



The GUILD REPORTER

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

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January 25, 1991

Guild, Toronto Star in \$1M pay-equity pact

Toronto — In the largest pay-equity settlement yet reached by a Guild local, the Southern Ontario Guild has negotiated wage hikes for 349 employees in female-dominated jobs at the Toronto Star.

Under the agreement, 23 percent of the paper's 1,500 Guild-represented employees get raises totaling more than \$1-million, according to Joyce McKerrow, chair

of the Guild's Star bargaining unit and its pay-equity committee.

The average increase is \$56.17 a week, or about \$1.60 an hour on a 35-hour week.

The agreement, reached after three years of sometimes difficult job evaluations and negotiations, was prompted by passage of Ontario's tough pay-equity law in 1987.

TNG assisted in the process that

led to the Star settlement by, among other things, providing to the SONG technical advice and resources on the use and selection of pay-equity consultants, job-evaluation systems and bargaining strategies.

Voting members of the Star bargaining unit gave unanimous approval to the settlement Jan. 8.

The raises, retroactive to Dec. 9, go to employees in 49 job clas-

sifications. In 14 of the classifications, the increases exceed 11 percent.

Four circulation accounts clerks receive the largest increases: \$126.15 a week (24 percent), to \$653.72 a week.

The largest groups affected include 68 inside classified ad takers, up by \$40.24 a week, to \$742.70; about 65 inside circulation clerks, up by \$80.14, to \$688; and 44 telephone commercial advertising salespersons, up by \$50, to \$858.24.

Amounts of the raises were determined in job-by-job comparisons of female-dominated and male-dominated positions at the 525,000-circulation daily.

In the evaluation process, a job was considered male-dominated if 70 percent holding the position are men, and female-dominated if 60 percent holding it are women.

The Star accord was the third pay-equity agreement reached by a Guild local in the past year.

In December 1989, the Ottawa (Continued on Page 7)

Mapping Tribune Co. corporate campaign



JACK MILLER/Miller Photography/New York Guild
Dennis Rivera, head of Local 1199, Hospital Workers, uses map to locate Tribune Co. holdings during New York conference kicking off corporate campaign to persuade conglomerate to bargain contracts with unions striking its New York Daily News. (Story, Page 4.)

Philadelphia seeks rights for 275 at Atlantic City Press

Pleasantville, N.J. — Supported by what it termed "a healthy majority" of the employees involved, the Philadelphia Guild has petitioned the National Labor Relations Board to certify it as the union representing some 275 employees in several departments of the Atlantic City Press.

NLRB sets votes for 475 in Detroit for Feb. 7 3

200 in Pittsburgh Press newsroom to vote Feb. 20 3

The labor board set a hearing on the Guild petition for Jan. 31-Feb. 1.

Covered in the union's Jan. 10 filing are employees in the advertising/marketing, circulation, editorial, finance and maintenance

departments at the daily's main offices here and its bureaus in Cape May, Manahawkin, Trenton and Vineland, N.J. The editorial group includes library and systems employees and the maintenance contingent includes vehicle mechanics.

Press employees began organizing under the guidance of the Philadelphia Guild and TNG in January 1990 after editorial employees at the Gannett chain's Wilmington News Journal voted for the Guild by nearly 2-1 in an NLRB-supervised election the month before, according to Beverly Powell, a Philadelphia Guild representative.

A company campaign to dissuade employees from organizing began shortly thereafter, Powell added.

She described the chief issue in the organizing campaign as employees' desire to gain a greater degree of "dignity in the workplace ... like consistent work rules and even-handed treatment under the rules."

None of the 385 employees of the 81,000-daily-circulation Press currently is represented by a union. The paper, which sells some 100,000 copies of its Sunday edition, is one of two dailies owned by ABARTA, Inc., of Pittsburgh. The other is the Globe-Times of Bethlehem, Pa. The company's other major holdings include Coca-Cola bottling plants in Ohio and the Pittsburgh area.

Meanwhile, Powell said, talks are continuing at the Wilmington daily, where the Guild also represents circulation employees. A hearing was scheduled to begin late in January before an administrative law judge on an NLRB complaint that the daily had been "coercing and discriminating" against Guild supporters in the newsroom.

More talks sought as News 'rebuffs' Dinkins

New York — As the Daily News strike entered its fourth month, the New York Guild and eight other unions continued to seek a negotiated settlement, despite management's apparent rejection of intervention by New York Mayor David Dinkins.

In Chicago, meanwhile, strikers kicked off a national campaign to marshal public support for the walkout and to persuade the parent Tribune Co. to settle with the unions.

After asserting for months the struggling tabloid was not for sale, the News announced Jan. 16 it would seek a buyer or close the paper, perhaps within 60 days, if contracts were not achieved.

Using some 800 strikebreakers, the paper continues to publish, but most advertisers have pulled out, and management tactics have ali-

enated many readers. Losses may be running as high as \$1 million a day.

Strikers are maintaining picket lines and assisting in a boycott of the paper.

A Guild negotiating team met Jan. 4 with News representatives, but there was no progress, New York Guild President Barry Lipton reported.

Then on Jan. 17, Guild representatives joined other union leaders in a meeting with publisher James Hoge and Dinkins at Gracie Mansion, the mayor's official residence.

Union leaders said Hoge promised to contact Dinkins to schedule further talks, then failed to make good on the proposal.

Hoge "rebuffed him, saying he didn't need the mayor's good offices ... we consider this action

thoroughly outrageous," said George E. McDonald, president of the Allied Printing Trades Council, umbrella group for the unions.

The unions long have sought face-to-face meetings with Hoge, asserting that tactics used by the News' bargaining team, led by the Nashville firm King & Ballow, have stalled progress toward a settlement.

In an earlier effort to get the talks moving, the unions dropped a demand that all strikebreakers be dismissed. The unions, however, continue to insist that all 2,300 strikers be reinstated.

The News, meanwhile, slightly altered its contract demands to some unions, including the Guild.

The changes proposed to the Guild were limited to military leave provisions and a minor change in the company's initial

sweeping management-rights demand, a major stumbling block in the talks.

Lipton said the union would discuss the proposals, received in the mail Jan. 23, with the News when bargaining resumes.

The unions also welcomed the announcement the News wanted to settle or sell, and only close the 71-year-old paper as a last resort.

Theodore Kheel, a longtime adviser to the unions, has led a union effort to acquire the paper and said a sale was "worth pursuing."

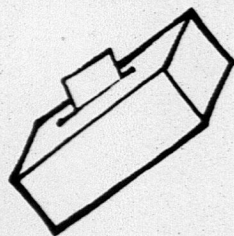
Juan Gonzalez, a Guild striker leader, said the announcement was an acknowledgement by the News that the strike was a success.

In other strike developments:

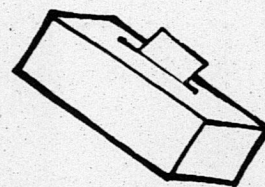
At a press conference Jan. 24, the unions announced a massive advertising campaign in the (Continued on Page 4)

Feb. 14-19 vote — Pro, Con 2 Letters 6-7

Pros, cons on convention referendum



Following are statements by each side in the Feb. 14-19 Guild-wide referendum on the motion by the Victoria Guild, seconded by 17 locals, to change the frequency of TNG conventions from annual to biennial beginning in 1993, after that year's convention. Space for the statements (maximum 300 words each) is provided under a directive by TNG's Int'l Executive Board during its fall meeting. The IEB also allocated a total of 18 inches of free space to each side for unpaid advertisements. Such ads appear on Page 5 of this issue. Part of the allocation for those opposing the proposition was used in the Jan. 4 issue.



FOR

BIENNIAL CONVENTIONS: THEY MAKE SENSE AND SAVE CENTS

HALF A MILLION dollars is a lot of money. That's what it costs The Newspaper Guild and its locals to hold an International Convention each year.

On Feb. 14-19, we'll finally have an opportunity to make better use of those dollars. Vote **YES** in the referendum. It makes better sense — and will save cents — to hold conventions every two years.

Biennial conventions will bring more democracy and more accountability to the Guild, contrary to what's claimed by those who oppose them. Fully 25 of TNG's 82 locals were forced to miss the last convention — and lost their voice in the Guild in 1990 — because they simply didn't have the money to send delegates. That's not democracy! Being forced by local finances to miss convention debates and decisions is the opposite of democracy.

With one convention every two years, more locals will be able to attend and participate. In that way, our elected leadership will become fully accountable to all TNG members.

