



The GUILD REPORTER

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

Vol. 57, No. 10

Silver Spring, Md.

July 13, 1990

Convention nixes biennials, referendum

New York — Delegates to the 57th Annual Guild Convention here rejected a proposal that after 1993 the meetings be held only half as often and one that would have put the question to the union's membership in September when elections are scheduled for two TNG vice presidencies.

Rejection of the biennial proposal itself came on a voice vote; the motion for a convention-directed referendum was defeated in a roll call by 166.22 to 229.78

GROUP TO SEEK INITIATIVE VOTE

(local by local vote table, Page 2).

Delegates advocating the switch to biennial conventions, however, formed an ad-hoc committee almost immediately to try to move the proposal to referendum through the initiative procedures in TNG's Constitution. They formed the committee after failure of a

move to suspend the rules to submit the question of biennials to referendum with the convention having considered and rejected the concept.

The question of annual vs. biennial conventions — which dates back at least 35 years — was the central issue of this year's session,

hosted by the New York Guild.

It consumed a great block of the time of the Constitution Committee, chaired by Barry Lipton, president of the New York Guild, was a central topic in corridor conversations and was debated for more than 3½ hours—from mid-afternoon to early evening—when it

came up for consideration on the convention floor.

The proposal to switch to biennials came to the convention both from the Int'l Executive Board — which in April recommended by 8-6 that the convention itself enact the change — and from the San Jose Guild — which late last year voted to propose that the convention order a Guild-wide referendum on the question.

Advocates of retaining annual (Continued on Page 4)

\$1,032 top, sabbaticals in Victoria

Victoria, B.C. — Guild members at Thomson's Victoria Times-Colonist have ratified a new, three-year contract that raises top-minimum pay for key newsroom, advertising and circulation jobs by \$165.53, to \$1,032.23 a week, and provides an innovative paid-sabbatical benefit.

The agreement provides increase of 5.5 percent (or \$35, whichever is greater) in all minimums retroactive to Dec. 1. Then there is an additional 6 percent this Dec. 1, and another 6.5 percent Dec. 1, 1991.

Approved July 8 on a 120-31 vote by the Victoria/Vancouver Island Guild membership, the contract covers some 180 permanent employees in the paper's advertising, business, circulation, editorial and maintenance departments.

The key employees—reporters, photographers, district managers, display and outside classified salespersons, and others—receive a first raise of \$47.67, then \$54.86 and \$63.

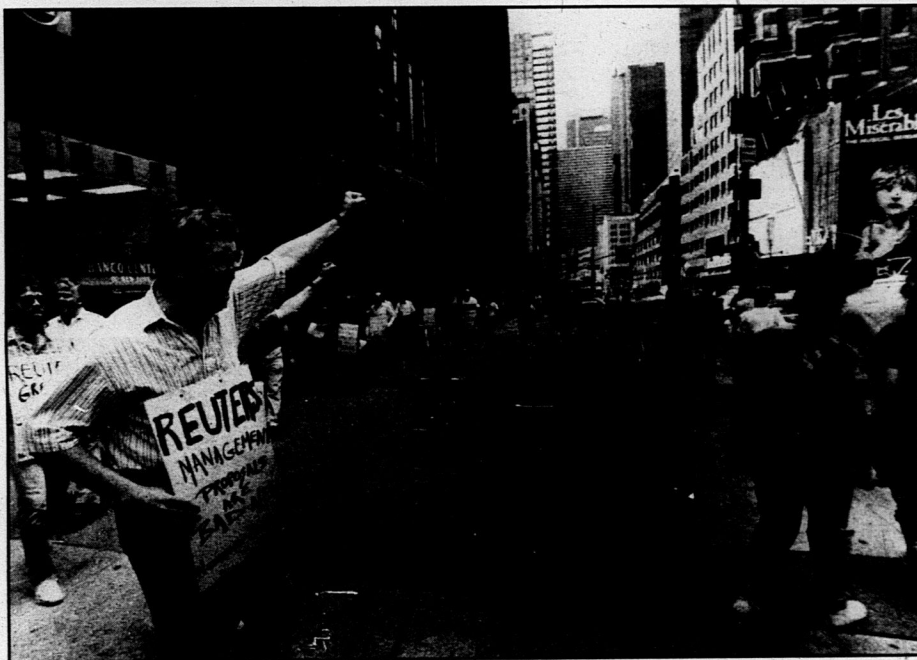
Desk persons advance a total of \$173.04 (increments of \$49.83, \$57.35 and \$65.86), to \$1,079.07 in the final year.

Top minimum for accounting clerks increases by \$106.71 (increments of \$35, \$33.38 and \$38.33), to \$628.04.

(Continued on Page 6)

Convention delegates join picket for fair pact at Reuters

John Lund, left foreground, of the North Bay (Ont.) Guild, leads TNG Convention delegates in a demonstration for an equitable new contract for New York Guild members at Reuters. More than 100 delegates and guests joined in noontime informational picket outside Reuters offices a block from convention hotel. Previous contract expired Feb. 28. Major obstacles to new one include management demands to reduce maternity benefits and severance pay, weaken job security, cut health benefits, increase health insurance payments, raise the retirement age and cut pay rates for employees hired outside New York City, the local reported. It represents nearly 500 of the news and information agency's U.S. employees, including reporters, technicians, computer operators and sales and service staffers.



JACK MILLER/Miller Photography/New York Guild

Congress is urged to ban strikebreakers

New York—Asserting that the right to strike is "at the heart of free collective bargaining," TNG's 1990 Convention called upon the U.S. Congress to pass legislation that would ban the permanent replacement of workers in economic strikes.

Two pending bills—H.R. 3936

in the House and S. 2112 in the Senate—also would amend the National Labor Relations Act to prevent discrimination against workers when a strike ends.

"Within the past decade, the right of American workers to strike, while enshrined in law, has been effectively reduced to the

right to be fired," the convention said in a resolution adopted June 29.

Noting that thousands of striking workers were permanently replaced during the 1980s, including several hundred at the Chicago Tribune, the convention called upon Congress to "return some

balance to collective bargaining by passing this legislation."

A recent General Accounting Office study showed the number of strikes in the U.S. dropped by 50 percent compared to the previous decade, but the number of permanent replacements hired rose by (Continued on Page 6)

It's Carol vs. Todd, Tom vs. Andy for VP posts

New York—Delegates closed out TNG's 1990 Convention June 29 by nominating and sending to membership referendum two candidates each for the remaining year in the terms of one at-large and one regional vice presidency on the Int'l Executive Board.

Vying for the seat to be elected by the membership at large are: **Carol Przybyszewski**, treasurer of the Erie Guild, and **Todd Cunningham**, president of the Los Angeles Guild.

Contesting for the position to be filled by the membership in Region 1, the U.S. Northeast, are: **Tom Thibeault**, president of the Manchester (N.H.) Guild, and **Andy Duehring**, vice president of the Providence (R.I.) Guild.

Ballotting will be conducted in all TNG locals Sept. 20-25, with the winners taking office after the Int'l Election & Referendum Committee certifies the result in a meeting scheduled for Oct. 9.

Przybyszewski and Cunning-

ham emerged as the nominees of the convention for the at-large seat when a convention roll-call vote eliminated a third local leader—Isaiah (Ike) Lewis, a former Toledo Guild president—from the running.

Tally in the roll call was: Przybyszewski, 260.19; Cunningham, 96.55; Lewis, 36.26 (local by local roll-call table, Page 7).

TNG's Constitution provides that when more than two persons are nominated at a convention to run for one office, delegates at the convention ballot by roll call to reduce the nominees to two.

A fourth local leader who had announced for the at-large seat before the convention—Roger Kaufhold, St. Louis Guild treasurer—withdraw his name from consideration midway through the convention.

When Przybyszewski's name was placed in nomination, 70 delegates from 33 locals voiced support; for Cunningham, it was 24 delegates from 14 locals; and for Lewis it was seven delegates from 6 locals.

TNG's Int'l Election & Referendum Committee, in a meeting im-

(Continued on Page 6)

The 57th annual TNG convention (more to kum)

New York—There were 217 delegates and 4 alternates from 57 Guild locals in the United States, Canada and Puerto Rico seated for TNG's 1990 Convention, held here June 25-29 at the Sheraton Centre Hotel.

This issue of the Guild Reporter reports on much of the meeting. The next issue, scheduled for Aug. 3 publication, will include more coverage.

Polaski says leaving W-B 'bittersweet'

Washington — Sandi Polaski, administrative officer of the Washington-Baltimore Guild the last five years, has notified the local that she will leave the position Sept. 1, when she will become assistant director of field services for collective bargaining for the Service Employees Int'l Union.

