



# The GUILD REPORTER

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## Affidavit says aim of News' Hoge is to force strike

**New York**—Newspaper union assertions that the New York Daily News for months has been bent in talks with the unions on forcing a strike rather than on reaching fair new contracts were bolstered Aug. 10 in a sworn affidavit by the New York state commissioner of economic development.

Commissioner Vincent Tese reported in the affidavit on a breakfast meeting he and an associate had with News Publisher James Hoge on April 17 and on a telephone conversation with Hoge on July 5.

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The document was filed in federal court proceedings on the News' move to stop a special state board of inquiry from examining and issuing a report on the status and prospects of contract talks at the News that began early this year.

At the breakfast meeting, in the Sky Club in the Pan Am Building, Tese reported, "Hoge clearly indi-

cated to us that the Daily News did not believe its labor difficulties would be resolved through negotiation."

Tese elaborated: "Hoge made it clear that management was looking to achieve significant changes in the contracts and that the unions would never agree to the changes. He also emphasized that, in his opinion, no settlement that would allow the long-term viability of the newspaper would be acceptable to the unions."

Tese continued: "The discussion moved to the strategy used by

Rupert Murdoch in defeating the unions in his London operation. The clear impression was that the current difficulties at the Daily News presented Mr. Hoge an opportunity to adopt a similar strategy.

"Hoge also indicated that all he wanted from the governor was for the State of New York to stay completely out of the dispute."

The commissioner said that in discussions immediately after the meeting he and his associate "concluded that Hoge felt a strike was the way to achieve the changes in

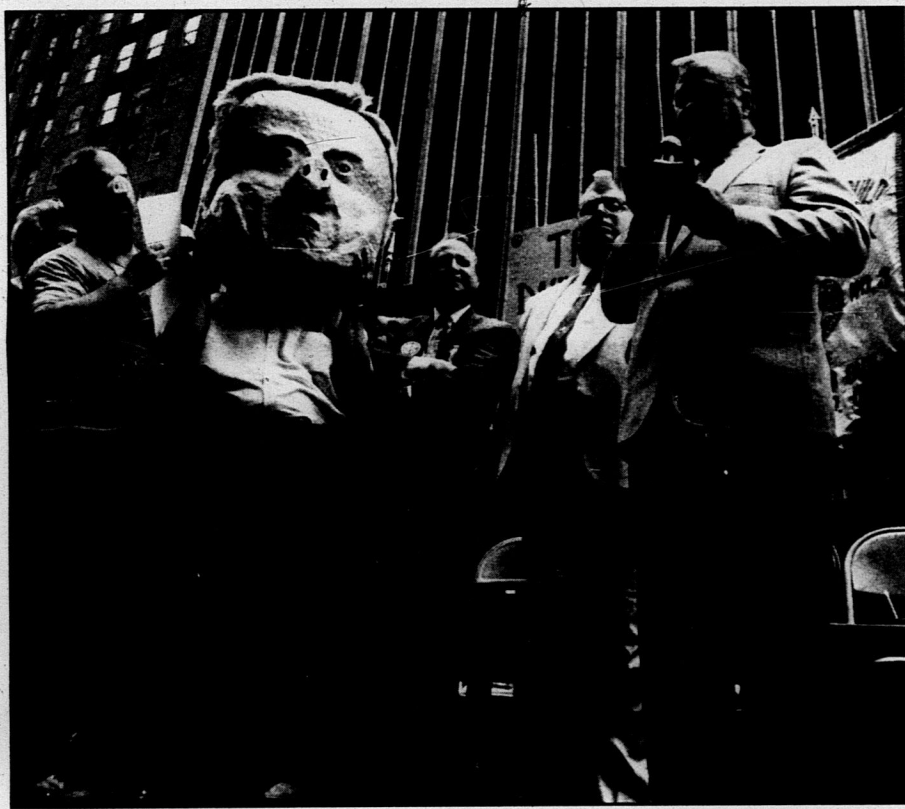
the workforce that management desired."

On July 5, Tese said, he discussed with Hoge the possibility of a state board of inquiry and encouraged him to co-operate since that "appeared to be the only mechanism that was likely to result in a settlement of the problem that would be acceptable to all parties."

Hoge, however, "indicated that he was not interested in co-operating ... and wanted the State of New York to stay completely out" of the contract talks at the Daily News, Tese reported.

### News rally targets publisher

New York Guild and TNG Chairperson Peter E. McLaughlin, right, "interrogates" paper-mache caricature of New York Daily News Publisher James Hoge, left, during noon-hour rally by hundreds of members and leaders of newspaper and other area unions outside the daily's Manhattan offices Aug. 9. Rally focused on Hoge as embodiment of the "absolute greed" of the (Chicago) Tribune Co. daily that has "corrupted negotiations" for new contracts for the Guild and other unions at the paper, said the unions' joint bargaining council. Between McLaughlin and Hoge caricature are Ted Jacobson, secretary of the New York City Central Labor Council, and Joseph Scimecca, secretary-treasurer of the local Pressmen's Union.



JACK MILLER/Miller Photography/New York Guild

### OCT. 6 DEADLINE

### Referendum motion goes to all locals

**Silver Spring, Md.**—Official notice was mailed to all Guild locals Aug. 7 that the motion is open for seconds which would put to Guild-wide referendum a proposal to change the union's conventions to biennial events, rather than annual, beginning in 1993.

Under provisions of TNG's Constitution governing initiatives by locals for referendums on international questions, the motion is open for seconds for 60 days, until midnight Oct. 6, TNG Sec'y-Treasurer John C. Edgington said in a letter containing the notice.

The union's constitution also requires that the seconds—like the

## 475 in Detroit vote Sept. 13 on union choice

**Detroit**—Some 475 employees in the joint operation created by Knight-Ridder's Detroit Free Press and Gannett's Detroit News last November are scheduled to vote on union representation in two secret-ballot elections Sept. 13.

In what has become a lengthy certification process, the Detroit Guild and a Teamsters local are vying for the right to represent some or all of the employees.

"It's been four years since the JOA was proposed and nine months since it was implemented, and employees finally will be able to express their feelings on representation," said Detroit Guild Administrative Officer Donald Kummer.

"Many of them didn't understand why they were not able to choose a union earlier," Kummer said. "But that's the way these things sometimes go."

After conducting hearings earlier this year, the National Labor Relations Board regional director on Aug. 8 set the "appropriate" bargaining units and announced the elections.

Under the NLRB ruling, 345 employees in non-mechanical departments may vote to be represented by the Guild, the Teamsters or "no union." The group includes employees in advertising, marketing, finance and computer information and publishing systems. If none of the three ballot

choices receives a majority of the votes cast, there would be a run-off between the top two.

In a separate "self-determination election," 130 inside circulation employees will choose between the Guild or continued representation by the Teamsters.

Shortly after the joint agreement was implemented last year, the Detroit Newspaper Agency (DNA) voluntarily recognized the Teamsters as bargaining agent for the inside circulation group. They were added to an existing Teamsters unit of 1,100 outside circulation employees.

The DNA, which was formed to conduct the papers' merged operations, acts as a "third employer"

in managing all non-editorial department workers. Gannett holds a 3-2 advantage on the board that controls the DNA.

The Guild petitioned last December to represent employees in the same jurisdictions within the DNA that it represented—in some departments for 50 years—at the Free Press and News before the merger.

Kummer said he was "optimistic" about the Guild's chances in both elections. Some of the employees, including many in inside circulation, were represented by the Guild when they worked for the Free Press.

In an earlier election June 7, the

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# Daily News session a 'waste'; appeal eyed on probe

**New York** — Guild negotiators renewed contract talks with the New York Daily News Aug. 22, but no progress was made as employees completed nearly five months working without a contract.

"Nothing happened," New York Guild President Barry Lipton said of the first Guild-News bargaining session in nearly a month. "It was a waste of time."

Management of New York's leading tabloid, owned by the Tribune Co. in Chicago, is demanding major concessions from the Guild and nine other unions bargaining for some 2,500 employees.

On another front, New York state officials were preparing to appeal a federal judge's decision to block a board of inquiry from looking into the stalled negotiations.

Manhattan federal court Judge Kenneth Conboy granted the News a preliminary injunction Aug. 11 against the three-person board, claiming the state's fact-finding probe would do "irreparable harm" to the News' bargaining strategies.