Membership votes in 17 locals have already formally endorsed the switch to biennials. Thousands of other members across our union also realize that on this issue, less is more. There are many more productive ways to spend \$500,000.

- Your **YES** will help the Guild provide more effective service for our members and grow by organizing.

- It will help us to bargain better contracts and win more grievances.

- It will put more international representatives on the road and into the locals, where they belong.

- It will help better train our new leaders while putting staff time to more effective use.

- Your vote will build a stronger, more democratic, more accountable Guild.

Here's a case where it makes sense to save cents.

We need your **YES!**

— **Action Committee for Biennial Conventions**

Co-ordinators: Steve Hatch, Cleveland; Larry Hatfield, Northern California; Doug Louth, Vancouver-New Westminster; Jan Ravensbergen, Montreal.



AGAINST

SHIFTING TO BIENNIAL conventions, under the guise of "saving money," would, if approved, end up costing us a great deal more in democratic principles, tradition and common sense.

For 57 years, Guild delegates have met annually as the supreme authority of TNG to make the vital decisions on running a strong union. Those include:

- Overseeing how dues are set and spent and how our union is operated;

- Developing new bargaining strategies to deal with combative, union-busting employers like the Daily News;

- Sharing information on hazards like RSI;

- Providing a link to small locals that would not otherwise be possible.

The right of members to take their gripes all the way to the **annual** convention, if necessary, is not only a cornerstone of Guild democracy, it is also a convincing organizing tool!

The Guild, along with everybody else, is facing tough economic times. Steps can and should be taken to operate more efficiently. But **TWO YEARS** is TOO LONG between conventions in the fast-paced newspaper business. It's too long to leave control of our union solely in the hands of **any** paid officers and International Executive Board.

Yes, conventions are expensive. They always have been, even back in 1933 when the Guild was born and reporters earned about \$30 weekly. But the Guild's founders knew then, and we **still** believe, that yearly conventions are absolutely necessary to provide the oversight and input of **all** members. Otherwise, the Guild risks losing touch with changing times and a changing membership. You can bet the publishers won't be cutting back on **their** convention schedule!

Biennial conventions have been voted down repeatedly at conventions over the years, including last summer's. It's time for the membership to put this tired issue to rest once and for all. **Preserve a Democratic Guild — KEEP ANNUAL CONVENTIONS!**

— **Committee to Retain Annual Conventions**

Int'l Chairperson Peter McLaughlin (New York); Int'l Vice Presidents Carol Rothman (Philadelphia), David Mulcahy (New York), Marie Shellock (Youngstown), Stanley Souza (Hawthorn), Carol Prybylski (Erie), Thomas Thibault (Manchester), Richard Brandon (New York); Barry Lipton, president, New York; Ed Jahn, president, San Diego; Mike Bernard, vice president, Canadian Wire Service; Tom Keenan, chair, N.Y. Times unit; Jack Wallace, president, Wilkes-Barre; Mike Bocking, president, Vancouver-New Westminster; Kitty Caparella, president, Philadelphia; Bob Grace, treasurer, Ottawa; Doug Miller, president, Windsor; Peter Desilet, past president, Northern Ontario; Bill Noonan, chair, N.Y. Post unit; Todd Cunningham, president, Los Angeles; Tom Pennacchio, sec'y-treasurer, New York; Georgia Chisholm, chair, Pacific Press unit, Vancouver; Gail Lem, president, Southern Ontario; Bonnie Lemons, chair, San Francisco Chronicle unit; Jim Smith, administrative officer, Los Angeles; Neil Chethik, chair, San Jose Mercury News unit; Joyce McKerrrow, secretary, Southern Ontario; Jan O'Brien, administrative officer, Vancouver-New Westminster; Pat Bell, president, Ottawa; Bert Atkinson, New York, president, Mid-Atlantic District Council; Kevin Keane, president, Wire Service; Joe Conn, president, Gary; Annette Bolinsky, chair, N.Y. Daily News unit; Sharon Clark, administrative officer, Ottawa; David Hardy, N.Y. executive committee; Chris Dahl, sec'y-treasurer, Wire Service; Ana Sandoval, Northern California.

1991 Official Referendum Ballot

The Newspaper Guild
(AFL-CIO, CLC)



1991 Official
Referendum Ballot
The Newspaper Guild
(AFL-CIO, CLC)
— Official Voting Period —

February 14 through 19, 1991

Original Text of the Matter Sought To Be Changed

The original text of the matter sought to be changed is Article V, Section 1 of TNG's Constitution:

ARTICLE V

International Conventions

SECTION 1. The Convention shall be held annually between June 1st and September 1st at a place selected three or more years in advance by the Convention, and subject to change by the IEB if necessary. Six months in advance of bidding for a Convention, a Local must supply information concerning available facilities to the Secretary-Treasurer of TNG.

Text of Proposed Change

The proposed change would add the underlined language to Article V, Section 1:

ARTICLE V

International Conventions

SECTION 1. The Convention shall be held annually (biennially in odd numbered years effective in 1993) between June 1st and September 1st at a place selected three or more years in advance by the Convention, and subject to change by the IEB if necessary. Six months in advance of bidding for a Convention, a Local must supply information concerning available facilities to the Secretary-Treasurer of TNG.

Please mark this ballot

For the proposed change ☐

or

Against the proposed change ☐

Bulletin Officiel De Referendum 1991

The Newspaper Guild
(FAT-COI-CTC)



Bulletin Officiel
De Referendum 1991
The Newspaper Guild
(FAT-COI-CTC)
— Période officielle de vote —

du 14 au 19 février 1991

Texte original du paragraphe qui serait à modifier

Le texte original du sujet à modifier est l'article V, section 1 de la Constitution de TNG:

ARTICLE V

Congrès internationaux

SECTION 1. Le congrès aura lieu annuellement entre le 1er juin et le 1er septembre à un endroit désigné trois années ou plus à l'avance par le congrès. L'exécutif international (IEB) pourra le modifier, s'il y a lieu. Six mois avant de proposer d'organiser le congrès, le local devra donner les renseignements appropriés au secrétaire-trésorier de TNG.

Texte du changement proposé

Le changement proposé ajouterait les mots soulignés à l'article V, section 1:

ARTICLE V

Congrès internationaux

SECTION 1. Le congrès aura lieu annuellement (tous les deux ans aux années impaires à compter de 1993) entre le 1er juin et le 1er septembre à un endroit désigné trois années ou plus à l'avance par le congrès. L'exécutif international (IEB) pourra le modifier, s'il y a lieu. Six mois avant de proposer d'organiser le congrès, le local devra donner les renseignements appropriés au secrétaire-trésorier de TNG.

Veuillez indiquer votre choix ci-dessous

J'accepte la modification proposée ☐

ou

Je m'oppose à la modification proposée ☐

REFERENDUM BALLOT FOR CANADA IS IN BOTH OFFICIAL LANGUAGES
Members in balance of Guild will get ballot but half as wide (left side above).

Calendar for Feb. 14-19 referendum

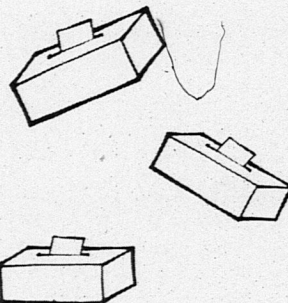
- ✓ Jan. 30 — Int'l Election & Referendum Committee meets at TNG headquarters to certify eligible voters and distribute ballots and other voting materials to locals in the United States, Canada and Puerto Rico. Eligible to vote are members current in their financial obligations to the union as of Nov. 1, Dec. 1 or Jan. 1, paid by Jan. 15.

- ✓ Feb. 14-19 — Official voting period for all Guild locals. Locals can designate any or all of the six days for voting by their members.

- ✓ Feb. 20-21 — Local Election Committees to tally the ballots cast in their locals.

- ✓ Feb. 23 — Latest date for postmark on each Local Election Committee's official return to the IERC.

- ✓ March 7 — Int'l Election & Referendum Committee meets at TNG headquarters to tabulate and certify official result of the referendum.



After two delays, elections set Feb. 7 for 445 in Detroit

Detroit—After twice postponing earlier elections, the National Labor Relations Board has set Feb. 7 for two secret-ballot votes on representation by the Detroit Guild for 475 employees in the joint operation of the Detroit News and Detroit Free Press.

The employees work for the Detroit Newspaper Agency (DNA), the "third employer" created when Gannett's News and Knight-Ridder's Free Press merged operations 13 months ago.

In one of the votes, 130 inside circulation employees will choose between the Guild, the Teamsters and no union. In the other, 345 employees in the advertising, marketing, finance and computer departments will have the same choices.

