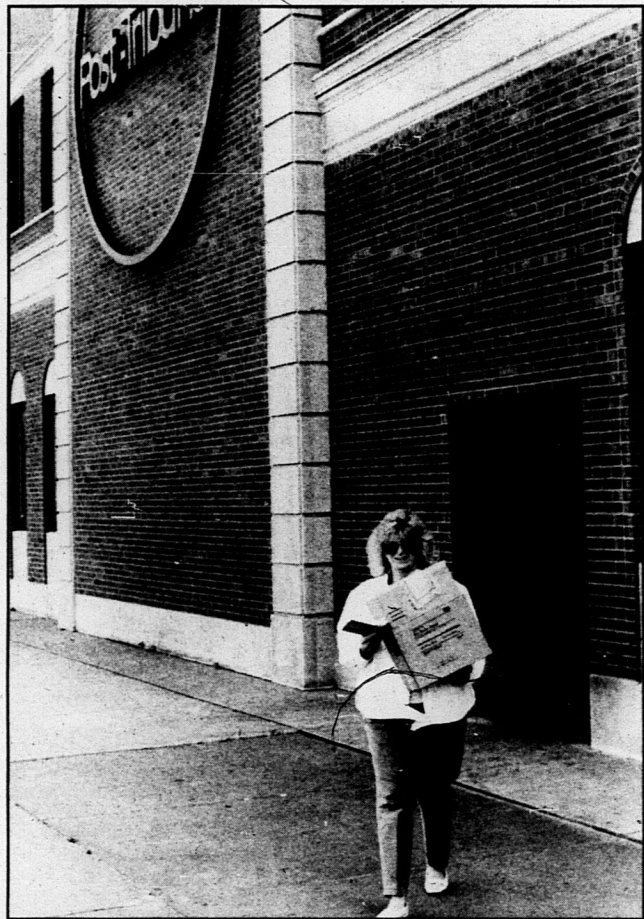
"His experience in the television business was undoubtedly helpful to him in successfully auditioning, and in performing. But that falls short of exploitation of his connection in the course of the commercial activities. ...

"He did not appear on camera in the commercial with any identification linking him to his employer, and it would not be justifiable... to presume that he would be... identified by viewers as being with the CBC."

The arbitrator also rejected the employer's claims that Jacobson impaired either his own or the CBC's credibility by doing the commercial.

Freedman also found no evidence to support management's claim that the commercial jeopardized Jacobson's ability to perform his job objectively.

Before becoming a lineup editor, Jacobson had been a CBC television reporter, but he had not been on the air for four years.



SUSAN BROWN TOTES GUILD PAPERS FROM POST-TRIBUNE
Box's contents were retrieved from garbage bin after newsroom "sweep."

Gary files charges over 'sweep'

Gary, Ind.—The Gary Guild has charged management of the Gary Post-Tribune with illegally retaliating against employees by "ransacking the desks and personal work stations" of Guild officers and destroying "numerous items of personal property" of other members of the union.

Four of the paper's top executives led a Sunday morning "housecleaning" May 20 during which reporters' notebooks, clippings, personalized nameplates and coffee cups were thrown out, the Guild alleged [Guild Reporter, June 1].

Also missing when employees reported for work that afternoon were personal awards and certificates, framed pictures, wooden carvings, children's artwork and Guild pension-fund materials. One reporter, a Guild officer, lost eight years' of clippings he used in his job.

Some of the items were later salvaged from large garbage bins, but others were broken or never found. Also found in bins were materials belonging to the company such as

pictures, cartoons, toner cassettes for the laser printer, still-packaged batteries and typing stands.

In a charge filed June 1 with the National Labor Relations Board, the Guild alleged the clean-up was in retaliation for members' participation in byline strikes, informational picketing and a consumer boycott, and the union's refusal to allow hiring of contract janitors.

In early May, members conducted several job actions against the Knight-Ridder daily to protest four years of unsuccessful contract bargaining and five years of working without a general, contract-provided raise.

The Guild's charge named Publisher Jane Scholz, Executive Editor Al Johnson, Executive Managing Editor Betty Cox and Asst. Metro Editor Carl Abernathy as leaders of the housecleaning.

