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Bay Area unions stop clock, get pacts

AGREEMENTS AVERT STRIKE BY 4,500

San Francisco — With the strike-deadline clock stopped more than 16 hours, bargainers for the 10 unions representing 4,500 employees at the San Francisco Examiner and Chronicle and at the San Jose Mercury News reached contract settlements with the dailies the morning of Nov. 17.

Memberships of seven of the unions, including the San Jose Guild and the San Francisco units of the Northern California Guild, had ratified the settlements by Nov. 30 and the remaining three were expected to do so Dec. 1-2.

The Mercury News Guild unit ratification came at the end of a

3½-hour meeting Nov. 26 after members first defeated a motion to reject the settlement by 167-148, a 19-vote margin. The San Francisco Guild units ratified the settlement the next night by 318-127, a 191-vote margin. The Guild represents 800 employees in San Jose; 1,200 in San Francisco.

The new contracts, retroactive to Feb. 2, provide wage and fringe benefit increase packages that average \$89 per employee over their

45-month terms, an annual average wage-fringe increase of just over 4 percent.

Top minimum-pay rates for key news, advertising and data processing jobs in both cities go up by a total of \$86.40 a week, to \$887.44 at the end of March 1993, seven months before the contracts expire. The first of five raises, \$20.46 at the key level, is retroactive to early February.

In addition, the companies' pay-

ments for health insurance and pensions are increased by a total of \$27.50 per week per employee by the end of 1991, with \$15 retroactive to Oct. 1.

The settlements were reached shortly after 9 a.m. the morning after the unions had stopped the clock on a 5 p.m. strike deadline with an announcement that sufficient progress was being made to justify the action.

The companies' economic set-

tlement proposal was virtually doubled between dawn and 9 a.m. after the unions told management representatives about 6 a.m. that the clock would be restarted if their "final" offer was not measurably improved by 9.

At that point hundreds of union members who had spent the night at a vacant store building a block from the San Francisco dailies' Mission Street headquarters began to receive picket signs that were stored there and were assigned picketing shifts.

The Bay Area Conference of Newspaper Unions had entered
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Settlements in Sudbury end lockout

Sudbury, Ontario — After being locked out for 36 days, members of the Northern Ontario Guild and two other unions have approved new 26-month contracts with the Thomson chain's Sudbury Star and returned to work there.

Under the agreements, wage rates are increased by 6 percent retroactive to Sept. 1 and by another 6 percent next Sept. 1, boosting top-minimum pay for key news-room employees by \$81.62, to \$741.94 a week.

Because of upgradings and adjustments in other classifications, some top minimums are increased by more than 20 percent, and one goes up by 69 percent.

Guild members approved the contract by a 62-percent margin Nov. 16, said Donald MacDonald, president of the Northern Ontario Guild and leader of the three unions' nine-member bargaining team.

The agreements cover 39 employees in the Star's editorial, accounting, circulation and maintenance departments, plus 14 printers and press operators who are represented by the Communications Workers and Graphic Com-
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DAN MILLER/New York Guild/Miller Photography

GUILD STRIKER AT NEW YORK DAILY NEWS (LEFT) RECEIVES FREE THANKSGIVING TURKEY ON PICKET LINE

Frozen birds plus \$10 grocery certificates were available to all strikers, thanks to members of the Food & Commercial Workers. Helping with Nov. 20 distribution outside Daily News are Guild President Barry Lipton and Sec'y-Treasurer Tom Pennacchio.

Big advertisers abandon struck N.Y. Daily News

New York—With New York Daily News' circulation reportedly running as low as 200,000 during the holiday rush, most major advertisers abandoned the faltering tabloid a month into a strike by the New York Guild and eight other unions.

In another strike development, New York police disputed claims by the (Chicago) Tribune Co.-owned News that the unions were conducting an orchestrated campaign of violence.

On the bargaining front, the News has refused to return to the table since its last session with the

Guild on Nov. 8, despite repeated attempts by a federal mediator. "It's obvious they don't want to meet," said New York Guild President Barry Lipton.

In the battle for the hearts and minds of New Yorkers, strikers have produced a second issue of the "Real News," a tabloid presenting their side of the dispute. About 1 million copies of the latest 12-page edition went out Nov. 29.

Union leaders also discussed the strike on radio and television talk shows in New York and Washington and at a forum at Columbia University.

The latest large advertisers to pull out of the News were Sears Roebuck and Goodyear Tire on Nov. 28, just days after major department stores Macy's, Alexander's and Abraham & Straus moved their ads to other outlets.

"Once the department stores pulled out, almost everybody else bailed out," Lipton said. "They're down to about 35-40 of their 650 regular advertisers before the strike."

The three department stores accounted for \$12-15 million in revenue a year, the New York Times reported. Macy's initially cut back

drastically on its space, then announced Thanksgiving week it was pulling out entirely, and other majors quickly followed suit.

Other large accounts that left earlier included J.C. Penneys, Philip Morris, Citibank, Levitz Furniture, Radio Shack, NYNEX, the Wiz, plus many smaller firms.

Classified advertising was down to "about a quarter of what it was" at greatly reduced rates, Lipton said. "We heard they're offering a seven-day run for \$10 on a 3-line ad."

Since the strike began Oct. 25, most street vendors and small

stores have refused to sell the News. Union leaders estimate circulation has plummeted to 200,000 to 300,000, from 1.1 million before the strike.

About 80 percent of the paper's circulation had been in street sales, but "the public has completely rejected the scab paper," Lipton said. "The circulation boycott has been an absolutely total success."

With most vendors siding with the unions, the News recruited street people as hawkers with promises of "unlimited income" to peddle the paper, a ploy that also
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Bay Area pacts reached as clock stopped 16 hours

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joint talks on economic issues with the managements of the three dailies and the San Francisco papers' joint publishing agency 48 hours before the settlement was announced. The economic talks continued almost without interruption until the settlement was reached.

The unions and managements had been meeting on individual, non-economic issues since January.

The unions' joint council is chaired by Doug Cuthbertson of the Northern California Guild. TNG Representative Gene Bryant assisted the council in co-ordinating the non-economic talks and with strike preparations.

In the non-economic areas, the Guild settlement in San Francisco includes extensive expansion of VDT-safety provisions.

These include requirements that the employers provide VDT workstations "designed to prevent injury or illness." At a minimum, they are to include glare shields, brightness controls, adequate knee space, adjustable equipment and furniture and adequate work surfaces.

Also included are requirements for breaks from VDT work of at least three minutes each hour and for a training program on ways to avoid repetitive strain injuries.

A joint Guild-employer committee is to be formed to address concerns about ergonomics.

Also in San Francisco, sexual orientation is added to the list of banned biases in the fair employment practices clause and the companies agree to co-operate with the Guild to achieve a balanced workforce including racial minorities and women.

A paid internship program also is to be established, with emphasis to be on opportunities for women and minorities. Pay rate is to be no less than 80 percent of the starting minimum for key advertising, data processing and news-room jobs. Interns retained longer than 12 weeks are to receive full con-

tract benefits and protections.

An existing "Labor-Management Committee" is assigned to study job sharing, parking security and earthquake safety questions.

A "flexible spending program" to provide for pre-tax diversion of wages to be used for dependent care is established.

In both the San Jose and San Francisco contracts, provisions are added for one-month unpaid paternity leaves and both maternity and paternity leave rights are extended to adoptive parents, in addition to natural parents.

In San Jose, provision is added for a \$10 per shift differential for a Guild-covered employee when he or she fills in for a contract-excluded manager.

Other new provisions in San Jose include permitting employees to adjust their starting times, by mutual agreement, and to work a 37½-hour week within four days, with company and Guild approval.