The local's president, Connie Knox, expressed both sadness and understanding at Polaski's decision and thanked her for leaving behind "a local more secure" in its contracts, in its role in the union community "and in its internal affairs." The local immediately launched a search for a replacement.

Polaski, who joined the local's staff in January 1985 as an organizer under a subsidy to the local from TNG, told local leaders her decision was "bittersweet."

However, she said, the main goals she set five years ago have been accomplished, the local "has a group of exceptionally capable leaders and staff" and "I am ready for the next challenge of my life's work."

In a "dearest friends and colleagues" letter, Polaski said that "to say that I will miss the fascinating, contrary and committed members and leaders of the Guild is a profound understatement. You have made the hard work of fighting for the rights of news business employees a rich and enjoyable collective effort. Thank you."

Knox reported that Polaski has assured the local that she will remain available to assist with completion of several undertakings begun under her leadership, such as the discrimination case against the Washington Post.

Polaski joined the local's staff after nearly nine years as an organizer, bargainer and staff trainer and supervisor for the United Electrical Workers.

She said she had decided to leave the Guild position during May and June when she was in Africa working with the farm workers' union in Zimbabwe. "The most urgent needs in the labor movement are the most urgent needs" of the people living "closer to the margin," she said.



Polaski

Roll-call vote results on biennials, IFJ delegates

BELOW, IN order of occurrence, are the official tabulations of the two roll-call votes on policy questions taken at TNG's 1990 Convention. Both occurred during consideration of minority reports from the convention's Constitution Committee.

The first, headed "Referendum on biennial conventions," was on a substitute for the first minority report from the committee. The substitute would have submitted to Guild-wide referendum a proposal to switch from annual to biennial conventions after the 1993 Convention in Hawaii. [See also, "Biennial conventions, referendum nixed," Page 1.]

The second, headed "Canada Council elect, direct delegate to IFJ," would have delegated to the Canadian District Council of Guild locals authority to elect the Guild's Canadian representative to the Int'l Federation of Journalists and to determine positions taken by that delegate on behalf of the Canadian membership at the IFJ. [See "Canadian selection of IFJ delegate defeated," below.]

Locals cast their full voting strength (based on membership) in a roll-call vote, regardless of the number of delegates pre-



THESE TELLERS TOTED UP CONVENTION'S ROLL CALL VOTES

Seated, from left: Aileen Lee of Hawaii Guild; Clara Bennett of New York; Larry McInnis of Montreal. Assisting: TNG's John C. Edgington.

sent. Convention rules mandate a roll call on motion of not fewer than 12 delegates representing not fewer than five locals.

Decimalized votes occur when a local has fewer delegates than votes and the local's delegates disagree on a question.

Local	Referendum on biennial conventions			Canada Council elect, direct delegate to IFJ		Local	Referendum on biennial conventions			Canada Council elect, direct delegate to IFJ	
	Votes	Yes	No	Yes	No		Votes	Yes	No	Yes	No
Akron	3	3	0	3	0	Peoria	3	0	3	3	0
Albany	5	0	5	0	5	Philadelphia	18	0	18	0	18
Bakersfield	2	2	0	0	2	Pittsburgh	4	4	0	0	4
Battle Creek	1	0	1	0	1	Portland	5	5	0	0	5
Boston	7	7	0	0	7	Providence	6	0	6	4	0
Brockton	4	4	0	0	4	Pueblo	2	0	2	2	0
Buffalo	6	0	6	2	4	Puerto Rico	7	7	0	0	7
Canadian Wire Service	11	9.9	1.1	0	11	Rochester	2	0	2	2	0
Chicago	7	7	0	3.5	3.5	St. Louis	9	0	9	0	9
Cincinnati	3	-a-	-a-	-a-	-a-	Salem	3	0	3	0	3
Cleveland	6	6	0	0	6	San Diego	7	0	7	7	0
Denver	10	10	0	10	0	San Jose	11	8.8	2.2	0	11
Detroit	12	12	0	0	12	Scranton	3	0	3	0	3
Erie	4	0	4	0	4	Sheboygan	2	0	2	2	0
Gary	2	0	2	2	0	Southern Ontario	26	0	26	26	0
Harrisburg	2	0	2	2	0	Terre Haute	3	3	0	-a-	-a-
Hawaii	7	7	0	0	7	Toledo	6	2	4	4	1
Hudson County	2	0	2	2	0	Twin Cities	11	6.6	4.4	8.8	2.2
Indianapolis	2	2	0	2	0	Vancouver-New Westminster	12	1.72	10.28	8.57	3.43
Kingston	2	0	2	0	2	Victoria	4	4	0	0	4
Knoxville	2	0	2	1	1	Washington-Baltimore	20	20	0	0	20
Los Angeles	5	0	5	5	0	Wilkes-Barre	3	0	3	0	3
Lynn	2	0	2	2	0	Windsor	3	0	3	0	3
Manchester	4	0	4	0	4	Woonsocket	2	0	2	2	0
Memphis	5	1	4	3	2	York	3	0	3	3	0
Montreal	6	0	6	0	6	Youngstown	4	0	4	1	3
New York	55	0	55	2.3	48.1	Totals	399	166.22	229.78	124.57	260.43
Northern California	22	20.2	1.8	5.4	16.2						
Ottawa	6	0	6	6	0						
Pacific Northwest	13	13	0	0	13						
Pawtucket	2	0	2	0	2						

"-a-" signifies local delegation absent from floor for vote.

In the vote on the Canadian question, a total of 7.6 votes were cast as abstentions: New York, 4.6; Providence, 2; and Toledo, 1.

Canadian selection of IFJ delegate defeated

New York—TNG's 1990 Convention decisively voted down a proposal that the Canadian District Council of Guild locals henceforth pick the Guild's Canadian representative to the biennial world congress of the Int'l Federation of Journalists.

The proposal also would have given the council authority to determine positions taken by the representative on behalf of the Guild's Canadian membership at the IFJ sessions, which will become triennial meetings after 1992.

Brought to the convention floor as a minority report from the convention's Constitution Committee by four delegates from three Canadian locals and two from two U.S. locals, the proposal was defeated by more than 2-1 (260.43 votes to 124.57) in a roll call.

Canadian locals' votes in the roll call favored the proposal by a margin of just over 4-3 (40.57 votes

to 27.43), though all or a majority of the votes of four locals were cast against it while all or a majority of the votes of three locals favored the proposal.

Until this year, the Guild carried six votes in the IFJ sessions on behalf of its all members in North America. This year, however, Canada and the United States each were allotted six votes, with Canada's apportioned four to TNG and two to the Quebec-based Federation Nationale des Communications.

Opponents of the minority report pointed out that under TNG's Constitution the Int'l Chairperson is the first delegate to any body with which TNG affiliated and that the Int'l Executive Board has for years appointed any additional delegates to meetings of the AFL-CIO, the Canadian Labour Congress, the IFJ and other organizations. Accordingly, Int'l Chairper-

son Peter E. McLaughlin and Canada East Vice President Lee C. Clifford were the Guild's delegates to this spring's IFJ congress in Sardinia.

Proponents of the proposal argued that approval of the measure would be in keeping with the IFJ's own belated recognition that Canada is a separate nation as well as the Guild's own longer standing provisions for two TNG vice presidents elected by Canadians from among their own number and TNG's having authorized the Canadian District Council to speak for the Guild on Canadian issues.

Jerry MacDonald of the Canadian Wire Service Guild, however, reminded delegates that not all Canadian locals are part of the council, his own having pulled out in February. Larry McInnis of the Montreal Guild said he has "no problem with the IEB picking who the Canadian will be" at IFJ ses-

sions.

In other action on recommendations of its Constitution Committee, without debate the convention:

✓ Enacted extensive changes in the disciplinary provisions of TNG's Constitution, in keeping with a call by the 1989 Convention that unneeded or inoperative portions be eliminated or streamlined.

✓ Restated the percentage alternative to the minimum dues schedule listed in TNG's Constitution to read "1.3846 percent of regular compensation."

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, Aug. 3.) \$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.

DAY BOOK

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

Int'l Election & Referendum Committee, certify eligible voters and distribute materials for election of one at-large TNG vice president and the vice president elected from Region 1, TNG headquarters, Silver Spring, Md., Aug. 29. (Mail materials Aug. 30.)

Voting period, election of one TNG vice president at large and one from Region 1, all Guild locals, Sept. 20-25.

Ballot counting by Local Election Committees, all locals, Sept. 26-27.

Last date for postmark on locals' returns of ballots and associated materials to TNG IERC, Sept. 29.

Int'l Election & Referendum Committee, tabulate and certify results of elections, TNG headquarters, Oct. 9.

Int'l Executive Board, fall meeting, TNG headquarters, Oct. 22-25.

