

# Referendum ordered; voting is Feb. 14-19

Silver Spring, Md. — TNG's Int'l Executive Board has ordered a Guild-wide membership vote on the motion by the Victoria Guild that would change the frequency of the union's conventions from annual to every second year, beginning after the 1993 session.

In the process, the board validated the Int'l Election & Referendum Committee's setting the six-day voting period for Feb. 14-19.

The IEB acted Oct. 23, during

its fall meeting, after determining that the 17 seconds the Victoria motion had received by Oct. 6 were sufficient under TNG's constitutional machinery for submitting the question to Guild-wide referendum.

At the concluding session of its Oct. 22-24 meeting, the IEB voted 9-7 on a show of hands to defer until its April meeting consideration of a motion that it support continuation of annual conventions.

The IERC, during its meeting Oct. 9 to tabulate and certify the results of the elections to fill two IEB seats, set the voting period and other related dates conditional on the IEB finding the seconds sufficient and ordering the referendum.

On the recommendation of its Guild Reporter Committee, chaired by Vice President Stanley J. Souza of Hawaii, the IEB also directed that equal space for state-

ments and free ads by proponents and opponents of the motion be provided on the same basis as in policy referendums held in 1981, 1968 and earlier.

As then, the board directed that the space be available to the moving local and its supporters, collectively, and to the opponents of the proposition, also collectively, in the same amounts as is provided to contesting candidates for the office of TNG President — 18 col-

umn inches to each for ads, and a maximum of 300 words for each for statements.

The statement space will be provided in the Jan. 25 issue of the Guild Reporter. The ad space may be used in whole or in part in any or all of the issues before the vote: Nov. 16 and 30, Dec. 14, Jan. 4 and 25.

The IEB also called attention to long-standing convention policy (Continued on Page 4)



## The GUILD REPORTER

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# Guild, 8 others, strike N.Y. News

## Paper publishes, using trained replacements

New York—The New York Guild unit at the New York Daily News joined members of eight other unions in striking the Tribune Co. paper the afternoon of Oct. 26, a strike all the unions had sought to avoid throughout the seven months since their contracts with the News expired.

The paper, which has been demanding that each of the unions agree to sweeping concessions, continued to publish. It was using strikebreakers recruited and trained as long ago as March and April, its own management personnel and editors and others from Tribune Co. dailies in other cities.

Guild Chairperson Peter E. McLaughlin, a News reporter, said from the picket line that the struck paper "is only a shell, a poor imitation of the Daily News. The men and women on this line who create the real News would be ashamed to put their names on any part of it."

The unions continued to say they are ready to make concessions, but not those that would give the company total, unilateral control of virtually all working conditions and job security.

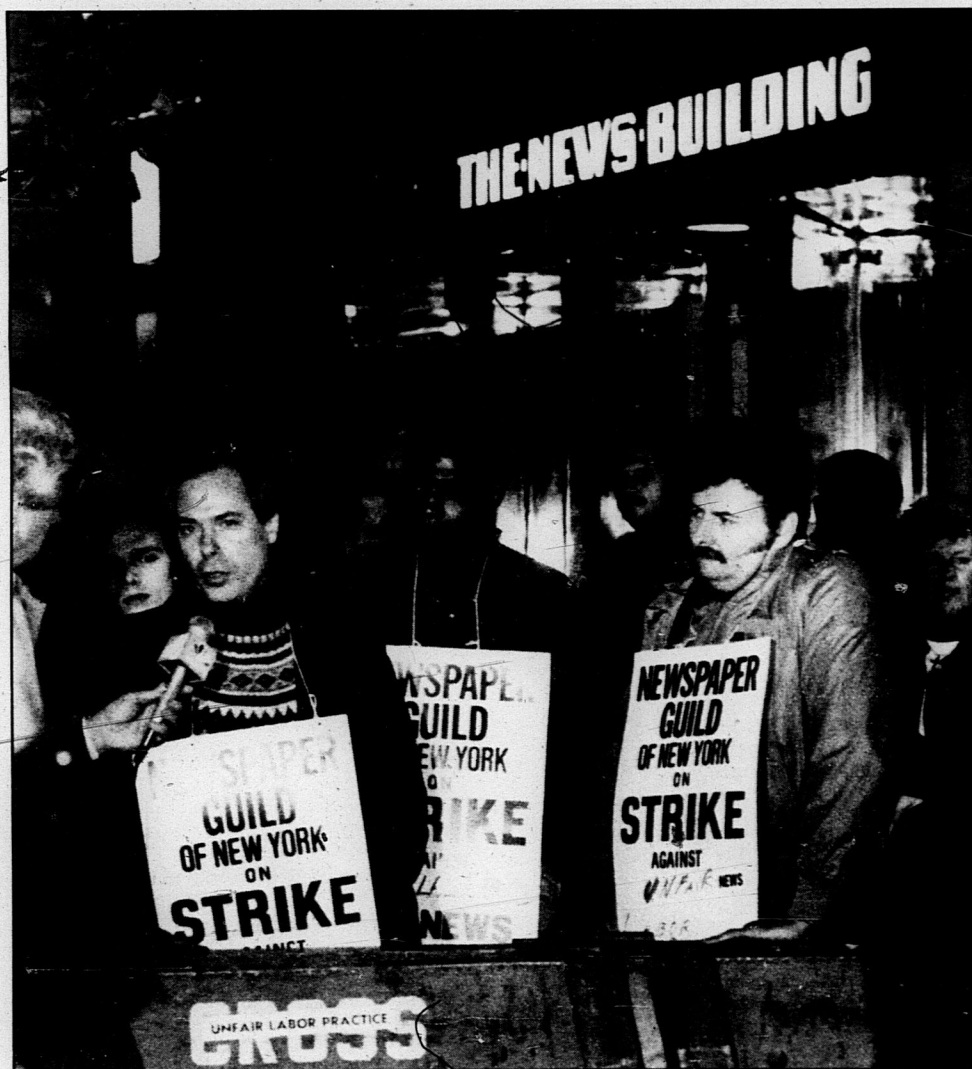
The Guild, which represents some 800 News employees, joined the strike after honoring picket lines put up by the other unions less than 24 hours earlier, after the company rejected efforts by the unions' joint council to resolve a dispute that had erupted in the early hours of Oct. 25 at the News's plant in Brooklyn.

Guild leaders said that even before the Guild joined the strike, a management official had told them the company considered the Guild to have gone on strike by honoring the other unions' picket lines and that the paper had begun to bring in replacements.

Later, however, company representatives reportedly issued a general invitation for members of the striking unions to cross the picket lines, promising prestrike terms and conditions. The invitation was seen aimed particularly at Guild members in the news, advertising and circulation departments.

The strike and the incidents that precipitated it came the week after bargaining tactics the News and co-owned New York TV station WPIX have been using with the Guild took it on the chin from both the U.S. Supreme Court and the National Labor Relations Board.

The Brooklyn incidents, which saw several delivery trucks burned and several dozen others disabled, was touched off by a foreman suspending a member of the drivers' union for refusing to stand while (Continued on Page 2)



STRIKING GUILD MEMBERS PATROL ENTRANCE TO N.Y. NEWS'S DOWNTOWN OFFICES  
Guild joined strike by eight other unions after less than a day honoring their picket lines.

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# Ottawa pact ups rates by 12%, expands equity

Ottawa — Ottawa Guild members have ratified a new two-year contract with Southam's Ottawa Citizen that raises pay rates by at least 6 percent in each of its two years and completes, expands and incorporates into its rate structure increases bargained 10 months earlier under Ontario's pay-equity law.

Voted up by more than 8-1 on Oct. 14, the eve of the Citizen Guild unit's being in a legal posi-

tion to strike, the pact raises the key top minimum rate for reporters and city circulation district supervisors by a total of \$105.18, to \$956.19 a week, by \$51.06, to \$902.07, retroactive to July 21. Photographers, artists and librarians are in the same pay classification.

The settlement also provides "excellent maternity-leave improvements" as well as significantly better pay and benefits for

part-time employees, and improves vacation entitlements, vision care and job security, reported Sharlan Clark, the Guild's administrative officer and chief bargainer.

Absent are any signs of company pay-increase proposals that Clark had described as "right out of the 'Twilight Zone,'" and which had led the unit's membership in mid-August to authorize the Guild to call a strike. These had included a demand that employees pay back

half the amount that contract raises might fall short of increases in the cost-of-living index. [Guild Reporter, Sept. 14.]

Also absent are company demands that would have restricted eligibility for premium pay for work on holidays. "There's double-time for all holiday work," Clark said.

Clark said the settlement was reached in talks that resumed at (Continued on Page 4)



# Guild joins other unions in striking N.Y. Daily News

(Continued from Page 1)  
monitoring a paper conveyor and by uniformed guards ejecting a union business agent when he sought to intervene.

The driver said his doctor had ordered him to stay off his feet as part of the treatment for torn knee cartilage suffered on the job.

Leaders of the Newspaper & Mail Deliverers Union said that some 30 of its members who followed the business agent and the guards out of the plant gate were barred when they sought to return to their jobs. Company representatives insisted they had struck. The union insisted they had not.

Within an hour — some accounts put it at 15 minutes — a bus bearing Pennsylvania license plates and carrying 60 replacements pulled up to the gate, touching off a general melee.

Leaders of all 10 unions in the Allied Printing Trades Council met throughout the daylight hours of the morning, and that afternoon a three-person delegation, including Deliverers President Michael J. Alvino and Council President George E. McDonald of the Mailers Union, met with Edward Gold, the paper's labor relations director. They told him that none of the unions was on strike and proposed settling the dispute over the Brooklyn incidents through arbitration, with the drivers returning to work. The proposal was rejected.