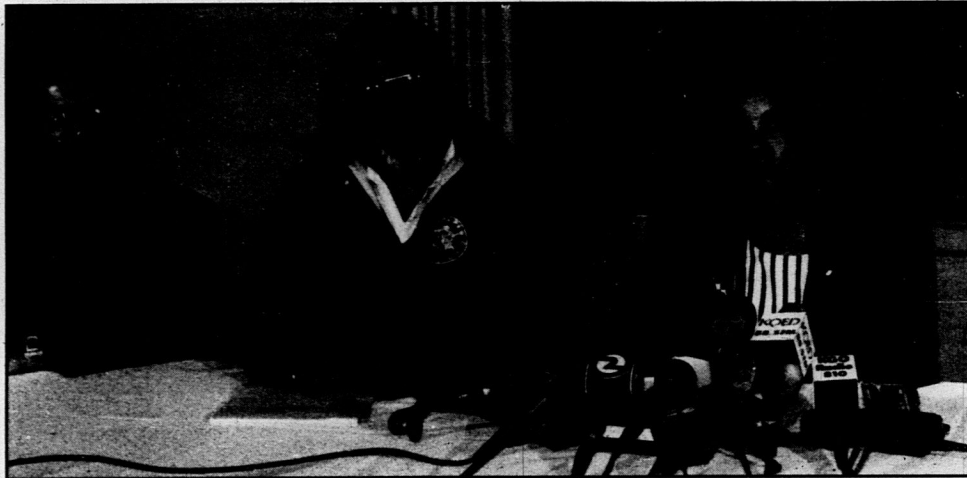
The \$86.40 increase in the top minimum rate for experienced data processing personnel and programmers, outside ad salespersons, photographers and reporters, in addition to the retroactive \$20.46, comes in increments of \$13.64 at the end of next April, \$11.37 next December, \$13.64 in August 1992 and \$27.29 at the end of March 1993.

The minimum for beginning employees in those jobs at the three papers is increased by a total of \$54.79, to \$540.28 at the end of March 1993.

In addition to the \$10-a-week boost in the publishers' payments for health insurance on Oct. 1, there also is a \$5-a-week increase from the same date in the publishers' payments for pensions.

Another \$10 increase in the publishers' health insurance payment effective the end of next December boosts that total weekly amount to \$70.46 per employee.

An additional \$2.50 a week in pension payments next December increases those total payments to \$65.07 per employee per week.



FLOYD TUCKER/Northern California Guild

BAY AREA UNIONS TELL MASSED MEDIA THAT CLOCK IS STOPPED ON STRIKE DEADLINE

From left: Steve Wright, San Jose Guild; Larry D. Hatfield, Northern California Guild; Dawn Garcia, of the Guild's Chronicle unit, designated spokesperson for the 10 unions.

Increases and resulting top minimums for other job classifications common to all three dailies:

Classified inside salespersons — Up by a total of \$67.85, to \$694.58 a week.

Copy clerks/copy persons — Up by a total of \$41.19, to \$406.27 a week.

Copy persons in San Francisco who are required to work on VDTs were upgraded to parity with typist clerks, raising their top minimum rate by a total of \$93.27, to \$458.35.

Librarians — Up by a total of \$67.34 in San Jose, to \$664.06 a week; up by \$65.50 in San Francisco, to \$662.22.

In San Jose, the maximum number of commission-only ad salespersons permitted is increased by two, to seven, while in San Francisco provision is added to permit up to six, with provisos that persons in the position may only solicit new business, that once an account becomes regular it is turned over to a member of the salaried staff and that use of commission salespersons shall not result in any salaried staffer's layoff.

Contracts in Sudbury bring end to lockout after 36 days.

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munications unions, respectively.

Most employees returned to work Nov. 19, and the 28,000-circulation daily resumed publication after being shut down since Oct. 11, the day management locked out employees when the bargaining dispute came to a head. Previous contracts expired Aug. 31.

The shutdown was the fifth "disruption" at the Star since 1973, MacDonald said. Another lockout in 1984 closed the paper for nearly eight months.

Employees picketed the plant throughout the latest stoppage, serenaded management with requests for a fair agreement, and donned laminated cardboard masks bearing a picture of the publisher on Halloween day.

MacDonald said it was a "very tough" round of talks. "Nothing happened for six months, and then in the last couple of hours every-

thing came together."

Tentative agreement was reached Nov. 14, although the bargaining teams met once more on the unions' proposal for increased layoff protections, to which management would not agree, MacDonald said.

Under the Guild agreement, top minimum for reporters, photographers, desk persons and cartoonists increases retroactively by \$39.62, to \$699.94, then by \$42, to \$741.94 on Sept. 1.

Top minimum for wire, sports and district editors increases first by \$40.47, to \$714.93, then by \$42.90, to \$757.83. Photo technicians first are boosted by \$27.21, to \$480.70, then by \$28.84, to \$509.54.

Top minimum for maintenance workers, who joined the bargaining unit a year ago, is raised by 69 percent.

The former maintenance top of \$330 a week was boosted by a total of \$227.12, first to \$502 and then to \$557.12. Starting rate was raised a total of \$149.72, first to \$367.23 and then to \$400.28.

Major wage upgrades in other classifications resulted in raises of more than 20 percent for several employees.

Top minimum for librarians, secretaries and clerks in the news room, accounting and circulation departments was raised by a total of \$107.12 (24 percent), first by \$52 a week, to \$502, then by \$55.12, to \$557.12.

Top minimum for circulation department circulators was raised by \$124.84 (22 percent), first by \$56.95, to \$636.95, and then by \$67.89, to \$704.84.

Other contract improvements include a \$2.50 increase in shift differentials, to \$7.50 per shift; and four weeks' vacation after nine years (formerly 10) and six weeks after 27 years (formerly 30).

UPI members accept 35% cut for 90 days

New York—Guild-represented employees at United Press International have accepted temporary 35-percent pay cuts to give managers of the financially strapped company time to seek new owners.

UPI's owner, New York-based Infotechnology Inc., had said it would close the 83-year-old wire service immediately if union members rejected the 90-day cuts.

Sixty-two percent of Wire Service Guild members voting in mid-November approved the slashes, effective Nov. 17 through Feb. 14.

"Through the vote our members demonstrated a willingness to make another huge sacrifice to keep UPI alive," Wire Service Guild President Kevin Keane said after the mail balloting.

During an eight-hour meeting Nov. 2 in Philadelphia, management had told Guild leaders the concessions were necessary to keep the UPI "on life support" while it attempted to sell "all or parts of the company."

Before the vote, Guild leaders recommended against accepting the cuts, which reduce top-minimum pay for news persons to \$448 a week, down from \$690, and starting pay to \$234, from \$360.

"The company has turned to its employees over and over again for

help," Keane had said. "There is little to give."

In June, Guild members ratified a new 30-month contract, providing 3-percent raises this year and next. A month later, however, UPI imposed huge health insurance increases, to \$221 a month for family coverage and \$61 for individuals.

UPI, which has gone through several upheavals in the 1980, now employs about 350 reporters and editors, down from 850 just four years ago. More than 150 people have been dismissed since Aug. 1.

Before Guild members voted, UPI managers had cut their own pay and that of other non-union employees by 35%, also for 90 days.

The company also voided a policy of providing notice and dismissal pay to non-Guild employees during economic layoffs, but severance-pay guarantees in the Guild contract were not affected by those moves, Keane said.

Infotechnology, UPI's fourth owner in eight years, put the Washington-based wire service on sale in early November, less than two years after acquiring it. Among a half-dozen media giants reportedly interested are Time Warner Inc. and the Turner Broadcasting System.

Reports indicate Infotechnology itself is undergoing upheavals. Its 24-hour cable television Financial News Network also is for sale, and directors recently ousted FNN founder and Infotechnology chief Earl Brian, replacing him with two co-chief executives.

Infotechnology and FNN recently announced that cash flow was "insufficient" to meet daily operating expenses and bank loan payments.

Since taking control of UPI, Infotechnology has laid off hundreds of employees and in recent months closed bureaus in Michigan, Montana, Wyoming, New Mexico and North Dakota.

UPI's immediate bills run to \$10 million, including \$70,000 owed to the White House for reporters' trips with President Bush on Air Force One, the Washington Post reported.

Keane said Guild members were upset with "the reckless way" in which a series of management teams "have tainted UPI's proud name."

"They want new owners" who will show a commitment "to the agency's journalistic traditions and to employees 'who have given so much of themselves in the name of UPI,'" he said.

