



The GUILD REPORTER

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

Vol. 57, No. 16

Silver Spring, Md.

November 16, 1990

London Free Press strike ends with initial contract

London, Ontario — A two-week strike by Southern Ontario Guild members at the London Free Press has resulted in a first-ever contract covering some 150 employees in the editorial department of the Blackburn family-owned daily.

The two-year agreement provides 5.5-percent and 5-percent general wage increases, establishes a schedule of minimum pay rates for all employees and ends a management practice of "capping"

the wages of senior employees.

A major issue in the bargaining dispute was a pay system in which rates were "all over the board," said TNG Int'l Representative Dan Zeidler, who assisted the local in the final stages of contract talks.

In addition, the Guild negotiated upgrading raises of 50-84 percent for 35 employees whose pay rates were not in line with their duties and experience, Zeidler said. Also, seven women in lower-paid classification receive \$35-a-week

raises on top of the general increases.

The agreement, which takes effect immediately, covers editors, reporters, photographers, artists and others newsroom employees at the 125,000 circulation daily. The general increases are effective Jan. 1, 1991, and Jan. 1, 1992.

The contract sets the top minimum at \$904.14 for reporters and photographers with five years' experience; at \$948.45 for copy editors, also after five years; and

at \$1,092.98 for asst. news editors.

Top minimum for artists and photo technicians is set at \$868.27. Joe Matyas, Free Press Guild unit chairperson, called the contract a "good agreement that gives employees greater wage security — a solid and fair pay system."

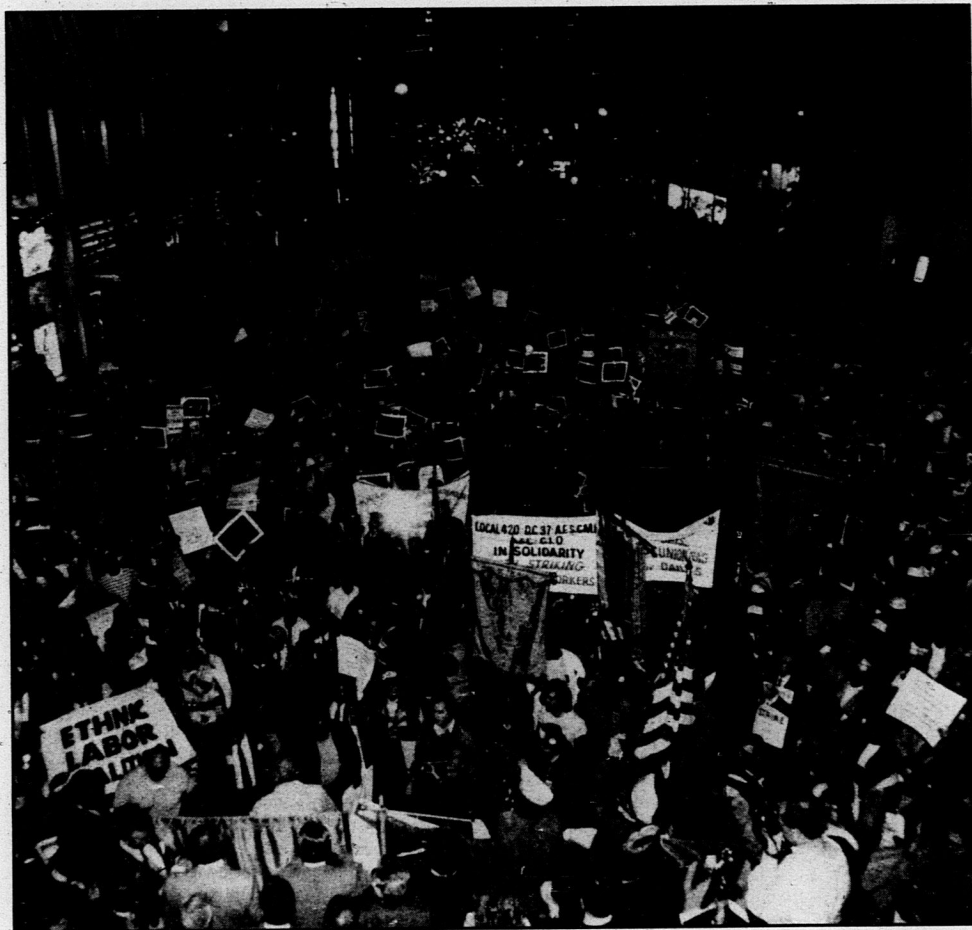
After 15 months of talks failed to produce an agreement, Guild members in the unit voted Oct. 28 to authorize a strike. Four days later, they left their jobs after man-

agement rejected the union's final proposal.

Tentative agreement was reached at 4 a.m. Nov. 14 after a 48-hour marathon session. Members gave final approval the same day by an 84 percent margin.

The Guild bargaining team was led by SONG Executive Officer Paul Pelletier and also included Matyas and John Matsui, both reporters; Dale Boucher and Bruce Meckbach, both copy editors; and

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STEVE MILLER/New York Guild/Miller Photography
CROWD ESTIMATED AT 15,000 JAMS STREET IN FRONT OF NEW YORK DAILY NEWS
Nov. 1 rally was first of several in support of members of nine unions striking Tribune Co. daily.

Bay talks continue toward deadline as 4,500 eye walkout

San Francisco — Talks were continuing as the 10 unions representing 4,500 employees at the San Francisco Chronicle and Examiner and at the San Jose Mercury News were making final preparations to strike one or more of the dailies as a Nov. 16 deadline approached.

Included in the 4,500 employees were 1,200 represented by the Northern California Guild at the San Francisco dailies and their joint publishing agency, and 800 represented by the San Jose Guild at the Knight-Ridder daily there.

Early Nov. 16, as the 5 p.m. deadline neared, there were but few signs that contract settlements might be in the offing.

Talks between individual unions and the companies on non-economic issues began in January for renewal of contracts that expired Feb. 1. By the end of September, members of all 10 unions had authorized strikes [Guild Reporter, Oct. 5].

Joint talks between the companies and the unions on economic issues and issues unresolved in the individual talks got underway the day before the deadline. A total of 17 issues were on the table.

The unions were represented in the joint talks by the Bay Area Conference of Newspaper Unions, chaired by Doug Cuthbertson, the Northern California Guild's executive officer.

Joint talks traditionally follow resolution of the unions' individual, non-economic issues, with any unresolved in the individual talks becoming part of joint bargaining.

Two days before the deadline, five of the unions, including both the San Jose and Northern California Guilds, still were in separate talks with the companies on non-economic issues.

The only economic proposal to that point had come from the unions. On Nov. 6 their joint conference presented the employers with a one-year "starting-point" proposal which included a 20-percent pay increase, improvements in night- and lobster-shift differentials, increased health-insurance and pension payments and employer-paid child care.

Only response from management was a rejection.

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Solidarity buoys N.Y. Daily News strikers

New York — "Solidarity" took on new meaning through the first three weeks of the strike by the New York Guild and eight other unions at the Daily News as demonstrations of support from the local, national and international labor movement, the public and

public officials took place almost daily.

For the strikers, that new meaning came from unexpectedly large numbers of participants turning out for a series of support rallies, from outpourings of contributions and volunteers to help persuade the

News to "settle or sell," and from declarations of support by officials, including pledges to probe charges and counter-charges of violence in the strike.

For the (Chicago) Tribune Co.'s Daily News, that new meaning came from its inability to circulate more than a fraction of the papers it was continuing to publish and from advertisers reacting by pulling or severely paring their space in the paper.

The News, which before the strike was selling 1.1 million copies a day, claimed to be circulating as many as 600,000 copies in the days after the walkout began Oct. 25. The unions and others put the number at 200,000-300,000, pointing to the almost total absence of the paper from newsstands, among other things.

Normally, 80 percent of circulation reportedly is through newsstands and small shops.

By the strike's third week, Newsday reported, most ad agencies were advising clients not to buy space in the News without getting verifiable circulation figures.

The first of the support rallies, a week after the strike began, overflowed the block of 42nd Street in front of the Daily News Building with a crowd estimated at 13,000 to 15,000 at 5:30 p.m. Speakers included City Council President Andrew J. Stein, Manhattan Borough President Ruth W. Messinger, State AFL-CIO President Edward J. Cleary and Harry Van Arsdale, Jr., city central labor council president.

Twenty-four hours later, an es-

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Tentative pact set at Sudbury Star

Sudbury, Ontario — The Northern Ontario Guild and two other unions reached tentative agreement Nov. 14 with the Sudbury Star on new two-year contracts, 34 days after management of the Thomson-chain daily locked out 60 members of the unions.

Ratification of the contracts was delayed, however, when a dispute developed over a separate back-to-

work agreement. The unions were seeking guarantees that any staff cuts would be made only through attrition.

The joint council that bargains for the unions was to meet again with management Nov. 15. The unions were maintaining picket lines at the Star while efforts to resolve the back-to-work issue

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'REAL NEWS'

Insert tells N.Y. story

This Guild Reporter contains a special 8-page supplement called the "Real News," produced by members of the New York Guild and the other unions striking the Daily News.

More than 900,000 copies of the strike tabloid were distributed free to New York readers.

The Guild Reporter is reprinting the "Real News" to give its readers first-hand accounts of the strike from members on its front lines.

Some 30 strikers wrote and edited the paper, and about 1,000 assisted in distribution.



JACK MILLER/New York Guild/Miller Photography

REV. JESSE JACKSON (CENTER) URGES JUSTICE FOR DAILY NEWS STRIKERS
Nov. 2 rally drew estimated 5,000 to street in front of struck daily in Manhattan.
Also on platform, from left: TNG Vice President Richard E. Brandow, a striker; Guild President Barry Lipton; Allied Council President George McDonald.



BILL BURKE/Washington-Baltimore Guild/Page One Photography

ANOTHER RALLY DRAWS 250 TO DAILY NEWS' WASHINGTON BUREAU
Washington-Baltimore Guild's Mark Pattison, right, leads song parody bidding 'goodbye to scab crews' during Nov. 5 noon gathering. In Chicago the same day, nearly 100 rallied in cold rain, hail outside Tribune Co. offices.

New York strikers buoyed by outpouring of support

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estimated 3,500 to 5,000 people gathered in the same street to hear the Rev. Jesse Jackson castigate replacement workers and union members who have crossed the picket lines, telling rallyers "we're fighting together for jobs and justice in New York City."

Jackson also met with the leaders of the nine unions that represent some 2,500 Daily News employees and, separately, with James Hoge, publisher of the News. Jackson offered to mediate the dispute, but, while the union leaders agreed, Hoge was noncommittal.

Two weeks later, on Nov. 14, AFL-CIO President Lane Kirkland and the presidents of several of the federation's largest unions told another rally of 3,000 to 5,000 that "you have the support of the entire labor movement behind you."

"Who brought the bully-boys to New York — who hired the thugs?" Kirkland asked, referring to accusations of violence by management against the unions. "The economic violence of stealing people's jobs — that's the root of anything that might be called violence," Kirkland said.