That night when the drivers sought to return to work at the Brooklyn plant, they were told that 60 of their number had been replaced and the Deliverers Union struck, declaring the action to be over unfair labor practices, which would prevent strikers being per-

manently replaced.

The Pressmen's and Mailers Unions also struck almost immediately and by dawn Oct. 25 had been joined by all but the Guild and the Typographical Union. Guild members at that point honored the other eight unions' picket lines. The Typographical Union had let it be known for months that its 200 members would work during another union's strike in order to not jeopardize their lifetime job guarantees.

The Guild became one of the striking unions the next afternoon in response to strong sentiments expressed by many of its News members for doing so during a meeting of 400-450 of them. The News membership in March voted leaders authority to call a strike, just before the contract expired.

One member compared the News's demands and treatment of employees since the contract expired in March to trying to "do business with Hitler."

Another said that not striking would "betray everything in which I believe."

Still another said the News was trying to rob employees of their dignity. Pointing out he has "two kids and two mortgages," he said he is "prepared to lose everything to preserve my dignity."

New York Guild President Barry Lipton told the group that their "only hope is to stay together," pledging that the Guild will "continue to pursue a contract" that will preserve employees' honor.

The first of the prestrike setbacks to the legality of the bargaining tactics of the Tribune Co. at its two New York properties came Oct. 15 in Washington.

That's when the Supreme Court dismissed without comment an appeal by WPIX from rulings by a lower court and the NLRB that will mean some \$500,000 in back pay for dozens of current and former employees of the TV station.

The U.S. Court of Appeals in Manhattan in June ruled that "substantial evidence" supported NLRB determinations that the Tribune Co. station broke federal

law when it declared impasse in contract talks with the Guild 3½ years ago and began withholding experience-based, step-up raises from Guild-covered employees.

The Guild represents the station's news employees. The Supreme Court acted just a month after WPIX filed its appeal, contending that its actions should be given legal approval because, it claimed, the Guild had prolonged bargaining.

Following the high-court action, the Tribune Co. said that it will resume talks with the Guild for a contract that is "acceptable to both parties" and, in the interim, will again observe the old contract's terms and conditions.

A Guild representative pointed out, however, that the company recently replaced its union relations counsel with a member of the law firm that has been responsible for the bargaining positions and tactics of the Daily News, King & Ballou of Nashville, Tenn.

On Oct. 19, the NLRB's re-

gional office dismissed charges by the Daily News that the Guild broke the law by trying to enforce an agreement made in 1987 to settle a nine-year dispute over which employees are, and which are not, covered by the Guild contract.

That agreement bound the union and the company not to raise the issue again on those jobs before the NLRB and to settle any disputes through arbitration.

At the outset of the current talks, the News demanded that more than 170 employees be excluded from Guild coverage, many of them covered by the 1987 agreement, the Guild said. When the Guild moved to arbitrate, the company filed the NLRB charge.

In dismissing the charge, the NLRB's acting regional director said that far from being illegal, the 1987 agreement "would appear to be consistent with one purpose of the [National Labor Relations] Act, which is to promote stable bargaining relationships."

It was the second time within

four months that the NLRB found charges by the News against the Guild groundless. In dismissing earlier allegations in June, the regional office pointed out that the Guild told management where in the News's own files it could find copies of old Guild-News agreements the company accused the union of failing to provide.

A few weeks before the Supreme Court's WPIX action, an NLRB law judge found the Tribune Co.'s flagship, the Chicago Tribune, guilty of several unfair practices for refusing to sign and implement a contract reached with the Chicago Mailers Union in 1987, two years after its members were replaced with strikebreakers.

Besides ordering the daily to sign and honor the contract, the law judge said the Tribune has to rehire the CWA-Mailers as vacancies occur in their old or equivalent jobs and make them whole for lost wages and benefits. The back pay order could cost the company \$10 million, union leaders estimated.



GINO DONATO/Northern Ontario Guild

**'HEY, MOE,' SUDBURY UNION TRIO SINGS, 'WE WANT SOME DOUGH'**  
"Moe" is the Thomson daily's publisher and general manager, Maurice H. Switz.  
Singers are Guild members Brian Fletcher, Peter Desilets and Tim Teale.

## Top dues bracket raised to \$1,245

Silver Spring, Md. — Guild members who are paid \$1,200 or more a week and who belong to locals with dues schedules that equal or approximate TNG's Minimum Dues Schedule were to begin paying higher dues Oct. 1 when the top Minimum-Dues bracket was raised by \$50, to \$1,245, from \$1,195.

The upper range of the Minimum Dues Schedule is extended automatically by \$50 each Oct. 1, in \$5 brackets, under a provision in TNG's Constitution, John C. Edgington, TNG secretary-treasurer, reminded locals in a Sept. 25 letter.

This year's extension of the Minimum Dues table in TNG's Constitution adds the following brackets and amounts, with the Minimum Dues Schedule listed in the middle column:

| Regular weekly compensation | Monthly reduced dues | Monthly regular dues |
|-----------------------------|----------------------|----------------------|
| \$1,200 to \$1,204.99       | \$72.15              | \$108.65             |
| 1,205 to 1,209.99           | 72.45                | 109.10               |
| 1,210 to 1,214.99           | 72.75                | 109.55               |
| 1,215 to 1,219.99           | 73.05                | 110.00               |
| 1,220 to 1,224.99           | 73.35                | 110.45               |
| 1,225 to 1,229.99           | 73.65                | 110.90               |
| 1,230 to 1,234.99           | 73.95                | 111.35               |
| 1,235 to 1,239.99           | 74.25                | 111.80               |
| 1,240 to 1,244.99           | 74.55                | 112.25               |
| 1,245 and over              | 74.85                | 112.70               |

Reduced dues have been in effect since March of 1986 when the liquid assets of TNG's Defense Fund passed the \$6-million mark. Regular dues would be triggered if those assets were to fall below \$4.5 million.

The increases, where effective, go entirely into locals' treasuries, and have no effect on locals' monthly per-capita payments to TNG, Edgington pointed out.

## Sudbury Star locks out Guild, other unions

Sudbury, Ont. — The Thomson chain's Sudbury Star remained closed and members of the Northern Ontario Guild and two other unions who were ordered from the paper's premises Oct. 11 settled into a daily routine of picketing as their lockout moved through its second week.

There was no evidence there might soon be a settlement of the dispute between the 28,000-circulation Thomson-chain daily and the Joint Council of Newspaper Unions, which conducts joint bargaining for the three unions. Their contracts expired Aug. 31.

Main points of disagreement are the publisher's proposals for general wage increases of only 5 percent for all three unions' memberships, Guild President Donald MacDonald reported.

A particular sticking point with the Guild, the only union with members in female-dominated jobs, also is the company's insistence on trying to resolve legally mandated pay-equity increases for female-dominated positions as part of the contract talks.

MacDonald and TNG Canadian

Director John Bryant, who was assisting the local, pointed out that Ontario's tough pay-equity law requires formal evaluations of the jobs, which have not yet been done. The paper, however, wants the unions to agree that setting aside 1 percent of payroll will fulfill its obligations.

"We don't know yet how much we might need for pay equity," Bryant said.

"These are separate issues and there are separate processes for dealing with them," MacDonald said.

The other two unions, meantime, were particularly distressed at the paper's proposals on pensions, technological change and staffing for a possible new Sunday paper.

The unions' members — some 40 in the Guild in the accounting, circulation and editorial departments, and about 20 in the Graphic Communications Pressmen's and the CWA-Media Workers printers' unions — were ordered from the Star's plant about 10 minutes into stop-work meetings called to discuss the bargaining situation.

Similar in-plant meetings had been held the day before. The day after, leaders of the three unions received lockout notices.

After ordering the employees out of the plant Oct. 11, the publisher, Maurice H. Switz, denied to a television reporter that they were locked out. When a Star reporter responded by attempting to return to work, his entry was barred by a guard, Bryant reported.

The parties met with a provincial mediator Oct. 15, but there was no progress. The mediator, in fact, "may have made things worse," MacDonald said, by presenting a union proposal to company representatives as a final position. "It wasn't."

Guild pickets, meanwhile, set their positions to music and serenaded the publisher with their handiwork as he arrived at the Star (to the tune of "Hey, Jude"):

"Hey, Moe, we want some dough.

Take our contract and make it better.

Remember to let us into the Star so we can start to make it better."

The lockout is the fifth "disruption" at the Star since 1973, MacDonald noted. Most recent previous was a 7½-month lockout in 1984.

Publication was suspended throughout.

Early this year, Thomson started a weekly Sudbury edition of a shopper, the "Pennypincher," printed at another chain property in Elliot Lake, 100 miles away. The company has said it plans to increase its frequency to twice a week.

The unions will launch a boycott of advertisers if that occurs, MacDonald said, and are exploring establishing a competing publication of their own.

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, Nov. 16.) \$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.



# Loans from Anti-Discrimination Fund set to fight Glens Falls sex-harassment case

Silver Spring, Md. — TNG's Int'l Executive Board has approved loans of up to \$67,936 to the Albany Guild to help the local defray legal costs in a major sexual-harassment case involving a former employee of the Glens Falls Post-Star.

Money for the loans will come from TNG's Anti-Discrimination Fund, the first time the fund has been tapped since its creation in mid-1987.

The victim in the case, a female mailroom worker, allegedly was sexually assaulted or harassed by a male supervisor on at least four occasions during a year-long period beginning shortly after she was hired in mid-1987.