Originally founded in 1907 as United Press by the E.W. Scripps Co. to serve afternoon papers, UPI evolved into the largest private newsgathering service in the world.

After World War II, many afternoon papers went into decline, and UPI rarely turned a profit in the succeeding four decades.

Many dailies have canceled or reduced the service, leaving UPI today with fewer than 400 U.S. newspapers as clients, compared with more than 1,300 for the Associated Press, a co-operative owned by its subscribers.

While UPI's latest financial crisis continued, staffers in the Washington office were pushed to the brink in another ominous way Nov. 20.

Shoring gave way and the sides caved in around a massive, 5-story-deep construction hole next door to UPI's headquarters building, ripping out communications and shutting down newsroom operations.

The newsroom temporarily was moved to a suburban Virginia, editors moved to the U.S. Senate Press Gallery on Capitol Hill, and control of national news was shifted to the Los Angeles bureau.

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BILL GARLOW/Dayton Guild

DAYTON GUILD MEMBERS MAKE THEIR POINT WITH CANDLES, SIGNS, SONGS
Mizzell Stewart, right, a member of the executive board, leads chant at Daily News building.

'Unknown' Dayton staffers 'gong' management's bargaining tactics

Dayton, Ohio — In the seven days following the Cincinnati Reds' dramatic triumph in the baseball World Series, news and sports columns of the Dayton Daily News looked like something produced by the "unknown comic" of television's old "Gong Show."

From Oct. 21-27, articles and features that normally would have carried bylines were attributed to a faceless "Daily News Staff Writer," giving the paper the anonymous character of a comic wearing a bag over his or her head.

It wasn't that reporters and photographers were not proud of their coverage of the Reds' four-game sweep of the Oakland A's. It wasn't that they did not relish covering Dayton's biggest sports story of the year — in a hotbed of Reds' fans just 45 miles from Cincinnati.

Rather, it just happened to be the week that 95 newsroom staffers — including 15 in the sports department — chose to withhold credit lines and bylines in support of the Dayton Guild's effort to achieve a first contract with the Cox-chain daily.

The "byline strike" was the latest action dramatizing the local's 18-month bargaining struggle for 120 full-timers and 60 part-timers in the paper's editorial department.

With the help of other unions, the Guild has been mobilizing area workers in support of the campaign

for several months. In recent weeks, a large segment of the southwest Ohio labor movement has been preparing for a circulation boycott of the 190,000 circulation daily.

Several days after the byline strike, TNG President Charles Dale explained the struggle to some 800 people at the state AFL-CIO's annual leadership awards dinner in Dayton. The gathering included most of Ohio's labor leaders, as well as top county and state officials.

Following the dinner Oct. 31, more than 150 people carrying candles marched three blocks to the Daily News, joining 50 others there for a short but dramatic nighttime rally that drew television coverage.

During his visit, Dale also spoke to more than 30 top officers of area local unions, and huddled with William H. Bywater, president of the Int'l Union of Electronics Workers, Dayton's largest union with 35,000 members.

The byline strike was "very effective in bringing the contract dispute to the attention of the general public," said Dayton Guild President Rob Modic.

Two local television news programs covered the "strike," and Modic was invited to explain the bargaining issues on a local radio talk show.

Ninety-three Guild-represented employees signed an advertisement in Oct. 23 editions of the News, telling why they joined the protest.

The "strikers" even included an

employee who writes a weekly column about dogs; editors refused to run the piece that week.

"There were very few staffers who did not join," and some wanted it to continue beyond one week, Modic said. "But we felt we had made our point."

That point is that management "has just been stalling and stalling at the bargaining table," he said. "They just refuse to move on important issues such as health care and union security."

The two sides are just one word away from agreement on a management-rights clause, Modic said, explaining that the company refuses to accept the word "reasonable" and has referred to it as "too risky."

The bargaining dispute is the continuation of a struggle that began four years ago when members of an independent union sought affiliation with the Guild, Modic noted.

Members of that union, the former News Employees Assn. of Dayton, initially approved Guild affiliation in September 1986, just after ratifying a new three-year contract. The company, however, refused to either recognize the Guild or honor the contract, instead imposing its own terms of employment.

The affiliation dispute lasted until May 1989, when in an election supervised by the National Labor Relations Board, newsroom members again voted for affiliation with the Guild. Bargaining on a first Guild contract began shortly afterward.

35 in Milwaukee held now Guild-covered

Milwaukee, Wis. — Thirty-five photographers and artists at the Milwaukee Journal and the Milwaukee Sentinel should be added to the Guild unit that represents 325 other employees in the papers' editorial departments, a National Labor Relations Board official here has ruled.

Because the photographers and artists worked in a centralized production department when editorial department employees revived the Milwaukee Guild in 1984, the group was excluded from the bargaining unit then.

Early this year, however, the

production department was reorganized and most of the photographers and artists were assigned specifically to the Journal or the Sentinel. Most also were moved from separate offices directly into the newsrooms.

Some months later, the Guild petitioned to formally add the group to its bargaining unit.

In ruling on the petition Nov. 5, NLRB Regional Director Joseph A. Szabo pointed out that all hiring, firing, disciplinary and payroll decisions on photographers and artists were transferred to the editorial department, and that they

Daily in Wilmington coerced members, NLRB aide alleges

Philadelphia — The News Journal in nearby Wilmington, Del., has illegally coerced and discriminated against news-room employees for supporting the Guild, the National Labor Relations Board's regional director here has charged in a complaint filed against the Gannett-chain daily.

The unlawful conduct began before the employees voted to make the Philadelphia Guild their union by 73-44 last Dec. 6 and continued after the Guild began bargaining for an initial contract for the group, according to the bill of particulars issued Oct. 26 by NLRB Regional Director Peter W. Hirsch.

NLRB agents, meantime, were continuing to investigate additional charges by the Guild of harassment and coercion and of surface bargaining by the company.

Naming six editors and supervisors, the Oct. 26 complaint alleges specifically that:

✓ Before the vote, the executive editor told one employee that his Guild activities were an obstacle to a promotion he sought and that he should stop them.

✓ The day after the vote, the executive sports editor threatened

the same employee with "more onerous" working conditions because the Guild had won the election.

✓ This spring, the executive sports editor told another employee that a cut in his hours was in response to his Guild activities.

✓ On two occasions, in the spring and summer, management refused to reassign a union officer to her former job, from which she was laid off soon after the pro-union vote, the Guild reported.

The NLRB's Hirsch is expected to set a date for hearings on the complaints after his office completes its investigations of the additional charges filed by the Guild.

The Guild also continues to seek a new contract for the paper's circulation department employees, which it has represented for many years.

Three other unions — representing printers, mailers and press operators — also are seeking new contracts for their members at the paper, which have been open since the end of April.

The four unions are co-ordinating their bargaining efforts through the Wilmington Federation of Printing Trades Unions.

South elects, sends \$500 to N.Y.

Knoxville, Tenn. — Delegates to the Southern District Council's meeting here Nov. 17-18 elected Connie Knox of Washington-Baltimore council president for the next year and voted a \$500 contribution to the New York Guild's strike fund for the Daily News.

They also participated in a seminar on the causes, effects and prevention of repetitive strain injury, led by David J. Eisen, TNG director of research and information, and a session on workers compensation, led by Knoxville attorney Tony Farmer.

MW council votes \$500 to strikers

Kenosha, Wis. — Delegates to the Midwest District Council's fall meeting here Nov. 3-4 voted a \$500 contribution to the New York Guild for its members striking the Daily News.

A contribution of \$300 was approved on the meeting's opening day, but that was increased the next day after the council's treasurer, Wallace Thrower of the Gary Guild, reported on the council's accounts.

Knox, who had been vice president, replaces Bill Dockery of Knoxville as president. He did not attend the meeting.

Also elected were: Rita Gattton of Lexington, vice president, moving up from secretary; Rebecca Ferrar of Knoxville, secretary; and Nora William of Memphis, treasurer, replacing Dean Ferguson of the same local who declined to run in view of her impending retirement.

The council's next meeting was tentatively set for February in Memphis.