The unions, who repeatedly have disavowed violence in the strike, also have accused guards brought in by the Daily News of violence against strikers and their

families and of threats against news dealers who have refused to handle the struck paper. Both union members and guards have been arrested.

Many of the union presidents who flanked Kirkland also spoke, ending their remarks with pledges of financial support that totaled nearly \$300,000. Included were Owen Bieber of the Auto Workers, Morton Bahr of the Communications Workers, Jay Mazur of the Ladies Garment Workers, Jack Sheinkman of the Clothing & Textile Workers and Gerald McEntee of the State, County & Municipal Employees.

TNG President Charles Dale also participated. He had delivered a \$250,000 TNG Defense Fund check for weekly strike benefits of \$150 to the New York Guild on Oct. 26, the day the local's Daily News unit joined the strike after initially honoring picket lines.

Earlier, the striking unions' Allied Printing Trades Council had announced that other unions around the nation and the area had pledged aid totaling \$2 million. One of them, Hospital Workers Local 1199, presented a check for \$55,000 during the Nov. 14 rally.

The Wall Street Journal reported Nov. 2 that the Tribune Co. had spent "about \$24 million" on preparations for the strike on such

things as press-operation training and setting up a "phantom news room. The unions estimated the outlays at nearly \$30 million.

The News has been publishing with strikebreakers recruited and trained as long ago as March, its own management personnel, editors and other newsroom personnel from other Tribune Co. dailies, and some Guild-represented employees who crossed the picket lines. Management said there were as many as 300 of the latter, while the Guild put the number at 100 to 150.

Several reporters and columnists who crossed the lines early in the strike, however, rejoined the strike with accounts of extremely difficult working conditions and conscience-induced illness from working behind the picket lines.

The Guild's daily strike bulletin, Guild Strike News, reported Nov. 14 that in the previous nine days six sports writers had rejoined the strike.

Earlier it reported that some who crossed the line had been demoted to lower-paying jobs because their pre-strike positions had been filled by replacements.

In the strike's first days, the company first said all Guild-represented employees were being replaced, then invited all to return with promises of pre-strike terms and conditions.

Newsday, meantime, reported that the Daily News was requiring permanent replacements for newsroom strikers to sign letters stating that they could be fired anytime, without notice.

The company continued to try to recruit replacements for the strikers from around the country, running ads for press-room mechanics and electricians, for example, and contacting journalism groups for membership lists to aid in recruiting.

Efforts to obtain the membership lists of the National Assn. of Black Journalists, the National Assn. of Hispanic Journalists and the Asian American Journalists Assn. were rejected, however.

The latter two groups immediately rebuffed overtures by News Editor James P. Willse, but the NABJ board initially agreed to provide the paper its 2,000-member address list for a fee, reported to be \$400 by the Washington Post.

In a letter to the groups, Willse said the strike presented "a rare chance to build an editorial staff that truly mirrors the community we serve."

The NABJ reconsidered, however, after strikers, including minority-group Guild members, publicly attacked the decision, pointing out that the News had settled a discrimination suit just three years ago for \$3 million after being found guilty of discriminating against several black reporters.

The minority recruiting move was an effort to "create a sub-class of workers who will be paid a lot less than the people who are on strike," charged David Hardy, one of the four plaintiffs in the suit.

Another of the plaintiffs, Joan Shepard, compared the NABJ's initial decision to the "handful of blacks in Africa who co-operated with slave traders" centuries ago.

NABJ President Thomas Morgan, a reporter at the New York Times, said in announcing the group's change of position that "it became clear to us that, despite our attempts to remain neutral" in the strike "we were being drawn into the dispute between the union and management."

Meanwhile, Guild and company representatives held their first con-

tract talk since the strike on Nov. 8. It lasted less than 15 minutes, with the company rejecting a proposal the Guild had made on Aug. 28. "They do not want to deal with us, I'm convinced," Guild committee member Larry Sutton told the Guild Strike News. No date for another meeting was set.

The Guild and the other unions continued to assert that they are prepared to make financial concessions in new contracts with the Daily News, but not the kind of sweeping provisions management has been demanding to give it total, unilateral control of job security and virtually all working conditions.

Renewing their proposal to model a News settlement on that at the New York Post in September, the unions also assert that, as an alternative, the Tribune Co. should sell the News to an owner who will work with the unions. The Post settlement includes 20 percent ownership of the paper by an employee stock ownership plan and a seat on the company's board of directors.

Theodore Kheel, advisor to the unions, said Nov. 12 that an unnamed group of investors had tried to open purchase negotiations with the Tribune Co. but was rebuffed.

Tribune ducks hearing on strike bill

Washington — Top executives of the Chicago Tribune, flagship of the chain that owns the New York Daily News, helped cause cancellation of one day of hearings in the House of Representatives on a bill to prohibit firing and permanent replacement of employees who strikes over economic issues.

Tribune executives were among those from five companies who were invited but failed to show up for a Sept. 19 session of the House Labor-Management Relations subcommittee that had been called to hear employers who "got rid of their workers when they went out on strike," as Rep. Bill Clay (D-Mo.), subcommittee chair, put it.

"We have heard very disturbing testimony about these employers. This was their chance to respond," said Clay, who is a co-sponsor of the proposed legislation.

The Tribune "permanently replaced" 1,200 members of three printing crafts unions after they struck in 1985. In the past year it

has been ordered to offer reinstatement to several hundred from two of the unions but has appealed the orders.

Executives also failed to show up for the hearing from Eastern Airlines, Greyhound Lines, Inc., Phelps Dodge Corp. and Kraft/S.S. Pierce, the AFL-CIO News reported.

Only International Paper Co. agreed to appear. IP replaced 2,300 striking Paperworkers at three plants in 1987. Its executives spoke against a companion bill in earlier hearings in the Senate.

Bay Area talks continue for 4,500 at three dailies

(Continued from Page 1)

ment was that "our willingness to give any increase deteriorates" commensurate with "the deterioration of the economy."

The unions' conference, meantime, on Oct. 1 opened a strike headquarters a block from the Chronicle and Examiner's main offices in downtown San Francisco.

In San Jose arrangements were made for a strike headquarters a mile from the Mercury News's plant, located on a large parcel in an industrial-park setting.

Members of all the unions and supporters from the area labor movements rallied outside the dailies' plants in both San Jose and San Francisco on Nov. 9. Estimates put the crowd at more than

1,000 at the latter, and more than 500 in San Jose, where traffic on a nearby freeway became snarled as passing trucks slowed and signaled support with air horns.

As the strike deadline approached, San Jose management brought in extra guards from the Wackenhut agency on Nov. 15, and on the Sunday before brought in supervisory employees to put out a "practice paper."

The Mercury News also ordered its night shifts to report for work four hours early on Nov. 16 in an effort to get the next day's paper out before the 5 p.m. strike deadline.

The last strike at the San Francisco dailies was in 1968 and lasted for 52 days; in San Jose, it was in 1959 and lasted 4½ months.

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. 30.) \$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.

5 STAR ***** FINAL

INSIDE: ALL YOUR FAVORITE COLUMNISTS

REAL NEWS

FREE

THE REAL NEWS — Reprinted as a Supplement to The GUILD REPORTER, November 16, 1990

A

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UNIONS SAY:

SAVE THE DAILY NEWS

Time for company to settle or sell!



Photo by Lauren Draper

STRIKING WORKERS want the Daily News to get rid of the scabs and get back to bargaining. Their motto: settle or sell!

Chicago stomps on a dream

I never wanted to be Mickey Mantle. I never wanted to play center field for the Yankees. I dreamed instead of writing a column for the most popular newspaper of my generation, the New York Daily News. But there is a responsibility in dreams.

My heroes were men who found their strength in sentences, thunderous and happy characters who wrote worried paragraphs about fairness in an unfair time. Their names were Hamill and Breslin, Lupica and, yes, even Dick Young. They would write and you would hear New Yorkers talking on the page. All the legends are gone now from the Daily News, all disappeared from a paper that threatens to join them in silence on E. 42d St.

There was a time, about three years ago, when I sat in a room with the Daily News publisher, Jim Hoge, talking about writing a column for him. Jimmy Breslin had just left The News, leaving Hoge with a huge hole in the front of his newspaper. He needed someone to stick up for the Daily News reader. Hoge needed a replacement columnist back then. Now he needs replacement reporters. The big difference between now and then is that replacements are being asked to fill jobs even before the reporters have quit them.

"Do me a favor," Hoge said after hiring me that day. "Come in as a member of the Guild."

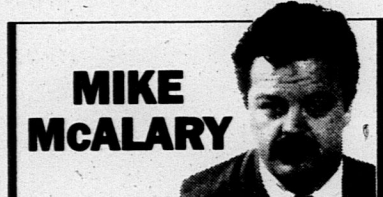
The publisher was thinking about public relations. He knew the importance even then of having a union columnist in his working-class newspaper. If Hoge hadn't suggested joining the union, I would have. I was leaving New York Newsday to rejoin The News after a seven-year absence. The Daily News had laid me off Sept. 4, 1981, after it folded the Tonight edition, perhaps the greatest publishing folly in the city's history. I remember the day because I got married the next day. I never forgot the feeling of walking down the aisle an unemployed groom. I did not need the union to protect my job anymore, but figured that in times such as these, I could help protect the union.

There was a responsibility in daring to become a voice for the city. While not always effective or correct, that was the aim — to write a column that speaks to working people about fairness. I have condemned, one day, the ignorance of Bensonhurst racists and, on the next, the mindlessness of the Central Park rapists. I have belittled Al Sharpton in one breath and Ed Koch in the next. But always the goal was to defend the defenseless in a moment of oppression. It is this that prevents me from returning to the Daily News.

I have this messy desk in the middle of the newsroom, a desk that as I sit writing today, I doubt I will ever return to. The top left-hand drawer contains several handwritten notes from the paper's publisher. Jim Hoge never did anything but encour-

age me to fight bad guys. We were teammates back then. I am still doing the job Jim Hoge hired me to do. Only now I am fighting Jim Hoge.

Why am I on strike? The reason is simple, really, and as basic as, say, freedom of speech. The Daily News employees want to return to work as a union. Management can have all the jobs it wants. Peter Kalikow understood this when he worked with the unions to save the New York Post



**MIKE
MCALARY**

without humiliating or decimating the lives of workers. If the Chicago Tribune wants a bunch of jobs from the drivers, it can have them. If it wants pressmen, it can have some. But it can't have the union.

One of my co-workers crossed the picket line the other day. No one really blames the guy for going to work. The reporter's economic burden — children, alimony and mortgage — is so huge as to have stolen his freedom of choice. Once back in the newsroom, and surrounded by scabs, the reporter sat crying at his desk. They were tears of a prideful man turned ordinary.

"I can't believe this crybaby," a management type said as he walked past. "All the guys I hate are the ones coming back."