An immediate loan of \$37,936 was approved to pay outstanding legal bills. In addition, the board authorized \$30,000 to cover trial expenses for a major lawsuit being pursued in U.S. District Court by the victim and the Albany Guild.

In the suit, the union claims Post-Star management breached anti-discrimination provisions of its contract with the Guild by condoning the supervisor's actions and failing to protect the female employee.

The victim claims the supervisor's actions and management's lack of intervention violated Title VII of the Civil Rights Act of 1964 and the New York State Human Rights Law. She is seeking \$4 million in compensatory damages for "pain and suffering."

In one incident in a warehouse July 30, 1987, the supervisor allegedly grabbed the victim's hair, tried to kiss her, twisted her arms behind her back, lifted her blouse, pulled off her bra and put his mouth on her breast. The supervisor later was convicted of misdemeanor sexual abuse and was fined.

On Oct. 28, 1987, the supervisor drove a forklift up to the victim's car, raised it several inches off the ground, then dropped it — while she and a companion were seated in it. The following day the supervisor berated the employee for her work and ordered her to leave the job.

In the final incident in June 1988, the supervisor disabled a safety switch on a machine while her hand was on the machine. He was fired after that incident.

The female employee subsequently suffered a hand injury, and was laid off from her job. After being recalled, she did not return because of the injury and was discharged, an action the Guild challenged in an unfair-labor-practice charge filed with the National Labor Relations Board.

TNG's loans are conditional on receipt of a written agreement from the victim that the Guild will receive any legal fees awarded by the court. The local has agreed to repay the loans at the rate of \$1,000 per month.

Albany Guild President Kenneth Crowe explained the local's financial predicament to the IEB on the second day of its fall meeting here Oct. 22-24.

The total legal bill for the case, an estimated \$170,000, "will equal the cost of our entire operation for three years," he said.

Thus far, the bill amounts to \$137,307, for which the local has assumed complete responsibility. Earlier, TNG assisted the local with a \$48,500 loan and a \$12,500 grant.

At one point, Albany Guild leaders offered to settle the case through arbitration, Crowe said. The local's contract with the Post-Star, however, does not require arbitration of disputes, and management refused the union's offer.

TNG's Anti-Discrimination Fund, which had a balance of \$52,130 on March 31, was established by the IEB to help remedy discrimination in Guild-covered workplaces. (Because of the repayment schedule, the Albany loans are not expected to exhaust the fund.)

Under guidelines adopted in April 1988, TNG will consider a loan to a local if a case "has been substantially developed statistically, includes individual complainants onto the charge and is expected to have Guild-wide impact."

Although the IEB was unanimous in approving the loans, TNG Vice President Larry Hatfield of Northern California had some reservations. "For the record, this is

stretching the limits of what this fund was created for," he said.

TNG Secretary-Treasurer John C. Edgington said that by assisting in the case "TNG will send a signal that we don't turn and run from fighting discrimination of this type."

TNG Vice President Carol D. Rothman of Philadelphia called it a "high-visibility case" that many members have been closely watching.

Initial money for the Anti-Discrimination Fund came from repayment of a \$45,000 TNG loan to the New York Guild to assist members in a race-discrimination suit against the New York Daily News, in which employees won \$3.1 million in 1987.

## Detroit elections delayed again as NLRB struggles with ballot

Washington — For the second time, the National Labor Relations Board here has postponed a pair of secret ballot elections on representation by the Detroit Guild for some 475 employees of the joint publishing arm of Gannett's Detroit News and Knight-Ridder's Detroit Free Press.

The board postponed the first elections on Sept. 12, the day before they were to be held, in response to a request from the Detroit Newspaper Agency.

On Sept. 21 the board ordered that a "no union" choice be added to the ballot in one of the elections — among some 130 inside circulation employees — in addition to the Guild and a Teamsters local. Both votes were rescheduled for Oct. 18.

On Oct. 11, however, the NLRB stopped the election process again, this time, it said, because in lifting its stay of the first elections it did not notice that the Teamsters also were a choice for employees on the ballot for the second group of employees, some 345 in advertising, marketing, finance, computer information and publishing systems.

The Teamsters are seeking separate bargaining rights for each of the groups while the Guild seeks to merge them into a single unit for bargaining purposes.

The smaller group currently is represented by the Teamsters under a voluntary recognition agreement between that union and the company.

The board generally does not permit a union to seek both an overall unit and a separate portion

## 50th Broun-prize deadline is Jan. 8

Silver Spring, Md.—The deadline for submitting entries for TNG's annual Heywood Broun Award competition for journalistic achievement is Jan. 8.

The 1990 award — the 50th year of the competition — carries a \$2,000 prize, double that of past years. It will be given for work done or completed in 1990.

The award will be presented at special 50th anniversary ceremonies in April during the spring meeting of TNG's Int'l Executive Board.

The award recognizes individual journalistic achievement "in the spirit of Heywood Broun," the Guild's founding president, known for his concern for the underdog and the underprivileged.

of the unit," making the Teamsters' presence on both ballots apparently "inconsistent with the Teamsters' expressed desire to represent" the smaller group separately, the board said.

It asked the Teamsters, the Guild and the company to "show cause, in writing ... on or before Oct. 25 ... why the board should not remove the Teamsters from the ballot" in the larger group. It gave no indication when it might decide.

The Guild represented employees in most of the departments involved in both elections at the Free Press before the dailies merged their non-editorial operations in late November 1989.

The Guild petitioned the NLRB last December for an election among the joint publishing company's advertising, business office, inside circulation and maintenance employees — as it had nearly 16 months earlier when it first appeared likely that the agency would begin functioning.

The Guild said the NLRB-supervised vote would enable the employees to "assure that as DNA employees they will continue to have the same rights and protections Guild contracts provided for 50 years" before the merger.

Under both postponed elections, if a majority of the smaller group of employees did not vote for the Teamsters, the ballots were to be pooled with those in the larger group.

Newspaper Agency maintenance employees voted by 70-18 for Guild representation on June 7.

## New 3-year contract set for UAW staffers

Detroit — The top-minimum pay rate for Guild-represented writers, editors and broadcast employees at the United Auto Workers headquarters rises by \$136.98, to \$1,062.96 a week for experienced staffers, under a new three-year agreement negotiated by the Detroit Guild.

The agreement, retroactive to June 1989, covers about 10 employees in the UAW's public relations and publications department, which produces the UAW's national publication, Solidarity, and other print and broadcast material.

## 'Free Terry' cards urged to Bush

Silver Spring, Md.—Top leaders of all U.S. Guild locals have been urged to encourage their locals' members to join in a postcard campaign calling on President Bush to step up efforts to secure the release of Associated Press newsmen Terry Anderson and five other hostages in Lebanon.

The campaign is being co-ordinated by the Journalists Committee to Free Terry Anderson. Pre-addressed cards bearing a two-sentence message and photos of Anderson and the other five hostages are available from the committee in lots of 250 for \$14, TNG President Charles Dale wrote Oct. 22.

Orders should be sent to Anne Zickl, P.O. Box 652, Batavia, N.Y. 14021.

Anderson, chief AP Mideast correspondent and a former member of the Wire Service Guild, was abducted on March 16, 1985, from a street in Beirut.

## Second TNG tenant's lease is signed



RAYMOND CROWELL/Washington-Baltimore Guild

TNG President Charles Dale and Sec'y-Treasurer John C. Edgington sign lease renting most of first floor of TNG headquarters building to National Foundation for Consumer Credit. Looking on are TNG Vice President David M. Mulcahy of New York, seated left, and TNG Office Manager Mary Aldrich, standing. Before ceremonial signing at opening session of

Int'l Executive Board's fall meeting, Dale told board that Aldrich did "the bulk of the work of finding and signing this tenant," the second for the building, which opened in January 1988 in suburban Washington's highly competitive office market. Rent from the two tenants will ease the burden the building has imposed on TNG's finances, Dale added.



# Referendum OK'd on convention; vote set for Feb. 14-19

(Continued from Page 1)

banning the raising of new charges in letters to the editor of the Guild Reporter in the issue preceding distribution of ballots and subsequent issues preceding voting.

The IERC will meet at TNG headquarters Jan. 30 to distribute ballots and other referendum materials, and to certify voter eligibility lists, meaning that the new-charges ban applies to the Jan. 25 issue, the last scheduled before voting starts Feb. 14.

Eligible to vote in the referendum will be members in the United States, Canada and Puerto Rico who are in good standing (i.e. current in their financial obligations to the union) as of Nov. 1, Dec. 1 or Jan. 1, as determined by remittances from locals received by TNG by Jan. 15.

Members will vote "yes" or "no" on the same question that was rejected by delegates to TNG's 1990 Convention, in New York in late June: whether to amend the union's constitution to mandate that conventions be held "biennially in odd-numbered years effective in 1993." Delegates also rejected submitting the question to referendum.

Under TNG's Constitution, the union's conventions, which have been held annually since 1933, are "the supreme authority of TNG, except as the membership overrides an act of the convention by subsequent referendum."

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

The Victoria Guild's motion, adopted by its membership in July, was open for seconds through Oct. 6. The 17 locals that did so were:

Bakersfield (Calif.), Chicago, Cleveland, Denver, Detroit, Great Falls (Mont.), Indianapolis, Kenosha (Wis.), Lake Superior (Duluth, Minn.), Memphis, Montreal, Northern California, Pacific Northwest, Pittsburgh, San Jose, Scranton and Washington-Baltimore.

Locals' election committees are to count the ballots cast by their members Feb. 20-21 and mail their returns to the IERC no later than Feb. 23. It will meet March 7 to tabulate returns and certify the result.

