

Initial L.A. Daily News contract boosts pay average \$52 a week

Los Angeles—A 19-month bargaining struggle by Guild-covered employees at the Los Angeles Daily News has ended with a first contract that raises wages by an average \$52 a week, establishes minimum pay rates based on experience, and guarantees a variety of benefits.

Under the new schedule of minimums, 70 percent of the 195 newsroom employees covered by the three-year agreement get raises, Los Angeles Guild Administrative Officer Jim Smith said.

Photographer Evan Yee receives the biggest boost — \$145 a week. Nine other employees get raises of more than \$100.

Wage inequity was a major issue when employees sought Guild representation in April 1989, voting for the union by a nearly 2-1 margin.

The paper, which is owned by Jack Kent Cooke, then was claiming it was the "nation's fastest-growing daily," but employees said wages were not growing similarly.

The contract sets top-minimum pay at \$650 a week for reporters, photographers, copy and news editors, columnists, specialty writers, librarians and artists with six years' experience. That goes to \$659.75 in the final year of the agreement.

The top for fully experienced

photo assistants, lab technicians and junior librarians is set at \$474, and goes to \$482.12 in the final year.

For editorial assistants, library clerks and TV book assistants, the top is set at \$370, and goes to \$375.55; for typists and switchboard operators, it is set at \$350, and goes to \$355.25.

Under the agreement, most employees also became eligible for one-time bonus payments, based on past evaluations. Of the 150 employees who qualified for consideration, 131 received bonus payments.

One employee received \$6,077; five got more than \$2,000, and 20

(Continued on Page 2)



KEVIN CONRAN/Los Angeles Guild

INITIAL LOS ANGELES DAILY NEWS PACT MEANS \$145 RAISE
Photographer Evan Yee holds some of his extra spending money.



The GUILD REPORTER

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

Vol. 58, No. 3

Silver Spring, Md.

February 15, 1991

New mediator brings all to table in N.Y.



JOHANN ROSENBERGER

TWO AMONG 1,500-PLUS AT CHICAGO TRIBUNE TOWER FOR RALLY AND MARCH FEB. 8
N.Y. Daily News striker Tonice Sgrignoli, left, and author Studs Terkel addressed participants.

New York—The unions striking the New York Daily News and executives of the paper and its owner, the Tribune Co., have accepted an offer by one of the nation's most prominent private mediators, former U.S. Labor Sec'y William J. Usery, to try to help settle the strike.

The first joint meeting with Usery was scheduled for Feb. 15 here. Participants were to include two officers of each of the nine unions, including the New York Guild, and executives of the Daily News and the Tribune Co. Management previously had refused repeated union overtures to meet jointly on common issues.

News of Usery's entry into the dispute came at the end of two weeks that saw the following developments:

✓ More than 1,500 union members and leaders two-abreast ringed the block surrounding the Tribune Tower in Chicago's Loop following a rally that signaled escalation by New York unions and the AFL-CIO of their corporate campaign against Tribune Co. tactics at the Daily News.

✓ A preliminary Tribune Co. financial report revealed it had a \$69.9 million operating loss at the Daily News in 1990's final quarter, and that loss was a primary factor in the chain's overall operating profit plummeting by 99 percent to just \$1.2 million for the

Would-be hawk learns Daily News 'just wanted bodies' ... 5

October-December period [See story, Page 4].

✓ The National Labor Relations Board regional director charged in a complaint issued Feb. 6 that the Daily News had illegally locked out and replaced 60 drivers in the incident that precipitated the strike's start Oct. 25, seven months after the unions' contracts expired.

✓ Theodore W. Kheel, an unpaid adviser to the unions, said he is part of a seven-member group setting up an employee stock ownership trust to help find a buyer for the paper and to participate in purchasing it.

✓ Following the Tribune Co.'s announcement Jan. 16 that it would sell or close the paper if settlements were not achieved in 60 days, the frequency of talks between the individual unions and the Daily News increased, but no progress was reported.

The unions continued to assert their willingness to make concessions to help rejuvenate the daily, at the same time, however, reject

(Continued on Page 4)

2nd contract at AFP boosts news top to \$873

Washington — The top-minimum for key employees at Agence France-Presse increases by \$88.68, to \$873.43 a week, under a new two-year contract negotiated by the Washington-Baltimore Guild.

A first increase of \$47.09 on Jan. 1 boosted the minimum to \$831.84 for experienced writers, editors, photographers, photo editors, archivists and researchers at the French wire service. A sec-

ond hike of \$41.59 is due next Jan. 1.

The first-year increase is 6 percent for all job classifications. It is 5 percent the second year.

The contract covers 45 U.S. employees at AFP's Washington office, headquarters for its North and South American operations. An additional three dozen staffers from France are represented by a French union.

