



The GUILD REPORTER

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January 4, 1991

Guild has role in San Francisco VDT law

San Francisco—"Boy, am I one happy person," said the Northern California Guild's Larkie Gildersleeve after San Francisco Mayor Art Agnos signed into law the only legislation in the United States specifically aimed at improving the safety of working on VDTs in both the private and the public sectors.

The law sets standards for design of VDTs themselves and the workstations in which they are used, mandates alternative-work breaks and requires employee

training in the safe operation of the machines. In many ways it parallels new provisions in the Guild's contracts with the San Francisco Chronicle and Examiner and their joint publishing company.

An administrative officer of the Guild local, Gildersleeve was its chief operative within a coalition of unions that lobbied long and hard for the ordinance's passage and then worked out the last-minute compromises with the city's business community that led to the mayor's signing it Dec. 27.

Gildersleeve expressed confidence that, unlike a measure passed in 1988 in Suffolk County, N.Y., the San Francisco law will withstand any challenges to its legality.

She joined the other members of the VDT coalition, the mayor and the ordinance's sponsors, Supervisors Nancy Walker and Angela Alioto, in pledging to immediately seek passage of like measures in other cities and counties and in the state legislature. A similar state bill was passed last

year but vetoed by the governor. Bills were sidetracked or defeated each of the previous four years.

The ordinance was opposed editorially by both the Chronicle and the Examiner as a threat to jobs in the city and on grounds that employee safety legislation is the province of the state.

"This is the beginning," said Paul Varacalli of the Service Employees Union local that represents most San Francisco city and county employees. Gildersleeve credited his union for providing

most of the "leadership, staff, energy and the clout" that made the VDT coalition's effort successful. She also credited Communications Workers from Pacific Bell.

The chief difference between the bill signed by the mayor and that passed earlier in the month by the supervisors is that compliance requirements take effect over a longer time; with full compliance mandated after four years instead of two.

The law, which applies to com-
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Daily News, Guild return to table; 'Tabloid Ten' sit in

New York—Negotiators for the New York Guild and the Daily News were scheduled to return to the bargaining table Jan. 4, as the strike by nine unions against the Tribune Co.-owned tabloid headed into its 10th week.

"We're going to try our damndest to get something going" toward a settlement, said Guild President Barry Lipton. At the same time, however, he expressed doubt about the company's intentions, in light of recent sessions with two other unions.

In an effort to spur progress at the table, 10 striking Guild members occupied the paper's Brooklyn bureau and locked out so-called "replacement reporters" during a four-hour sit-in demonstration Jan. 2.

During the surprise takeover, the peaceful intruders phoned

Tribune Co. stockholders and board members, urging them to encourage News management to negotiate in good faith.

Outside, fellow strikers distributed flyers explaining the actions of the protesters, dubbed the "Tabloid Ten" by New York Post columnist Mike McAlary.

"In the spirit of Martin Luther King, we the striking workers vow to begin a campaign of civil disobedience against the Daily News until management comes to its senses," the flyer said.

The sit-in attracted widespread coverage locally and nationally. CBS News did a major report, as did the New York Times, New York Post and Newsday.

The strikers were joined inside the bureau by 20 working reporters and photographers from other papers, radio and television.

Because of false reports that a "hostage situation" existed, 80 New York police, including hostage negotiators, were summoned. In addition, fire fighters and a bomb squad were called.

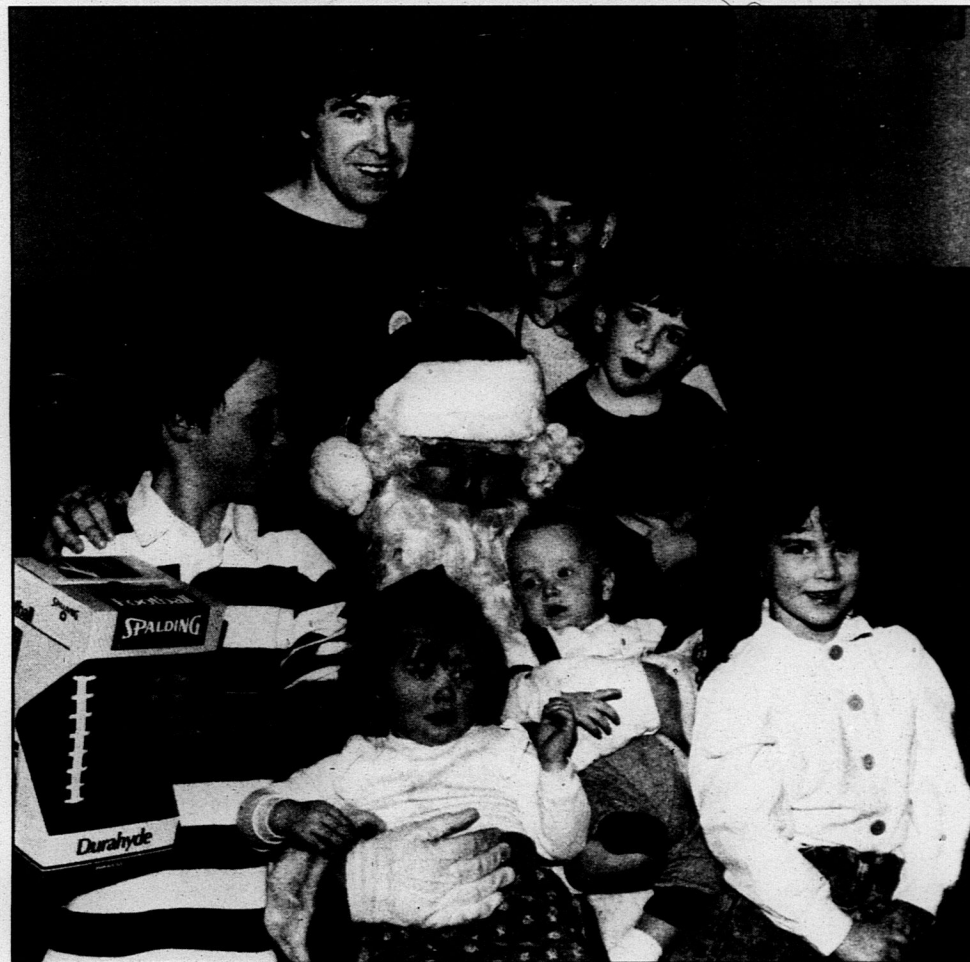
Private guards hired by the News also showed up and issued calls to "knock down the door."
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Twin Cities' Carroll wins study grant

Cambridge, Mass.—Darren Carroll, local representative for the Twin Cities Guild, has been awarded the 1990-91 Irving Leichter Memorial Scholarship to the Harvard University Trade Union Program.

The scholarship provides up to \$7,000 toward tuition, room, board and other costs associated with the 10-week residential course in union administration and related subjects.

In his application, Carroll, 30, indicated particular interest in or-
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GUILD STRIKER, FAMILY CHEERED AT N.Y. CITY AFL-CIO, ALLIED COUNCIL YULE PARTY
With Santa (Mailer striker Shawn Crimmins) are Guild striker Tom Lynn, wife Lisa, and children Jerry, Erin, Jackie, Danny and Michelle. Department Store and Office Workers unions supplied gifts.

Pittsburgh Guild files for 200 at the Press

Pittsburgh, Pa.—The Pittsburgh Guild has petitioned the federal government for certification as the union representing some 200 employees in the newsroom of Scripps Howard's Pittsburgh Press.

In petitioning the National Labor Relations Board Dec. 12, the Guild said that a "substantial number" of the Press' full-time and regular part-time employees favored representation by the union.

The NLRB set a hearing for Jan. 7 on the petition.

Once the makeup of the bargaining unit is determined, the agency will schedule a representation election, perhaps within a month.

The Guild already represents 140 newsroom employees at the Block chain's Pittsburgh Post-Gazette, which since 1961 has been published by the Press under a joint operating agreement.

Most employees in the other departments that produce and distribute both papers are represented by other unions.

The afternoon Press has a circulation of some 225,000. The morning Post-Gazette sells about 165,000 copies daily.

The Press' newsroom employees began organizing last April over such issues as overtime compensation, workplace safety, job sharing, parenting and profes-

sional leaves and pension and severance pay.

Employees want "a more meaningful voice in shaping the policies of our workplace," said members of The Press Organizing Committee in a letter to colleagues Dec. 12.

"For many years, the Pittsburgh Press management was viewed by many as a benign monarchy the same way that a mother cares for her children," the letter said. "Well, Mother Press hasn't been watching out for us. And, we've grown up."

A bulletin from the committee to employees said of manage-

ment's lack of consistent policies on a variety of issues: "They call it flexibility. We call it unacceptability."

The bulletin continued: "The company may even promise to address these and other issues. But promises are only empty words without a way to assure accountability."

"Only a contract can guarantee the company will abide by those promises. Only a contract can provide us a mechanism to raise these and other issues without fear. Only a contract can end the arbitrary way business is conducted in our newsroom."

Northern California Guild has role in San Francisco VDT law

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panies with a minimum 15 employees in the city, requires adjustable chairs, terminals and workstations and, upon request, document holders, arm, wrist and foot rests.

Keyboards must be detached and glare must be eliminated through a variety of methods, including anti-glare screens and controlled lighting.

Workers who spend at least half their time at VDTs must be given 15 minutes of alternative work, or breaks, every two hours.

Violators can be fined as much as \$500 per day.

A panel of union, business and health professionals is established to review over the next two years the guidelines set up by the law. Several closely parallel those set forth by the American National Standards Institute.