Conboy also agreed with the News' assertion that New York laws allowing the inquiry were "pre-empted" by the National Labor Relations Act.

The National Labor Relations Board supports the News' position on the pre-emption issue, an NLRB representative said.

New York Labor Commissioner Thomas F. Hartnett appointed the board of inquiry July 26 after the state mediation board certified that more than 100 negotiating sessions by mid-July had failed to produce an agreement. The first inquiry session was postponed from Aug. 3 when the News moved to enjoin it.

In the latest bargaining session, the only move by News management was to withdraw a demand for dozens of exclusions from coverage in the Guild contract, Lipton said.

That, however, was because management was shifting the demand to another venue — a "unit clarification petition" before the

National Labor Relations Board.

The petition seeks to exclude "a large number of jobs" that both sides agreed in 1987 would remain in Guild jurisdiction, Lipton said. That agreement settled a dispute stemming from a UC petition filed nine years earlier in 1978.

Lipton said the Guild will seek to continue the talks with the help of a federal mediator.

The 10 unions seeking new contracts have met with News representative more than 120 times without receiving a fair offer, Lipton said. All previous contract expired March 31.

In other developments relating to the dispute:

✓ The unions stepped up their "tough love" campaign against the 1-million circulation News, promising an "all-fronts boycott" to include readers, subscribers and advertisers.

The unions sent a letter to major advertisers, asking them to remain "neutral" in the dispute by promising to suspend advertising in the News upon request of the unions.

Acting through the Allied Printing Trades Council, the unions also promised to distribute "subscriber" and "reader" cancellation pledge cards to thousands of New York residents.

✓ The Allied Council escalated a campaign to call attention to what it calls the "absolute greed" of Daily News Publisher James Hoge and the Tribune Co.

In a Hog(e) Day rally Aug. 9, the Allied Council issued a proclamation that said, "Hoge and the Tribune Co. have been acting like greedy hogs who don't care about the paper."

At the rally, News employees and supporters wore pig noses and held a hog-calling contest. On the street, News dealers have begun displaying "Stop the Hog(e)" stickers.

The unions allege that Hoge and Tribune management "have waged a campaign of fear and intimidation" against workers by recruiting scabs, interrogating and spying on employees, and using attack dogs to prowl production plants.



**DAILY NEWS GUILD LEADERS SIGNAL SENTIMENTS AT 'HOG(E) DAY' RALLY**

From left: Tom Pennacchio, local sec'y-treasurer; Joan Shepard, of the unit; Peter E. McLaughlin, local and TNG chairperson; Don Singleton, also of the unit. Scene is front of News building.

## 475 in Detroit JOA ready for vote Sept. 13 on their choice for union

(Continued from Page 1)

Guild easily won bargaining rights for a group of 100 maintenance employees in the DNA.

The Guild also represents and this year negotiated new contracts for the 470 editorial department employees at both papers. Prior to the JOA, the Detroit Guild represented 900 Free Press and News employees, and the Teamsters bargained for 1,900.

NLRB officials will supervise the elections during two shifts at four plants where employees work, Kummer said. Results of the balloting likely will not be known until late the next day.

Under the regional director's ruling, the Guild could win bargaining rights for all 475 employees, or for only the 345 in the non-mechanical unit.

If the Guild wins a majority of

the inside circulation votes, that group's ballots will be pooled with those from the larger unit. If the Guild then wins an overall majority, it would be certified for the entire 475-member unit.

If a majority in inside circulation votes for the Teamsters, the group will remain in the larger circulation unit.

Either the Guild or the Teamsters could win rights for the 345-member unit.

TNG has put together a special organizing team and assigned it to assist the Detroit Guild in the campaign.

TNG staffers Leo J. Ducharme, Hannah Jo Rayl, Janet David, William M. Brown and Eric Geist, as well as Denver Guild Administrative Officer Bruce Meachum, are assisting the local in informing voters about employees' job protections and rights under Guild contracts.

Meanwhile, management has begun showing movies and videos

with "anti-union messages" to employees, Kummer reported.

The election first was scheduled for Sept. 6, but when management asserted that "too many people would be on vacation during the Labor Day week," the NLRB moved the date back one week, Kummer said.

Although the JOA was expected to reap large profits for Knight-Ridder and Gannett, the two largest newspaper chains in the United States, the first year's operation may produce red ink, Editor & Publisher reported Aug. 11.

Some advertisers have rebelled against rate increases of up to 50 percent, and the Detroit Auto Dealers Assn. launched its own advertising vehicle, E&P said.

Also, Farmer Jack grocery stores, a long-time major client of the newspapers, reportedly are considering direct mail advertising instead of continuing weekly sections that meant \$4 million annually for the papers.

## Deadline set Oct. 6 on biennials motion

(Continued from Page 1)

referendum motion itself — must be made by actions of local unions' memberships.

TNG's Constitution requires further that to go to referendum a motion must be "endorsed (seconded) by ... at least 10 additional locals located in five states, territories or provinces" with the moving and seconding locals having at least 5 percent of TNG membership in good standing.

If there are not sufficient seconds within the 60-day period,

TNG's Constitution directs that "the matter shall be dropped."

The referendum motion was approved by a membership meeting of the Victoria Guild and received at TNG headquarters late July 31 [Guild Reporter, Aug. 3].

The motion proposes that TNG's Constitution be amended to mandate that Guild conventions be held "biennially in odd-numbered years effective in 1993." (The exact text of the Victoria motion is published elsewhere on this page.)

Separate motions to make the change and to submit the question to Guild-wide vote were rejected by delegates to TNG's 57th Annual Convention at the end of June. It clearly was the central issue of the 5-day meeting [Guild Reporter, July 13].

The question, which has been argued intermittently over at least 35 years, was brought to this year's convention both by the San Jose Guild, which proposed that the convention order a referendum on the question, and by TNG's Int'l Executive Board which, on an 8-6 vote, proposed that the convention itself enact the change.

Advocates of the annual meetings argue that they are a keystone of the union's democratic structure, encourage accountability by its officers and enable the union to react promptly to members' changing needs.

Advocates of biennial sessions say the move is necessary to save money for both TNG and locals, because a disproportionate amount of staff time is consumed by annual meetings and because there is insufficient business to justify annual sessions.

## Safety conference set in Milwaukee

**Milwaukee, Wis.**—The AFL-CIO will hold a national conference here Nov. 12-14 to examine

the major safety and health problems facing U.S. workers and to plan strategy for improving the federal Occupational Safety and Health Act.

Conference topics will include VDT and computer hazards, ergonomics, job stress, reproductive hazards, indoor air quality, vehicle safety, asbestos removal and other issues of Guild concern.

Titled "Fight for the Living: OSHA Reform and the Right to Act," the conference is intended primarily for union safety and health representatives. About 400 participants are expected. TNG has sent information to all Guild locals.

## TNG to co-sponsor meeting on Cold War

**Washington** — TNG is joining with some 30 other organizations, including the American Civil Liberties Union and the National Writers Union, to co-sponsor a National Conference on Ending the Cold War at Home, scheduled for Jan. 25-26 in Washington.

Focus of the sessions will be ending restrictions on civil liberties imposed in the name of waging the Cold War. These include denials of visas, limitations on the right to travel abroad, excessive government secrecy, surveillance of citizens opposed to U.S. policy, and more.

More information is available from the conference, c/o the ACLU's Washington office, 122 Maryland Av., Washington, 20002.

## Text of motion for referendum

Following is the text of the referendum motion received by TNG from the Victoria Guild and distributed to all Guild locals by TNG Sec'y-Treasurer John C. Edgington on Aug. 7. (Proposed new wording is italicized.)

"Amend the first sentence of Article V, Section 1 of TNG's Constitution to read: 'Section 1. The Convention shall be held annually (biennially in odd-numbered years effective in 1993) between June 1st and September 1st at a place selected three or more years in advance by the Convention, and subject to change by the IEB if necessary.'"

Deadline for seconds to the motion is midnight Oct. 6, which is 60 days from the date of TNG's distribution of the motion to all Guild locals.

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# Denver Post reopener nets lump sums for all

Denver—Full-time, Guild-covered employees of the Denver Post received \$750 lump-sum payments July 3 and will get additional \$1,000 sums next July 3 under a wage-reopener agreement in the existing contract between the Denver Guild and the Dean Singleton-owned daily.

Both lump-sum payments are prorated for part-time employees.