Delegates also elected Neale Van Ness of the Twin Cities Guild to serve the remainder of the term of the council presidency, vacant since Judy Hildner of Pueblo was promoted out of Guild jurisdiction last spring. Les Ryshkus of the Kenosha Guild was elected vice president, the post vacated by Van Ness. Next regular elections are scheduled for the winter meeting, Feb. 2-3 in Minneapolis.

Release sought for 8

New York — TNG, the Committee to Protect Journalists, the Int'l Federation of Journalists and eight other press-freedom groups have joined in an open letter calling for the release of eight journalists kidnapped in Colombia since the end of August. They are believed held by drug traffickers.

Other signatories include the Inter-American Press Assn., the American Society of Newspaper Editors and the World Press Freedom Committee.

The Nov. 21 message calls for release of the seven Colombians and one German "unharmed and with their professional materials intact."



Albany

SPECIAL ELECTION: Ken Crowe, president; Lynette Gramazio, 1st vice president.

Los Angeles

Todd Cunningham, president; Carmen Ramos Chandler, 1st vice president; Don Chorpenning, secretary; Leroy Montoya, treasurer; George Laine, Sgt.-at-Arms; David K. Li, Reina Schmitz, Ray Estrada, Sabrina Steele, unit vice presidents.

New York

Barry Lipton, president; Tom Pennacchio, sec'y-treasurer; Peter McLaughlin, local chairperson; Bert Atkinson, 1st vice president; David Mulcahy, 2nd vice president; Clara Bennett, 3rd vice president.

San Diego

SPECIAL ELECTION: Phil LaVelle, treasurer (LaVelle, 150; Michele Davis, 42).

City rallies to strikers . . .



NOV. 14—Foreground above, from left: N.Y. Guild President Barry Lipton, AFL-CIO President Lane Kirkland, TNG President Charles Dale address 5,000, right.

Major advertisers pull out of struck N.Y. Daily News

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appears to have failed.

"They're selling very few papers, and they're keeping all the money," Lipton said of the hawkers.

The unions recently expanded their de-circulation campaign to include home subscribers. Hundreds of strikers and supporters from 15 other unions have canvassed Queens neighborhoods asking people to cancel home delivery.

With the advertising and circulation at a fraction of pre-strike levels, "basically, the News has no revenue coming in," Lipton said.

Using replacement workers recruited from around the nation, the News continues to publish, however, as 2,500 striking workers maintain picket lines at the 42nd St. Daily News Building, three printing plants and other satellite locations.

News management hired five security agencies to bring in a small army of private guards, dubbed "Ninjas" by strikers, to patrol buildings and ride with replacement drivers delivering the papers. One firm alone supplied 500 guards.

There have been confrontations between strikers and replacement workers, and the News has attempted to portray the unions as conducting a campaign of violence.

Top New York police officials, however, disputed that claim during a New York state legislative hearing Nov. 26 on strike violence. Legislators are considering a law that would prohibit hiring permanent replacements.

"Our investigations show that the acts of violence and other types of criminal behavior are the acts of individuals and are not part of a co-ordinated effort," New York Police Chief Robert J. Johnston testified.

He challenged a claim by Daily News Publisher James Hoge that there had been 700 serious incidents of "harassment, assault and damage to persons and property."

Police recorded only 229 serious incidents, including 107 arrests, 75 of which were of strikers, Johnston said.

Hoge produced an inch-thick pile of allegations and said the News received a total of 2,700 reports of harassment, assaults and

other acts attributable to strikers.

The publisher was pressed by panel members, including Brooklyn Assemblyman Frank Barbaro, to outline his evidence of a union conspiracy, but Hoge and his lawyer declined.

Lipton, who testified on the Guild's attempt to bargain a new contract for 750 workers it represents, said the News "lost a great deal of credibility with their exaggerated claims."

"Their attempt to prove a campaign of violence went right out the window at that hearing," Lipton said.

Legislators also heard from two workers hired as strikebreakers, but who quit.

"I started to realize I was being used and had been misled by the News from the beginning," testified a New Jersey man who was hired as a truck driver. "I was a sacrificial lamb for the News in breaking the unions."

Earlier, a Tennessee security guard told the New York Times he believed he was recruited to provoke strikers so violent incidents could be videotaped as evidence for the News.

The man was quoted in the Times as saying: "We were bait. The bottom line was that we were supposed to be cheese for the rats. I felt that we were being used as meat, so I got out of there."

When Barbaro asked Hoge why he rejected offers by Governor Mario Cuomo, Mayor David Dinkins and John Cardinal O'Connor to mediate in the dispute, Hoge said he wanted to avoid using mediators with "a political agenda," the Times reported.

"The cardinal has a political agenda?" Barbaro asked. "I take umbrage at that as a Catholic. Please don't tell me that my cardinal has political aims."

In another hearing Nov. 28, New York city council members discussed two strike-related bills — one to encourage both sides to return to bargaining, and a second to endorse the unions' advertising and circulation boycotts.

Lipton testified that the Guild repeatedly sought to settle the dispute at the table. Hoge was invited to the city hearing, but did not attend.

During the hearing, Theodore Kheel, an adviser to the unions,



NOV. 16—MORE THAN 2,500 MARCH THROUGH TIMES SQUARE TO DAILY NEWS BUILDING. Crowd is led by Transit Union members striking Greyhound bus lines, with double-boycott banner.



NOV. 1—CROWD OF 13,000 TO 15,000 OVERFLOWS STREET IN FRONT OF DAILY NEWS. Holding flag is TNG Vice President Richard E. Brandow, himself a Daily News striker.

proposed that a "super panel"—including Cuomo, Dinkins, and O'Connor—be formed to mediate the dispute.

John Sloan, who has been returned as chief company spokesperson (after being replaced briefly by Lisa Robinson), told a New York radio audience Nov. 13 the News was ready to resume talks.

However, the News has failed to provide information the Guild requested on replacement workers, data vital to further bargaining,

Lipton said. At Guild Reporter press time, the union still was waiting for the information, and no new sessions were scheduled.

Although News representatives have not been at the bargaining table recently, they have been active in New York and U.S. courts.

The News filed a \$150 million civil lawsuit in federal court in Manhattan Nov. 29, alleging that union leaders and their advisers were engaged in a conspiracy to harm the daily.

The suit names the Newspaper and Mail Delivers Union, the Allied Printing Trades Council, which includes nine of the striking unions, and 23 members of the drivers union, Kheel and George E. McDonald, president of the council.

Eight days earlier, the News filed separate civil suits in state Supreme Court against 11 union members, alleging their actions damaged the paper's ability to do business.

JACK MILLER/New York Guild/Miller Photography

Thousands stand up Guild-wide for strikers Nov. 20

New York—Responding to a plea by TNG President Charles Dale, thousands of Guild members "stood up" for the New York Daily News strikers in a unionwide demonstration Nov. 20.

In sometimes emotional displays at their workplaces, members stood and cheered for the strikers, signed petitions and donned lapel stickers proclaiming "The New York Daily News — Bad News for its Workers."

TNG had distributed 30,000 of the stickers, one for nearly every member of the international.

In a special notice, Dale had asked members to wear the stickers and "stand for a full minute" at 4:30 p.m. at their workstations as a symbol of solidarity with the strikers.

In one of the more dramatic displays, 90 people in the Cleveland Plain Dealer newsroom rose in a "spontaneous action" at the designated moment, reported Jack Hagan of the Cleveland Guild.

"There was occasional applause and cheering, and some people raised power fists" for the strikers, said Hagan, chair of the Plain Dealer unit.

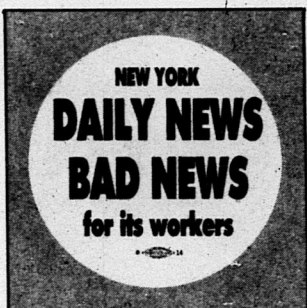
"It was one of the best displays of union unity I've seen here in a long time, he said. "Even lower-level managers were asking for stickers."

A former Plain Dealer employee, Alfred Lubrano, now is among the Daily News strikers and wrote a bylined article for the strike paper, "Real News" [Guild Reporter reprint, Nov. 16].