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.

Trumka roars warning to fence-sitting Democrats

New York—In a roilingly well-received speech to TNG's 1990 Convention, United Mine Workers President Richard L. Trumka warned congressional Democrats to "quit running from our issues" and demanded that they get behind proposed legislation to ban scab labor in the United States.

Trumka, a lawyer and former coal miner, told more than 200 delegates and guests that "passage of this legislation can't come a moment too soon, because for a lot of workers it's already too late."

In a thundering style in the tradition of John L. Lewis, who led Mine Workers for 40 years, Trumka warned "politicians ... who call themselves our friends" that they should not take union members' vote for granted.

"If they want us to stand up for them, we expect and demand that they stand up for us," he said.

Trumka, 40, who in 1983 became the youngest leader of a major union in the U.S. or Canada, also spoke to TNG's 1985 convention in Pittsburgh, but this speech was more pointed and emotional, especially on the need for the anti-strikebreaker legislation.

"We won't allow this Congress to make a priority out of bailing out the corporate hoods of the savings and loan industry while our ... brothers and sisters lose their jobs, lose their homes and their futures, because too many Democrats would rather back part of the George Bush national unity government than put on the gloves and fight for the interests of the American worker," Trumka said.

"That's what the strike-replacement bill is all about. You know it, and I know it. And before we're done, they will know it. Any one of them that doesn't stand up with us, doesn't support us, is out of office, out of sight, out of mind,

and we'll put them on the unemployment roll," Trumka said, as delegates clapped and shouted their approval.

Several times during the address June 27, Trumka pushed his voice higher and higher above ovations by delegates, creating a series of rumbling crescendos in the convention hall.

Echoing a theme from his 1985 speech and alluding to the pro-labor New Democratic Party in Canada, Trumka suggested American workers might throw their support to independent candidates.

"It may be time we look at using our talents and our ideas and our resources and start running some of our own" against Democrats "because we can't afford national unity policies when our members are losing their jobs," he said.

"We can't afford these do-nothing friends when corporate power has run amok. We can't afford the kind of brutality that has marked labor relations in this country to be accepted as routine."

He pointed to independent candidate Jackie Stump, a Virginia coal miner who unseated a 22-year Democratic incumbent in the Virginia House last fall by waging a write-in campaign during the height of the UMW strike against the Pittston coal mines.

During the campaign, "we began to realize there's a growing majority in the U.S. that's decided corporate America has gotten out of hand," Trumka said.

Citing a poll that says 66 percent of Americans believe U.S. labor law needs strengthening, he said workers must get the message to "some of those friends who say they are with us but somehow never want to press our issues."

Trumka urged delegates to "tell Big Business the free ride's over" and to "tell Congress we want safe



MINE WORKERS PRESIDENT RICHARD L. TRUMKA, LEFT, RESPONDS TO APPLAUSE
Leading ovation after address to convention are TNG President Dale, Sec'y-Treasurer Edgington.

jobs, we want pay with equity."

"We have come too far, we have sacrificed too much, we have fought too hard, we have battled too long to build our unions, to build our strong contracts, to see them lost, strike by strike, scab by scab."

"Together with one voice, one dream of hope, of unity, together we will move forward. We are never, never, never going back — not to the '30s, not back to the '40s. We are going forward to victory ... at every place that we work, together."

Trumka's stirring, final remarks were applauded during a 12th standing ovation that lasted several minutes.

JOA law a 'mockery'; convention urges repeal

New York—Asserting that publishers have made a "mockery" of a law designed to save failing newspapers, TNG's 1990 convention endorsed a bill that would repeal the Newspaper Preservation Act.

The 1970 law, which was intended to preserve independent editorial voices, gives publishers anti-trust exemptions to form joint operating agreements (JOAs) in markets where one competing paper appears "unlikely to remain or become" financially robust.

Rep. Carl Pursell (R-Mich.) introduced a bill June 6 that would ban future JOAs, while allowing existing joint agreements to continue.

Pursell, whose district borders Detroit, said JOAs violate the "first Amendment guarantee of free speech and create questionable monopoly situations."

The Gannett and Knight-Ridder chains created the largest JOA in history last November by merging non-editorial operations of the Detroit News and the Detroit Free Press. Subsequently, hundreds of employees lost their jobs, and weekend and holiday editions were combined.

Publishers have similar arrangements in more than 20 cities, including Pittsburgh, San Francisco, Seattle, Cincinnati, Las Vegas and York, Pa.

In backing Pursell's bill, TNG's convention resolution said large publishers have used the law "to weaken unions, eliminate thou-

sands of jobs and guarantee obscene profits at the expense of readers and advertisers."

Noting that Knight-Ridder and the Cox chain closed the Miami News despite a JOA with the Miami Herald, the convention said publishers "have even made a mockery of their claims of preserving two editorial voices."

Pursell's bill would prevent "national chains from destroying what independent competition remains in the handful of U.S. cities that still enjoy separately owned and competing newspapers," the resolution said.

The convention urged other newspaper unions to lobby for Pursell's bill and recommended that TNG "seek assistance from the AFL-CIO" in enlisting the support of other unions.

Over the years, TNG has spotlighted abuses of the Newspaper Preservation Act, and last year helped persuade the House Judiciary Committee to hold hearings to review the law.

In a related matter, a national coalition opposed to JOAs picked up another ally in late May when the Assn. of Alternative Newsweeklies voted to support "a legislative reappraisal" of the 1970 law.

The coalition includes Michigan Citizens for an Independent Press, which carried the legal fight against the Detroit JOA to the U.S. Supreme Court, and a civic group in York that opposed merger of the York Daily Record and the York Dispatch this year.

Guild present as AFL-CIO welcomes Mandela



RICK REINHARD/AFL-CIO

The Guild is among the unions represented at AFL-CIO headquarters in Washington June 25 where Nelson Mandela, center foreground, is given a hero's welcome for his 27-year struggle from prison against South Africa's apartheid system. Looking on in the AFL-CIO Executive Council chamber, above, is TNG's retired president, Charles A. Perlik, Jr., who attended when TNG's current officers were in New York for opening day of the 1990 Convention. Man-

dela praised the AFL-CIO, individual unions, officers and members for their support of the anti-apartheid struggle. "We know that many of you here are people who have demonstrated in front of the South African embassy and have been arrested for doing so," Mandela said. (Perlik was among the first, on Dec. 44, 1984.) "We are therefore here among our own brothers and sisters, amongst our comrades in arms," Mandela added.

Wanted: Administrative Officer

Immediate opening for experienced administrator with strong bargaining and organizing skills. This is the top administrative job in a local representing 15 units, large and small, based in Washington. Excellent salary and benefits. For inquiries call (301) 472-3232. Send applications to:

Connie Knox, Search Committee
Washington-Baltimore Newspaper Guild
1511 K St. NW. — Suite 900
Washington, D.C. 20005.

Equal Opportunity Employer

Convention rejects biennials; group set to seek referendum

(Continued from Page 1)
conventions argued that they are a hallmark of the democracy of the Guild, that they enhance the accountability of the union's officers and enable Guild policy to be adjusted quickly to changing patterns in the industry that employs the union's membership. They also suggested that rather than reducing conventions' frequency, money could better be saved by changing the meetings' format, duration and/or locations — "cut out the extravaganzas," as one delegate put it.

Advocates of biennial conventions argued that escalating costs to both TNG and Guild locals make the switch necessary, that an inordinate amount of TNG staff time is consumed by the annual meetings and that there is insufficient "business" to justify the annual sessions.

Lipton, one of his local's two paid, fulltime officers, said switching to biennial meetings would "turn the operation of the union over to the paid officials," which would be "not healthy for this union and not healthy for its members. ... We need your input, we need your oversight, and we need the slap on the wrist you have to give us some times."

Randy Furst of the Twin Cities Guild said annual conventions are needed to plan ways to counter management moves to weaken Guild locals and their contracts. "When you are at war, you need to prepare a battle plan ... the plan to fight back ... you don't meet every other year."

Anne McIlree of the Battle Creek Guild said her presence at the convention was a refutation of the argument that small locals particularly are being priced out of participating in the annual sessions.

Don Williams of the Knoxville Guild said convention participation is his local's biggest annual expense but "it's worth our money. ... We get back in return enthusiasm ... union activists ... political savvy ... the knowledge that we are not alone out there in the hinterlands."

On the other hand, Gerald J. Minkinen, the Chicago Guild's administrative officer, argued in

moving for the switch to biennial meetings that "the locals who are most in need of the resources of this union ... who are under attack and ... must spend their resources to fend off those attacks ... are probably least able to participate in the processes that are most vital to them." (Twenty-four—or 30 percent—of the Guild's locals were not represented at this year's convention.)