The IEB's referendum order is effective Dec. 1 rather than the date the board acted. This was done, TNG Secy-Treasurer John C. Edgington explained, to avoid overlapping the referendum and its

## Computer unit votes 'no'

**Ottawa**—The Ottawa Guild has been decertified as the union representing the 10 employees in the Ottawa Citizen's computer information services department, the Ontario Labor Relations Board has notified the Guild local.

Notification followed a 1-7 vote by the employees Aug. 23 to discontinue Guild representation.

attendant procedures with the year-end holidays, as would have been the case under the referendum timetable in TNG's Constitution if the order were effective when adopted. The Dec. 1 effective date seeks to assure "the fullest possible participation" by the membership, he said.

The proposal that the IEB support annual conventions was moved by Vice President David M. Mulcahy of New York. It was deferred on a motion by Edgington.

Last April the board voted 8-6 in favor of switching to biennial conventions.

## Members ratify first contract in Courtenay

**Courtenay, B.C.** — Guild members at two Thomson-owned community papers on Vancouver Island have ratified a first contract that provides "substantial" wage increases for most employees, sets minimum-pay rates and guarantees new benefits and protections for workers.

The three-year agreement covers 28 employees in the advertising, business, circulation and editorial departments of the twice-weekly Comox District Free Press and the weekly free-distribution North Island News.

Employees voted for representation by the Victoria-Vancouver Island Guild in February, becoming the local's first new bargaining unit in more than 40 years. (The Victoria Guild added Vancouver Island to its name after the new group joined the local.)

The top minimum for reporters, photographers, reporter-photographers and reporter-copy editors with five years' experience was set at \$480 per week. That goes to \$504.38 next year and to \$535.50 in 1992.

Editorial staffers can advance to a "merit-pay top minimum" of \$506.25 this year, \$534.38 next



Courtenay-Comox Valley Record

MESSAGES 'BLOSSOM' IN PARKING LOT OF COURTENAY, B.C., PAPERS  
High jinks preceded Guild-Thomson papers' agreement on first contract for 28 employees.

year and \$566.63 in 1992.

Top minimum for outside salespersons was set at \$506.25. That goes to \$525 next year, then to \$555 in 1992. The merit-pay "top" is \$534.38 this year, \$558.75 next year and \$586.88 in 1992.

Top minimum for clerks was set at \$393.38 this year, then goes to \$418.88 next year, and to \$453.75 in the final year.

"Nearly all employees received immediate raises, and the average increases are quite substantial over three years," reported Joe Ravick, local president and leader of the four-person Guild bargaining team. "Wages had been all over the board, and that is one of the reasons they sought a union contract."

Ravick said the new unit showed a strong sense of solidarity throughout the talks, first voting to authorize a strike and then sending a petition signed by 25 members to top-level Thomson management demanding a fair contract.

"They endured lower wages for years, and they were adamant they would not continue to be treated as second-class citizens," said

Ravick, who had assisted employees in their organizing drive earlier this year.

He explained that employees were seeking parity with Communications Workers-represented employees at another Thomson paper on the island. "The members were really hot about that issue," Ravick said.

The petition, sent to Thomson executives in Toronto, disputed management's claim that it was "the Guild, not the employees," that wanted a contract, Ravick said. "They were very clear in their demand for a contract."

Tentative agreement was reached in a 20-hour marathon session that ended about 5:30 a.m. Oct. 12. A week later, members approved the agreement by a 2-1 margin, Ravick said.

"Practically every major issue was settled in the final hours, including a merit-pay plan with very specific protections to eliminate any possibility of abuse," he noted. "Wages, benefits, vacation, grievance procedure, other protections, union shop — they all were settled in the final session."

Ravick said it took "a few tantrums" to get protections in the

merit-pay plan. They include requirements for evaluations "based on job performance, not on personal characteristics," and for supervisors to tell employees "how to reach the top" of the merit scale, which is spelled out in the agreement.

Other new contract benefits or protections for employees include:

- Three days leave for a death or severe illness in an employee's immediate family.

- Seniority rights in the event of layoffs and a one-year rehiring list.

- Two weeks vacation after one year; three weeks after two years; four weeks after 10 years. Ten paid holidays.

- A professional-standards clause protecting reporters' right not to have bylines used over their protest and their right to engage in any off-duty activity not in commercial competition with the employer.

- Grievance procedure that allows disputes to go to arbitration.

- Free parking for employees.

The 10,000-circulation Free Press and 31,000-circulation News circulate on northern Vancouver Island.

## Ottawa pact ups rates by 12%, expands equity

(Continued from Page 1)

the company's request after the Guild and the Graphic Communications Union local that represents Citizen press operators, with the support of area labor councils, began preparing to launch an advertising boycott of the paper.

The Guild continues to support the press operators' quest for an equitable new pact, Clark said, pointing out that the boycott preparations remain in place. She joined press operators' bargainers in intensive talks with the company the fourth week of October.

The maternity leave improvements include guarantees of pay for four weeks and the right to return to the same or comparable jobs with full credit for the time of the leaves for purposes of pay and benefits.

A guarantee of at least one day per year of paid leave for family emergencies also is added.

Eligibility for sickness, accident, life and dental insurance is extended to all parttime employees, and all benefits — sick leave, severance pay, insurances — are

extended for the first time to temporary employees replacing regulars while they are on leaves of absence.

Employees are guaranteed the right to Guild representation at "any discussion" with a supervisor that might result in a reprimand or suspension. The right had been restricted to discharge situations under the previous contract.

Service time for annual vacations is reduced to six years for four weeks, 14 years for five weeks and 24 years for six weeks.

Night differential is increased by \$1, to \$11 per work shift, which comes to \$55 for a full week of night shifts.

Other increases in top or flat weekly minimum pay rates include:

- Country circulation district supervisors — Up by \$106.67, in increments of \$51.78 and \$54.89, to \$969.73 next July 21.

- Maintenance persons — Up by \$70.35, in increments of \$34.15 and \$36.20, to \$639.51 next year.

- Fleet service persons — Up

by \$84.84, in increments of \$45.90 and \$38.94, to \$687.99 next year.

- Asst. news editor, chief parliamentary writer, editorial cartoonist and others in the contract's highest pay classification — Up by a total of \$118.14, to \$1,073.90 next July; up by \$57.35, to \$1,131.11, retroactive to July 21.

- Copy editors and district editors — Up by a total of \$110.34, to \$1,003.06, with \$53.56 retroactive, to \$946.28.

Employees covered by last December's pay-equity settlement — some 65 in female-dominated jobs, mostly in inside circulation and the business office — plus others upgraded in these talks, receive an extra, equity increase this Jan. 1, in addition to the regular increases effective last and next July 21. Those covered in last December's agreement received half their equity increases last January.

Among the latter, inside circulation customer service representatives have their top minimum raised a total of \$96.76, to \$656.87, under the new contract:

\$35.08 retroactively, \$24.50 Jan. 1, and \$37.18 next July 21.

In the business office, 13 pay classifications were combined into just seven in last December's equity agreement.

Results, combining last January's equity raises with those under the new contract, include:

- Collection clerks' top minimum goes up by a total of \$197.80 a week, to \$786.40 next July 21. The increase this Jan. 1 is \$55.65 and that on July 21 is \$44.51.

- The top minimum for clerk cashiers, asst. collection clerks and clerks — formerly separate classifications — goes to \$656.88 next July 31 after going to \$601.85 retroactively to last July and to \$619.70 on Jan. 1.

Among those given equity increases under the contract settlement, Clark said, are circulation dispatchers, mostly part-timers, who get an extra \$1-plus an hour, and the sports scoreboard editor, who gets an extra \$20 a week. The latest equity increases go to both male- and female-dominated positions, she said.



# Przybyszewski, Thibeault first to join IEB since '87

Silver Spring, Md. — After scoring impressive victories in Guild elections in September, Carol Przybyszewski of Erie and Tom Thibeault of Manchester have been seated as vice presidents on TNG's Int'l Executive Board, becoming the first new faces on the board since 1987.

Przybyszewski and Thibeault were sworn in by TNG Int'l Chairperson Peter E. McLaughlin at the opening of the IEB's fall meeting here Oct. 22-24, bringing the board to its full strength of 16 members.

The new members were elected for one year, to complete two-year terms originally won in 1989 by Robert C. Holt Jr. of St. Louis and David M. Rousseau of Manchester, who later resigned. The two positions, as well as the other 14 IEB seats, will be up for election again next year.

In their first attempts at international office, Przybyszewski, secretary-treasurer of the Erie Guild, and Thibeault, president of the Manchester Guild, both were elected by margins of more than 2-1, official returns showed.

TNG's Int'l Election & Referendum Committee tabulated returns from local election committees here Oct. 9 and certified Przybyszewski and Thibeault as the winners. [Official local-by-local results below.]

An unofficial count published Oct. 5 in the Guild Reporter showed the pair held wide leads and were the apparent winners.

Guild-wide balloting was conducted Sept. 20-25 in 65 locals across the United States, Canada and Puerto Rico. (Ballots were sent to 69 locals, but no returns were received from Albany, Chattanooga, Madison and Yakima.)

In the official tabulation, Przybyszewski outpolled Todd Cunningham, president of the Los Angeles Guild, 4,517 to 2,063, in the Guild-wide race for the at-large vice presidential vacancy.

Holt held the seat for more than 12 years until he quit last January following a dispute with St. Louis leadership.

Przybyszewski was victorious in 48 locals, including seven of the eight Pennsylvania locals. Cunningham won in 17, including four of the five California locals.