The tripartite panel also is to examine studies of low-level emissions. They are suspected in some quarters as a cause of birth defects, miscarriages, malignancies and vision impairments.

Among the provisions eliminated from the bill during the legislative process was one that would have required at least five feet of space between machines to minimize possible emissions' exposure. Business opponents said it would be too expensive.

Wilkes-Barre unit gets raises, holiday

Wilkes-Barre, Pa. — Guild members at the Sunday Independent have approved a new 1-year contract that hikes all wage rates by \$15 and boosts the top minimum for key employees to \$627.25 a week.

Under the agreement, employees also receive an additional paid holiday (nine total), and vision-care reimbursement increases to \$75 annually (from \$50) for employees and their dependents. Mileage reimbursement increases to 24 cents (from 20 cents).

Also under the agreement, employees' existing pension plan will be merged into the portable TNG Int'l Pension Plan, with assets being transferred to TNG's Int'l Pension Fund. The employer will continue payments of \$20 per week for each employee.

New top minimums and starting rates, retroactive to last Jan. 1, include: copy readers—\$634.75 after one year, \$617.50 to start; reporters, photographers and advertising salespersons—\$627.25 after four years, \$504.65 to start; and bookkeepers—\$516.25 after two years, \$479.60 to start.

The agreement extends coverage to five employees in the paper's display/classified tele-marketing section, bringing the Guild unit to 30 employees in the advertising, business and editorial departments of the 65,000-circulation Sunday-only paper.

Under the amendments worked out by business and labor under the mayor's sponsorship, compliance is required in three stages.

After a year, new furniture and equipment has to comply with the ordinance.

Businesses have 30 months to upgrade old equipment to comply, but do not have to spend more than \$250 per work station.

After four years, there must be full compliance, however, without regard to cost.

Eisen helps draft standard

TNG Research & Information Director David J. Eisen and four other union representatives have been named to an American National Standards Institute (ANSI) committee that will draft a consensus standard for cumulative trauma disorders — or repetitive strain injury (RSI).

The committee, convened under the auspices of the National Safety Council, is headed by Thomas J. Armstrong, an ergonomist and associate professor of industrial hygiene at the University of Michigan.

Other union representatives on the committee are David LeGrande of the Communications Workers, Louis S. Beliczky of the Rubber

Workers, Deborah Berkowitz of the Food and Commercial Workers and John J. Clark of the Auto Workers. The committee also includes representatives of manufacturers, employers, government, insurance companies and academia.

The standard to be drafted by the committee will have only recommended force but is expected to weigh heavily in the Occupational Safety & Health Administration's forthcoming consideration of an ergonomics standard. OSHA's chief ergonomist, Roger Stephens, is a nonvoting member of the committee.

The committee's substantial union representation is in sharp

Twin Cities' Carroll wins grant for Harvard

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ganizing, arbitration and labor law, and expressed hope that the program "will allow me to reflect on my experience as a union leader and put that experience into perspective."

He will start class work Jan. 16 at Harvard with about 30 other union representatives, said TNG Education Director Phillip M. Kadis, who administers the award for the Guild.

Carroll also has won a fellowship from the Minnesota-based Bush Foundation and will use that in conjunction with the Leuchter grant to cover the Harvard program costs.

The Bush Leadership Fellows Program is providing \$2,350 to-

wards Carroll's tuition and travel, plus a stipend covering most of his lost-time wages.

In a bit of pre-Harvard reflection, Carroll says he began to develop a "union outlook" in 1983 while working for several months as a "bicycle messenger without a bicycle" in San Francisco.

"They ran out of bikes, so I literally had to run through the streets of downtown on my errands," he said. "It was a warm climate, and not many people wanted me to hang around after I delivered my packages."

That was shortly after he graduated from Northwestern University in Evanston, Ill., with a bachelor's degree in journalism.

Early in 1984, Carroll was hired

as a night editor at the Bay City News Service in San Francisco and joined the Northern California Guild.

A year later, he moved to the Duluth (Minn.) News-Tribune, where he worked five years as a reporter and copy editor. There he helped revitalize the Lake Superior Guild by building membership and strengthening ties with other unions at the paper and in the community.

Carroll served two terms as local president, twice was chief Guild negotiator for contract renewals with the Knight-Ridder daily, and co-ordinated activities for the Jobs With Justice coalition.

In 1988, he won TNG's Guild Service Award for local leadership

Canada bursary goes to Hartline

The Canadian District Council's fourth annual drawing for a bursary of \$500 towards the post-secondary education of a member's child has been won by Leona Hartline, right, eldest of five children of Jack and Maxine Hartline. Jack, a copy editor at the Vancouver Sun, is a member of the Vancouver-New Westminster Guild.

The San Jose Guild, meantime, has awarded its \$500 scholarship for a member or member's dependent to Nora Connell. Her mother, Joan, is religion and ethics editor at the Mercury News and her stepfather, Dean Wright, is a national-desk editor there.

Hartline is a graduate student at the University of Virginia. She graduated in spring of 1989 from the University of British Columbia with a



Hartline

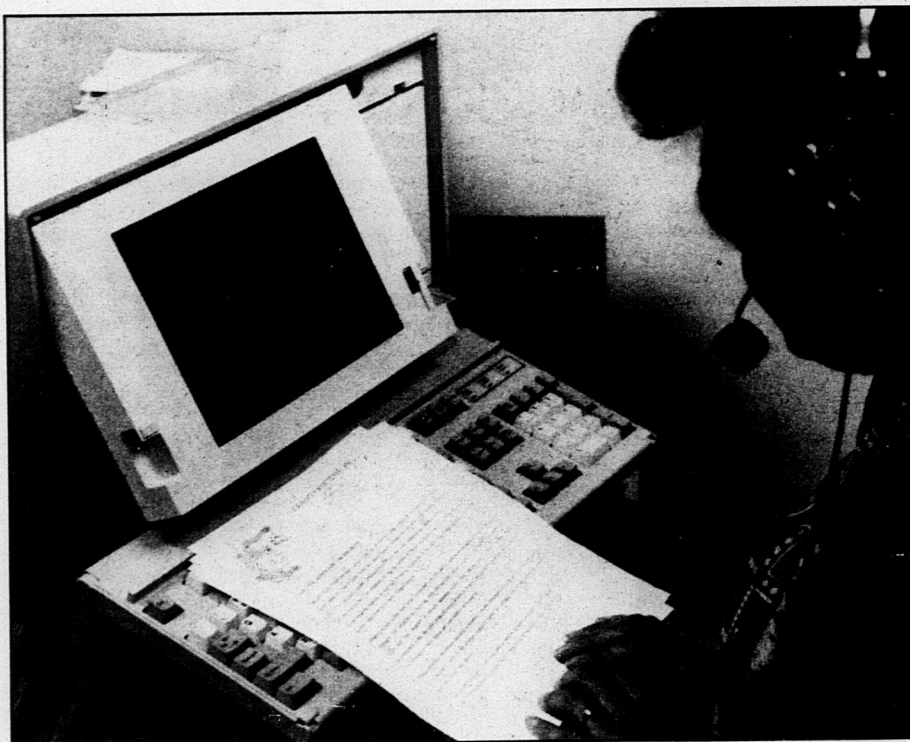
bachelor's degree in religious studies. She is pursuing a master's in Indo-Tibetan Buddhist studies.

Connell is in her first undergraduate semester at Harvard, concentrating on history and literature.

Eisen also serves on an AFL-CIO task force that will develop a labor position on OSHA's proposed ergonomic standard. The ANSI committee held its first meeting in Chicago Dec. 10; the task force was convened a week later.

Software, board permit dictation to personal computer

"The physically disabled who cannot type can access personal computers through speech," TNG clerical staffer Debbie Campbell says into her headset and her words are displayed on the VDT screen without fingers touching the keyboard. It happened during a demonstration at TNG headquarters of a speech-recognition software system by a representative of Dragon Systems, Inc., of Newton, Mass. The company says its system, DragonDictate, is the first commercial, general purpose, voice driven typewriter. With a vocabulary of 30,000 words, it "learns" a user's vocabulary and speaking style and responds to language as spoken rather than sets of words in a set order. Text can be created at 25-40 words a minute, the company says. TNG's David J. Eisen said such a system could offer hope to persons with severe cases of repetitive strain injury. The price-tag for the software and speech recognition board: \$9,000.



BILL BURKE/Washington-Baltimore Guild

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S&P pact pushes 3 minimum rates over \$1,100 a week

New York—Under a new New York Guild contract with Standard & Poor's, top-minimum pay rates for three groups of jobs exceed \$1,100 a week, with one passing the \$1,500 mark, and a fourth group goes to more than \$1,000 a week.

Under the settlement, reached in November after nearly a year of talks, minimum rates are increased by 5 percent in each year of the three-year contract covering some 700 employees in more than 70 job classifications coast to coast.

Employees paid above the minimums also receive the 5 percent increases.

The first raise was retroactive for nearly a year, to Jan. 1, 1990; the second was effective Dec. 31; and the final increase comes Jan. 1, 1992.

Top minimum for industry analysts and rating specialists is raised by \$179.50, to \$1,318.25 a week, in annual increments of \$57, \$59.75 and \$62.75.

The top for associate editors and filing editors goes up by \$159, to \$1,167.25 a week, with yearly raises of \$50.50, \$53 and \$55.50.

The agreement's highest minimum, that for senior industry analysts and associate managers with three years' experience, is raised by \$206.50, to \$1,516.00 a week, in increments of \$65.50, \$68.75 and \$72.25.

Above \$1,000 for the first time is the rate for analysts and rating analysts, which increases by \$149.50, to \$1,097, with raises of \$47.50, \$49.75 and \$52.25.