Mel Gauntz, president of the San Jose Guild, said he saw "the fact that ... the only thing ... considered important enough [at this year's convention] to create this much debate is whether we should meet or not ... is an argument in itself for biennial conventions."

Bruce Meachum, the Denver Guild's administrative officer and its only delegate, said he "would rather spend my money busting some union-busters than coming every year to commiserate about what they are doing to us."

Roy Kruse, Hawaii Guild administrative officer, warned delegates that while many were dismayed at the "\$140-something" per day cost of hotel rooms this year, "it is going to be at least 30 percent higher when you come to Hawaii (in 1993)," adding that escalating costs "is one of the basic reasons why I changed from an annual to a biennial" convention advocate.

The motion to put the question to the membership in a referendum during September's election of two TNG vice presidents was made by TNG Vice President Larry D. Hatfield of Northern California. He said he did so because he saw a referendum as the most democratic way of resolving the debate.

Referendum opponents objected, among other things, that Hatfield's motion carried no recommendation from the convention to guide the membership in voting.

It would "go to an uninformed electorate," argued Jerry Trambley of Erie.

"Unless you have been to convention" you cannot "possibly understand how important it is that this ritual be an annual one. ... I can't learn enough from you people and I come every year to learn more," said Karen B. Castelli of Harrisburg.

In the roll call rejecting the motion for a referendum, all of 32 locals' votes were cast against it, all of 17 locals' votes were cast for it and seven locals cast votes on both sides of the question, a majority in four favoring the membership vote and a majority in three opposing it. One local's sole delegate was absent for the roll call.

The voice-vote rejection of the motion that would have had the convention itself enact the change to biennial conventions followed quickly.

Delegates shouted down a subsequent effort to suspend the convention's rules to permit consideration of a motion to put that rejection of switching to biennials to referendum.

Leaders of the ad-hoc committee to send the question to referendum via the initiative procedures of TNG's Constitution, said committee members' locals were numerous and large enough and widely enough dispersed to force a Guild-wide vote on the question. They expressed regret that the procedures could not be carried out quickly enough, however, to make the referendum part of the Sept. 20-25 vice president elections. TNG estimated costs of a separate referendum at \$25,000-plus.

TNG's Constitution provides that the Guild convention "shall be the supreme authority of TNG, except as the membership overrides an act of the convention by subsequent referendum."

It provides further that a referendum must be held on "any motion ... submitted by a local by membership action and endorsed by membership action by at least ten additional locals located in five states, territories or provinces, provided that the moving and seconding locals include at least 5 percent of the membership in good standing of TNG."

The "exact text" of a local's motion to submit a question to referendum, plus the text sought to be changed, must be mailed by TNG to all local presidents and secretaries and printed in the Guild Reporter. The motion is open for seconds for 60 days after the date of mailing. "If there are not sufficient seconds, the matter shall be dropped."

Biennials motion gets 'bad' rap

New York—Delegates on all sides of the debate on the frequency of future Guild conventions cheered and applauded one delegate in favor of switching to biennial meetings after he took the floor to deliver the following argument — in rap style:

*My name is Mark, and I am here
To say we should meet every OTHER year.*

*I know it's crucial for me to mention
We've got to go to biennial conventions.*

*Each year this costs us a whole lotta money;
It's gotten to the point where it's not even funny.*

*Dozens of locals don't even show;
We all know why — they can't afford to go!*

*Our voice is strong, it's plain to see.
We've even got support from the IEB.*

*This annual thing is too expensive;
So come on, everybody, come to your senses.*

*Let's skip a year in '94,
And say to the annuals — hunk! NO MORE!*

Author/performer was Mark Pattison, Washington-Baltimore Guild delegate from the local's Catholic News Service unit.

UPI pact hikes all rates 3% this year and next

New York—A new 30-month contract between the Wire Service Guild and management of United Press Int'l provides 3 percent raises in all wage classifications this July 1 and again next July 1.

The top minimum-pay rate for news employees, photographers and artists advances by \$20 the first year and by \$20.70 the second, to \$710.70 per week for those with seven years' experience.

Telephone engineers and radio network engineers with five years' experience advance by \$18 and \$18.54, to \$636.54. Photo printers and color technicians with six years' experience advance by \$16.95 and \$17.46, to \$599.41.

The agreement, covering some 530 employees in 100 domestic bureaus, was reached 11 months after the old contract expired last July. It is effective through June 1992.

Members approved the agreement, 126-38, in mail voting in mid-June.

Guild negotiators Alice Crane, of Los Angeles, Jim Price, of Indianapolis, and Jane Sutton, of Miami, along with Kevin Keane, the local's president, administrative officer and chief bargainer, recommended ratification.

TNG International Representative G. Richard Pattison assisted the local in the talks.

In a letter to members, the Guild bargaining team called it "the best agreement that can be achieved." Although the contract contains "significant concessions," it "does include strong provisions for job security, health benefits and work rules," negotiators said.

New provisions protect talent-pay differentials and over-minimum raises, require the employer to pay 50 percent of increases in health insurance premiums, and allow employees to choose payroll deductions for payment of union dues.

Under the old agreement, management had the right to rescind over-minimum pay, and employees paid for increases in premiums.

Contract retrogressions include loss of two paid holidays (now 10), longer employment periods to reach fourth and fifth weeks of vacation (now 8 and 20 years), and capping of severance pay at 52 weeks (down from 75).

Sick leave also was reduced, but Keane described the current benefit as "still a good plan."

The contract restores minimum daily and weekly mileage reimbursements, although they were reduced to \$6 and \$30, respectively (from \$8 and \$40). The mileage rate will be the IRS rate of 26 cents (down from the old contract rate of 36 cents).

Under the agreement, the Guild dropped unfair labor practice charges stemming from management's unilateral imposition of the reduced mileage reimbursement and severance pay last October. Employees affected by those cuts will not receive back pay, Keane said.

Early in the talks, management had demanded 26 drastic concessions, including a three-year wage freeze and elimination of Christmas, Independence Day, Labor Day and four personal days as paid holidays.

Protesting staffers sang "Jingle Bells" and sent Christmas cards to a UPI executive in May 1989 when the holiday cuts were proposed.

"The new agreement provides employees with the job guarantees needed to continue their careers while providing UPI with further assistance in its turnaround efforts," Keane said.

The financially troubled news service, founded 83 years ago by E.W. Scripps, has undergone a series of ownership changes, loss of customers and bankruptcy proceedings since 1982.

The four candidates

This, in ballot order, is the official list of candidates in the Sept. 20-25 elections for two TNG vice presidencies:

At Large

Carol Przybyszewski
Todd Cunningham

Region 1

Thomas J. Thibeault
Andrew Duehring



ONE OF SEVERAL LINES AT FLOOR MIKES DURING 3½-HOUR DEBATE ON BIENNIALS
Speaking, Jerry Trambley of Erie; waiting, Steve Hatch of Cleveland and Isaiah Lewis of Toledo.

RSI toll grows, but 'ramparts of indifference falling'

New York — Delegates to TNG's 1990 Convention heard depressing news on the rapid spread of repetitive strain injuries (RSI), but they also received encouraging reports that industry and government finally may be trying to come to grips with the problem.

"The ramparts of indifference are falling everywhere," TNG Director of Research and Information David J. Eisen said of a growing concern about RSI beyond the union sector. Eisen has been leading TNG efforts to direct attention to problems with VDTs for more than a decade.

RSI, which has been dubbed the "Plague of the Information Age," has escalated dramatically in the past year alone, especially among workers using video display terminals (VDTs), Eisen said.

Because of the dangers of RSI to large numbers of Guild members, TNG devoted the convention's traditional opening-day forum to the problem.

A Reuters editor with tendinitis, a New York physician who treats RSI victims, and occupational safety experts from the U.S. Occupational Safety & Health Administration (OSHA), the University of Wisconsin and the AFL-CIO offered their insights during the 2½-hour program.

Delegates, who also described situations in their workplaces and questioned the panel, learned that:

- More than 2,400 Guild-represented workers—about 7 percent of the union's membership—have reported symptoms of repetitive strain injuries, Eisen said in an overview presentation.

The reports came from 39 units in 25 locals, less than one-third of all Guild locals, Eisen said. A year ago, only 200 cases had been reported to TNG.

Industry-wide, more than 2,970



ROGER STEPHENS
U.S. agency's chief ergonomist.

cases have been reported; a year ago, only 300 cases had been reported overall.

The severest forms of RSI include carpal-tunnel syndrome, tendinitis, tenosynovitis and thoracic-outlet syndrome.

- The problem is growing at an "exponential rate" in some news offices, said Bernice Napach, a desk editor at the Reuters office in Manhattan who was stricken with tendinitis last August.

