



The GUILD REPORTER

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December 14, 1990

1st Kitchener pact nets \$1,000 rates, 'integrity'

Kitchener, Ont.—A first-ever contract between the Southern Ontario Guild and the Kitchener-Waterloo Record raises top-minimum pay for reporters and photographers by \$92, to \$946 a week, and boosts minimums for three job classifications past \$1,000 a week.

It also contains several "fairness" and "integrity" provisions.

The 25-month agreement covers 85 employees in the editorial department of the 77,000-circulation Southam-chain evening daily. Tentative settlement was reached Dec. 5, and Guild members gave

overwhelming approval the same day.

Members would have been in a legal position to strike the following day, and were making preparations to do so. They also planned to publish a strike paper called the "Twin Cities Journal."

The ratification completed an impressive string of first contracts negotiated by SONG in a three-week period, covering nearly 300 newly represented employees.

Contracts were approved Dec. 2 by 40 production workers and 15 news staffers at the Fairway

Group weeklies, also owned by Southam and based in Kitchener [story on page 7].

Two weeks earlier, a 14-day strike against the London Free Press ended with an agreement covering 150 news staffers there [Guild Reporter, Nov. 16].

Record and Fairway employees held a joint informational picket at the papers' neighboring plants in late November as the Fairway group also was preparing to strike.

Under SONG's agreement with the Record, minimum-pay rates are immediately set, and then ad-

vance by 5.5 percent this Jan. 1 and by another 5 percent next Jan. 1.

Top minimum for fully experienced reporters and photographers is set at \$854, which advances to \$901 next year and to \$946 in 1992.

The top for assignment editor is \$984 a week, going first to \$1,038 and then \$1,090; for photo editor, asst. city and news editors and news production editors, it starts at \$957, then goes to \$1,010 and to \$1,060; for editorial writers and senior photographers, it starts at

\$937, then goes to \$989 and \$1,038.

Other classifications include, with their current tops and future levels: news graphic artist, \$726, \$766 and \$804; photo technician, \$683, \$721 and \$757; librarian, \$598, \$631 and \$662; data input clerk, \$494, \$521 and \$547; and editorial, and library assistants, \$461, \$486 and \$511.

Experience levels were assigned to each employee and advancement timetables were set. Disputes on experience levels may be taken

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Cuomo supports strikers; no progress in talks

New York—New York Gov. Mario Cuomo gave his support to striking Daily News workers during a major rally here Dec. 10 and called for "fairness and reasonableness" in the 7-week old bargaining dispute.

Two days later, in Washington, D.C., leaders of the New York Guild and eight other striking unions met with a federal mediator and News representatives in an unsuccessful attempt to move the strike toward settlement.

Using 800 replacement workers, the News has continued to publish since the walkout by 2,500 workers beginning Oct. 25. However, the 71-year old tabloid, owned by the (Chicago) Tribune Co. has lost 80 percent of its readers and most of its advertisers.

Cuomo, speaking to a crowd estimated at 13,000 to 15,000 in front of the News building at 42nd St., said "we need a balance in this country between the people who work and the people who invest and manage."

"Stay strong," he told the crowd. "You're fighting for all of us."

Joining Cuomo at the rally were the Rev. Jesse Jackson and John Cardinal O'Connor, TNG President Charles Dale and dozens of other international, national and local labor and political leaders.

"All we want is fairness and reasonableness," Cuomo said of the News and unions. "Sit down, let's talk about making a deal. You give something, I'll give something. You respect me, I'll respect you."

Cuomo, the son of a laborer, in July tried to mediate the dispute by appointing a three-member, fact-finding board, but the News obtained a federal order to block the governor's effort.

Jackson, making his second public appearance in support of News strikers, told the crowd that "strike breakers are also family breakers" and that use of replacement workers is "immoral... it is wrong."

O'Connor, the leader of the New York Roman Catholic archdiocese who also has offered to



N.Y. GOV. MARIO CUOMO, RIGHT, AND THE REV. JESSE JACKSON AFTER ADDRESSING DAILY NEWS STRIKE RALLY
Others pictured, from left, N.Y. Guild President Barry Lipton, Dennis Rivera of 100,000-strong Health Care Local 1199.

mediate, pleaded for a settlement, saying "there is no reason under the sun it can't be done."

The one-day talks in Washington Dec. 13 ended without the two sides ever meeting face to face, despite seven hours of "shuttle diplomacy" by Bernard E. DeLury, director of the Federal Mediation and Conciliation Service, and aides to get both sides into the same room.

"They just wouldn't talk with us," New York Guild President Barry Lipton said. "They would not sit down with us."

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Report by Canada fact finder clears TNG of autonomy violation charges

Ottawa—A fact finder for the Canadian Labour Congress has cleared TNG of longstanding charges by the Southern Ontario Guild that TNG is violating CLC provisions for Canadian autonomy in international unions.

And CLC President Shirley G.E. Carr informed SONG President Gail Lem on Nov. 27 that "in the absence of prima facie evidence of a violation" on any of the complaints by SONG "I must dismiss your claim... unless such evi-

dence is forthcoming."

TNG President Charles Dale said the international's position has been all along that "TNG is not in violation and this report vindicates that position."

Lem told the Guild Reporter, however, that she feels the fact finder's report "doesn't diminish the validity of our complaints" and that he has "in essence recommended that TNG talk to us about these issues" of greater autonomy.

She called it "obvious... that

the CLC is trying to balance the interests of the affiliated internationals with the interests of locals seeking greater Canadian autonomy."

The fact finder, James Dowell, retired veteran education director of the Canadian Union of Public Employees, dealt at length in a Nov. 14 report to Carr with each of the complaints Lem lodged against TNG between February and June 1989.

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Cuomo supports strikers; no progress in talks

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Acting through the New York Allied Printing Trades Council, the Guild and other unions proposed, as a beginning point, that all strikers be allowed to return to work after settlement and that the News drop its damage lawsuits against the unions.

"They just refused to deal with us," Lipton said. "They say they won't deal with us as a group, only as individual unions."

George E. McDonald, leader of the Allied Council, summarized the talks: "They choose not to recognize the Allied and deny its existence when we negotiate, but when it comes to lawsuits, they seem to know our name and address pretty well."

The News has filed a series of suits against the unions and individual strikers, alleging they have conspired to prevent the paper from doing business.

The meeting marked the first time since Oct. 25 that all nine unions and management met under the same roof. Both sides agreed to meet again, perhaps in New York, if DeLury requests.

Two days of talks Dec. 3-4 between the News and drivers union, a key group in the unions' de-circulation campaign, also resulted in no agreement.

In other strike developments:

✓ In Chicago, some 300 strike supporters held a 2-hour rally Dec. 11 at the Tribune Co. headquarters where the 14-member board of directors was holding a quarterly meeting.

Jerry Minkinen, executive director of the Chicago Guild, said ralliers hoped board members "would talk some sense into Charlie Brumback," the Tribune chief executive who drew the battle line at the News.

Marchers chanted "settle or sell" and tried to enter the building to speak with board members. They were turned back by police and company guards.

Striking News business writer Jeff Cane later tracked down Brumback at a Chicago restaurant and had him, paged. Brumback abruptly rejected Cane's invitation to meet with strikers to hear their side of the story, The New York Guild's "Strike News" reported.

News publisher James Hoge, who attended the board meeting, said afterward the News was "making progress" in regaining readers.

Daily circulation has plummeted from a pre-strike level of 1.1 million to an estimated 300,000, as the unions mounted a vigorous de-circulation drive among street vendors and home subscribers.

As a result, most advertisers deserted the paper as the holiday shopping rush neared in late November, costing the News millions in revenue. None of the major advertisers have returned in recent weeks, Lipton said.

✓ The Tribune Co. might be willing to "gamble many millions of dollars" in waging a war of attrition against the unions, the New

York Times said in an article Dec. 10, using information from unnamed "Tribune officials familiar with Mr. Brumback's long-range strategy."

Losses at the News could total \$100 million this year, including \$25 million or more spent on pre-strike preparations, the Times said.

✓ In Manhattan, union leaders and a striking truck driver testified at a U.S. Senate subcommittee hearing Dec. 11 on the use of replacement workers.

The hearing was chaired by Sen. Howard Metzenbaum (D-Ohio), who has introduced federal legislation to outlaw the practice.