Guild members at the Post also agreed to a buy-out plan that allowed 18 circulation department employees to resign or retire early in exchange for cash and severance bonuses that for some individuals exceeded \$100,000.

The buy-outs proved so popular that several of the 70 single-copy sales representatives and district managers eligible for the program began lining up 30 hours in advance to apply.

About half those choosing to resign received at least \$40,000, which they could take in any combination of cash and/or annuity payments, Denver Guild Administrative Officer Bruce Meachum said.

Under the agreement, all Guild minimum-pay rates remain frozen until July 1992, when they will be restored to contract rates in effect on Oct. 4, 1987.

Five days after Singleton bought the Post from the Times Mirror chain in December 1987, Guild members agreed to pay cuts of \$10-45, a wage freeze until mid-1990 and a four-year contract extension through 1992.

Since then, top-minimum pay for reporters, photographers, artists, librarians and advertising sales employees has remained at \$738 a week. In 1992, that increases by \$45, to the \$783 minimum that was in effect before the roll-back.

Also under the reopener, the employer pays the full increase in dependent-care medical premiums for the final six months of 1990 and all of 1991, plus half the increase for 1992.

Employees had been paying "massive increases" (the hikes alone ranged from \$42 to \$108 per month) during the first half of 1990, Meachum said. In effect, employees now are paying at the 1989 level (between \$50 and \$68) for the next 18 months.

"While the wage freeze remains, we didn't believe employees should be paying for those increases," Meachum said.

Under the arrangement, employees will pay moderate increases in deductibles and co-payments for office visits, hospital care and prescription drugs.

Covering some 780 Post-unit employees, the three-part accord was approved June 24 by an "overwhelming majority" of voting members, Meachum said.

The single-copy jobs were "a major source of contention" and would have prompted a "bloody fight" in 1992 contract talks, Meachum said.

Before the buy-outs, the Post had 32 full-time single-copy reps, whose minimum-pay rate was on a par with district managers. The voluntary reduction to 13 full-timers (and eventually to 10 through attrition) means there will be a "dramatic increase in part-timers," Meachum said.

Incumbent full-timers hired before 1985 earn \$699 a week, and move to \$741 in 1992. Part-timers will earn "very good pay" for 2-3 hours of work each morning, Meachum said.

In a redistribution of work, incumbent part-time assistant reps were offered bonuses of up to \$800 to move into full-time jobs or to resign.

"The buy-outs did a lot to protect both the people who left and those who remain," Meachum said.

"Employees who resigned don't have to worry about getting laid off and getting only severance pay. And those who remain have, in effect, lifetime job guarantees."

Employees taking the retirement package received a flat \$20,000 lump sum, 150 percent of their normal severance pay entitlement, five "bonus years" on both their pension qualifying age and service credits, and paid medical benefits for six months after resigning. Money for the buy-out came from the Post-Guild Pension Fund.

In mid-1987, before Singleton acquired the paper, 130 Guild-represented employees in several departments opted for similar buy-outs with enhanced severance pay and pension benefits.

Last November, six other unions that in 1987 also accepted wage freezes and other concessions negotiated new three-year agreements with the Post.

In joint and co-ordinated bargaining, the unions accepted \$500 lump-sum payments the first two years and a 4-percent raise the third. Also, most of a 42-52 percent wage cut imposed on CWA-represented mailers in 1987 was restored.

Following those agreements, the unions called off a subscription boycott of the 240,000 circulation Post, which competes with the Scripps Howard's 345,000 circulation Rocky Mountain News.



OVALS MARK MISSING BYLINES, CREDIT LINES ON 3 PAGES OF CHATTANOOGA TIMES. One-week "strike" showed Chattanooga Guild members' unhappiness at company's contract demands.

## 95% join week-long 'byline strike' in Chattanooga Times contract row

Chattanooga, Tenn. — Demonstrating their dissatisfaction with management's hard-line proposals on pay and pensions, members of the Chattanooga Guild launched a week-long "byline strike" Aug. 13 at the Chattanooga Times.

Some 55 to 60 reporters and photographers joined the action, which left the 46,000-circulation morning daily nearly devoid of bylines and credit lines for six days.

"More than 95 percent" of the Times news staff participated, said Chattanooga Guild President Rick Owens, a photographer.

The papers were filled with credit lines reading simply "The Chattanooga Times" on locally produced articles and photographs in all sections.

A few bylines by wire service reporters and columnists such as Erma Bombeck dotted the paper.

"It looked great," one Guild member said about the byline-less paper. "It really speaks for how employees feel about merit pay and the pension situation."

The protest was suspended after one week as talks continued on a new contract to replace one that expired June 30.

Since talks started in May, management has refused to make a legitimate wage-increase offer, insisting instead on what it calls a merit-based system for all raises.

In early August, members voted unanimously to reject the merit plan, plus other giveaways such as adding 2½ hours to the 37½-hour work week and a restrictive outside activities clause.

The Guild, which represents some 90 newsroom employees, is seeking a \$470-per-week minimum for experienced reporters, photographers, copy readers and artists, a proposal that would cost the employer just \$18,000 a year, the Guild reported.

The current minimum for the key newsroom employees is \$425, which ranks eighth lowest among 121 Guild contracts covering 138 dailies in the United States, Canada and Puerto Rico.

Company negotiators have rejected Guild proposals for pension improvements, and have not made a proposal of their own. The current top retirement benefit is \$319 per month after 30 years' employment.

Owens said management's "hard-nosed" approach to bargaining has brought new militancy to a local that has represented Chattanooga Times employees for nearly 50 years but endured hard times in the 1980s.

For six years from 1982-88, minimum pay rates remained unchanged as the contract with the Times was "automatically renewed" each year because there were no negotiations. Last year, a new one-year contract with significant improvements finally was achieved.

"I've been here 23 years, and this is the first time the Guild has done anything like this," Owens said of the byline strike. "People are very upset about the wage proposal and lack of movement on the pension."

Members were further upset by management's unilateral cancellation of payroll deduction for Guild dues in early July. Some then decided to channel their annual contributions to United Way charities through the Guild, instead of through a traditional company-wide campaign.

In other actions, members have taken to wearing "Guild by Association" buttons, and the local has re-established ties with the local central labor council.

Emotions are running particularly high over the pension issue. During bargaining last year, both sides agreed the pension plan was "not satisfactory as currently constituted" and that both sides would "proceed to explore plan improvement."

Since then, the employer has spent \$10,000 on a study but has told the Guild an improved plan is "on hold because of the economy of the paper," Owens said.

Company negotiators also have discussed instituting a 401(k) retirement savings plan to which employees and the employer would both make contributions. However, there are a "lot of mixed emotions" among employees about terminating the current plan in favor of the 401(k), Owens said.

Throughout the talks, management has been "whining constantly" about the economy, Owens said. The Times, which traditionally has operated with a large weekday news hole, has announced plans to cut editorial space by several pages a day.

The Times, which does not publish Sundays, has been a partner since 1980 in a joint operation with the 56,000-circulation Chattanooga News-Free Press.

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By Sue Craig  
Southern Ontario Guild

I USED to joke that the Toronto Star treated all of its employees so badly that it was almost immune to a discrimination charge. Now the joke is on me and it doesn't seem so funny.

An arbitrator recently found that the Star had not violated discrimination bans in a Southern Ontario Guild (SONG) contract when it refused to grant a reporter relief from rotating shifts on her return from maternity leave.

I was that reporter.

The arbitrator, Gail Brent, relied heavily on my failure to supply objective proof that the mother or primary care-giver of a baby cannot work rotating shifts without serious risk of harm to the baby.

Brent ruled that when I left the Star in April 1987, 13½ months after giving birth and five months after returning from maternity leave, I:

- ✓ Did not resign;
- ✓ Was not directly dismissed;
- ✓ Was not "constructively dismissed" — i.e., forced to leave by being given impossible working conditions — and;

✓ Had not suffered either indirect "adverse impact" discrimination or direct discrimination under grounds proscribed by the SONG-Star contract.

Brent ruled that I was, therefore, still an employee of the Star; an employee who had been on unpaid leave of absence since the day I left the paper.

She ordered me reinstated to my job without back pay.

I HAD BEEN an employee of the Star since 1974, for nine years as a copy-editor and then three years as a reporter on general assignment.

Throughout that time I had been active in the union movement and specifically in the Guild's unit at the Star.