Under the agreement, effective through December 1992, employees received two additional paid days off in December, Christmas Eve and New Year's Eve, only in 1990; and are to get one additional paid day off (July 5) only in 1991.

The employer also agreed to make a "good-faith effort" to include in its employee services programs: testing for cholesterol and blood pressure; seminars on stress reduction, nutrition and diet; and programs on smoking cessation and physical fitness.

Also under the agreement, employees' payments for medical insurance increase over the contract's term by a total of \$2.50 a week, to \$4, for single coverage, and by a total of \$5 a week, to \$10, for family coverage.

Medical deductibles also are increased and put on a staggered basis, with lower-paid employees paying less.

Effective Jan. 1, the deductibles ranged from \$150 for single coverage for those paid less than \$530 a week to \$400 for family coverage for those paid more than \$1,100 a week. Previously deductibles had been a straight \$125 for single coverage and \$250 for family coverage.

The increased co-payments and deductibles reflect "acceptance by members of the reality of spiraling health-care costs," said David M. Mulcahy, who chaired the Guild's bargaining committee. Donna Fowler, a New York Guild local representative, served as chief negotiator.

Voting members ratified the agreement by a 90-percent majority in late November, reported Mulcahy, the S&P Guild unit chair and a TNG vice president.

Other increases and new top minimums include:

- ✓ Copy editors, rewrite persons, rating statisticians, reference librarians, statisticians, trendline data specialists — Up by \$118, to \$865.75, in increments of \$37.50, \$39.25 and \$41.25.

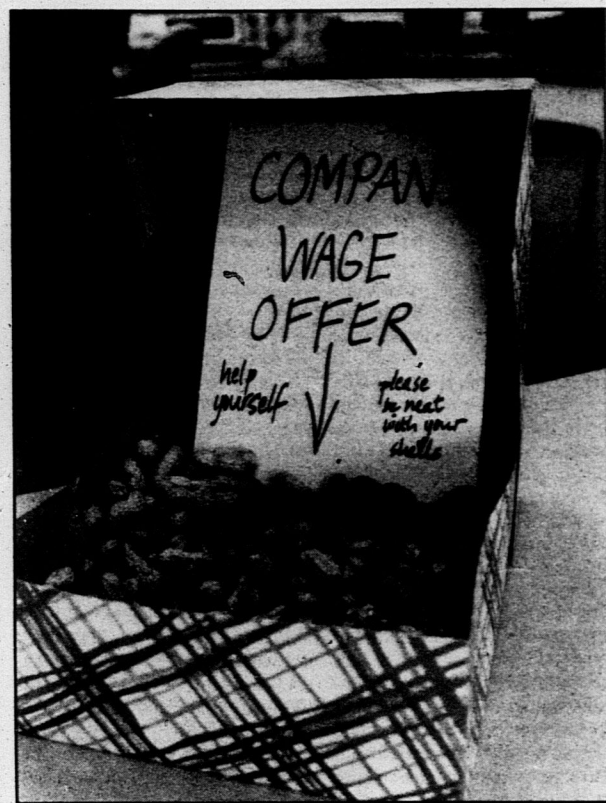
- ✓ Administrative assistants — Up by \$97.75, to \$718.50, in increments of \$31, \$32.50 and \$34.25.

- ✓ Financial correspondent — Up by \$86.50, to \$636, in increments of \$27.50, \$28.75 and \$30.25.

- ✓ Accounting clerks, clerical assistants, financial checkers, maintenance workers, secretary-stenographers — Up by \$70, to \$514.75, in increments of 22.25, \$23.25 and \$24.50.

- ✓ Telephone operators — Up by \$70.50, to \$505, in increments of \$21.75, \$22.75 and \$26.

Peanuts, then pickets in Providence re-opener talks

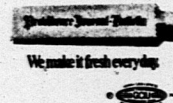


MARY MURPHY/Providence Guild

"Peanut stations," right, in all departments of the Providence Journal-Bulletin represented by the Providence Guild demonstrate members' reaction to company proposals in a wage re-opener for the final year of the Guild contract covering some 450 employees. A week later, on Dec. 19, after a miniscule change in the proposals, some 150 Guild members and supporters marched and chanted "so rich ... so cheap" during noon-hour informational picketing outside the dailies' offices in downtown Providence. The company is proposing 2 percent for a one-year deal, said Tim Schick, the Guild administrator and chief bargainer; 4, 3 and 2 percent in each of three years, plus a half-percent "bonus" in 1993, if the Guild extends the contract an additional two years. That would mean an 18.3 percent cut in buying power, assuming inflation drops, the Guild said. The union, after initially proposing one-year, \$85 across-the-board raises, was proposing \$49 increases. The Guild pointed out that the company sold a cellular phone system earlier in 1990 for \$710 million, bought a city block in downtown Providence, loaned \$26 million to the Lowell (Mass.) Sun, started a \$15-million renovation project (complete with fitness center), brought in new managers during a hiring

freeze and is negotiating to buy a chain of papers near Washington, D.C. "They have the audacity to tell us at the bargaining table that what we consider a fair and reasonable wage would not be prudent," Schick said. Members went through some 40 pounds of nuts at the "peanut stations" Dec. 12. The company said its 2-percent proposal was its final offer during a Dec. 31 session with a mediator and the Guild prepared to file unfair practice charges.

**So Rich
Yet
So Cheap**



Standard & Poor's operations include its bond rating business and production of some 30 financial publications, including the 5,000-circulation Standard & Poor's Daily News.

Most employees work either in four New York offices or at a production center in Ephrata, Pa. Others work in sales offices from Boston to Los Angeles.

San Diego dispute settled

San Diego — The San Diego Guild and the Copley chain's San Diego Union and Tribune have reached a tentative settlement in a dispute dating back to March 1988 over which employees in Guild-covered departments continue to be represented by the union.

Under the tentative agreement, reached Dec. 24, the Guild agreed that 22 position held by 49 employees no longer would be covered by its contract with the dailies and the company agreed to withdraw its challenge to continued contract coverage of 11 positions held by 25 employees. The Guild and company also agreed to let the National Labor Relations Board decide the status of six other positions.

In a unit-clarification petition filed with the National Labor Relations Board March 22, 1988, the company sought removal of 35

positions, held by 81 employees, plus dozens of circulation district managers, from the Guild bargaining unit. The challenge to the district managers' status was withdrawn later in 1988.

The Dec. 24 agreement "is a reasonable compromise in which both sides gained and both sides lost," said Bill Knight, San Diego Guild administrative officer.

"Most importantly, the employer and the union in this tentative settlement have taken a good-faith step to stabilize our relationship," he added.

Negotiations that produced the tentative agreement were carried out by Knight and the papers' employee relations staff, without participation of the firm of King & Ballow of Nashville, which earlier had "proved to be an obstacle, obviously," Knight said.

Agency probes lasers, RSI surgery

Cincinnati—The hazard evaluation branch of the National Institute for Occupational Safety & Health has agreed to TNG requests to examine the operations of wire-service laser-photo machines and to evaluate the effectiveness of surgery and other treatments for the repetitive strain injury known as carpal tunnel syndrome.

The laser-photo study is to take place at Gannett's dailies in Rochester, N.Y., and at Associated Press offices in New York City while the carpal tunnel treatments probe is being undertaken at the Copley chain's San Diego Union and Tribune.

Object of the laser-photo examination is the potential hazard in the mercury dust generated in the machines through the use of "dry silver" paper.

3M Co., manufacturer of the paper, last spring alerted AP and Canadian Press that the machines were generating measurable

amounts of the dust and TNG in turn alerted locals that there also could be a hazard from the dust in and around machines in newspapers that receive laser-photos [Guild Reporter, June 22].

In requesting that NIOSH conduct the hazard evaluation, David J. Eisen, TNG director of research and information, suggested that the agency not only explore existing risk and make recommendations for protections against it but also explore if "an alternative, safer paper cannot be used or developed."

Purpose of the evaluations is determination of the seriousness of the hazard in news industry offices generally.

AP was chosen as a site with numerous machines; the Rochester papers because of large accumulations of mercury dust on the laser photo equipment there, Eisen said.

The carpal-tunnel treatments study, meantime, is to get under-

way in San Diego with interviews Feb. 20-22 of Guild-represented employees at the Union and Tribune who have suffered from the malady.

The effort is being undertaken in response to a request in late July by TNG's Eisen that an effort be made to determine the effectiveness of surgery "in achieving a cure and allowing employees to return to their jobs."

He suggested the Union and Tribune for the study because, he said, RSI victims there "have been subjected to carpal-tunnel surgery in inordinately high numbers."

A San Diego Guild representative said that the local has identified some 30 employees as potential subjects for the interviews. One employee in the tear-sheet department has had surgery for carpal tunnel eight times, said Guild staffer Ruth Ann Greely, and has been scheduled for a ninth operation for the same problem.

Puerto Rico sets talks for new unit

San Juan, Puerto Rico—Representatives of the Puerto Rico Guild and WKAQ-TV are scheduled to hold their second bargaining session Jan. 15 for a first Guild contract for all 125 employees of the television station.

Telemundo of Puerto Rico, Inc., voluntarily recognized the Guild as the employees' union after their former union — Asocia-

cion Puertorriquena de Artistas y Tecnicos del Espectaculo (APATE) — disclaimed interest and an arbitrator's check of signed Guild cards showed that 100 percent had authorized the Guild to bargain for them.

Guild President Charlie Ramis said the new group includes the station's news staff, clerical employees, performers, camera operators and other technical workers.