There have been a lot of stupid things said to this point, much of the tragedy compounded by Lisa Robinson, a

spokeswoman for a paper she never worked at. Robinson steals 70 years of Daily News credibility every time she opens her mouth. If a newspaper tells you there are 1.2 million copies on the street at a time when most people can't find a single copy, how can you trust the newspaper with the news? No editors at the Daily News believed Robinson when, in a previous life, she defended the Three Mile Island nuclear plant. Robinson now speaks for these same editors. When I worked for the Daily News, we called this kind of thing hypocrisy.

The Daily News, in another hypocrisy, says it is concerned with violence and thugs. They have tried to create the impression that in a fight against my colleagues, they are really up against the likes of John Gotti. As evidence of this, they offer a syrupy story about a blind dealer who had glue put in his padlock. If I ever tried to make this kind of leap of logic in the pre-strike Daily News, my editors would have killed the column.

"The truth is that we like management saying that we're threatening news dealers," a driver at the Brooklyn plant confessed the other night. "Because that keeps us from having to actually threaten any dealers."

The violence has been sparse. There is a broken window here and a bruised scab there. Still, any and all violence is to be condemned. If the drivers are keeping The News off the stands, it is only because they are working harder than their replacements, picking up bundles of the paper in the first minute after they hit the street.

The story behind The News' strike is one of the oldest in American folklore, a tale of the Chicago gangster come to pow-

er. Where Al Capone used a bat to keep his workers in line, Chicago Tribune managers are swinging the economic sledgehammer. There is no need to shoot a man when you can bleed him to death. And that's what is happening at The News.

There was this 60-year-old copy editor at The News named Joel Burton. He was a heavy guy who wore loud ties and did little talking around the newsroom. He started working at the paper in 1966 and, as far as I know, never received a handwritten letter of thanks from Jim Hoge. For a columnist with a spelling problem, Burton stood as a shield between success and embarrassment. There was a time some months ago when Burton caught me on my way out the door.

"Where you are writing here about Borax," he said, smiling, "don't you really mean The Bronx?"

Joel Burton went out on strike with the rest of us. He was at Guild headquarters the night of Nov. 2 talking about his mother, who had died the day before. It was Joel Burton's opinion that his mother died worrying about his job. Burton pinned a notice to the bulletin board suggesting that Guild members send a check to Greyhound strikers in his mother's name. With the message pinned to the board, Burton turned, grabbed his chest and died. No one who saw him die will ever work at The News again.

At Burton's funeral Nov. 4, the copy editor's kids were quick to say that their father had died for the strike. If I were still writing for the Daily News, I would have called Joel Burton a martyr.

And in the morning, Jim Hoge would have sent me another nice, handwritten attaboy.

Once, there were no scab tactics

By BILL FARRELL

Striking Daily News Staff Writer

At the same time Babe Ruth arrived in New York to join the Yankees and revolutionize baseball, another giant, Capt. Joseph Medill Patterson, was changing the newspaper industry in the United States.

A soldier in Europe during World War I, Patterson was a cousin of the McCormick family, which owned the Tribune in Chicago. He approached his family and told them of the newspapers he had seen while on leave in England.

With catchy headlines and bold illustrations in easy-to-handle tabloid format, Patterson envisioned a paper that would provide the people of New York with a quick, punchy read on the subways



MURAL points to proud past of News, but not its present.

and trolley cars carrying them to work.

"Tell it to Sweeney!" was Patterson's simple theory for his paper, Sweeney being New York's everyman. Not only did the idea work, but the Daily News became the dominating news force in New York.

Always a defender of the little guy, Patterson used his paper to reach into the

community. The Daily News under Patterson provided help and entertainment. It was Patterson's News that provided the music for the Harvest Moon Ball, and New York danced. It was Patterson's News that brought boxing rings into the neighborhoods and found the toughest kid on the block. That's the Golden Gloves.

Every December, the lobby was transformed into a holiday wonderland, as Santa Claus accepted gifts for the city's poor and less fortunate. Patterson always found a place for the city to speak, with the Inquiring Photographer and the Voice of the People.

Patterson knew his success depended on the workers of New York, and he respected their efforts and appreciated their contributions. In turn, they loved his newspaper.

THE REAL NEWS

This paper was written and edited by striking workers of the New York Daily News. In other words, it is the real News. Special thanks to Don R. Hecker, who served as editor, assisted

by Jay Schreiber, Tonice Sgrignoli, Bev Weintraub and Anthony Rieber. Design and production was by Lauren Draper, Greg Taylor, Eddie Borges, Joe Burgess, Greg

Fletcher, Ed Murawinski and Sam Gangi. Distribution was handled by striking Daily News employees and their supporters in the City of New York.

HOGE'S HEROES?



Photo by Lauren Draper

COMBAT-FATIGUE CLAD "security guards" who carry no external identification and sometimes don ski masks, patrol Daily News facilities. At a Secaucus N.J. plant, guards allegedly seized and beat a New York Times truck driver.

Compromise was locked out

By **TOM ROBBINS**
and **JANET WILSON**

Striking Daily News Staff Writers

Out-of-town owners are destroying New York's hometown newspaper, the Daily News.

The owners — the Tribune Company of Chicago — deliberately provoked a strike no Daily News worker wanted.

They flew in strikebreaking reporters who don't know Bay Ridge from Boise, who don't know the difference between the IRT and the IRS. They imported an army of mask-wearing security guards to bully workers exercising their legal right to picket.

And to serve as their mouthpiece, they hired another out-of-towner, Lisa Robinson, the professional spokeswoman who once assured the world that everything was okay at the Three Mile Island nuclear power plant. But everything was not okay at TMI.

And everything is not okay at

the Daily News.

Management has forced 2,500 Daily News workers, the people who create, produce and distribute one of the nation's truly legendary newspapers, onto the picket lines to protect their right to hold their jobs with simple human dignity.

We wish there were concrete demands from management on the table.

There aren't any.

The Daily News unions spent 10 fruitless months trying to bargain contracts with the Tribune Company. The unions were prepared to offer job reductions, work-rule changes and other concessions.

In September, the same unions granted the New York Post \$20 million in labor savings — including a four-day work week — to save the troubled newspaper. Enlightened management at the Post opened its books and said to the unions, "Work with us." And the unions did, giving Post management every concession it wanted.

In contrast, the Tribune Company's negotiators refused to make specific demands. Instead, they spoke in tangled jargon about something they called "management rights."

What are "management rights"? The Tribune Company's hired legal guns refuses to say. But last month, when a minor complaint about an ailing driver was used as the pretext to bring in an army of trained strikebreakers in the dead of night, we found out.

Here, then, is what happened and why.

What & why

In 1988, Tribune Company officials in Chicago began setting strategy for their 1990 contract talks with the Daily News unions.

In public, News publisher James Hoge talked about the need for major union concessions. The News was hemorrhaging red ink because of overstaffing and featherbedding rules imposed by union contracts, said Hoge. Big union givebacks were needed. The bottom line

Privately, the unions learned, top Tribune Company officials had embarked on a very different strategy: to eliminate every union at the newspaper, all job protections and many employee benefits — including millions of dollars in severance pay the Tribune Company was obligated to pay workers if it closed the paper.

There were many early warning signs.

In early 1989, the company hired King & Ballow, a Nashville, Tenn., law firm with a long track record of busting newspaper unions, most notably in Chicago and Wilkes Barre, Pa.

"If you hoped to break the unions or bring them to their knees, you reached for King & Ballow," Newsday publisher Robert Johnson told the industry

magazine NewsInc. early this year.

Another signal came in July 1989, when Hoge and other Tribune Company brass toured publisher Rupert Murdoch's new non-union printing plant in the London suburb of Wapping.

"Fort Wapping," as English unionists dubbed it, was more like an armory than a workplace, ringed by a moat, armed guards and barbed wire. After it was built, Murdoch terminated his union workforce, throwing thousands from their jobs and provoking one of the most violent strikes in British history.

Jersey fortress

Taking a page from Murdoch's book, Daily News management bought a warehouse in North Bergen, N.J., and created a phantom newsroom capable of producing a non-union paper.

In January, Daily News contract talks began. But instead of the familiar give-and-take of prior negotiations, Ballow demanded immediate surrender. He sought to terminate current contract language, including provisions guaranteeing employees a full work week.

Guards and dogs

When the contracts expired March 30, The News posted security forces in each of its facilities. At the News printing plants in Brooklyn, Garden City and Kearny, N.J., the brown-jacketed guards had companions — snarling watchdogs. Guards even began walking through The News' E. 42d St. newsroom, glaring at startled reporters as they filed their stories on deadline.

Management set up a South Africa-style card-pass system, with guards demanding identification from veteran employees

See LOCKOUT, Page E

Cops probe guards in Jersey beating

By **LARRY HACKETT**

Striking Daily News Staff Writer

A 28-year veteran truck driver remained at home in New Jersey over the weekend, recovering from a beating he said was delivered by a dozen brown-shirted Daily News security guards, as the paper's management desperately insisted it is the victim of an "orchestrated campaign of violence."

Bleeding from a wound to the head, New York Times driver Dan Seymour, 50, said he was handcuffed and tied to a chair in The News' Secaucus plant by News security guards. Police are investigating the incident, and Seymour's attorney said her client plans to file criminal and civil charges.

In the last week, picketers at The News' New Hyde Park home-delivery facility have reported being intimidated by unidentified News security force guards in black fatigues, combat boots and black berets who photographed them and, in one instance, followed a picketer to a telephone booth. A Bronx News dealer who refused to carry The News was threatened with assault by a strikebreaking delivery driver before police ordered the driver to leave.

Meanwhile, a frustrated News management insisted last week there have been 665 "seri-

ous incidents" during the strike, including 440 against News dealers. But New York City police reported 123 incidents as of Thursday — and 30 reports of intimidation or violence against news dealers.

The News also claimed two firebombings of newsstands in Queens and Brooklyn were the work of strikers, though police said they are uncertain whether the attacks are related to the labor dispute. The strikers' own surveys showed that some news dealers have been threatened. But numerous polls of news dealers, by strikers and other media, found that most vendors refused to carry the paper

'I blame The News'

because they supported the strikers or feared loss of business from union-sympathizing customers.

"I blame The News, not you," said Nooruddin Kurji, the Rego Park candy store owner whose store was firebombed Nov. 2. "I will never sell the paper until the strike is over. If they hire you, I sell the paper."

Zavera Mehdi, who runs the newsstand at the IRT station at 72d St. and Broadway, said he was honoring the boycott and refusing to sell papers that had been delivered.

"When the strike is over, when I see familiar faces I

know in the trucks, then I'll start selling the paper again," he said.

In perhaps the most violent incident against strikers so far in the strike, Seymour told Secaucus police he was standing in a parking lot adjacent to The News plant when 12 guards suddenly rushed off the plant grounds and began kicking him and pummeling him with nightsticks. He was then dragged into the facility, where he was interrogated, handcuffed and tied to a chair by News security men. A fellow picketer called Secaucus police, who took Seymour to Meadowlands Hospital Medical Center. He was treated for lacerations and bruised ribs and shoulders.

