



The GUILD REPORTER

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

Vol. 57, No. 11

Silver Spring, Md.

August 3, 1990

State inquiry, boycott set at Daily News

New York—A fact-finding panel appointed by the state labor commissioner to investigate a bargaining dispute between the New York Daily News and 10 unions, including the New York Guild, was scheduled to meet for the first time Aug. 6.

Meanwhile, management of the News reportedly was seeking a federal court order to block the special inquiry, and was asking the

National Labor Relations Board for support.

The board of inquiry was appointed July 26 by New York Labor Commissioner Thomas F. Hartnett after the state mediation board certified that more than 100 negotiating sessions had failed to produce an agreement.

On another front, the unions announced plans for an advertising and subscription boycott of the

News, the million-circulation tabloid owned by the Chicago-based Tribune Co.

"We are going to fight back," the unions said in an informational letter to major News advertisers July 18. "We are going to give the Daily News a dose of tough love."

"It may hurt, but in the long run, it will be for the paper's own good," the letter said. "When the time is right, we expect advertisers

to give the Daily News a dose of tough love, too."

New York Mayor David N. Dinkins said the board of inquiry "is a sensible way to help resolve this dispute."

The News called it "an unnecessary intrusion on a private labor matter."

More than 2,400 employees represented by the 10 unions have been working without contracts

since March 30 when previous agreements expired.

Hartnett said he believed management and the unions could benefit from "a fresh look at the issues" and expressed hope the inquiry would "help avoid a strike and secure the future of the Daily News and its employees."

The commissioner's decision was backed by Gov. Mario (Continued on Page 2)

Victoria OKs motion for referendum on biennial convention

Silver Spring, Md.—TNG received notice late July 31 that the Victoria Guild membership has approved a motion that would put to Guild-wide referendum a proposal to make the union's conventions biennial events, rather than annual, beginning in 1993.

Separate motions to make the change and submit the question to referendum were voted down by delegates to TNG's 57th Annual Convention at the end of June ["Convention nixes biennials, referendum," Guild Reporter, July 13].

TNG officers told the Guild Reporter as it went to press that they expected to send official notice of Victoria's action to the presidents and secretaries of all Guild locals the week of Aug. 6-10, starting the clock on a 60-day period for other locals' memberships to second the referendum motion.

TNG's Constitution directs that

a referendum be held on any motion proposing a change in the union's constitution or convention policy that is submitted by a local's membership action and seconded by membership actions of at least 10 additional locals in five states, territories or provinces. The moving and seconding locals must include at least 5 percent of TNG membership in good standing.

The constitution requires that the exact text of a local's referendum motion, plus the text of the matter it would change, be mailed to each local's top officers and published in the Guild Reporter. The text will be published in the next issue, to be published Aug. 24. The 60-day clock, however, starts with TNG's mailing.

TNG's Constitution also directs that "if there are not sufficient seconds, the matter shall be dropped" upon expiry of the 60-day seconding period.

Members of an ad-hoc committee formed at the convention to seek a referendum via locals' initiative expressed confidence that the seconding requirements would be met.

If official notice of the Victoria motion goes out by Aug. 10, the 60-day period would end in the

(Continued on Page 4)

North Bay pay up 16% in 1st pacts

North Bay, Ont.—Under first-ever Guild contracts covering some 80 employees at the Southam chain's North Bay Nugget, wages increase by an average of nearly 16 percent and minimum rates go to \$700 a week or more for several jobs.

The 29-month agreement culminated 10 months of bargaining by the North Bay Guild, one of TNG's newest locals, which completed "wall-to-wall" organizing of all Nugget departments in March 1989.

Under the agreement, employees receive immediate raises averaging 5.67 percent, and minimum rates in all classifications increase by 5 percent next Jan. 1 and by 5 percent on Jan. 1, 1992.

(Continued on Page 10)

Rally, byline 'strike' mark push for pacts in Seattle



Dozens of editorial employees of Hearst's Post-Intelligencer rally July 20 to show their displeasure with management demands in contract talks at jointly published P-I and Seattle Times. Byline/credit-line "strike" in same day's P-I saw only two bylines in 68-page broadsheet and 32-page tabloid insert. One was the city editor's, on a story explaining the absence of other bylines/credit lines and the absence of columns and reviews in the face of Guild members' action. In photo at left, Pacific Northwest Guild Administrative Officer Art Joyner wields bullhorn. Behind him is Steve Mileich, P-I Guild-unit chair. Others in the rally included Dan Bickford, executive secretary-treasurer of the King County Labor Council, and leaders of CWA-Typographical Union Local #99 and the GCIU Pressmen's Local #767M. Talks were continuing Aug. 1. The Guild's contracts expired July 21.



Cal-OSHA directive targets RSI in San Diego

San Diego, Calif.—Responding to complaints from dozens of San Diego Union-Tribune employees suffering from repetitive strain injuries (RSI), a state agency has ordered the Copley-chain dailies to correct "unsafe conditions" for VDT users and other workers.

The San Diego Guild took the complaints to the agency in January.

In a four-page "special order" issued July 16, the California Division of Occupational Safety and Health (Cal-OSHA) directed management to take six steps to protect

workers, including mandated 5-minute rest breaks for every hour of VDT use.

Saying work stations should be "designed to prevent injury or illness," the state directed that VDT locations include "at the minimum:"

✓ Adequate knee and foot space, and a work area at least 20 inches wide;

✓ Rounded and/or padded keyboard-support surfaces, easily adjustable to heights of 23-28 inches;

✓ Adjustable video display screens, properly placed to reduce glare; and

✓ Sufficient work surfaces for VDT equipment and other items used by employees, such as hard

copy or page layout materials.

In addition, the state ordered that an in-plant committee be maintained "to address employee concerns related to ergonomics and prevention of cumulative trauma disorders."

For employees in the tear-sheet room, where RSI incidence has

been especially high, the state ordered that proper cutting equipment and adjustable chairs with backs be installed, and that training in "recognition and prevention" of RSI be given.

Finally, the order directed the employer to prepare a written de-

(Continued on Page 4)

Victoria applies for another group

Victoria, B.C.—The Victoria Guild has petitioned to the provincial government for representation rights for all 34 employees in all departments at the Duncan Citizen, a Vancouver Island twice-weekly acquired by the Thomson chain a year ago.

In applying to the British Columbia Industrial Relations Council July 25, the Guild asserted it has the support of a substantial majority of employees in the paper's editorial, business, advertising, circulation, production and

(Continued on Page 4)

State inquiry, boycott set at N.Y. Daily News

(Continued from Page 1)
Cuomo, who was attacked in a Daily News editorial July 29. The editorial called the action a "publicity stunt" and a "cynical political move by a potential presidential candidate to curry favor with national labor leaders."

Cuomo labeled the editorial a "hysterical statement" and a "ploy by management that is desperately seeking to avoid an objective look at the issues."

The governor said Hartnett was "wise to use this legal way of disclosing the truth in these stalled negotiations."

Theodore Kheel, an adviser to the unions, said the editorial was

a "communication with the employees" and demanded that the News allow the unions space to reply.

The News is represented in contract talks by King & Ballow, a stridently anti-union firm from Nashville. Management's proposals seek to strip most employee protections and benefits from contracts.

The Guild reported there was "no change in substance" in company proposals at the latest bargaining session July 25 at the Algonquin Hotel.

Several months ago, the company set up a "strikebreaker newsroom" in New Jersey, recruited

and trained hundreds of replacement workers, and imported menacing-looking guards from the South. Their wearing of military-style uniforms and patrolling with attack dogs have infuriated employees.

Robert Ballow, who heads the Nashville firm, got a "tongue-lashing" from workers while touring the News' Brooklyn printing plant the evening of July 18, Editor & Publisher reported.

Ballow's chauffeur-driven 1990 Lincoln Town Car allegedly was dented by a 30-pound spool of wire thrown from the fifth floor of the plant, E&P reported.

The News has advertised the

jobs of most unionized employees, processed 15,000 applications for those jobs, and recently laid off 66 employees, blaming the slow economy for the cuts.

The New York Times has reported the News is spending \$4 million a month preparing for a strike.

The board of inquiry was appointed under a state law that has been used only nine times in 49 years, most recently in 1975.

The panel, composed of three professional labor arbitrators, has the power to subpoena witnesses and gather evidence, but it has no authority to compel action by either side.

Hartnett said the board would concentrate on six areas of dispute, the most important being the News' insistence on a "management rights" provision that would allow it to make sweeping staff cuts without bargaining.

Other issues include appropriate staffing levels and whether "denial of management's overall proposals" would lead to the shutdown of the paper. Union leaders believe the Tribune Co. wants to close or sell the financially marginal News, but hopes to force a strike to escape \$100 million in severance-pay obligations.

Representatives from the News and all 10 unions were asked to

attend the inquiry board's initial session "for the formation of ground rules," the Guild reported.

The boycott of the News is being co-ordinated by the Allied Printing Trades Council, an umbrella group for the 10 unions.

The council's letter to advertisers said Publisher James Hoge "has brought in attack dogs, strike-breaking goons and union-busting attorneys from the South to wage a campaign of fear and intimidation" against employees.

"In negotiations, Hoge has made dozens of demands for massive takeaways from Daily News employees, including ... reductions in health benefits, the right to change or cancel health insurance at will, and the right to lay off and replace union members with low-wage part-timers and trainees," the letter said.

The council also has hired Samuel C. McKnight as an adviser, a Detroit labor lawyer who led a successful boycott of a Detroit television station on behalf of a technicians union three years ago while Ballow represented the station.

As part of the boycott, the unions have been offering to news stands throughout the city a sticker that says: "The Daily News is Bad News for its Workers. STOP THE HOG(E)."

Leaders say solidarity will achieve pacts



Drivers' Mike Alvino

New York—Top officers of New York's Allied Printing Trades Council and two of its key craft unions predicted in appearances before TNG's 1990 Convention that unprecedented solidarity will produce equitable new contracts for the employees of the Daily News.

George E. McDonald, president of the Allied and of the New York CWA-Mailers Union, and Jack Kennedy, president of the city's GCIU-Pressmen's Union spoke on the convention's opening day. Mike Alvino, president of the Newspaper & Mail Deliverers Union, spoke in mid-week.

All three pointed out that labor unity in the talks extends well beyond the 10 local unions that represent the daily's employees. It includes, they said, active involvement by the locals' internationals, the city's central labor council and the state and national AFL-CIO.

It means, said Kennedy, that "New York is the place labor says 'no' to unfair and greedy and avaricious employers ... to overpaid executives and carpetbagging union busters and ... to scabs."



Allied's George McDonald

'Woodchuck Caucus' mascot backs Daily News unions



"Woodie," mascot of the "Woodchuck Caucus" of delegates from small, northern tier U.S. locals, shows off the New York Printing Trades Council "Real News" pin he sported during TNG's 1990 Convention to demonstrate his support for the New York Guild and the nine other unions seeking equitable contracts at the Daily News. With the mascot is his keeper, Harold Blatchley of the Buffalo Guild.

Samuel praises 4 unions for 'new unity'

New York—TNG and the three other international unions that make up the Newspaper Industry Co-ordinating Committee came in for high praise from the president of the AFL-CIO Industrial Union Dept. during TNG's 1990 Convention here.

The IUD's Howard D. Samuel told delegates that the leaders of the Communications Workers and its Media Workers Sector, the Graphic Communications Int'l Union, the Teamsters and TNG have through the NICC "buried

their differences, merged their separate ambitions and united their individual strengths for the benefit of all."

This is bringing "a new dimension of ... unity ... which cannot but improve the conditions of collective bargaining in your industry today, tomorrow and in the years ahead," Samuel said.

The IUD co-ordinates the activities of the NICC, which has been particularly active in campaigns at Knight-Ridder and Singleton chain papers.

Dinkins has 'fervent hope' that settlements are coming



Mayor David Dinkins

New York—Calling the Guild "a model of a successful labor union" with a "long history of commitment to bargaining and mediation," New York Mayor David Dinkins told TNG's 1990 Convention of his "fervent hope" that the latter processes will produce equitable settlements at the Daily News.

"It's been done before—by God, the Berlin Wall crumbled, Nelson Mandela is sitting down with de Klerk — I know we can solve this," he told the convention's opening session.

"I know that you are people of good will, and it is my hope that the management of the Daily News will recognize that ... will sit down with you and resolve these problems," he concluded.

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. 24.) \$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.