Daily News, Guild return to table; 'Ten' sit in

(Continued from Page 1)

Lawyers for the News insisted that "everyone in the room" be arrested.

Eventually, just the 10 strikers were arrested, on misdemeanor criminal-trespass charges, and issued tickets. They were cheered by scores of sympathizers as they were led away in plastic handcuffs.

The group included News columnist Juan Gonzalez, the Guild Strike Committee chairperson; Jerry Capeci, a News reporter noted for his coverage of organized crime; reporter Tom Robbins, who edits the Guild Strike News; and reporter Bill Farrell, who worked at the Brooklyn bureau before the Guild strike began Oct. 26.

Gonzalez, a former student activist and one-time leader of the Puerto Rican Young Lords street group, has emerged as a leader of Guild strikers.

Others sitting-in were News reporters Gene Mustain, Samme Chittum and Lizette Alvarez; copy editors Maria Fugate and Tonice Sgrignoli; and graphic artist Lauren Draper.

The group had prepared for a lengthy siege, bringing food and portable toilet facilities—a bucket and kitty litter. "They can keep the kitty litter," Gonzalez said after the protest.

Representative of the other unions in the strike were to be part of the Guild's bargaining for the first time in the Jan. 4 talks.

All the unions are serving on each others bargaining committees now, Lipton said.

A federal mediator was to assist.

In other strike developments:

Members of the striking unions and Local 1199, a New York health workers union, were to meet Jan. 7 to co-ordinate plans for a "corporate campaign" to pressure leaders of the Tribune conglomerate for a fair contract settlement.

High-visibility Tribune Co. properties include television shows "Gerald" and the Joan Rivers Show; the Chicago Cubs

baseball team; the Chicago Tribune and newspapers in Orlando and Ft. Lauderdale, Fla.; WGN-TV and WGN radio in Chicago; WPIX-TV in New York and television stations in Denver, Los Angeles, New Orleans and Atlanta; and paper mills and sawmills in Ontario and Quebec.

Employees have prepared a 16-page "history of the strike" to take their message to the public, Lipton said.

The nine unions, representing 2,700 employees, struck Oct. 25-26 after working nine months past expiration of their contracts. Management proposals seek to strip most employee protections and benefits from contracts.

Donations to assist strikers continued to mount, including a second contribution of \$10,000 from an individual sympathetic to employees.

A "News-Aid" fund-raiser Dec. 14 attracted more than 2,000 people, many of them famous entertainers and writers, and raised upwards of \$75,000 for the emergency fund for health and housing assistance. [See story, Page 5.]

Over the holidays, union members opened their hearts to strikers and their children. Local 1199 donated huge sacks of gift-wrapped toys, as did Electrical Workers Local 817.

The New York Central Labor Council and the state AFL-CIO also collected toys, and TNG raised more than \$8,500 in a gift auction at the union's headquarters [Guild Reporter, Dec. 14].

The Communications Workers union delivered a 6-foot-long submarine sandwich to picketers at the Daily News Building, and the Porters Union dropped off frozen turkeys.

The News continued to publish, using replacement workers and former union members who crossed picket lines. Circulation, however, remained a fraction of the pre-strike level of 1.1 million.

Union leaders estimate no more



'TABLOID 10' PAUSE TO POSE ON WAY IN TO DAILY NEWS BUREAU AT 16 COURT ST.

than 300,000 copies are being sold, despite company claims of nearly twice that number.

"If (News publisher) Jim Hoge could do for the census what he has done for circulation figures, the city would be adding six congressmen instead of losing three," striker Farrell told columnist McAlary.

Most street vendors have refused to sell the paper as the result of a subscription boycott co-ordinated by the Allied Printing Trades Council, the umbrella group for striking unions.

The News continues to use homeless people to sell or give away the paper. The ploy has prompted criticism that management is exploiting unemployed minorities.

Strikers and members of the

Transit Workers Union are thwarting the street hawkers by handing out free copies of other papers at major subway stations.

Most advertisers deserted the News by Thanksgiving and have not returned.

Tribune Co. stock turned in the worst performance of the nation's 10 major newspaper publishing companies between Nov. 1 and Dec. 17, USA Today reported.

Tribune stock rose just 5 percent, while all other newspaper

stocks scored double-digit gains, led by Dow Jones & Co. at 19.7 percent.

"The initial euphoria that there would be a quick resolution of the Daily News 'problem' has dissipated," said Douglas Arthur, an analyst with Kidder Peabody & Co.

The New York Times reported the Tribune's total profits "could decline by 30 percent" from the \$433 million earned in 1989.

Key up \$20 in Woonsocket

Woonsocket, R.I. — Woonsocket Guild members have approved a new two-year agreement with the Woonsocket Call that raises minimum-pay rates and improves vacation, sick leave and other benefits.

All minimum-pay rates covering reporters, photographers and advertising artists were raised by \$20 a week — first by \$8.50 effective Nov. 7 and then by \$11.50 on Jan. 1 — moving the top minimum to \$560.07 a week.

Minimum rates were raised by \$14 in other job classifications, first by \$6.50 a week and then by \$7.50. New top minimums, effective Jan. 1, include: Asst. city, lifestyle and food editors, \$578.76 a week; copy and sub-editors, \$563.36; bureau persons, \$509.45; librarians and clerks, \$395.31; and janitors, flat minimum of \$325.62.

The contract covers 40 employees in the Call's advertising, inside circulation, editorial and maintenance departments. All received \$100 lump-sum payments after the agreement was ratified, by an 87-percent margin of voting Guild members Nov. 15.

Talks began more than a year ago and continued for 10 months past expiration of the previous contract. Most terms were retroactive to last Jan. 1, but not wage increases.

Formerly managed by Ingersoll Publications, the 29,000-circulation Call was taken over earlier this year by the Warburg Pincus investment firm when the Ingersoll chain sold or traded away most of its holdings in the United States.

Under the new agreement, employees receive three weeks' paid vacation after four years' employment (was five), four weeks after 10 years (was 13), and a fifth week after 25 years, a first-time benefit.

Paid sick leave is increased to 15 days a year (was 12) with a cumulative maximum of 70 days (was 60). Night and weekend differentials increase by \$1, to \$6 a shift.

The employer agreed to increase payments for health premiums by \$11.56 a week for individual coverage and by \$28.62 for family plans.

Management also agreed to conduct a study on VDT safety and ergonomics in the work place.

No majority in vote at Scranton Sun

Scranton, Pa. — None of the four unions on the ballot received a majority of the votes cast in a representation election Nov. 30 among the 50 employees of the Sunday Sun, a weekly started in July by a group of former employees of the defunct Scrantonian Tribune. There will be a run-off vote between the top two.

Tallies in the consent election were: Communications Workers, 18; the unaffiliated Sun Local #1, 14; Teamsters, 9; Guild, 5. Two eligible employees did not vote and two challenged ballots were not counted.

The paper is produced on the facilities of the Citizens' Voice in nearby Wilkes-Barre.

Poll: N.Y. public backs strikers 3-1

Reprinted from Guild Strike News

New Yorkers just ain't buying it.

They're not buying the Tribune Co.'s scaboid Daily News, and they're not buying the company's line.

Those are the findings of a poll released Nov. 21 by Local 1199, the health care workers union.

The survey found that New York metro area residents — by a margin of better than three to one — support striking Daily News Workers.

And when regular Daily News readers were asked if they would boycott the paper, a full two-thirds said yes.

"Working people in New York who have been loyal Daily News

readers clearly understand that if any company can treat its workers the way the Daily News has, and get away with it, it threatens all working families," said Dennis Rivera, president of Local 1199.

The poll found support for the striking unions was highest among middle income families earning from \$25,000 to \$50,000 a year. They backed strikers 62 percent to 9 percent, according to Victor Fingerhut, president of Fingerhut-Granados Research Co., which conducted the poll of 418 people from Nov. 3 to Nov. 17.

The poll found widespread sentiment that unions are necessary for working people.

"Folks in New York said overwhelmingly, by a five to three mar-

gin, that it's not true we don't need unions," said Fingerhut.

Fingerhut, who has conducted polls for labor unions in numerous states, including the United Mine Workers-Pittston Coal Co. battle in Virginia, said that the most negative finding of the poll was public reaction to strike violence.

"Eighty percent of those polled said violence is wrong, period," said Fingerhut. "The Tribune Co. has been very effective in connecting the violence to the unions. It appears the only thing the company has on its side is spreading the violence issue."

"Very few will support the employers, but they will be anti-worker if there is violence," Fingerhut said.

Union leaders have charged that management has vastly exaggerated the number of acts of violence and alleged that some have been caused by News security guards. Police department officials said Nov. 20 that 213 incidents have been recorded since the strike began Oct. 25.

Rivera said the survey would be used to help shape strike strategy. "The poll is telling us, not just in the Daily News strike but all over New York, that working people are prepared to mobilize."