No charges were filed in the incident, but Seymour's attorney said her client has five witnesses to the assault and that he plans to sue the Daily News for personal injury.

At New Hyde Park, the brown-shirted southern "Smokies" familiar to News workers over the last six months have been augmented by secretive "ninja" guards who wear no identification and at times outnumber picketers.

Eileen Dolan, an editorial employee picketing at New Hyde Park, said she was followed to a public telephone by several guards.

How you can help strikers

1. Don't buy the Daily News until the strike is over;
2. Urge your neighbors to cancel their subscriptions;
3. Adopt a newsstand and monitor it to make sure it doesn't sell The News;
4. Don't shop at stores that advertise in the Daily News, like Alexander's;
5. Ask your union local to contribute to the strike fund;
6. Send an individual donation to the strike effort. Make checks payable to: Allied Printing Trades Council Boycott Fund, 218 W. 40th St., Rm. 204, New York, N.Y. 10018.

For further information, call (212) 819-0137.

Strike up the band, lend a hand

Those of you who still have jobs to go to are probably asking yourselves what it is like to go on strike against a financially troubled newspaper in a financially troubled city in a financially troubled state at the onset of a national recession.

Pardon me. That was the Bush administration on the phone, reminding me that this is an economic LULL. Right.

As I was saying, this may be my only chance to take questions for a while, so fire away.

What does it feel like to be on strike during an economic downturn the likes of which we have not seen since the Great Lull of the 1930s?

Well, great, of course. We are all enjoying ourselves tremendously.

Are people sympathetic? I have not gotten so many pitying looks since I was named the official Daily News Statue of Liberty Birthday Reporter. People have been so sympathetic I feel like the 1990 Economic Poster Child.

How do you feel about the editors and reporters who stayed in the building?

The only thing worse than being stuck outside the newspaper is being stuck inside, working 15 hours a day to produce a product nobody sees, and forced to endure cheerleading visits from the head of the Tribune Company.

How do you feel about your fellow Guild members who left the strike and went back to work?



Well, the first week of the walkout was confusing and emotional in the extreme, and I personally do not blame anybody for anything they decided to do. Furthermore, they have all been punished extensively by having their spirits raised by the head of the Tribune Company.

So you're not the least little bit mad at anybody?

Well, maybe the guy who made the speech about how the Daily News was like Hitler just before the strike vote and then went back to work for Adolf two days later.

How did you first learn the News unions were on strike?

I was giving a speech to a bunch of journalists at Rockville Community College. One of them asked me what it was like to be a columnist for the Daily News.

Being a columnist for the Daily News is possibly the best job in the world," I said.

A kid in the third row raised his hand. "Then I guess you aren't one of the people I saw on TV this morning set-

ting fire to the trucks."

Can you explain exactly why you're on strike?

In the long run, because the Tribune Company does not appear to want any unions at the Daily News, even relatively housebroken ones like the Newspaper Guild.

In the shorter run, because the Guild strike is being run entirely by the workers themselves, and being led by some of the best and most respected members of the paper's staff.

Because I trust them, I am devoting my fall to cleaning closets and daytime television.

Are there any advantages to being on strike?

On Election Day, Guild members could go to the polls at 2 in the afternoon, thus avoiding the after-work crush of voters eager to have their say in that hard-fought Cuomo-Rinfret contest.

We do not have to explain the Dinkins administration's fiscal policies any more.

We have exceptionally clean bedroom closets.

We have caught up on all the soap operas we last saw back in 1982, when that particularly nasty winter flu was going around. Without exception, the children that were being born on "General Hospital" then have grown up and are now in medical school or practicing law.

Is there anything the public can do to help the strikers out?

Yeah. My particular project is to

encourage you to call the strike office, (212) 819-0137, if you know of any temporary jobs that could be filled by our membership.

Rest assured we will not try to palm a columnist on you unless you specifically request someone versed in the intricacies of charter revision or the whereabouts of the Zodiac Killer.

What sort of experience do your strikers have?

We've got salesmen and women so talented they can actually convince people that the only thing standing between them and the sale of their one-bedroom co-op is a classified ad.

We have people who know how to run computers, addressographs, word processors and cash registers.

We have employees from payroll, circulation and the library.

We have promotions people who organized the Golden Gloves competitions. We have copy editors who know how to spell, punctuate and run every potentially offensive word into a series of unintelligible dashes: C_____M_____.

Are you offering any incentives?

Hire a Daily News striker and we will all think kind thoughts about you this Thanksgiving.

Hire two and I will personally keep you informed about what happens to Felicia's baby on "General Hospital."

Hire three and help us get back to work before the kid is admitted to law school.

20 months that shook The News

March 1990: Daily News hires King & Ballou, the Tennessee law firm known for busting newspaper unions, to negotiate upcoming contracts with News unions.

March 11, 1990: Bergen Record reports more than 100 News editors and managers flown to Fort Lauderdale News and Sun Sentinel to learn how to run presses; Tribune Company said to be recruiting reporters at its Florida papers.

March 24, 1990: Hoge mails proposal to membership giving 30% wage hike over three years but taking away severance, pension and health benefits.

March 30, 1990: Contract expires.

April 4, 1990: Union makes counter-proposal. Management refuses to talk.

April 9, 1990: Hoge proposal expires.

April 17, 1990: Village Voice reports News' New Jersey plant staffed with strike-breakers from the South.

June 8, 1990: News agrees to bring in federal mediator Ken Kowalski after many union requests.

October 25, 1990: Management provocation at Brooklyn plant leads to drivers being locked out, then fired. Eight unions strike. Guild honors picket lines.

October 25, 1990: Guild becomes ninth union to strike.

By CHARLES M. SENNOTT

Striking Daily News Staff Writer

In the battle for the newsstands, the unions are winning the hearts and minds of vendors.

A survey of 32 of the largest newsstands in Brooklyn and Queens has revealed that 87% received no copies of the Daily News last week.

The poll was conducted last Thursday by striking reporters, circulation supervisors and sales representatives for the week of Nov. 2 to Nov. 8.

Because Daily News management has given up on getting papers to smaller news-

stands during the strike, the survey targeted the largest newsstands — which, before the strike, received between 300 and 1,000 copies of The News every day.

Of the 32 newsstand owners interviewed, 28 said they received no papers for the entire week and 25 said they would honor the boycott by refusing to sell The News if it were delivered.

Of the four newsstand owners who did receive copies of the paper, three said they received them sporadically and late in the morning, with sales 70-80% below pre-strike averages. Dealer Alf Noorani who owns a stand on Grand Army Plaza in Brooklyn, said he received 300 papers Sunday but

told the strikebreaking drivers to take them back.

"We told them we don't want it until the strike is over," said Noorani.

Before the strike, the city's 10,000 newsstands accounted for more than 80% of the paper's circulation, while home delivery represented 20%. In Chicago, where the Tribune Company fought its last union-busting battle in 1985, the ratio was just the opposite — 20% sold at newsstands, 80% home delivery.

Even the Tribune Company's top executive, Charles Brumback, conceded management was losing the war at the newsstands.

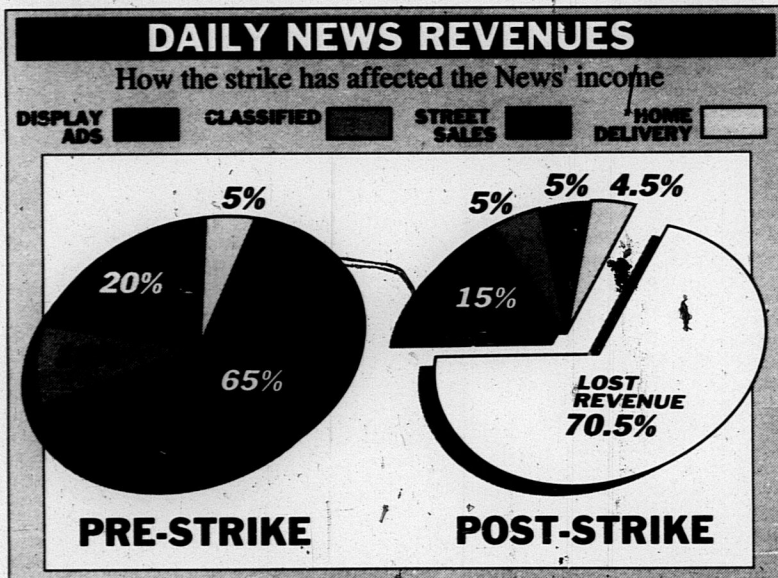
"Getting the paper distributed is a major problem," Brumback said in an interview published in the Daily News. "Planning in that area was not up to par."

Despite management's claim that news dealers have been bullied into not selling the paper, only three of the newsstand owners said they had been threatened. They also pointed out that the threats were verbal. None reported any violence.

Yashamad Patel, who runs a stand on Liberty Ave. in Queens, said he was threatened by security guards hired by Daily News management. "I said the guards warned him that if he did not sell the paper, he'd never receive another copy. Patel added that the security guards — whom he described as "thugs" and "guys in black hoods" — also guarded a stack of papers in front of his store Thursday morning while "hawkers" sold The News for 25 cents. He said he called police to file a complaint.

"They are the guys who are causing the disturbance," said Patel. "I told them to get out of here. I said they were bad for business."

Yes, they have no News



Meet the pressman

And the driver. They're both looking for dignity

By **ALFRED LUBRANO**

Striking Daily News Staff Writer

Goons, they call them. Thugs. Lowlifes. Badfellas.

Striking pressmen and drivers at the Daily News get that rap every day.

Problem is, the generalizations just don't fit guys like Danny MacPhee and Don Roberts.

MacPhee, a pressman, calls the strike a "moral battle" that throws blue and white-collar workers into the same fox-hole.

Roberts, a driver who was attacked last week by Ninja-like management mercenaries, continues to deplore violence.

Their strike isn't about firebombs and scare tactics. Self-respect, dignity — that's what keeps MacPhee and Roberts on the picket lines.

Sit down and talk to them. And suddenly the goons become human beings.

...
They are playing "American Pie" on the juke box, the song with a line about delivering papers and "bad news on the doorstep."