News unit nixes York 'final offer'

York, Pa.—Guild and management negotiators at the York Daily Record planned to meet again Aug. 9 after the union's newsroom members overwhelmingly rejected a "final offer" for a new three-year contract with the Buckner News Alliance daily.

In a secret ballot in late July, members voted by 33-3 against accepting proposed 4-percent annual increases for the next three years, York Guild President Patrick LaForge reported.

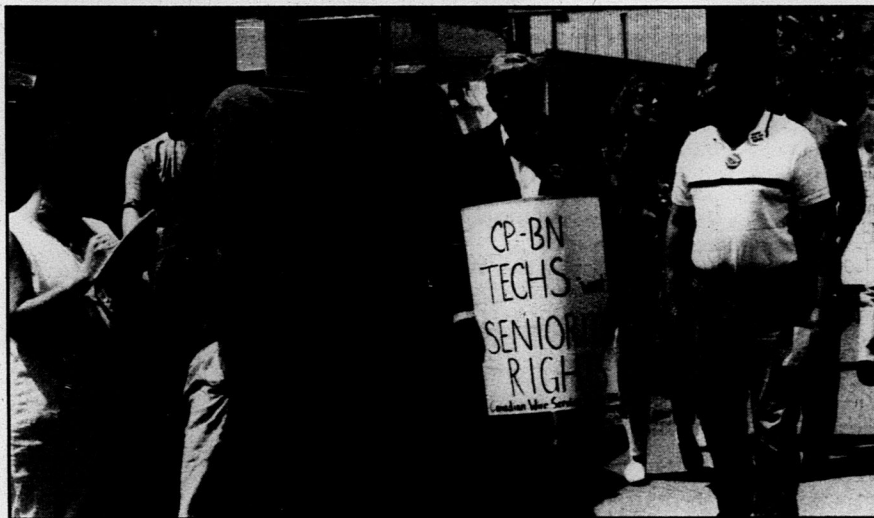
The Guild is seeking 6-percent raises each year, plus paid leave for employees to care for ailing dependents, a set-aside savings plan for child care, and bereavement leave after the death of someone in an employee's immediate household, LaForge said.

On the bereavement proposal, management told Guild negotiators it was "the publisher's position that if a relationship is important enough, the people should get married."

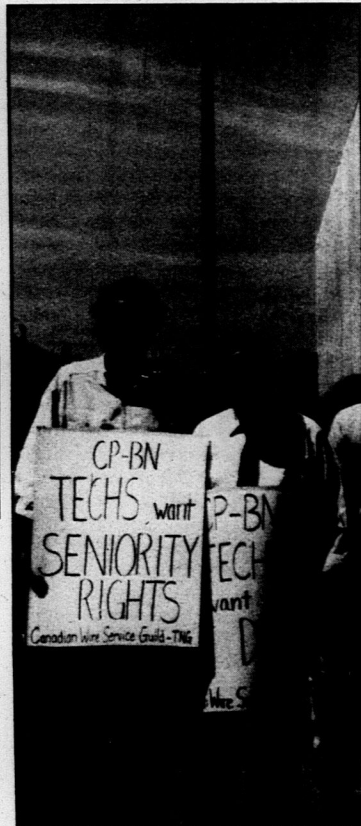
The 45-member Guild unit has demonstrated support for the bargaining team by wearing black armbands for several weeks. About 25 members dressed in black and attached black balloons to their work stations when the final offer was made July 20.

When management started removing balloons late that afternoon, about 15 employees took a scheduled break and carried their balloons outside, where they ran into the paper's incoming publisher-editor. The group used the chance meeting to communicate

Vancouver turns out for square deal for Canadian Press techs



Some 20 Guild members from Canadian Press' Vancouver Bureau and Pacific Press (the Vancouver Sun and Province) take part in a national informational picket July 13 in support of a fair new contract for the 55 technicians, installers and support staff at CP across Canada. The latter affiliated their union with the Canadian Wire Service Guild Jan. 1, when their old contract expired. Above, left, reporter Kim Bolan interviews Mike Bernard, CWSG branch director. In right foreground is Steve Merit, CP-Vancouver unit chairperson. In photo at right are TNG Representative Dan Zeidler and Ozzie Ferreira, a CP technician. At issue in the technicians' talks are wages, and company demands for concessions. The Guild's contract covering CP's editorial employees runs through Dec. 31. Similar demonstrations occurred at all eight CP domestic bureaus the same day. Earlier in July, the unit authorized, on a 48-2 vote, job actions up to and including a strike.



their desire for a fair, new contract, LaForge said.

On March 3, the Daily Record and the Singleton chain's York Dispatch implemented a joint operating agreement (JOA), with the Guild-represented editorial staffs of both papers continuing to operate independently. A Guild contract covering some 40 Dispatch staffers runs through Oct. 6.

In an agreement with the pub-

lishers in May 1989, the Guild gained representation rights for non-editorial employees in Guild jurisdiction in the JOA in exchange for dropping opposition to the partnership.

Prior to merger, the Guild represented employees in the advertising, circulation, engraving and mailroom departments of the Daily Record.

There have been no contract

talks, however, for employees in the still-undefined JOA bargaining unit. The Guild asserts that some 250 employees properly belong in the unit, while management maintains that only 60 should be included.

The National Labor Relations Board heard arguments last spring on a petition filed March 30 by an advertising sales employee to decertify the Guild as bargaining rep-

resentative for the JOA unit.

In the hearing, the Guild challenged the legality of the petition, asserting it was filed for an inappropriate unit, that the petitioner was a supervisor, and that management had voluntarily recognized the unit.

On July 30, the Guild filed with the NLRB an unfair labor practice charge against JOA management, alleging it "encouraged, prepared (and) oversaw" the petition, and "rewarded" the petitioner.

"As we attempted to define this unit, it became clear that the decertification effort was orchestrated by management," said David Cohen, a member of TNG's legal team assisting the local.

The petitioner, now an advertising salesperson, had been a manager and supervisor at the York Dispatch before the JOA was implemented.

Delegates repeat freedom call for Terry Anderson

New York—Declaring that "the outrage of Terry Anderson's captivity continues," TNG's 1990 Convention repeated its call to Guild members to increase efforts to free him and other Western hostages held in the Middle East.

Anderson, Middle East bureau chief for the Associated Press, was captured on a Beirut street March 16, 1985, and has been held longer than any other foreign hostage.

"To do nothing can only aid those who will stoop to any length of brutality and terrorism in stifling freedom of speech, freedom of the press and freedom to report the news," the convention said in a resolution introduced on behalf of the Wire Service Guild, of which Anderson was a member until being assigned overseas.

For several years, TNG has participated in the worldwide effort to secure Anderson's release. His kidnapers are believed to be members of the pro-Iranian group Islamic Holy War.

Right to protest dog track upheld in Milwaukee

Milwaukee, Wis.—A Milwaukee Guild contract protects the right of a Milwaukee Sentinel sports writer to publicly voice his opposition to construction of a greyhound racetrack in his neighborhood, an arbitrator has ruled.

Management had threatened Kenneth Bunch, a longtime Sentinel employee, with discipline possibly as severe as firing if he spoke at a public hearing in January 1989 on the proposed track.

Bunch attended the hearing but followed orders not to speak. The Sentinel later admitted to the Guild it had instructed a news reporter covering the hearing to snoop on Bunch and his wife and inform editors if they spoke.

A written record of the warning was placed in his personnel file, and the Guild's grievance asserted both the warning and the memorandum were disciplinary actions.

In issuing her decision May 7, arbitrator Rose Marie Baron ruled that management violated outside-activities provision of the Guild contract and ordered the Sentinel not to interfere with Bunch's off-duty activities in opposing the track.

The arbitrator noted that Bunch had valid concerns as a "private citizen and property owner" about the effect of a racetrack on "his property values, his privacy and his taxes."

The decision is a significant victory for some 325 Guild-represented employees of the Sentinel and Milwaukee Journal in an ongoing dispute over off-duty activities. A single company, Journal/Sentinel Inc., publishes both papers.

Last July, the Journal fired a newsroom secretary because she refused to give up her right to publish articles and demonstrate

against abortion. After the Guild grieved, management admitted it "erred" in applying its newsroom code of ethics to her activities.

The Sentinel similarly tried to restrain Bunch, claiming his off-duty activities constituted a conflict of interest and violated separate Sentinel and company-wide codes of conduct.

In making her ruling, Baron used the Guild contract language in determining that management had incorrectly applied the codes of ethics to Bunch's activities.

She found that his public opposition to the track posed neither an "actual conflict of interest" nor a "reasonable appearance of a conflict."

Noting that Bunch had not been assigned to cover the track hearing, Baron said journalists are allowed to pursue a "middle way" in taking sides on issues being covered by their papers.

She also found that his opposition did not pose the appearance of a conflict "so as to interfere with the proper and impartial performance of his duties" as a sports writer.

His opposition "does not necessarily lead to the conclusion that he could not handle any future assignments involving dog racing in Wisconsin in a professional manner," Baron wrote.

"If he should fail to carry out future assignments in a satisfactory manner, the management rights clause of the contract provides the employer with sufficient scope to

deal with unacceptable performance of duties."

Baron also rejected management's contention that Bunch's activities would compromise the credibility or reputation of the employer.

"The ultimate question ... is whether an average reader, learning that a Sentinel reporter had spoken at a public hearing ... would conclude that the Sentinel was biased or unable to provide objective news coverage on this matter," Baron wrote.

She concluded such a reader would not draw such a conclusion and said the "obligation of unbiased coverage was achievable in a less restrictive manner than that imposed upon Mr. Bunch."

Baron also noted that no disciplinary action was taken against another Sentinel reporter who had filed a complaint with an alderman about student parties in her neighborhood.

Neither activity compromised the paper's credibility, she said. "Both Sentinel employees were interested in protecting their homes and neighborhoods. Both were acting in their private capacities as citizen utilizing their appropriate means to convey their concerns."

Wisconsin recently approved pari-mutuel betting in the state, and proposals for racetracks have ignited opposition in some communities, including Menomonee Falls, the Milwaukee suburb where Bunch resides.

So far, two tracks have opened.

Wanted: Administrative Officer

Immediate opening for experienced administrator with strong bargaining and organizing skills. This is the top administrative job in a local representing 18 units, large and small, based in Washington. Excellent salary and benefits. For inquiries call (301) 472-3232. Send applications to:

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

Equal Opportunity Employer

Cal-OSHA targets RSI at 2 San Diego dailies

(Continued from Page 1)
scription of its VDT-user training program for review and approval by the state, and to give "all VDT users" a copy of the special order.

The state defined VDT users as employees working on such equipment two or more hours a day.

Last September, Cal-OSHA issued a similar order to the McClatchy chain's Fresno Bee, where 35 of 133 editorial department employees had reported RSI symptoms.

The Bee and McClatchy dailies in Sacramento and Modesto late this spring agreed to a series of measures aimed at reducing RSI hazards for employees performing VDT work [Guild Reporter, June 22].

The San Diego Guild's complaint to the agency detailed dozens of RSI cases in the papers' news and circulation departments.

In a Guild survey conducted last year, 72 employees reported RSI symptoms. Fifty-three were VDT users, and 19 were employees doing other kinds of work.

"In the past, we've seen the company have a concern about the workers facing these (RSI) problems," San Diego Guild President Ed Jahn said of the Cal-OSHA order. "We hope this will give the company more direction to help them address these problems."

The Guild represents some 1,150 employees at the 250,000-circulation morning Union and 120,000 afternoon Tribune.

Bill Knight, the local's administrative officer, said local leaders were "pleased that Cal-OSHA agreed that our concerns were well-founded."

"This is a very serious threat to

employees' health and safety, but particularly in the newspaper industry," Knight said. "RSI to us is as threatening as black lung or asbestosis to other industries and other generations."

The state acted after four occupational safety inspectors toured the Union-Tribune's newsrooms, library and circulation departments Feb. 15, interviewing employees and managers.

A medical report from an examining physician said "several employees had sustained severe RSI injuries" and that library and circulation workers had the "most severe problems," with 50 percent of the employees in each department suffering from RSI.

"The editorial department suffered mainly from VDT symptoms of the neck, shoulder, back and upper extremity problems, as evidenced by medically documented ... complaints given in confidential interviews," the physician said.

"Many ... complaints were reported ... from employees who worked under time pressures that required deadlines be met, and who were reportedly unable to take required breaks," he said.

Inspectors found "few easily adjustable" work stations, VDTs facing bright windows and "very small work stations" allowing "limited ranges of motion" by employees.