O'Connor also testified, saying he could see no moral justification for using replacement workers. The minor incident that sparked the strike "would have fizzled out very quickly" without the deployment of replacements, O'Connor said.

New York State Labor Commissioner Thomas Hartnett testified that use of replacements is "the industrial equivalent of capital punishment." He said the practice destroys "any vestige of equality" at the bargaining table.

✓ A federal judge extended an order for 10 days that allows homeless people to hawk the News in subway and commuter train stations.

After first permitting the peddlers into the subway, the Metropolitan Transit Authority sought to eject them on grounds they were a safety hazard to passengers.

In court papers, the News conceded that newsstand sales had dropped drastically and said hawkers were a "critical element" in restoring circulation.

Union leaders say the hawker program is a "publicity stunt" and that it has been a flop for the News, which collects no money from such sales. The News alleged that hawkers were selling 200,000 copies a day, but strikers have observed thousands of abandoned copies at hawkers' stands.

✓ The News has closed a "strikebreaker newsroom" it set up late last spring in Secaucus, N.J., to train replacement reporters and editors, the "Strike News" reported.

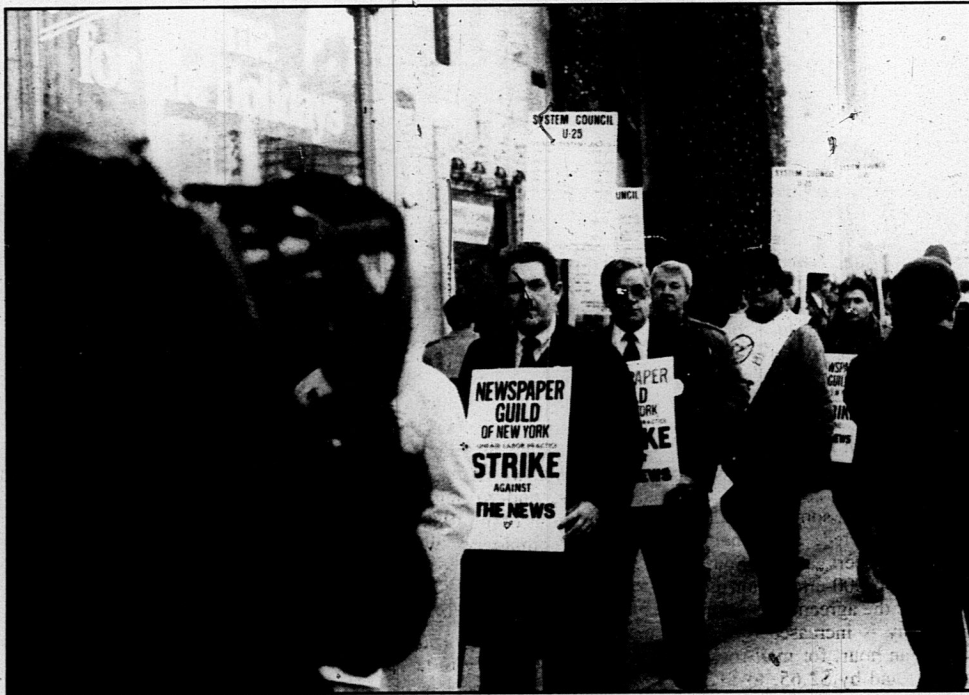
Pickers have observed work crews removing large quantities of equipment, including computer parts. The former Sears warehouse and a 23-acre site, for which the News paid \$21 million, had been designed for news operation during a strike.

It has been used mostly as a base for security guards "and as a dump for unused newspapers," the newsletter said.

The plant, called "Fort Hoge" by strikers, has been the scene of some of the worst harassment of picketers by private guards, including the kidnapping and beating of one picketer, the newsletter said.

✓ The New York Press Club was holding a "News-Aid" benefit Dec. 14 to raise money for the Guild's emergency health and housing drive, and many notable writers and entertainers planned to attend.

They included singers Pete Seeger and Lou Reed, Christopher ("Superman") Reeve, Linda Evans, Russell Baker, Studs Terkel and Kurt Vonnegut, Danny Aiello, Sydney Schanberg, Arthur Miller, Murray Kempton and Pete Hamill.



Cindy Cheski/Chicago Guild

PICKETS GREET TRIBUNE CO. DIRECTORS MEETING IN CHICAGO ON DEC. 11

Among marchers was TNG Sec'y-Treasurer John C. Edgington, center, with sign from N.Y. Daily News. Directors gave Daily News management vote of confidence in its strike conduct.



LOS ANGELES 'RALLY FOR JUSTICE' AT TRIBUNE-OWNED TV STATION

Los Angeles Guild's Elizabeth Campos, left foreground, is among two dozen rallying at Tribune Co. station KTLA-TV in support of strikers Dec. 10, the day 13,000 to 15,000 rallied in New York. Participants in KTLA demonstration were from half dozen unions, county labor federation.



JACK MILLER/Miller Photography/New York Guild

STRIKING DAILY NEWS UNIONS' SANTA CLAUS SPREADS CHEER AT DEC. 10 RALLY

Candy-cane recipients include from left: N.Y. Guild's Tom Pennacchio, TNG President Charles Dale, striker and TNG Vice President Richard E. Brandow, N.Y. Guild President Barry Lipton. The "Allied Santa" appears daily on picket line to distribute candies to passers-by.

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Equity pact brings 10-25% increases Jan. 1 in Hamilton

Hamilton, Ontario—Under a pay-equity agreement negotiated by the Southern Ontario Guild, employees in female-dominated jobs in editorial and mail-room departments at the Hamilton Spectator are receiving raises of 10-25 percent by Jan. 1.

The agreement, reached earlier this year after two years of talks, is the second such plan negotiated by a Canadian local since passage of Ontario's stringent pay equity law in 1987.

In Hamilton, some 120 employees are affected, about half the Guild members at the Southam chain's 140,000-circulation daily.

Under the agreement, top-minimum pay is increased by \$2.55, to \$11 an hour, for mail-room inserters, and by \$2.65, to \$12.72, for floor persons.

The raises are almost exactly what some 95 part-time mailers, most of them women, sought during a 9-week strike at the Spectator in mid-1989.

In the news department, the top minimum is raised by \$111, to \$568 a week, for editorial assistants and receptionists and library clerks. The top is increased by \$73, to \$470, for messengers, and by \$57, to \$614, for editorial assistants.

The hikes average about 25 percent for inserters, library clerks, news-room receptionists and assistants; 19 percent for messengers; and 10 percent for editorial assistants.

The first pay-equity agreement involving a Guild unit was reached last December by the Ottawa Guild. That local negotiated raises averaging more than \$2 an hour for 65 employees at Southam's Ottawa Citizen.

In Toronto, SONG representatives are continuing pay-equity talks with two other major Guild-covered dailies, the Globe and Mail and the Toronto Star, said Paul Pelletier, the local's executive officer.

Interim adjustments have been made for eight job categories at the Globe and Mail, but talks continue on 15 others, Pelletier said.

Job evaluations have been completed at the Star, but no accord has been reached on adjustments, he said.

Under the Ontario law, employers of 500 or more people were required to post by Jan. 1, 1990, a plan to eliminate discriminatory wage inequities, but "until we reach agreement they have no plan," Pelletier said of the delay.

El Mundo suspends, seeks buyer

San Juan, Puerto Rico—Some 300 Puerto Rico Guild members were put out of work without notice Dec. 8 when the owners of El Mundo announced that they were closing the Spanish-language daily temporarily while they try to sell the paper.

Citing economic reasons for the suspension of publication, they said they expected the paper to be closed for three to four weeks, said Charlie Ramis, the Guild's president.

There were reports of several potential buyers.

at the big Toronto dailies.

The Hamilton agreement is a "clear and unequivocal victory" for employees, said Dana Robbins, SONG unit secretary at the Spectator. A committee composed of Robbins, mail-room chief steward Joan Baird and former local representative Barry Stephens negotiated the agreement.

Adjustments for mail-room employees come in four increments — the first two retroactive to Oct. 8, 1989, and to Jan. 1, 1990. Under terms of the 1989 strike settlement, employees were to receive a 15-month "head start" on pay-equity increases.

Adjustments for news-room employees come in two increments, the first retroactive to last Jan. 1, and the second due this Jan. 1.