The stand-up was "a smashing success" at several units of the Detroit Guild, reported TNG Vice President Luther Jackson, the local's treasurer.

"Not only did we have close to 100 percent Guild participation" at the Detroit News, the Detroit Free Press and other papers, "but some supervisors stood with us, too," Jackson said.

"It hit home ... that publishers around the country have an agenda," said Dan Saad, chairperson of the local's Adams Publishing unit. "What's happening in New York will have an impact on what's happening here."



The demonstrations prompted a feature on WDIV-TV's evening news broadcast, Jackson said.

At the Toledo Blade, "a nice little emotional charge went through the newsroom" during the stand-up, Toledo Guild President Jack Baessler said.

There was "near unanimous participation" among 380 Guild-represented employees in various departments, and "many of them gathered in small groups to express their feelings about New York," Baessler noted.

Unionized printers, engravers, mailers and press operators at the Blade also were wearing the stickers, he said.

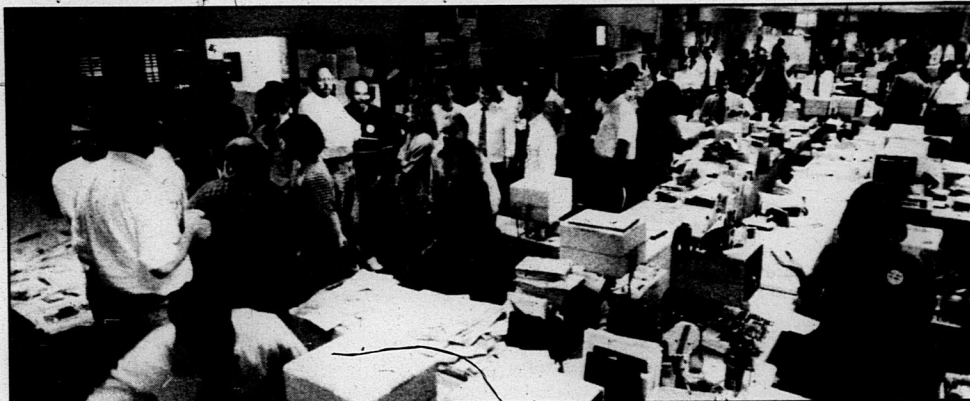
Several hundred members in locals at San Diego and the Twin Cities wore the stickers at work and demonstrated solidarity in other actions.

At the San Diego Union-Tribune, Guild members were joined by members of unions representing printers, drivers, mailers and press operators in displaying the "Bad News" message.

In addition, two dozen members of the San Diego Guild and other unions made a 25-mile trip to the Escondido Times-Advocate, which like the Daily News is owned by the Tribune Co. of Chicago, to rally for the strikers.

Demonstrators distributed several hundred postcards with a message to Tribune Co. stock holders asking them to push for a fair settlement at the News, reported Bill Knight, San Diego Guild administrative officer.

At the St. Paul Pioneer Press and Star Tribune in Minneapolis, members signed a petition supporting the strikers, reported Darren



DETROIT FREE PRESS STAFFERS STAND UP IN SOLIDARITY WITH NEW YORK STRIKERS
Gathering from locations on three floors, employees were joined in demonstration by some supervisors.



SAN DIEGO GUILD MEMBERS, OTHERS TAKE MESSAGE TO TIMES-ADVOCATE IN ESCONDIDO
Like the New York Daily News, the paper is owned by the Chicago-based Tribune Co.

Carroll, a Twin Cities Guild representative. The petition is being forwarded to the New York Guild.

"There was a high level of interest and concern," Carroll said. "Hundreds of people in the news, advertising and circulation departments" were displaying the "Bad News" stickers, he said.

Members in most New England locals were wearing the stickers, reported Gerald Maraghy, director of the New England Servicing-Organizing Program.

There also was "widespread par-

ticipation" at the San Francisco Chronicle and San Francisco Examiner, where Northern California Guild members nearly called a strike against their papers three days earlier, TNG Vice President Larry Hatfield said.

There was "very strong participation" among members of the Los Angeles Guild at the Los Angeles Daily News and the Long Beach Press-Telegram, reported Jim Smith, Los Angeles Guild administrative officer.

At the News' bureau in Wash-

ington, about 100 supporters rallied and joined two striking reporters on the picket line there.

Members of Washington-Baltimore Guild, Wire Service Guild, TNG's staff and several other unions participated in the two-hour demonstration.

Members of the Mine Workers, County and Municipal Workers, Operating Engineers, Service Employees, Electrical Workers, Jobs With Justice and Janitors for Justice and others were on the line.

Gleanings from coverage of the Daily News strike

Few strikes, particularly newspaper strikes, have received the kind of blanket coverage that has been given the first five weeks of the New York Daily News strike by the city's other dailies, and weeklies. But then, no other U.S. or Canadian city has the kind of newspaper competition that still exists in and around New York City.

Following are excerpts and summaries of reports gleaned from, among others, the New York Times, the New York Post, New York Newsday, the Village Voice and the strikers' own "Guild Strike News," published daily except Sunday.

The New York Guild strike fund received a \$10,000 check Nov. 7 from a resident of the Waldorf-Astoria Towers. In an accompanying handwritten note, Lilly Lawrence praised Guild strikers' "courageous struggle" and pledged that the struck paper "will not be able to include this hotel's newsstand when ... compiling its phantom circulation figures," Kenneth C. Crowe reported in Newsday.

The day before, Charles T. Brumback, the Tribune Co.'s chief

executive, in town for a day, stopped in the Daily News' newsroom "to cheer up the visiting troops from other Tribune-owned papers," but didn't have time to meet with the News' editors and other managers, many working up to 16 hours a day, Crowe also reported.

The Guild fund earlier received another unexpected contribution, Guild Strike News reported: from a handful of reporters and photographers at the Tribune-chain's Orlando (Fla.) Sentinel.

"We felt it was important we make a statement, even if only a symbolic one," one reporter wrote. "As one of my fellow reporters said, 'I want them to know the Orlando Sentinel is not just a bunch of scabs.'"

Daily News publisher James Hoge was "ushered" from the Nov. 26 state legislative hearing by his bodyguard "into a white, chauffeur-driven Cadillac," Dennis Duggan wrote in his Newsday column, adding: "Talk about New York's hometown newspaper — the car had Virginia license plates."

At that hearing, another witness, Robert McCrie, professor of security management at John Jay College, said the News has avoided using security firms licensed in the state.

"Rather," he said, "the News has turned to a firm or firms selected for other reasons, namely their battle-hardened nature nourished from previous strike experience," Scott Ladd reported in Newsday.

A striking reporter, Eddie Borges, 27, said he was handcuffed, punched in the stomach, arrested and held for two hours before being charged with harassment, resisting arrest and obstructing government work Nov. 16.

He said it happened when he asked for the badge numbers of police he said he saw hit participants in a rally outside the Daily News' 42nd Street building.

Borges' attorney, Norman Siegel, executive director of the New York Civil Liberties Union, charged that the incident demonstrated that the city's police have become "a private security force" for the struck Daily News, Miguel

Garcia and Cathy Burke reported in the New York Post.

"The scabs have unionized," at least 20 of them, James Ledbetter concluded in his "Media Blitz" column in the Nov. 27 Village Voice. He recounted a report from a "replacement" reporter passed on by Charley Stough of Dayton.

Seems the 20, from the Tribune Co. dailies in Orlando, Newport News, Va., and Chicago didn't like their pay at the Daily News. Said they wanted time-and-a-half of the Chicago rates for straight time and double-time for overtime, plus \$50 per diem. Or they were leaving New York. They got it.

"Guy from Chi made them put it in writing. Ow! Yes!"

Members of the Hotel, Motel and Club Workers of New York at the New York Heimsley hotel, where the News is quartering striker replacements from out of town, held a special meeting with Heimsley management to tell them they were uncomfortable serving scabs, their union's newspaper reported.

After the meeting, they marched

en masse to the News picket line next door to express their support and have been providing coffee and pastries to the pickets every night.