I was (and am) living with my husband, John Bryant, who then was executive officer of SONG and as such was required to do much work outside normal business hours. (He now is TNG Canadian Director and is on the road at least half the time.)

Working a 24-hour, seven-day shift rotation was a requirement of general assignment reporting; generally, about half the shifts were days, though not all started at the same time; the contract required the employer to post schedules two weeks in advance.

My efforts to obtain relief from rotating shifts began in the spring of 1986 when I was on maternity leave with my first (and only) child, Deirdre, and she was about two months old. I made an appointment with my boss, city editor Lou Clancy, to discuss my return to work.

From there on the testimony conflicts, but together with a mass of correspondence, the evidence is that when confronted in late October with a direct, written request for accommodation, the company replied, in effect, that it could not grant all such requests and therefore, it would not be fair to grant mine.

I TOLD Clancy I had placed my child in a licensed day-care a block from the Star, and that I was pleased with the quality of care. I wrote that I did not believe it would be possible to get a decent care-giver who would be willing to work rotating shifts.

For five months — late October 1986 to late March '87 — I worked my shifts as scheduled. I didn't want to lose Deirdre's spot in the day-care, or upset her routine any more than necessary, so I took her in daily at about 9:30, regardless of my shift.

John made an extraordinary effort

## A 'JOKE' GONE SOUR

### Arbiter finds no bias in mother's scheduling

to be available to pick Deirdre up every afternoon when I was working afternoon shifts; sometimes he had to take her to evening meetings because we couldn't find sitters.

AT THE SAME time, with the help of Amy Guild steward, Paul Bilodeau, I negotiated with management to soften its position. I also applied, without success, when vacancies came up for several jobs which would have entailed mainly day-time work.

Eventually, I wrote a letter advising the Star that I felt compelled to leave.

The Guild filed a grievance; managing editor Ray Timson accepted my resignation, with alacrity, but denied my grounds of complaint.

My last day of work was April 11, 1987. Besides the grievance, I filed a complaint with the Ontario Human Rights Commission.

In her award, Brent found that I was sincere in my concern for my infant daughter's well-being should I continue to work rotating shifts. However, she wrote, "there is no objective proof before me of any potential harm which could have resulted had the grievor continued to work as scheduled. I therefore do not consider that this is a situation which justifies abandoning" the principle of "obey and grieve."

Brent issued the award on June 7, 1990. The grievance was dated April 2, 1987, three years and two months earlier.

Brent dealt with the allegation of discrimination only because if I had been discriminated against in a way forbidden by the contract, I might have been entitled to compensation for some or all of the time that I had been off work.

She acknowledged that seemingly neutral practices can have an adverse impact on certain groups; and this may constitute wrongful discrimination, even though it is indirect.

In such cases, she wrote, the policy is not simply struck down, as would be a policy that directly discriminated against some group ("No Jews need apply," for instance). Instead, accommodation is granted to the employee as long as it does not constitute undue hardship on the employer — for example, a Sikh would be permitted to wear a turban on religious grounds despite a company policy requiring uniform caps.

In a University of Windsor case cited by counsel for the Guild, "there was expert evidence of how neutral practices have had the effect of discriminating against women who pursue academic careers," Brent noted.

In my case her finding that there was no adverse-impact discrimination basically hinged, once again, on a lack of objective proof that rotating shifts have an adverse impact on women or mothers as a group.

"Neither the connection between the policy and the group nor the adverse impact on the group is obvious," she wrote.

She wrote that there could be no constructive dismissal of employees in a collective bargaining unit, because they are able to enforce their contracts through the grievance procedure and may win reinstatement.

The exception to the rule of "obey

and grieve" for a unionized employee would be a case where "the harm to the employee from complying outweighs the interest of the employer in maintaining order and efficiency in the workplace," Brent wrote. "In such cases, there must be proof of potential harm."

Brent found, however, that I had not resigned from the Star. This was because the letter in which I gave three weeks' notice of my impending departure clearly stated I was not resigning but leaving because I felt forced to do so; and because my letter was immediately followed by the Guild's grievance supporting my position.

She ruled that the Star had had time while I was still on payroll to "clarify" the situation but had not done so, in effect agreeing to let an arbitrator decide whether I had quit or been fired.

She said she saw no evidence that I had been discharged, and therefore, I was still an employee. The Star could not be held liable for back pay, since it had not discharged me. Therefore, I was to be reinstated within a reasonable amount of time.

After the award, SONG local representative Bill Petrie and I investigated the possibility that the Star might now be willing to make an accommodation in shifts, considering all the water that has gone under the bridge since this dispute began.

Industrial relations manager Chris Davies said, however, "I can't believe what I'm hearing. What have we spent three years and \$70,000-\$80,000 in legal fees to prove?"

It seems clear enough that the company intends to use this award to deny accommodation to other mothers, or indeed fathers, seeking it.

In the end I accepted about \$77,000 — roughly half what I would have earned if I had stayed at the Star over the last 3½ years — to drop my still outstanding complaint before the Human Rights Commission and go away.

So much for the facts.

THE IMPLICATION for working parents is that you cannot count on the goodwill of management and you even cannot count on the common sense of arbitrators.

If you want to be sure you can support your children financially and promote their emotional development at the same time, you have to get guarantees in writing in your contract.

I cannot help wondering what arbitrator Brent would have accepted as "objective proof" that a child needs regular, predictable contact with at least one of its parents.

The implication of her award is that I should have had this objective proof before leaving the Star, in order to justify my decision to leave.

What was I to do?

Was I to do my shift work, care for my child and my domestic affairs and spend hours in the library researching papers on child development?

Should I have taken my year-old baby to a psychiatrist for a prognosis?

Should I — on my princely salary — have commissioned research, then waited as months or years went by, hoping to be proven wrong?

If I belonged to a religious sect that held that mothers must not, in fear for their immortal souls, do shift work, the Star would have been under an obligation to accommodate me, within reason. I would not have been obliged to supply "objective proof."

PROOF OF what, after all? That babies do not thrive when neglected by their parents? That babies need more than a dry diaper, a clean bottle and a warm crib?

I think if I had, in fact, obtained "proof" that my child could be at risk if I continued working shifts, this arbitrator could well have ruled that my proof didn't count because my child was not the employee; I was the employee and the law required objective proof that the employee would be harmed.

I see it, but I still can hardly believe it: The welfare of a baby was at stake, but an arbitrator, writing four years after the concern first surfaced, now says I should have "obeyed and grieved." This after I *did* obey for five anxious months — a long time in the life of a baby.

IRONICALLY, the day after Brent issued her award — but before it was received by the parties — the Star published a column by Michele Landsberg titled "Some Editors Fight Sexism in Newsrooms."

Landsberg wrote about a report by a Southam, Inc., task force that took the chain to task over its treatment of women.

She quoted Shirley Sharzer on the isolation of lone women at the top, while men bond over sports scores or lewd photos.

"Equally damaging," wrote Landsberg, "is the willfully blinkered assumption that women have to accommodate the male rules of the game if they want to get ahead."

"Paying your dues" by working night shift is one of those unwritten rules. No matter how talented or hard-working a young reporter may be, at some papers she can find her way up permanently blocked if she has children and is unable to work nights."

Landsberg, who for years has been writing outrageously reasonable, feminist, pro-kid material for the popular press, does not require objective proof that women who have children cannot work nights.

Sadly, at the time she wrote that column, she apparently was unaware that a fair number of women, even today, cannot keep their jobs if they have children — let alone get ahead.

I am sorry that the best this arbitration does is warn other workers to act collectively to protect their families. Perhaps I should be glad, however, if it clarifies matters for employees who think they can rely on management's good will, or cut a private deal.

I LOST MY job because I am a woman, not because I am a unionist. But because I am a unionist, and with the help of my union, I at least won a cash settlement. Lots of people just quit, losing not only their salaries for the present but, if they return, all the benefits that come with length of service.

I am deeply grateful to SONG for backing me throughout this case. I received first-rate representation from Bill Petrie and from SONG's law firm, especially from Howard Goldblatt.

John and I have never regretted the decision to have a child, and if this ordeal has done nothing else, it has proven John a world-class husband.

The irrepressible Deirdre has been worth everything and much more.

As they say: Living well is the best revenge.