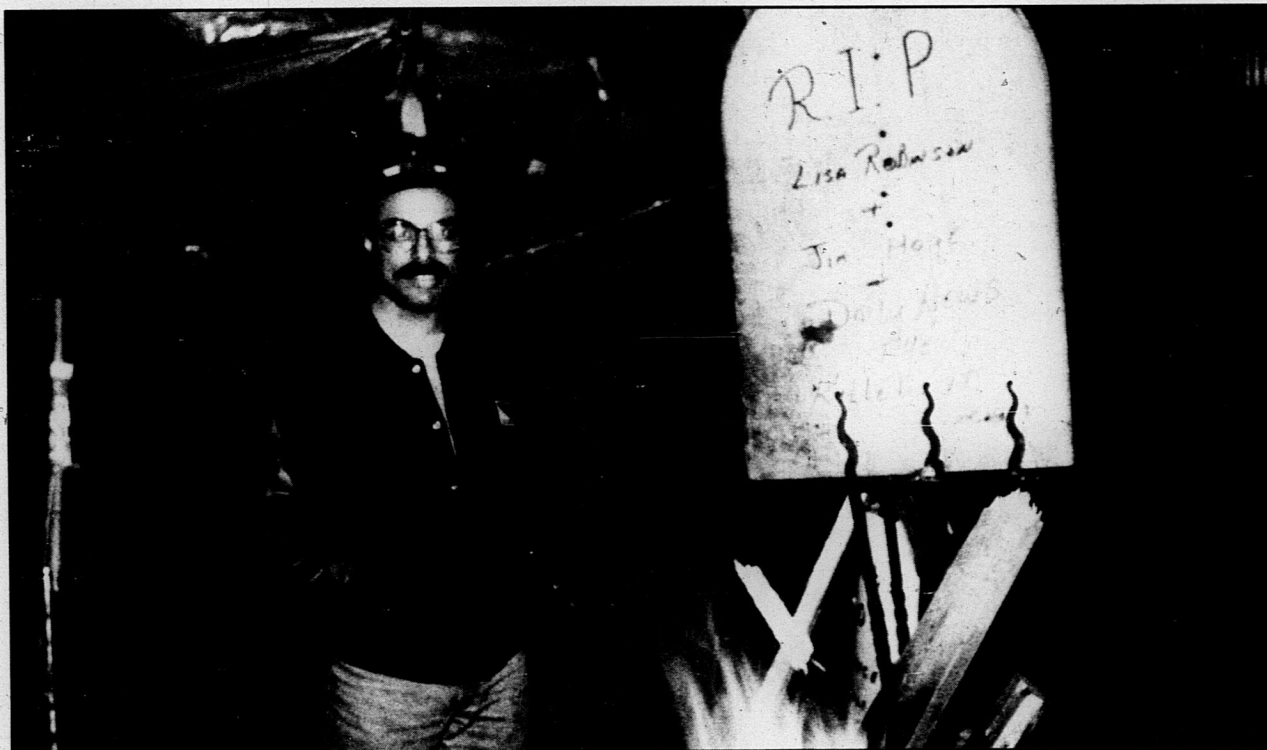
At Freddy's Bar on Dean St. in Brooklyn, near the Daily News' Pacific St. plant, striking pressmen take a break from the picket line and crank up the tunes.

MacPhee, 44 and burly, notes the irony in the lyrics and smiles.

For the last 11 years, the former bar owner from Middle Village, Queens, has worked in the dark mist of the pressman's world, breathing in ink and management hot air.

"The Tribune Company would like to separate people, the blue-collars from the white-collars," MacPhee says as he sits at a window table.

"But these are moral



THE WHEEL THING: Don Roberts has been driving for the Daily News for 18 years.

PHOTO BY MARK ASNIN

issues we're striking for, and they unite all of us. I'm proud of the reporters being out with us. If they had walked out, we would have, too."

A former Marine whose left arm was blown apart by a mortar round in Vietnam, MacPhee says he once was a conservative who worked for Richard Nixon's re-election.

His allegiance to what he calls The Establishment has evaporated.

"I feel betrayed, put out in the street by the system I once supported," MacPhee says. "Now, an American corporation is hiring scabs to put

workers out of work. Unbelievable."

...
In the frenetic midtown offices of the Newspaper Guild, driver Don Roberts takes a "solidarity break," in from the picket line to commiserate with union members.

At age 36, the Midwood, Brooklyn, man is already an 18-year veteran of The News.

Introduced to the business by his father, who repaired news trucks, Roberts says these aren't his first bumpy times at the paper.

"It wasn't easy for a black man here almost 20 years ago,"

he says. "There were not many of us, and the atmosphere wasn't very friendly. I've had to struggle."

"But things did improve. (News Publisher James) Hoge's statement that the drivers' union was lily white may have been true years ago, but not now. There are blacks, Latinos and Asians working."

Soft-spoken and articulate, Roberts is angered by the charges of violence being leveled at drivers.

"I have personally seen management Ninja guys in military uniforms pull out bats to threaten strikers," Roberts says.

"Hoge needs to get these guys off the streets."

Roberts insists that drivers "are not illiterate, uneducated guys getting paid too much. Some guys are pretty dynamic."

Though he doesn't say it, Roberts could include himself among them. A motivational speaker who leads seminars on self-improvement, Roberts sees himself as more than a driver.

"I'm a developing person," he says.

And like MacPhee, definitely not a goon.

Company locked out compromise

LOCKOUT from Page C

as they passed through the corridors.

"The clear impression was that the current difficulties at The News presented Mr. Hoge with an opportunity to adopt a similar strategy" to Murdoch's, State Commissioner of Economic Development Vincent Tese said in an affidavit describing a conversation he had with Hoge.

Despite increasing evidence of bad faith, the unions continued to schedule regular bargaining sessions. But negotiations rapidly degenerated into farce. After more than 30 bargaining sessions, the Newspaper Guild had managed to wrest agreements from management on only two issues: bereavement leave and jury duty.

Other unions experienced similar stalling tactics, but all resisted striking, knowing that was management's game plan.

"Every union and every member did everything possible for as long as possible to avoid being pushed out the door," said Newspaper Guild President Barry Lipton. "The News' one-dimensional strategy all along was to cause a labor dispute and push us out."

In the early morning hours of Oct. 25, an ailing driver working at the Brooklyn plant was ordered to stand rather than sit. A business agent for the drivers union tried to intervene. News guards ordered him out of the plant. Some three dozen drivers, waiting for their trucks to be loaded, gathered around to find out what the commotion was about.

In the words of one of those drivers, this is what happened next.

"About 20 men walked out to discuss the problem," driver Eddie Smith told the New York Observer. "The rest of us were told to go to the east end of the building. Twenty minutes later, security and the

managers told us to clear out.

"As I walked out, the replacement bus was coming down the block. They can say what they want. We were locked out of the building."

The next morning, drivers union chief Michael Alvino began a frantic series of calls to top News managers. "I called (Tribune Company CEO Charles) Brumback in Chicago. I went personally to see (News labor relations director) Ed Gold. I told them we're not on strike. I offered them 150 jobs in givebacks. I told them we could arbitrate the firings. They told me no and handed me a list of 60 drivers that had been permanently replaced."

Half of those replaced by The News were African-American, Hispanic and Asian.

That night, an exhausted Alvino announced to a throng of drivers and other News union members gathered outside the Brooklyn plant that his efforts had

failed. "We have no choice except to strike," he announced through a tinny bullhorn.

Seven of The News' 10 unions immediately followed suit. The paper's 200 printers, who have lifetime job guarantees, did not. The Newspaper Guild, the biggest of The News' unions, said it would honor the picket lines.

But on Friday, after News officials told Guild leaders permanent replacements were being hired to replace workers not at their desks, the Guild also struck.

At an emotional membership meeting, Guild workers learned that before they struck, their access codes to their own computer files had been stripped, and their electronic keys demagnetized. "Once they locked us out and began replacing our workers with strikebreakers, it became impossible to keep working," said Lipton.

Then the out-of-towners began producing New York's "hometown newspaper."

REAL PEOPLE

BY TOM POSTER and LARRY SUTTON



RON SILVER, left, with Madonna and Joe Mantegna

Dave's dejected

Mayor Dinkins, who has had a hard time trying to get Daily News publisher James Hoge to sit down with him, told us he's feeling bad for the strikers. "This strike is a terrible thing," said Dinkins. "Especially for the city at this time. We hope there will be a resolution as soon as possible."

Even Rusty Staub got involved. Taking time out from the numerous charities he's involved in, the former Met outfielder-turned-restaurantier said, "I hope it gets resolved

soon. I hate to see this strike. It's tough on all of us." He interrupted a dinner for the widows and children of police officers and firefighters killed in action to chat with us at the Sheraton Centre.

We talked to retired Detective Joe Mazzilli, cousin of ex-Met Lee Mazzilli. Joe now runs his own security firm, which employs 300 ex-cops in the city. Joe tells us he was called by the Daily News to provide guards for the strike. He wouldn't do it. "I couldn't ask the men to walk across picket lines and I would not ask them to do it," he said.

Tony Randall is one of the stalwarts of Broadway, and the movies, and TV, too. His wife is ailing, but Tony expects to join other entertainers at Thursday's pro-strike rally outside the Daily News building on E. 42d St.

Speaking of the naked truth, Elizabeth Pena, who appears nude in her latest movie, says she had difficulty in taking clothes off until they removed everyone from the set. "It wasn't too hard then," she says. Sort of like putting out the scab Daily News, which isn't too hard, either, since hardly anybody sees it.

Hi-yo, Silver — Ron backs strike

Take it from a Tony winner — there's no honor in talking to people out to break unions.

So says Ron Silver, currently in rehearsal for "La Bette" on Broadway. Silver isn't happy with the way the Tribune Company has been treating its employees at the Daily News. He has no use for out-of-towners coming into our town to take other people's jobs at less pay. And to let the Tribune Company know how he feels, Silver won't be doing any interviews with the newspapers, radio stations and television stations owned by the boys from Chicago until they sit down with the unions for some serious talk.

Scab proves a pain to Jane

Don't count on Jane Alexander to give any interviews while rehearsing for her new play, "Shadowlands," at the Brooks Atkinson Theater this week. Jane, according to Josh Ellis, the show's publicist, is not giving any interviews to anyone at the request of her director. But, we learned, she said nix to an interview sought by scab reporter Kathleen Carroll, who was trying to cash in on a scheduled interview, arranged before the strike, by Pat O'Haire, the Daily News' regular entertainment reporter, now on strike. Tough for Carroll, who is making a bad name for herself.



Jane Alexander

The battle against the bullies

Carlo was his first name. In the commotion that night, as police pushed him and other bewildered, angry men behind barricades, last names were unnecessary.

Because there are moments in life so critical you dare not risk others telling you what happened, I had gone to the Daily News printing plant on Pacific St. in Brooklyn, not to write but to witness my future unfold.

Carlo stood in a cluster of proud but suddenly desperate men, who until then had held down good-paying jobs as drivers, pressmen, mechanics and mailers for the Daily News, but now were being tossed aside by the company to which they had given years of their lives.

They cursed as they walked helplessly past the lines of police who guarded the plant. After reporting to work at 9 p.m. Oct. 25, the men were told that 60 of them had been fired, summarily dismissed after an incident the previous night when the firing of another worker sparked a spontaneous protest.

Despite the bluster and shouts, many of the men were red-eyed, and tears could be seen streaming down the weathered faces of some.

For 10 months, they had withstood repeated provocations and intimidation by an alien crew of bosses imported to New York by the Chicago-based media octopus that owns the News — the Tribune Company.

The intimidation included an army of out-of-town security guards, attack dogs, sporadic suspensions and firings for the flimsiest of reasons, even secret videotaping of employees at work. It included veiled threats to close the newspaper if management didn't get what it sought in new contracts with the company's 10 unions — complete control over what its workers did and how they did it.