About 25 percent of that 100-person office staff has developed RSI symptoms and nine people are working with splints on their hands or arms, Napach told delegates, displaying her own wrist braces. (The next day, delegates met some of them when they joined Reuters Guild-unit members in noontime informational picketing for a new contract outside the Reuters office, less than a block from the convention hotel.)

- The U.S. government, increasingly under pressure to address the RSI crisis, has added two ergonomists — specialists in safe workplace design — to the OSHA office in the Labor Department.

There are no federal regulations



BERNICE NAPACH
RSI victim/N.Y. Guild steward.

on VDT use, but OSHA's "big stick right now" is the federal "general-duty" clause that requires employers to provide safe working environments, said Roger Stephens, OSHA's chief ergonomist and until recently its only one.

OSHA plans to issue guidelines by the end of summer for preventing and treating RSI in the meat-packing industry—a first step in developing RSI guidelines in all industries, Stephens said.

- Physicians are not certain about the causes of RSI, and often don't know how to most effectively treat such disorders.

"Our ignorance is vast; it's really a question of trial and error; there's very little in medical literature to guide us," said Dr. Rodney Ehrlich, a physician and an instructor in environmental and occupational medicine at New York's Mt. Sinai Hospital.

Ehrlich outlined a wide array of possible treatments for RSI — including rest, modifying work patterns, splinting, physical therapy, cold and hot packs, anti-inflammation medication, cortisone shots, surgery and what he called "disability management," or just living



DR. RODNEY EHRLICH
Treated Reuters RSI victims.

with the ailment.

The "strong body" theory — that a person can avoid RSI by keeping in top shape through proper eating and exercise — apparently doesn't work, Stephens said.

- Management increasingly is willing to deal with RSI problems, as pressure by stricken employees and government officials has increased.

"Slowly, reluctantly, spottily, unevenly, grumblingly, publishers are coming to the realization that ... 'we can't go on like this,'" Eisen said.

Employers are turning away more and more from "half-measures" and "Band-Aids," such as wrist or foot rests, to more comprehensive measures, such as replacement of "ergonomic dinosaurs" with adjustable chairs, desks and video keyboards and display terminals, Eisen said.

- Equipment and furniture that protect VDT workers is being developed, but introduction of such equipment often does not guarantee that workers are safer.

"The difficulty is integrating the furniture into the work of the people," said Michael Smith, an industrial engineering instructor at the University of Wisconsin.

Some publishers have offered state-of-the-art ergonomic equipment only to those suffering from RSI, but "that's like feeding only the starving," Eisen said.

Their efforts, nevertheless, are encouraging, he said. Reuters has announced plans to spend \$500,000 on ergonomic equipment for its U.S. bureaus. The Seattle Times has promised to lay out \$2 million. The Fresno Bee, with 44 RSI cases, has brought in adjustable desks for newsroom employees.

In outlining steps to combat RSI on the local level, Eisen stressed the importance of gathering information.

"We have only begun to plumb the depths," he said in encouraging locals to survey their members. As of late June, only a quarter of the Guild's 80 locals had completed such a survey.

"RSI is like the rice in a kettle of soup," Eisen said. "It doesn't come to the surface until you stir the pot."

Surveys are helpful because people with RSI are frequently reluctant to complain about their pain, he said. "They are worried — and often not without cause — that they will be branded malingerers by their bosses — or even by bosses they don't yet have."

In addition, "the number of cases isn't declining; it's growing," Eisen said. "Their severity isn't abating; it's increasing. All too many cases are proving intractable to treatment."



MICHAEL SMITH
Now at Univ. of Wisconsin.

Employers have shown increasing concern about RSI for a number of reasons, Eisen said.

For one, supervisors are finding themselves short-staffed as the casualty lists grow. Some papers have lost 20-25 percent of their staffs to RSI, Eisen said.

For another, Workers' Compensation claims on RSI have risen dramatically, despite benefits as low as \$175 per week in some states.

At some papers, scores of workers have filed disability claims. The Seattle Times reports 60 employees in the editorial department alone — 20 percent of the news staff — seeking Workers' Compensation benefits, Eisen said. The Long Island/New York daily, Newsday, has more than 100 claims.

Jim Ellenberger, assistant director of the AFL-CIO's Dept. of Occupational Safety & Health, said workers' compensation laws basically are stop-gaps for "injuries we're unable to prevent."

He said pursuing claims can be difficult because they often get hung up in delays or litigation, but he recommended that employees suffering legitimate injuries file such claims.

A third cause for increased employer concern about RSI is involvement by OSHA, or by a state occupational safety offices, Eisen said.

Stephens suggested that locals considering an OSHA complaint "do your homework" and document in detail the number of injuries before going to a compliance officer.

He pointed out that getting satisfactory legal action on complaints can be a lengthy process, but suggested that "very often the informal process of an OSHA inspector poking around out there" is more effective than a long litigation process.

Cx Detroit-votes

The Guild Reporter erred in its June 22 issue when it failed to report that the Detroit Guild had withdrawn from participation in a representation election involving painters employed by the Detroit Newspaper Agency. Tally in June 7 balloting was two votes each for the Painters union and "no union," leaving the group without a union.

The same day, maintenance employees of the agency, the joint publishing arm of the Detroit Free Press and the Detroit News, voted by 70-18 for Guild representation, with the Machinists union also receiving one vote. The June 22 Guild Reporter erroneously credited "no union" with 20 votes, two more than it received.

District RSI seminars are urged

New York—TNG should do everything possible to help locals combat "the spreading plague" of repetitive strain injuries, including conducting seminars on the problem for district councils of Guild locals, the 1990 Guild convention recommended.

In adopting its Safety & Health report, the convention also recommended that locals "move vigorously" against RSI, stressing "the importance of adjustable desks, rest breaks and other ergonomic and work-organization measures" for workers using video display terminals.

The report called RSI the "prime safety and health problem confronting many locals," with 2,400 Guild-represented employees suffering from afflictions such as carpal-tunnel syndrome, tendinitis and tenosynovitis.

In supporting RSI seminars on the district level, the convention chose a middle course between a proposed "super-seminar" and many small ones.

On a voice vote, the convention rejected a recommendation that TNG conduct a single "comprehensive training seminar at a central location" for local leaders and health and safety officers.

The convention's Research & Information-Safety & Health-Guild Reporter Committee, chaired by Tom Thibeault of Manchester, rejected a proposal that TNG send a representative to every

local on request to conduct RSI training. The committee report said such a project is "beyond TNG's staff and financial resources."

While TNG does not have a full-time safety and health officer, Research & Information Director David J. Eisen devotes a major share of his work to safety issues, including RSI.

In May, Eisen conducted the first district-level RSI seminar during the Canadian District Council's spring meeting in Montreal.

Also on VDT safety steps, the convention recommended locals:

- Use the Guild's model questionnaire to survey members on RSI, and report findings to TNG. A proposal that would have required locals to conduct surveys was rejected by the committee.

- Provide RSI victims with guidance on obtaining adequate medical and legal information, and assist them in seeking Workers' Compensation.

- Consult with TNG before filing OSHA charges, and insure that RSI cases are reported on company OSHA logs. Two Guild locals, Northern California and San Diego, have filed state OSHA charges, and other locals are considering federal charges.

- Obtain a joint voice with management in selecting consultants for VDT radiation testing, ergonomics and lighting and instruments for radiation testing.

- Support the introduction and passage of VDT regulatory legislation in states, provinces and municipalities.

- Use the American National Standards Institute's and the Canada Standards Assn.'s voluntary standards on VDTs to assist them in obtaining adequate protections.

- Use TNG materials to acquaint members with VDT problems and methods of resolving them.

On other safety and health issues, the convention recommended that locals:

- Follow TNG guidance on investigating hazards of mercury dust from laser-photo machines and seek safety measures, including adequate ventilation and distance between machines and employees who work nearby.

- Make sure employers are in compliance with OSHA's Hazard Communication Standard and Canada's Workplace Hazardous Materials Information System, and that employees receive training on hazards in their workplace, including physical agents such as noise and radiation.

- Move to eliminate environmental health problems associated with smoking, while resisting any management efforts to impose a ban unilaterally.

- Combat office air contamination and ventilation problems, and be alert to asbestos hazards.

Convention urges Congress to OK strikebreaker ban

(Continued from Page 1)

300 percent. Employers used the threat of scabs in 25 percent of negotiations, and actually hired permanent replacements 15 percent of the time.

The convention's resolution pointed out that the Tribune Co.-owned New York Daily News "didn't even wait for bargaining" to start before threatening employees with the use of strikebreakers if the New York Guild and nine other unions do not accede to sweeping takeback demands in contracts to replace those expired this March 31.