Bargaining report at Vancouver Sun (and Province)



Vancouver-New Westminster Guild President Mike Bocking, left foreground, reports on the state of bargaining to news-room employees at the Vancouver Sun Nov. 30, the day the union's contract expired at Pacific Press, which publishes the Sun and Province. Similar brief

meetings were held throughout Guild-covered departments at the papers. The Guild's message to the Southam-chain management — "Get serious!" — was displayed on stickers worn by members during the day. Last round of talks, in 1987, went eight months past expiry.

Gary caps 4-year struggle with new contract

Gary, Ind.—Capping a four-year bargaining struggle at the Gary Post-Tribune that pitted management's hard-line approach against employees' determination for a fair new agreement, the Gary Guild has signed a new four-year contract with the Knight-Ridder daily.

Under the new agreement, replacing one expired since October 1986, minimum-pay rates are increased by up to 12.5 percent.

In addition, health coverage is switched to a union-controlled plan at "significant savings" to employees, other benefits are improved or maintained, and most employee protections in the old contract are preserved, Gary Guild President Joe Conn said.

Employees received \$1,000 lump-sum payments upon the new contract's being signed on Nov. 3.

Asserting that management tried to break the union by gutting the contract, Conn called the new agreement "a major victory" and noted "we have our union intact."

Over the contract term, top minimum for reporters, photographers, rewrite persons, copy readers and editorial artists increases by \$65.55, about 11.5 percent, to \$638.18 a week.

The initial hike of \$22.91 was effective upon ratification, and raises of \$11.91, \$12.14 and \$18.59 will follow in the next three years.

The first-year raise is 4 percent, followed by 2 percent, 2 percent and 3 percent; minimums in other job classifications are raised by 5 percent, 2 percent, 2 percent and 3 percent.

Medical and dental insurance was transferred from the company plan to an AFL-CIO Trust Fund, with the employer paying 100 percent of premiums for 1991 (up to \$298 a month), 90 percent in 1992 (up to \$322), and 80 percent in 1993 (up to \$360).

Other Post-Tribune employees now are paying \$60 a week for company coverage, but Guild-represented employees will be paying

just \$16 a week four years from now for the same coverage, Conn noted.

Also under the new contract, night differentials are maintained for current employees; mileage reimbursement increases by 5 cents, to 25 cents; unpaid maternity leave increases by one month, to five months; and a new benefit allows employees to take three days' paid leave for the death of an immediate family member.

Also, disability pay improves to 60 percent of an employee's wage (it was \$500 a month), and photographers' equipment allowance increases by \$5 a month, to \$40.

The contract maintains provisions on job security, union security and payroll checkoff of union dues, and provides for extension of contract terms for two years after expiration in October 1994, Conn said.

As its bargaining representative, Knight-Ridder employed the Nashville firm King & Ballow, whose hard-line tactics led to the

strike by nine unions at the New York Daily News.

The Post-Tribune proposed little in the way of pay increases and demanded a long list of givebacks. One member of the Guild team called it "an unabashed and total assault" on the contract.

Conn said it was "basically, 3 1/2 years of surface bargaining."

Guild members responded by "using every in-house campaign you could imagine," Conn said. "You name it, we've done it — buttons, balloons, marches, rallies, leafleting, informational picketing, inter-union action, fundraisers, an advertising and circulation boycott."

Employees enthusiastically backed the actions. "There was a great deal of anger at the company for its cheapskate attitude," said Susan Brown, immediate past president of the local and a Guild bargaining team member.

In early 1989, employees put together a \$40 million offer to buy the Post-Tribune under an employee stock ownership plan (ESOP), but Knight-Ridder dropped its plan to sell the profitable 75,000-circulation daily.

As the dispute continued into 1990, TNG President Charles Dale and the Newspaper Industry Coordinating Committee lent assistance.

With the help of the Indiana AFL-CIO, the Guild launched a boycott in May, with a long-range plan to target back-to-school and year-end holiday advertising.

TNG Representative Bruce Nelson assisted the local for more than three years, and tentative agreement was reached in late September. Other members of the bargaining team were Mark Taylor, Ruth Ann Krause, Lori Caldwell and Tom Knightly.

The agreement, which covers 70 employees in the paper's editorial and maintenance departments, was ratified by 62 percent of voting members Oct. 14.

Conn thanked TNG and "all the Guild locals and members throughout North America that provided expertise, money and moral support" in the struggle. "That gave us a chance to defeat King & Ballow, and we did it."

Padia: NFL harassment actions fall short

Silver Spring, Md. — NFL Commissioner Paul Tagliabue "did not go far enough to prevent sexual harassment" in professional football with his "relatively mild" sanctions against the New England Patriots and three players involved in mistreatment of a woman reporter Sept. 17, TNG Human Rights Director Anna Padia said here.

"I regret the commissioner has

not taken the lead in developing an anti-harassment program for all team owners, coaches and players," Padia said after Tagliabue's action Nov. 27, following a five-week investigation of the incident by a special counsel.

The commissioner fined the team \$50,000, one player \$12,500 and two others \$5,000 each, but announced no other measures to protect reporters from abuse while covering the sport.

The investigation found that players walked naked in front of Boston Herald reporter Lisa Olson and displayed themselves "in a suggestive way" while she was trying to interview another player in the Patriots' locker room. Other players laughed or shouted. "Make her look, make her look," leaving her "degraded and humiliated," the special counsel's report said.

No team official tried to intervene, or took any action immediately after in trying to find the truth, the report said.

Noting that the team earns \$33 million in annual television revenue alone and that one of the

finest players reportedly makes \$650,000, Padia said the fines were "quite minimal" and the "commissioner should have done more to protect reporters."

In an Oct. 3 letter to Tagliabue, TNG President Charles Dale urged the commissioner to "take swift and strong action" against the team and players involved [Guild Reporter, Oct. 5].

Dale also recommended that the NFL, in consultation with the National Football League Players Assn., develop a program "to prevent future incidents and assure appropriate penalties and prompt correction when they occur."

The program should include the adoption by the NFL of an anti-harassment policy statement, definition of sexual harassment, clearly defined procedures for investigating and remedying harassment, and sensitivity training for coaches, Dale wrote.

Padia said TNG will continue "to press for development of such a program" as "a more substantive way to address the harassment of female reporters."

By Joanna Molloy

Thursday, October 25

EDITORS ARE HUDDLED: something's wrong. For those who missed the news this morning, investigative reporter Tom Robbins calls up the AP wire on his screen. A worker at the printing plant who had an injured knee refused to stand up when asked by a manager, setting off a chain of events that led to a walkout and the firing of 60 drivers. We will later refer to this guy, who Jimmy Breslin points out drove 100 miles to work from East Hampton, as Mrs. O'Leary's cow. Robbins notes that the walkout took place at 2:30 a.m. and that a bus of replacements was at the plant by 3:00. He says it looks like a management trap, and this time the union took the bait. The story ends with a union official saying that the worker can do his job just as well sitting down as standing up: "Why, plenty of workers read a magazine while they do this job."

Great.

A Newspaper Guild meeting is called for that afternoon; Betty Liu Ebron, the senior columnist with me on Apple Sauce [the News' version of the N.Y. Post's Page 6] and I have to work through it. We hear the Guild voted to honor the drivers' and pressmen's strikes. I'm in the Guild, but since I've only been at the News three weeks, I'm still on probation.

"What are you going to do?" I ask Betty. "I can't cross a picket line," she says. "I'm Guild all the way."

Just before deadline the entire computer systems crashes. Everyone says this has never happened before, and they're convinced a shadow newsroom has powered up, overloading the circuits.

Many of the reporters have gone out to places showing the Holyfield-Douglas fight. I take a cab out to the Brooklyn printing plant. We pull down Dean Street behind a bus, which is immediately set upon by half a dozen men. I hop out and tell the cab to get out of there. One guy throws a garbage can at the bus windows, others throw rocks and bottles, another smashes the tail lights with a brick. A photographer runs up and the men set on him: "No pictures!" The photographer runs back to his car and I see it's John Roca of the News, who a week ago was with me on assignment at a Tiffany party, photographing Paloma Picasso and Nan Kempner. "Get in!" he yells to me and we both jump into his car.