News America Publishing's FSI Division, major purveyor of books of redeemable coupons, said Nov. 15 that it has eliminated the Sunday Daily News as a distributor of its coupon books, a move that will cost the paper about \$100,000 a week. "We just don't have confidence in the distribution of the Sunday paper," FSI's president told Newsday.

"The Chicago grinch hasn't stolen Christmas from the 42nd Street picket line, thanks to Carmen Feliciano and Larry Celona," Guild Strike News reported.

On Nov. 25, "the two Guild elves set up an eight-foot Christmas tree in front of the News building and merrily began decorating it with pro-union ornaments — boycott balls and strike stickers."

"It should make our union Santa Claus feel right at home when he arrives on the line next month," the report concluded.

Rally in Waukegan draws 150; talks set after 7 months

Waukegan, Ill. — Some 150 unionists, political leaders and area residents joined Guild-unit members in a rally for a fair new contract outside the Waukegan News-Sun building Nov. 16.

The Chicago Guild's 36-employee, editorial-only bargaining unit at the Copley-chain daily has been without a contract since the end of February 1989. There have been no talks since April when the company walked away from the table, imposed new working conditions and said there would be no raises until the Guild agreed to its terms.

Just hours before the rally, management posted a note on a news-room bulletin board saying it was prepared to resume talks in December.

"We hope it isn't a public relations ploy," said Ralph Zahorik, Waukegan unit chair. "They agreed to sit down again, but that doesn't mean they'll negotiate."

One of the chief stumbling blocks in the earlier talks was a company demand that it be allowed to replace full-time Guild-covered employees with "independent contractors working out of their homes at piece rates," said Gerald Minkinen, the Guild's executive director.

Soon after signing the last contract with the Guild, publisher Glenn Pfeil laid off nearly a third of the news staff, replacing them with "piece workers" with home computers. Ten months later, that dispute was settled when the company agreed to give those displaced the opportunity to return.

Now the company wants the right to do it again, Minkinen said.

Speakers at the Nov. 16 rally, besides Zahorik and Minkinen, included: John Balen, Lake County Board member; Don Johnson, staff representative of Sen. Paul Simon (D-Ill.); and Art



TOM DELANEY/Chicago Guild

FACES IN THE CROWD AT GUILD RALLY FOR FAIR NEW CONTRACT IN WAUKEGAN
At left, two participants from the Guild: Chris Brenner; Frank Abdeeholden, "Sunshine the Rat."

Peterson, Chicago Guild president.

Also participating was 6-foot, 5-inch Guild member Frank Abdeeholden dressed as "Sunshine the Rat," the Guild's version of the News-Sun's always happy mascot, "Sunshine the Bear."

That bear "is known as a rat and a weasel to workers in Wauke-

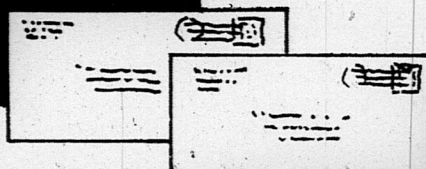
gan," Zahorik pointed out.

Started with the ringing of a cast iron bell and Guild members beating on a 4-foot bass drum, the rally ended with a march around the News-Sun with participants carrying signs and banners reading "Two years — Too Long," "Negotiate Now," and "The News-Sun's Sunshine the Bear is a Weasel."

The rally was watched from a third-floor office by Pfeil and editor D.G. Schumacher. Outside a News-Sun manager patrolled the fringe of the crowd while a photographer took pictures.

Rally participants also included a dozen elected county and city officials and leaders and members of a dozen other area unions.

IT SEEMS



TO US

Times change, ex-backer says of annual meetings

VICTORIA, B.C.

Editor:

Once upon a time I supported annual conventions. But times change. And so do conventions.

It has been a long time since there was a lively convention with big issues. If the last convention didn't have the biennial issue itself, it would have been a complete snooze.

We can do with half as many conventions. But there is another reason:

Hundreds of thousands of dollars will be saved at both the TNG and local levels.

Some of this is an absolute saving — money which will not be spent at all on the convention and therefore is available for other uses, such as servicing and organizing.

Some of the saving will be freeing up already committed staff time (especially at TNG) — but for business other than conventions — again, servicing and organizing come to mind.

Members will get better service at both the local and TNG levels, more organizing can be done, and democracy will still be served by one worthwhile convention every two years.

Please vote YES in the biennial referendum in February.

ROGER L. STONEBANKS
1st vice president
Victoria Guild

Editor's note: Stonebanks was TNG Vice President from Western Canada from 1973-85.

Denver local 'priced out' of annuals, leader says

DENVER, COLO.

Editor:

At my first TNG convention, in San Diego, the Denver local sent five delegates. For the past two years, we have sent one.

The reason is simple. We haven't had the money to send more.

We are facing all the same difficulties as other locals — direct attacks on our jurisdiction by publishers; demands for concessions in contract talks; a conservative,

anti-union political climate; etc. — along with others more distinctive, such as a newspaper war which includes predatory pricing techniques.

As a result, no elected officer of this local has attended a TNG convention since 1988. In the last two years, it was the judgment of our membership — rightly, I think — to send our able administrative officer as our sole representative.

This is the 11th largest local in this union, if I read the last list of eligible voters right. That's a fairly large local to price out of our union's convention.

Less frequent conventions would increase our ability to send a full delegation. That's why Denver seconded the motion for a membership referendum on holding our convention every other year instead of every year.

We'd like to be able to come.

DAVE KRIEGER
President
Denver Guild

Leader of '91 host local cites costs, time needed

MONTREAL, QUE.

Editor:

There's much to be said for streamlining annual conventions, but there's more to be said for biennial conventions.

Montreal is hosting the 1991 Convention, whatever the result of the referendum. On Nov. 9, I attended a convention committee meeting. After four hours, it was abundantly clear that a convention is an incredibly expensive event, not only in terms of real expenses to the hosting local, but in terms of time and energy for our volunteers, most of whom are already involved in heavy-duty grievances or contract enforcement.

The cost of annual conventions

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

Deadline for letters is the Friday before publication. (Next deadline: Dec. 7.)

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

to TNG is also horrendous: months of preparation, staff travel and accommodation, set-up time at the convention site, break-down time and so on in an unending cycle, becoming more costly each year.

The view that we must call our international executive to account annually is shallow. Why do we elect them for two-year terms if they must be subjected to an annual inquisition?

Montreal supports biennial conventions and, further, suggests that the international president and secretary-treasurer, the only elected full-time positions, be for four-year terms so that every biennial convention is not an election convention.

But we'll settle for biennial conventions.

LARRY McINNIS
President
Montreal Guild

Positions on incident, locker rooms rapped

MAKAWAO, HAWAII

Editor:

Let's get down off the high horse and report the whole story about Lisa Olson ["TNG presses NFL on mistreatment of Herald reporter," Guild Reporter, Oct. 5; "TNG to join NFLPA in harassment talks," GR, Oct. 26].

Her claims to professionalism are flimsy. Before the locker-room counter-harassment, Olson was riding the team she covered hard.

This is a common failing of young sports writers — she's no reporter — with little knowledge or experience and inadequate supervision. If she thinks she can run the team, she ought to leave newspapering and apply for the general manager's job at the Patriots.

Of the wider issue, The Newspaper Guild is in a false position — until it also demands that men reporters be allowed into women's locker rooms. In high school, too. I'll bet you my next year's union dues that none of you have the guts to do that.

I was a sports reporter for four years. I agree that many, but not all, professional athletes would not feel comfortable at a ladies-aid-society tea. Since when is it our job as newspapermen and women to correct their behaviour? If Olson had done her job and reported the news, it is unlikely that this trouble that makes her look so foolish would ever have occurred.

HARRY EAGAR
Maui unit
Hawaii Guild

Editor's note: As the Guild Reporter reported, the alleged harassment of Olson, a Boston Herald reporter, by naked players in the New England Patriots' locker room became the subject of public controversy only after the Boston Globe broke the story while Olson and Herald editors were attempting to deal privately with the team about the incident.