In their assessment, inspectors concluded that "a health hazard consisting of cumulative trauma disorders ... does exist at this establishment."

"Grossly unadjustable and confining work stations" represent "an ongoing hazard" in efforts to pre-



vent such disorders, inspectors said.

The Union-Tribune was given 30 days to comply with the order or 15 days to appeal to the state Health Appeals Board.

Within 10 days, management asked the state to rescind the directive, saying the papers were "working in a conscientious manner to minimize RSI" and that they "already met the intent of the special order."

The Union-Tribune told the state its managers had "met to review" RSI issues; met with the Guild on RSI concerns; encouraged employees "to relax and stretch with short work breaks"; budgeted funds for "VDT accessories" to minimize RSI occurrence; retained an ergonomics consultant; developed a VDT user's brochure; and conducted VDT training for more than 570 employees since February.

The state rejected the request, saying those efforts were "commendable" but that they did not address "all the items shown in the special order."

A formal appeal of the order to the state was expected by the Aug. 3 deadline, Knight said.

If the unsafe conditions are not corrected or any provision of the order not complied with, the state may issue a citation and may assess a fine or "bring prosecution for a misdemeanor," CalOSHA said.

First contract for hotel group

Los Angeles—A first contract between the Los Angeles Guild and a local of the Hotel Employees & Restaurant Employees Union raises weekly minimum wage rates by \$25 this year and by 4 percent in each of the next two years for the 25 employees on the 12,000-member union's field and headquarters staff.

The three-year agreement sets weekly minimum pay for field staffers at \$500 this May 1, \$520 next May 1, and \$540.80 on May 1, 1992. Minimum rate for most office workers goes to \$450 this year, then to \$468 and \$486.72.

Victoria applies for another unit

(Continued from Page 1)
inserting departments.

Employees were voting on Guild representation Aug. 3.

The 10,000-circulation Citizen, which publishes Wednesday and Sunday about 75 kilometers north of Victoria, is one of seven Vancouver Island community papers Thomson purchased in June 1989.

Workers approached the Guild early this June because of "minimal wages, lack of benefits, no job security, sexual harassment and discrimination, and numerous other issues," Victoria Guild President Joe Ravick said.

The group is the second at a Thomson paper on the island to seek Victoria Guild representation within five months. In late February, some 27 employees of the Comox District Free Press and North Island News became the local's first new bargaining unit in 40 years.

Those employees, based in Courtenay, have authorized a strike in their quest for a first contract. A mediator is assisting in talks, with another session set Aug. 14, Ravick said.

Ravick, who helped the Courtenay employees in their organizing campaign, also assisted the Duncan employees, along with Victoria Guild member Sharon Lloyd.

The local membership will vote in September on officially changing its name to Victoria-Vancouver Island Newspaper Guild to reflect the addition of new units, Ravick said.

Model questionnaires sent to locals

Silver Spring, Md.—In keeping with a recommendation of TNG's 57th Convention, TNG has redistributed to all locals its model questionnaires on repetitive strain injury.

Figures gathered after an earlier distribution show that more than 2,400 Guild members — more than 7 percent of total membership — reported RSI, and only 25 percent of Guild locals conducted a

survey, TNG Research & Information Director David J. Eisen pointed out.

The questionnaires should be distributed to members at work or at home and the results reported promptly to TNG, he said.

One of the questionnaires is for members who use VDTs, the second is for those who do not use the machines.

Victoria begins push for biennials referendum

(Continued from Page 1)
second week of October. If there are sufficient seconds, the Int'l Executive Board could then act during its Oct. 22-25 meeting to order the referendum.

Victoria Guild President Joe Ravick reported that the local's membership approved the referendum-call motion at its July 8 meeting. There was no dissent among the 80 percent of the membership in attendance, he said. The action had been recommended by the

local executive four days earlier. The local long has favored switching to biennial conventions for economy reasons, Ravick pointed out.

The question of switching to biennials clearly was the central issue of TNG's 1990 Convention, held June 25-29 in New York City.

The issue, which dates back at least 35 years, was brought to the convention both by the IEB, which recommended the switch in an 8-6 vote, and by the San Jose Guild.

The IEB proposed that the convention itself enact the change by amending TNG's Constitution. San Jose proposed that the convention order a Guild-wide referendum.

Advocates of retaining annual meetings argued that they are a keystone of the Guild's democracy, enhance the accountability of its officers and enable it to react promptly to members' changing needs.

Annual convention advocates also indicated that they would not oppose putting the question to referendum if there were a convention expression on it for the guidance of members in voting. After voting down submission of the question to referendum without a convention expression, and rejecting enacting the change themselves, delegates rejected a move that would have put the convention's rejection of biennials to referendum for approval or disapproval.

Advocates of switching to biennials argued at the convention that the move is necessary because of escalating convention costs for

both TNG and locals, because an inordinate amount of staff time is consumed by annual meetings and because there is insufficient business to justify annual sessions.

The last referendum initiated by Guild locals was held in mid-December 1981. Kicked off by the Philadelphia Guild, it affirmed a 50-cent dues increase enacted by that year's convention. The Philadelphia motion sought to overturn the increase.

VOTE:

**PROVEN LEADERSHIP;
A PROFESSIONAL
APPROACH!**

Tom Thibeault

TNG Vice President, Region 1

Andy Duehring

REGION 1

"A new voice"



Gary local president is vindicated on 'question' reprimand

Gary, Ind.—An arbitrator has ordered management of the Gary Post-Tribune to remove from Gary Guild President Joseph Conn's personnel file a letter of reprimand for asking a question at a public meeting he was covering.

In issuing his decision June 11, arbitrator I.M. Lieberman said there was not "just cause" for the reprimand, and that Conn had violated "no rule written or verbal" by re-stating in public a question that had gone unanswered when posed earlier by another person at the meeting.

Furthermore, the arbitrator found that management failed to properly investigate allegations against Conn and that he "was not accorded normal due process ... prior to being found guilty."

There is "absolutely no evidence" that Conn's participation in the meeting "seriously jeopardized the credibility" of the paper, as management alleged, and "no indication whatever of the lack of objectivity or fairness on the part of Conn by his actions," Lieberman wrote.

The arbitrator, nevertheless, upheld management's decision to transfer Conn from the Crown Point bureau to the paper's downtown office two days after the reprimand was given in March 1989. In the switch, Conn was taken off his regular beat and moved to night shift.

Saying it was "an extremely close question" whether the transfer was punitive, Lieberman concluded it was not and that management had not violated terms of a contract between the Guild and the Post-Tribune in ordering the move.

Lieberman, however, rejected management's assertion that it had "the unfettered right to transfer employees," saying that transfers for disciplinary reasons indeed are "subject to challenge by the union."

The Guild asserted that Conn had acted properly in his role as reporter when he stood up at the Munster Town Board meeting Jan. 9, 1989, and repeated a question about funds for a community hospital. Twenty minutes earlier, a physician had asked the same question, and board members had not answered.

At least one board member responded to Conn's question. His bylined story in the Post-Tribune

the next day reported both the answer, and that fact that Conn had asked the question: Lieberman noted the story "had been checked by at least three supervisors" before publication.

Management, however, did not act against Conn until two months later, after two hospital board members complained about coverage of the hospital issue, and alluded to Conn's public question.

Conn, who was elected Gary Guild president in January 1990, continues to work at the Post-Tribune's main office, but he has been returned to the day shift and to "a substantial portion of his former beat," the Guild reported.

In another incident May 16, management again attempted to reprimand Conn, as well as Gary Guild Vice President Mark Taylor, for allegedly conducting union business on company time.

After the Guild protested, a management representative agreed to remove warning letters from their files "but keep them handy

East German editors, unionist visit TNG



MARIANNE KEFFER ZWEIG/Washington-Baltimore Guild

Two senior editors of East German newspapers and the president of the East German Journalists Assn. meet at TNG headquarters with President Charles Dale, foreground right, and TNG Research & Information Director David J. Eisen, end of table, during a four-week study-visit to the United States sponsored by the U.S. Information Agency. Among the issues explored during their

tour: the effect on news coverage of U.S. publications' dependence on profitability. Above, from left: Thomas Hoppe, deputy chief editor of Ostsee Zeitung; Heide Crossley, escort-interpreter; and Klaus Baschleben, editor of Berline Allgemeine/ Der Morgen. Beside Dale is Gerd Kurze, president of the journalists' union, which is to merge soon with a West German counterpart.

in the manager's desk," the Guild reported.

When the Guild insisted the letters should be destroyed, the manager reportedly replied: "All right, we'll take them out and build a bonfire with them. Will that make you happy?"

On another matter, the regional director of the National Labor Relations Board refused July 6 to issue

a complaint against the Post-Tribune over the alleged "ransacking" of employees desks and work stations May 20 [Guild Reporter, June 1 and 22].

The Guild charged that the Sunday morning "housecleaning," in which numerous personal and work items were destroyed or thrown out, was in retaliation for concerted activities related to bargaining for a new contract to re-

place one that expired nearly four years ago.

Members remain "outraged" over the "insult to their privacy," the Guild reported. The local is planning to appeal the regional decision to the NLRB general counsel in Washington.

Talks on a new contract are continuing, with the assistance of a federal mediator. The next session was set for Aug. 9.

Key news rate to hit \$737 at Cincinnati Post

Cincinnati—Cincinnati Guild members at Scripps Howard's Cincinnati Post and Kentucky Post have ratified a new, three-year contract that increases top-minimum pay for key newsroom employees by \$62.50, to \$737.50 a week.

Reporters, photographers, artists, columnists, editorial writers and copy editors receive the raise in increments of \$12.50 on July 1; \$25 on Jan. 1; 12.50 on Jan. 1, 1992; and \$12.50 on Jan. 1, 1993.

Minimum pay also was increased in all other classifications, including a \$75 boost in the flat rate for assistant metro and city editors and chief photographer. Top minimum for clerks and assistant librarians increases by \$40.50, to \$422.50.

Employees, who had gone without contract raises since March 1987, received \$250 lump-sum payments when the new agreement was signed July 1.

The new contract improves employees' pension benefits and makes them eligible to participate in an employer-administered 401(k) retirement savings plan.

Covering some 125 employees in both newsrooms, the agreement

was reached after a 2½ year bargaining struggle by the local.

In early talks, management attempted to cut wages and introduce a system of "merit-only" raises. Later, it declared bargaining had reached an impasse and imposed its own terms and conditions of employment last September.

The Guild responded by filing unfair labor practice charges, alleging that payment of \$500 "bonuses" and evaluations tied to merit pay were illegal.

Although the National Labor Relations Board was proceeding against Scripps Howard, the Guild dropped the charges after the contract was approved, said Brian Williams, Cincinnati Guild president.

The only remnant of the proposed merit-only system that the Guild accepted is a clause providing "bonuses" in July 1991 and July 1992, based on performance evaluations.

The bonuses are in addition to hikes in the minimum rates, "with-

out which we could not have settled," said Williams, who led the Guild bargaining team. TNG International Representative Harry McCormick assisted the local.

The bonuses are "as close to being guaranteed as you can get," and management has said all employees will receive them, Williams said.

During the bargaining campaign, the Guild renewed close ties with other unions at Gannett's Cincinnati Enquirer, which publishes under a joint operating agreement (JOA) with Scripps Howard.

Before the unity council "sprang back to life," the Guild conducted informational picketing at the 110,000-circulation Cincinnati Post, Williams said.

The overall movement toward greater solidarity, however, was a major factor in "putting pressure on both publishers," Williams said.

Subscription boycott campaigns, started 16 months ago by the unions against all three papers,

were "quite effective" in helping to push Scripps Howard toward a settlement, he said.

The boycott is continuing against the Enquirer, where Guild-represented employees have been without a contract for six years and where Gannett also has demanded a merit-only system of raises.

Enquirer newsroom employees have filed 75 grievances over recent raises, and the Guild is appealing an NLRB decision that the paper's merit-based pay system is legal under labor law.

Earlier this year, the local unions also began working with the Newspaper Industry Co-ordinating Committee (NICC), which includes leaders of the Guild, Communications Workers, Graphic Communications and Teamsters unions.

Contracts for the craft workers expired in March, and NICC is working with the locals in attempts to achieve fair agreements with both publishers.

Prosecution of Ottawa reporter blocked

Ottawa—A provincial judge has blocked attempts to prosecute Global Television Network reporter Doug Small over the leak of Canada's federal budget last year.