Roca screeches out after the battered bus, which is now just half a block from the crowded barricades near the plant. It hurtles around the corner as cops in riot helmets scatter out of its way: Roca is shooting the scene with one hand and steering with the other. He circles the plant, his police radio squawking ominous messages about medics being called in. On Flatbush Avenue, a group of about eight men wearing Paperhandlers Union picket signs angrily drag garbage cans into the street, dumping them, breaking glass. They stand in front of cars and refuse to let them pass. Around the corner, the contents of a dumpster have been set afire, and bands of workers wander the streets.

I ask Roca to drop me at the barricades on Pacific Street. The cops are keeping the streets clear; workers stand on the four corners. Tom Robbins has shown up, as has Juan Gonzalez, who will emerge as a leader of the strike. It's freezing, 37 degrees at last count. A greasy spoon right out of *Last Exit to Brooklyn*, called the Winner's Circle, is filled with workers and cops.

The mood outside is ugly. To the strikers, the sight of the bus discharging scabs is sickening. The men can only shout. "How much is this costing the city?" yells one of the more reasonable hecklers to the cops. "You're all a bunch of women!" yells another. The line of cops breaks into laughter; two of their number are women.

A diary from the news room at the N.Y. Daily News

This article is reprinted, with permission of the writer and the paper, from the Nov. 27 edition of the weekly Village Voice.

Joanna Molloy, a week after walking out of the Daily News and onto the Guild's picket line, joined the staff of the New York Post, where she is writing for its Page 6. Once again, she is a probationary employee.

"Come over here so I can f--- you up the a---!" yells one charming fellow. "The cops will probably arrest us tonight," says another. "It's Equal Opportunity. There aren't enough white people in prison."

Am I really on the same side as these people? Well, I'm sure I'm not on the side of the Trib, which has summarily fired those 60 drivers — 29 of whom are minorities.

The cops stiffen and realign. Up the block, a phalanx of cops on horseback gallops to head off a crowd of strikers. The bus is heading back out. The cops pull the barricades back, and the streets give up some of their cobblestones into angry hands. Trouble is, the bus is passing between the workers and they're in each other's trajectories. I just miss being hit. The bus makes its retreat, but never gets far. Roca tells me later that two blocks away strikers rocked it and nearly tipped it over before a lone cop rushed up and everyone scattered. But its tires were flattened; it went no further.

At 1:15 eight trucks make it out. The guys yell and even throw rocks but it is much tamer than any number of anti-war demonstrations I witnessed. Are these guys afraid of the cops' guns?

I wander into the Winner's Circle and talk with some of the drivers. "Oh, they may get the papers out of the plant," says one with a slight smile. "But it's doubtful those papers will make it to the news stands."

Friday, October 26

8:30 a.m. Betty Liu Ebron calls. She's heard a rumor that Guild members might not have to honor the picket lines based on some technicality.

I call the Guild. "No, we're honoring the picket lines," says a voice. "But you have to go to work."

I've only had three hours' sleep. "Excuse me?"

"We're advising probationary workers that they must go to work — under protest."

"What does that mean?" I ask. "What's the difference between that and a scab?"

"Look, you want to have a philosophical discussion? You work under protest until your probation is up, and then you join the line."

Great. Only 61 days to go.

I show up on time in jeans and wet hair. I enter the building through a side door, not wanting to explain the Guild's bylaws to picketers at the moment. I go up; the elevator doors open. Editor Jim Willse and managing editor Matt Storin are there, as well as Ann Pod, a woman from the personnel office. "What are you doing here?" she asks.

"I'm coming to work under protest."

"Well, we don't want you then."

"Great. The union tells me to go to work, and management is telling me not to. Fine."

"Look, if you'd like to work for the Daily News, if you'd be happy working for the Daily News, then we'd be happy to have you."

"What is this, the welcome wagon? I'll do my job well and that's it. Are you going to let me in or not?"

She unlocks the door. Inside it's as

though the neutron bomb hit. Save for a dozen editors huddled together at the city desk, it's a ghost town.

One editor comes up to me with wry smile. "The only other person to show up was Plaskin," he says of the writer known for bringing his dog to work. "He had no idea anything was going on."

It's just the dozen editors, and me. Plaskin and the cocker spaniel have gone home. I'd heard there were out-of-town scabs holed up at the Helmsley hotel next door; I wonder if they're all out on assignment or working at another location.

Overnight, the locks and computer logons have been changed. It's a paranoid atmosphere.

Joe McNamara, a lumbering old guy with a broken nose who writes the tabloidy "Justice Story" in the magazine, is at his desk. A top rewrite man, Joe Mac can write a story in 20 minutes. He will do a yeoman's share of the paper today. We manage to put out a 48-page paper. Most of the city stories are written by the editors; sports and business is off the wire.

Things are upside down. The managing editor's assistant is in the mail room. The food editor becomes my assistant. The head of the magazine is a reporter again. People from personnel who you'd go to for dental forms are suddenly on the ascendant. They move around the room excitedly. Power does not look well on them.

The library is completely empty. I cross the formerly verboten line and enter the stacks of clips and photos, fascinated. I can't find pictures of Jackie O. — impossible. Of course, the Daily News still has her filed under "K." There is a two-foot shelf of her images. Pictures of her with her babies, in the pillbox, on horseback, and now, just as beautiful. I snap out of my reverie.

I ask that my name be removed from the column. I also refuse daily requests to be on the paper's radio show. It's my little form of protest, while my colleagues are standing out in the cold.

I'm totally isolated. Only when the news comes on do I learn that the Guild called a strike in mid-afternoon, after management threatened to fire anyone who didn't show up for work. Most of the people I interview on the phone would rather talk about the strike.

At six, we turn on all the televisions, tuned to channels 2, 4 and 7. This becomes a daily ritual, though by week's end all the sets are tuned to channel 4, whose coverage seems very pro-management.

That night, at Maguire's, which has become unofficial post-picket-duty headquarters, reporter Robert Gearty shakes his head at me as I pass him. He doesn't actually say the word *scab*. I don't explain myself. Strikers come in almost blue from the cold. Most want to know if there's anyone sitting at their desks. One of the editors had gone down to the picket line and told them that 30 scabs were already in the newsroom.

Saturday, October 27

They're bringing in three meals a day now, very appropriate for the prison-like atmosphere. All they need is cots. The editors are pulling 16-hour days and rarely leave the premises.

In the afternoon, Bob Herbert — he's non-union — makes a cameo appearance, cheering up the editors with jokes about management scum. He's not seen again that week.

There isn't much chit-chat. It's still the dozen editors and me, and everyone is too wrapped up in doing the job of 100 people to talk. Word is out that I'm inside, and I get calls from strikers every 10 minutes.

Has anybody crossed yet? they ask. Not yet, I say.

At 6, everyone gathers around the TV hearth. An NBC reporter flips through the first strike issue of the paper on camera.

"Look at the bylines," he says. "Daily News staff, Daily News staff." This paper is obviously being written by scabs.

The exhausted editors erupt. "That's not true, goddammit!" one yells. Matt Storin runs to the phone, presumably to call the NBC news director.

Lisa ("This Is Not a Meltdown") Robinson appears on screen and responds: "Any young reporter in the country would love an opportunity to work at a major metropolitan daily."

"She's not denying it" they yell. For the rest of the week, Robinson will draw jeers from the editors. One reporter says she's the best thing that's happened to the unions.

Leaving work that night, I see a thin group of picketers doing a staged chant for a video camera: "Boycott the News!" they yell, a little wanly. "Don't buy the News!" I call to a woman with whom I'd worked on the column. She spots me, but indicates the camera. I leave.

Monday, October 29

8:30 a.m. I pass a nervous gaggle of about 10 people in the lobby. These are the feature writers, touching off a trend of departments coming back in herds: the



Joanna Molloy: Headline carries double meaning for her.

librarians, the sportswriters, the photographers, all return en masse. The feature people march in single file behind their grateful editor, Fran Wood.

Dolores, the 59-year-old clerk for the sports department who crossed Saturday night, spots a friend as he crosses and bursts into loud tears. He hugs her, and others gather round and hug them. "I was going crazy," she says. "I just finally had to paralyze my mind and come in."