Membership Organizer Sought

Local #91 of The Newspaper Guild seeks a labor professional to organize free riders, establish recruitment procedures and reactivate members in Guild work. Position is for a minimum of six months, possibly extending to a second six months. With success, could lead to fulltime position as local administrator.

Competitive salary commensurate with experience.

Send resume to:

Search Committee
Memphis Newspaper Guild
c/o Jerry Obermark
495 Union Ave.
Memphis, Tenn. 38103

Equal Opportunity Employer

Guild proposes pioneering RSI program in AP talks

New York—A proposal to identify, treat and prevent repetitive strain injuries (RSI) in Associated Press bureaus across the United States has been put on the bargaining table by the Wire Service Guild in co-operation with the Mount Sinai Medical Center.

Under the proposed plan, Mount Sinai would screen participating AP employees for RSI and offer to treat diagnosed cases. Mount Sinai also would evaluate the work stations and working conditions of afflicted employees, correlating them with medical findings to identify RSI causes.

Mount Sinai also would monitor ergonomic stress factors among a representative sample of AP employees and recommend ergonomic changes to reduce those factors.

The 28-page proposal was put on the bargaining table Nov. 7. The AP, which is being asked to underwrite the program, wanted information about how much it would cost.

Mount Sinai doctors said subsequently that the screening would cost \$175 per employee.

"The newspaper industry has not come to terms with this [RSI] problem," the Guild told the AP. "We are asking AP to take a leadership role."

Detection of RSI before the onset of physiological damage is the key to reducing medical costs and lost work time. Drs. Stephen Levin and Frederic Gerr of Mount Sinai told AP at a bargaining session Nov. 21. Levin said that a "cottage industry" has developed in the field of surgery of carpal-tunnel syndrome, which he called

either "unnecessary or preventable by early medical intervention."

Mount Sinai joined TNG in the early '80s in a study of health factors among VDT users in six Guild locals. The study, which included AP employees, provided for eye examinations but not medical treatment or specific ergonomic recommendations.

A Wire Service Guild survey last spring disclosed that 571 of 645 AP employees who responded (88 percent) had RSI symptoms. Seventy-seven (11 percent) said they had been diagnosed as having

carpal-tunnel syndrome, tenosynovitis, tenosynovitis or some other form of RSI.

Under the Wire Service/Mount Sinai proposal, all AP employees, including non-Guild administrative and managerial personnel, would be invited to participate. Those who accept would be given an initial screening by an occupational health physician at AP offices in New York City, Washington, Chicago, Los Angeles, San Francisco, Dallas or Miami.

Employees whose screening indicates RSI would be sent for

further evaluation at the Mount Sinai Occupational Health Center, Clinic in New York or, if they are too far away, to a similar facility closer to home.

Those who have RSI would have a choice of treatment by the clinic or their own physicians, whom Mount Sinai doctors would provide with the examination results.

Mount Sinai would engage an ergonomist to gather information about the work stations and work practices of each participant. The ergonomist would also conduct on-

the-spot evaluations of work stations at various AP bureaus to check compliance with ergonomic principles and practices.

Ergonomic recommendations would be made on the basis of those inspections and supplemented on the basis of medical findings associated with work-station evaluations. There also would be recommendations for continuing medical surveillance of AP employees, and Mount Sinai would provide material to educate employees in the identification, treatment and prevention of RSI.

New TNG video on RSI goes to all locals

A 15-minute videotape designed to assist local officers and members in dealing with repetitive strain injury has been sent to all Guild locals in the U.S., Canada and Puerto Rico.

The tape, based on the RSI forum at TNG's 1990 Convention, includes highlights of that 2½-hour presentation, interspersed with graphics explaining symptoms and tips on preventing the spread of what has been called the plague of the Information Age.

"We believe the tape will prove to be an excellent tool for local Guild officers, stewards and safety and health committees confronting the RSI problem," said TNG Research & Information Director David J. Eisen, who organized the



convention forum and assisted in production of the tape, TNG's first-ever video.

Forum participants featured

on the tape are: Roger Stephens, chief ergonomist for the U.S. Occupational Safety and Health Administration; Dr. Rod-

ney Ehrlich from New York's Mt. Sinai Medical Center; James Ellenberger of the AFL-CIO's occupational safety and health department; Michael Smith, a University of Wisconsin professor and formerly a government ergonomist; Bernice Napach, a Reuters employee suffering from RSI; and Eisen.

Eisen suggested that locals use the tape in conjunction with the Guild's RSI fact sheet, distributed last year, in educating Guild members, safety officers and company managers.

The VHS-format video was produced in co-operation with the AFL-CIO's Labor Institute of Public Affairs.

One copy was mailed to each Guild local in mid-November. Additional copies are available for \$10 each.

Chain council's survey shows RSI widespread, papers' action spotty

VDT-connected repetitive strain injury (RSI) is a widespread problem at Knight-Ridder newspapers, undoubtedly even more prevalent than revealed by Guild surveys of members at chain dailies that were reported to the fall meeting of the Knight-Ridder Council of Guild locals.

As many as 70 percent of respondents at some Knight-Ridder dailies experienced at least some symptoms of RSI, leaders of Guild units at 11 chain papers told the council at its Oct. 12-13 meeting in Detroit.

Highest number of documented RSI cases, 125, was reported from the Philadelphia Inquirer and Daily News, where a Guild-management committee has been formed to deal with the problem.

Symptoms reported included neck and back pain, arm and wrist pain, numb or tingling fingers, and eyestrain.

Council participants also reported the perception that the chain's corporate hierarchy, perhaps inspired by workers' compensation liability and state health-and-safety agencies, wants to do something to reduce the incidence of RSI. The company recently formed a task force of managers to look into the problem.

However, participants' reports also indicated that the paper-by-paper approach within the chain appears to be spotty to this point, showing a less than comprehensive corporate approach.

At the same time, Guild leaders said they found a reluctance among some employees to admit they

have RSI-related problems.

They seem to fear that if they complain they won't be thought of as "team players" or that they'll never be hired by another newspaper, local leaders reported.

It is "most important" that Guild locals "help our membership realize this is a serious issue," said Luther P. Jackson, council chairperson, treasurer of the Detroit Guild and a TNG vice president.

At the Detroit Free Press, ergonomic equipment is so scarce that employees compete to get it, said Jackson.

As one respondent to the Guild survey there put it: "We steal chairs quite a bit."

At the Philadelphia dailies, the equipment cannot be installed fast enough. Work stations there are being outfitted with wrist rests, back rests, glare screens and adjustable VDT tables.

"There's been theft of wrist rests," reported Kitty Caparella, president of the Philadelphia Guild and a reporter on the Daily News.

Caparella had warned Knight-Ridder executives at the corporation's shareholder meeting in May that if the firm did not tackle RSI it would face a serious liability problem.

Here, paper by paper, is some of what Guild leaders reported to the council:

✓ **Akron Beacon Journal**—Eighty-three percent of 46 survey respondents reported occasional RSI-related pain, 24 percent frequent or chronic pain in their back, neck and/or wrists. Ten percent said they had received or were un-

dergoing medical treatment and 5 percent said they were considering it.

There were "lots of complaints" about equipment and poorly designed work stations, from every department of the local's editorial unit, including the library and art departments.

A Guild committee was preparing to meet with management.

✓ **Detroit Free Press**—The company agreed to assess the workplace after the Guild shared with it results of a survey conducted in April that showed 52 percent of 80 respondents experiencing at least one of five RSI symptoms.

The paper has asked its workers' compensation insurance carrier to survey work stations and make recommendations.

The Guild survey showed arm or shoulder pain and neck or back pain each reported by 31 percent of respondents. Hand or wrist pain was reported by 27 percent; 11 percent numb or tingling fingers; and 6 percent frequent leg pains. Eye strain at least some of the time was reported by 72 percent, with glare cited as the most common problem, by 61 percent.

✓ **Gary Post Tribune**—More than 60 percent of 53 respondents to a Guild survey reported neck and back pain; nearly 40 percent, hand and wrist pain; 43 percent arm and shoulder pain; 20 percent numb and tingling fingers.