"We're starting all over again, getting ready a third time," said Donald Kummer, local administrative officer.

A special TNG organizing team again is assisting the Guild local and employee-organizers in informing voters about the advantages of Guild representation.

Barring further delay, the voting will take place nearly five months after originally scheduled. In the interim, management has given raises to DNA employees, Kummer said.

Shortly after the joint agreement was implemented in late 1989, the Guild petitioned to represent employees in the same jurisdictions within the DNA that it represented—in some departments for 50 years—at the News and Free Press.

Also in late 1989, the DNA agreed to recognize the Teamsters as bargaining agent for the inside circulation employees. The Guild had long represented the group at the Free Press. Under the DNA-Teamsters agreement they were added to a Teamsters unit of 1,100 outside circulation employees.

The elections first were scheduled by the NLRB regional director for last Sept. 13, then rescheduled for Oct. 18, then postponed indefinitely while the board in Washington reviewed the choices on the ballots.

After the first review, a three-member panel of the board on Sept. 21 granted the DNA's request that the "no union" option be included on the inside-circulation ballot.

Vote set Feb. 20 for 200 in Pittsburgh

Pittsburgh, Pa.—The National Labor Relations Board has set for Feb. 20 a secret-ballot election among the 200 newsroom employees of the Pittsburgh Press on making the Pittsburgh Guild their bargaining representative.

Stating that a "substantial ma-

After a second, more-lengthy review, the panel announced Jan. 4 that "under the unusual circumstances presented here" the Teamsters should remain on the ballot for the larger unit, as well.

The panel, which initiated the second review, did not explain the "unusual circumstances" that prompted its decision, Kummer said.

In a notice to all parties Oct. 11, the board said it generally does not permit a union "to seek both an overall unit and a separate portion of that unit," as the Teamsters are doing.

Under the NLRB rulings, the Guild could be certified as the union for all 475 employees, or for the 345 in advertising-computer-finance-marketing, or for neither group.

If a majority in inside circulation vote for the Guild, their ballots will be pooled with those of the larger group. If the Guild then wins an overall majority, it will be certified for the entire 475-member unit.

If a majority in inside circulation vote for the Teamsters, they will remain in its circulation unit.

3 Broun judges named; judging to be March 2

Silver Spring, Md. — Three judges have been named for the 1990 Heywood Broun Award competition, now scheduled for judging at TNG headquarters here March 2, five weeks later than originally planned.

Judging was postponed in the face of scheduling conflicts for two of the judges, who are involved in coverage of the Persian Gulf War.

The judges are Washington Post ombudsman Richard Harwood; Dana Bullen, executive director of the World Press Freedom Committee; and Colin MacKenzie, Washington bureau chief for the Globe and Mail, the Canadian national daily.

This year's Broun competition is the 50th annual, and the award carries a \$2,000 first prize, double that of recent years. The winner will be honored in special ceremonies this spring.

The award honors journalistic achievement in the crusading spirit of Heywood Broun, the Guild's founding president and a premier New York newspaper columnist

Pickets 'practice' after strike vote at L.A. Daily News

Carmen Ramos Chandler, Guild unit chair, leads some 150 members and supporters in informational picket Jan. 21 at Los Angeles Daily News where Los Angeles Guild has been seeking an initial contract for 200 newsroom employees since they voted for the union April 26, 1989. Guild members voted bargainers strike-call authority Jan. 9. Sticking points in talks include minimum pay levels, annual increases and union security. Guild reported little movement in Jan. 14 talks; next session set for Jan. 28. "We don't want to strike, but we will if that's what it takes" for an equitable contract, said Chandler. Joining Daily News Guild members in King-holiday picket were representatives of CWA-Typographical Union #17 (President Bernie Hughes, right foreground), Graphic Communications Union #404M, Machinists, Auto Workers, Teachers, Carpenters, L.A. County Labor Federation, the National Organization for Women, Congress of Racial Equality, Mexican-American Political Assn., and Guild members from Long Beach and Associated Press.



Los Angeles Guild

before his death in 1939.

Entries were due Jan. 8 at TNG headquarters.

Harwood has been at the Post for 22 years and its ombudsman since 1988. In that role, he critiques the paper and writes a weekly column. He held the same position for 18 months in 1970-71.

Harwood has been a deputy managing editor, national editor and national correspondent for the Post. He covered the Vietnam War in 1967 and national politics in 1968, and has reported extensively from the Soviet Union, the Middle East, Central America and Asia.

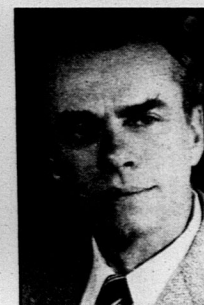
He was editor of the Trenton (N.J.) Times for a period after the Post purchased the paper in 1974.

Bullen worked for 21 years at the now-defunct Washington Star before joining the WPFC. While at the Star, he covered the U.S. Senate and the Supreme Court, and was foreign editor, assistant news editor and a syndicated columnist.

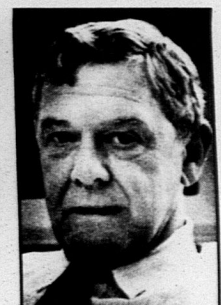
Since 1981, he has led the WPFC, which includes 34 journalistic organizations from five



MacKenzie



Bullen



Harwood

continents. The WPFC works for the global defense of press freedom and assists journalists in foreign countries.

MacKenzie became the Globe's Washington chief last May after three years as a correspondent, covering the White House, arms control and politics. He has been assistant managing editor, city editor

and assistant national editor during two stints at the paper.

Earlier, MacKenzie worked as a reporter and editor at the Ottawa Citizen.

Ellis T. Baker III, a member of TNG's staff for 35 years before retiring six years ago, is serving as chairperson of this year's Broun contest.

Rates up 20% at Scholastic

New York—Guild-represented employees in the editorial department of Scholastic Inc. have approved a new 4-year agreement that increases pay rates at the educational publishing company by about 20 percent over the next 18 months.

The contract, which replaces one expired for nearly two years, covers 90 staffers producing material for Scholastic magazine, Literary Calvacade, Practical English, Junior Scholastic, Senior Scholastic, Work Week, Teacher, and Scholastic Coach.

Under the agreement, employees receive a 6-percent raise retroactive to February 1989, and a 4-percent hike retroactive to February 1990.

An additional 5-percent increase is effective this June, followed by

a final raise of 4 percent in June 1992.

Minimum rates in all classifications are increased by 6 percent retroactive to February 1989. In the final three years, starting minimums increase by 4 percent, 5 percent and 4 percent; other minimums increase by 3.6 percent.

Top minimum for senior writers, senior editors and managing editors advances by a total of \$67.91, to \$699.74 a week; for art director, by \$70.65, to \$748.13; for editors and chief librarian, by \$77.80, to \$774.50.

Other increases and new top minimums include:

✓ Associate editors, senior artists and coders, production editors — up by \$59.84, to \$557.14.

✓ Art editors, illustrators — up by \$60.13, to \$562.23.

The Guild Reporter (ISSN: 0017-5404) is issued 18 times per year, usually every three weeks, on Fridays, at 8611 2nd Ave., Silver Spring, Md. 20910-3327. (Next issue, Feb. 15.) \$20 a year. Single copies, \$1. Second-class postage paid in Silver Spring, Md., and additional mailing offices. Printed in the U.S.A.

Postmaster: Send address changes to The Guild Reporter, 8611 2nd Ave., Silver Spring, Md. 20910-3327.

Puerto Rico petitions for 10 in AP bureau

San Juan, Puerto Rico—Representatives of the Puerto Rico Guild and the Associated Press here were to meet with agents of the National Labor Relations Board here Jan. 23 on a Guild petition to be certified as the union for the 10 employees at the wire service's bureau here.

The Guild filed the petition early in January after a solid majority of bureau employees signed cards designating the local their bargaining agent, said Charlie Ramis, Puerto Rico Guild president.

The Wire Service Guild long has represented AP-news employees on the mainland.

majority" favored the union, the Guild on Dec. 12 petitioned the NLRB for bargaining rights for all full-time and regular part-time editorial department employees of the 225,000-circulation Scripps Howard evening daily [Guild Reporter, Jan. 4].

Employees began organizing last April over such issues as overtime compensation, workplace safety, job sharing, parenting and professional leave, pensions and severance pay.

The Guild currently represents 140 newsroom employees at the Block chain's Pittsburgh Post-Gazette, published under a joint operating agreement with the Press.