"A publisher who pleaded poverty somehow found money to keep strikebreakers and their trainers on the payroll, while taking actions calculated to drive employees to strike," the resolution charged.

The pattern of the News' actions "is now all too familiar," the convention said:

"Hire a professional strike-breaking 'consultant' who provides advice on how to provoke a strike and use permanent replacements to bust the union." Even if there is no strike, too often "bargaining power is so heavily tilted toward the employer that negotiations become a futile exercise," the resolution asserted.

The nationwide wave of firings and use of replacement workers "is not collective bargaining, and it is certainly not what the framers of U.S. labor law intended," said the resolution, titled "Scabs."

The convention noted there are only two other countries in the industrialized world where employers have similar power to permanently replace striking workers: South Africa and Great Britain.

In Canada, however, Quebec's Labour Code prohibits employers from hiring replacement workers during a lawful strike, and Ontario labor law gives strikers a guarantee of reinstatement for six months

after a strike begins, the resolution said.

In adopting its Political Action report, the convention called on U.S. locals to join in the nationwide campaign for the anti-strikebreaker legislation, including the appointment of leaders to co-ordinate grass-roots participation and activities, in co-operation with TNG.

Earlier, TNG asked locals to provide information on any instances in which their members have been permanently replaced by strikebreakers.

The Political Action report said "there is no legislation before Congress more important to the labor movement and to working men and women" than the anti-strikebreaker law.

In urging immediate action, delegates themselves mailed 275 post cards from the convention directly to congressional representatives, asking them to co-sponsor the bills.

An additional two dozen convention participants volunteered to work at the grass-roots level for congressional support.

U.S. union leaders have made passage of the anti-strikebreaker bills a legislative priority, and the AFL-CIO's Industrial Union Department is co-ordinating the national campaign.

TNG Education Director Phillip M. Kadis is the contact person for the Guild's overall effort.

In the Political Action report, delegates also recommended that TNG monitor federal legislation to restore the full power of civil rights statutes weakened by recent U.S. Supreme Court decisions.

The report by the convention's Education/Political Action Committee, chaired by Patti Tasko of the Canadian Wire Service Guild, also repeated recommendations of previous conventions that locals:

✓ Appoint political-action committees to conduct programs

For service to the Guild in Peoria

Bill Knight, left, poses with TNG Int'l Chairperson Peter E. McLaughlin after Knight was presented a certificate during TNG Convention in New York attesting to his being the winner of the 1990 Guild Service Award for his work as president of the Peoria Guild. Recently named the San Diego Guild's new administrative officer, Knight thanked TNG for its assistance in revitalizing the Peoria local and the local itself for "never hesitating to take a few chances when the opportunity arose in working toward the agreement we ended up getting."



of political and legislative activity.

✓ Eliminate from their by-laws any prohibitions against political activity.

✓ Seek innovative ways to spur contributions by U.S. members to the AFL-CIO's Committee

on Political Education.

U.S. locals and district councils were urged to make contributions from their treasuries to COPE, and Canadian locals were encouraged to make contributions to candidates and political parties that are

responsive to labor.

A collection among convention delegates netted \$733 for the COPE fund.

Last year, overall TNG contributions to COPE reached a new high of \$3,134.

Victoria key hits \$1,032; paid leave set

(Continued from Page 1)

Classified clerks advance by \$106.24 (increments of \$35, \$33.16 and \$38.08), to \$623.98.

The Guild and locals representing Graphic Communications-represented press operators and stereotypers and Communications Workers printers and mailers jointly bargained common elements of their contracts, including wages and benefits.

Guild members voted to authorize a strike against the 80,000-circulation morning daily, and were "fully supported" by the other unions, according to John Hutchison, who led Guild negotiators.

Tentative agreement was reached June 23, and the Guild was the last to ratify.

The innovative contract clause provides for leaves of absence in which employees would be paid with funds deferred from their regular earnings, in the process gaining an income tax break as well.

Under the plan, a maximum of two employees may take such leave at any given time, and employees may perform any work or activities that are not "competitive with or injurious to" the management's newspapers.

If Canada Revenue approves the arrangement, deferred income would go into a tax-free account and be taxed only when withdrawn.

For example, an employee could defer one-third of income for three years and then collect the deferred amount during the fourth year while on otherwise-unpaid leave.

Employees may take the leaves "for any purpose they choose—take another job, play the bagpipes, lay on the beach," Hutchison said.

A first in Guild contracts, the proposal was researched and developed by member Pat Murphy and applies to employees in all Guild-covered departments, Hutchison said.

For the most part, the Guild would administer the program, and employees on such leave would pay for their own fringe benefits.

Another new contract provision requires management to notify employees of all beat changes at least one week in advance.

Management also agreed to discuss all beat changes "with the employees concerned" prior to making changes.

The company also agreed to form a joint committee with the Guild to make recommendations for purchase of ergonomically approved chairs and desks that would "suitably complement" a planned new computer system.

The committee also would study "options regarding ergonomically approved lighting and sound levels."

Nominees set for VP spots;

(Continued from Page 1)

mediately after the convention, set the dates for balloting in the locals.

It also set the Guild Reporter issue of Aug. 24 as the one in which all the candidates will be given equal space for a campaign statement, as called for in TNG's Constitution. Under another provision of the constitution, the records of

each of the candidates are published on Page 7 of this issue, along with a complete list of the nominees, in ballot order.

Under a 21-year-old convention policy, each candidate also is allocated free space in the Guild Reporter for campaign advertising: a total of 12 column inches for each at-large candidate and a total of 9 column inches for each candidate running regionally.

Five IERC incumbents are re-elected

New York—All five members of TNG's Int'l Election & Referendum Committee were re-elected to new two-year terms without opposition on the first day of TNG's 1990 Convention.

They are: Jerry E. MacDonald of Canadian Wire Service (subsequently also re-elected IERC

chairperson), William Buchanan of Erie, Michele Davis of San Diego, Joe Steele of New York and Howard Burkhart of Toledo.

Connie Knox of Washington-Baltimore and David Langzettell of Portland were elected alternates to the IERC, also without contest.

IT

SEEMS TO US

Qualified apology made for remarks about staff

WILKES-BARRE, PA.

Editor:

Isn't it a shame that some people just can't appreciate a little good humor?

My remarks at the Guild convention in New York were in no way designed or intended to harm anyone on the staff of TNG. In fact, if the "injured" party or parties had paid close attention, he, she or they may have understood that my remarks were in direct opposition to those of a prior speaker.

I noted in my remarks that the staff is composed of hard-working men and women who, I said, are trustworthy. I did not exclude anyone and I only cited Bill Brown because he is assigned to assist the Wilkes-Barre local for some time. I do not "kiss Bill Brown's ass," as was stated by one member of the TNG headquarters staff.

If anyone was truly offended by the remark, then I apologize. It certainly was not intended to hurt anyone.

But, on the other hand, if anyone was "offended"—for only selfish feelings or reasons, then I absolutely refuse to apologize to that person.

JACK WALLACE
President
Wilkes-Barre Guild

Editor's note: Wallace is referring to his use of the term "paper shufflers" in mentioning TNG staff members during debate on the convention floor about the frequency of future TNG conventions.

Award by local merits definition, retiree says

HYATTSVILLE, MD.

Editor:

Your photo/caption story on the 1989 winners of the Washington-Baltimore Guild's service awards ("Service — with a smile — in

Washington-Baltimore." Guild Reporter, June 22) says Barbara Fraze, chair of the local's Catholic News Service unit, was cited for helping make CNS a "model unit."

Fraze merits applause for the job she does so well. However, will the unit's local please define the phrase "a model unit" and then tell us how and when the award originated? Thank you.

S.J. MIRAGLIOTTA
CNS unit-retiree
Washington-Baltimore Guild

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue.

Deadline for letters is the Friday before publication. (Next deadline: July 27.) Letters relating to elections or referendum to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the official voting period shall contain no new charges.

The four VP candidates and their records

Here are the records of the four candidates vying for two TNG vice presidencies, to be elected respectively by the Guild membership at large and by the members in Region 1 (the U.S. Northeast, including Wire Service Guild members working there). They appear in the order in which they will be listed on the ballots in voting to be held Sept. 20-25. They were nominated at TNG's 57th Annual Convention, June 25-29. The two elected will serve the final year of the two-year terms of the offices which have been vacant since the turn of the year.

At-Large

Carol Przybyszewski Erie

CAROL PRZYBYSZEWSKI, an officer of the Erie Guild the last 18½ years, currently and for the last 4½ years its treasurer, is running for an office in the international union for the first time.

An advertising "telesales" person for the Erie Times and News, Przybyszewski, 38, also currently is in her sixth year as secretary of the Great Lakes District Council of Guild locals.