Small had been charged by the Royal Canadian Mounted Police with "possession of stolen goods" after going on the air April 24, 1989, with highlights of the budget obtained in a discarded publicity brochure.

The RCMP's pursuit of the case caused a national uproar about freedom of the press and led to claims the charge was politically motivated by officials "to teach journalists a lesson." Prime Minister Brian Mulroney added to the controversy by saying "a criminal act" had been committed.

In ordering an immediate stay

July 16 on the charges against Small and two other men, Ontario Provincial Court Judge James Fontana said the prosecution was "offensive to the principles of fundamental justice and fair play."

"The zeal of superior law enforcement officers in pushing ahead with the laying of charges ... suggests an objective unfairness and vexatiousness," Fontana said.

The judge praised Small, Ottawa bureau chief for Global, for possibly preventing "real mischief" by publicizing the leak before the Mutual Life insurance company could take advantage of its own leaked copy of the budget.

Fontana discounted claims the charges were political. Instead, he based his decision on "common sense" and previous court rulings that confidential information is not

"property" and the "stolen" pamphlet Small received was worth less than a penny.

"This is an amount which is so infinitesimal that in vain do our minds struggle to come to grips with it," Fontana said.

The government has until Aug. 15 to appeal the decision, but Small's lawyer said he doubted it would.

Small obtained a copy of the government's Budget in Brief brochure after a recycling company employee found the discarded pamphlet in a garbage bin from a government printing plant.

TNG's 1989 Convention castigated the RCMP's decision to prosecute as "not only absurd," but "an assault on the fundamental right of the media, in a free and open society, to report the news."

CAROL PRZYBYSZEWSKI

Dedication... and Service... and Commitment...
and Willingness to Help... and Passion for Fairness.

EXPERIENCE "CAROL" VICE PRESIDENT AT LARGE

Convention backs programs for 'multicultural diversity'

New York — Re-emphasizing its commitment to "improving the status of women and minorities," TNG's 1990 Convention urged locals to intensify bargaining efforts to achieve wage parity, upgradings and reclassifications for jobs held predominantly by women and minorities.

In adopting the report of its Human Rights Committee, chaired by Eugene B. Jones of Philadelphia, the convention also encouraged locals and district councils to conduct programs to "encourage greater multicultural diversity in the Guild and the news industry."

To foster the latter, delegates di-

rected the TNG's Int'l Executive Board to consider starting an award for locals making significant achievement in "integration or diversity." [Related story below.]

The report emphasized that "the best approach to the full integration and fair treatment of women and minorities in the workplace is for locals to grieve, arbitrate, negotiate, and ... take legal action where appropriate."

Locals should resist employer attempts to subvert collective bargaining through the use of employer-led groups such as women's or minority caucuses, the report said.

Within the Guild itself, the convention said it "recommits to making the full participation of women and minorities at all levels of Guild leadership a top priority."

TNG's latest Human Rights Survey shows that women hold 33 percent of local top leadership posts and minorities 7.5 percent. "We must do better," the convention said.

Pointing to the "individual differences and needs of our diverse membership," the convention also said it recognizes "the need for Guild-conducted sensitivity training to help all of us address our own biases."

Trumka lauds Guild's guts, tenacity

New York—Declaring longtime admiration for the Guild, United Mine Workers President Richard Trumka praised TNG's "guts" and "sheer tenacity" in organizing elements of the workforce "as diverse as society itself."

Although small in size—34,000 members to the Mine Workers' 150,000—the Guild's ranks include reporters, editors and photographers as well as cartoonists, librarians, secretaries, advertising salespersons, telephone operators and maintenance engineers, Trumka noted addressing TNG's 1990 Convention.

Trumka called the Guild always "a giant in terms of what really counts in the labor movement," and "an inspiration" to the miners and other unions.

"You are a great union by your compassion, you are a great union by your vision," he said.

"You do it by reaching out to your co-workers, and building bridges, sowing the seeds of solidarity, not by focusing on that which divides us or divides workers, but by speaking to the issues, the concerns, the priorities, that form the basis of real unity and lay the groundwork for strong unionism."

In addition, delegates recommended that next year's convention include a forum on discrimination based on sex, race, age and disability.

Among its other human rights recommendations, the convention also urged locals to:

- ✓ Intensify efforts to prevent and correct sexual harassment and age discrimination;
- ✓ Enforce fair-employment-practices contract provisions that ban discrimination in hiring and employment; and
- ✓ Conduct membership surveys to determine the extent of discrimination in the workplace, using TNG's Discrimination Survey and forwarding the results to TNG.

In other action, the convention endorsed passage of the American With Disabilities Act, legislation barring discrimination against 43 million Americans with physical and mental disabilities.

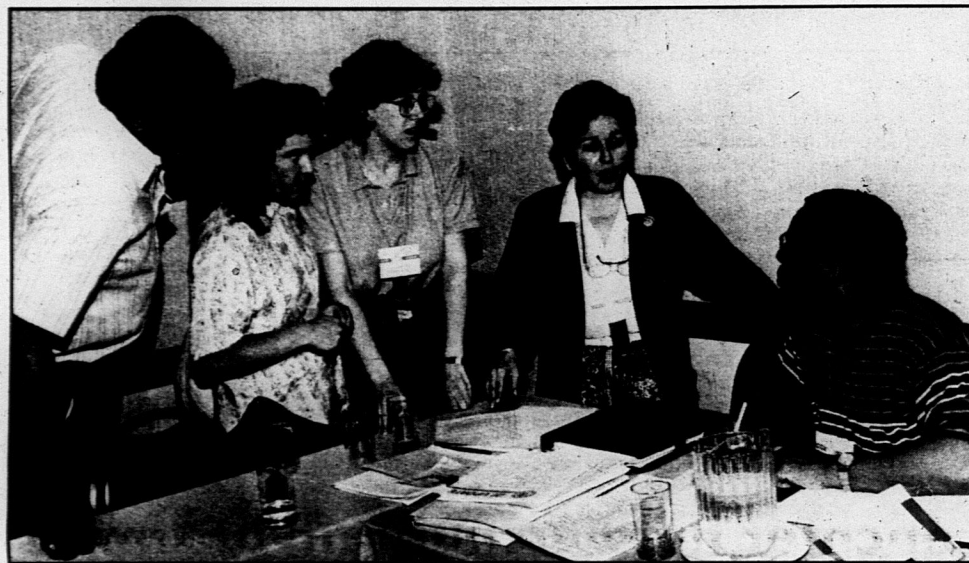
Described as a long overdue "emancipation proclamation" for the disabled, the law was signed July 26 by President Bush.

It gives the disabled the same civil rights protections in jobs, accommodations and services that currently apply to minorities, women and the elderly. Under the law, businesses with more than 25 employees will have two years to change their physical plants to accommodate disabled workers.

The convention also urged locals and members to work for passage of the Civil Rights Act of 1990, a measure that would reverse six recent Supreme Court rulings that limited the force of federal laws against job discrimination and would broaden remedies available to women in employment-bias cases.

The legislation was passed by the Senate July 18 and sent to the House for consideration.

Introduced in February, the bipartisan measure is strongly backed by the AFL-CIO, civil rights groups, religious institutions and women's organizations. It would strengthen provisions of the 1964 Civil Rights Act and restore parts of the 1866 civil rights law that were weakened by the Supreme Court.



MEMBERS OF CONVENTION HUMAN RIGHTS COMMITTEE HUDDLE DURING A BREAK
From left: David Hardy, New York; Debra Downey and Karin Rasmussen, Southern Ontario; TNG's Anna M. Padia; and Eugene B. Jones, Philadelphia, committee chairperson.

Guild video made 'priority item'

New York—Development of a "video introduction to the Guild" has been made a "priority item" by TNG's 1990 convention.

In adopting the Education Report of its Education-Political Action Committee, the convention said that a "high-quality video presentation" could be used by locals and organizers in explaining the benefits of belonging to the Guild.

Two previous conventions suggested that TNG "work toward" a video introduction, but this year's convention attached greater urgency to the project.

The convention also recommended that TNG, district councils and locals "videotape seminars and educational programs that may be useful throughout the Guild, for inclusion in a TNG video library."

'Lily White' award shelved; IEB asked to study honor for locals

New York — On recommendation of TNG's Int'l Executive Board, the 1990 Convention dropped the Guild's "Lily White Publisher Award" and proposed a new award instead to honor locals for work in "achieving integration or diversity."

The Lily White Award was created by TNG's 1988 convention

to spotlight employers with the worst records in hiring minority employees, but a "winner" has never been named.

In canceling the award, the convention said there are "too many qualified nominees," echoing a sentiment expressed by the IEB at its spring meeting. The IEB pointed out that 54 percent of the dailies in the U.S. and Canada had no minority journalists in 1989, and that the situation had changed little since 1988.

Delegates asked the IEB to bring to next year's convention a proposal for recognizing locals "for significant improvement in achieving integration or diversity by race, ethnicity and gender in the workplace, and increasing the participation of women and minorities in local leadership."

The suggestion for the new award was contained in the report of the Human Rights Committee, chaired by Eugene B. Jones of Philadelphia.

Before acting to set up the new award, the convention defeated a counter-proposal that the Lily White be continued into 1991 and be given to the publisher "who has done the most to discourage the achievement of integration in the workplace."

"The intent two years ago certainly was to embarrass a publisher, and ... the Lily White Pub-

lisher Award should not be turned around somehow to pat someone on the back, but to embarrass the people who are embarrassing us," said delegate Robert Townsend of Brockton.

James Baron of Pawtucket also favored continuing the Lily White program. "If there are so many publishers we feel are qualified and deserving of this award, I don't think the membership would be that upset if we gave out two or three of these things," he said.

In speaking against continuing the award, TNG Vice President Luther Jackson of Detroit said that "the fact remains that 58 percent of the newspapers in the United States have zero minorities in their newsrooms. ... It's mighty tough at that point to pick the worst publisher when you have a majority with zero."

Pact for Union Advocate

St. Paul, Minn.—A new agreement between the Twin Cities Guild and the Union Advocate, a twice-monthly labor newspaper, raises the weekly top-minimum pay for the paper's editor by \$115, to \$690 by Aug. 1, 1991.

Under the agreement, retroactive to August 1988, the top minimum advances by \$25 in each of the first two years, then by \$30 and \$35 in the final two years.

Providence turns 33 cents into OT bonanza

Providence, R.I. — Because a sharp-eyed employee of the Providence Journal and Bulletin spotted a 33-cent "shortage" in his paycheck two years ago, some 200 fellow employees at the paper are getting a little extra overtime pay these days.

The employee, Charlie Walker, then president of the Providence Guild, noticed his overtime pay was not calculated to include shift differential or bonus pay for work in a higher classification, as required by federal law.

Walker, who works in the advertising production department, and the Guild filed a grievance, and eventually a complaint with the Wage and Hour Division of the U.S. Dept. of Labor.

In a settlement reached June 22, the Journal and Bulletin agreed to include the 5-percent differential

and higher-work bonuses (called small-grid payments in Providence contracts) in calculating overtime rates.

Management also agreed to pay retroactively more than \$2,600 to employees who had worked overtime from August 1988 through December 1989.

The largest retroactive pay-outs went to three sports department employees, who received checks of \$677.32, \$523.62 and \$269.63, respectively. Eight employees got payments of more than \$100, and at least 20, including Walker, got more than \$50.

In addition, retroactive pay was being calculated for work performed from January through June this year.

"If the overtime pattern for that period was the same as during the past two years, we figure employ-

ees will receive an additional \$900 to \$1,000," said Tim Schick, the local's administrative officer.

If the overtime pattern continues, all employees combined will earn about \$1,800 more annually under the new formula, Schick estimated. For those working mostly night shifts and in higher classifications, it could mean several hundreds dollars each year.

The agreement affects about 40 percent of the 500 Guild-represented employees in the papers' advertising, business, data processing, editorial and maintenance departments.

Guild contracts with the Journal and Bulletin require overtime payment for work beyond 7½ hours per day and 37½ per week.

The settlement "has implications for many other locals" because of the wage and hour laws, Schick said.

Rank-and-file action backed to foster joint bargaining

New York—Stressing the need for increased co-operation among news industry unions in collective bargaining, TNG's 1990 Convention urged all locals to develop "activities at the rank-and-file level that foster communication and co-operation among members of all unions in the plant."

The convention said "disturbing trends" in bargaining underscore "the importance of establishing joint bargaining councils" for inter-union communications and joint or co-ordinated bargaining.