In the other race, Thibeault bested Andy Duehring, vice president of the Providence Guild, 1,189 to 420, to win the Region 1 vice presidential seat vacated by Rousseau last November.

Rousseau resigned after accepting a union-exempt position at the Manchester Union Leader.

Thibeault won in 16 of the 20 locals with eligible voters in Region 1, which includes most of the U.S. northeast.

A total of 6,942 members cast ballots, just over 24 percent of the 28,896 eligible. The turnout rate was about 10 percent lower than the 33.6 percent in 1987, the last time there were Guild-wide races for IEB positions.

Also in 1987, Vice Presidents Luther P. Jackson, 3rd, of Detroit and Richard J. Brandow of New York became the IEB's newest members until Przybyszewski and Thibeault were elected.

During her campaign, Przybyszewski, 38, emphasized her "dedication, service and commitment" for the past 18 years as an officer in the Erie Guild, as well as six years as secretary of the Great Lakes District Council.

She works as an advertising "telemarketer" person for the Erie Times and News.

Upon being seated on the IEB, she was appointed to its Organizing, Guild Reporter and Education Committees.

Thibeault, also 38, a darkroom technician at the Manchester Union-Leader, stressed his work during eight years as an officer of the Manchester local, promising "proven leadership" and "a professional approach" if elected.



RAYMOND CROWELL/Washington-Baltimore Guild

## TNG'S TWO NEWLY ELECTED VICE PRESIDENTS TAKE OATHS OF OFFICE OCT. 22

Carol Przybyszewski of Erie, right, and Thomas J. Thibeault of Manchester, center, are sworn in by TNG Int'l Chairperson Peter E. McLaughlin at outset of Int'l Executive Board meeting.

He was named to the IEB's Collective Bargaining, Guild Reporter and Research and Information Committees.

The other 14 seats on the IEB were filled either by acclamation at TNG's 1989 Convention or during voting later that fall.

The full board now includes: Charles Dale, TNG president; John C. Edgington, secretary-treasurer; and Peter E. McLaughlin (New York) international chairperson.

Also, Larry D. Hatfield (Northern California), Faye McCracken (Memphis), Lee C. Clifford (Canadian Wire Service), Doug M. Louth (Vancouver-New Westminster), Jackson, Brandow and Thibeault, all regional vice presidents.

Also, David M. Mulcahy (New York), Carol M. Rothman (Philadelphia), Marie A. Shellock (Youngstown), Gene Turner (Stockton), Stanley J. Souza (Hawaii) and Przybyszewski, all vice presidents at large.

During its Oct. 9 meeting, the IERC also recommended a new rule for future TNG elections and referendums requiring that "protests and supporting documentation" regarding voter eligibility be received at TNG headquarters three days before the beginning of the official voting period.

The IEB later approved the proposed rule and recommended that it be added to TNG's Constitution.

The IERC also decided to consider, probably at its next meeting Jan. 30, a proposal to incorporate into TNG's election rules the provisions of a U.S. law prohibiting use of union funds to campaign for one candidate over another in union elections. TNG's rules apply to all locals, including those in Canada.

The motion to consider such a rule was made by IERC member Howard Burkhart of Toledo after committee members expressed "legal concern" that use of Southern Ontario Guild stationary in campaign efforts on behalf of Cun-

ningham could have been in violation of the U.S. Landrum-Griffin Act of 1959.

Elections for officers of U.S.-based unions are subject to the Landrum-Griffin law, and a violation could be grounds for overturning an election.

Following its Aug. 10 meeting to adopt rules for the September vote, the IERC notified SONG leaders of its concern that the law be followed and that the election not be jeopardized.

Two items in a subsequent issue of the local's publication, S.O.N.G. Sheet, discussed election issues. One was an article by a local member labeled "Opinion" and favoring Cunningham's candidacy. The other was a column by Gail Lem, president of the local, who wrote that Cunningham was the only candidate "who displayed any understanding of Canadian issues."

The IERC made no claim that any action on behalf of any candidate violated the law.

## Official local-by-local results in voting for IEB seats

| Local                 | Eligible Voters | At-Large VP   |            | Region 1 VP |          | Local                     | Eligible Voters | At-Large VP   |            | Region 1 VP |          |
|-----------------------|-----------------|---------------|------------|-------------|----------|---------------------------|-----------------|---------------|------------|-------------|----------|
|                       |                 | Przybyszewski | Cunningham | Thibeault   | Duehring |                           |                 | Przybyszewski | Cunningham | Thibeault   | Duehring |
| Akron                 | 132             | 20            | 24         | —           | —        | Montreal                  | 501             | 232           | 8          | —           | —        |
| Bakersfield           | 51              | 5             | 11         | —           | —        | New York                  | 4,216           | 329           | 197        | —           | —        |
| Battle Creek          | 18              | 13            | 0          | —           | —        | Northern California       | 1,978           | 199           | 205        | —           | —        |
| Boston                | 440             | 161           | 35         | 163         | 33       | Northern Ontario          | 33              | 5             | 20         | —           | —        |
| Bristol               | 16              | 11            | 0          | —           | —        | Ottawa                    | 476             | 10            | 56         | —           | —        |
| Brockton              | 141             | 72            | 8          | 61          | 18       | Pacific Northwest         | 1,049           | 105           | 51         | —           | —        |
| Buffalo               | 386             | 32            | 18         | 36          | 14       | Pawtucket                 | 38              | 34            | 0          | 32          | 2        |
| Canadian Wire Service | 991             | 269           | 54         | —           | —        | Peoria                    | 92              | 3             | 21         | —           | —        |
| Chicago               | 501             | 80            | 14         | —           | —        | Philadelphia              | 1,566           | 168           | 149        | 210         | 90       |
| Cincinnati            | 85              | 8             | 19         | —           | —        | Pittsburgh                | 174             | 92            | 17         | 98          | 11       |
| Cleveland             | 469             | 117           | 35         | —           | —        | Portland                  | 379             | 52            | 21         | 61          | 16       |
| Denver                | 786             | 37            | 28         | —           | —        | Providence                | 456             | 91            | 45         | 21          | 156      |
| Detroit               | 748             | 83            | 14         | —           | —        | Pueblo                    | 68              | 5             | 7          | —           | —        |
| Erie                  | 158             | 130           | 7          | 124         | 5        | Puerto Rico               | 558             | 292           | 20         | —           | —        |
| Eugene                | 84              | 1             | 6          | —           | —        | St. Louis                 | 631             | 53            | 34         | —           | —        |
| Gary                  | 60              | 8             | 13         | —           | —        | Salem                     | 77              | 48            | 4          | 49          | 3        |
| Harrisburg            | 56              | 21            | 1          | 22          | 0        | San Antonio               | 49              | 12            | 0          | —           | —        |
| Hawaii                | 500             | 100           | 31         | —           | —        | San Diego                 | 457             | 28            | 74         | —           | —        |
| Hazleton              | 25              | 9             | 8          | 10          | 8        | San Jose                  | 975             | 140           | 52         | —           | —        |
| Hudson County         | 58              | 2             | 23         | 6           | 18       | Scranton                  | 82              | 38            | 4          | 38          | 4        |
| Indianapolis          | 48              | 23            | 8          | —           | —        | Sheboygan                 | 75              | 8             | 12         | —           | —        |
| Kenosha               | 49              | 7             | 4          | —           | —        | Sioux City                | 11              | 3             | 8          | —           | —        |
| Kingston              | 44              | 10            | 1          | 0           | 11       | Southern Ontario          | 2,476           | 97            | 164        | —           | —        |
| Knoxville             | 52              | 13            | 3          | —           | —        | Terre Haute               | 78              | 58            | 3          | —           | —        |
| Lake Superior         | 63              | 12            | 3          | —           | —        | Toledo                    | 376             | 45            | 17         | —           | —        |
| Lansing               | 39              | 23            | 0          | —           | —        | Twin Cities               | 902             | 181           | 130        | —           | —        |
| Lexington             | 14              | 6             | 2          | —           | —        | Utica                     | 4               | 3             | 0          | 2           | 0        |
| Los Angeles           | 361             | 14            | 108        | —           | —        | Vancouver-New Westminster | 1,307           | 162           | 125        | —           | —        |
| Lynn                  | 32              | 23            | 1          | 24          | 0        | Victoria                  | 211             | 80            | 15         | —           | —        |
| Manchester            | 160             | 97            | 18         | 110         | 8        | Washington-Baltimore      | 1,855           | 189           | 49         | —           | —        |
| Memphis               | 300             | 138           | 13         | —           | —        | Wilkes-Barre              | 125             | 115           | 7          | 116         | 6        |
|                       |                 |               |            |             |          | Windsor                   | 135             | 3             | 2          | —           | —        |
|                       |                 |               |            |             |          | York                      | 65              | 4             | 19         | 6           | 17       |
|                       |                 |               |            |             |          | Youngstown                | 158             | 87            | 15         | —           | —        |
| Totals                |                 | 28,896        | 4,517      | 2,063       | 1,189    | 420                       |                 |               |            |             |          |

No returns were received from Guild locals in Albany (N.Y.), Chattanooga (Tenn.), Madison (Wis.) and Yakima (Wash.).

No members were eligible to vote in the following Guild locals: Dayton (Ohio), Great Falls (Mont.), Hampton Roads (Norfolk, Va.), Lehigh Valley (Allentown, Pa.), Milwaukee, North Bay (Ontario), Peninsula (Newport News, Va.), Rochester (N.Y.), Woonsocket (R.I.), and the U.S. Wire Service Guild.