Wall Street employees reject CWA

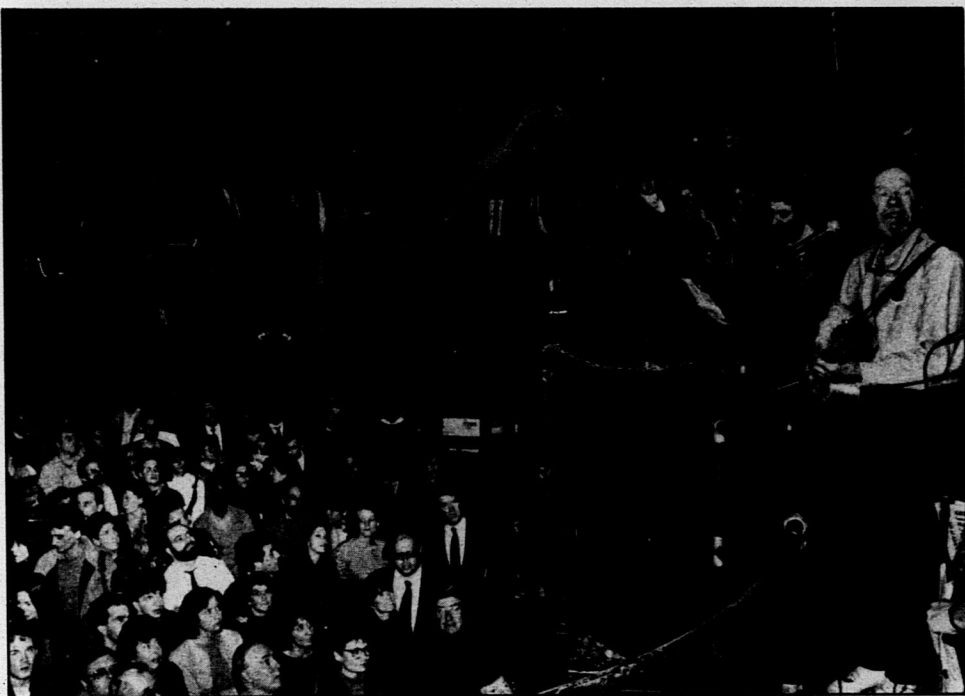
New York — Members of an unaffiliated union at Dow Jones & Co.'s Wall Street Journal voted by 655-419 in mid-December to not affiliate with the Communications Workers of America.

Leaders of the 1,800-member Independent Assn. of Publishers' Employees (IAPE) had recommended in favor of affiliation.

The 700,000-member CWA includes 20,000 newspaper produc-

tion employees in its Media Workers Sector, which was formed when the Int'l Typographical Union was merged into the CWA in 1987.

Also in 1987, a majority of IAPE's members voted for affiliation with the Graphic Communications Int'l Union, but IAPE's bylaws at the time required a super-majority of two-thirds for an affiliation vote to carry.



FOLK/LABOR SINGER PETE SEEGER, RIGHT, WAS AMONG THE ENTERTAINERS
Crowd of 2,000-plus jammed The Building's double basketball-court-size floor and balconies.

N.Y. 'News Aid' draws stars, \$75,000-plus for strikers

Reprinted from "Guild Strike News,"
Daily News strikers' newsletter

IT WAS STARS and strikers together Friday night [Dec. 14] at *NEWS-AID*, the gala Guild fundraiser at oh-so-trendy The Building, where a gridlocked crowd of more than 2,000 turned out to see, be seen and — most importantly — give to our emergency fund for health and housing assistance, our new reserve piggybank, as we keep kicking Tribune butt.

Well, you just had to be there (and everyone, and we mean *everyone* was) to know this was the event of the Xmas season, one big blasting message to those Tribune Co. grinchers that could be heard all the way to the Windy City. So, Jim and Sharon Hoge, eat your hearts out, this was the scene:

You knew things were humming when you were greeted behind velvet ropes by New York Post scoopsman David Seifman, elegantly turned out in tux and black tie, and Newsday boom-boxer George Jordan checking tix and screening the glitterati. . . . Bravely coatless in the chilly Chelsea night was Mickey Carroll this time having the pols ask him to please, please let them through. . . . Checking them twice just inside the cavern-sized club was Juliet Papa, looking WINSome, having switched from an all-news to all-schmooze format for the event. . . . Posties Rita Delfiner and Carl Pelleck were serving up winning smiles to benefactors as were Newsday-ers galore (hope no one called their city desk last night) including Michael Powell, Pat Wechsler, Dena Bunis and Peg Tyre.

Linda Stasi couldn't have been more Inside New York, looking sweet and petite in her cream-colored suit, but hope you didn't try to Bogart your way past her and get that pit-bull growl. . . . Ouch! Also guarding the stairway to the stars was free-lancer Kim Brizzolara making sure that Tattinger champagne (donated to the benefit, of course) kept spilling into glasses galore. The Guild's own

linebacker Richie Brandow was acting as turnstile.

The glitz blitz was heaviest in the upstairs bar, reserved for those with \$125 ducats. It was a real challenge to paparazzi trying to get candid shots of Pete Seeger tuning his guitar while featured-preacher Al Sharpton threatened to throw his ample girth around on the picket lines. . . . Ex-Newser, now-Post Page Sixer Joanna Malloy, in black lace, had no trouble picking up a month's worth of items as she looked for anyone missing the tell-tale yellow dot. . . . And what was Guild prez Barry Lipton purring into the ear of dangerous Jessica Hahn as they sat so close you couldn't squeeze a picket sign between them. . . . Jessica, in crushed purple velvet, was, shall we say, over-exposed for the news reporters and their union guardians. . . . She even managed to get daring Dave Dinkins, in that neat double-breasted outfit, to go cheek-to-cheek for the fanzines (First Lady Joyce Dinkins was elsewhere, we guess.)

Striking sports copy editor Tonice Sgrignoli was the lady in slinky red talking to ever-cute Mets hurler hunk Ron Darling who — dig this — is shy! Sez Tonice, Ron really wanted to make our big Dec. 10 rally but his trainer needed his right arm that day. . . . And everyone wondered who was the gracious lady in white with the Loretta Young-style flying shoulders, but it was no secret to Guildies Annette Bolinsky and Pete McLaughlin, who were philanthropist Lilly Lawrence's ever-present escorts. Lilly, our strike's biggest supporter, had kisses for all her favorite strikers, especially Juan Gonzalez (no, that tie was not for Juan's legions of News-Aid fans but for his and Barry Lipton's taping earlier in the day with former Mayor Ed Koch and newscaster Jim Jensen on WCBS-TV. . . . Did we hear right, Juan? Ed Koch was nice?!). . . . Guild rep Dick Pattison found himself talking to piano tickler Peter Duchin. . . . Novelist E.L. Doctorow was heavy in tweed. . . . Drivers union

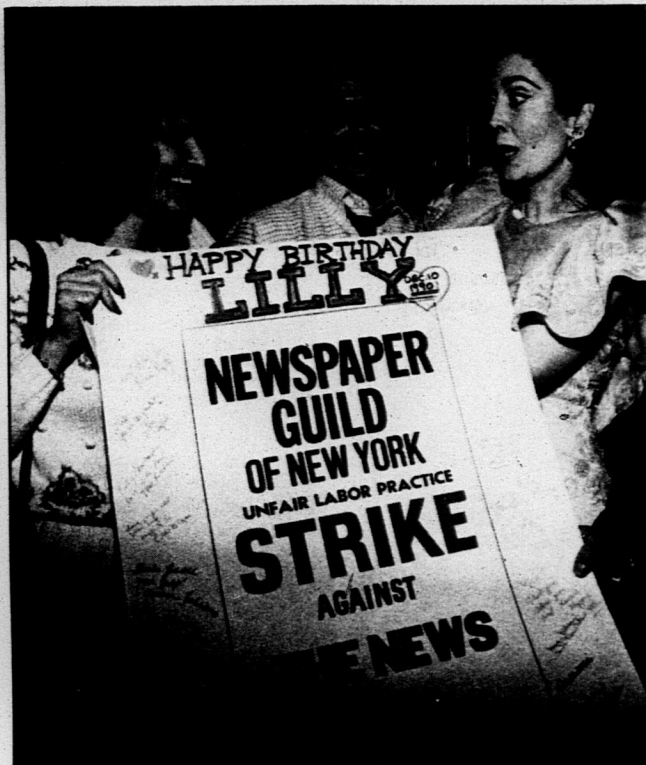
reps Mike Diana et al. got a chance to say hey to the hordes of pols who back us: Rudy Giuliani (who used to be the News' lawyer years ago back when sanity ruled on the eighth floor) clucked his tongue at the bosses' current antics, as did Queens Congressman Tommy Manton, Brooklyn's Chuck Schumer, political geography teacher to scabbie reporters, controller Liz Holtzman, Manhattan prez Ruth (I-don't-talk-to-scabs!) Messenger, Andrew Stein (yep, Andy was handy with his tix, his staff was THERE), City Council czar Peter Vallone and councilmembers Jose Rivera, Stanley Michels (hey, Stan, the REAL News knows how to spell your name right) . . . and lots of others who were crushed in the fray.

And out on the double basketball-court sized dance floor was just everyone else who is anyone in the world of journalism and politics in New York and was willing to put their money where their mouths were. City Transportation chief Lucius Riccio gave us a new street sign — THE REAL NEWS STREET — in genuine Big-Apple luminescent green. . . . Striking driver Eddie Smith dug Lou Reed and The Roches. . . . Reporter Lizette Alvarez's white pearls hung almost as low as the back of her little black dress as she boogied with Fast Eddie Borges (who was not arrested only because his sweet date, Dinkins press aide Annabel Franceschini, kept him out of trouble).