N.Y. Daily News strikers fan out in corporate push

Chicago — Striking New York Daily News employees, including members of the New York Guild, are launching a multi-faceted "corporate campaign" here and in other parts of the country to persuade the parent Tribune Co. to bargain an equitable settlement.

A special "strike team" traveled to Chicago to mobilize public support for the walkout by 2,300 workers and to personally appeal to directors of the Tribune Co. to settle with the nine striking unions. The board of directors is scheduled to meet Feb. 18.

As a first step in the high-visibility campaign, the eight-member squad of strikers, which includes members of the Guild, the Deliverers and the Pressmen, handed out leaflets Jan. 23 near the Gothic-style apartment of Tribune Co. chief executive Charles Brumback.

Other targets include the flagship Chicago Tribune, and the Tribune-owned WGN television and radio operations. The group planned to visit banks, insurance companies and schools to bring pressure to bear on the media conglomerate.

Strikers were talking to reporters and seeking appearances on radio and television to tell the story of the strike, now in its fourth month.

They also planned to spread the word to area campuses. Informational forums were scheduled for journalism students at DePaul University and the Medill School of Journalism at Northwestern University.

Campaign backers include members of the Chicago Guild, striking Tribune Co. employees,



NEW YORK GUILD MEMBERS SING AND CLAP ALONG DURING CONFERENCE ON TRIBUNE CO. 'CORPORATE CAMPAIGN'

Inspiring it all is song-leader Joe Uehlein, director of corporate campaigns for the AFL-CIO Industrial Union Dept.

the Clothing and Textile Workers and the Chicago Federation of Labor.

The initial three-week Chicago effort is part of a wider campaign launched by the nine unions at a Jan. 8 conference with the support of the New York Allied Printing Trades Council and the national AFL-CIO Strategic Action Committee.

Strikers also planned to target Tribune properties around the country. Among them are the Newport News (Va.) Daily Press and Times-Herald, the Orlando Sentinel, and the Ft. Lauderdale Sun-Sentinel and News. Support is being sought from Florida's many union retirees.

On Jan. 16, leaders of the Clothing and Textile Workers, including President Jack Sheinkman, joined with retired members to picket and leaflet at the Sun-Sentinel.

Additional protests are planned at Tribune properties in Atlanta, Los Angeles, Denver and Sacramento.

The all-day workshop Jan. 8 at New York Technical College in Brooklyn attracted more than 400 strikers, many of whom signed up for active roles.

In welcoming remarks, George E. McDonald, president of the Al-

lied Printing Trades Council and the New York Mailers Union (CWA), praised the strikers for "holding strong" against management's union-busting tactics.

"The Daily News and the Tribune Co. are going to know they miscalculated," McDonald said.

Dennis Rivera, leader of Local 1199 of the Hospital Workers, told strikers "our challenge is to organize public sentiment. You have tremendous support across America, but the struggle will be eventually won by you."

In small workshops, members of the nine unions offered ideas for

the national campaign. Strike supporters who wish to offer other suggestions or volunteer to help may call Guild Strike Headquarters at 212-819-0137.

A strong sense of purpose was evident among members at the workshop, the daily "Guild Strike News" reported.

"Our troops on the picket line are hungry for action, and individually they appear to have hardened their resolve to fight the Trib until management raises the white flag at the bargaining table," the strike newsletter said.

Unions maintain settlement quest as Hoge rebuffs move by mayor

(Continued from Page 1)

New York area. Ads telling the unions side of the strike were to run on the New York Times op-ed page, and in the New York Post, Newsday and major black weeklies.

Speaking for the ads' sponsors, Jay Mazur, president of the Ladies' Garment Workers, said his and 11 other major unions were financing the campaign as a "manifestation of the broad outpouring of support for the strike" from the New York labor community.

The message of the ads, Mazur

said, is to tell the Tribune: "Save New York's hometown newspaper by settling with the unions or selling to someone who will."

In a charge filed with the National Labor Relations Board, the News alleged that a sit-in by 10 Guild members at the paper's Brooklyn bureau Jan. 2 interfered with company's ability to do business.

At the time, Guild leaders said the sit-in was the action of individuals and that the union did not sanction it.

The Guild filed charges

against 96 of its members, alleging they were violating TNG's constitution by crossing picket lines and working at the News during the strike. Each was officially charged by four striking Guild members.

Under the constitution, punishments could include expulsion, suspension, fine, public reprimand or admonishment, special remedial action, or a combination of any of these.

The News is printing only about 500,000 copies a day at its three New York-area printing plants, less than half the pre-strike run, according to company reports obtained by a striker.

For weeks after the strike began Oct. 25, the News asserted circulation was at 600,000. Union leaders long have disputed that figure, contending that only 300,000 copies are reaching area readers.

The News continues to rely on homeless people for street sales, traditionally 80 percent of its circulation. But after providing the papers free for weeks, management now charges the hawkers \$15 a bundle, prompting many to quit selling, union leaders said.

The paper is going to 3,810 metropolitan-area dealers (including 2,000 hawkers), compared to 16,200 before the strike, the company reports said.

Individuals can learn more about strike developments and make a contribution by calling 1-900-740-4777. Each call costs \$5, with proceeds going to help support the strike.

Medill grads' influence solicited

Several graduates of Northwestern University's Medill School of Journalism are appealing to fellow alumni to join an effort to convince the school to use its influence with the Tribune Co. to end the 3-month-old strike at the New York Daily News.

Northwestern and the Tribune Co., both based in the Chicago area, share seats on each other's boards of directors. Arnold Weber, president of the university, occupies one of those Tribune seats.

Alumni interested in helping their striking colleagues at the Daily News are asked to contact Linda Kinsel Foley, a 1977 Medill graduate, at TNG headquarters, 301-585-2990.

The Medill group intends to bring "whatever kind of pressure we can to persuade NU of its obligation as a leading educator of journalists to end its support of union-busting and scab-herding by the Tribune conglomerate," Foley said.

New York Guild counts \$112,359 in gifts to strike fund

New York — The New York Guild reports receipt of contributions totaling \$112,359.02 to its emergency fund for the Daily News strike from the beginning of the strike in late October through Jan. 21.

Contributors have included other Guild locals and their members and leaders, members and leaders of other units of the New York Guild, district councils of Guild locals, other unions and their members and leaders, other organizations and their members and leaders, and individuals.

Among them were the following Guild groups, including locals, members of identifiable groups within locals, district councils of locals and local and international leaders:

Akron	\$ 200
Albany	320
Brooklyn	650
Buffalo	1,250
Canadian Wire Service	3,000
Chattanooga	200

Cincinnati	200
Cleveland	500
Dayton	500
Detroit	1,100
Erie	800
Harrisburg	500
Hawaii	3,000
Hudson County (Jersey City)	700
Individual IEB members	750
Lake Superior (Duluth)	50
Lehigh Valley (Allentown)	100
Los Angeles	100
—Racing Form unit	220
Manchester	750
Mid-Atlantic District Council	420
Midwest District Council	500
New England District Council	500
New York	
—Norwalk (Conn.) Hour	95
—Post	1,381
—Reuters	282
—Scholastic	100
—Staff & officers	685
—Standard & Poors	56
—Time, Inc.	100
—Times	2,362
—Times pension employees	1,000
Northern California	3,625
Ottawa	75
Pacific Northwest	250
Pawtucket	100
Philadelphia	2,600
Pittsburgh	300
Portland	871
Providence	500
Pueblo	200
St. Louis	300

Salem	75
San Jose	1,450
Scranton	250
Sheboygan	125
Southern District Council	500
Southern Ontario	1,500
Terre Haute	250
TNG Xmas auction	9,302
Toledo	1,000
Twin Cities	1,000
Vancouver-New Westminster	2,000
Victoria	675
Washington-Baltimore	435
Western District Council	300
Wilkes-Barre	1,100
Youngstown	500

Contributions from non-Guild groups included the following:

Auto Workers Local #664	500
Broadcast Employees Local #15	1,284
Coalition of Labor Union	
Women/NYC Chapter	200
Committee of Interns & Residents	100
Jewelers & Diamond Cutters	100
Jewelry, Diamond & Watchcase	
Workers	50
Newsday staffers	2,255
NYC Legal Aid Attys. Assn.	500
New York Nurses Assn.	100
New York Press Club	900
N.Y. Professional Nurses Union	500
N.Y. Public Interest Research	100
"Nice Guy"	1,000
Orlando Sentinel staffers	100
Solidarity Organizing Committee	385

State Legislative Correspondents	350
Tapers Union Local #1974	200
Teamsters Local #732	5,000
Theatrical & Stage	
Employees #52	2,732
Writers Guild of America	999

In addition, one person with no known previous union connection, Lilly F. Lawrence, has contributed a total of \$24,500, to the fund and another, Polly Howells, has contributed \$10,000.