## Date set for study application

Silver Spring, Md.—Applications for TNG's 1990-91 Irving Leuchter Memorial Scholarship to the Harvard University Trade Union Program must be received by Dec. 7. TNG Education Director Phillip M. Kadis has announced.

Paid and unpaid local officers and staff as well as international officers and staff are eligible for the study grant to the 10-week course beginning in January.

The scholarship is administered by Harvard, where applicants' qualifications are evaluated and a recipient selected. This year's winner will be announced Dec. 14, Kadis said.

The scholarship provides \$7,000, plus travel expenses, toward the cost of tuition, room, board and books, although actual costs of the program may be closer to \$7,500.

The recipient or the recipient's local is responsible for additional expenses, including lost pay and benefits.

Canadian as well as U.S. applicants are eligible, although at a Canadian member's option arrangements may be made for the scholarship to be applied to a similar program in Canada.

Designed primarily for full-time union officers and administrative staff, the program includes course work related to the executive and administrative responsibilities of union officers.

Core courses include labor law, economic analysis, union administration, labor history, and arbitration and dispute resolution.

Elective seminars explore political action, affirmative action, new approaches to labor-management relations, public relations, new tactics for organizing, unions and technology, employee ownership.

### New seminar on RSI developed for councils

Silver Spring, Md.—TNG has developed a new seminar on the causes, effects and prevention of repetitive strain injury (RSI), the malady that has struck large numbers of Guild members and others in the newspaper industry.

The educational program was developed for the approaching fall-winter round of district council meetings and will be conducted by David J. Eisen, TNG director of research and information and its "in-house RSI expert," said a Sept. 17 letter to all locals and district councils.

Also available is a program on increasing member participation.

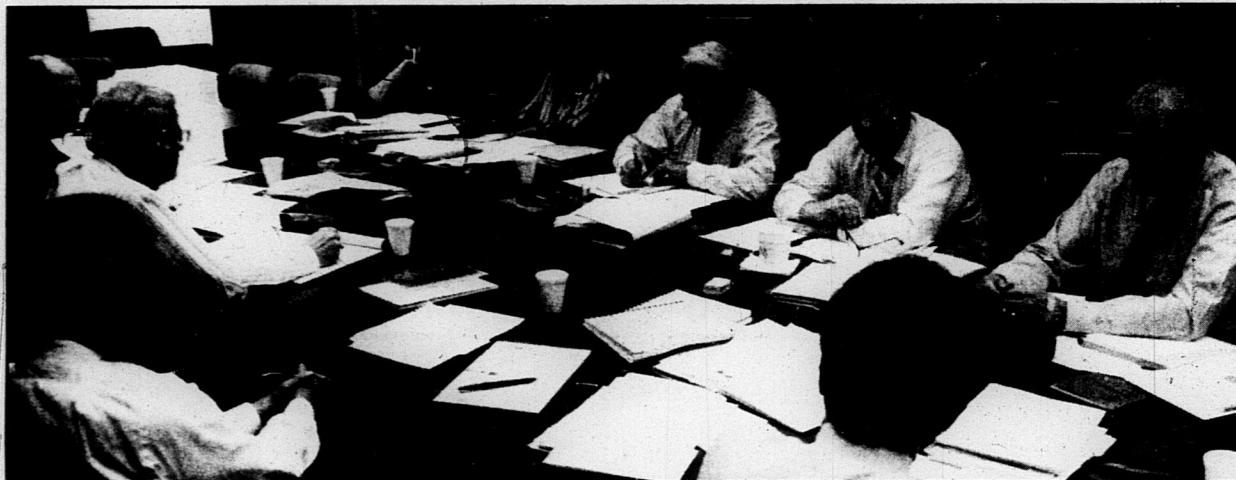
### New officers' seminar is Feb. 15-18

Silver Spring, Md.—TNG's 1990 residential seminar for new officers of Guild locals will be held Feb. 15-18, TNG Education Director Phillip M. Kadis has announced.

Like the previous nine, this year's seminar will fall over the Washington's Birthday holiday weekend and will be held at the George Meany Center for Labor Studies in suburban Washington, Kadis said in a report to TNG's Int'l Executive Board on Oct. 23.

The seminar is designed primarily for new officers of smaller Guild locals that do not have professional staff. TNG will subsidize, in part, costs of one participant from each such local.

Last year's training session attracted a record 56 participants from 33 locals across the United States and Canada.



### Kruse new trustee for Guild on board of pension fund

Roy Kruse, administrative officer of the Hawaii Guild, far-side right, participates in first meeting of TNG Int'l Pension Fund board since being named a trustee in late April by TNG's Int'l Executive Board. Trustees met at TNG on Oct. 10. Other Guild trustees, next to Kruse, are TNG Sec'y-Treasurer John C. Edgington and President Charles Dale. Management trustees are, near-side, left, James G. Bauman of the

Denver Post, David J. Willett of Associated Newspapers and, not pictured, William J. Dow of News America Publications. Also pictured are, far-side, Linda K. Foley of TNG's Contracts Committee and Helen L. Coleman, assistant to the trustees; near-side, Clifford Routh of Martin E. Segal Company, fund actuaries, and, back to camera, David S. Barr, fund counsel. Dale and Willett co-chair the trustees.

and the global economy.

The Guild scholarship was established as a memorial to Irving Leuchter, the union's longtime general counsel who died in 1971. It is financed by contributions from TNG and Guild locals.

Applications should be sent to: Elaine Bernard, Executive Director, Harvard University Trade Union Program, 17 Dunster Street, Suite 205, Cambridge, Mass. 02138.

### Vote decertifies Guild at Gannett's Stockton Record

Stockton, Calif.—A majority of the employees in four departments of the Gannett chain's Stockton Record have decertified the Northern California Guild as their union.

The National Labor Relations Board's Oct. 10 tally of ballots cast in the Sept. 26 election showed 49 voting for the Guild and 98 for no union. Three challenged ballots

were not counted. The count had been delayed to permit delivery of a ballot from Washington, D.C.

Employees in the advertising, circulation, editorial and maintenance departments of the paper and its predecessor had been represented by the Guild since 1938. They had been working without a contract, however, since mid-1987, as the Guild sought an equi-

table renewal pact.

"The company did a real number holding out the prospect of retroactive increases" if the Guild were voted out," said Larkie Gildersleeve, an administrative officer of the local. Management also "made a big deal" about giving raises in unorganized departments "without union interference," she added.

## IT SEEMS

## TO US

### Revamp annual sessions, New York staffer urges

NEW YORK, N.Y.

Editor:

It isn't a shift to biennial conventions that's needed; it's a revamping of annual conventions to make them more valuable and less costly.

Let's dump elaborate banquets and daily "entertainments" for delegates' families.

Let's expedite committee work and conduct more in-depth seminars for all delegates, on topics like: labor-law developments; compensation statutes; differences between Canadian and American labor law; Guild history; discrimination; representational obligations; processing grievances; the psychology of organizing; dealing with the media during negotiations and disputes. Let's invite delegations to suggest subjects, in advance of conventions. This ap-

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: Nov. 9.)

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.

proach might also replace some seminars held for smaller groups during the year, and save money.

Many delegates from "little locals" begged this summer's convention to retain annual meetings. One sister-said that conventions provide her small local's only certain, in-person contact with Guild professionals and with other locals with whom to compare experiences and get a morale boost.

She told us that conventions are her best instructor. "They remind us that we're not fighting alone," she said. "No matter the cost, even if my local can afford to send only one delegate, yearly conventions are essential and worth every penny."

They are, indeed. Let's make them worth even more.

DONA FOWLER  
Local representative  
New-York Guild

### Byline boycott not total, quoted member reports

SAN JOSE, CALIF.

Editor:

While the byline boycott at the San Jose Mercury News [Guild Reporter, Oct. 5] was a great success, as reported, it did not have "total participation" as I was

quoted as saying.

One Guild-member's byline did appear in a zoned local edition. An excluded columnist, the business editor, also wrote a bylined column. However, it could be noted that the former metro editor, who now writes a column and also is excluded from Guild membership, withheld his column.

While there still is some confusion on how my quote originated, thanks for setting the record straight on the Mercury News's first byline strike.

STEPHEN E. WRIGHT  
Mercury News unit  
San Jose Guild

### Vote 'yes' on biennials, six VPs urge members

SILVER SPRING, MD.

Editor:

At last the Guild's dues-paying membership gets the chance to vote on whether the union should hold conventions every year or biennially.

We support biennial conventions and urge members to vote for them when the question is put to referendum in a few months. Our reasons are simple: Annual con-

ventions are just too expensive and biennial conventions will make union democracy more affordable to all members.

A conservative estimate of the annual cost of conventions is a half-million dollars. At a time when we face an unprecedented onslaught on our existing contracts from publishers and when the need for organizing free riders and new members is paramount, that's a half-million we can't afford every year.

The other question is democracy. Opponents of biennial conventions claim they are less democratic and further remove the membership from the leadership. The argument doesn't wash. Because of the costs of conventions, an increasing number of locals, small and large, can't afford to attend. By pricing the process out of reach to a growing number of members, it is really annual conventions that are reducing democracy.

We believe members should have their say and we urge you to say yes to biennial conventions.

LARRY D. HATFIELD,  
Northern California;  
DOUG M. LOUTH,  
Vancouver-New Westminster;  
FAYE McCracken,  
Memphis;  
LEE C. CLIFFORD,  
Canadian Wire Service;  
LUTHER P. JACKSON,  
Detroit;  
GENE TURNER,  
Northern California.  
TNG VICE PRESIDENTS





## TNG to join NFLPA in harassment talks

Silver Spring, Md.—TNG has been invited to participate in a discussion of sexual harassment and ways to prevent it at the next meeting of the National Football League Players Assn. executive council, TNG's Int'l Executive Board was told during its fall meeting.