It is the second agreement negotiated by the Guild since the U.S. group organized in 1988. Pay rates will have increased 27 percent over the four-year terms of the contracts.

The key rate is the highest yet negotiated by a Guild local for U.S.-based wire service employees. Under the Wire Service Guild's new contract with the Associated Press, top minimum for

key employees in Washington and New York was raised to \$827 last December and goes to \$854 this December.

Under the AFP contract, a cost-of-living clause could further boost minimums the second year. The extra raises would be the percentage by which 1991 inflation exceeded 7 percent.

Another feature is "longevity" (Continued on Page 3)

Pittsburgh pact pushes key top to \$884 6

700 eye tactics to cut hazards in workplace 7

Members voting on the future of conventions 8

Unions OK cuts, give Oakland Tribune 'new life'

Oakland — Union-represented employees at the Oakland Tribune, including members of the Northern California Guild, have agreed to wage and job cuts that management said were necessary to keep the ailing daily alive — at least through the year.

The main element of the one-year agreement was an 11-percent pay cut accepted by the Guild and four other unions. A sixth union accepted 10 job cuts.

Tribune owner Robert Maynard, who had sought a 20-percent cut in wages and benefits, said the contract gives the 117-year-old Tribune "new life" and "new hope for the future."

Union leaders estimated the cuts will save the paper \$1.5 million this year.

Also under the agreement, most employees will work shorter hours and more flexible schedules; em-

ployees will share in 1991 profits, if any; an employee ownership participation plan will be established; and Martin Luther King's birthday will be a paid holiday next year.

Other elements include the right for either side to reopen on 24 hours' notice; the right for the unions to review the company's books monthly; the right for union representatives to attend and speak at department-level meetings; and placement of a representative from the Teamsters (which represents the most employees) on the Tribune board of directors. The unions also have the right to send another observer to board meetings.

About 450 workers are affected by the settlement, including 140 Guild-represented newsroom staffers.

Most of the agreement was negotiated by the Conference of

Newspaper Unions, the unions' umbrella organization led by Northern California Guild Executive Officer Doug Cuthbertson.

The Guild, and locals representing Teamsters mailers and drivers, Graphic Communications plate-makers and Communications Workers printers, agreed to 11-percent cuts in wage rates set by contracts that expired in December.

GCIU-represented press operators did not take a wage cut, but agreed to elimination of 10 jobs in the press room.

For the Guild, top-minimum pay for reporters, photographers, copy editors, desk persons, rewrite persons, artists, librarians and retouchers is reduced by \$77.06, to \$623.46 a week.

Top minimum for assistant librarians is cut by \$65.24, to \$527.89 a week.

However, no employee's pay is reduced to less than \$480 a week, and no employee earning less than that suffered a cut.

Guild minimums for news and photo assistants, copy persons, wire attendants, PBX operators, clerks, typists and stenographers were under \$480 and were not cut.

Minimums for employees hired after Jan. 21 will be 20 percent lower than rates under the old contract.

The work schedule of full-time Guild-covered employees will be reduced by 3 hours a week, to 34 1/2 hours, beginning March 4. Part-timers' hours will be reduced on a pro-rata basis.

Five of the unions ratified the agreement by Feb. 13, and approval by the printers was "certain," said Larkie Gildersleeve, local Guild representative. Guild

members ratified by a 3-1 margin Jan. 28, she said.

Cuthbertson said the settlement "keeps the Tribune alive, preserves jobs, and it should give the company what it needs to grow in these difficult economic times."

Gildersleeve lauded employees for making "incredible sacrifices . . . in one of the most expensive areas of the country."

"This agreement is an example that labor is not part of the problem but a part of the solution" in the news industry, she said.

Maynard sought relief last year, saying the paper lost \$5 million in ad revenue last year because of the recession and the Oct. 17 earthquake.

The latest cuts come in the wake of \$11.5 million in concessions the unions had already given Maynard since he acquired the paper from Gannett in 1983.

Wage hikes average \$52 in L.A. pact

(Continued from Page 1)

received more than \$1,000. Employees likely will receive additional sums for back pay and interest on annual raises they were denied after bargaining commenced in June 1989.

At that time, the company said it would no longer give employment-anniversary raises based on individual performances.

An administrative law judge found that the merit increases should have been given, even while bargaining continued, under management's "well-established pattern" for regular raises. The National Labor Relations Board has yet to make a final ruling.

The contract also contains a grievance-handling procedure leading to binding arbitration; protection against firing except for "good cause;" and language prohibiting discrimination on the basis of race, color, religion, creed, sex, national origin, marital status, age or physical handicap.

Smith said management fought the Guild every step of the way in bargaining and that the contract was "a great victory" for employees. "We're very happy about it. Overall, it's a good first contract."

Daily News unit chairperson Carmen Ramos Chandler said the Guild "obtained 80 percent" of what it sought.