As of Jan. 18, the local reported, expenditures from its emergency fund for the Daily News strike — most to supplement members' weekly benefits from TNG's Defense Fund — totaled nearly \$150,000, exclusive of lawyers' fees.

TNG strike benefits started at \$150 a week, increased to \$155 with the strike's fifth week, and went to \$160 with the 13th week, which ended Jan. 24.

Increases top 10% in extension of Providence pacts

Providence, R.I.—Providence Guild members have approved two-year extension of contracts between the union and the Providence Journal and Bulletin that raises wage rates in all job classifications by more than 10 percent over three years.

Under the agreement, pay rates increased by 4 percent Jan. 1 for the final year of the current contracts, and by 3 percent next year and again in 1993.

In addition, employees will receive lump-sum payments at the end of 1992 and 1993 equal to 1 percent of their gross pay for each year. Gross pay includes wages, merit pay, overtime and shift differentials.

Top-minimum rate for reporters, photographers, artists, computer specialists and makeup assistants with four years' experience increases by \$78.22 a week over the term, to \$835.19, in increments of \$30.28, \$23.62 and \$24.32. It went to \$787.25 Jan. 1.

Starting rate for those jobs increases by \$44.81 over the term,

to \$478.46 a week.

Top minimum for ad-sales representatives and ad research associates goes up by a total of \$80.09, to \$855.14, in increments of \$31.00, \$24.18 and \$24.91. It went to \$806.05 Jan. 1.

Also under the agreement:

✓ A 10-hour period between work shifts is required, except in emergencies. There was no previous requirement.

✓ Life insurance coverage for regular employees is improved to \$20,000 this year and to \$30,000 next year (from \$16,000).

✓ Premium pay for employees working in higher classifications is raised by 4 percent.

✓ Mileage rates will be adjusted quarterly (was semi-annually) for employees who regularly use their car for company business and are paid a flat rate.

✓ The employer continues full payment of health insurance for employees and dependents.

Voting Guild members approved the new agreements by nearly 3-1 Jan. 14.

Glasnost union leaders get briefing on TNG



BILL BURKE/Washington-Baltimore

Four leaders of unions in the Soviet Union are briefed on the Guild's operations during visit to TNG headquarters Jan. 9. Part of a group of 15, they were on a month-long tour arranged by the AFL-CIO's Free Trade Union Institute. Pictured, clockwise from left: TNG Sec'y-Treasurer John C. Edgington; Yuri Anatol'yevich Gerol'd, co-chair of the Confed-

eration of Labor and a member of the Supreme Soviet of Russia; Viktor Yegorev, a journalist and member of the Russian legislature; Valentina Sherysheva, secretary of the Confederation of Labor; Alexander Sheikin, co-chair of the Co-ordinating Council of Solidarity Unions in the Ukraine; interpreter Natalie Feldgun; and TNG staffer David J. Eisen.

Two similar but separate Guild contracts cover 510 employees. Newsroom employees are covered by one; advertising, business, data processing and maintenance departments by another.

Employees demonstrated in December against management's previous offers, calling them "pea-

nuts" and pointing to the company's financial good health.

Other increases and new tops:

Copy editors — Up by \$79.77, to \$851.70, in increments of \$30.88, \$24.08 and \$24.81.

Darkroom assistants — Up by \$52.90, to \$564.82, in increments of \$20.48, \$15.97 and \$16.45.

Inside telephone salespersons and inside display salespersons — Up by \$56.89, to \$607.47, in increments of \$22.02, \$17.18 and \$17.69.

Data entry clerks and clerk-stenographers — Up by \$42.53, to \$454.06, in increments of \$16.46, \$12.84 and \$13.23.

New AP contract raises rates, adds sweeping RSI provisions

New York — Associated Press employees represented by the Wire Service Guild have ratified a new two-year agreement that raises wage rates by more than 5 percent over the term and increases pay differentials in six major cities.

Also under the agreement, AP will initiate training to reduce the danger of repetitive strain injuries (RSI) to employees using VDTs, and employees will be given rest periods "of the number and length they feel necessary."

Covering some 1,500 employees nationwide, the agreement raises top-minimum pay by \$37, to \$757 a week, for newpersons, photographers, artists, cartoonists, retouchers and programmers.

The first increase of \$20 is retroactive to Dec. 5; a second hike of \$17 is effective next Dec. 1.

Economic differentials, aimed at helping to offset higher living costs in certain cities, are raised by \$10 in the second year, for a total of \$97, for key-classification employees in New York and Washington, D.C.

The differential for key employees in Boston, Chicago, Los Angeles and San Francisco is raised by \$15, also in the second year, to \$60 a week.

The company agreed to create a plan for employees to pay their portion of health-insurance premiums from pre-tax earnings. The Guild agreed to a "managed health care program" in which hospital stays and treatment are monitored and elective hospital admissions are reviewed in advance.

Pension benefits for current retirees are increased by 1 percent for each year of retirement (up to 15 percent), and the formula for calculating benefits for current employees is adjusted to 1990 earning levels, instead of 1985 levels.

The agreement was approved by 277-205 in a mail-ballot tallied Jan. 8.

Under the sweeping RSI provisions, both sides recognized the importance of making the staff "aware of the need to . . . work in a manner that does not increase exposure to injury."

AP will conduct seminars on RSI and ergonomics (safe workplace design) in Washington, Chicago, Los Angeles, Dallas, Miami and San Francisco by April 1. Seminars also will be conducted "as soon as possible" in other bureaus "where there is a high incidence of RSI or its symptoms."

Under the agreement, employees "must maintain good work habits to avoid RSI or other injuries" and have the "flexibility to take breaks of the number and length they feel necessary to give their eyes and bodies adequate rest."

Employees will be provided with RSI fact sheets and a description of exercises designed to prevent it, and AP will make available videotapes on RSI and ergonomics.

Also under the agreement, managers will be instructed on awareness and prevention of repetitive injuries and "to notice signals of

developing problems so proper treatment can be obtained."

While praising the training program, Wire Service Guild President Kevin Keane expressed "disappointment" with AP's rejection of the Guild's proposal for identifying and treating RSI victims [Guild Reporter, Nov. 30].

"It's very short-sighted of the company to refuse to deal with the victims issue," Keane said.

AP told Guild negotiators it rejected the plan because "nobody else has done it," Keane said.

Management did agree, however, to "consult and meet with" Mt. Sinai Medical Center experts on prevention and treatment of RSI and on "proper work station design."

AP becomes the first employer to consult "on an ongoing basis" with a medical facility on ergonomics, said David J. Eisen, TNG's Director of Research & Information.

Eisen also said AP's training program "is the best we now have in a Guild contract." But it can be effective, he cautioned, only if the company provides proper ergonomic equipment.

"Like it or not, we are evolving none too slowly into a democratic institution that is available only to those who are financially secure enough to afford it. There is something very seriously wrong with that, and I think it is time for a change."

— Gerry Minkinen, Chicago
TNG 1990 Convention

It's time for all the dues-paying members of The Newspaper Guild to make the decision that the 1990 convention in New York refused to make, that biennial conventions are the way our union must go. That's the only way many small and even some large TNG locals will be able to make themselves heard democratically.

Remember to vote YES, for Guild biennial conventions.

February 14-19, 1991

Prepared by the Action Committee for Biennial Conventions

**PRESERVE
GUILD DEMOCRACY
RETAIN ANNUAL
CONVENTIONS!**

COMMITTEE TO RETAIN ANNUAL CONVENTIONS

IT SEEMS

TO US

'Less plutocratic,' says local VP of biennials

SEATTLE, WASH.

Editor:

Last summer, for the first time in the history of the Wire Service Guild, we could not afford to send a delegation to The Newspaper Guild convention.

As vice president of Local 222, I was one of two silent observers from TNG's lone nationwide U.S. local.

I also was a delegate to the 1988 and '89 conventions. All three were certainly worthwhile, but the non-election meetings were far from essential.

As for democracy, there simply is none for the growing number of locals without the means to attend each year.

Other cost-cutting proposals may well be worth considering, but even in total they cannot come close to the \$500,000 in estimated savings from eliminating off-year conventions.

One less costly option would be greater participation and perhaps an expanded role for district councils, which I have found both invigorating and useful as a local officer.

Many other unions do well with biennial conventions. We can, too. If anything they'll be more democratic — and certainly less plutocratic.