The invitation, which also extends to the next meeting of NFLPA player representatives, came during a meeting Oct. 11 of TNG President Charles Dale and Human Rights Director Anna M. Padia with NFLPA Executive Director Gene Upshaw and Asst. Executive Director Doug Allen.

The meeting and invitation grew out of the furor surrounding allegations that five naked New England Patriots harassed Boston Herald reporter Lisa Olson Sept. 17 as she interviewed another player in the team's locker room. Subsequent comments by team owner Victor Kiam added to the controversy [Guild Reporter, Oct. 5].

Meanwhile, the 200-member executive council of the Coalition of Labor Union Women on Oct.

5-6 strongly condemned the actions of the players and Kiam in the incident, calling the former "particularly offensive coming from professional athletes, who are viewed as heroes by many, including young people."

The CLUW resolution, introduced by Padia, a vice president of the organization, pointed out that Olson was harassed while exercising a right defined a dozen years ago by a federal judge who ruled that women reporters are entitled to the same access to team locker rooms as male reporters.

CLUW called on the National Football League, in consultation with the NFLPA, to develop a league-wide program, to prevent future incidents. The program should include a policy statement and "training for coaches, players and management personnel."

At the same time, CLUW called on its members and chapters, and their unions, to refocus attention on "the continued prevalence of sexual harassment in all workplaces."

**HEALTH-CARE-REFORM RALLY DOUBLY APT FOR SAN DIEGO GUILD, OTHER UNIONS**  
San Diego Guild member Lai Quon-Oyama and union leaders join Jobs With Justice rally at San Diego offices of Aetna insurance Oct. 3 as part of push for affordable health care and to protest Aetna's refusal to refund \$121,000 in overcharges on 1989 premiums. At right, clockwise from upper left: Guild President Ed Jahn; Mike Forzano, CWA; Bill Knight, Guild administrative officer; Bob Prior, CWA.

## U.S., state probe San Diego insurance refund dispute

**San Diego** — At the urging of the San Diego Guild and other unions representing employees at the San Diego Union and Tribune, the U.S. Labor Dept. and the California Dept. of Insurance are investigating the dailies' refusal to refund employees some \$121,000 in overcharges for 1989 health insurance premiums.

The insurer, Aetna Life & Casualty Co., concedes that it improperly charged some 1,400 union-represented employees — including 1,100 in the Guild unit — a total of \$242,321 for last year's coverage, the Guild reported.

Under an agreement between Aetna and the Copley daily, half the overcharges were refunded in early September, but the insurer is holding the other half in an account it calls a "premium stabilization

fund." Employees who worked all last year received refunds of \$107.

Leaders of the Guild and unions representing mailers, printers and press operators protested that arrangement and demanded the full amounts be returned to employees.

"The unions' position is that all of the money wrongly taken from workers should be returned to them — about \$200 to those who worked throughout 1989," said Bill Knight, San Diego Guild administrative officer.

In a joint statement after the partial refunds were announced, the unions said they "vigorously object to [Aetna's] holding our members' money. This money is not Aetna's to keep, nor the Union-Tribune's to give."

In a series of meetings with management, the unions also de-

manded that former employees be included in the refunds and that a complete explanation be given on how the overcharges occurred.

The unions are working with Labor Dept. and California authorities in investigating the overcharges and partial refunds, Knight said.

During a community demonstration Oct. 3, more than 75 union members and supporters protested management's action with a lunchtime march outside Aetna's San Diego headquarters.

Organized by the Guild on national "Health Care Action Day," the march included participants from the Communications Workers, Service Employees and United Food and Commercial Workers Unions.

Aetna's only explanation for the

overcharges is that increased claims in 1988 spurred dramatic raises in 1989 rates.

However, specific information on the "unusually high" claim rates was not provided to the unions, Knight said.

Management has said the money not refunded will be used as a "cash reserve" to be used in the event of future Aetna increases, Knight added.

The insurance industry, which made more than \$12 billion profits in 1988, however, sometimes creates reserve account holdings to hide even greater profits, according to a California citizens' advocate quoted by the San Diego Guild's publication.

"What they're doing is salting profits away in artificially inflated reserve accounts," Bill Zimmer-

man, a spokesman for Voter Revolt, was quoted in the local's "Bulldog Edition."

Guild leaders also criticized the "suspicious timing" of Aetna's 1989 increases, which were introduced while the Guild and other unions were in bargaining.

Health coverage became a prime issue as some employees were assessed increases as high as \$81 a month, which the employer refused to pay.

"The company was using it against us as a bludgeon," said Ed Jahn, San Diego Guild president. "People were saying, 'God, I can't afford to hold out.'"

At the time, Aetna was one of the insurers in a "composite" health care plan. Its large increases helped drive up costs dramatically for all participants.

## Parity for outside salespersons in 90% of Guild pacts

**B**ASE-PAY parity for outside-classified and outside-display salespersons is found in 90 percent of Guild daily newspaper contracts that cover both positions, according to information from TNG's Collective Bargaining Dept.

As of Aug. 1, top minimum pay rates for the two jobs were the same under 55 of 61 contracts where the Guild represented employees in both jobs, the information shows.

When TNG began tracking differences in contractual minimum rates for the jobs in the mid-'60s parity was provided in just over 10 percent of contracts covering both.

Listed here are the top minimums from contracts covering both at daily newspapers in the United States, Canada and Puerto Rico as of Aug. 1.

| Newspaper(s)                                        | Display  | Classified | Difference |
|-----------------------------------------------------|----------|------------|------------|
| Toronto Star                                        | \$973.30 | \$973.30   | -0-        |
| Toronto Globe & Mail                                | 966.89   | 966.89     | -0-        |
| Vancouver Sun and Province                          | 957.23   | 957.23     | -0-        |
| Victoria Times-Colonist                             | 914.37   | 914.37     | -0-        |
| St. Louis Post-Dispatch                             | 863.32   | 863.32     | -0-        |
| Philadelphia Inquirer and Daily News                | 860.03   | 860.03     | -0-        |
| St. Paul Pioneer Press                              | 835.00   | 835.00     | -0-        |
| Washington Post                                     | 829.10   | 829.10     | -0-        |
| San Diego Union and Tribune                         | 808.50   | 808.50     | -0-        |
| Boston Herald                                       | 806.21   | 806.21     | -0-        |
| San Francisco Chronicle and Examiner                | 801.04   | 801.04     | -0-        |
| San Jose Mercury-News                               | 801.04   | 801.04     | -0-        |
| San Mateo Times                                     | 801.04   | 801.04     | -0-        |
| Baltimore Sun and Evening Sun                       | 790.00   | 790.00     | -0-        |
| Toledo Blade                                        | 788.90   | 788.90     | -0-        |
| Honolulu Advertiser and Star Bulletin               | 783.56   | 783.56     | -0-        |
| Providence Journal and Bulletin                     | 775.05   | 775.05     | -0-        |
| Monterey (Calif.) Herald                            | 755.00   | 755.00     | -0-        |
| Brantford (Ont.) Expositor                          | 737.33   | 737.33     | -0-        |
| Manchester Union Leader                             | 713.75   | 713.75     | -0-        |
| Seattle Times and Post-Intelligencer                | 690.85   | 690.85     | -0-        |
| Maui (Hawaii) News                                  | 686.58   | 686.58     | -0-        |
| Delaware County Times (Primos, Pa.)                 | 679.88   | 679.88     | -0-        |
| Portland Press Herald and Express                   | 666.60   | 666.60     | -0-        |
| Erie News and Times                                 | 666.00   | 666.00     | -0-        |
| Tacoma News Tribune                                 | 664.60   | 664.60     | -0-        |
| Fall River (Mass.) Herald-News                      | 663.67   | 663.67     | -0-        |
| Macomb Daily and Daily Tribune (Mt. Clemens, Mich.) | 653.00   | 653.00     | -0-        |

| Newspaper(s)                               | Display | Classified | Difference |
|--------------------------------------------|---------|------------|------------|
| Sacramento Bee                             | 649.00  | 649.00     | -0-        |
| Pottstown (Pa.) Mercury                    | 637.26  | 637.26     | -0-        |
| Hawaii Tribune-Herald (Hilo)               | 622.30  | 622.30     | -0-        |
| Brockton (Mass.) Enterprise                | 609.27  | 609.27     | -0-        |
| Lynn (Mass.) Item                          | 608.00  | 608.00     | -0-        |
| Lowell (Mass.) Sun                         | 606.10  | 606.10     | -0-        |
| Sheboygan (Wis.) Press                     | 602.00  | 602.00     | -0-        |
| Norristown (Pa.) Times Herald              | 601.54  | 601.54     | -0-        |
| Pawtucket (R.I.) Times                     | 601.00  | 601.00     | -0-        |
| Eugene Register Guard                      | 584.90  | 584.90     | -0-        |
| Albany Times-Union                         | 578.65  | 578.65     | -0-        |
| Kingston (N.Y.) Daily Freeman              | 577.06  | 577.06     | -0-        |
| Duluth News-Tribune                        | 565.62  | 565.62     | -0-        |
| Woonsocket (R.I.) Call                     | 540.07  | 540.07     | -0-        |
| Great Falls (Mont.) Tribune                | 533.40  | 533.40     | -0-        |
| Malden News, Medford Mercury, Melrose News | 514.25  | 514.25     | -0-        |
| Tonawanda (N.Y.) News                      | 480.46  | 480.46     | -0-        |
| Bellevue (Wash.) Journal-American          | 471.01  | 471.01     | -0-        |
| Bristol (Conn.) Press                      | 465.00  | 465.00     | -0-        |
| San Juan Star                              | 448.00  | 448.00     | -0-        |
| Yakima (Wash.) Herald-Republic             | 447.75  | 447.75     | -0-        |
| Wilkes-Barre (Pa.) Citizens' Voice         | 439.00  | 439.00     | -0-        |
| Bakersfield Californian                    | 434.96  | 434.96     | -0-        |
| Terre Haute (Ind.) Tribune-Star            | 416.92  | 416.92     | -0-        |
| Massillon (O.) Independent                 | 406.59  | 406.59     | -0-        |
| Pueblo (Colo.) Chieftain                   | 400.00  | 400.00     | -0-        |
| Glens Falls (N.Y.) Post-Star               | 220.00  | 220.00     | -0-        |
| Denver Post                                | 738.00  | 699.00     | -39.00     |
| New York Daily News                        | 926.28  | 875.99     | -50.29     |
| New York Post                              | 853.75  | 785.15     | -68.60     |
| Canton (O.) Repository                     | 554.82  | 484.93     | -69.89     |
| Monessen (Pa.) Valley Independent          | 433.00  | 362.00     | -71.00     |
| Memphis Commercial Appeal                  | 683.10  | 592.65     | -90.45     |