Last month she served as one of her local's delegates to TNG's convention for the 14th consecutive year. This year she was chairperson of the convention's Resolutions Committee, last year of its Education & Political Action Committee.

A member of the Guild for nearly 20 years, she has served on the Erie Guild's bargaining and grievance committees since 1972, which also was the first of the 14 years she served the local as its recording secretary.

A participant in TNG's first residential seminar for new local officers, Przybyszewski also took part last year in TNG's Futures Forum and its Pay Equity Conference.

She helped revive the council of newspaper unions at the Erie dailies and is a graduate of a union-counselor course sponsored by the Erie County Central Labor Council.

She co-ordinated the Guild's activity in successfully challenging before the National Labor Relations Board in 1988-89 the Times and News' attempt to unilaterally institute a drug testing program, and has been a leader for pay equity in the editorial, advertising and maintenance departments.

Todd Cunningham Los Angeles

TODD CUNNINGHAM, in his first year as president of the Los Angeles Guild after two years as chairperson of the local's unit at the Long Beach Press-Telegram, is making his first run for a TNG office.

Entertainment editor on the Knight-Ridder daily, Cunningham, 36, announced his candidacy after leading the Long Beach unit in a 17-month struggle for a

new contract that was successfully concluded June 5.

Early in 1989 he played a role in the organizing campaign that led to a 114-60 Guild representation victory among editorial-department employees of the Los Angeles Daily News. He also participated in campaigns by the local that brought into the Guild a new editorial-department unit at the Santa Barbara News-Press and a unit of staff employees of the Los Angeles local of the Hotel & Restaurant Employees union.

A member of the Guild since joining the Press-Telegram staff seven years ago, he was one of his local's delegates to TNG's 1988, 1989 and 1990 conventions. At the conventions, he served on the committees on Organizing and Finance.

Cunningham also has represented his local at meetings of the Western District Council.

Before going to the Press-Telegram, he worked as a news editor on a video-text project in San Diego, as a free-lance correspondent in Central America and as a copy editor, reporter, sports and news editor for several non-Guild California dailies.



Cunningham



IEB CANDIDATES, IERC MEET ON BALLOT POSITIONS, CAMPAIGN PROCEDURES

At session immediately after TNG convention, from left: IERC Chair Jerry E. MacDonald; candidates Carol Przybyszewski and Andy Duehring (standing), Howard Burkhardt of the IERC, candidate Tom Thibeault (standing), David Langzettel of the IERC, and candidate Todd Cunningham.

He has been one of his local's delegates to the Manchester Central Labor Council since 1986 and to three conventions of the New Hampshire AFL-CIO.

Before going to work at the Union-Leader and joining the Guild, Thibeault was a member of the Retail Clerks union, from 1974-77.

Andy Duehring Providence

ANDREW DUEHRING, vice president of the Providence Guild since 1987 and a shop steward and chairperson of various

local committees the last 20 years, is making his first bid for election to TNG office.

A photo-selection and page-design editor on the Providence Journal Bulletin's zoned suburban editions, Duehring, 56, has been a member of the Guild since 1963, when he went to work for the paper as a reporter. In the interim, he has worked as a copy editor and picture editor.

He also has served his local as



Duehring

chairperson of its elections committee and has headed its membership, grievance and bargaining committees.

He had a significant role in negotiating a voluntary smoking ban in Guild-covered work areas of the Journal-Bulletin that, he says, resulted in the virtual elimination of tobacco smoke without subjecting violators to discipline.

Duehring also has been a delegate of the local to the New England District Council of Guild locals since 1987 and was one of the Providence Guild's delegates to TNG conventions in 1988, 1989 and this year. He served on the Constitution Committee each year.

Region 1

Tom Thibeault Manchester

THOMAS J. THIBEAULT, a leader of the Manchester Guild the last 8½ years, the last year and a half as its president, is running for TNG office for the first time.

Chief darkroom technician for the Manchester Union-Leader, Thibeault, 38, served two years as vice president of his local, two as secretary and three as an at-large member of its executive board before being elected president.

He also is in his second term as chairperson of the New England Servicing-Organizing Program for Guild locals.

A member of the Guild for 13 years, he is one of the founders of the Manchester newspaper unions' unity council and has been a delegate to the last seven TNG conventions. At this year's session he was chairperson of the Research & Information-Health & Safety-Guild Reporter Committee. He also has served as chairperson of his local's Health & Safety Committee.



Thibeault

Roll call that set up at-large race

HERE IS the official tabulation of the local by local roll call by which TNG's 57th Annual Convention pared from three to two the number of candidates to contest for the open at-large TNG vice presidency to be filled by union-wide membership vote Sept. 20-25.

TNG's Constitution provides for as many roll calls as necessary to reduce the number of candidates for any single office to two whenever more than that are nominated. The two become the nominees of the convention.

Local	Votes	Przybyszewski	Lewis	Cunningham	Local	Votes	Przybyszewski	Lewis	Cunningham
Akron	3	0	0	3	Pawtucket	2	2	0	0
Albany	5	0	2.5	2.5	Peoria	3	-a-	-a-	-a-
Bakersfield	2	0	0	2	Philadelphia	18	4.5	12	1.5
Battle Creek	1	1	0	0	Pittsburgh	4	4	0	0
Boston	7	7	0	0	Portland	5	5	0	0
Brockton	4	4	0	0	Providence	6	4.5	0	1.5
Buffalo	6	6	0	0	Pueblo	2	0	0	2
Canadian Wire Service	11	9.9	1.1	0	Puerto Rico	7	2.34	4.66	0
Chicago	7	7	0	0	Rochester	2	2	0	0
Cincinnati	3	-a-	-a-	-a-	St. Louis	9	9	0	0
Cleveland	6	4	2	0	Salem	3	3	0	0
Denver	10	10	0	0	San Diego	7	0	0	7
Detroit	12	12	0	0	San Jose	11	6.6	0	4.4
Erie	4	4	0	0	Scranton	3	3	0	0
Gary	2	0	0	2	Sheboygan	2	0	0	2
Harrisburg	2	2	0	0	Southern Ontario	26	0	0	26
Hawaii	7	7	0	0	Terre Haute	3	3	0	0
Hudson County	2	0	0	2	Toledo	6	0	6	0
Indianapolis	2	2	0	0	Twin Cities	11	6.6	4.4	0
Kingston	2	2	0	0	Vancouver-New Westminster	12	5.15	0	6.85
Knoxville	2	2	0	0	Victoria	4	4	0	0
Los Angeles	5	0	0	5	Washington-Baltimore	20	20	0	0
Lynn	2	2	0	0	Wilkes-Barre	3	3	0	0
Manchester	4	4	0	0	Windsor	3	0	0	3
Memphis	5	4	1	0	Woonsocket	2	2	0	0
Montreal	6	6	0	0	York	3	0	0	3
New York	55	39.3	2.6	13.1	Youngstown	4	4	0	0
Northern California	22	18.3	0	3.7					
Ottawa	6	0	0	6					
Pacific Northwest	13	13	0	0					
					Totals	399	260.19	36.26	96.55

"-a-" signifies delegate(s) absent from floor for vote.

NEWS TALKS RESUME

U.S. Court, NLRB uphold Guild at Daily News, WPIX

New York—Bolstered by U.S. court and labor board rulings backing its bargaining positions at the New York Daily News and co-owned WPIX-TV, the New York Guild was to return to federally mediated talks July 13 in its quest for a fair new contract with the (Chicago) Tribune Co. daily.

At the same time, the New York State Industrial Commissioner reportedly was giving serious consideration to a request by the city's Allied Printing Trades Council that a special board be appointed to investigate the contract disputes of all unions at the Daily News. The 10 unions represent some 3,000 News employees, including some 700 covered by the Guild.

All the unions' contracts with the News expired March 30 and the company has demanded sweeping concessions for new ones. It also has promised to keep publishing if there is a strike, has advertised for potential strike-breakers and has set up alternative news and production facilities in nearby New Jersey [Guild Reporter, Jan. 26].

In late June the National Labor Relations Board regional office dismissed refusal to bargain charges filed against the union by the News.

Management had accused the Guild of refusing to provide information the company needed for bargaining: copies of all previous agreements between them and a list of all past practices the Guild wants to continue.

"The union informed you orally and in writing . . . [of] the location where your office maintains such documents," NLRB Regional Director Daniel Silverman wrote June 26 to Edward W. Gold, the daily's labor relations director.

While the agreements clearly are relevant in the current talks,

Silverman continued, "it is also clear that based on the fact that you were a party to these agreements, it would appear that you already have copies of most, if not all." The Guild has offered copies of any the News is missing.