TIM KLASS
AP vice president
Wire Service Guild

'I don't understand ...,' local president asserts

WILKES-BARRE, PA.

Editor:

I don't understand all the talk about saving money by abandoning annual conventions in favor of biennial conventions.

Secondly, this is a democratic organization operated in a democratic fashion by democratically minded individuals.

I can't understand why anyone would want to sacrifice the independent democratic process to permit a two-year period of time during which the local rank and file would have little or no input into

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: Feb. 8.)

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.

the overall operation of The Newspaper Guild.

We in Wilkes-Barre hold monthly meetings and have done so with very little exception during the 53 years of its [sic] history, including the 10½ years when this local was on strike. During the strike, this local begged, borrowed or "stole" enough expense money to attend every convention held in that 11-year period. This local is considered among the small locals in the Guild with a limited treasury.

It is my hope that the members of The Newspaper Guild will continue to govern The Newspaper Guild.

This is an organization of the people, by the people and for the people. Let's keep it that way!

JACK WALLACE
President
Wilkes-Barre Guild

Rather fund fight than flight, local AO writes

SEATTLE, WASH.

Editor:

PNNG [Pacific Northwest Guild] supports biennial conventions.

When addressing the issue of biennial conventions, we must remember the reason for our existence, i.e. to serve our members. It is in that service that we hold our international gathering. While conventions do serve members, we believe that some of the resources used in that pursuit could be used more productively to fund direct membership services within our local.

The cost of sending a few delegates thousands of miles, and housing them for a week, has mounted rapidly while local incomes have risen slowly, if at all. The several thousand dollars which PNNG uses to send a delegate to convention could be more productively utilized to organize,

educate and service members.

The involvement of delegates in the running of the international is important. However, there is no evidence that convention delegates are any more knowledgeable or "democratic" than our elected IEB representatives. We don't believe biennial conventions will result in the international ignoring the will and desire of the membership.

We believe that member apathy poses a greater threat to that democracy than the loss of another meeting. PNNG would rather fund a fight against apathy than a flight to a meeting.

ART JOYNER
Administrative officer
Pacific Northwest Guild

Biennial meetings said to 'diminish' democracy

NEW YORK, N.Y.

Editor:

One of the key reasons The Newspaper Guild is so special is how democratic it is. It is one of the few unions that allows for meaningful membership input on how it is run, what policies are developed, who runs for office, how much dues are to be paid, among other things. Let's not diminish that democracy and take away from our members their right to run this union.

Vote to continue annual conventions!

BARRY F. LIPTON
President
New York Guild

Ex-backer of annuals now supports biennials

CHICAGO, ILL.

Editor:

Speaking as a member and delegate who had long supported annual conventions, I must now support biennial conventions.

I am very familiar with the democracy arguments in favor of annual conventions, inasmuch as I've voice the same arguments in years past.

The sad fact of life is that annual conventions have simply become too costly for many TNG locals. Locals who had sent full delegations are now sending partial delegations. Many locals send no delegation whatsoever. Biennial conventions will at least give locals the opportunity to put some money away in the off year in order to send a greater number of delegates.

We unfortunately have drifted toward a democracy that is available only to those who can afford it.

We need to stop that drift, and revitalize our conventions with greater participation.

We have the opportunity to do that by voting FOR biennial conventions.

GERALD J. MINKKINEN
Administrative officer
Chicago Guild

Washington-Baltimore leaders urge 'yes' vote

WASHINGTON, D.C.

Editor:

For years our local has taken the position that TNG should take the very practical step to hold our conventions every other year.

We urge you to vote "yes" in the Feb. 14-19 referendum.

The reasons are simple. It costs thousands of dollars to hold these annual meetings — thousands of dollars that our local would, quite frankly, prefer to see spent on additional organizing, additional contract enforcement, additional support for strikes and alternative strategies, more programs to confront issues of the industry, such as RSI, and, perhaps, hiring of additional staff to bring this about.

Facing, as our local does, such wealthy companies as the Washington Post and Times-Mirror, owner of the Baltimore Sun, we believe we would have no trouble finding good uses for the dollars our local spends in sending delegates to annual conventions.

We, like those who oppose biennial conventions, value the democracy that is a hallmark of our union. But we believe there are adequate safeguards in our constitution to allow us to exercise that democracy with a policy of biennial conventions in place.

Again, we join brothers and sisters in locals in Canada and the states who support biennial conventions.

CONNIE KNOX,
President
KEITH SINZINGER,
Vice president
MARY ESSLINGER,
Secretary
JANE HUFFMAN,
Treasurer
LANCE COMPA,
Admin. officer
Washington-Baltimore Guild

Savings seen benefiting all if switch is approved

VANCOUVER, B.C.

Editor:

Like to save TNG and Guild locals half a million dollars? That's the estimated cost of holding an annual Guild convention. And that's money that could be well spent on organizing and servicing and building local defense funds.

There should not be much doubt that the cost saving to be gained from holding a convention every other year will greatly benefit every Guild member, without detracting from democracy or accountability.

No one who has ever attended an international convention doubts the usefulness of such an event. However, with locals facing ever-increasing travel costs, the need to seriously reconsider whether annual conventions are necessary becomes paramount.

One has only to look at last year's get-together as an example of needless time being wasted. The major debate centered on whether or not to hold biennial conventions!

The fact that more and more lo-

cals are coming on side and favoring biennial conventions makes it imperative that the question be called at the ballot box and that biennial conventions become a reality and not just a topic for debate at further wasteful conventions.

MEL MORRIS
Past president
Vancouver New-
Westminster Guild

Democracy, cash flow said to demand 'no' vote

ERIE, PA.

Editor:

The question of annual or biennial conventions will be critical in determining what kind of a union TNG is going to be and there are two reasons why the membership of TNG prefers the kind of union that has annual conventions — democracy and cash flow.

It's necessary that TNG officers bring their decisions and recommendations before a convention each year so delegates representing Guild members from all areas and from locals of all sizes can hear them out and decide whether the membership agrees with them.

This referendum to eliminate annual conventions is an example of the democracy that Guild members demand and a perfect reason why members should vote to keep annual conventions.

On the matter of cash flow, many locals only pay their bills to TNG when convention time rolls around so they can have a vote on convention matters. If we go to biennial conventions, many of those locals will only pay every 24 months and TNG will never be sure how much money will be coming in.

I urge that all Guild members cast a vote in their own interest and vote to keep annual conventions.

CAROL PRZYBYSZESKI
TNG vice president and
Secretary-treasurer
Erie Guild

Euphemism rejected for 'strikebreakers'

VICTORIA, B.C.

Editor:

It was sad to see the Guild Reporter, and at least part of the U.S. labor movement, picking up the popular media's new phrase for strikebreakers: "replacement workers" (Dec. 14 GR story and photo with background signs).

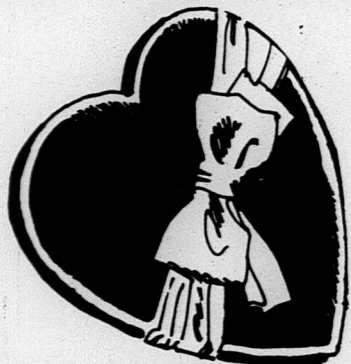
At least Jesse Jackson got it right: "strikebreakers."

"Replacement workers" is like "right to work" — an inaccurate and incomplete buzz phrase. Unless we are vigilant, it will (already has?) work its way into general use and dilute what plenty of us still consider these people to be: scabs.

Years ago, we should have adopted "right to wrong" for "right to work" (and not the half-hearted "right to work for less"). We didn't, and the language agenda was set on the other side's terms. Let's not repeat that mistake with "replacement workers."

ROGER STONEBANKS
1st vice president
Victoria Guild

Union Sweets for



Union Valentines

Union Label and Service Trades Department, AFL-CIO

Increases average \$56 a week for 349 in Star pay-equity pact

(Continued from Page 1)

Guild negotiated raises averaging \$2 an hour for 65 employees at the Ottawa Citizen, and last summer SONG won pay-equity raises of 10-25 percent for 120 employees at the Hamilton Spectator.

The 1987 Ontario Pay Equity Act requires employers to eliminate discriminatory wage practices affecting women and to negotiate with unions on equity plans.

"It sure was a hard fight, but we're pleased with the agreement; we think it's a good settlement," McKerrow said.

Local Representative Bill Petrie led the Guild bargaining team in the final stages, taking over after Executive Officer Paul Pellettier laid groundwork for the agreement.