BILL BURKE/Washington-Baltimore

**BUCHAREST JOURNALISTS URGE PROTESTS OF DRAFT ROMANIAN PRESS LAW**  
Tana (left) and Sorin Rosca-Stanescu, leaders of the Romanian Journalists' Society, outline to TNG President Charles Dale (right) repressive features in new Romanian government's proposal.

## Proposed new press restrictions in Romania protested after visit

**Silver Spring, Md.** — TNG is calling upon Romania's new government to scrap a proposed press law because the measure would "annul the freedom of the printed word" gained in the ouster of the repressive Ceausescu regime at the end of last year.

TNG President Charles Dale moved to protest the draft law to Romania's new president and prime minister after a visit to TNG by a pair of Bucharest writers/union leaders — Sorin and Tana Rosca-Stanescu. The husband-wife team spent just over a week in the U.S. in July studying the operations of the press and unions.

Sorin is an editor and writer on Romania Libere, the principal independent daily in Romania. Tana is a teacher who also writes for several independent magazines.

Both are members of the "council of 100" of the Romanian Journalists' Society, launched as an industrial union of employees of the independent press soon after Ceausescu was overthrown in December. The society since has become an editorial-only division of a union that includes employees of both the party and independent press. Tana also helped organize an independent teachers' union after Ceausescu's fall.

Journalists of both the independent and party press are opposed to the proposed new press law, the couple said. Particularly repugnant, they said, is its "Article 39," which would forbid criticism of any law, the government or the army.

Criticism of a law would be forbidden on grounds that it would "incite readers not to respect" the measure, Sorin said.

Dissemination of any information or commentary critical of the government would be banned on grounds it could jeopardize "public law and order."

Criticism of the army would be barred as "offending military dignity and honor."

The restrictions would apply both to individual journalists and to publications, the pair said.

Sorin said the government, which owns all the printing presses, the distribution system and broadcasting stations, also "intends to form a commission to 'coordinate' the press."

"Any democratic society thrives on the free flow of information and opinion," Tana wrote in a summary of the situation, adding:

"If this information is hidden it is a journalist's duty to reveal it to the public. Without this basic duty, there would be no difference between a newspaper and a tranquilizer."

"This law would be an incredible blow to the independent newspapers struggling to preserve their recently gained status, as well as to the citizens of Romania."

Protests of the legislation should be sent both to President Ion Iliescu and Prime Minister Petre Roman, Palatul Cotroceni, Bucharest, Romania. Also to: Virgil Constantinescu, Ambassador of Romania, 1607 23rd St. N.W., Washington, D.C. 20008.

## Delegates praise Congress on flag amendment rejection

**New York**—Calling the Bill of Rights the "heart and soul" of American democracy, TNG's 1990 Convention commended Congress for rejecting in late June a proposed amendment to the U.S. Constitution to prohibit desecration of the American flag.

The flag is only "the symbol" of democracy, and "to desecrate the First Amendment in order to prevent desecration of the flag is to sacrifice the substance for the symbol," the convention said in its resolution, "Preserve the First Amendment."

Earlier this summer, the Supreme Court struck down a short-lived federal law making it illegal to deface or destroy a flag. The debate over flag burning is expected to continue in congressional

election campaigns this fall.

In another resolution, the convention urged Congress not to reduce funding or inhibit the operation of the National Endowment of the Arts, which decides on federal grants for thousands of artists each year.

"The importance of the arts to the quality of American life cannot be overemphasized," the convention said. "Freedom of expression, like freedom of the press, is a cornerstone of American liberty."

In the wake of charges that the NEA has funded art that some might consider obscene, Congress is debating whether to continue funding for the endowment and whether to put restrictions on the type of art that can be financed with public money.

## Pamphlets distributed on programs' benefits

**Silver Spring, Md.**—TNG has sent to all U.S. locals a pamphlet explaining current provisions of Social Security and Medicare laws, and how benefits are calculated.

Produced by the Washington-based Bureau of National Affairs, the pamphlet can help answer members' questions on benefits under the programs for retirement, disability and medical care.

## Shop top hits \$795 in Pioneer accord

**Chicago** — Guild-represented production workers at Pioneer Press have ratified a new three-year agreement that increases press operators' top-minimum pay to \$795 per week—and that of platemakers, machinists and electricians to \$733.88.

In reaching the settlement with management of the Chicago Sun-Times-owned suburban chain, the Chicago Guild won a 2½-year legal battle to retain bargaining rights for the 110 workers at Pioneer's central production plant in Wilmette.

Members of the unit—which also includes printers, bindery workers and custodians—are responsible for composing, plating and printing 40 weeklies going to suburbs north and west of Chicago.

"They have their union back, and they're delighted with it," Chicago Guild Executive Director Jerry Minkinen said after the membership ratified the contract by an 8-1 margin Aug. 10.

The agreement, which replaces a contract that expired Feb. 1, 1987, includes 2½ percent raises in minimum-pay rates March 1, and again May 1, 1992. Employees had received interim raises during the representation dispute that started in February 1988.

In the final stages of the talks, TNG President Charles Dale assisted the local during several sessions, when Sun-Times managers also were involved.

Under the settlement, which resolved all litigation relating to the representation struggle, the company agreed to pay employees an estimated \$85,000 for overtime worked but not paid.

A few days before that accord was reached, Guild-represented newsroom employees approved by a 2-1 margin a new three-year contract of their own with Pioneer.

That agreement raises all minimum rates by a compounded 14.8 percent for the 125 reporters, editors and photographers assigned to the chain's various publications.

The first raise of 3.7 percent was retroactive to Feb. 1; a 5.4 percent increase takes effect next March 1; and a final 5 percent hike is due May 1, 1992.

Over the term, top-minimum pay for reporters, copy editors, photographers and lab technicians/assignment co-ordinators with six years' experience advances by \$68.17, to \$530 in the final year.

An initial raise of \$17.17 moved the current rate to \$479, and a \$26 boost raises that to \$505 next March.

Top minimum for the city editor, assistant copy desk manager and assistant editors advanced retroactively to \$507.50, and

eventually moves to \$536 and \$563.

The production and editorial agreements both run through May 31, 1993, putting the two units on a common bargaining timetable.

In the current go-round, the two units found themselves at the table simultaneously, although their respective contracts had expired three years apart. In a co-ordinated effort in mid-June, members of both units authorized a strike if no settlement was forthcoming.

Minkinen described the production unit's contract as "a solid settlement all the way through."

New contract language prohibits the hiring of temporaries when such hiring would eliminate or displace regular employees; protects employees against subcontracting; gives bumping rights to qualified employees with seniority slated for layoff; and guarantees six weeks additional severance pay for employees terminated for just cause.

The new top minimum for press operators, reachable after eight years, is among the highest in the United States, Minkinen said. The current rate is \$756.75 for a 37½-hour week.

Platemakers, machinists and electricians reach the top after six years, and the current rate is \$698.63.

Top minimum for general bindery workers, currently \$382.13, goes to \$401.63 on May 1, 1992.

The legal dispute started in February 1988 when management asserted the Guild lacked majority support in the production unit. As evidence, Pioneer pointed to anonymous bulletin board notices criticizing employees for tepid support of the Guild's bargaining proposals.

Minkinen responded that the postings were "a maverick sort of thing," well-intentioned attempts to stir up support in the unit by using reverse psychology.

A labor law judge later ruled Pioneer had violated the law by withdrawing recognition of the union, and unilaterally changing pay rates and employees' retirement and medical benefits.

In the settlement, Pioneer agreed to drop its appeal in federal court of the National Labor Relations Board's decision to uphold the law judge's decision.

Minkinen said Guild members expressed relief that "the litigation that took their union away from them for over two years has been resolved."

Pioneer's publications, with circulations ranging from 1,500 to 15,000, include the Wilmette Life, Evanston Review, Glenview Announcement, Barrington Courier Review, Melrose Park Herald, Northbrook Star and Oak Park Oak Leaves.

**Andy Duehring**

**REGION 1**

*"A new voice"*



### VOTE:

**PROVEN LEADERSHIP;  
A PROFESSIONAL  
APPROACH!**

**Tom Thibeault**

*TNG Vice President, Region 1*





# Key rate to hit \$648 in El Diario contract

**New York**—A three-year contract concluded earlier this year by the New York Guild with the Spanish-language daily El Diario-La Prensa raises minimum pay for key employees by \$88.45 a week, to \$648.33 by Jan. 1.