# Key rates up \$93 in 5-year pacts at 2 Seattle dailies

**Seattle** — Employees of the Seattle Times and Post-Intelligencer represented by the Pacific Northwest Guild have ratified new five-year contracts that raise the top-minimum rate for reporters, photographers and other key employees by \$93.53, to \$796.88 a week in the final year.

Under the agreements, which replace contracts expired since July 21, minimum pay rates in most classifications increase by 2.5 percent in each of the first four years and by 3.3 percent in the final year.

The top minimum for key employees increases four times by \$17.58, and by \$23.21 in the final increment. The first increment boosts the rate to \$720.93 a week, for employees with five years' experience.

Starting base rate for key employees advances by a total of \$63.21, to \$487.13 a week now and to \$538.46 in the final year.

In addition to reporters and photographers, the key group includes (at the Times) the travel and fashion editors, news artists and page designers, the photo lab coordinator, advertising artists and promotion copy writers, and (at the Post-Intelligencer) artists, the club editor and home economics copywriters.

The Times, controlled by the Blethen family and 49-percent owned by the Knight-Ridder chain, and the Hearst chain's Post-Intelligencer publish under a joint operating agreement, but separate contracts cover Guild-represented employees on each paper.

Guild members at both papers approved the agreements by a 197-143 margin Oct. 7, Pacific Northwest Guild Administrative Officer Arthur E. Joyner reported.

One contract covers 775 employees in the advertising, circulation and editorial departments of

the 237,000-circulation Times. The second covers 150 employees in the business and editorial departments of the 206,000-circulation Post-Intelligencer.

Other improvements in both contracts include the addition of Martin Luther King's birthday as a paid holiday and the establishment of 401(k) savings plans.

Management of both dailies promised last January to add the King holiday after some Seattle-area employers reacted angrily to a Times' editorial praising the slain civil rights leader and criticizing large companies for treating his birthday as "just another working day."

Executives of several companies phoned editors to point out the Times' own "feet of clay" in denying their employees the holiday. Both papers then quickly offered the King holiday to employees.

Both new contracts also address another high-profile issue — repetitive strain injuries. New safety and health clauses call for the establishment of joint committees, which will meet monthly to investigate the causes of RSI and to recommend "preventative and remedial measures."

Both employers are to keep the committees informed on RSI-related actions such as purchase of new equipment, work assignments and scheduling, work stations, job evaluation techniques, ergonomic hazard surveillance and training to prevent such injuries.

In a Guild survey, 131 employees at the Times and 75 at the Post-Intelligencer reported suffering from RSI symptoms. More than 60 employees had been diagnosed with conditions such as carpal tunnel syndrome or tendinitis. Times management told the Guild at least 50 employees were receiving worker's compensation.

Also under the new agreements, employees may choose to work a four-day week, consisting of 10-hour days. Such arrangements require the agreement of both employer and employee.

In support of the Guild bargaining team, members conducted informational demonstrations and made plans for subscription boycotts of the papers, Joyner reported. Post-Intelligencer staffers also conducted a byline strike.

Also, just prior to the settlement, a "sizable number" of employees demonstrated their solidarity and desire for fair agreements by signing a petition to the

## TNG urges support for job-protection bills in Congress

Quantities of the mini-poster reproduced at right have been sent to all U.S. locals with the suggestion they be placed on Guild bulletin boards in members' workplaces. Poster explains need for enactment of federal bills to prohibit employers from hiring permanent replacements for employees who strike over economic issues. "No one likes strikes," the text points out, "but sometimes the strike is the only economic weapon workers have against unfair employers." A few employers "are even forcing strikes just so they can replace their regular work force and break their union contract at the same time." The leaflet urges members to "help yourself and other union workers" by asking their U.S. senators and representatives to support Senate Bill 2112 and House Bill 3936, which would outlaw hiring of permanent replacements during strikes.

## WITH SOME EMPLOYERS... It's *One* Strike and You're Out!

No one likes strikes, least of all unions. But sometimes, the strike is the only economic weapon workers have against unfair employers. And strikes are perfectly legal! U.S. labor laws permit workers to peacefully strike, when necessary, to ensure they are treated fairly in the collective bargaining process.

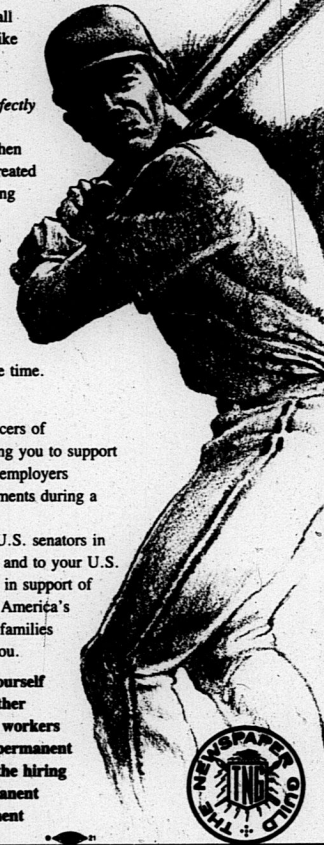
But now, some employers are permanently replacing workers who go on strike. A few are even forcing strikes just so they can replace their regular work force and break their union contract at the same time.

### That isn't right!

And it's precisely why the officers of The Newspaper Guild are asking you to support legislation that would prohibit employers from hiring permanent replacements during a strike.

Please write to your two U.S. senators in support of S.2112, and to your U.S. representative in support of H.R.3936. America's working families thank you.

Help yourself and other union workers put a permanent end to the hiring of permanent replacement workers!



publishers calling for a resolution of the contracts, Joyner said.

Leaders of unions representing Times and Post-Intelligencer printers, press operators, mailers and drivers supported Guild bargainers by "coming to the table and staying throughout," Joyner said.

"The re-establishment of working contact with the unity council bodes well for the future," Joyner said. "The job is not done, but this is a good beginning for 1995. I think we've taken a big step in breaking the management-labor belligerency that had existed here."

Other increases and new top minimums include:

✓ Copy editors, copy readers (5 years' experience)—Up by \$94.22, to \$802.66.

✓ At the Times, senior clerks, stenographers and advertising sales support assts. (two years' experience)—Up by \$55.45, to \$472.36.

✓ At the P-I, highest level clerks (3 years' experience)—Up by \$63.46, to \$540.47.

✓ At the Times, news, advertising and circulation assts., clerks and receptionists (3 years' experience)—Up by \$52.20, to \$444.68.

✓ At the P-I, stenographers and secretaries (two years' experi-

ence)—Up by \$54.53, to \$464.51.

✓ At the Times, circulation district advisers (four years' experience)—Up by \$58.38, to \$761.73.

✓ At the Times, outside classified, national and retail ad salespersons (five years' experience)—Up by \$57.34, to \$748.19.

✓ At the Times, inside classified salespersons (four years)—Up by \$48.06, to \$627.06.

✓ At the Times, library information specialists (four years)—Up by \$67.47, to \$574.74.

✓ At the P-I, library indexers (3 years)—Up by \$66.07, to \$562.88.

## The Guild Reporter



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

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## The Newspaper Guild

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

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**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.**  
**Southern District Council, fall meeting, Nov. 17-18, Radisson Hotel, Knoxville.**  
**Int'l Election & Referendum Committee, certify eligible voters and distribute materials for referendum on TNG convention frequency, TNG headquarters, Silver Spring, Md., Jan. 30.**  
**Voting period, TNG convention-frequency referendum, all Guild locals, Feb. 14-19.**

**Ballot count by Local Election Committees, all locals, Feb. 20-21.**  
**Last date for postmark on locals' returns and associated materials to TNG IERC, Feb. 23.**  
**Int'l Election & Referendum Committee, tabulate and certify result of referendum, TNG headquarters, March 7.**  
**Int'l Executive Board, spring meeting, April 22-26, TNG headquarters, Silver Spring.**  
**Knight-Ridder Council of Guild locals, spring meeting April 28-29, Miami, Fla.**  
**58th Annual Convention, June 24-28, Le Meridien Hotel, Montreal.**  
**59th Annual Convention, June 29-July 3, 1992 Congress Hotel, Chicago.**

### 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.

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