Now, in the most flagrant provocation yet, publisher Jim Hoge fired 60 drivers and refused to arbitrate the dismissals.

JUAN GONZALEZ



Backed against the wall, facing the virtual destruction of their union, the drivers chose the only weapon they had left, the one they had sought to avoid at all costs — a strike.

Human beings, after all, can endure only so much indignity from bullies before they rise up and draw a line in the sand.

By the next day, eight other unions, including my own, the Newspaper Guild, declared a strike against what they called the unfair labor practices by management.

Earlier that day, before the strike started, I had been sitting in a coffee shop on Hudson Street in lower Manhattan. There I interviewed two workers for a very profitable financial printer.

Their union had been without a contract for a year. A few weeks earlier, management unilaterally cut salaries in the shop by 60%. I talked to two men who had been making \$21 an hour and now earned only \$9.50 for a longer work week.

These were men past 50, with kids in college and mortgages on homes in Long Island and in New Jersey.

Like many at the Daily News, they had poured a lifetime of sweat into making others wealthy. Like so many of us, they had watched a family-owned business turn into a giant, publicly held conglomerate run by accountants who saw human beings only as numbers on a balance sheet.

I looked in their faces and saw the tugboat workers

of New York Harbor, the mechanics of Eastern Airlines, the bus drivers of Greyhound, the workers of Domsey in Brooklyn, the pressmen of the Chicago Tribune, the silent multitudes in factories throughout America who have waged titanic fights to protect their jobs and their unions only to be shattered by unbridled corporate greed.

It began in earnest nearly 10 years ago with the PATCO strike. Since then, the high-powered lawyers, the courts and the cops have become instruments for an all-out assault on organized labor.

Then came the Daily News strike of 1990. It began as another well-organized union-busting attempt.

But something unexpected happened.

The unions stayed together. We reached out to you, the people of New York. We treated this not as a simple fight to protect our jobs but as a battle for all workers, as a conflict between the people of New York and corporate vultures from Chicago who were holding our hometown newspaper hostage.

Thousands of people responded. During the first week of the strike, they refused to buy the newspaper. They jammed 42d St. in massive protest rallies. They sent money and resources to support the strikers. They rejected the slick company rhetoric about racism and violence. They objected to a financially ailing city spending more than \$1 million a week on police protection for Daily News property while violent criminals besiege our city.

More than two weeks later, the Tribune Company is losing the strike it started. We who helped create the real Daily News — not its scab imitation — have proven ourselves smarter and more organized than our old bosses ever thought possible.

Sooner or later, Chicago will accept reality. They will sell the newspaper to business people smart enough to understand that workers are human beings to be treated with respect. Either that, or management will return to the bargaining table and end all its union-busting dreams.

Only then will there be newspaper peace in this city. Only then will the nightmare that began Oct. 25 in Brooklyn be over.

Remembering the Reel News

How do I begin to try to put 28 years with the Daily News into a piece? At the beginning.

I had flunked out of college and was working as an attendant for the Parks Department, picking papers off Rockaway Beach and living in a furnished room on 113th St. in Queens, when a thought occurred with utter clarity:

Bill, I thought, you don't want to pick papers off the beach for the rest of your life.

I quit the Parks Department and took the subway into the city and went from one paper to the next looking for a job. I had always been a newspaper buff — Dick Young, Jimmy Cannon, Red Smith, Murray Kempton, Bill Slocum, Dan Parker, James Wechsler and Norton Mockridge were columnists I read avidly.

No luck at the downtown papers — Journal, Telegram, Post. I telephoned Bill Slocum, a distant relative, at the Mirror. "Only take a job with The News or The Times," advised Bill, God rest his soul. "The other papers are shaky."

I applied at The News and, sure enough, there was an opening for a copy-

boy. I began work on July 23, 1962. My assignment that day was to accompany photographers Walter Kelleher, Bill Meurer and Tom Watson to the race track. Before departing for Aqueduct we belled up to the bar of the old Liberty saloon on Second Ave. for cold ones to get our hearts started. I told myself: I love this job.

Got my first byline a couple of months later, a piece in the Sunday Manhattan-Bronx section about the plight of a young free-lance photographer named Peter Beard. Hundreds of photos Beard had made on safari in Africa were lost when his car, parked on a Manhattan street, was robbed. He came to the seventh floor reception desk with his tale of woe. I was sent out to interview him.

The piece appeared. As a result, Beard's photos were recovered. Seems a reader had found the photos discarded on a sidewalk and, knowing they must be valuable to someone, held on to them for safe-keeping. After reading my story in the Sunday News — everybody in New York read the Sunday News in those days — he got in touch with Beard and returned the

photos.

Beard called me with the good news. I was ecstatic. The power of the press was thrilling.

News Sunday editor Ama Barker needed a copyboy when John Gregg quit and Mike Iachetta moved into John's job, and she invited me to fill the post, which opened up right after the 114-day strike by the printers in 1963.

Ama, may she rest in peace, was a nonsense boss who demanded strict attention to the details of makeup. God forbid I put the Bright Sayings logo on the Embarrassing Moments column by mistake. Such a botch would elicit a most withering look from perfectionist Ama. But she was a wonderful woman who, along with assistant Sunday editors Worth Gatewood and Len Scandur, took a liking to me. The News really was a family in those days. When I got married in 1964, Len Scandur went around to all the people he and I worked with in the editorial office and downstairs in the composing room — John Chapman, Doug Watt, Kate Cameron, Wanda Hale, Alex Ganzemuller, Harry Bailey, Rosie Rosenberg, Pete Oddo, Bill Rogers and scores of others — and solicited a few bucks from each for a wedding gift.

I was flabbergasted when Len handed

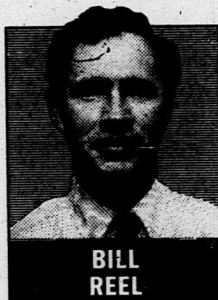
me an envelope stuffed with \$300. Flabbergasted and grateful. I was grossing about \$110 a week at the time.

I could go on and on with anecdotes. There were laughs (all at my expense) with ace crime reporters Eddie Kirkman and Frank Faso when the city desk sent me to police headquarters in 1969, and long nights on rewrite in 1970, followed by a few years of general assignment and religion reporting.

One October night in 1974 city editor Mike Clendenin, who later smartened up and went to work for New York Telephone, asked if I'd like to write a column in the Brooklyn section. I said I'd love to. "Begin tomorrow. Write about whatever you want," he said.

The next day happened to be Yom Kippur. I drove to Borough Park in Brooklyn. The neighborhood was still except for devout Jews walking to and from temple. Peace and prayerfulness were palpable. I did a column that began, "Only the banks and the Chinese restaurants were open on 13th Ave. yesterday."

A couple of thousand columns, mostly human interest yarns about ordinary New Yorkers, have followed. Some were better than others. The final one may have appeared in The News. I hate to think, or write, about that.



BILL REEL

The truth in black and white

By JAMES HARNEY

Striking Daily News Staff Writer

Daily News management likes to mask the facts, especially on the subject of racism.

Lately, management has been trying to mask blatant union-busting tactics by offering "historic opportunities" to minorities willing to cross the picket lines of the striking News unions.

Management is trying to obscure these facts:

- When The News fired 60 delivery drivers at its Brooklyn plant — the incident that directly provoked the strike — 29 of those fired were black, Latino or members of other minority groups, according to drivers union head Michael Alvino.
- Members of minority groups make up

31% of The News' 700-member drivers union — one of the craft unions management has branded as racist in its attempts to lure minority strikebreakers.

- The 102-member mailers union has about a dozen minority-group members now. But there were more — before The News subcontracted the bundling of Sunday supplements to out-of-state non-union workers in 1986. With subcontracting came layoffs of 200 News mailers, including 100 from minority groups, union President George McDonald said.
- In April 1987, The News became the only newspaper in U.S. history to be convicted of racism when a federal jury found it guilty of discriminating against four black staffers.
- Most minority staffers hired by the News since the suit was filed in 1982 remain on strike.

- Despite management's professed interest in hiring more black, Latino and Asian staffers, very few are to be found among News management.

These are some of the facts management neglected to mention to the National Association of Black Journalists last week when it asked for the organization's membership list so it could recruit members as strikebreaking reporters and editors.

Upon learning that NABJ President Thomas Morgan had agreed to sell the list to The News for \$400, a small but angry contingent of striking minority News staffers — including several NABJ members — hastily called a press conference to condemn the deal.

They fired off a letter denouncing The News' "ploy to create divisiveness in our ranks."

Also denouncing the move were leaders of the National Association of Hispanic Journalists and the Asian-American Journalists Association, both of which also had been approached by The News for their membership lists — and refused.

Morgan first explained that his decision to provide his organization's membership list to The News had been based on the NABJ's policy "of routinely telling our members about jobs."

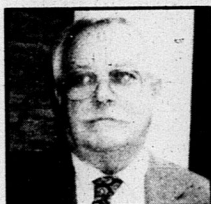
But later, following the torrent of criticism, NABJ leaders said The News would not receive the membership list after all.

The NABJ changed its mind, said Morgan, because "despite our attempts to remain neutral, we were being drawn into a dispute between the union and management."

THE REAL INQUIRING PHOTOGRAPHER

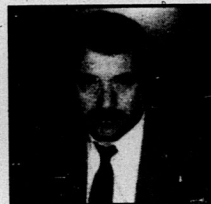
By JOHN STAPLETON

What Do You Miss Most About the Pre-Strike Daily News?



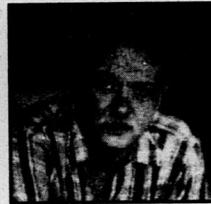
Roger Power
Newspaper ad sales

"The ads. The current Daily News looks like the old PM newspaper. I enjoyed looking at the ads in the pre-strike News. Nowadays, I look for the ads rather than at them. I saw only two national ads in today's News."



Zefs Majlag
Building manager

"The makeup of the pre-strike paper. Stories I thought belonged on page 2 or 3 were buried on page 7 under the replacement editors. I'm referring specifically to stories about the gulf crisis."



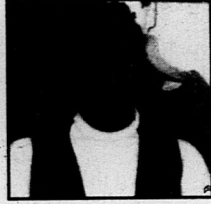
Bob Beyer
Word processor

"I'm a fan of sports cartoonist Bill Gallo. His cartoons are appearing in the paper during the strike. I couldn't find a copy of the paper every day and I hope when the strike is over that they will reprint all his cartoons."



Maira Lugo
Stockroom manager

"The columnists who give a newspaper its flavor. I miss reading Bill Reel's column about real people; Mike McAlary's columns on every subject and Juan Gonzalez, who always sticks up for the little guy."



Dorothy Malone
Sales

"The availability of the pre-strike Daily News. It was on every corner newsstand in the city, but not these days. If a dealer has The News, it's under the counter. I really miss my horoscope because so much of it comes true."