Retroactive to July 1, 1988, the agreement boosts all contract minimum rates by a compounded total of 15.8 percent and improves medical, dental and vision-care benefits for 90 Guild-represented employees at the 55,000-circulation daily.

Wages increase by 4 percent retroactive to July 1, 1988; by 5 percent retroactive to July 1, 1989; by another 5 percent from this July 1; and by 1 percent on Jan. 1, 1991.

The key employees — reporters, photographers, desk persons, artists, cartoonists, outside ad sales persons and circulation sales representatives — advance in increments of \$22.39, \$29.11, \$30.57 and \$6.42.

In July 1989, an arbitrator, ruling on a grievance filed by the Guild in 1986, ordered that eight sales persons, five circulation representatives and two photographers be moved up from lower classifications into the key group and awarded them \$92,000 in retroactive pay [Guild Reporter, Oct. 6, 1989].

Minimum pay for the paper's highest paid group — including

night editors, assistant metro editors and the chief photographer — advances by a total of \$95.69, to \$701 in January.

New contract language also will allow ad sales persons to increase their commissions, beginning Jan. 1, 1990.

The agreement, which covers employees in the paper's advertising, business, editorial, circulation and maintenance departments, was unanimously approved by the voting membership, unit chair Ruben Batista reported.

A month before tentative agreement was reached, members had authorized a strike, as management continued to insist on givebacks and greatly increased insurance deductibles.

In mid-1988, the Guild had begun bargaining for a new contract with the Gannett chain, which owned the paper for eight years before selling it last summer to a group of independent investors called El Diario Associates.

Under the new agreement, employees will be covered for the first time by a contractual "pension", in the form of a 401(k) plan.

El Diario must put no less than \$12,500 into the plan in 1990, 1991 and 1992, making three \$70-contributions to the account of each member and providing matching funds for staffers' own contributions.

## IT

### Co-worker sees need for Przybyszewski-type

ERIE, PA.

#### Editor:

We in the Erie, Pa., local are lucky and privileged to have had Carol Przybyszewski as an official for the past um-teen years. She has been conscientious and faithful in her duties as I'm sure she will be when elected TNG vice president.

The current atmosphere for unions will take dedicated, hard-working people to carry us through the next decade and Carol is this type of person. I give her wholehearted support and would hope that you would all do the same.

JANE BROWN  
Erie Guild

### Cunningham is endorsed as 'fresh ... progressive'

NEW YORK, N.Y.

#### Editor:

I had the pleasure of meeting Todd Cunningham at the Guild convention and I think he would make an excellent International Vice President. Todd would bring a fresh voice and progressive bent to the International Executive Board, and these are qualities the board sorely needs. I urge the members to support his candidacy.

NICHOLAS TETRICK  
Standard & Poor's unit  
New York Guild

## SEEMS TO US

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

Deadline: Friday before publication. (Next deadline: Sept. 7.)

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.

### One candidate called choice of delegates

HAMILTON SQUARE, N.J.

#### Editor:

Between Sept. 20 and 25, some 29,000 dues-paying members of The Newspaper Guild will have an opportunity to vote for an international vice president at large.

At our recent convention, a young lady from Erie was the apparent overwhelming choice for that position. Under our democratic processes, two candidates emerged from the convention.

In my opinion, Carol Przybyszewski (Shoe-bah-shess-ski) would be an excellent addition to the IEB.

During my 15 years of service on the IEB it has been my pleasure to attend district council meetings in all seven regions of our great union. At every Great Lakes meeting, I have been impressed with Carol's grasp of Guild problems, her keen assessment of what we should do to solve them and her never-ending willingness to listen to and work for her constituents. I would expect no less when she commences her first IEB term on Oct. 15.

A vote for Shoe-bah-shess-ski is a vote for continued strong rank-and-file input on the IEB.

I am sure that our unit council at Standard & Poor's will support Carol and I would hope that she will get a majority of the votes cast in our 675-member unit.

DAVID M. MULCAHY  
TNG Vice President  
New York Guild

### Scranton Guild leaders laud TNG's Montanez

SCRANTON, PA.

#### Editor:

We wish to convey our sincere gratitude to TNG for providing the services of Int'l Representative Luis Montanez throughout the turmoil associated with the shutdown of the Scrantonian Tribune.

Luis did a Herculean job of protecting Guild members' rights and benefits and he worked diligently for six weeks to negotiate the best settlement of contract benefits and to guarantee that each individual was treated fairly and paid the full amount of money owed.

We are indebted to Luis for the time and talent he devoted to resolving the many group and individual claims for severance and pension funds, vacation and holiday payments and expenses for services which entitled members to extra income.

Negotiating settlement of the Tribune contract represented a new challenge to Luis, who tackled the job with tremendous enthusiasm and genuine concern for the people he was representing. We commend him for a job well done, his expertise and the professional manner in which he worked with manage-

ment and employees.

Luis Montanez has earned the respect and friendship of all former Scrantonian Tribune Guild members and we wish him continued good health and success.

VICTOR J. ALFANO  
President  
PAUL R. KRUPSKI  
Treasurer  
Scranton Guild

### Toronto leader gives support to Cunningham

TORONTO, ONT.

#### Editor:

This is a letter of support for the L.A. Guild's president, Todd Cunningham, for the position of international V.P. at large.

The Southern Ontario Newspaper Guild delegates to the international convention unanimously supported Todd's bid for a seat on the Int'l Executive Board.

Todd has been very effective in his local helping to organize new members. At the Long Beach Press-Telegram he helped stop demands for concessions with a de-circulation campaign that netted 3,400 subscription cancellations and won L.A. a good contract.

He's taken on U.S. union bus-ters King & Ballow and won.

He's committed to affirmative action and pay equity at all levels of leadership.

He was the only candidate at the recent Newspaper Guild Convention Canadian-caucus meeting who understood the issues concerning Canadian locals and Canadian autonomy.

My vote goes to Todd and not Carol because Todd best represents my vision of what the Guild must do if it's to survive these tough economic times by keeping organizing a priority; mobilizing rank and file members to fight concession bargaining; using innovative strategies to bring publishers to a settlement in protracted bargaining situations and getting pay equity and employment equity as a priority during bargaining.

JOYCE MCKERROW  
Toronto Star unit  
Southern Ontario Guild

### Leader in Woonsocket backs Duehring for VP

WOONSOCKET, R.I.

#### Editor:

I urge all Guild voters in Region 1 to vote for Andy Duehring for TNG Vice President because I know first-hand that he gets things done. He has a long, distinguished service record with the Providence Guild, and his dedication has been proven time and time again.

Several months ago when the Woonsocket Guild was in need of moral and other kinds of support, Andy and the Providence Guild didn't just offer promises. He delivered — in person — attending one of our meetings and giving our local a boost we really needed. And that personal support has not wavered.

He is there when we need him, as he is for our brothers and sisters he serves in Providence. And he will be there for Region 1. Take it from someone who knows: you couldn't find a better regional vice president. He deserves your vote.

LINDA BEAULIEU  
President  
Woonsocket Guild

## FINAL CHECKS NOT IN THE MAIL

### 41 share \$590,700 in Scranton closing

**Scranton, Pa.** — TNG Representative Luis Montanez set up a severance pay-master "shop" on the sidewalk outside the Scrantonian Tribune's old offices here July 31, some 10½ weeks after the daily was shut down with no advance notice to its 200 employees or their unions.

Seated on a wooden box, he began passing out checks totaling more than \$590,700 to the 41 Guild-represented casualties of the closure — 35 regular news-room employees and 6 correspondents.