Most employees have adjustable chairs. Those who order them have glare screens. Desks are not adjustable.

✓ **Duluth News-Tribune & Herald**—Sixty-two percent of the 45 respondents to a Guild survey reported at least occasional pain of the type associated with RSI. More than 40 percent of the respondents from the paper's predominately young staff reported neck and back pain. All respondents reported eye strain.

The daily recently installed adjustable chairs, but members complain they didn't know how to adjust them. Half the respondents can adjust their work surfaces; about one-third can alter the height of their keyboards.

✓ **Lexington Herald-Leader**—Adjustable chairs recently were installed, but desks remain unadjustable. Local leaders reported several RSI cases, including four on the copy desk, in the editorial-only unit.

✓ **Long Beach Press-Telegram**—The paper has been "incredibly responsive" to RSI complaints, particularly in the news room where many staffers have had some form of treatment, reported Sabrina Steele, a local officer.

A joint Guild-management committee recently approved purchase of adjustable chairs and other new furniture also is under consideration.

Biggest problem, she said, is employees who won't take breaks from their keyboards because they don't believe there is a problem.

✓ **Philadelphia Inquirer, Daily News**—A 16-member Guild-management committee has been considering a wide range of steps to combat RSI, including hiring a physical therapist to instruct employees on posture and exercise, periodically flashing messages on computer screens to advise the users to take hourly breaks, and redesigning work sta-

tions and work organization.

Results of a Guild survey, conducted a year ago with a local occupational safety and health group, brought about the joint approach.

Meantime, the company nurse is evaluating RSI victims' work stations and ordering adaptations aimed at alleviating the problems. These have included installation of glare screens, wrist, back and foot rests and construction of box-like devices to raise the height of VDTs and key boards, where needed. Reporters are discouraged from taking notes on their VDTs.

✓ **San Jose Mercury-News**—Results of a Guild survey are expected soon. Management recently agreed to replace 13-year-old adjustable chairs, but has been reluctant to install ergonomically sound equipment in lower-paid departments, a local representative said.

✓ **Seattle Times** (49.5 percent Knight-Ridder owned)—Eighty percent of 192 respondents to a Guild survey reported some symptoms of RSI.

The problem was most prevalent in departments with the most deadline pressure: circulation customer service, classified advertising and the news room.

✓ **St. Paul Pioneer Press**—Highest RSI incidence has been in accounting, classified and the news room, particularly the copy desk.

An ergonomist hired by the paper's workers' compensation insurer is expected soon to make recommendations on work-station design. He recently toured the plant, videotaping locations throughout.

When questioned about the cost of new equipment, the ergonomist responded by asking: "Is it in your budget to pay workers' comp claims?" the Guild's Linda Hanner reported.

SELECTIVE 'ETHICS'?

Guild files appeal on transfer

Tacoma, Wash. — The Pacific Northwest Guild is appealing a regional labor board official's dismissal of a Guild charge that the Tacoma News Tribune illegally transferred a reporter to a desk job because of her off-duty political activities.

The reporter, Sandy Nelson, was moved from the education beat to the non-writing job Sept. 4 after she refused to discontinue involvement in a campaign for lesbian/gay civil rights.

She has worked at the paper more than seven years and covered education since 1987 for the 110,000-circulation McClatchy daily.

A Guild and community activist, Nelson had been counseled once before by editors to restrict her political activities, but she had not otherwise been disciplined.

The Guild alleged in a charge to the National Labor Relations Board that management "refused to bargain in good faith by unilaterally implementing" its proposed code of ethics on outside activities and selectively enforcing the code against Nelson.

Guild and McClatchy representatives have been at the bargaining table since 1986 when the Sacramento-based chain acquired the News Tribune. The Guild had contracts for many years with the paper's former independent owners.

In refusing to issue a complaint on the Guild's charge, the NLRB's regional director in Seattle said management's application of the ethics code in Nelson's case was not illegal. The Guild has asked the NLRB general counsel in Washington to review the decision.

Before the transfer, Nelson played a leading role in a campaign for a local ordinance prohibiting housing and employment discrimi-

Guild, other unions protest pay-cut demands in Oakland

More than 150 members of the Northern California Guild and four other unions at the Oakland Tribune demonstrate their reaction Nov. 14 to publisher/owner's announcement he will seek a 20-percent cut in wages and benefits in renewals of contracts expiring Dec. 31. Press operator's sign (left foreground) refers to concessions estimated at \$11.5 million unions have made since 1983 when Robert Maynard bought the paper from Gannett. There also have been extensive staff cuts. Unions' statement denounced demands "at a time when executives are promoted with salary increases and a 'turnaround' consulting company is paid tens of thousands of dollars a week." Members of editorial-only Guild unit continued the protest the next day by withholding their bylines and credit lines.



ROY WILLIAMS/Retired—Oakland unit/Northern California Guild

nation on the basis of sexual orientation.

The measure, which first was adopted by the Tacoma City Council in May 1989 and narrowly repealed in a referendum later that year, was defeated again in a second referendum this Nov. 6.

Following the election, Nelson sought reinstatement to the reporting job, but management set terms she could not accept.

"Basically, they said I had to give up all political activities, or remain on the copy desk," Nelson reported. "They want you to sign away all your rights."

Nelson considers the reassignment "punitive" and said it made her feel like she was being sent to "purgatory."

"I'm suddenly a victim of the very discrimination I'm fighting through the company's selective enforcement of an ethics code that is still on the bargaining table," she said, adding:

"Reporters should be judged by the quality of their work, not by the popularity of issues they support on their own time."

She believes her activism is a benefit, not a detriment, to the paper. "I've broken stories several times because I knew about things in advance," she said.

Nelson, who had no copy desk experience, said she received no training for the job, was moved from day to night shift and no longer has weekends off.

The transfer came as a great surprise to her because "I've been there 7½ years, and I've told them all along what I was doing on my

own time," Nelson asserted.

Nelson told the NLRB she has "always been open" about my political activities and "had gone out of my way to avoid media appearances on public issues."

Nelson also said that her last performance evaluation in January was "excellent" and that she had received a raise under the paper's unilaterally implemented "pay for performance" plan.

She expressed concern to the NLRB that "the company was setting me up to fail by putting me in an area that was new to me and giving me more work than I could handle."

She also said that after she participated in an abortion-rights demonstration in 1987 a fellow employee told her management "would pigeon-hole me, remove me from the mainstream or wait for me to slip up and punish me."

As a member of the Guild executive board in 1986, Nelson spoke against unilateral implementation of the proposed ethics code by management and asserted it should be taken up at the bargaining table.

In 1989, Nelson was a founding member of the Committee to Protect Tacoma Human Rights, which led efforts for the sexual-orientation ordinance and now has rallied to her defense.

"It is discriminatory to exile a respected, award-winning reporter for her constitutionally protected efforts to end housing and employment discrimination," the group's chairperson, Karla Rudy, wrote to managing editor Norman Bell.

IFJ sets day on media monopoly

Brussels—The Int'l Federation of Journalists is co-ordinating a day of action among its affiliated European unions Dec. 13 to highlight what it terms "the crisis of concentration of ownership in the media."

The IFJ, with which TNG is affiliated, is asking the European unions to use the day to raise awareness of the problem on the "national and transnational scale."

It also is asking them to protest to political parties and leaders about the problem of monopolization and the need for regulation of transnational companies.

Involved in the increase in concentration of ownership of both print and broadcast media, the IFJ says, are both union rights — transnationals increasingly are denying their workers' right to organize — and other basic democratic freedoms which are dependent on the availability of a diversity of information sources to thrive.

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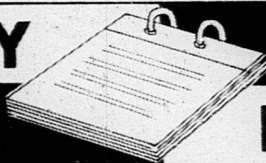
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1990 Heywood Brown Award, entry deadline, Jan. 7, TNG headquarters, Silver Spring, Md. Western District Council, winter meeting, Jan. 19-20, Los Angeles. Int'l Election & Referendum Committee, certify eligible voters and distribute materials for referendum 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.

The Guild Reporter

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The Newspaper Guild

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