Miriam Camacho
Candy store owner

"The fact that The News is no longer New York's hometown newspaper. With all the replacement workers flown in from Chicago and Florida, it would be more accurate to call it 'New York's Out of Town Newspaper.'"



Fred Bolston
Board of Ed employee

"I'm no longer sure of the professionalism of the staff. When you read a story on crime or the Mafia by Jerry Capeci, you know that he really knows his subject. But many stories in the paper have no bylines and you wonder."

5 STAR * * * * * FINAL

REAL NEWS Sports

Special Strike Issue

THE INSIDE SCOOP

Score points, boycott The News



Ran back in, walked back out

I wanted to close my eyes and wish this all away. I wanted to escape. I wanted all those worries reduced to being able to fall out of bed frightfully early on a Sunday morning, to catch a midtown courtesy bus to Staten Island for the start of an annual New York celebration of aching feet known as The Marathon.

It was going to be a balmy autumn Sunday, they were saying on the radio. The salesman who created the race, Fred Lebow, was offering free, pragmatic advice. The conditions, he cautioned, were not going to be very good. The heat and humidity would sap the runners' strength.

"A great day for New York but not for running," Lebow said, as the water burst from the shower nozzle, sounding the dreaded alarm for another day of soul-searching and torment.

A much better day, I would soon decide, for walking.

Many of the sports writers at the Daily News had crossed the picket line just a few days before, when the strike of the Newspaper Guild and eight other unions was not yet a week old. I crossed on a Thursday morning and was back punching the computer keyboard later that afternoon. If you could find a Daily News, if you

read from the back, then maybe you noticed that the sports section existed in a separate universe, with its own set of rules, seemingly untouched by the bitter war between the paper's management and labor.

I would like to say most of us went back out of economic need and simply because we feared losing the jobs we love and have worked hard to get, but that would be an insult to all of those we left behind. I am afraid it was more a case of us trying to take cover in a world of make-believe. Sports writers do not like to hear they work in the newspaper's toy department, but it had always seemed like a pretty nice, safe place to be.

Even though, as it turned out, it wasn't. Oh, you could set it aside for a while. Saturday night, Larry Bird and Patrick Ewing had kept me preoccupied for a couple of hours at the Garden, but this wasn't as much work, really, as it was therapy. A good novel. A run in the park. An afternoon in the sandbox with my year-old son.

What did I want to write about? How

angry could I force myself to be that the Knicks still relied too much on Ewing's post-up offense or that Darryl Strawberry was going, going, gone to L.A.? What issue could move me to the stomach-churning passion the way the threat of the Daily News disappearing could?

There was none, of course. There could be no other issue, and there could be no peace of mind with one's head in the sand.

We write about games played by millionaires. The battle between sports management and labor may be for stakes we either resent or barely comprehend. But that battle does exist, and in the process we are asked to make evaluations, to determine between ethical and unethical, between right and wrong.

What sports writer, for instance, could resist scolding the NFL players for so easily giving up their picket line, their st and their souls just a few seasons ago, cracking when the NFL pitifully tried to replace them with scabs? How many of us ridiculed the baseball owners just a few months ago, as we recognized the decep-

tions and manipulations of their lockout?

It is, of course, a different world, the one we cover from the one we live in. We understand too well the fragility of the newspaper industry, further threatened by a deteriorating economy. Many of us have close friends at the New York Post who were forced to accept a 20% pay cut last month or trade in their job for a severance check.

At least they were consulted, given a choice. For more than 10 months, the Newspaper Guild negotiators have reported to us that the Daily News would not even bother to bargain, that they were simply waiting to provoke a strike and then continue to operate as if we did not exist. Since that is exactly the way it unfolded, the question that had to be answered early Marathon Sunday was: What would I write about an athlete in my position who crossed the line?

I asked myself that question and went immediately back on strike. By late last week more of my colleagues had done so as well. Running from the issue wasn't the answer after all. And so we walk, asking for the support of the sports community we only wish to write about again.

HARVEY ARATON



London strike ends with first contract; key rate at \$904

(Continued from Page 1)

John Miner, asst. business editor. Free Press newsroom employees began organized in early 1989, and SONG was certified as their union that April.

Under the agreement, employees are not required to join the Guild, but union representatives are guaranteed the right to meet with new hires, and management must tell them they are covered by a Guild contract and that they are responsible for paying dues under Ontario's Rand formula.

"We know we have strength even without a closed shop," Matyas said, noting that 80 percent of the unit's members voted to strike and 90 percent struck.

The agreement prohibits reprisals against returning strikers and, among other things, guarantees benefits employees had been receiving and provides new protections on layoffs and professional issues.

Strikers maintained a 24-hour-a-day picket line at the plant and published their own weekly paper. They also mounted two major demonstrations at the Free Press.

Two days after the strike began, more than 1,000 strike supporters rallied at the Free Press, attracting

local media attention.

Demonstrators included 450 members of the Provincial Building Trades Council of Ontario and 400 members of the Canadian Union of Public Employees, in London for an educational seminar.

More than 150 people joined a second rally Nov. 9, including members of SONG units in Toronto, Kitchener and Hamilton, as well as unionists from the London area.

Guild members produced two 28-page issues of a weekly strike paper, the London Express, which quickly attracted readers and advertisers.

Fred Campbell, who helped produce the tabloids, said the public's response was "phenomenal, just awesome. They loved it." Hundreds of well-wishers called, and many potential advertisers expressed interest, he said. About 65,000 copies of each edition were circulated without charge.

The second issue was completed just hours before tentative agreement was reached on the contract. Negotiators reached a separate agreement that it could be circu-



SCENE AT LONDON FREE PRESS AS 1,000 RALLY ON GUILD PICKET LINE NOV. 3. Guild Unit Chairperson Joe Matyas, right, speaks from balcony as members, backers circle building.

lated as originally scheduled.

The Free Press continued to publish during the strike, using mostly management personnel and 11 employees who crossed the picket line. The papers, however, were half their normal size and occasionally were beset by distribution problems.

In addition to the Free Press, the Blackburn family owns a radio station and a television station in London, plus a string of free-distribution "Penny-saver" shoppers.

Tentative pact set at Sudbury Star

(Continued from Page 1)

were continuing at the table.

The tentative agreements call for 6-percent increases each year in all wage classifications and pay upgradings for some employees, but other details were not immediately available. Previous contracts expired Aug. 31.

The 28,000 circulation Star has not published since Oct. 11 when

union members were ordered out of the plant about 10 minutes into a stop-work meeting called to discuss the state of bargaining.

The Guild represents 40 workers in the paper's accounting, circulation and editorial departments. The Graphic Communications and CWA-Media Workers unions represent some 20 press operators and printers.

IEB lists locals in delinquency

Silver Spring, Md.—In keeping with a directive by TNG's 1983 Convention, the Int'l Executive Board during its spring meeting reported the following locals delinquent in their monthly per-capita payments to TNG as of Sept. 30:

Local	Months	Amount
Bakersfield	1	\$1,040
Chattanooga	1	1,136
Chicago	1	5,778
Detroit	1	12,968
Great Falls	1	205
Indianapolis	2	1,310
Kenosha	2	899
Los Angeles	2	7,704
Lynn	2	796
Milwaukee	6	8,860
Northern		
California	1	23,561
Pacific Northwest	1	11,106
Pennsylvania	21	1,102
Philadelphia	1	17,976
Puerto Rico	1	5,855
Rochester	4	3,340
San Diego	1	6,163
Sheboygan	2	1,078
Twin Cities	1	10,272
Washington-Baltimore	1	22,406
Wire Service (U.S.)	5	63,880

The Sept. 30 delinquencies totaled \$206,428, an increase of \$44,734 from the amount outstanding on June 30, the end of the previous fiscal quarter.

Silver Spring, Md.—TNG concluded the first six months of its current fiscal year Sept. 30 with income to its General Fund running \$52,455 behind general operating expenses, the Int'l Executive Board reported during its Oct. 22-24 meeting here.

The operating deficit resulted entirely from a second-quarter (July 1 to Sept. 30) shortfall of \$58,063, following a first-quarter (April 1 to June 30) surplus of \$5,608, the IEB noted in adopting the report of its Finance Committee.

When it adopted the 1990-91 budget and income estimate in June, TNG's 1990 Convention projected an operating deficit of \$5,036 for the full fiscal year, which ends next March 31.

Expenses for the first six months totaled \$2,381,046, or \$104,377 less than projected, but operating income of \$2,328,591 also was running short of expectations.

For the quarter ending Sept. 30, expenses were \$1,202,735, or \$40,484 less than budgeted. Income, however, was \$1,144,672, or \$39,247 less than in the three months ending July 1, and \$72,301

less than in the quarter that ended March 31.

The report noted a decrease of more than 3,000 per-capita payments from locals during the six months ending Sept. 30. Average monthly per-capita payments for the period were 31,418.

The IEB's report on delinquent per-capita payments at the end of the second quarter showed a \$44,734 increase, to \$206,428, from the amount owed three months earlier.

Other factors contributing to the short-fall included staff trims through buy-outs and attrition at several dailies and at United Press Int'l, and a switch in dues-collection procedures at the New York Daily News following termination of payroll checkoff by management in April, board members said.

For the current fiscal quarter (Oct. 1 to Dec. 31), the IEB budgeted \$1,103,717 for expenses—\$139,502 less than was budgeted for the second quarter and \$99,018 less than the second quarter's actual expenditures.

In a move aimed at dealing with TNG's cash-flow problems for the

October-December period, the quarterly budget does not provide for transfers from the General Fund to the Special Organizing Fund and to the Defense Fund during the quarter. Allocations of \$100,000 and \$46,250 were made to the respective funds in each of the first two quarters.

TNG President Charles Dale called it a "one shot" move, and said he expects "adjustments in the fourth quarter to compensate."

The deficit might reach \$200,000 by Dec. 31 if contributions to the two funds were not withheld, the IEB's report said. The budget adopted by the convention allocated transfers during the fiscal year totalling \$400,000 and \$185,000 into the Organizing and Defense Funds, respectively.

Vice President Larry Hatfield of Northern California challenged "the wisdom" of withholding the allocations for the quarter, calling it "just the facade of balancing the budget."

The board should "stop hiding behind budgets like this" so members would be fully aware of TNG's financial situation when projects are being considered, he added.

Vice President Doug Louth of Vancouver-New Westminster agreed and predicted that board members would "take some heat" for deviating from the procedures anticipated by the budget.

TNG Secretary-Treasurer John C. Edgington, however, pointed out that the action does not mean organizing will cease since the Special Organizing Fund had nearly \$225,000 available for projects.

As of Sept. 30, the organizing fund had a net worth of \$487,622, including \$262,788 due from the General Fund, the IEB reported. Expenditures during the quarter totaled \$129,032, including organiz-

ing subsidies of \$27,656 to the Detroit Guild and \$20,000 to the Southern Ontario Guild.