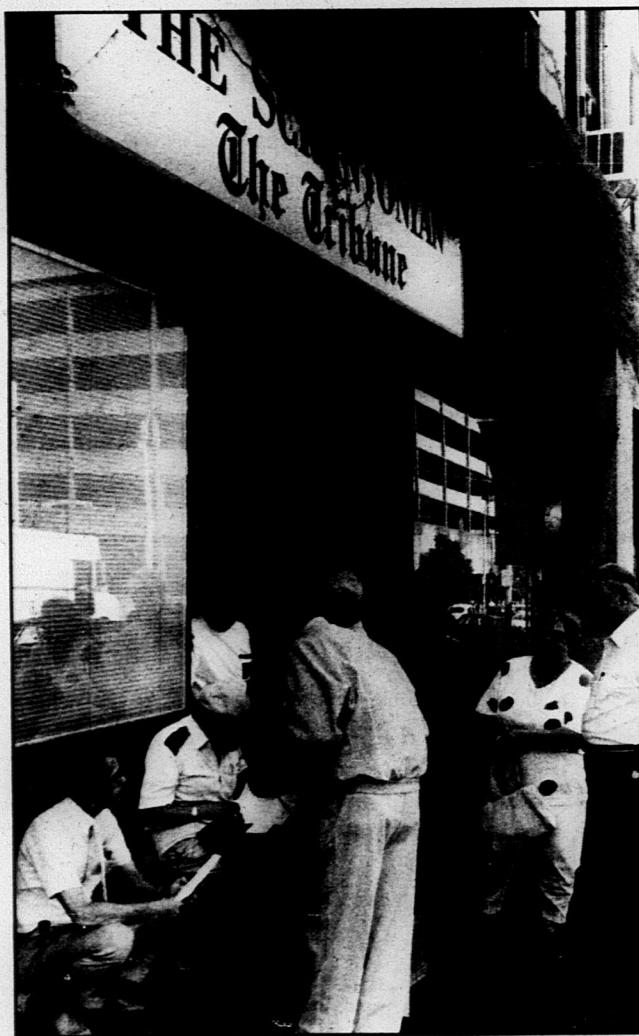
Two weeks earlier, they voted overwhelming approval to a shut-down-payments agreement Montanez negotiated for the Scranton Guild with the Scrantonian Tribune's final owner, MediaOne, controlled by John Buzzetta, publisher of the Dallas Times Herald.

Included in the payments were amounts covering severance pay provided under the Guild's contract, the 60-day notice required under federal law and vacation and holiday entitlements.

Payments to the 33 regular full-timers totaled \$583,390, an average of \$17,678 each. The range was from \$2,321 to \$27,334. Nearly 55 percent of the 33 received more than \$20,000. Another 27 percent received from \$10,000 to \$20,000.

When the 37,000-circulation daily was closed May 21, its rival Scranton Times bought its name and circulation lists and renamed its morning edition "The Tribune."

Many former Scrantonian Tribune employees, meanwhile, helped launch a new Sunday-only paper for the city, the Sunday Sun, which is published at the facilities of the Citizens' Voice in nearby Wilkes-Barre.



SANDY TEDESCO/Scranton Guild

**TERMINATION PAYMENTS AT SCRANTONIAN TRIBUNE**  
Making distribution from more than \$590,700 due 41 ex-employees is TNG's Luis Montanez, in cap seated left center.



# Campaign forum '90—two VP races

## Vice Presidents

TNG's Constitution provides that "between Conventions, the affairs of TNG shall be administered by the IEB," which is composed of the Int'l Chairperson, President, Secretary-Treasurer and 13 Vice Presidents—seven elected from geographic regions and six at large.

The IEB specifically is empowered by TNG's Constitution to interpret that document between conventions, "levy assessments, and act in other emergencies by mail or telegraphic vote" and to set the salaries of all TNG employees.

Nominated by TNG's 1990 Convention June 25-29 in New York City, the two elected will fill vacancies created by resignations at the turn of the year.

The other 14 members of the IEB continue to serve the balance of two-year terms to which they were elected a year ago.

## At-Large

Eligible to vote in this contest are members of all Guild locals in the United States, Canada and Puerto Rico who are in good standing, i.e. current in their financial obligations to the union.

### Carol Przybyszewski Erie

THESE ARE crucial times for the Guild and the North American labor movements, largely because there is little government support for the legitimate aims of working people.

Consequently, unions need leaders with experience to understand the problems, contribute to decisions on solving them and give real assistance to carrying out those decisions.

Long service—in my local, at the district-council level and beyond—has prepared me to help the international's leadership tackle problems facing our union:

**Finances:** As treasurer of a small local that had several expensive arbitrations, I've learned to stretch members' dues dollars as far as possible. It is essential that TNG attain financial stability and that IEB members make responsible decisions on expenditures.

**Organizing:** As a member of local bargaining and grievance committees, I know it is particularly important that TNG concentrate on making sure that contracts are attained where elections have been won.

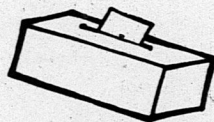
**Education:** TNG must build and improve communication between the IEB and locals, and among locals. Problems presented by VDTs are a good example of why education of all is vitally important. Information needs to be accurately and quickly shared.

**Pay equity:** Having worked as an inside classified salesperson, I am intimately familiar with women being underpaid for the same work for which their Guild brothers are well paid. TNG



must stay in the forefront of the pay-equity push.

I ask your support and your vote. Together we can make the Guild a better, stronger union for all our brothers and sisters.



### Todd Cunningham Los Angeles

TIMES HAVE changed, and the Guild must, too—and soon.

We all know the challenges facing our union—declining membership, union-busting, publishers pushing take-away contracts, unaffordable health insurance and an epidemic of computer-related injuries.

The old ways won't work, in Canada or the United States. What is needed is a new approach.

I'd establish organizing as a top priority. We can't be a voice for our industry's workers if we represent less than a quarter of its employees.

I'd take on the union-busters with a steadfast refusal to accept unfair contracts, and wage the war with innovative strategies.

I'd work to develop a Guild or joint-union insurance plan as an answer to the publishers who are laying the spiraling medical industry costs on their workers.

I'd work to make the Guild a leader, through advocacy and example, in the fight for equal rights for women and minorities, in pay and position.

I know this approach works. In Los Angeles, where I've served as chairperson of the Long Beach Press-Telegram and local president, we've seen the results. During my tenure, we've added three units and doubled our membership. We've forced a paper to send King and Ballow packing with a community awareness campaign. Of our 26 representative assembly members, 18 are women or minorities.

We'll need a tougher, more innovative and more focused leadership, operating with a sense of urgency, to reverse our union's direction in the '90s. I want the chance to make it happen.



## 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

Guild members throughout the United States, Canada and Puerto Rico will vote Sept. 20-25 for one TNG Vice President at large. In addition, members in Region 1 (New England and the mid-Atlantic states, except the area covered by the New York Guild) will vote for a TNG Vice President from their area.

The two elected will serve the final year of two-year terms on TNG's 16-member Int'l Executive Board. The two seats have been vacant since the turn of the year.

These statements are printed in accordance with the provision in TNG's Constitution that the Guild Reporter "not later than the third issue following the Convention . . . provide equal space for a statement by each candidate." Each was offered space for a statement of up to 250 words. Their statements are printed in the order the candidates' names will appear on the ballots.

## Region 1

### New England/mid-Atlantic

Eligible to vote in this contest are members of locals in Connecticut (except the counties of Fairfield, Hartford, Litchfield and New Haven), Delaware, Maine, Massachusetts, New Hampshire, the New Jersey counties of Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, Hudson, Ocean and Salem; New York (except the counties of Bronx, Kings, Nassau, New York, Orange, Queens, Richmond, Rockland, Suffolk and Westchester), Pennsylvania, Rhode Island and Vermont, and members of the Wire Service Guild working for bureaus located in those areas.

### Tom Thibeault Manchester

WHEN I BECAME a Guild member in 1977, I knew the Guild was a newspaper union, but I wasn't sure what the Guild would do for me. The first couple of years I watched my local's bargaining committee fight for fair wages and to improve contract language that would benefit our membership for years to come.

I decided early on that I wanted to become part of Guild leadership because I wanted to work to improve our contract and maintain what the Guild already had fought for. I also wanted to pay back the Guild for what it had done for me.

The Guild is a good union, but we need to work to improve some areas.

The most serious problem facing our membership is repetitive stress injuries. I support efforts by the international to train our leadership in identifying RSI victims and on getting our membership proper treatment.

Also, emphasis should be placed on dealing with difficult companies that won't co-operate in providing safe work environments for our members.

Educating leadership on how to assist our membership with regard to workers' compensation laws also should be a priority.

Additionally, I support strong organizing efforts by the international and believe that we should concentrate more effort in getting those first contracts.

I ask for your support. All I can promise is that I will do my best to represent Region 1 and that together we will work to make the Guild a better union for our members.



### Andy Duehring Providence

THE KEY ISSUE facing our union as we troop into the 1990s is survival. And the key to survival is to fight back, to overcome the apathy that saps our strength and to reawaken the unyielding spirit that brought us together in the first place.