In adopting a report by its Collective Bargaining Committee, chaired by Mike Bocking of Vancouver-New Westminster, the convention stressed that "joint efforts must go beyond the leadership of the Guild and other unions and inspire activity at the rank-and-file level."

Last year, the Guild and three other international unions—Graphic Communications, Communications Workers and the Teamsters—formed the Newspaper Industry Co-ordinating Committee (NICC) to promote union solidarity at the bargaining table, especially when dealing with large-chain publishers.

In addition, many Guild units traditionally have bargained jointly or in co-ordination with other unions in the plant. The convention noted that such joint efforts in the U.S. and Canada "have gone a long way" toward achieving the bargaining goals of each of the unions involved.

The convention also re-emphasized the policy, dating to the Guild's founding, that substantial minimum wages and pay increases for all bargaining-unit members

are "the foundation of a fair and equitable pay structure."

Merit pay or other incentive-pay schemes unilaterally controlled by the employer are "discrimination traps and contrary to sound, historical Guild bargaining policy," the convention warned.

In encouraging locals to be more vigilant about abuses by employers in giving merit or incentive pay, the convention amended language in TNG's Collective Bargaining Program to replace the phrase "merit increase" with "increases above the minimum," to include all such raises.

The convention also stated its opposition to "multi-tier" minimum pay schedules that "violate the principle of equal pay for equal work, pit workers against one another, and discriminate on the basis of criteria not related to job performance."

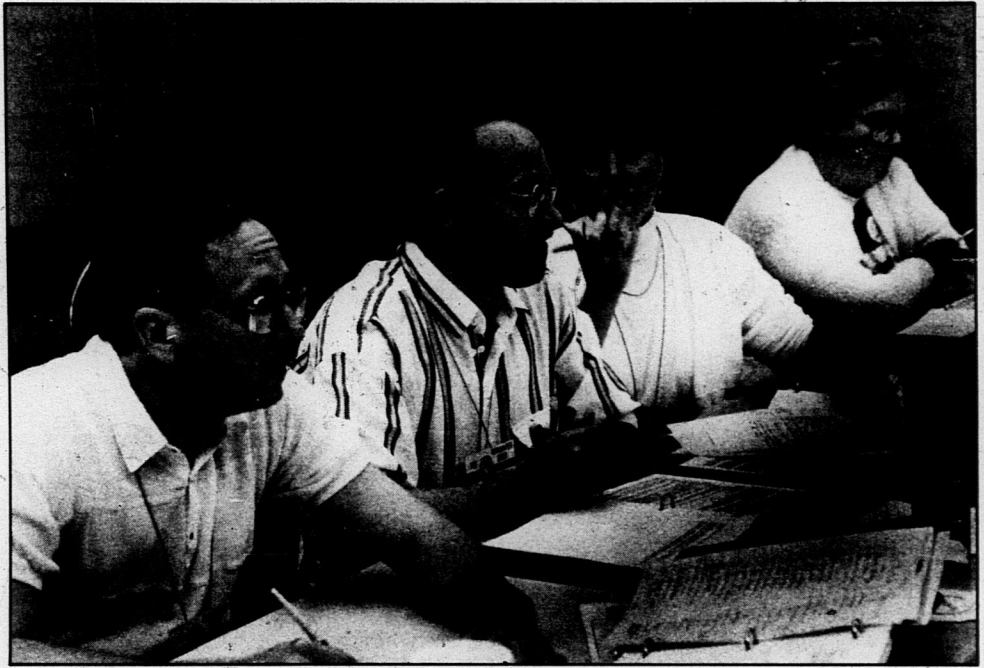
In other recommendations, the convention urged locals:

- ✓ To implement innovative bargaining strategies only with full consultation with TNG;

- ✓ To bargain increases in minimum pay rates that keep them ahead of rising living costs and in pace with productivity gains;

- ✓ To seek to prohibit mandatory testing for acquired immune deficiency syndrome (AIDS), AIDS-related complex (ARC), alcohol and drugs as an intrusion into privacy and irrelevant to assessing job performance.

In summarizing Guild bargaining in the fiscal year ended March 31, the report pointed out that Guild locals achieved 73 contract renewals and an average increase in reporters' top-minimum pay of \$61.13 per week. The 9.8 percent



THE 'HEAD TABLE' IN THE CONVENTION'S COLLECTIVE BARGAINING COMMITTEE
From left: Ken Fisher, Pittsburgh; Mike Bocking, Vancouver-New Westminster, committee chairperson; Linda K. Foley, executive secretary of TNG's Contracts Committee; Barbara Jahn, Manchester.

average increase over two years was the best such increase since fiscal year 1983.

"A number of tough Guild bargaining deadlocks and impasses were broken during the year, producing settlements... in Washington, D.C., Akron, Joliet, Kingston, Rochester, Terre Haute and Chattanooga," the report said.

However, gains in health and welfare practically were non-existent, the report added, noting that the year "probably saw more concessions in these benefits than in any period in the Guild's history."

"Rising health-care costs have reached crisis proportions in the U.S., and American employers are all too willing to shift all or most

of the increases to their employees," the convention said.

The convention also expressed concern that, following a National Labor Relations Board ruling in a case involving the Twin Cities Guild and the Star Tribune in Minneapolis, drug and alcohol testing among job applicants has proliferated in the U.S. news industry.

Action against Windsor pickets rapped

New York—TNG's 1990 Convention condemned disciplinary action against staff members of the Windsor Star for their demonstration of solidarity with members of the Canadian Union of Public Employees (CUPE) during their strike against the Canadian Broadcasting Corp. last year.

The staffers, members of the Windsor Guild, marched during their lunch break with picketing

CUPE members after the union struck the CBC for a new contract in March 1989.

Star management then forbade the Guild members from further acts of solidarity with the strikers. When some rejoined the CUPE picket line (again on their own time), letters were placed in their personnel records.

The case is now before an arbitrator.

New York — The two-source method of funding the Guild's annual Irving Leuchter Memorial Scholarship to the Harvard University Trade Union Program was reaffirmed by TNG's 1990 Convention.

In doing so, delegates rejected a proposal that future scholarships be financed solely by TNG.

Since the program's inception in 1973, donations from Guild locals and individuals, plus an annual contribution from TNG's General Fund, have covered the cost of

sending a Guild leader to Harvard.

The 1989-90 grant of \$7,000 for tuition, books, room and board included \$3,000 from locals and individuals, plus \$4,000 from TNG. The latest winner, Cleveland Guild Executive Secretary J. Stephen Hatch, completed the 10-week course in union administration in March.

In approving the Education Report of its Education-Political Action Committee, chaired by Patti Tasko of Canadian Wire Service,

the convention recommended that locals, particularly those which have had scholarship winners, "make regular contributions" to the Leuchter Fund.

The fund, which has a balance of about \$8,000, received local contributions totaling \$1,000 last year.

Contributions included an annual pledge of \$500 from the Twin Cities Guild, \$200 each from the San Jose and Canadian Wire Service Guilds, and \$100 from the Cleveland Guild. Leaders of each of the locals has won the scholarship at least once.

In a minority report, four members of the committee said they were "uncomfortable with the idea" of making a special plea to locals that had benefited from the Harvard program.

In urging that TNG pay all Leuchter costs, the group said "we believe the entire Guild benefits from well-trained administrative officers."

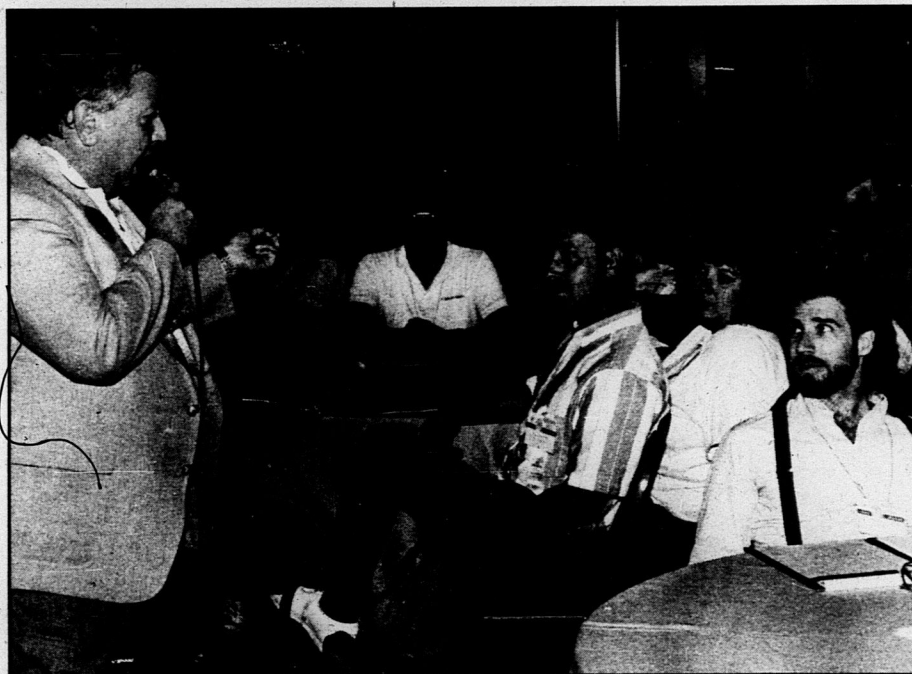
The scholarship differs from the Guild Service Award in that it is primarily for full-time officers and administrative staff, whereas the Service Award, which includes \$1,500 for labor-related study, is for outstanding, unpaid service at the local level.

It was established as a memorial to TNG's longtime general counsel, Irving Leuchter, who died in 1971. Following this year's convention, the Leuchter family donated \$600 to the fund.

An anonymous donation of \$10,000 boosted the fund a couple of years ago. As an incentive to potential contributors, former TNG Charles A. Perlik Jr. has offered to match any new donations to a total of \$25,000.

An 'ex' talks about 'busting' the union busters

Marty Levitt, standing, tells an opening night workshop at TNG's 1990 Convention about his life as a self-described "union buster" from the 1960s until 1987 — and how he thinks unions should combat his old colleagues. Public exposure is what the "consultants" fear most, he said. "Union busters cannot deal with being brought into the open," he said. Current U.S. labor laws are of no help because they "have no teeth," he said, calling for labor-law reform that would contain truly punitive penalties and also would force the government to "control the labor consultant business." Levitt said he got out of the business when, during treatment for alcoholism, he realized how much his "union busting" success was hurting people's lives.



Delegates affirm organizing as top goal; financial setup retained as surplus shown

New York — Delegates to TNG's 1990 Convention here affirmed the previous year's reordering of the union's financial priorities to put organizing in the top spot when they adopted without change — though not without debate — the reports of the session's Finance and Organizing Committees.

They stayed with the change because "it worked," delegates said in approving the report of the Finance Committee, chaired by Bruce Meachum of the Denver Guild. They pointed to the General Fund's first surplus in three years: \$41,911 for the year ended March 31.

In the process, delegates again made organizing a \$400,000 line item in TNG's day-to-day operating budget. They also rejected an effort to increase organizing funds by reviving diversion of Defense Fund investment earnings to organizing, a practice in effect for 24 months, through last December.

"Appropriately, the Guild spends more on organizing than it does on anything else," the convention pointed out in adopting the report of its Organizing Committee, chaired by Bernard J. Lunzer of the Twin Cities Guild.

Included in the committee's calculation was a "carry-over of funds already committed" to organizing from TNG's last fiscal year and salaries for field representatives, as well as the line item in the budget.

The organizing committee's report said that while it "would welcome more money for organizing, we recognize the fiscal constraints imposed by previous conventions and by ongoing budgetary concerns."

"Transfer of more than \$800,000" from the general and defense funds to organizing "pushed TNG's two-year commitment ... past the \$1.4-million mark," with more than \$1-million pledged to 21 locals, the finance report pointed out.

A minority report from the convention's Organizing Committee — rejected on a voice vote — sought to commit 25 percent of the Defense Fund's investment earnings

to TNG's Special Organizing Fund. Under the proposal, moved by Peter Murdoch of Southern Ontario, a full-time organizer for the local under a TNG subsidy, the diversion would end if Defense Fund assets fell below \$6.5 million. During the 24-month diversion-period that ended in December, all the fund's earnings went to organizing.

Supporters of the 25-percent diversion said the line-item is insufficient to continue the high level of response to organizing opportunities that developed under the previous 100-percent diversion, which produced more than \$400,000 a year.