Johnson told the Guild Reporter the four managers "went in there to mop and dust," but asserted he was "not aware of any personal belongings that were misplaced. No member of the Guild told me any item was missing."

"I'm amazed that this is becoming such a big issue," Johnson said. "The place needed cleaning. It was filthy, as a matter of fact."

He said the managers' intent was "just to make the damn place neat. All we were trying to do is avoid having a newsroom that looks like a pigpen."

Managers cleaned up the office at least once before because they were not satisfied with janitorial work, Johnson said.

"All you can do, in all honesty, is ask the janitors to do the best job they can possibly do. If they can't do it, just do it yourselves," he said.

Employees had been advised in advance to put personal belongings in a safe place, Johnson said. The Guild, however, said the advisory was sent via computer late Friday afternoon and that only a handful of employees had seen it before the Sunday "dusting."

The Guild, which represents the Post-Tribune's newsroom and maintenance employees, said the janitorial crew had been drastically reduced in recent years.

Normally, three people are employed to clean two large buildings. Because a janitor was fired May 11, only two were available during the week leading to May 20's events. The Guild is investigating the janitor's dismissal.

Guild members continue to work under the terms and conditions of the previous contract, under its "evergreen clause."

The company is offering only a 5 percent raise over three years, while seeking significant co-payments for health insurance and givebacks in premium pay.

The Guild is circulating 6,000 cards in the community, authorizing the Guild to cancel subscriptions to the 80,000-circulation daily.

SONG certified for 40 in Oshawa

Oshawa, Ont.—The Ontario Labour Relations Board has certified the Southern Ontario Guild as bargaining agent for 40 parttime employees in six departments of the Thomson chain's Oshawa Times.

The board's June 8 action came three weeks after the Guild petitioned for bargaining rights for the group and a little over a week after 20 of the parttimers, all mailroom employees and predominantly women, walked off the job in protest of one of their number being fired during a dispute with a supervisor, the Guild reported.

All 20 were fired and the labor

board has scheduled a hearing for July 18 on charges by the Guild that the discharges were motivated by anti-union animus. The company hired replacements.

The group for which the Guild was certified includes parttimers in the administration, circulation, classified, display, editorial and telemarketing departments, as well as the mailroom.

Some 50 full-time employees in the advertising, business, circulation, editorial and maintenance departments have been represented by the Guild for many years and are covered by a contract that runs through Aug. 3.

Law judge holds 12 Glens Falls firings illegal

Glens Falls, N.Y.—The Glens Falls Post-Star illegally interrogated employees and threatened them with discharge for supporting the Albany Guild, an administrative law judge for the National Labor Relations Board has found.

The judge, James F. Morton, also found that management of the Howard-chain daily illegally discharged 12 employees in the circulation department because of their support for the Guild and the Teamsters during organizational activity by both unions.

Morton recommended that the NLRB order the Post-Star to return the bundle-drop drivers to their old jobs, or equivalent positions, and

to pay them for any lost wages.

On an associated complaint by the NLRB's regional office, Morton found the paper did not violate the law when it laid off two Guild-represented mailroom employees in January 1989 and later discharged one of them, a woman who has sued the company in a sexual-harassment case.

The Guild alleged the mailroom layoffs and firing were retaliation against the woman and a male companion because they had obtained the Guild's assistance in redressing her claims.

Morton's findings, issued May 23, came after hearings last October on complaints incorporating

several unfair labor practice charges brought by the Guild and the Teamsters.

The company is appealing Morton's findings against it and the NLRB regional office in Albany is considering an appeal of Morton's finding that the Post-Star acted illegally in firing the woman.

The two mailroom employees were recalled to work in February 1989, but the woman did not return because of a serious wrist injury. Management alleged she abandoned her job, and she was subsequently discharged.

Earlier, she had been the victim in two incidents of harassment by a former supervisor, who was con-

victed in municipal court of sexual abuse. In one incident, the supervisor used a fork lift to raise and drop a car in which she and her companion were sitting.

Her \$4-million suit alleges the Post-Star violated Title VII of the 1964 Civil Rights Act and the New York Human Rights Act by not enforcing Guild contract provisions prohibiting sexual harassment. The suit is scheduled for trial late this summer.