Though the media's been paying attention to whether or not reporters are going to cross, most Guild members are not news gatherers — they work in departments like classified, circulation, or promotion. Most of the reporters are men, but a lot of these people are women, and many of them are minorities — the last hired at the paper. They don't have the same mobility — if they lose their jobs at the News, they'll have to go back to entry-level somewhere else. They feel forced to come back, but they don't feel good about it.

Jack Newfield [a columnist, formerly with the Village Voice where he championed leftist positions], shows up. He looks very awkward, very sad. He makes a few phone calls and leaves.

There are strangers here. It's like *Invasion of the Body Snatchers*. People you know and love are replaced by people you don't quite trust. A half dozen of them have tans. I find out these are editors from the Chicago Tribune, the Fort Lauderdale (Fla.) News/Sun-Sentinel, the Orlando (Fla.) Sentinel, and the Newport News (Va.) Daily Press/Times-Herald. I'm told they're just temporary.

One of the imports is given an assignment on the Manhattan Bridge. "Where's the river?" he asks.

"We have two," says an editor sardonically. "That's why they call it an island."

I had a great story about Spike Lee keeping a West Village neighborhood up all night in Sunday's paper; nobody sees it. A source takes back a lead he gave me the week before. "Nobody's going to see it," he says. He's right.

They give me a new assistant: a pleasant, energetic woman from personnel. We've been friendly in the past, but I wonder: Has she been sent to keep an eye on me? She'd been trained to run presses, but now will be a reporter and, in fact, will have the front page story in Wednesday's paper, about a baby who died at Bellevue. She's unabashedly pro-management but likable. Schizophrenia.

More people cross. It's like a time-lapse photograph of Grand Central, with the place slowly filling up.

At deadline, publisher Jim Hoge calls

how she is. She looks at me ruefully. "How do you think?" she says. She looks broken. It's a common look among many of the people who cross. One says, "I'm embarrassed."

The marketing director is sent to Harlem to cover a murder. She asks me if it's safe. It's three o'clock in the afternoon. The next day, Post reporters will hold a staged reading of her story in their news room.

I get a great item about a telegram Harold Evans sent to Rupert Murdoch as the first act of his administration at Random House. No one will see it. Friends suggest that I purposely do a bad job on the column. I can't do it. More schizophrenia.

My assistant from the personnel department is asked on the phone whether she's a scab. She replies, "No, I'm arm-twisting management scum."

At 3 p.m. the room gets tense. Editors are standing in odd places, huddled. It looks like a war-strategy room. Suddenly a group of 10 or so replacement workers files in. Boom. The entire photo lab staff is gone. The photographers, a backbone of "New York's picture newspaper," get wind of this, and phone in that they give up. I wonder if the lab people were sacrificed as a way to get the shooters back.

Wednesday, October 31

Some sort of critical mass must've been achieved: management announces there'll be no more dinners.

10:30 a.m. Boom. Betty Liu Ebron walks in. I'm in shock. I look at her with a weird mixture of disappointment and relief. This makes my job a hell of a lot easier. But Betty's a main columnist, and this is a blow to the Guild. Betty thinks [N.Y. Guild President Barry] Lipton railroaded the Guild into a strike vote.

The crossers spend most of the morning hanging out together talking about their ordeal. One of them says, "I'm not a political person." She doesn't seem to realize that she's made a political choice.

11:30 Boom. Newfield resigns. He goes over to Jim Willse and the men talk, not looking into each other's eyes. Willse pats him on the back and they walk off in different directions.

3:30 Boom. John Roca shows up. A guy like Roca, the photographer who was beaten up at the Bensonhurst trial, is an institution. I have the same schizoid reaction seeing him: it makes my job easier, but it's a major blow to the strike.

"We got the word they were gonna replace us," he says. "I've been here since I was 18. I don't want to lose my severance. But these guys from Chicago they're killers without passion, they don't even look over their shoulder after they do it."

Roca says the only people reading the paper are the ones up here. "It's like one big circle jerk," he says.

I hear the courthouse reporters aren't letting our guy from Florida, who's been sent to cover the second jogger trial, into the reporters' room.

4:30. I see what looks like a baseball team standing over at sports. A group of big guys in athletic jackets. It's most of the sports department returning. "Yeah, aren't they brave?" sneers a sports editor.

Out near the front door, I see "Jack," an editor who's a Guild member. "Come in!" says one of the crossers. "No, don't!" I say, half in jest.

Back in the newsroom, I see him slowly walk past me to his desk. Five minutes later, I hear the most godawful, funeral sound. Jack is sobbing, his face in his hands. The import behind him doesn't react. I run up to him and take his shoulder and whisper, Hey, it's okay. We all gotta do what we gotta do, or something inef-

factual like that. I run and get him some water and tissues. A fellow crosser sits next to him and consoles him.

One of the city editors comes up, but Jack won't talk to him. Rebuffed, the city editor snaps, "If you have to cry, go do it in my office." Later, he says, "All the people we hate are coming back."

On the news, reporter Paul La Rosa says something about hanging tough. "Fucking La Rosa," says an editor. "He's on the phone with us saying he might come back and then the lights go on and it's 'hang tough'." Another editor says, "No, let him fight. They've got to fight."

Thursday, November 1

Last night two sports copy editors, Tonice Sgrignoli, a woman who's been active in the strike, and Anthony Rieber, were arrested for standing in front of a convoy of News trucks. Finally, protest of the deliveries by nonviolent means.

The 50 or so desks of the city reporters are still glaringly empty, their phones ringing intermittently. It feels like a wake, with a big silence at one end of the room.

One reporter calls to say he's returning today, but he's calling in sick. He becomes a laughingstock.

One of the editors has surveyed about 50 news stands for a story on circulation. How would you describe our circulation effort? asks another editor. "Doomed," he says. Reality is setting in.

Upstairs, I see two nicely dressed young black women in the waiting room. I ask them if they're getting jobs here and they happily say yes. I gently ask them if they have any concerns about the strike. They think I'm asking if they're worried about getting hurt.

"We just go in the side door through the card shop," they say.

I ask one why she's taking this job. "I feel bad about those people," she says. "but that's their choice. And I have a little daughter."

Management has succeeded in pitting people against each other who should be hanging together.

In support of the strike, Keith Summa at the Coalition for the Homeless refuses to give me a comment on a story. My pushy reporter's instincts intact, I fight him to the end. Secretly, I'm proud of him.

Carmen Feliciano, the woman who signed me into union, walks by my desk.

Excuse me, but weren't you a big union person? I ask. She'd been on the negotiating committee.

"Not really," she says.

I ask why she crossed. "Well, if I have to get another job, I'll have to start at entry level." She later crosses back.

David Hinckley crosses. The paper's critic-at-large, Hinckley is a quiet intellectual who is married to the paper's feature editor, Fran Wood.

I go up to him and say, Listen, I respect you a lot. Can you just tell me why you crossed?

Hinckley says, "Well, ultimately, I could find no moral high ground. The Chicago people are objectionable. And I do have problems with some of the unions. But it came down to who was going to save the paper, and I think management stands a better chance of that."

IN A WEAK moment, I wonder if maintaining union loyalty these days is a bit like being a member of the East German politburo, standing by as everyone else walks through the Brandenburg gate.

Hinckley gives us a tip about Tyson; Roca gives us one about Rod Stewart. The fabric is starting to be rewoven.

4:00. We hear shouting from the street. Crowds of construction workers have begun to form in preparation for the 5:30

rally. By 5:00, the street is completely filled, and a din rises in the canyon of buildings.

People see us at the windows and yell, "Jump!"

Juan Gonzalez is on the stage. I hear he is calling strikebreakers cowards.

There are thousands of people, many wearing paper hats emblazoned with the names of their locals, and the News building's American flags wave over them.

Inside a voice comes over the P.A. and does not cease for the next 40 minutes: Get back from the windows. Close the windows, and move away from them. Do not go to the windows. It's eerie, like a Cold War duck-and-cover drill.

The editors never look out. They now watch on television as Sue Simmons focuses on one beating that took place at the rally, calling the demonstrators rioters.

The women in the newsroom are afraid to leave and the men make jokes.

"Uh, Jim, we'd like you to please go out and address the crowd."

"Oh, I would, but it's cold, and I can't find my 'Daily News Supervisor' sweater."

I hear a rumor that permanent replacements for news reporters will be hired tomorrow, and go into Hap Hairston's office. As the city editor, he's my boss.