Since the special fund was created in 1988, TNG has committed \$1,324,691 to 26 locals, of which \$1,136,026 has actually been expended, the Finance Committee reported.

The board also reported that as of Sept. 30, the net worth of the Defense Fund stood at \$7,834,640. Its liquid assets totalled \$7,188,027, including \$750,000 in loans toward construction of TNG's new headquarters building.

Acting on a recommendation of its Finance Committee augmented by the chairpersons of its Collective Bargaining and Organizing Committees, the IEB also voted to reimburse the SONG for one-half the strike benefits paid to 20 Oshawa Times women who were off the job for eight weeks early in the year in a dispute over termination of a co-worker.

The board also approved a General Fund loan of up to \$11,000 to assist the Gary Guild in paying bills from a bargaining struggle lasting more than four years and from arbitrations.

The IEB also approved an increase in the dues rate for at-large TNG members to \$16 per month, up from the \$12.50 it had been for the past 12 years.

The IEB also approved contributions of \$2,500 to the Committee to Protect Journalists, \$2,000 to the Reporters Committee for Freedom of the Press, \$250 to the Labour College of Canada, \$150 each to the Washington- and Ottawa-area United Way organizations, \$50 to the Southern Poverty Law Center Klanwatch Project and \$50 to Planned Parenthood.

The board also approved \$300 to the Leadership Conference on Civil Rights and \$100 to the Children's Legal Defense Fund.

Guidelines drafted on new award for locals

Silver Spring, Md.—A preliminary proposal for an award recognizing locals for work on behalf of minorities and women has been approved by TNG's Int'l Executive Board.

In adopting the report of its Human Rights Committee at the board's fall meeting here, the IEB agreed to consider for the award the nominations of locals demonstrating gains made by women and minority workers in three specific areas:

✓ Achievements in collective bargaining;

✓ Grievances, arbitrations and legal actions; and

✓ Changes in local policies and programs and the election or appointment of women and minorities as local leaders, both in the United States and Canada.

The IEB Human Rights Committee will develop a final proposal for consideration by the board at its April meeting.

The new award was mandated by TNG's 1990 Convention to honor locals for "significant improvement in achieving integration

or diversity by race, ethnicity and gender in the workplace and increasing the participation of women and minorities in local leadership.

At the same time, the convention dropped the Guild's "Lily White Publisher's Award," created in 1988 to spotlight newspapers with the worst records on minority employment.

The award was never given because, in the words of the 1990 convention, "there were too many qualified nominees."

Truncated council urges Canada autonomy; 2 locals leave

Toronto—A truncated Canadian District Council of Guild locals has approved a call by the Southern Ontario Guild (SONG) for the council to take over many of the key functions of TNG in Canada and, in the process and aftermath, the Montreal and Windsor Guild locals have withdrawn from the council.

A third local, the Canadian Wire Service Guild, withdrew from the council last February, charging that a three-year campaign by the SONG for "its version of greater Canadian autonomy within TNG" has made the council "largely a waste of time and money" and "a divisive rather than unifying element."

SONG's proposal, approved Oct. 27-28, calls for the council being empowered to approve strikes, expenditures from TNG's defense fund and contract settlements in Canada and to hire and direct "national staff." It also envisions the council receiving "a share of membership dues ... to administer such items as organizing, research, education, health and safety and political action."

The council's role should be more than educational and "must be the vehicle for the union to speak out nationally" on political, social, legislative and bargaining issues "as well as journalistic and other special-interest groups' concerns within the membership," the proposal said.

The proposal was approved by delegates from three locals on a hand vote of 16-2, with 2 absences. Participating were delegates from Ottawa and Vancouver-New Westminster, in addition to the SONG, largest local in Canada and

second largest in TNG.

Delegates from three other locals, Northern Ontario (Sudbury), Victoria-Vancouver Island and Windsor, absented themselves during the vote. They said they had no mandate from their memberships to take a position on the SONG proposal.

The Montreal Guild formally withdrew from the council as the proposal headed for a vote.

"The only difference with this [proposal's] concept and the concept that was rejected at many, many CDC and [TNG] convention meetings is that this is only one page instead of 28," said Montreal Guild President Larry McInnis.

"Since it is going to a vote, the Montreal Guild has no choice but to leave the CDC," McInnis concluded.

Two weeks later, on Nov. 11 the membership of the Windsor Guild voted to sever that local's relationship with the council.

Windsor President Julie Rowe said she recommended the action and the vote was unanimous. The local has been "served well" by TNG but has gotten little of value from the council in the three years that controversy has swirled around SONG proposals on Canadian autonomy, she said.

Rowe also is resigning as council secretary and the local is withdrawing its invitation to host the council's next meeting, in the spring. The local will continue to participate in the Southam Council of locals which, she said, has provided the Windsor Guild with information that has proven valuable in serving its members' interests.

SONG President Gail Lem said her local's proposal, titled: "Struc-

ture and Future of the CDC — SONG's Perspective," was offered to launch debate on the CDC's role in the Guild.

SONG believes, she said, that the council should become the voice of the Guild in Canada and create a structure that will fight U.S. labor trends and the assault on unions at the border.

"The situation in the U.S. scares me," Lem said. "There is a declining membership and organizing efforts merely keep U.S. membership levels status quo."

Pointing to San Diego, Kingston (N.Y.) and Gary (Ind.), she said contract settlements in the U.S. are inferior and the Guild's only response seems to be to circulate buttons and "sell Kool-Aid in newsrooms." The SONG, she said, seems to be the only local prepared to strike to gain good contracts.

Bill Petrie, SONG local repre-

sentative, told delegates that SONG's proposal is grounded in Canadian autonomy. He also charged that Canadian locals are not getting adequate services for the per-capita payments they make to TNG.

The only way to get services Canadian locals need, he said, is through a union in Canada that co-ordinates locals, and SONG sees the CDC as the vehicle for doing so.

After the vote, a special committee was formed of representatives from the SONG and Ottawa Guild to examine the costs and other requirements of the proposal.

The proposal itself points out that "a new and enhanced role for the CDC will not only require a change in the by-laws of the council and the constitution of TNG, but a change in the thinking of Canadian Guild members within

the international union."

In other action, delegates also passed a resolution associating the council with the Canadian Labour Congress's "plan of action" against attacks by employers and the federal government on the Canadian labor movement.

Calls, among other things, for locals to get involved in activities by federations and councils of unions, TNG's Canadian director to co-ordinate "any national action planned for the Guild," and for a conference "within the next 12 months to co-ordinate our collective bargaining strategy against the Tory agenda."

In a letter to presidents of all nine Canadian locals three months earlier, TNG President Charles Dale called on each of them to participate in the CLC "call to arms" to the fullest extent.

CLC fact-finder meets with TNG on autonomy charges

Jim Dowell, right, a fact-finder for the Canadian Labour Congress, meets with TNG President Charles Dale during Dowell's probe of longstanding allegations by the Southern Ontario Guild that TNG is not in conformance with the CLC Constitution's provisions for autonomy for Canadian locals within international unions. Dowell, retired longtime education director of the Canadian Union of Public Employees, met Nov. 1 at TNG headquarters with Dale, TNG Canadian Director John Bryant and TNG Field Operations Director William H. McLeman.



RAYMOND CROWELL/Washington-Baltimore Guild

Dispute on 6 dismissals is settled for \$49,000

Cleveland — Six employees who were fired by the weekly Call & Post last year when its staffers sought to organize as a unit of the Cleveland Guild have agreed to an out-of-court settlement worth \$49,000.

Four of the six were dismissed last Nov. 3, the day the Cleveland Guild petitioned to represent some 60 employees at Ohio's largest black newspaper, with 50,000 circulation in Cleveland and other major cities.

The \$49,000 was distributed among the six according to actual loss of pay, minus income from other employment, that individuals suffered during the past year.

In addition, each of the six received \$400 from proceeds of a benefit held by the Cleveland Guild, said J. Stephen Hatch, the local's executive secretary.

As part of the agreement, the Call & Post admitted no guilt, and the six fired workers waived all rights to reinstatement.

At least two other workers also have been fired for supporting the Guild but charges have not been filed, Hatch said, adding that most of those dismissed had taken other jobs.

Despite the firings, the organizing effort among Call & Post employees is continuing, Hatch said.

The paper's editorial department employees organized twice before under the Guild; in 1945 and 1963, but did not obtain a contract either time.

The settlement was concluded as the National Labor Relations Board was about to begin a hearing on an unfair-labor practice complaint against the Call & Post.

The NLRB's 25-item com-

plaint, stemming from charges filed by the Guild, alleged the employees were fired without just cause and in retaliation for their support of the Guild.

The complaint also alleged that the publisher, John Bustamante, threatened to close the paper and appealed to racial prejudice in efforts to discourage union activity, and that management conducted illegal surveillance of employees during the organizing campaign.

The hearing had been scheduled for July, but in an "unconscionable delay" the board pushed it back 2½ months so a lawyer representing the company could get married, Hatch said.

"While the lawyer was on his honeymoon, the six fired employees were on the street waiting for justice to rear its ugly head," he said of the delay.

Vancouver adds five at Fraser Valley

Vancouver — The British Columbia Industrial Relations Council on Oct. 4 certified the Vancouver-New Westminster Guild as the union for the circulation drivers and couriers of the weekly Fraser Valley Record.

The certification followed a 5-0 vote by the group. The ballots were counted after the agency ruled that the individuals are employees and not independent contractors, as claimed by the company. The Guild also represents advertising, business and editorial employees at the paper.

The Guild Reporter

CALM
ACPS

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

Published by The Newspaper Guild (AFL-CIO, CLC) 18 times per year, on Fridays, usually at three-week intervals. (Next issue: Nov. 30.) \$20.00 per year. Single copies, \$1.00.

Guild Reporter deadlines at TNG headquarters: News, Monday before publication; features and letters, Friday before publication. (Next letters deadline, Nov. 22.)

limited to 200 words by TNG convention action.
POSTMASTER: Notice to Publisher Form 3579 should be set.
The Guild Reporter, 8611 2nd Ave.,
Silver Spring, Md. 20910-3327

Publication #231580

ISSN: 0017-5404

Vol. 57, No. 16

November 16

The Newspaper Guild

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

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DAY



BOOK

1990 Heywood Brown Award, entry deadline, Jan. 7, TNG headquarters, Silver Spring, Md.
Western District Council, winter meeting, Jan. 19-20, Los Angeles.
Int'l Election & Referendum Committee, certify eligible voters and distribute materials for referendum on TNG convention frequency, TNG headquarters, Silver Spring, Md., Jan. 30.
Midwest District Council, winter meeting, Feb. 2-3, Minneapolis.
Great Lakes District Council, winter meeting, Feb. 9-10, Buffalo, N.Y.
Voting period, TNG convention-frequency referendum, all Guild locals, Feb. 14-19.
10th annual TNG Residential Seminar for New Local Officers, Feb. 15-18, George Meany Labor Studies Center, Silver Spring.

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.
New England District Council, winter meeting, Feb. 23-24, Providence, R.I.
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.

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