In finding for the bundle-drop drivers, Morton rejected management's claims that they were independent contractors and ruled they are employees and covered by the National Labor Relations Act.

18th Leuchter scholar on 10 weeks at Harvard

By Steve Hatch
Cleveland Guild

IMAGINE A THIMBLE behind a dump truck. Suddenly, the truck springs into action: gears mesh, hydraulic cylinders raise the bed and the entire load is dumped onto the thimble.

That's some idea of how I feel after spending 10 weeks at the Harvard Trade Union Program, compliments of the Guild's Irving Leuchter Memorial Scholarship.

My thimble-brain is still trying to digest the thought of having a few beers and talking with MIT linguist Noam Chomsky. His latest book, "Necessary Illusions" (subtitled, "Thought Control in a Democratic Society"), is must reading, in my opinion, for anyone involved in gathering and disseminating news, must reading for anyone interested in the hypnotic power of the media.

WE—22 U.S. unionists and four from Australia—were inundated with a wide diversity of economists. Their opinions and outlooks ranged from the 6-foot-8-or-so John Kenneth Galbraith to the 5-foot-5-or-so Robert Reich. Reich, by the way, informed us that he was 6-foot-4 when the 1980s began, but that his concern for near runaway debt and mounting economic problems under the Reagan administration had reduced him to his current size.

Barry Bluestone, at about 5-foot-10 a physically middle-of-the-road economist, regaled us with such thigh-slappers as the formula for figuring the Gross National Product and the importance of productivity to a nation's fiscal health.

He also told of a friend who every year bought a new, top-of-the-line Buick. Several years ago, the friend picked up Bluestone to drive him to the airport. "You'll have to serve as co-pilot," said the friend, pointing to a touch-screen computer console which controlled all the car's accessories. When driving alone, the friend explained, he either had to pull the car to the side of the road or put his and other peoples' lives in jeopardy whenever he had to adjust something via the screen.

The geniuses running the world's largest manufacturing facilities soon decided that maybe a touch-screen console wasn't such a hot idea after all.

BLUESTONE, whose father, Irving, was a bigwig in the United Auto Workers a decade ago, is urging the UAW to take a revolutionary bargaining stance with General Motors this summer.

His six-point proposal includes targeting, with management, a 6-percent productivity gain in each year of the contract; 3-percent plus cost-of-living each year; new-car price reductions of 1-3 percent each year; poor quality of the product to be a strikeable issue; iron-clad, no-layoff guarantees; and, all corporate decisions to be the subject of joint action by the UAW and GM.

Bluestone knows, as do many of us, that employees do care about productivity and quality, but that those twin problems cannot be resolved by dicta from above. The Japanese and others learned that lesson a long time ago.

For those of us in the program, the end result of listening to all those economists was that, although we already knew what had happened in the devastating '80s, we got a much better idea of the hows and whys, and what needs

'Truck load into a thimble'

to be done about it.

(Read my lips: Raise revenues, reduce spending, increase public and private saving.)

For an illuminating look at what happened to the U.S. economy in the '80s, I recommend a book by Bluestone and Bennett Harrison: "The Great U Turn, Corporate Restructuring and the Polarizing of America." Learn how, in one dizzying decade, the U.S. went from being the number one lender nation in the world to being the number one debtor nation.

Harvard, in its evil genius, also mixed us twice a week with an MBA-class of about 40 on employee relations. They didn't know what to expect, nor did we, but as the stereotypes melted we became more comfortable with each other.

The MBAs organized, a party for our last class together and many of them donned camouflage-print T-shirts passed out by one of my apartment mates, Keith Barnhart of the United Mine Workers. The shirts were the uniform of the day for the UMW Pittston strikers and now symbolize their struggle and victory.

RICH TRUMKA, UMW president, spoke to the combined class about the Pittston strategy, and many of the MBAs had to admit that Pittston management was not a stellar example of how to foster good employee relations.

The most valuable experience for us TUPers (Trade Union Program-ers) was, however, I believe, forging relationships among ourselves, faculty and staff and some lecturers.

My classmates, a fine melange of private- and public-sector, blue- white- and pink-collar unionists, included:

Scott Boidi, Boston, president of Tunnel Workers Local 88: Friendly, choir-boy face.