"Is it true?"

He tells me the recruitment officers from the Chicago Trib and the Orlando Sentinel have been sequestered in an office with our personnel types all day, calling people they've had on reserve. And they'll be doing so all night. "They don't have to get that many people," he says.

"What are you talking about?"

"Let's see," he says. "You count," and starts tolling the names of my striking colleagues, mentally going up and down the aisles: "Sennott. Kriegel. Wasserman. Gearty. Nagourney..." The names sound like a death knell. I count 54 of them on my fingers, feeling like Madam Defarge.

Friday, November 2

10:15 a.m. I'm not at work an hour before she arrives. There she is, in a bad suit, the strikebreaker who will force me to walk out on my job forever. I cry.

Hap escorts her to city reporter Hollie West's desk, still piled with papers and knick-knacks.

I go over and identify myself and ask her name. "Siobhan Morrissey," she says, chipper. One of my own people, I think.

"Are you a permanent replacement for a cityside reporter?" I ask.

"Yes."

"Oh...kay!" I walk into Hap's office and say, "I won't work with permanent replacements."

"Calm down, calm down," he says. "Not everyone will return from the strike, some people are retiring..."

Meanwhile, Siobhan has followed me into Hap's office. "Why are you asking me so many questions?" she asks. "I don't want my name in your column."

What a fool, I think. Where am I going to put her, in a scab-o'-the-day section?

"I'm very concerned about what's going on around here," she says.

"You should be!" I yell. She skulks out of the office.

"Sorry Hap, I gotta go."

I'm packing. One editor breaks away from the group that's formed in the middle of the newsroom, murmuring about the replacements, and shakes my hand:

"I just want you to know some of us feel the same way you do."

I hand in my press pass and leave the building. I don't recognize anyone on the picket line and just sort of head into traffic. Later, I go down to Guild headquarters to meet a friend. News of my quitting has preceded me, and when I wander into the main hall I get a standing ovation. I'm surprised and embarrassed. After all, these people have been standing on the picket line from the start.

IT SEEMS

TO US

Costs cut participation, Cleveland writer says

CLEVELAND, OHIO

Editor:

We've had a long-standing policy in our local of authorizing as many convention delegates as we can afford, simply because we believe that Guild conventions are important.

Lately, however, we've been sending fewer and fewer delegates as costs continue to climb. This year, for instance, we sent three at a total cost of just over \$6,000. Had not one of those delegates been our paid executive, our cost would have been closer to \$7,000.

If our cost was anywhere near the average of the 56 other locals which sent delegates this year, you're in the neighborhood of about \$350,000. And that's just the costs to the locals.

It's my guess that the 25 locals which did not send delegates abstained, for the most part, simply because they did not have the money to participate.

Let's give those locals, and those such as ours, a chance to send a delegate or even full delegations by voting FOR biennial conventions.

JACK HAGEN
Former president
Cleveland Guild

Annual meetings termed 'key part' of structure

LONG BEACH, CALIF.

Editor:

A key part of the Guild's democratic structure — annual meetings of elected delegates — is in danger. Promoters of biennial conventions base their argument, mistakenly, I believe, on two premises — that we must end annual conventions for financial reasons and that more locals will participate if we have conventions only every couple of years.

Democracy is an expensive proposition. Annual conventions are a cornerstone of Guild democracy. At the same time, the conventions can be run tighter and much more economically. A three- or four-day convention, including a weekend, would probably cut the total cost in half.

Would more members and locals participate if 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. 28.)

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

were only every other year? I doubt it. Our budgets are annual. It's hard to believe that locals would put one year's savings in a sock to be pulled out the following year.

Los Angeles decided to cut our convention costs instead of skipping the annual meetings. All our delegates go on their vacation time, not lost time. We double up in hotel rooms. Per diem — what's that? The New York convention this year cost us about 1 percent of our annual budget.

Let's keep the members in control with slimmer, trimmer annual conventions!

JIM SMITH
Administrative officer
Los Angeles Guild

Organizing, servicing said better use of funds

SAN DIEGO, CALIF.

Editor:

In two months, Guild members will be voting on convention frequency. As an activist who's worked at a small and a large local, I endorse biennial conventions.

Annual conventions are wastes of money and time better spent organizing and serving local members. The financial burden to attend effectively excludes representatives from small or financially strapped locals.

Conventions supervise international officers and staff, and will continue to do so regardless of frequency. Supporters of the status quo argue that switching to every other year would leave decisions in the hands of the international. Technically, that occurs now, with IEB meetings and conventions at 12-month intervals the sole checks.

Staff and international officers aren't inaccessible. And if TNG members can't trust our officials to perform their jobs we have more problems than belt-tightening. Further, rank-and-file dissatisfaction in its extreme can be expressed through Article XV of TNG's Con-

stitution, which provides for the removal of officers.

Other, larger unions function smoothly on biennial convention schedules. Guild locals have the means to use district councils to confer; Guild members need grassroots servicing; changing to biennial conventions may be one step in facilitating that.

BILL KNIGHT
Administrative officer
San Diego Guild

Montreal leader demurs on strikes and contracts

MONTREAL, QUE.

Editor:

I heard SONG [Southern Ontario Guild] President Gail Lem's comment at the fall CDC [Canadian District Council] meeting that her local seems to be the only local prepared to strike to gain good contracts. I let it pass at the time because there were other issues of importance. It was not challenged by the Northern Ontario Guild, hopefully for the same reason. NONG has had a history of striking for its contracts.

Any contract is only as good as you can get, and "good" is qualitative only in the mind and eye of the beholder. Many SONG contracts are, to Montreal, appalling. But if they are better than the workers had before, they're good contracts to those workers.

When TNG was experimenting with "alternative action" plans — union-worker action short of striking — SONG consistently dumped on it, maintaining that a strike is the ultimate weapon. Is it? Ask former employees of the Toronto Telegram, the Montreal Star and the Ottawa Journal.

The problem with inferior contracts in the United States is American and states' inferior labor laws, not the Guild. Strikes don't get laws changed: constantly pushing for social and economic justice does.

MNG [Montreal Newspaper

Guild] has no problem with services from TNG. Neither do CWSG [Canadian Wire Service Guild] and Windsor.

LARRY MCINNIS
President
Montreal Guild

Question is price, value, San Jose leader asserts

SAN JOSE, CALIF.

Editor:

As a proponent of biennial conventions, I do not believe they would produce greater union democracy. Nor do I believe annual conventions are inherently undesirable. It is simply a question of price and value received.

I agree with the statements made in the November 30th issue of the GR by Victoria's Roger Stonebanks that "times change. And so do conventions."

I agree that "democracy will still be served by one worthwhile convention every two years."

My principal reason for supporting biennial conventions is strictly about conserving Guild resources — staff time as much as money.

My position on this subject has remained unchanged for at least a dozen years. I do not believe the value received from annual conventions is worth the price.

BILL DAVIS
Executive officer
San Jose Guild

Buffalo ex-leader raps 'money changers' move

BUFFALO, N.Y.

Editor:

Once again Guild members face the prospect of losing yearly accountability as the money changers seek to take over the temple.

Time and time again money — the cost of annual conventions — is thrown in our faces as a means of diverting attention to what amounts to further dilution of a union based on democratic procedures and frequent oversight of its national bureaucracy.

We must continue annual conventions. We may look at ways of reducing costs. Why, for example, must Buffalo send seven delegates when one or two is sufficient?

Why must it last five days and why can't it be held over a weekend?

Could it be held at the George Meany Center or some other institutional setting such as a college campus as a means of reducing costs?

Perhaps we could have full blown conventions in election years and scaled-down conventions on the odd years.

But whatever — the democratic process of union leaders accounting to the members once a year must continue.

Gone also would be those contacts, the chance to exchange ideas and information so vital to local leaders. It's a bum deal.

The answer to the Guild's pressing problems probably is in merger with another union.

PAUL H. MACLENNAN
Past president
Buffalo Guild

Times demand choices, six write from Victoria

VICTORIA, B.C.

Editor:

When things get tough, choices must be made. The undersigned members of Victoria-Vancouver Island Guild Local 223 say YES to biennial conventions!