Advocates of the majority report pointed to hard-bargaining at the New York Daily News and at San Francisco Bay area dailies and said the Defense Fund needs to retain all its resources to meet expenses it would incur if strikes or lockouts should occur in either or both situations, or elsewhere.

They also pointed out that the diversion had been initiated in 1988 to give increased organizing a "kick start," as Keeble McFarlane of Canadian Wire Service put it. It has done so and the \$400,000 in the General Fund budget plus unexpended funds from the earlier diversion will maintain the program, they said.

Delegates also rejected by voice vote a minority report from the Finance Committee that would have had TNG put up \$2,500 to launch a Guild environmental fund (GEF) and designate one day a year for locals to voluntarily raise money for the fund. The fund would repay the startup advance from TNG and would be administered by the Int'l Executive Board, which also would chose a panel of scientists and others to select projects and organizations to receive GEF funds.

Introduced by Paul Pellettier of SONG, the minority report said many Guild members are deeply concerned about the environmental crisis and "a structured and concerted effort by the Guild" to help solve it could "only enhance the profile of TNG."

Opponents countered that TNG has neither the staff nor finances

Dues restated as 1.3846 percent

New York — In an attempt to clarify misunderstandings of minimum Guild dues as a percentage of members' pay, TNG's 1990 Convention amended the union's constitution to restate the rate as "1.3846 percent of regular compensation...."

Eliminated was language that had stated the monthly rate as "6 percent of one week's regular weekly compensation...."

The change was part of a recommendation by the Int'l Executive Board on a referral from last year's convention.

to undertake such an effort without diverting resources from bargaining and organizing and pointed out that locals and members do not need TNG action to get involved in aiding environmental causes.

In a related action in its report on the Guild Reporter, the convention called for the use of recycled paper "to the extent ... practical and practicable," and called for the Guild Reporter to report on implementation to next year's convention.

The IEB, meanwhile, at its meetings before and immediately after the convention approved a budget for July-September, the second quarter of the union's fiscal year, providing for operating expenditures totaling \$1,243,219, up just \$1,015 from the amount budgeted for the April-June period.

Acting on recommendation of its Finance Committee, the board also approved a grant of \$2,312.52 to the Milwaukee Guild to cover unpaid legal bills from a labor-board charge and outside-activities grievance involving a newsroom secretary fired for participating in anti-abortion demonstrations. The grant flowed from a request by the local for a \$16,178 loan to cover legal fees and arbitration costs in four actions. The IEB also recommended "favorable review" by

TNG of a grant for organizing artists and photographers at the Milwaukee Journal and Sentinel.

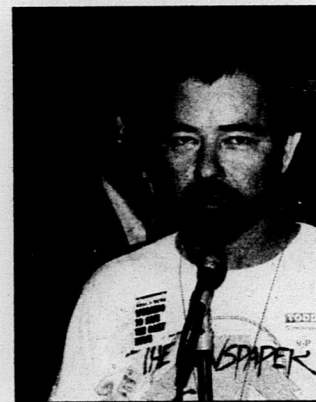
The IEB also approved a loan of up to \$5,000 a month for three months to the Pacific Northwest Guild, at the discretion of TNG's sec'y-treasurer and subject to monthly cash-flow statements, principally to help retain a pension consultant and pay lost-time expenses for bargaining. The board will review the local's request again at its October meeting.

The board also approved new two-year contracts with the unions representing TNG's clerical and headquarters/field staff employees. Each provides increases of 4.6949 percent the first year and 3.5875 percent the second and signing and anniversary payments ranging from \$180 to \$500.

Top minimum for the classification in the Federation of Guild Representatives' contract that includes international representatives is increased by a total of \$90 a week, to \$1,154.99 next March 4. Lowest top minimum is increased by \$64.23, to \$824.30.

Top minimums in the Office & Professional Employees' contract are raised by \$32.43-\$46.63 a week, putting the highest rate at \$598.42 next July 1, the lowest at \$416.09 on the same date.

Merit increases of \$20 and \$25 a week also were approved for two data entry operators in the OPEIU group.



L.A.'s Jim Smith
Backs Defense Fund diversion.

TNG's '90-91 budget

New York—TNG's 1990 Convention adopted a General Fund budget of \$4,668,599 for the union's 1990-91 fiscal year.

Delegates also approved a General Fund income estimate of \$4,663,563, assuming monthly per-capita payments on behalf of 28,000 members and 700 agency-fee payers.

Together, the budget and the income estimate would produce a deficit of \$5,036 in the operations of the General Fund for the fiscal year ending next March 31. Following is the budget:

Per-capita taxes:	
AFL-CIO	\$ 102,060
Industrial Union Dept.	21,700
Canadian Labour Congress ..	28,800
Intl Federation of Journalists ..	47,000
AFL-CIO Union Label Dept.	2,400
CLC Union Label Dept.	360
Field operations:	
Director—Salary	\$ 65,227
Expenses	7,000
Organizing & servicing:	
International Representatives:	
Salaries	\$ 697,782
Expenses	210,000
Miscellaneous servicing	75,000
Organizing	400,000
Collective bargaining:	
Salaries:	
Exec. sec'y contracts	
committee	\$ 54,572
Pension consultant	19,500
R&I Associate	44,263
Human rights director	58,457
Expenses—personnel	10,000
Research & information:	
Salary—Director	\$ 60,239
Expenses—Personnel	1,000
Books & periodicals:	
Legal & bargaining services ..	5,000
Subscriptions	7,000
Other printed material	5,000
Publications & literature:	
Constitution	14,500
Organizing & other literature ..	1,000
Department of education:	
Salary—Director	\$ 58,457
Expenses	1,000
Publications & literature	500
Institutes & seminars	24,000
Guild Reporter:	
Salaries:	
Editor	\$ 60,239
Assistant editor	44,349
Expenses:	
Personnel	6,500
Printing	85,000
Postage	90,000
Pictures & other material	8,000
Miscellaneous	1,500
Office management:	
Salaries:	
Office manager	\$ 40,040
Secretary-stenographers	85,460
Bookkeeping	56,392
General clerical	108,032
Expenses:	
Rent & maintenance	200,000
Utilities	15,000
Stationery supplies	60,000
Equipment & machinery	30,000
Telephone & telegraph	40,000
Repairs & improvements	10,000
Postage	28,000
Auditing	25,000
Insurance & bonding	32,000
Employee pension	195,000
Employee health & welfare ..	240,000
Directly billed transportation ..	260,000
Data processing	40,000
Miscellaneous	15,000
Executives:	
Officers' salaries	\$ 145,270
Officers' expenses	25,000
Other expenses:	
Legal fees	\$ 70,000
Payroll & pers. prop. taxes ..	125,000
Contributions & tickets	18,000
Delegates & committees	25,000
IEB meetings	95,000
Severance-pay provisions	20,000
Convention reserve	140,000
Brown Award	2,000
Brown Award expenses	4,000
Guild Service Award	2,000
IFJ meetings	8,000
CLC convention	3,000
Irving Lauchter Fund	4,000
Defense Fund	185,000
Summary:	
Per-capita taxes	\$ 202,320
Field operations	1,641,801
Administrative operations	473,284
Office management	1,479,924
Executives	170,270
Other expenses	701,000
Grand Total	\$4,668,599



37-MEMBER CONVENTION ORGANIZING COMMITTEE WAS SECOND IN SIZE TO CONSTITUTION COMMITTEE
Committee chairperson was Twin Cities Guild's Bernard J. Lunzer, gesturing in center at far end of table.

Delegates push for family, child-care legislation

New York—As separate legislation to improve family leave and child care for millions of Americans gained congressional approval, TNG's 1990 Convention urged the House and Senate to override expected vetoes of both measures by President George Bush.

Bush, who vowed during his 1988 campaign to uphold "family values," vetoed the Family and Medical Leave Act on June 28, while the convention still was in session. In late July, supporters of the bill failed to muster the two-thirds majority in the House required to override.

The legislation, first advanced five years ago, would allow employees—of firms with 50 or more workers—up to 12 weeks of unpaid leave per year for the birth, adoption or serious illness of a child, as well as leave for employees' own illness or that of a spouse or parent.

In addition, an employee's job or equivalent position would be guaranteed upon return, and health and insurance benefits would continue during the leave.

The convention called the legislation "long overdue" and urged representatives to override the veto for "a kinder, gentler nation."

The child-care legislation, meanwhile, passed in both houses and was awaiting conference agreement in late July. Bush has threatened also to veto the legislation in its current form.

The bills authorize \$1.75 billion in grants to states to help low- and moderate-income parents pay for child care and to help states improve the safety, quality and availability of care, while also granting tax credit assistance for low-income families with children.

For the past three years, the Guild has worked with the Alliance for Better Child Care, a U.S. coalition of more than 130 organizations, to develop comprehensive, federal child-care legislation.

"The care of this nation's children is at another historical turning point," the convention said of the legislation. "Not since Richard

Nixon vetoed the last child-care bill have American parents been so close to improving the quantity and quality of child care."

The convention called on Guild members to urge Bush to sign the bill produced in conference, or to ask members of Congress to vote to override if he vetoes it.

In other family, health and financial matters, the convention:

- ✓ Endorsed the AFL-CIO's call for Congress to reform the U.S. health-care system, with respect to cost, access and quality.

Because 37 million Americans have no health insurance and an additional 50 million lack adequate coverage, the AFL-CIO has called for legislation that provides universal and portable coverage, public accountability, equitable and progressive financing and cost containment.

- ✓ Called on Congress to pass two pieces of pending legislation to "protect the integrity of pension funds" by restraining employers from skimming "surplus assets" from allegedly overfunded plans.

Since 1980, nearly 2,000 pension plans have had \$20 billion removed from their assets by employers "who have had a free hand in raiding" the funds to finance corporate takeovers and other ventures, the convention said.



RESOLUTIONS COMMITTEE CONSIDERS ONE OF 25 PRESENTED TO IT BY DELEGATES

Headed by Carol Przybyszewski of Erie, top right, it also initiated two of its own.

- ✓ Urged Congress to "scrap the idea" of cutting the capital gains tax.

Reducing the capital gains rate by half, as proposed by President Bush, would be "grossly unfair to all working men and women, and provide a windfall for those with the greatest wealth," the convention said.

- ✓ Supported a challenge by the

United Auto Workers and eight employees to a policy by Johnson Controls, a battery-making company, that excludes women of child-bearing age from jobs exposing them to lead hazards.

Separate courts have ruled differently on the issue, and the Supreme Court will review "what may be the most important sex-discrimination case ... since Title VII was enacted," the convention said.

An estimated 20 million industrial jobs posing fetal risks could be closed to women if the policy is upheld.

"We need policies that protect the men and the women and the fetus from the hazards of the workplace, and the corporation from legal suits, by taking the hazard, not the woman, not the man, nor the fetus, out of the job," the convention said.

Ruling on firing of UPI staffer called 'indigestible'

Washington—Reporter Greg Gordon was not insubordinate when he refused orders by United Press Int'l to turn over the manuscript of a book on UPI he and a co-author were completing, but UPI was justified in firing Gordon because it had reason to believe the book would criticize UPI managements, an arbitrator has held.

He was not insubordinate because UPI's order that he present the manuscript for prepublication review "was not valid," arbitrator Robert Ables held.

UPI "made its case," however, Ables wrote in a decision dated March 28, that the contents of the book, *Down to the Wire: UPI's*

Fight for Survival, violated conflict-of-interest restrictions on outside activities in the Wire Service Guild-UPI contract.

The book, which Gordon wrote with Ron Cohen, a former UPI managing editor, now executive editor for Gannett News Service, was published last November, five months after Gordon's firing and two months before the arbitration hearings that produced Ables' ruling.

"There is something psychologically indigestible about an employee passing judgment on his employer's efforts to save the business and the jobs of perhaps several thousand employees that does

not sit well," Ables wrote. (UPI had some 1,100 employees at the time.)

There is "something logically indigestible" in Ables' 17-page opinion, said Gordon, who was nominated eight times for Pulitzers by earlier UPI managements and who now is on the Detroit News' Washington-bureau staff.

Gordon's firing, for insubordination, was effective June 3, 1989, and led dozens of UPI staffers to mount picket lines of protest that day outside UPI bureaus across the U.S. TNG's 1989 Convention in late June condemned the discharge as a "blatant attack" on Gordon's ability to report and as "a dire threat to the integrity of his colleagues" at the news service.