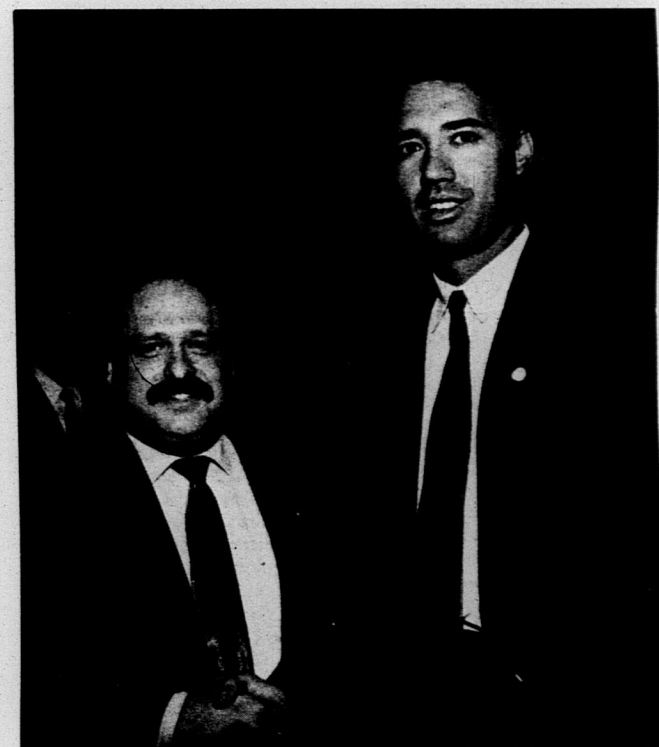
But best-dressed and hardest-working awards went to Newsday's Jennifer Preston, decked out in swanky black chiffon, and News striker Adam Nagourney, who made a simple clothing statement in jeans and *NEWS-AID* souvenir T-shirt.

The take so far at this early count? A cool 50 grand, sez generalissimo Preston, who adds that there's a couple grand out there still to be added to the till, which is kindly being kept by the New York Press Club.

(The Press Club later said the amount raised was in excess of \$75,000.)



'BIRTHDAY CARD' FOR BENEFACTOR LILLY LAWRENCE
With strikers' \$10,000 benefactor, from left, Annette Bolinsky, Guild unit chair, and Tom Robbins, daily "Guild Strike News" editor.



METS PITCHER RON DARLING WAS AMONG CELEBRITIES
Greeting him is N.Y. Guild President Barry Lipton, left.



POSIES FOR PARTY ORGANIZER JENNIFER PRESTON
Presenting them to Newsday staffer, the Guild's Juan Gonzalez.

IT SEEMS

TO US

Small-local head backs biennial conventions

DULUTH, MINN.

Editor:

As a leader of a small Guild local, I support the proposal for biennial conventions for The Newspaper Guild.

The Lake Superior Newspaper Guild was not represented in New York last summer because we couldn't afford it. The cost to send a delegate would have been almost a month's income for our local — an amount that is difficult to justify every year when we can't even afford an office.

Though it would be nice to hold conventions every year, the cost to the international and its locals is simply too high. If small locals like ours can't be represented, democracy doesn't mean much.

With the strike at the Daily News and other expensive actions, can the international afford annual conventions? I don't think it can.

The Lake Superior local has adopted an informal policy of only sending a delegate to conventions every other year. We hope biennial conventions will become a reality, making it possible for small locals like ours to participate in the decisions of our union on a regular — and affordable — basis.

THOMAS DISRUD
President
Lake Superior Guild

Benefits outweigh costs, Vancouver leader says

VANCOUVER, B.C.

Editor:

I am writing to urge Guild members to support annual conventions in the February referendum.

Recognizing cost as a major concern to the international, I would suggest the benefits to locals and their membership far outweigh cost factors. These yearly gatherings give delegates a chance to discuss common goals and objectives and ways to achieve them. They allow members a chance to participate in the decision-making process on Guild issues.

If contact is reduced to every other year, there is a likelihood that the international could become out of touch with the membership. Given the state of our industry and employers adopting tactics such as those used by the New York Daily News management, it is imperative that we have every opportunity to discuss the Guild's agenda.

Interim raises 5% in Massillon

Massillon, Ohio—Guild-represented employees at the Goodson chain's Massillon Independent have agreed to interim 5-percent wage increases while a 4-year-long bargaining struggle for a new contract continued.

Under the interim agreement, effective Sept. 9, top minimum pay rates for experienced employees were raised as follows: reporters, up by \$20.33 a week, to \$426.92; circulation district managers, up by \$17.48, to \$367.14; outside salespersons, up by \$16, to \$336; janitors, up by \$14.26, to \$299.46; and clerks, up by \$14.01, to \$294.20.

The paper's contract with the

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.

Last June our local passed a motion to support annual conventions. I urge all locals to do the same.

GEORGIA CHISHOLM
Pacific Press unit chair
Vancouver-New
Westminster Guild

A once hoarse delegate urges 'yes' on biennials

STANFORD, CALIF.

Editor:

At a Guild convention several years ago, I talked myself hoarse trying — unsuccessfully — to convince other delegates that annual conventions are not worth the time and money expended to organize them.

So I'm glad to see that the issue is finally before the full membership, and I urge a YES vote in the biennial referendum in February.

I'm all for union democracy and grass-roots participation. And I have enjoyed the four conventions I did attend — especially the chance to renew old friendships and make new ones with people working in the union trenches in their units.

But planning these conventions takes a lot of effort that TNG staff could put to better uses. And paying for these conventions each year imposes a financial burden on TNG and its locals, all of whom should be using the money for more serious and immediate union/management showdowns.

Do annual conventions really safeguard union democracy when so few locals can afford to fully participate? Even streamlined — as the conventions surely need to be — they would not justify the annual expense.

Let's get our priorities straight. And let's get together — EVERY OTHER YEAR.

KARLYN BARKER
Post unit
Washington-Baltimore Guild

Editor's note: Barker is on a leave of absence participating in the Knight Fellowship program at Stanford University.

Deadline for letters is the Friday before publication. (Next deadline: Jan. 18.)

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.

Costs close conventions to some, member writes

VICTORIA, B.C.

Editor:

In a couple of months, most of you will have the opportunity of helping save your local Guild thousands of dollars by voting in favor of biennial conventions.

Because of the continued increase in cost of sending delegates to the annual conventions, some locals are finding it impossible to send representation, and thus depriving themselves of their democratic vote. This is wrong!

To right this unfortunate problem, vote yes to biennial conventions.

CHRIS CAROLAN
Times-Colonist unit
Victoria/Vancouver
Island Guild

Retired delegate recalls '50s, Utica; '80s, N.Y.

WILLIAMSTOWN, MASS.

Editor:

In the 1950s I attended the Guild convention in Boston as a delegate from Utica, N.Y. In the 1980s I attended three Guild conventions as a delegate from New York City.

At those '80s conventions there were no delegates from Utica — or from a number of small locals considerably larger than Utica. The reason: They were priced out; the conventions are too costly for many locals to be represented. Better, I think, to reduce the costs by cutting down the number of conventions and hope that more small

locals will attend to their own democratic rights instead of having the big locals do it for them.

It should also be said the workload of the average delegate at an annual convention is less than overwhelming. Here's to fewer cocktail parties, fewer outings and biennial conventions.

RAY WARNER
Times unit (retired)
New York Guild

CLC 'autonomy' ruling tied to convention issue

MONTREAL, QUE.

Editor:

I've written before to support biennial conventions. But the recent ruling by a Canadian Labour Congress fact-finder that TNG is in total conformity with the CLC Constitution [Guild Reporter, Dec. 14] — and not in violation, as charged by the Southern Ontario Newspaper Guild — moves me to write again.

SONG's charges, connected to its own brand of "Canadian autonomy," have been consistently rejected at conventions, both by convention committees and by delegates as a whole.

The hardest diamond, struck in the same place a million times without splitting, might eventually crack. That appears to be SONG's goal — although what it constantly presents is no precious gem.

It appears to me that SONG is responsible for the current turmoil and evident breakup of the Canadian District Council, an unfortunate event triggered by this issue.

At least with biennial conventions, our precious time and energy as delegates wouldn't be taken up each and every year with SONG's constant refrain. TNG would be more productive.

The Guild is being challenged

on all sides, as are all unions. Let's stop attacks from within. And let's vote YES to biennial conventions.

LARRY McINNIS
President
Montreal Guild

Canada autonomy story dismays Hawaii leader

HONOLULU, HAWAII

Editor:

Throughout my 35 Guild years, I have never read of a more selfish and narrow position as reported in November about certain Guild segments calling for Canadian autonomy [Guild Reporter, Nov. 16].

We are union members in the family of the Guild, supporting each other in good and bad times. When things in Canada were sour, we all helped, and when things were sour in Hawaii, everyone else helped, because we are family and our only autonomy is Guild autonomy.

The fact is that the Guild is not our leadership in Washington, D.C., or in any other city or local. The Guild is each and every member no matter where they live or work.

Our family in Canada as well as other areas has grown due to hard work by local members and help from the Guild family. We must continue to support each other instead of preaching divide and conquer tactics that sound so much like management's thinking.

An injury to one is an injury to all and the only true autonomy is the autonomy within our Guild family because our strength lies not in whether we live above or below a geographical border but in how we act as Guild members.

ROY C. KRUSE
Administrative officer
Hawaii Guild

Christmas cheer for a family in need



BILL BURKE/Washington-Baltimore Guild

Just before delivering them, TNG headquarters clerical staffers pose with clothing, food, toys and other gifts contributed by them, professional staffers and TNG officers for a suburban Maryland family — an expectant mother and two daughters, 7 and 3 — who otherwise would have had a bleak Christmas holiday.

Wrote the mother in thanks: "I told the children Santa Claus may not appear this Christmas, but Jesus has provided love in lots of peoples' hearts." Pictured above are, from left: Debbie Thomas, Maryann Chapman, Frank Baylor, Cathy Strasnick, Portia Clare and Dorothy Davis.

ILO printing conference scores replacement of peaceful strikers

Geneva—Delegates to an Int'l Labor Organization conference have adopted a resolution criticizing recruitment of replacement workers "to break up lawful and peaceful strikes," saying the practice goes against longstanding ILO conventions supporting freedom of association and the right to organize.