Because of a drain on Guild funds brought about by prolonged negotiations, protracted employer-initiated legal battles and higher servicing costs, it is increasingly difficult for cash-strapped Guild locals to send full slates of delegates to annual conventions. Switching to biennial conventions will give locals greater ability to FULLY participate as the cost would be spread over two years.

Greater democracy would more accurately reflect the views of our members. Democracy suffers when only some locals can afford to attend conventions and make policy for all.

Our elected officers are trustworthy, competent and very capable of administering our affairs for two-year terms. Should an event occur requiring immediate action, there is provision in our constitution for calling a special convention.

While some claim streamlined conventions would do the trick, travel costs would not change; hotel and lost wages would be reduced by only small amounts. Those who suggest weekend conventions are unrealistic.

In the real world today, biennial conventions mean GREATER participation by MORE members. A YES vote will make the Guild stronger.

KAREN BEUKER
JOHN HUTCHINSON
KATE JARRETT
BERNIE LEAVITT
SHARON LLOYD
PATRICK MURPHY
Victoria-Vancouver
Island Guild

Modesto Bee members back biennial meetings

MODESTO, CALIF.

Editor:

We at the Modesto Bee are writing this letter in support of biennial conventions.

A great deal of money and staff time has been devoted to producing conventions on an annual basis. These resources could be better spent organizing against the union-busting law firms which are attempting to erode our membership from coast to coast.

Annual conventions are a luxury we can no longer afford. The Guild's Int'l Executive Board can deal with the business of this union in the interim.

The decision to hold conventions every other year is long overdue. We believe a majority of the rank and file members of our union agree, and we urge all members to support this move toward biennial conventions.

LINDA CEARLEY
and the other members,
Modesto Bee Unit
Northern California Guild

Stewards training — Montreal style



Shop stewards from the Montreal Guild unit at the Gazette, left, give close attention to Larry McInnis, right, during stewards training session. Participating in early December seminar from

TNG were President Charles Dale, next to McInnis, Canadian Director John Bryant, Field Operations Director William H. Mcleman and Sec'y-Treasurer John C. Edgington.



Canton 'mailers need living wage, too,' say pickets



With winds picking up and temperatures falling, three dozen-plus representatives of a dozen unions — including the Cleveland Guild and its Repository unit — picket the Thomson-chain daily Nov. 28 to protest its intransigence in bargaining a first Guild contract for its 30 mail-room employees. All 30 "are making federal minimum wage with no benefits," said J. Stephen Hatch, the Guild's executive secretary.

The group voted for the Guild Aug. 2, 1989. The company has refused to bargain on raises, job and union security and grievance procedures, Hatch said. The first talks since this August are expected in January, in response to a company request after the picketing. An existing Guild contract covers advertising, business, circulation, delivery, editorial and maintenance employees.

1st Kitchener pact nets \$1,000 rates after strike threat

(Continued from Page 1)

to arbitration. Money, however, was not a "huge issue" in contract talks and perhaps not even the main issue, said SONG Representative Lorne Slotnick, who led the bargaining team.

"Fairness in the news room and professional integrity" were perhaps of equal concern, he said.

While owned by the Motz family, the Record for many years paid wages comparable to those at area Guild papers, Slotnick said.

In fact, it was concern about an "encroaching corporate culture" that prompted employees to turn to the Guild in April 1989, when it was learned Southam was bidding for control of the Record after

35 years as a minority owner, a SONG organizer reported at that time. Southam gained control last December.

The contract reflects that concern and contains protections related to the "fairness" and "professionalism" issues.

Employees have the right to review files kept on their performance, and to withhold bylines except from columns or opinion pieces, and to veto submission of their material in contests.

They are not required to give up notes or tapes except to the employer, and must be informed of any demands for surrender of them.

Also, substantial changes in articles, columns or opinion pieces will not be made without prior discussion with writers; no corrections will be printed before efforts are made to discuss them with employees.

A joint committee will be created to discuss professional issues and ethical questions.

The employer agreed to pay half the cost of approved courses, seminars and conferences that benefit employees in their work, and to pay employees regular wages when approved conferences and seminars are attended on normal work days.

Other elements in the contract:

- Employees receive two weeks vacation after one year, three after two years, four weeks after eight, five weeks after 15; six after 25; and seven after 36.

- The Guild gains representation on the employer pension committee.

- Pregnant employees are to be reassigned from VDT work upon request, or given unpaid leave if other work is unavailable; glare screens are to be provided upon request; the employer recognizes the need for providing a variety of tasks for those working primarily on VDTs.

- Employees in common-law arrangements get equal treatment on bereavement leave.

- Management will not unreasonably withhold approval on job-sharing requests.

- Employees will be reimbursed for parking tickets that were unavoidable.

CLC clears TNG of charges on autonomy

(Continued from Page 1)

He based his report on separate meetings with Lem and two SONG staffers in Toronto and with TNG President Charles Dale and two TNG staffers at TNG headquarters [Guild Reporter, Nov. 16], and on documents and other material gathered during an earlier investigation that was cut short when a previous fact finder died before issuing a report.

SONG's charges against TNG were brought under the CLC Constitution's provisions for "Canadian Standards of Self-Government," its "Code of Ethical Practices" and its "Code of Union Citizenship."

Pointing to the requirement in TNG's Constitution that two Canadian vice presidents be elected by Canadians, Dowell wrote that "there is no evidence" that TNG is in violation of the CLC requirement that Canadian officers be elected by Canadians.

This is so, he continued, "notwithstanding that the Canadian director is not an elected position."

Dowell noted that SONG leaders "want the Canadian director elected as well," and that if he or she were "there is no doubt that ... this would lessen tension" between SONG and TNG. However, he added, "this is a matter to be settled at the Guild's convention or by some policy decision within the existing structure of TNG."

Dowell also dismissed a charge that TNG is violating the CLC requirement that policies dealing with Canadian national affairs be

determined by elected Canadian officers and/or members.

"It would appear that both the spirit and intent" of the requirement are "being complied with," he wrote.

He pointed to the Canadian District Council having and using the power "to express itself autonomously on Canadian social and legislative issues and to advise the Int'l Executive Board and the convention on matters of internal Guild policy as they affect Canadian members and locals."

SONG leaders' objection that the council does not have authority to direct the two Canadian vice presidents and the Canadian director, Dowell wrote, "once again ... is an internal matter that should be resolved by the parties."

The fact finder also concluded that "if the term 'Canadian elected representatives' covers the two Canadian vice presidents, it would appear that the minimum requirements ... have been met" under the CLC standard that calls for "Canadian elected representatives to have authority to speak for the union in Canada."

Under close questioning of SONG representatives, Dowell wrote, "they were unable to give me one example or occasion which would support their allegation that the Canadian vice presidents do not have authority to speak on behalf of Canadian members."

He said he viewed a 1972 resolution establishing the position of Canadian director, to which the SONG leaders referred, as a "job description" and not a policy state-

ment on who does or does not have the authority to speak for Canadians.

The fact finder also concluded that TNG "has done everything it can to comply" with the CLC requirement that a union's "Canadian section ... should be affiliated separately" with an international secretariat "to ensure a Canadian presence and a voice at the international industry level."

The Int'l Federation of Journalists only recently has changed its structure to "recognize ... a Canadian component," Dowell noted, a move long advocated by TNG. Under the new setup, representatives of the Guild in Canada have four votes and a Quebec-based union has two in IFJ conventions.

SONG representatives, Dowell continued, "were upset because the international president sent one of the elected Canadian vice presidents to represent the Canadian membership and to cast the four votes" at the most recent IFJ congress.

"They want the Canadian District Council to pick the Canadian delegate," Dowell pointed out, adding that while he "can appreciate that the Canadians would want more say" in picking the delegate, "perhaps this matter can be resolved" internally before the next IFJ congress.

2 Fairway contracts set first minimums

Kitchener, Ont.—Two initial contracts negotiated by the Southern Ontario Guild set minimum-pay rates and benefits for 55 employees of four weeklies published by the Southam chain's Fairway Group in the Kitchener area.

The separate 11-month agreements cover 40 employees at a central production facility in Waterloo near here, plus 15 editors and reporter/photographers at various news offices.

Tentative agreement was reached Dec. 2 as employees prepared to strike, said SONG Executive Officer Paul Pelletier, who served as lead negotiator.