The "real breakthrough" in the talks came when management agreed to the Guild's proposal for a number of "internal-equity" raises, McKerrow said.

The internal-equity provision covers about 100 employees in 19 job classifications not included in

the "banding system" used to calculate most of the pay adjustments.

"We felt that too many important jobs were not covered by the banding system," McKerrow said. "We felt it would have been unfair to a lot of people."

Including internal-equity adjustments, 87 percent of the 402 employees in female-dominated jobs received raises.

McKerrow praised the work of three committees involved in the long process.

"They were very strong" throughout," she said. "They devoted an awful lot of their time to this project. We had to fight the company at every turn, and we could not have done it without these excellent people."

Committee members included: Elissa Pane, Karin Rasmussen, Carol Wall, Lois Wolfson, Sylvia Cowell, Betty Griffin and Jim Brokenshire.

The plan covers employees in the Star's advertising, business, circulation, editorial, wire photo service, public relations, promotions, delivery and maintenance departments.

Negotiated increases range from \$7.08 to \$126.15 a week. Other examples of adjustments include:

- ✓ Circulation zone office clerks—Up by \$94.60, to \$702.46 a week.

- ✓ Business department senior clerks/ledger—Up by \$81.61, to \$769.61.

- ✓ Business department switchboard operators—Up by \$60.05, to \$702.46.

- ✓ Editorial department assistants, stenographer-typists, library

clerks and clerk typists, and editorial, advertising, public relations and promotions secretary-stenographers—Up by \$45.86, to rates ranging from \$573.43 to \$830.11 a week.

- ✓ Advertising head copy processor—Up \$84.76, to \$818.26; asst. head processor—up by \$90, to \$769.19.

- ✓ Newspaper layout co-ordinator—Up \$56.81, to \$854.32.

SONG and TNG worked together to develop the local's pay-equity program soon after Ontario passed its landmark law. In early 1988, the international and SONG co-sponsored a conference to analyze the law and to formulate bargaining strategy.

Anna Padia's, TNG's human rights director, made recommendations on pay-equity consultants, and the local selected Hubbard & Revo-Cohen, of Reston, Va., a firm suggested by Padia.

The firm, which also assisted in job evaluations before the agreements in Ottawa and Hamilton, has designed a system especially for the newspaper industry.

Because of the magnitude of the Star project, and because of numerous disputes, it took more than a year to evaluate the jobs. For example, the Guild had to negotiate almost "line by line" the questionnaire used as a basis for evaluations, Padia said.

After evaluations were completed in spring 1989, negotiations on pay adjustments proved equally difficult. At one point, a review officer from the provincial Pay Equity Commission assisted in breaking a log jam.

TNG Constitutions available

Booklets containing TNG's Constitution as amended by the union's 1990 Convention have been distributed to presidents, treasurers and administrative officers of all Guild locals. The booklets also contain TNG's Collective Bargaining Program and Convention Recommendations on Collective Bargaining as amended by the convention. Copies are available from TNG's Research & Information Dept. Single copies are free to individual Guild members and locals; in quantity they are \$1 each. Price to nonmembers is \$2.50 each.

The Newspaper Guild
AFL-CIO, CLC

CONSTITUTION



Including
Collective Bargaining Program
and
Bargaining Recommendations

Adopted by the
57th Annual Convention
June 25-29, 1990

NLRB dismisses petition on 115 in San Antonio

San Antonio — The National Labor Relations Board has dismissed a petition by a San Antonio Light employee who sought to decertify the San Antonio Guild as bargaining representative for 115 employees in the paper's circulation department.

In a decision issued December 26, NLRB regional director Michael Dunne said proceedings on the petition "are unwarranted at this time" because of a pending NLRB complaint that the Hearst daily violated labor law in contract bargaining with the Guild.

Dunne issued the complaint last November after the union alleged the Light refused to give annual raises to 60 inside circulation em-

ployees in 1989 or 1990 without first notifying or bargaining with the Guild.

The employees, who voted for the Guild as their bargaining representative in late 1988, have not received raises since March 1988.

It had been the Light's practice to give non-union employees annual raises close to cost-of-living increases for a particular year, the Guild alleged.

Light management has proposed a settlement of the complaint in which it would retain complete discretion over 1989-90 raises for the group, a position the Guild opposes.

After choosing the Guild in 1988, the inside circulation group was added to an existing Guild bargaining unit of 55 circulation district managers.

That group has been without a contract since 1980. Also since 1980, the Light has been trying to have the DMs barred from further Guild representation.

The NLRB continues, meantime, to review the company's appeal of Dunne's ruling two years ago that DMs are not supervisory of managerial employees under federal law and therefore are entitled to continued Guild representation.

The Guild, meanwhile, is continuing efforts to attain a contract covering both DMs and inside circulation employees.

Last May, the Guild negotiated a new two-year contract for 215 employees it represents in the editorial, maintenance, and business and accounting departments, as well as circulation drivers.

Barrington, 77, Vancouver leader

Burnaby, B.C.—Jim Barrington, three-term president of the Guild in Vancouver in the 1950s before it affiliated with what now is The Newspaper Guild, died Sept. 9 at the age of 77.

Barrington, who played a key role in leading the Guild in Vancouver into the international union, had retired in 1978 after nearly 35 years with the Vancouver Sun, most of them as a retail advertising sales representative. He also sold ads for the Vancouver newspaper unions' strike paper, the Express, during their three-month walkout in 1970.

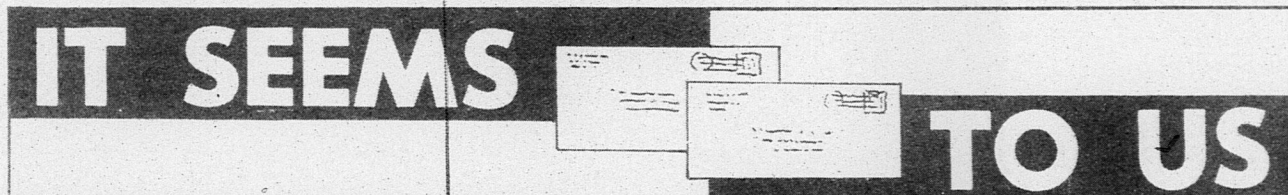


San Jose

Ann Dejenfelt Murphy, president (Murphy, 203; Mel Gauntz, 182); Mike Langberg, vice president (Langberg, 251; Terry DeMars, 98); Frank Sweeney, secretary-treasurer.

Victoria-Vancouver Island

Joe Ravick, president; Roger Stonebanks, vice president; Holly Nathan, 2nd vice president; Kate Jarrett, secretary; Doug Davis, treasurer.



Tubbs thumps for votes for switch in meetings

VANCOUVER, B.C.

Editor:

I have followed with interest the discussion over whether to hold ANNUAL or BIENNIAL conventions. I definitely want my voice to be heard between conventions and, just as the referendum demonstrates, I am sure this will all ways happen.

However, some say that democracy and accountability will suffer if conventions are not held annually; but, somehow, I think this will not happen.

Democracy and accountability mean allowing the membership the right to vote on a choice between annual or biennial conventions. It is unfortunate that many local leaders, including some of my own, voted at the last convention to NOT allow me to use my right to vote and choose.

It took other local leaders, using constitutional actions AVAILABLE BETWEEN CONVENTIONS, to demand that you and I would get our right to vote on this issue.

Year after year we have recorded deficits. Part of the cost over-runs include a quarter million dollars to TNG just to hold annual conventions. That cost jumps to a half million dollars when you add

in the locals.

Frankly, I think that amount of money is better spent on organizing, servicing and other functions.

VOTE FOR BIENNIAL CONVENTIONS.

ROY TUBBS

Past president and administrative officer
Vancouver-New Westminster Guild

Yearly conventions said key to financial strategy

MT. VERNON, N.Y.

Editor:

I support annual conventions and urge all Guild members to join me.

As a veteran of several TNG conventions, I have seen TNG's financial situation change often between annual conventions making it necessary to develop and adopt a new financial strategy.

In fact, at most of the conventions I've attended, the major issues concerned TNG financial proposals. These proposals come to the convention floor with IEB approval, and in many cases are rejected by the convention as presented. Often a compromise is worked out during the convention that resolves the issue. Annual conventions allow our locals to participate directly with TNG over

financial matters.

Between conventions only the IEB has direct input into TNG decision making, and it's the IEB that has supported the TNG financial recommendations that have been rejected when brought to various conventions for approval. Without annual conventions, only an international referendum could overturn TNG/IEB actions for a two-year period. This would centralize international power with the IEB for two years, and eliminate direct local involvement into TNG decision making.