The outside activities clause cited by Ables provides, in part, that while "employees may engage in outside employment ... including writing ... it is mutually understood that such work, which is normally beneficial to both the employer and the employee ... should not create a clear conflict of interest for the employee or the employer...."

Quoting a June 5, 1989, prepublication press release by the books publisher and a handful of words, phrases and sentences from the book itself, Ables said that "by no stretch of the imagination could the book be said to have been beneficial to any employer interest."

"It is in the fabric of American institutions, including the workplace," he said, "that if an employee ... declares war against his employer about how the employer is conducting his business, he must do it from outside his job."

Ables largely dismissed the Guild's argument that Gordon was protected from retaliation for anything in the book by broad written permission he had received to write freely in February 1986 from UPI's then-president and chief executive officer, Luis Nogales.

At the same time, he was mildly critical of the way Gordon was fired. He "should not have been put in the position of having to drop plans to publish his book, after three years' work, without some offer by the company to pay him for his time, money and effort," Ables wrote in a footnote.

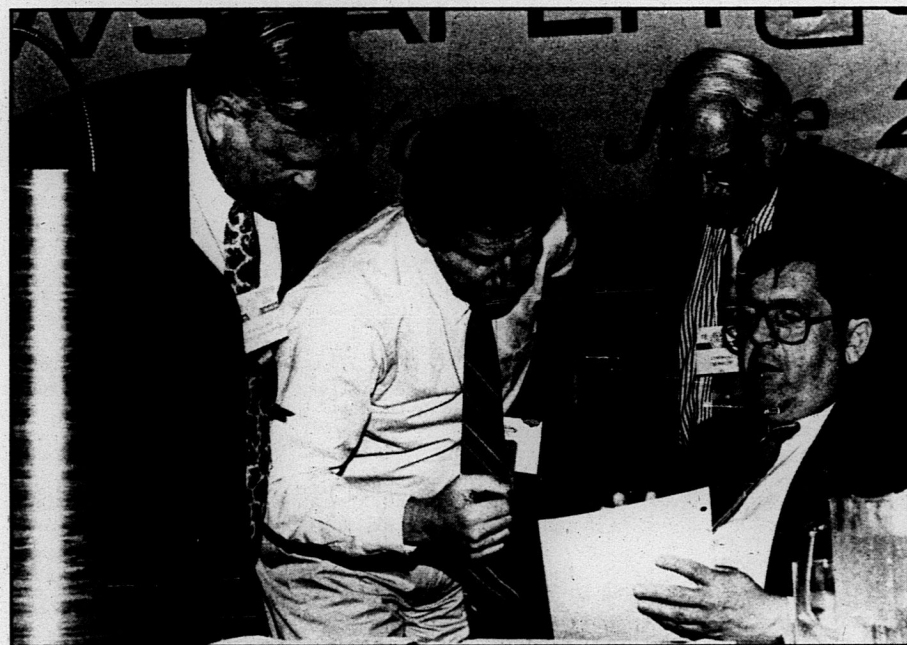
Gordon, meantime, reacted angrily to a UPI management representative characterizing as "acutely accurate" the arbitrator's "view of Gordon's disloyalty, lack of objectivity and the injury to UPI" the company alleged resulted from the book.

"I invested my heart and soul in the company for most of my career, and mine was manifold the tenure of the people making the statements," Gordon said.

"The book absolutely defends the institution of UPI ... [and] defends the need for a second full-service news service," he said.

The week after Ables' ruling, the Society of Professional Journalists presented Gordon and Cohen its Sigma Delta Chi award for journalism research, pointing to their book's "great strides toward setting the record straight."

'Procedurally speaking, brothers ...'



TNG's officers huddle with David Barr, the union's counsel, second from left, on a procedural question during the Guild's 1990 Con-

vention. Others, from left: Int'l Chairperson Peter E. McLaughlin, President Charles Dale and Sec'y-Treasurer John C. Edgington.

The four candidates

Here, 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

Delegates back El Salvador unionists, coffee boycott

New York — Deploing the "horrors faced by the union movement in El Salvador," the 1990 Guild convention issued a call for action to help protect union leaders and supporters in the war-torn Central American nation.

Specifically, the convention urged Guild members to support activities designed to end the "killings and disappearances in El Salvador and the repression there of free speech, free association and trade union activities."

In addition, the convention called upon Congress to halt all military aid to El Salvador, endorsed a boycott of Salvadoran coffee, and demanded a "thorough investigation" into the fatal bombing of a labor federation headquarters.

The convention also voted to donate \$1,000 to the National Labor Committee in support of Democracy and Human Rights in El Salvador. Delegates rejected a proposal for a \$5,000 donation.

The committee, of which TNG President Charles Dale is a member, has worked to assist Salvadoran unions under attack and to inform North American labor leaders about the assaults.

"Hundreds of trade unionists ... have been assassinated, disappeared or captured, interrogated and tortured, a reign of terror that has not changed since President Alfredo Christiani took office June 1, 1989," the convention said in a strongly worded statement.

Before adopting the resolution, Guild delegates rejected a substitute motion, offered by Lew Diuguid of Washington-Baltimore, that would have condemned "the harassment, torture and killing of trade unionists and journalists in El Salvador," but called for no specific action.

Diuguid said he and others in his local hoped the condemnation would draw "the wholehearted support of Guild members who would feel that their reporting and

editing duties were compromised by the sweep of the original motion."

"Death squads unchecked by the ARENA government have driven the union movement underground," the convention said in the resolution it adopted. "Union leaders move from place to place to sleep — sometimes making sure not to be in the same residence for more than two days."

In one of the deadliest attacks against unions, a bomb killed 10 people and wounded 40 others last October at the headquarters of the labor federation FENASTRAS. Despite pressure from the international community, no charges have been filed.

In urging the convention to act forcefully, Richard Olive of Northern California called the bombing "just the tip of the iceberg of what's been going on for 10 years in El Salvador."

"We as U.S. citizens are paying for this genocide, and this horror. We have got, as U.S. citizens, to respond as each of us can with regard to this issue," Olive said.

Key Martin of New York said a close personal friend, a correspondent, had been kidnapped and killed by a death squad.

"If you haven't gone through a

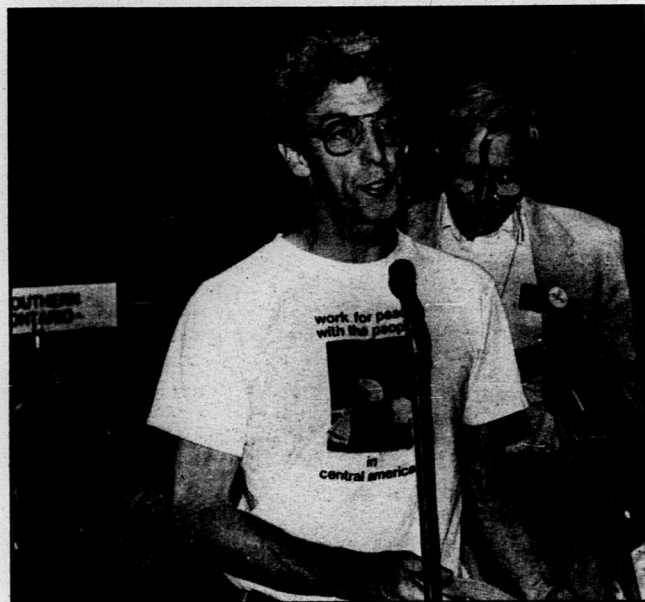
situation like that, of sitting there for weeks and weeks and weeks not knowing whether he was dead or alive, you don't understand the gravity of what is actually going on in El Salvador," Martin said.

In urging Congress to end weapons shipments and to provide humanitarian aid only through non-governmental agencies, the convention said "the arrogance of the right-wing ARENA government has been fueled, in no small part, by more than \$4 billion in military aid from the U.S. government ... since 1981."

The coffee boycott, initiated by the Neighbor-to-Neighbor organization last November, targets a key Salvadoran export in hopes that economic pressure will help end "this bloody war and the repression of trade unions," the convention said.

Coffee exports bring El Salvador's government an estimated \$300-400 million per year.

The boycott, which focuses primarily on the Folgers brand, is supported on the national level by the Clothing & Textile Workers (ACTWU), State, County & Municipal Employees (AFSCME), Farm Workers (UFW), United Electrical Workers (UE) and International Longshoremen's Union



RICHARD OLIVE PUSHES EL SALVADOR RESOLUTION
Lew Diuguid awaits turn to propose substitute position.

(ILWU), whose members will not unload Salvadoran coffee on the West Coast.

The convention also called upon the AFL-CIO to endorse the Guild's action as "a demonstration

of solidarity" with Salvadoran unionists. The AFL-CIO has not supported the coffee boycott, saying it believes the action adversely affects unionized Salvadoran workers.

North Bay wages rise 16% in first contracts

(Continued from Page 1)

That's in addition to a 5-percent across-the-board, non-contract hike the Guild approved during bargaining last December.

John Lund, local president, said it was "very gratifying" to achieve the agreement, nearly two years after employees began organizing at the 25,000-circulation daily about 175 miles north of Toronto.

"We've started on the path to having a greater say in the work place, which is what we had hoped to do," Lund said. "It's really a

very good first step."

The 2½-year deal will give "both sides ample time to learn to live with a Guild contract," he said.

John Bryant, who as TNG's Canadian director assisted the local in talks, described the bargaining struggle as a "humdinger."

"We had to fight like hell, but it's a good contract they can build on over the years," Bryant said.

The two sides met 42 times, Bryant said, and the local authorized a strike several days be-

fore tentative agreement was reached during conciliated talks.

Some 55 employees in the Nugget's advertising, business, circulation and editorial departments are covered by one contract; 26 others in the production department (press room, pre-press, mail room and inserters) are covered by a second pact.

In separate balloting by both units July 30, Guild members approved the contracts by 80-percent.

The agreement sets the top minimum for reporter/photographers

with five years' experience at \$660 a week. It goes to \$693 in January and to \$727.65 a year later. Top minimum for press operators is the same, after four years' experience.

Top minimum for desk editors with two years' experience is \$700, with hikes to \$735 next year and \$771.75 a year later. The assistant press floor person, pre-press floor person and building maintenance supervisor earn the same, in a flat rate.

Other provisions of the contract include:

- ✓ Night differentials of \$6.60 per shift (double the former rate) and step-up differentials for a full week's work in a higher classification;

- ✓ Two weeks' vacation after one year's employment; three weeks after three years; four weeks after nine years; five weeks after 19 years (18 years after 1991); and six weeks after 24 years;

- ✓ Overtime pay after 7½ hours' work a day in the production department; after 37½ hours a week in other departments;

- ✓ Severance pay of two weeks per year, to a maximum of 26 weeks.

Other current pay rates established by the agreement (without the 5-percent increases for 1991 and 1992) include: editorial assistants, \$305 to start, \$400 after two years; librarians, \$400 to start, \$475 after two years; circulation district advisors, \$375 to start, \$525 after three years; and advertising telephone sales persons, \$350 to start, \$425 after two years.

Also, three levels of clerks, \$305-\$375 to start, \$400-\$475 after two years; pre-press technicians, \$350 to start, \$630 after five years; and inserter-operators, \$320 to start, \$350 after one year.

Lund, a reporter/photographer, praised the "dedicated work" of his partners on the bargaining committee: Nora Carmichael (classified), Donna Hooper (newsroom), Don Turcotte (press room) and Pat Stein (mail room).

IT SEEMS

TO US

New York's Lipton says biennial story incomplete

NEW YORK, N.Y.

Editor:

While the last edition of the Guild Reporter [July 13] accurately quoted some of the comments I made on the convention floor while speaking against discontinuing annual conventions, it did not report the full story. For example, your story did not include the fact that I, and several other delegates, indicated that we were in no way opposed to a Guild-wide referendum being held on the subject, and would do nothing to stand in its way, providing that the convention delegates first had an opportunity to make a recommendation of their own on the issue. Many of us felt that this was important, so that the membership would

not be guided solely by a vote taken by an Int'l Executive Board with two vacancies.

It was only when an attempt was made to have the convention vote on sending the question of discontinuing annual conventions directly to the membership without first giving the convention delegates an opportunity to vote on the issue, that I and others voted against the motion. We felt the duly elected delegates deserved a chance to express their opinion, which they did by voting to continue annual conventions. In unity:

BARRY F. LIPTON
President
New York Guild

Editor's note: Nine paragraphs after quoting Brother Lipton, the Guild Reporter story to which he refers reported:

Referendum opponents objected, among other things, that ... [the] motion [to put the question of convention frequency to referendum in September] carried no recommendation from the convention to guide the membership in voting.