As you read these campaign statements, mine and those of the other candidates, count yourself among the few who really care about The Newspaper Guild and what makes it tick.

The members who don't bother to read the Guild Reporter, who don't bother to attend meetings, who don't even vote—these are the people we have to jolt awake. We've never needed them more.

Yes, organizing is an urgent priority in our union. But even more vital is reorganizing. Too many Guild members think of their union merely as an insurance policy. The Guild is something like Triple-A: Run out of gas and call for a tow.

Sorry, folks, but it doesn't work that way. Union-busting is rampant in our industry. Publishers are rolling out the big artillery to annihilate organized labor. You and I must fight back now by closing ranks and by renewing our commitment.

More than ever before, our Guild needs strong and independent leadership. If you elect me, I promise to work hard for you—and, with your permission, to show you how you can share the work and make the job easier for all of us.

We can do it together.



## DAY BOOK

Int'l Election & Referendum Committee, certify eligible voters and distribute materials for election of two TNG vice presidents, TNG headquarters, Silver Spring, Aug. 29.  
Voting period, election of two TNG vice presidents, all Guild locals, Sept. 20-25.  
Ballot counting by Local Election Committees, all locals, Sept. 26-27.  
Last date for postmark on locals' election returns to TNG IERC, Sept. 29.  
Int'l Election & Referendum Committee, tabulate and certify results of elections, TNG headquarters, Oct. 9.  
Knight-Ridder Council of Guild locals, fall meeting, Oct. 13-14, Westin Hotel, Renaissance Centre, Detroit.  
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.



# Guild pact worth \$261,465 to 7 San Antonio retirees

San Antonio, Texas — "How much is a Guild contract worth?" the San Antonio Guild asks — and answers — in a booklet it has issued to tell "a true story" of the early retirements in late July of seven of its veteran members from Hearst's San Antonio Light.

The answers were two months in the making after management floated early retirement incentives for senior editorial and business office employees in mid to late May as it moved to pare its workforce in Guild and other unions' jurisdictions.

They were fashioned by Guild leaders who, assisted by TNG Representative Luis Montanez, bargained equities and improvements in the company's initial proposals.

Those answers, as detailed in the local's booklet:

✓ Collectively, a total of \$261,465.20 in early retirement incentives.

✓ Individually, amounts ranging from \$25,124.32 to \$45,271.12; an average of \$37,352.17.

✓ An average of \$7,719.14 more per person than was in management's original proposal; a total improvement of \$54,034.

✓ Individual incentive im-

provements ranging from \$5,500 to \$9,034.

The incentives are in addition to monthly pensions each is to receive under the joint Guild-Light plan. They also are in addition to the company's buying out each person's accrued vacation- and holiday-pay entitlements.

Four of the early retirees worked in the paper's editorial department. Their ages range from 59 to 70 and their periods of service at the Light from nearly a dozen to 20 years.

Three of the seven were clerks in the business office. Their ages range from 54 to 57 and their tenure from 19 to 39 years.

The incentive payments were a combination of 60 weeks' pay for each retiree (the company had offered some employees less, though it now denies it) and \$8,500 in "in-lieu" payments for health and life insurance.

In addition, the two business office employees with more than 30 years' service received "bonuses" of \$5,000 each.

The company refused to extend to the three business office workers an extra week's vacation pay it had offered earlier to the four editorial department retirees. After the agreement, the company made the extra payment to the four and the



JIM BLAYLOCK/San Antonio Guild

## JULY 20—"EARLY RETIREMENT DAY" AT HEARST CHAIN'S SAN ANTONIO LIGHT

Seated, six of the seven retirees: Elba Hernandez, 54; Irene Dehnel, 57; Frances Burrell, 55; Francis Gilbeau, 61; E.J. Slayman, 70; Tracy Jennings, 59. Standing: Linda McCann of the local; TNG's Luis Montanez; Ked Mullins, local president; Joe Viet, Light controller. (Absent, Fern Chick, 59.)

Guild moved to demand it for the business-office retirees as well.

After the incentives agreement was reached, the local's booklet reported, the seven were asked to report to the paper at 3 p.m. on July 20 "when publisher George Irish would sign their checks. Irish

made the group wait for the checks until 4:40 p.m.

"During all that time, Irish never took one moment to extend them the professional courtesy of saying 'goodbye,'" the booklet said.

"One other note: The cake-and-punch farewell the company prom-

ised employees the following Friday ... never was held.

"It was a sad ending, except that ... [the seven] left with the greatest amount of money the Guild could pry loose from the company.

"How much is a Guild contract worth?"

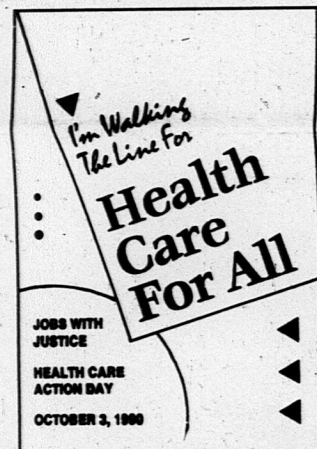
# TV special, ad blitz will launch effort for health reform

Washington — Organized labor's national campaign for health-care reform in the U.S. kicks off with a half-hour cable television special on Labor Day, followed by a \$2-million "Union Yes" advertising blitz later in September.

The AFL-CIO is spearheading the effort to build support for a program to curb skyrocketing costs and provide adequate care for 37 million people who lack health insurance.

As part of the effort, Guild members in several locals — including San Diego and Denver — will be holding rallies on "Health Care Action Day," set for Oct. 3.

Organized by the Jobs With Justice coalition, the nationwide dem-



Unions are distributing 2.3 million stickers proclaiming "Health Care for All." TNG will make 30,000 of them available to U.S. members for use Oct. 3.

The 30-minute television documentary, "Health Care — Critical Condition," highlights the efforts of labor, business and government to solve the health-care crisis.

Produced by the AFL-CIO's Labor Institute of Public Affairs, the program will first be aired at 10:30 a.m. (EDT) Sept. 3 on Financial News Network. It will be repeated on FNN at 7:30 a.m. both Sept. 8 and Sept. 9. FNN goes to 38 million cable subscribers nationwide.

Copies of the documentary will be available from the AFL-CIO after Labor Day for local cable and independent stations, and on videocassette for showing at labor gatherings.

The AFL-CIO's two new "Union Yes" commercials, filmed in black and white documentary style, dramatically show the crushing impact on families of inadequate health care. The ads will air on network television stations in late September and into October.

onstration will mobilize millions of union workers to distribute information, picket non-union firms that don't provide health benefits, and stage rallies and marches.

TNG President Charles Dale urged other Guild locals and members to join the demonstration.

"The appalling nature of health care in this nation requires that we take our message directly into the workplaces and legislative chambers," Dale said.

## Canadian group protests offer with rotating strikes

Communications technicians, installers and support staff at Canadian Press/Broadcast News walked off their jobs across Canada Aug. 7 in a 24-hour protest of management demands for the group's first new contract since it affiliated with the Canadian Wire Service Guild on Jan. 1.

The Aug. 7 walk-out was followed by a series of rotating one-day strikes by the technicians in various cities across the country. More than half the 50-member unit work in Toronto. No other location has more than five.

The group voted its bargaining

committee authority to call a strike July 12, the day talks between the Guild and the wire service broke off. Through Aug. 23, there had been none since.

Issues in dispute include wage increases (the Guild is proposing 9 percent, the company has offered 5), training on new equipment (management wants to stop having to provide it), and employees' rights to bid for transfers (management wants to eliminate them).

The Guild local's contract covering 400 CP/BN editorial and business office employees remains in effect through Dec. 31.

The AFL-CIO also has scheduled a series of health-care hearings at eight regional sites from Sept. 20 through Oct. 25.

The hearings, to be chaired by AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue, will elicit testimony from congressional leaders, health-care reform advocates and "victims" of the current system.

The schedule in cities with

Guild locals: Providence, R.I., Sept. 20; Chicago, Sept. 28; San Francisco, Oct. 1, 2 or 3; and Detroit, Oct. 11.

In most cases, the morning hearings will be followed by afternoon rallies for legislative change.

TNG's 1990 Convention at the end of June endorsed the AFL-CIO program and called on Congress to "begin the vital task" of reforming the U.S. health-care system.

## The Guild Reporter



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

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