Scott was concerned about my badly botched haircut, so one day he brought in an electric razor and trimmed me into a more presentable package. His union's members soon will be digging and blasting out a 9-mile tunnel. On average, one member is killed per mile. Scott is aiming for zero deaths.

Bill Brown (with the balding crown), an Operating Engineer from Albuquerque: The class scholar, he spent much of his free time rummaging

around in the sometimes dusty stacks of Harvard's many libraries.

Bill and I, opposing "lawyers" in a scheduled mock arbitration, irritated the instructor somewhat when we cut a deal right before the hearing. We reminded the instructor that, in his words, arbitration signals a failure in the grievance system.

Sandra (Sám) Moait, the New South Wales, Australia, nurses' union: Her cheery greeting to one and all was, "How're ya doin', darlin'?"

Jim Mooney, a Fire Fighter from Beaverton, Ore., was the class thinker whose long, convoluted, serpentine questions often caused the lecturer to become as confused as the rest of us. Often unintentionally, Jim provided comic relief.

Ron Stone, of the Victoria, Australia, teachers' union, was our jogger. Sometimes, after a good morning jog, his oxygen-depleted brain would cause him to try to enter our apartment, rather than his own, which was next door. Ron, however, did not allow the jogging nonsense to interfere with this patriotic duty to uphold the Aussie tradition of being able to handle vast amounts of grog. Here's to you, Ron.

Lansford Wellington Shortridge III, whose name is longer than he is tall, a soft-spoken, highly effective assistant to Rich Trumka.

Don Dileo, of the State, County & Municipal Employees and head of the Mercer County Labor Union Council in Trenton, N.J. He was the class politician who taught some of us about politics.

Somehow, Don also has been placed in the unenviable position of bargaining a first contract with the Ingersoll-owned Trentonians. I offered him loads of solace and what little help I might be able to render.

Earlier, I mentioned one roommate, **Keith Barnhart** of the UMW, the class "gronker." Nothing would set him off quicker than hearing what he perceived to be an anti-union remark. An old high school classmate found out how serious Keith is about unionism when he visited Keith one day in his new car. Keith pointed out that a sign at the top of his driveway near Washington, Pa., said, "No foreign cars allowed." His friend moved the Saab (or whatever). We never did hear

J. Stephen Hatch, executive secretary of the Cleveland Guild, was the 18th Guild leader in as many years to participate in the Harvard Trade Union Program under the scholarship awarded annually in memory of former longtime TNG general counsel Irving Leuchter, who died in 1971. Hatch attended the 10-week residential course from Jan. 16-March 23. The award is financed by annual contributions from TNG and Guild locals.

whether he visited again.

My other roomie, **Joe Sheehan**, of Electrical Workers Local 103 in Boston. He was our taxi driver and tour guide.

WHEN JOE learned I was serious about cooking, he went out and bought a new microwave and toaster and brought his outdoor gas grill from home. Nobody ate better than the three of us in 10A. Joe's local, by the way, generously invited the class, faculty and staff to their spacious hall for a fine dinner of prime ribs and lobster tail. Some in attendance that night still whisper about how one of the TUPers, inspired by several glasses of union-made Lite Beer from Miller, went to the mike and sang a little tune called, "How Do You Do?"

We selected **Mike Leonard**, of the Food & Commercial Workers in Cincinnati, and **Vira Milirides**, of the Communications Workers in Burlingame, Calif., as the class speakers for our graduation. The two signified to me what is best about the union movement: Mike and Vira care about their members, they want to organize the unorganized, and they want to do the best possible job that they can.

Dr. Eliane Bernard, the first-year program director, put all the parts together and made them work. She told us on the first or second day that one of her primary goals was to "demystify" Harvard.

Elaine, who often became so animated while stressing a point that she resembled a bowler who had misplaced her ball in mid-stride, demystified Harvard and the rest of academia, as well.

By graduation day, Elaine told us, we had gone through 25 Harvard faculty and 20 others from nearby colleges and universities. The program, she added, was nothing more than a master's program without a degree.