The contracts contain provisions for grievance and arbitration procedures, severance pay, mileage reimbursement at 28 cents per

kilometer, up to \$300 for employees who regularly use their own photography equipment in their jobs, and extensive new benefits and protections for part-timers.

Top minimum for reporter/photographers, sports editors and asst. magazine editors was set at \$480 a week upon ratification, and moves to \$504 this Jan. 1, when all minimums increase by 5 percent.

The weekly top for exchange editors was set at \$624 and then moves to \$655; for highlights editor, the rate is \$597 and then \$627.

In the production department, the top for web press journey-persons was set at \$660, which goes to \$693 this Jan. 1.

Top minimum for employees

doing camera, stripping and platemaking work was set at \$520, which then moves to \$546.

For technicians doing desktop publishing, the top is \$460, which then moves to \$483; for pasteup technicians, the rate is \$436 and then \$458.

By Dec. 31, full-time employees in both units will receive \$100 lump-sum payments. Part-timers will get \$50, \$75 or \$100.

The employer agreed to pay half the cost of parking for employees in Waterloo and Guelph, to a maximum of \$22.50 per month.

The papers, owned by the Southam chain since last year, include the Waterloo Chronicle, Guelph Tribune, Cambridge Times and New Hamburg Independent.

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.

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Canada unions seek a 1-year delay on sweeping CBC cuts

Toronto—The Canadian Wire Service Guild and the other unions representing CBC-TV employees have called for a moratorium on the sweeping cutbacks that have closed or reduced to token operations 11 local television stations and by April 1 will cost 1,100 employees their jobs, including 60 covered by the Guild.

The Guild represents more than 600 reporters, editors and researchers in the CBC News Service outside of Quebec.

A year's moratorium would permit the public and affected communities to evaluate the wisdom and necessity of the cuts, the unions said a week after the retrenchment was announced and put into effect Dec. 5 by the Canadian Broadcasting Corp.

Earlier, TNG President Charles Dale, himself once a CBC staffer, pointed to the CBC's role as an instrument for "defining Canada's national identity" and called upon Prime Minister Brian Mulroney to "provide sufficient funding" to restore the programming.

The cutbacks go "beyond the rational allocation of resources" and are "a matter of policy change... a drastic downsizing of the CBC... the elimination of its basic services" that Canadians have never been asked to approve, Dale wrote.

Pointing to reduced advertising revenues and several years' reduction in federal subsidy, CBC President Gerard Veilleux told a news

conference that the moves are designed to pare \$108 million from CBC's \$1-billion operating outlays for the fiscal year beginning April 1.

This is on the heels of elimination of nearly 500 jobs and spending cuts of \$35 million in the current year. Next year's subsidies are being cut \$32 million. Some 70 percent of CBC's operating costs are covered by subsidies.

Local television programming is being abandoned to conserve resources for national and regional services, Veilleux said. However, Jerry E. MacDonald, the Wire Service Guild's administrative officer, charged that "every other news-room budget is being slashed," as well.

Three of the stations were closed outright and immediately—in Goose Bay, Labrador; Matane, Que.; and one in Toronto (CBLT)—while eight others—in Corner Brook, Nfld.; Sydney, N.S.; Rimouski and Sept-Isles, Que.; Windsor, Ont.; Saskatoon, Sask.; Calgary, Alta.; and the Toronto French station—were downgraded to bureaus feeding news reports to larger, regional stations.

While CBC radio and its all-news cable network, Newsworld, are not affected, the moves reduce the CBC to a maximum of one English and one French TV station in each of Canada's 10 provinces.

The 1,100 employees at the 11 affected TV stations were sent home but will be kept on payroll

'Going . . . going' — \$8,500 to N.Y. strikers' Xmas



TNG Sec'y-Treasurer John C. Edgington, left, takes bids on plush stuffed bear held by TNG staffer Linda Foley, center, during Christmas-gift auction and bake sale at TNG headquarters Dec. 11 that raised more than \$8,500 for N.Y. Daily News Guild unit strikers for the year-end holidays. Items auctioned were contrib-

uted by TNG vendors, staffers and other unions headquartered in Washington and the AFL-CIO Union Label Dept. Bidders numbered more than 60. Event was brainchild of three staffers pictured in right foreground: Office Manager Mary Aldrich and clerical employees Deborah Thomas and Dorothy Davis.

through this March.

In Windsor, the staff was not permitted to broadcast the news show it was preparing when the announcement was made, Bill Taylor reported in the Toronto Star, continuing:

"In Toronto, sombre French broadcasters were told: 'Ce soir, there will be no Ce Soir.'"

"And in Goose Bay, they changed the locks on the door."

"The CBC axe was merciless and immediate."

Several of the unions of the affected employees announced their proposal for immediate recall of the 1,100 and restoration of the stations at a news conference in

Toronto Dec. 11 where they were joined by leaders of other unions and others distressed by the cuts.

The Council of Canadians distributed a statement calling the cuts "another instance of the ongoing Americanization of Canada by the federal government."

It was referring to the fact that the only local TV available in a city like Windsor now will be from Detroit and to the high U.S. content of Canadian commercial television stations in general.

The same day, Veilleux told the House of Commons Communications and Culture Committee that he had been turned away when he had sought to meet with Culture Minister Marcel Masse to seek additional funds for CBC. He was told Masse was too busy with other

matters, Hugh Winsor reported in the Globe and Mail.

Veilleux also projected for the committee that there might be an additional shortfall of \$50 million in the next fiscal year, necessitating more cuts.

Meanwhile, the Wire Service Guild's MacDonald said that repeated requests by the Guild for a meeting with CBC on the instant cuts have fallen on deaf ears, though he expressed hope for a meeting before Christmas.

The Guild plans to explore several avenues aimed at mitigating the effects of the cutbacks, he said, mentioning a possible early retirement proposal "to help the CBC keep younger hands—tomorrow's network stars—whom it will otherwise lose."

Tripartite conference fails to reach agreement on rights for journalists

Geneva—An Int'l Labor Office tripartite conference (labor-management-government) on the working conditions of journalists collapsed here in late November in the face of sustained employer attacks on existing ILO standards.

There was one bright spot, however, for Guild members, particularly those on strike at the New York Daily News:

The workers' delegation to the conference distributed copies of the Nov. 16 Guild Reporter's insert-reprint of the "Real News" tabloid to eager worker, startled government and scowling employer participants.

One hundred copies of the strike paper were supplied by TNG President Charles Dale to Aidan White, general secretary of the Int'l Federation of Journalists, for distribution at the meeting, held at the ILO's Geneva headquarters. The IFJ had participated extensively in preparations for the conference.

U.S. labor-management issues simmered constantly beneath the surface of the Nov. 21-29 sessions.

First week's spokesperson for employer participants was Franklin J. Havlicek, Washington Post industrial relations vice president. When he left, he was replaced in the employer delegation by William A. O'Neill, vice president of Rupert Murdoch's News America Publishing, and as employer spokesperson by Phil O'Reilly, executive director of the New Zea-

land Newspaper Publishers Assn. Overall chair of the meeting was a representative of the U.S. government, Kathryn Waters Gest, press secretary to Sen. William S. Cohen (R-Maine).

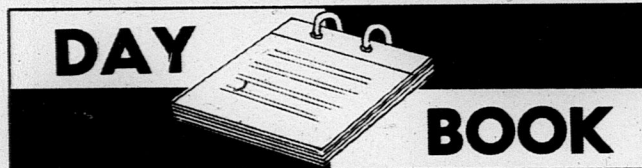
TNG's Dale, a member of the IFJ Bureau (executive committee), was unable to fill his spot in the workers' delegation because of pressing issues on the home front—particularly the Daily News strike—and his place was filled by Roberto Mejia Alarcon, president of the Asociacion Nacional de Periodistas del Peru.

The attitude of the U.S. employer representatives was a major factor in the failure of the meeting to reach consensus on any of the issues on the agenda, IFJ leaders

said. Some government representatives joined employers in expressing sustained hostility on the issues.

The meeting collapsed when worker representatives refused to accept employer demands to back-track on several existing international agreements which would have undermined existing union rights in many parts of the world, the IFJ's White pointed out.

The employer representatives' proposals would have rendered meaningless ILO conventions on the right to organize, the right to bargain collectively, the rights of workers with family responsibilities, and the rights of women, White said.



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



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

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The Newspaper Guild

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