Oddly enough, management put on "quite a campaign" to urge rejection of the agreement, implying the Guild had done little for employees, Smith reported. "They were trying to divide the union,



LOS ANGELES GUILD MEMBERS CELEBRATE FIRST CONTRACT AT L.A. DAILY NEWS

Standing, from left, are Evan Yee, Kimberly Heinrichs, Guild administrative officer Jim Smith, David K. Li, unit chairperson Carmen Ramos Chandler, Scott Garrity, Kim Kulish, Lori Moody, Carrie Proffer and Jay Greene; kneeling, Sue McClurg (holding local's unofficial mascot Rachel) and Guild representative Rochelle Howe. Members approved the contract by an 83% majority.

maybe hoping for a decertification move."

The ploy failed, and employees ratified the agreement, 125-25, an 83 percent majority.

Other provisions of the contract: ✓ Company pays full premiums for employees medical/hospitalization insurance through

1992 for company plan; thereafter, employer pays 40 percent of any increase beyond \$385 per month. Employees may choose Kaiser or other plans, and employer pays comparable composite amount for those as for company plan.

✓ Two weeks vacation a year for the first five years; three weeks from six to 10 years; four weeks after 10 years.

✓ Work areas will be of adequate size and "properly lighted, clean, properly ventilated and properly heated or air conditioned."

✓ VDTs will be tested periodically, with results available to Guild. Company will provide adjustable chairs for employees.

✓ Part-time employees earn equivalent pay to the minimum salary paid to full-time employees in same classification. Employees working more than 30 hours a week are considered full time.

✓ Company will not use telephone monitoring devices without

employee's permission. Neither Guild nor company will "engage in secret electronic surveillance" or make tape recordings of each other's conversations "without the knowledge and consent" of the other side.

✓ Employees who join the Guild must remain members for six months. After six months, they have 60 days to resign or opt to continue membership.

TNG Int'l Representative Robert E. Bruner assisted the local in the final stages of bargaining.

Cooke, who also owns the Washington Redskins football team, does not play a large role in the paper's daily operations, and was not visibly involved in negotiations, Smith said.

Cooke bought the Daily News from the Chicago-based Tribune Co. in 1985. The paper's rapid growth has slowed, and circulation now is hovering near 200,000, mostly in the San Fernando Valley north of Los Angeles.

Flyer Force to be closed

Vancouver — Southam-chain management has notified the Vancouver-New Westminster Guild that Flyer Force, an advertising distribution service, will be closed Feb. 22.

About 70 Guild-represented employees — including circulation supervisors, distributors and office workers — will lose their jobs. An additional 60 mailers and production workers represented by the Communications Workers union will be put out of work. The unions were negotiating severance pay for the employees.

Four groups of employees had opted for Guild representation over the last four years.

Flyer Force was set up to provide total market coverage for Southam's Vancouver Sun by distributing ad inserts to non-subscribers of that paper. Management said Flyer Force was losing \$1 million a year.

Southam recently purchased 14 weekly papers in the region and two flyer-distribution companies that had been undercutting Flyer Force, the Guild reported.

TNG raps Soviets' moves in Lithuania

Silver Spring, Md. — TNG has protested to the Soviet Union the military occupation by storm troopers of publishing and broadcast sites in Lithuania, as well as attacks on domestic and foreign journalists working there.

TNG President Charles Dale, in a letter to USSR President Mikhail Gorbachev, said he was "appalled" at the mid-January occupation and urged the "immediate withdrawal of troops" and restoration of the media's independence in the spirit of glasnost.

The Int'l Federation of Journalists made a similar protest.

TNG reminds locals of 2 deadlines

Silver Spring, Md. — TNG Sec'y-Treasurer John C. Edgington has reminded leaders of all Guild locals of two deadlines that will determine the voting strength and ability of their locals at this summer's TNG convention, June 24-28 in Montreal.

The first, Feb. 28, is the deadline for receipt by TNG of locals' per-capita payments to be used in determining the number of votes and delegates each local will be entitled to at the convention. Representation is based on the average of monthly per-capita payments received for the 12 months beginning March 1 of the year preceding each convention.

The second, May 31, is the postmark deadline by which locals must be current in financial obligations to TNG for local delegates to be able to speak and vote at the convention.

Both deadlines are set in TNG's Constitution.

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, March 8.) \$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.

Reluctance to sell 'patriotism' display draws a warning

St. Paul—A Twin Cities Guild leader's reluctance to sell space in a "display of patriotism" Gulf-war supplement in the St. Paul Pioneer Press has brought her a warning letter from management for her "initial refusal" to sell the ads.

In response, the Guild has informed the Knight-Ridder daily that "there is no basis for discipline" because Lynda Hanner, a classified display salesperson, never refused to follow a direct order during the dispute.

The two-page section prominently displayed the U.S. flag and carried the message: "We proudly support our troops in the Gulf and all veterans who have served our country."