THE CORE faculty — Mary Jo Bane, Joseph Blasi, John T. Dunlop, Richard Freeman, Jim Green, Adam Klein, Thomas Kochan, David Keuchle, Janice McCormick, Bob McKersie, Frank McLaughlin, David Weil, Paul Weiler and Arnold Zack — were at all times informative, sometimes provocative, and unfailingly interested in our viewpoints, remarks and questions (even Mooney's).

Emeritus professor Dunlop, who helped found the program in 1942, told us that in true Harvard fashion the university, after offering the program on a trial basis for 48 years, now is considering making it permanent. Dunlop, who knows everybody, was thoughtful enough to call upstairs and order a beautiful, spring-like day for our graduation.

The result is that I now have a certificate from Harvard, a truckload of information packed away somewhere in my head, caps from a half-dozen unions, a dozen or more unions' pins and pens, several autographed books and a lifetime of memories.



CLEVELAND'S STEVE HATCH, LEFT, ON GRADUATION DAY
Classmate Bill Brown, an Operating Engineer, makes a point.

New Baltimore pact boosts key rates by up to \$129

Baltimore—Guild members at the (Los Angeles) Times Mirror chain's Baltimore Sunpapers have ratified a new, three-year contract that increases top-minimum pay rates for most key news and outside ad-sales jobs by \$108 and \$129 a week respectively.

Approved by a margin of more than 4-1 on June 14 — four days before the previous pact expired — the settlement also provides increases ranging from \$60-\$108 a week for employees paid more than the top-minimums and it upgrades the pay levels of the jobs of more than 300 of the 800-plus covered by the contract.

The \$108 increase goes to the top-minimum for news artists, photographers and reporters in increments of \$36 each on this June 24, next June 30 and on June 28,

1992 — putting the rate at \$826, \$862 and \$898 a week respectively on those dates.

The same increases on the same dates push the top minimum for copy editors and rewrite persons to \$928 in 1992; for a group that includes editorial writers, the political cartoonist and a variety of editors and assistant editors, to \$958.

Upgraded top-minimum rates include those for outside advertising salespersons, which are raised by a total of \$129, in increments of \$45, \$37 and \$47, to \$874 a week. In the process the rate moves \$31 closer to parity with the reporter rate.

The top-minimum for inside advertising account representatives is increased by \$42 a week up front, then by \$31 each late in June 1991

and 1992, for a total raise of \$104 a week and a new top rate of \$678.

The settlement came six weeks after the Guild's Sunpapers membership had voted down a "best offer" from the company that included a "signing bonus" of a week's pay to each employee.

The ratification was two weeks after unit members mounted a noontime picket line to protest what leaders termed management "stonewalling" in talks that followed the May 3 "best offer" rejection.

Among the improvements from the rejected proposal, the unit reported, was reduction of the contract's term to three years, making the Guild the first of the unions at the papers to go to the bargaining table in the next round.

"In co-operation with the other

Sun unions, the Guild will set the pattern for the new package," the unit's bargainers said.

The ratified settlement also provides an option for extension of the contract for a fourth year, by mutual consent with the company, with increases the same as those in the pact's third year.

The new contract increases the assets of the jointly administered pension fund for covered employees by diverting the first week's raises to the fund each year. "This way we get interest on a large sum deposited at the beginning of each year rather than having small amounts come out of pay each week," the Guild explained.

Other improvements include:

- Medical insurance for the first time for part-timers who work at least 30 hours a week;

- Tuition reimbursement for employment related courses of 100 percent, up from 50 percent, with books and fees covered, as well;

- Sun and Evening Sun employees are placed on a single seniority list, in cases of dismissals for economy, a goal of the unit for decades, a representative reported;

- The Guild now can opt for an expedited arbitration procedure in serious disciplinary cases, in-

stead of requiring mutual agreement.

Other top-minimum rate increases include:

- Suburban-section reporters — Up by a total of \$130 a week, in increments of \$65, \$35 and \$30, to \$615 a week, cutting the differential between their minimum rate and that of other reporters by \$22 a week;

- Classified telephone salesperson — Increases of \$40, \$24 and \$24 for a total of \$88 and a new rate of \$496 a week;

- Commercial artists, photographers, layout and promotion artists — Up by \$111, in increments of \$45, \$35 and \$31, to \$616 a week;

- Circulation phone clerks — Up by \$72, in increments of \$24, to \$445 a week;

- Principal and make-up clerks — Up by \$27 each year, a total of \$81, to \$570 a week.