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

Erie colleague happy for 'Shoe-bah-shess-ski'

ERIE, PA

Editor:

It was with great pleasure that I read the July 13th Guild Reporter and how Carol Przybyszewski received such overwhelming support from her associates at the convention.

That is exactly the kind of support that she not only receives here in Erie, but it also is the kind of support that she delivers to her Guild membership. It's nice to know that her efforts for the past blank-it-ty-blank many years have not gone unnoticed, or unappreciated. I'm a better person for

having Carol involved and working for our union, and after the elections I'm sure more and more of the members from around the globe will be happy that Carol Shoe-bah-shess-ski is their vice president at large.

JOHN RICHARDSON
Erie Guild

One-year member likes Carol 'Pryber' for VP

ERIE, PA.

Editor:

I am writing this letter to voice my support for Carol Pryber as Int'l Vice President of The Newspaper Guild. Even though I have been a member of the Erie Newspaper Guild for just over one year, I have had the opportunity to see Carol in action at our union meetings. I feel that she has displayed the leadership abilities that are necessary in carrying out the responsibilities of Int'l Vice President in a responsible and effective way.

Carol is, in my estimation, an excellent choice for this office.

RONNY DURENO
Erie 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: Aug. 17.)

Letters relating to elections or referenda to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the official voting period shall contain no new charges.

The banquet . . .



At right: New York Guild Sec'y-Treasurer Tom Pennacchio.

Dustin Geist, youngest guest



With TNG Sec'y-Treasurer John C. Edgington on the outing.



With Mine Workers President Trumka, mom and TNG cap.



With Mayor Dinkins; mom, Andrea, and dad, Eric, of TNG's staff.

Convention's Lighter Moments

T-shirts sales



Marian Needham, Buffalo, and Joe Hart, Philadelphia, for the Ingersoll Council. Small Locals Action Network also was selling shirts reading: "Guild & Proud."

Convention Photos
by Jack Miller,
Miller Photography
New York Guild

Then the lights went out



Electrical power failed during biennial-convention debate.

NICC success called 'example' for labor movement

Long Beach, Calif. — It's working.

The Newspaper Industry Co-ordinating Committee's Knight-Ridder campaign is working, and it's working well. That was the consensus of approximately 70 union leaders representing employees at Knight-Ridder newspapers from across the U.S. who gathered here July 22-23.

"NICC is an outstanding example for the labor movement," said Elmer Chatak, sec'y-treasurer of the AFL-CIO Industrial Union Dept. and chairperson of NICC. The co-operation fostered by NICC among the top union leaders in the newspaper industry is unprecedented in the labor movement, he added.

"Our role is to set an example for you to do the same thing," he told local leaders attending the conference.

NICC is composed of high-level representatives from TNG, the Graphic Communications Int'l Union, the Media Workers Sector of the Communications Workers, and the Teamsters. Local representatives from all four unions, including about 20 from eight Guild locals, attended the meeting, the second in as many years.

TNG President Charles Dale praised Guild locals for their par-

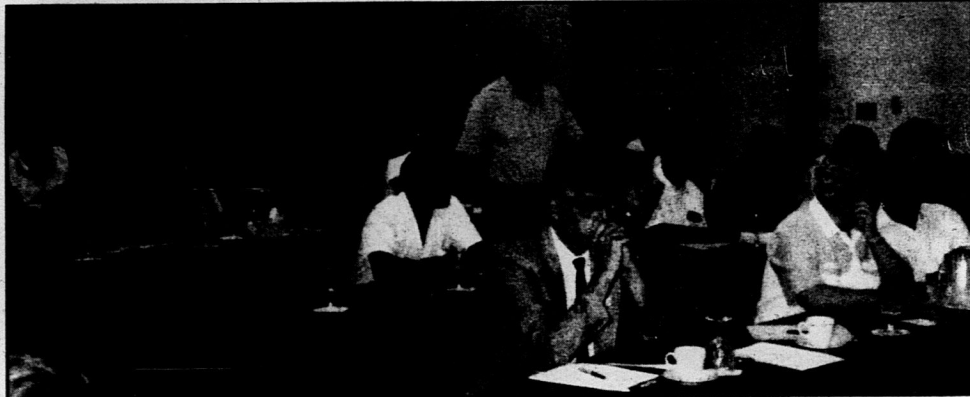
ticipation in NICC activities. "We still have too many problems in Knight-Ridder," Dale said, "but the list is getting smaller."

Dale chaired an opening panel on NICC-sponsored actions at Knight-Ridder's annual stockholders' meeting in Miami in May. At the meeting, NICC representatives presented two stockholder resolutions, one attacking the so-called "poison pill" provision of the corporation's bylaws and another aimed at curtailing toxic wastes associated with printing ink and other chemicals [Guild Reporter, May 11].

Both fared very well among the stockholders, with the "poison pill" motion getting more than 11 million votes or 27 percent of the voting stock — the largest share ever garnered by a group opposing incumbent leaders, according to IUD statistics on union-sponsored stockholder actions.

Dale called the effort "the single most valuable high spot" of NICC's efforts in Knight-Ridder. "We wanted to get their attention," he said. "Did we do it? Damn right we did."

After the stockholders' meeting, P. Anthony Ridder, president of the corporation's newspaper division, agreed to meet with NICC to discuss common problems. The



JIM DONAHUE, STANDING, OF PHILADELPHIA TEAMSTERS LOCAL #28, MAKES POINT
Scene is Long Beach meeting of leaders of unions with contracts with Knight-Ridder dailies.

meeting took place in early July.

With Dale on the panel were TNG Vice President Luther P. Jackson, 3rd, of Detroit, president of the Guild's Knight-Ridder Council, and Akron Guild President Jane Snow, who presented the "poison pill" resolution. Robert Berdis, from the GCIU pressmen's unit in Akron, and Victor Ciuccio, director of contracts and research at GCIU headquarters, also were on the panel.

"In the past, we made eloquent presentations, but this time we

really got to them," said Jackson, commenting on previous efforts by TNG locals to raise Knight-Ridder stockholders' awareness of union issues.

"The unity represented by this year's proposals is part of what gave us such a big impact," Snow said.

Jim Smith, Los Angeles Guild administrator, told the panel he could "trace a direct line" from actions at the stockholders' meeting to his local's settling a contract with Knight-Ridder's Press-Telegram in Long Beach [Guild Reporter, June 22].

During the conference's concluding discussion, Charles Ellington, a GCIU vice president, focused on the enthusiasm surrounding NICC's participation at the stockholder meeting. The group agreed that NICC should continue stockholder actions and that local unions should be fully apprised of those efforts.

A panel on union busting was led by William Boorman, president of the CWA-Media Workers Sector, and Thomas J. McGrath, director of the Teamsters' news-

paper division. Both stressed the need to mount credible strike threats.

"Without the effective use of strikes, we go back to employment at will," McGrath said.

Joe Uehlein, IUD director of special projects and co-ordinated campaigns, discussed some of the strategies in the unions' ongoing struggle with the New York Daily News. Uehlein, who assists NICC, has been advising unions at the paper.

Conference participants also stressed the importance of in-plant unions' achieving contracts with common expiration dates. Last year's Knight-Ridder NICC conference focused on the need for joint bargaining and strong unity councils.

Sec'y-Treasurer John C. Edgington, Field Operations Director William H. McLeman and Contracts Committee Executive Sec'y Linda K. Foley also represented TNG at the meeting.

Other Guild locals represented at the sessions were Gary, Pacific Northwest, Philadelphia, San Jose and Twin Cities.

DOWN UNDER LIFE SWAP?

Australian editor offers job, home

IS THERE an experienced Guild-member copy editor at a U.S. or Canadian daily interested in swapping his or her job for nine months for a similar one that would entail living in a four-bedroom house on a quiet cul-de-sac in a million-person city that has a warm, sunny climate and is next to an ocean with miles of clean, sandy beaches?

There also would be the use of two automobiles for the 15-minute drive to the office and one only a bit longer to a broad, unpolluted river nearby.

The job? Mondays-Fridays,

mostly 10:30 a.m.-6:30 p.m., helping put out features and background sections for a 350,000-circulation, six-day tabloid in Perth, on Australia's west coast. The morning daily provides a swimming pool, tennis court and gymnasium on premises for employees' use.

Equally important, is a publisher of a U.S. or Canadian Guild paper interested in co-operating in the job swap?

The proposal, made in letters to TNG and it Canadian Region office from a 40-year-old sub-editor on *The West Australian* in Perth, actually is for a "job-home exchange," wrote Martin Stewart.

Stewart, together with his family, would spend the same nine months — next April through December — living in the Guild member's home, using his or her car(s) and, of course, performing his or her job.

While exchange programs with their U.S. counterparts have been set up by persons in other fields, "nowhere could I find evidence of journalists doing so," wrote Stewart in a June 7 letter.

"In an information industry, it

strikes me that our common heritage in terms of size, ancestry and institutions would make such an exchange program a progressive and beneficial step," he continued.

Management of *The West Australian* has approved his trying to arrange a swap for next year, he added. "I think the best place to start is with ... the U.S. opposite number of our Australian Journalists' Assn."

Stewart, who has a spouse and daughters aged 12 and 8, has been a sub-editor on the Perth daily for 10 years and currently is paid \$44,000 a year, in Australian dollars, of course. (At the current exchange rate, that translates to just over \$34,000 in U.S. dollars.)

In Australia, he wrote, that pay-level "goes quite a long way," noting that "rump steak" sells for "A\$8 a kilo" and "A\$110,000 in Perth gets you a modern detached home."

More information can be obtained by contacting:

Martin Stewart/5 Nepean Place/Willetton/Perth, 6155/ Western Australia. (Phone: 09-457-9238, home; 09-482-3178, office. Fax: 09-322-7353.)



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.
Southern-chain Council, Delta Chelsea Inn, Toronto, Oct. 26.
Thomson-chain Council, Delta Chelsea Inn, Toronto, Oct. 26.
Canadian District Council, fall meeting, Oct. 27-28, Delta Chelsea Inn, Toronto.
Western District Council, fall meeting, Oct. 27-28, San Diego.
Midwest District Council, fall meeting, Nov. 3-4, Kenosha, Wis.
Great Lakes District Council, fall meeting, Nov. 3-4, Akron.
Middle-Atlantic and New England District Councils, joint fall meetings, Nov. 10-11, New York City.

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.)

The Guild Reporter



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

Published by The Newspaper Guild (AFL-CIO, CLC) 18 times per year, on Fridays, usually at three-week intervals. (Next issue: Aug. 24.) \$20.00 per year. Single copies, \$1.00.

Guild Reporter deadlines at TNG headquarters: News, Monday before publication; features and letters, Friday before publication. (Next letters deadline, Aug. 17.) Letters limited to 200 words by TNG convention action.

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

Publication #231580

ISSN: 0017-5404

Vol. 57, No. 11

August 3,

The Newspaper Guild

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

PRÉSIDENT: CHARLES DALE
SECRETARY-TREASURER: JOHN C. EDGINGTON

INTERNATIONAL CHAIRPERSON: PETER E. McLAUGHLIN

AT-LARGE VICE PRÉSIDENTS: David M. Mulcahy, c/o Standard & Poor's C Broadway, New York, N.Y. 10004; Carol D. Rothman, 5604 Henry Ave., Philadelphia, Pa. 19128; Marie A. Shellock, 4031 Glenwood Ave., #24, Youngstown, Ohio 44404; Stanley J. Souza, 45-430 Lupo St., Kaneohe, Hawaii 96744; Gene Turner, 215 #2, Stockton, Calif. 95202; one vacancy.

REGIONAL VICE PRÉSIDENTS: Region 1—Vacant; Region 2—Faye McCracke Kingsley Ave., Memphis, Tenn. 38127; Region 3—Luther P. Jackson, 303 Granger, Ann Arbor, Mich. 48104; Region 4—Larry D. Hatfield, 16 Jewell, Rafael, Calif. 94901; Region 5—Richard J. Brandow, 2708 Harway Ave., B N.Y. 11214; Canadian Region: East—Lee C. Clifford, 5656 Morris St., Halifax Scotia B3J 1C5; West—Doug M. Louth, 4140 Dallyn Rd., Richmond, B.C. V6V 1G1.

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, Lec 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