No thanks, I favor continued democratic input into international affairs by electing local delegates to attend international conventions.

BILL SOUTH
Consumers Union unit
New York Guild

Biennial meetings make sense, Detroit head says

GROSSE POINTE PARK, MICH.

Editor:

For several years, the Detroit Guild has championed biennial conventions. It made sense 10 years ago and, with our current budget crisis, it makes even more sense today.

Most labor unions, including progressive, democratic organiza-

tions such as the United Auto Workers, have dropped annual conventions because of the exorbitant costs.

Last year, TNG shelled out \$250,000 for its share of convention costs, and Guild locals spent another \$250,000. That's \$500,000 of funds that were not available for organizing, strike benefits and servicing of contracts.

Besides the out-of-pocket costs, annual conventions tie up the entire TNG executive and field staff for several weeks — precious time wasted that should be used servicing our membership.

The labor war at the New York Daily News is rapidly draining TNG's strike defense fund, which was kept from growing because of annual diversions to prop up the general fund.

Our strike fund would be much larger today for the Daily News and other unforeseen emergencies if we had switched to biennial conventions years ago. The three meetings of the IEB annually will more than amply serve to continue the democratic traditions of our union.

Vote for a brighter future. Vote for biennial conventions.

LOUIS J. MLECZKO
President
Detroit Guild



GUILD LEADERS, LEFT, AND MEMBERS RALLY AT BNA JAN. 15 IN HONOR OF MARTIN LUTHER KING JR.

Describing Guild's equal-opportunity contract proposals, left foreground, is Mark Williams. Behind him, from left: Joe Moore, Debra Brownlee, Felicia Hayes, Elma Morrison, chairperson of the unit's EEO committee, and Ken May, BNA Guild-unit chairperson.

Washington unit, Detroit mark King birthday

Guild locals and members in at least two cities — Detroit and Washington — took to the streets in mid-January to mark the anniversary of the birth of the Rev. Martin Luther King Jr., the civil rights leader who was slain in the spring of 1968 while trying to help sanitation workers gain recognition of their union.

In Washington, on Jan. 15, King's actual birthday, the Guild sponsored a noontime rally at the Bureau of National Affairs for improved opportunities for both minorities and women at the legal, labor and government-affairs reporting service.

In Detroit, on Jan. 21, the federal holiday in honor of King, Guild members for the second consecutive year conducted a vigil in his memory outside the Detroit News and Free Press and their joint publishing agency. The 12-hour vigil was held in sub-zero wind chills.

In addition to carrying signs declaring that the papers "don't honor Martin Luther King Jr. We do," Guild members passed out hundred of leaflets to passersby and fellow employees, pointing out that the Gannett and Knight-Ridder dailies continue to reject Guild and other newspaper unions' joint proposals that the papers recognize King's birthday as a holiday for their employees.

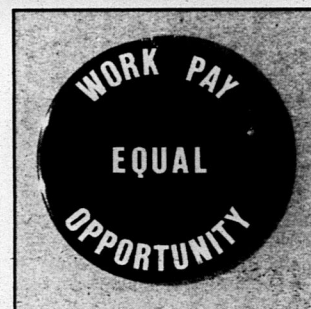
The week before, News editor and publisher Robert Giles sent a computer message to staffers claiming that the dailies cannot grant the holiday because it is not in the unions' contracts, and suggesting that "staff members may use a vacation day or an 'accumulated holiday' to honor ... Martin Luther King Day in a personal way, if they wish."

Speaking at a vigil by the Detroit chapter of the National Assn. of Black Journalists, Detroit Guild President Lou Mleczo said the Guild will continue to commemorate King's birthday even after the companies recognize it as a paid holiday.

U.S. Rep John Conyers (D-Mich.) told the NABJ that the Guild's vigil was the kind of collective action that King would have appreciated.

In Washington six days earlier, some 100 employees — members and non-members of the BNA unit — and a handful of exempt managers gathered in a courtyard at the company for a noon-hour King memorial that focused on employment and advancement opportunities at the BNA and Guild proposals in upcoming talks for contract language to remedy the situation.

A satirical sing-a-long was led by the Guild unit's own "Glass Ceiling Glee Club" (you can see higher, but can rise only so far).



Song parodies dealt with such things as "facts and figures clearly state/that you do discriminate....," "just six black managers/yet we've got plenty/of mailroom workers/who can't keep rolling along," and "you've got the power/to make it better"

BNA Guild-unit Chair Ken May read a letter from the Rainbow Coalition supporting Guild efforts to improve opportunities and he explained the importance of membership and participation.

After the rally, the local reported, three participants joined the Guild and four others volunteered to serve as stewards.

Council narrowly raps war in Gulf

Long Beach, Calif.—In a rare roll-call vote, delegates to the Western District Council's winter meeting Jan. 19-20 narrowly endorsed a resolution which calls, among other things, for staged replacement of U.S. forces in the Persian Gulf area with an international force under U.N. command.

The resolution was first adopted by the California Labor Federation executive council six weeks before U.S. and allied forces attacked Iraq on Jan. 16. It was put before the district council by TNG Vice President Larry D. Hatfield of the Northern California Guild.

With each Guild local entitled to four votes in the roll call, the tally was 16.37 in favor, 11.63 opposed and 4 abstentions.

Proponents of the six-point resolution attacked the cost of war in terms of both lives and dollars, the political motivation for U.S. troops' presence in the region and, in response to opponents' assertion that it could compromise members covering the war, said that a reporter doesn't have to favor the war to cover it.

Opponents also argued that the resolution no longer was timely, that there has been overwhelming public support for the war and that they had had no opportunity to sound out their locals' members.

Other points in the resolution include calls for recognition that only Congress has power to declare war; acceptance that the conflict is not ideological since Kuwait, Saudi Arabia and Syria are authoritarian states; inclusion of the U.N. in U.S.-Iraqi negotiations; and intensification of economic sanctions against Iraq.

Delegates from three locals — Los Angeles, San Diego and Yakima — cast all four votes for the resolution; delegates from two — Bakersfield and Hawaii — cast all four votes against it. Northern California delegates voted 2.67 in favor, 1.33 against. San Jose voted 1.7 in favor, 2.3 against. Two locals, Eugene and Great Falls, were not represented at the meeting.

In other action, council delegates voted a second \$300 contribution to the New York Guild emergency fund for the Daily News strike.

The council also called on TNG's Int'l Executive Board to investigate alternatives to the additional dues called for under TNG's Constitution to restore TNG's Defense Fund to \$6 million whenever it falls below \$4.5 million, the so-

called 2(d) schedule of dues.

Moved by Jim Smith of Los Angeles, the action also calls for the IEB to report to TNG's 1991 Convention in Montreal. Smith expressed concern that benefit payments to New York Daily News strikers may soon put the defense fund below \$4.5-million. TNG has been in a "reduced dues period" since early in 1986.

Delegates elected Russ Cain of San Jose to his second term as council president and also re-elected two of the three other officers: Michele Davis of San Diego, 1st vice president, and Stan Souza of Hawaii, 2nd vice president. Craig Reese of Yakima was elected secretary-treasurer, replacing Wayne Cahill of Pacific Northwest, who did not seek re-election. All four were unopposed.

In setting the council's spring meeting for April 27-28 in San Jose, delegates also voted to invite the two locals on the west coast of Canada: Vancouver-New Westminster and Victoria-Vancouver Island.

AFL-CIO backs troops

Washington—AFL-CIO headquarters issued a two-sentence statement Jan. 17, the day after the Persian Gulf war started, stating that the U.S. "labor movement stands in full support of our country and of the men and women in our armed forces and their courageous efforts to bring this conflict to an early and decisive conclusion."

"Whatever the differences over the best way to end Iraq's brutal occupation of Kuwait, these differences must now be set aside," the statement also said.

The Guild Reporter



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

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The Newspaper Guild

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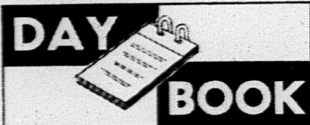
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Int'l Election & Referendum Committee, certify eligible voters and distribute materials for referendum on TNG convention frequency, TNG headquarters, Silver Spring, Md., Jan. 30.
Midwest District Council, winter meeting, Feb. 2-3, Minneapolis.
Great 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, Omni Biltmore Hotel, 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.
Western District Council, spring meeting, April 27-28, San Jose.
Knight-Ridder Council of Guild locals, spring meeting April 28-29, Miami, Fla.
58th Annual Convention, June 24-28, Le Meridien Hotel, Montreal.

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