On the evening of the Guild unit's ratification vote, Sunpapers management provided child care at its downtown plant for children of members attending the meeting. The company also provided buses for the two-block trip from the Sunpapers plant to the church where the meeting took place.

Service—with a smile—in Washington-Baltimore



BILL BURKE/Washington-Baltimore Guild

The Washington-Baltimore Guild's 1989 service award winners are, second from left, Barbara Frazee, chair of the local's Catholic News Service unit; and Martha Hamilton and Frank Swoboda, of the Washington Post unit. Frazee was cited for helping make CNS "a model unit," while Hamilton and Swoboda, chair of the Post

unit, were praised for their roles in "difficult, complicated negotiations" that resulted in a new contract with the Post last July. Connie Knox, left, president of the local, presented the plaques June 13 during ceremonies at which winners of the Guild's annual news writing and design awards also were honored.

CWSG raps cuts in native media funding

Toronto—The Canadian Wire Service Guild has protested to the Mulroney government deep budget cuts that strip many Canadian native publications and broadcast programs of federal-aid money.

The \$5.5-million budget slashes, announced this spring, threaten the survival of at least 14 native publications and several broadcast programs, plus some 180 jobs, the CWSG estimated.

For example, by September, Nova Scotia's only Indian newspaper, MicMac News, stands to lose \$239,000, more than half its budget. The 20-year-old tabloid

was seeking private funds to help weather the crisis.

Windspeaker, which publishes in Edmonton, Alta., lost \$750,000 of its \$1.4-million annual budget. That forced the former weekly to cut 11 of 20 staffers and reduce its frequency to bi-monthly.

The CWSG, which represents more than 1,000 news service employees across Canada, called upon the government to maintain previous funding levels and to "use its auspices to further the development of native publishing and broadcasting."

These outlets are an "invaluable

tool for promoting self-awareness among a population besieged by non-native sources of news and information," CWSG Executive Officer Jerry E. MacDonald said in a letter to Secretary of State Gerry Weiner, whose office handles most funds for native programs.

The Guild also published the letter as a paid advertisement in the MicMac News.

More than 60 percent of the Canadians responding in a survey by a national Indian organization said they favored restoring funds for native programs to previous levels or increasing them.



Hudson County (Jersey City)

Dan Rosenfeld, president; Ellen Moodie, vice president; John Oswald, recording sec'y; Keith Sharon, corresponding sec'y; Bob Aronson, treasurer.

Providence

Frank Santefede, president (Santefede, 161; Charles Walker, 120); Andrew Duehring, vice president; Brian Jones, secretary; Greg Smith, treasurer.



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.

1990 National Conference of Knight-Ridder Local Unions, July 22-23, Viscount Hotel, Long Beach, Calif.

Midwest District Council, fall meeting, Nov. 3-4, Kenosha, Wis.

58th Annual Convention, Montreal, 1991.

59th Annual Convention, Chicago, 1992.

60th Annual Convention, Hawaii, 1993.

Locals get \$1,150 in convention aid

Terre Haute, Ind.—The Small Locals Action Network (SLANT) has distributed a total of \$1,150 to seven Guild locals that sought its aid to help meet their costs of sending delegates to TNG's 1990 Convention, according to SLANT Treasurer Pat Nuttal of the Terre Haute Guild.

The grants, from a SLANT fund set up during last summer's convention with proceeds from "Guild & Proud" T-shirt sales and contributions from larger locals, went to the following locals:

Battle Creek, Peoria and Woonsocket (\$100 each), Knoxville and Scranton (\$150 each), Bristol (\$200) and Bakersfield (\$350).

The T-shirts, which the caucus also will offer at this year's convention, grossed more than \$1,100. Contributions from larger locals, including New York, Southern Ontario, Twin Cities and Pacific Northwest, totaled \$2,782.30. SLANT's treasury contained \$1,552 going into this year's convention, Nuttal reported.

The Guild Reporter



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

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