The resolution was adopted unanimously here Dec. 13 by representatives of unions, employers and governments from 24 countries, including the United States and Canada, attending the ILO's Tripartite Technical Meeting for

Printing and Allied Trades.

One of the delegates, Gerald Deneau, a vice president of the Graphic Communications Int'l Union, called the resolution a "breakthrough for working people worldwide." The ILO "has taken the lead in recognizing that permanent replacement of strikers is a violation of freedom of association and should be banned," he said.

Some 600 press operators, photoengravers, paper handlers and stereotypers represented by the GCIU are among more than 2,000 employees striking the New York Daily News, which has hired hun-

dreds of replacement workers.

"This universal solidarity from organizations throughout the world will provide tremendous moral support to labor's struggle at the Daily News, where the publisher has resorted to outrageous tactics," said GCIU President James Norton.

The resolution urged governments "to pay increased attention" to freedom of association and the right to bargain collectively and called on member states to ensure that "effective measures are taken to secure the right of employers, workers and their organizations to bargain collectively."

Deneau said the ILO's action "will go a long way" in aiding the labor-backed movement for a U.S. law banning use of permanent replacement workers in economic strikes.

A few weeks earlier, a tripartite ILO conference on the working conditions of journalists collapsed when employer representatives sought to undermine existing ILO conventions on the right to organize and bargain collectively, the rights of workers with family responsibilities and the rights of women [Guild Reporter, Dec. 14].

Manchester extends contract a year

Manchester, N.H. — Guild-covered employees have agreed to extend for one year their contract with the Manchester Union Leader, keeping minimum pay rates at current levels while providing most employees an additional day off with pay during 1991.

"The membership decided that in these hard economic times, they would make the sacrifice, with the expectation that when times are better management will reciprocate," said Manchester Guild Vice President Tom Thibeault.

Management of the family-owned daily first sought the concession last spring when "advertising lineage plummeted," Thibeault said, adding that several other unions at the paper have accepted similar extensions.

Under the extension, all other terms of the contract remain in effect through next Dec. 31, including fully paid health insurance premiums for full-time employees and dependents, Thibeault said.

Full-time and temporary employees receive the extra day off with pay, and part-timers working 21 hours a week get a half-day.

The agreement covers 158 employees in the advertising, circulation, editorial and maintenance departments at the 70,000 circulation daily.

Top minimum for key personnel in the news and advertising departments — reporters, photographers, bureau persons, darkroom technicians, outside salespersons and artists — is \$713.75 a week.

Reporter best in class

Washington — The Guild Reporter has been judged the best international union newspaper with less than 100,000 circulation, the Int'l Labor Communications Assn. has announced. The award was made for issues published in 1989.

The judges pointed to "crisp writing and uncluttered makeup" and "informative and pertinent stories" in picking the Guild Reporter from what they called "a very strong field" of entrants in the annual ILCA competition.

"Advertorial"



WHAT PRICE DEMOCRACY?

BY

INTERNATIONAL CHAIRPERSON

PETER E. MCLAUGHLIN

Economies made at the price of democracy will prove too costly for the membership.

It always pains me when some well-meaning members believe that doing away with annual conventions is the answer to the Guild's financial problems. It isn't.

I have been a member of four unions, and the Guild is by far the most democratic I have observed or belonged to. Our most democratic feature is our annual convention.

I have seen that the annual convention has provided the first exposure to the international Guild for many of our past and future leaders. This exposure has proved invaluable to their union education. It has molded their future involvement with the Guild. That is something that cannot be measured in money.

No one can argue with those who say the cost of annual conventions, for the International, the locals, and the members, is getting expensive. Democracy is expensive and it doesn't come without sacrifice. Ask those people in the trade union movement in Poland and Eastern Europe.

The money spent on annual conventions is money well spent. The opportunity for dedicated Guild members to meet together, share their problems, get professional help from International officers, representatives, and professional counselors in the employ of the Guild cannot be measured by the cost involved. And the single week these professionals spend at the yearly convention is an excellent use of their time, because for that week they are accessible to all locals, including those that would rarely see them otherwise.

At my paper, The Daily News, we have been involved in a monumental struggle against union-busting. At the 1990 convention, we were able to inform the membership of our coming struggle and benefit from other locals' support. We were able to discuss the tactics used against the Guild in San Diego and St. Louis by our common adversary, King & Ballou. We were able to talk directly to members from those locals in a timely manner. Had '90 been an "off" convention year, we could not have done these things.

We all benefit from annual conventions. They keep the administration on its toes and answerable to the membership over a short period of time. Two years is a long time between audits.

No one has greater admiration than I for the men and women of the International Executive Board and the work they do. But, as International Chairperson, I do not want the Board to be faced with the responsibility of taking the place of the membership in directing the work of the Guild in years in which there is no convention.

There are many ways to save money in the operation of the Guild and in the operation of conventions. These ways should be fully explored before we sacrifice our democratic heritage of annual conventions.

Don't ever believe that the price of democracy is "too high." Annual conventions have served the Guild well throughout our existence. Let's not give this up now to save a few dollars.

DO WE SUPPORT ANNUAL CONVENTIONS? DAMN RIGHT WE DO! IT'S OUR HERITAGE, IT'S OUR FUTURE. VOTE FOR ANNUAL CONVENTIONS.

"Advertorial"

Ellis Baker, ex-key-staffer, chairs '90 Broun contest

Silver Spring, Md.—Ellis T. Baker, III, a key member of the Guild staff for 35 years before retiring six years ago, has been named chairperson of TNG's 1990 Heywood Broun Award competition for journalistic excellence.

While serving as TNG's director of research and information until the late 1960s, Baker administered the Broun Award, and then supervised its administration, but this marks the first time he will have an official role in the judging of entries for the award. In that role, he will assist the competition's judges but will not participate in selection of the winning entry.



The award is intended to recognize individual journalistic achievement in the spirit of Heywood Broun, the Guild's founding president who was known for an abiding concern for the underdog and the underprivileged.

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

Deadline for entries, at TNG headquarters, is Jan. 7. The winner will be selected here Jan. 26, and the award will be presented at special 50th anniversary ceremonies in April.

Entries from employees working in the Guild's jurisdiction on newspapers, magazines, news services and broadcast stations in the United States, Canada and Puerto Rico are eligible, without regard to membership in the union.

Baker, now 72, came to TNG as an international representative in 1949 after working at the Baltimore Sunpapers and serving as first president of the then re-organized Baltimore Guild.

In the next three decades, while serving as TNG's director of R&I, editor of the Guild Reporter and director of administrative operations, he played major roles in shaping the union's policies and educating its members.

Pawtucket news tops increase to \$619

Pawtucket, R.I.—Top-minimum pay for reporters and photographers increases by \$9, to \$619 a week, under a new two-year contract between the Pawtucket Guild and management of the Pawtucket Times.

Effective Dec. 22, minimums advanced by \$9 in all job classifications paying more than \$400 a week, and by \$6 in classification paying less than \$400.

Also under the agreement:

Employees receive an additional personal day off, for a total

of 11 paid holidays per year.

The employer will establish a 401(k) pre-tax savings plan, as well as a pre-tax plan for payment of medical premiums through payroll deductions. Employees can reduce income tax obligations by using either or both plans.

Top minimum for sports editor goes to \$637.53; for copy editors and Modern Living editor, to \$615.90; for advertising layout artists, \$417.30; and for business clerks, to \$419.40.

Top for news clerks advances to

\$380.99 a week; for librarians, to \$371.71; for advertising clerks and telemarketing representatives, to \$373.71; and for messengers, to \$311.09.

Upon contract signing, full-time employees received a \$100 lump-sum payment, and part-timers received \$50.

The agreement, replacing one expired since last December, covers 35 employees. It was ratified by a 15-13 membership vote in early December, said Gerald Maraghy, director of the New England Servicing-Organizing Program.

Members had "mixed feelings, but were mindful of the tough economic times" for the 24,000-circulation daily, Maraghy said.

The paper was acquired last year by the Warburg-Pincus investment company from Ingersoll Publications and is facing increased competition from neighboring dailies, including two others taken over by Warburg, in Woonsocket and Fall River, Mass.

The contract establishes a committee of management and union representatives to meet at least once a quarter "to discuss non-contractual matters with an eye toward improving communications and the product."

L.A. Guild is selected by two groups

Long Beach, Calif.—Both employees of the Press-Telegram who load delivery trucks from mail-room conveyers voted to be represented by the Los Angeles Guild in Dec. 7 balloting supervised by the National Labor Relations Board.

The local also represents employees in the Knight-Ridder daily's advertising, circulation, delivery, editorial and maintenance departments.

Meanwhile, on Dec. 28 the

Guild local was voluntarily recognized as the representative of at least 16 members of the staff of a local of the Service Employees Int'l Union that represents 18,000 support employees in the Los Angeles public schools.

All 16 signed cards designating the Guild their bargaining agent, said Jim Smith, the local's administrative officer, as did three others, whose Guild status will be decided in bargaining for a first contract. Guild staffer Rochelle Howe and Vice President Sabrina Steele assisted the group in organizing.



Cleveland

Betsy Sullivan, president; Bob Young, 1st vice president; Joe Frolik, 2nd vice president; Gloria Millner, 3rd vice president; Maria Stanford, 4th vice president; Lou Mio, treasurer.

Kenosha

Jennie Tunkiewicz, president; Dave Engels, vice president; James Casper, secretary; Bernice Nagy, treasurer.