Because past practices develop "as part of the law of the shop and would not be set forth in any written form, . . . it appears it would be impossible for the union to comply" with that request, Silverman wrote. Besides, he added, as the employer the News should have "at least equal knowledge of the practices in effect" at the paper.

New York Guild President Barry Lipton said that Silverman's ruling "shows that the Tribune Co.'s hired gun — the law firm King & Ballow — is abusing the bargaining process in an attempt to avoid the task of negotiating fair and equitable contracts."

The day before Silverman's ruling, a three judge panel of the U.S. Court of Appeals in Manhattan upheld a ruling by the NLRB in Washington that the Tribune Co.'s WPIX-TV illegally broke off talks April 1, 1987, without reaching an impasse in Guild bargaining for the station's news employees.

The court also upheld an NLRB finding that WPIX had illegally denied Guild-covered employees "step-up raises" due them under the terms of the Guild contract, which remained in effect after the pact's June 24, 1986, expiry.

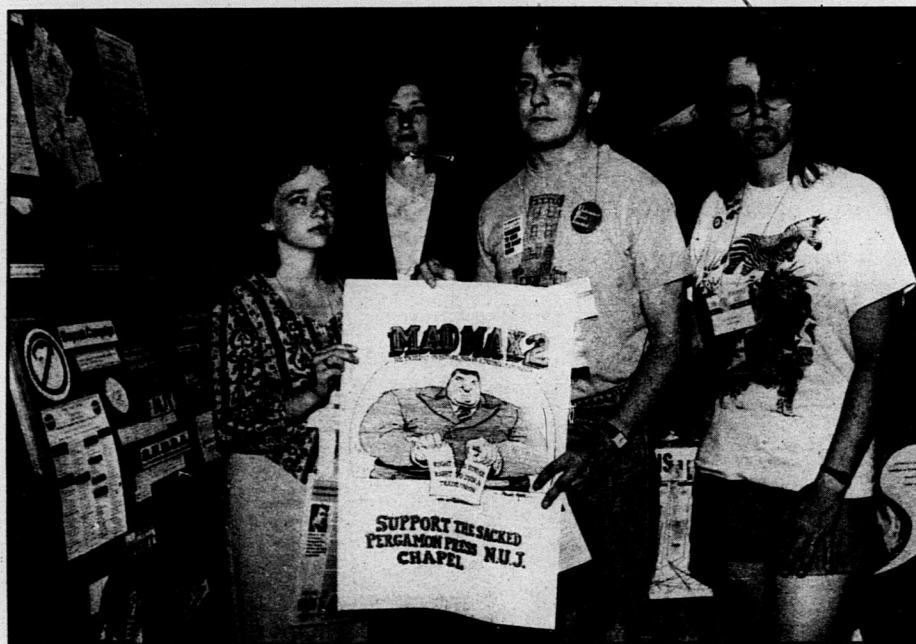
Management immediately announced that it would try to take the case to the U.S. Supreme Court and filed a petition for a rehearing by the full appeals court.

Both NLRB findings were supported by "substantial evidence," the appeals panel held.

By failing to pay the experience-based increases, "the company in effect held hostage the step increases to the completion of negotiations favorable to the company," said the panel, which included the court's chief judge.

"We are presented here with a deliberate violation of the [National Labor Relations] Act that affected a central aspect of the col-

Solidarity with 23 sacked by 'Mad Max' in Britain



Belinda Stratton and Anna Wagstaff, left, two of 23 fired in May 1989 for taking part in a 24-hour strike for full recognition of their union at trans-national publisher Robert Maxwell's Pergamon Press in Oxford, England, pose with Joe Hart of Philadelphia and Sandi Bonilla of New York after TNG Convention called for reinstatement of all 23. Delegations from 19 locals pledged \$2,850 to aid them and the

National Union of Journalists in pursuing their struggle. The four were photographed at a booth set up by Stratton and Wagstaff outside the convention meeting hall. Wagstaff reminded delegates that Maxwell, a member of Britain's Labor Party who professes to be a socialist, has begun buying publishing firms in the U.S. as well as Australia and Eastern Europe, and broadcasting operations in Africa.

lective bargaining process and denied certain employees part of the wages they were due," it said.

The Guild estimated that the back pay due, plus interest, could run into the hundreds of thousands of dollars.

In announcing its request for a state board of inquiry, the Allied Printing Trades Council said July 3 that it believes it could "lead to successful settlement . . . without strikes or lockouts" of the unions' contract disputes with the News.

The board would be appointed under a little-used state law that requires first that the state mediation board must certify that efforts to reach a voluntary settlement have been unsuccessful. State mediators reportedly were being assigned to the talks a week after the unions made their request.

The state inquiry was requested shortly after the council hired Detroit labor lawyer Samuel McKnight as a second adviser to the unity group. The other is veteran mediator Theodore Kheel.

Earlier, McKnight represented a Broadcast Employees & Technicians local union that after a long, public campaign won an equitable contract at a Detroit TV station that was represented by King & Ballow.

In announcing the state-inquiry request, the council said the News' obvious goal is to reach what it can call an impasse and then "impose onerous terms and conditions which the employees will have either to accept or reject by striking

and then face the prospect of being replaced by persons the News has given promises of permanent employment."

But, said the council, "any claim of impasse will be meaningless since there have in reality been no negotiations," adding that the News has rebuffed the unions' efforts to even discuss specific ways to reduce labor costs, while conducting a "vast public relations campaign to discredit the unions."

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.)

TNG pension fund assets show 17% return for year

Silver Spring, Md.—Invested assets of TNG's Int'l Pension Fund (IPF) showed a 17.1 percent return last year, and 12.9 percent over the past four years, an investment analyst has reported to the fund's trustees.

Invested assets increased by \$3.5 million, to \$16.8 million, the analyst, Segal Advisors Inc. of New York, told the trustees during their spring meeting here.

The retirement plan covers 2,510 Guild-represented employees, and 211 retirees or beneficiaries now receive benefits.

The fund gained \$2.4 million in earnings last year and \$1.1 million in new money. Almost \$550,000 of the new money came from a transfer of assets from the Wilkes-Barre Citizens' Voice plan into the

IPF. In addition, 17 other employers make contributions negotiated by other Guild locals.

The equity portfolio, managed by NWQ Investment Management Co., of Los Angeles, returned 20.8 percent last year, and 14.9 percent during the 4-year period.

Funds invested in the AFL-CIO Housing Trust and the Aetna Participating Mortgage Account showed 16.9 percent and 8.2 percent returns, respectively, last year. In 1988, the AFL-CIO fund earned 8.6 percent, while the Aetna account earned 7.9 percent.

The plan's assets as of Dec. 31, 1989, totaled \$17.7 million, compared to \$14.2 million as of Dec. 31, 1988, according to an audit by TNG's accountant, Shulman, Kurtz, Turer & Topaz.

The Guild Reporter

CALM
ACPS

INTERNATIONAL
LABOR COMMUNICATIONS
UNION

INTERNATIONAL
LABOR COMMUNICATIONS
UNION

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

Published by The Newspaper Guild (AFL-CIO, CLC) 18 times per year, on Frid usually at three-week intervals. (Next issue: Aug. 3.) \$20.00 per year. Single copy \$1.00.

Guild Reporter deadlines at TNG headquarters: News, Monday before publication features and letters, Friday before publication. (Next letters deadline, July 27.) 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. 10

July 13, 1990

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 Corp., Broadway, New York, N.Y. 10004; Carol D. Rothman, 5604 Henry Ave., Philadelphia Pa. 19128; Marie A. Shellock, 4031 Glenwood Ave., #24, Youngstown, Ohio 4445 Stanley J. Souza, 45-430 Lupo St., Kaneohe, Hawaii 96744; Gene Turner, 219 E. F. #2, Stockton, Calif. 95202; one vacancy.

REGIONAL VICE PRESIDENTS: Region 1—Vacant; Region 2—Faye McCracken, 2059 Kingsley Ave., Memphis, Tenn. 38127; Region 3—Luther P. Jackson, 3rd, 1115 Granger, Ann Arbor, Mich. 48104; Region 4—Larry D. Hatfield, 16 Jewell St., San Rafael, Calif. 94901; Region 5—Richard J. Brandow, 2708 Harway Ave., Brooklyn, N.Y. 11214; Canadian Region: East—Lee C. Clifford, 5656 Morris St., Halifax, Nova Scotia B3J 1C5; West—Doug M. Louth, 4140 Dailyn Rd., Richmond, B.C. V6X 2S7.

DIRECTOR OF FIELD OPERATIONS: William H. McLeman.
EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Linda K. Foley.
CANADIAN 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 Rayl, Dan Zeidler.

7

9999 910000248

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