Manchester

Denis Paiste, president; Tom Thibeault, vice president; Maddy Masibas, secretary; Barbara Jahn, treasurer.

Ottawa

Pat Bell, president; Jacquie Miller, vice president; Terry Garner, secretary; Bob Grace, treasurer.

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.

DAY



BOOK

4 LOCALS LEFT

Victoria is 4th to exit council

Victoria, B.C.—The Victoria-Vancouver Island Guild has become the fourth Guild local to formally withdraw from the Canadian District Council of Guild locals.

Victoria's action, authorized by a unanimous vote of a membership meeting on Dec. 12, follows like moves by the Montreal and Windsor Guilds in October and November and by the Canadian Wire Service Guild last February.

It leaves four locals formally affiliated with the council — Ottawa, Northern Ontario (Sudbury), Southern Ontario and Vancouver-New Westminster. A ninth Canadian local, the fledgling North Bay Guild, has sent representatives to meetings but has not formally affiliated with the council.

Victoria-Vancouver Island President Joe Ravick said that like the other locals that have left the council, his 250-member local's withdrawal resulted from the increasing amounts of time being spent on "re-arguing defeated positions" which representatives of the Southern Ontario Guild (SONG) put forth in the name of greater autonomy for Canadian locals within the international union.

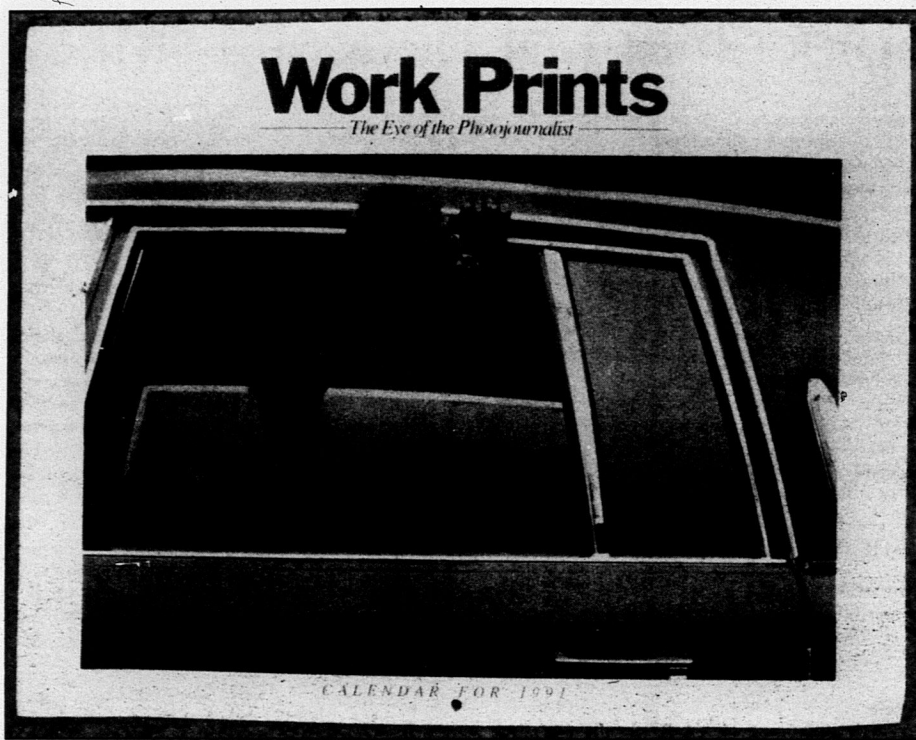
"At a budgeted cost of \$10,000 per year to our local, Canadian District Council was to provide a forum which reflected the needs of ALL Guild members in Canada," Ravick wrote Dec. 17 to Council President Alice Busby of Vancouver.

His local had "argued and wished for" the council to "grow based on consensus and understanding, but nearly every meeting was turned into a re-hash of the same old thing," he wrote.

While the fall council meeting approved a SONG proposal that would have the council take over many of the key functions of TNG

Exhibit, calendar feature photojournalists' work in San Diego

Reproduced here is one of 14 full-color works by photographers for the San Diego Union and Tribune featured in 1991 calendars produced by the San Diego Guild. The calendars were unveiled at the opening of a Dec. 16-29 photographic exhibit mounted by the Guild at a gallery in Mission Beach. The exhibit — like the calendar, titled "Work Prints/The Eye of the Photojournalist" — explored breaking news, sports, human interest, features and illustration. The calendar also marks significant events in the history of labor, human rights or journalism: the first union member on the moon was Machinist Edwin "Buzz" Aldrin, July 20, 1969. It is available for \$10.95 each (including postage); \$6.65 each in lots of 10 or more from the San Diego Newspaper Guild, 10393 San Diego Mission Rd., San Diego, Calif. 92108.



in Canada [Guild Reporter, Nov. 16], delegates from only three locals participated in the vote, delegates from only two voted for it and, Ravick noted, "each item had been voted down by the majority at previous council meetings."

"Significant changes in the structure of any organization cannot take firm root without general agreement," Ravick wrote to Busby. "There is no general agreement by Canadian locals, only by two of them. This is not a recipe for success, it is a prescription for failure."

Before voting to withdraw from the council, his local's membership voted unanimously to reject the SONG proposal on the "structure and future of the Canadian District Council" that the council approved in the truncated Oct. 28 vote, Ravick reported.

"For years our delegates have

explained to Southern Ontario delegates that our members have been and continue to be well-served by TNG," Ravick wrote to Busby. "We believe TNG is doing an excellent job of assisting our local, does address Canadian concerns and will continue to be sensitive to Canadian issues."

Pointing to a Canadian Labour Congress fact-finder's clearing TNG of charges by SONG leaders that TNG violates CLC provisions for Canadian autonomy [Guild Reporter, Dec. 14], Ravick wrote that "in our view" the SONG leaders are "working toward separation" of their local, the largest in Canada and second largest in TNG, from the international union.

Meanwhile, SONG President Gail Lem, anticipating the CLC fact-finder's conclusion, wrote in her column in the December issue of the local's membership publica-

tion that "I think SONG members have a major decision to make," explaining that "as close as some of us may feel to The Newspaper Guild, it appears clear that our legitimate aspirations may not be met in this union." She charged that the local gets "worse than nothing" for its per-capita payments to TNG and is relegated to "being second class members in TNG."

The SONG proposal approved on a vote of 16-2, with 2 abstentions, during the council's fall meeting calls for the council to be given the authority to approve strikes, expenditures from TNG's defense fund and contract settle-

ments in Canada and to hire and direct "national staff."

It also would have the council receive "a share of membership dues ... to administer such items as organizing, research, education, health and safety and political action" efforts.

Delegates from three locals participated in the council vote: Ottawa, Southern Ontario and Vancouver-New Westminster. Delegates from three other locals, including Victoria, left the meeting during the vote while the Montreal Guild formally withdrew from the council just before the vote.

Most up 10% in Maclean's pact

Toronto — A new two-year agreement between the Southern Ontario Guild and Maclean's increases minimum and over-minimum pay for most editorial department employees of the magazine by 10.25 percent — with minimum rates going up by \$41.75 to \$96.19 a week.

Covering 58 employees at the Toronto-based weekly news publication, the contract was approved by a 90-percent margin of voting members after tentative agreement was reached Nov. 27.

Ratification came a month before the previous contract expired on Dec. 31, the second straight round of talks in which the Maclean's contract was wrapped up early. SONG local representative Lorne Slotnick led the Guild bargaining team.

The average first-year raise is 5.4 percent — with 17 people receiving more than 6 percent — and the second-year average is 4.93 percent, Slotnick said.

Top minimum for staff writers is increased by a total of \$74.17 a week, to \$779.71, with a \$37.04 raise this Jan. 1 and \$37.13 next Jan. 1.

The flat minimum for senior writers goes up by \$93.75, to

\$985.62 a week, in increments of \$46.83 and \$46.92, while that for section editors increases by \$96.19, to \$1,011.15, in increments of \$48.04 and \$48.15.

The highest minimum for photographers is increased by 89.94, to \$945.54, in increments of \$44.92 and \$45.02, while the librarian top goes up by \$66.63, to \$700.50, in increments of \$33.27 and \$33.36.

The first-year general increase, effective Jan. 1 and going to employees paid above the minimum rate for their jobs, is 5.25 percent — with a minimum increase of \$31.73 and a maximum of \$44.23 a week.

An additional 5-percent general increase is due next Jan. 1, with a maximum increase to any individual of \$58.65 a week.

Before the 5.25-percent raise this Jan. 1, the minimum rates for employees in the copy and research department were upgraded by \$19.23 a week, and minimums covering editorial assistants and receptionists and library clerks and technicians were upgraded by \$12.50 a week.

Including the upgradings, top minimum for researcher-reporters is raised by \$75.58, to \$592.27 a

week, and the top minimum for copy editors goes up by \$72.94, to \$564.65.

Other new contract provisions include:

- Severance pay entitlement is improved to one week for each six months of employment, to a maximum of 52 weeks. It had been one week for each nine months of employment, with a maximum of 26 weeks.

- Bereavement leave is extended to include deaths of common-law spouses and parents-in-law, as well as partners and parents-in-law in same-sex relationships.

- Recognition is stated of the importance of "recruiting and promoting women, visible minorities and the handicapped to positions where they are underrepresented."

- VDTs are to be inspected at least annually, instead of the less specific "regularly," provided in the previous contract.

- Writers and others who work on material sold outside the company are to receive a minimum of 25 percent each of the sales fees. Previously, only writers received part of the fee, a flat rate of 25 percent.

The Guild Reporter

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JOHN R. SMALL, Assistant Editor

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

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