Hanner was one of 50 employees assigned to solicit signature ads (at \$91 a piece) for the section. A headline above the ads said: "This display of patriotism is brought to you by these area businesses."

Hanner is chairperson of the Guild unit at the Pioneer Press and secretary of the Guild local.

At first, she declined to participate in selling the supplement. She voiced concern that the paper was "making money on the war" and "putting a price on people's patriotism."

Managers unveiled plans for the section 12 days after U.S. troops and other forces in a United Nations coalition began military action to drive Iraq out of Kuwait.

Management threatened Hanner, a 19-year Pioneer Press employee, with a two-day suspension and possible firing if she did not

inform regular advertisers about the "patriotism" section. She then agreed to perform the work.

Nonetheless, management notified her that "any future refusal of orders" would result in disciplinary action, including the possibility of "immediate dismissal."

Hanner said her supervisor was puzzled when she voiced her objections, because they "never had any problem with me before." She told him "they probably wouldn't again — until the next war."

Management's problems with the section, however, weren't limited to Hanner's protest.

Other ad staffers also expressed ethical concerns about the project, and a majority signed a petition asking that proceeds go to the Red Cross or agencies providing care for military dependents.

The section itself was not well-received by the business community. The supplement had room for 66 ads; but only about 40 businesses participated. Some clients expressed ethical concerns about such group ads, Hanner said.

She makes it clear she is not opposed to displays of patriotism by advertisers or messages supporting the troops.

"If my customers had asked for such an ad, I would have done it for them," she said. "But I didn't see any benefit for them in this approach. I thought it was a mistake."

Hanner was unsuccessful in selling ads for the supplement, as were numerous other staffers. "But I tried, I made my calls," she said.

TNG joins call for rights in Gulf conflict

Silver Spring, Md.—TNG has joined other international media organizations in calling for all sides in the Persian Gulf conflict to respect the rights of journalists covering the fighting.

TNG also called on governments or individuals with knowledge about a missing four-person CBS television crew to provide information about their whereabouts to CBS or the International Committee of the Red Cross.

The four — reporter Bob Simon, producer Peter Bluff, cam-

era operator Roberto Alvarez and sound technician Juan Caldera — have been missing since Jan. 21 when they disappeared in northern Saudi Arabia.

In a statement issued jointly by TNG, the Int'l Federation of Journalists, the World Press Freedom Committee, the Union of African Journalists, the Int'l Federation of Publishers, the Int'l Press Institute and the North American National Broadcasters Assn., the groups expressed hope that the CBS staffers "will be promptly reunited un-



KEN CEDENO/Washington-Baltimore Guild
AGENCE FRANCE-PRESSE BARGAINING TEAM CELEBRATES UNIT'S SECOND CONTRACT
Team included, standing from left, Greg Pinkney, Cindy Shiner, Guild local administrative officer Lance Compa and Bob Peyton; seated, Karen Lowe and Howard Williams. Absent is Chris Horn.

Agence France-Presse contract takes news top to \$873 a week

(Continued from Page 1)

pay," under which employees with 10 years' employment receive an additional 5-percent boost, those with 15 years get 7.5 percent more, and those with 20 years get 10 percent extra.

Those premiums will boost top minimums for 10-, 15- and 20-year employees to \$917.10, \$938.94 and \$960.77 next year.

Also under the agreement, the employer will continue to fully pay health and dental insurance pre-

miums for employees and their dependents.

A health and safety committee is established, smoke-free work areas are created and management must consult with the Guild on administration of health insurance and the retirement fund.

Other contract improvements include:

- ✓ Allowance for photographers using their own equipment increases to \$140 a month (from \$125).

- ✓ Allowances for auto, taxi and per-diem expenses increase by at least 10 percent.

- ✓ Monthly child-care allowance increases to \$60 per child (from \$50), and coverage is extended to include children through third grade. The previous cutoff was pre-school.

- ✓ Bereavement leave is extended to one week, with additional relatives covered. Formerly, it was three days, and only for members of an employee's immediate family.

- ✓ Bargaining unit is expanded to include secretaries.

The contract continues the "tuxedo clause" under which an employee who does not own "formal evening wear" shall receive

\$150 toward buying such attire the first time it is required on assignment.

Some other job classifications, with increases and resulting top minimums: tabulators and technicians, up by \$69.68, to \$686.38; clerical personnel, up by \$52.97, to \$521.70; and receptionists, up by \$51.64, to \$508.64.

The contract was "overwhelmingly approved" by Guild members Jan. 30, said Lance Compa, Washington-Baltimore Guild administrative officer.

The Guild bargaining team was led by AFP unit chair Howard Williams, and included Karen Lowe and Cindy Shiner of the English desk, Bob Peyton and Chris Horn of the photo desk, Greg Pinkney of the technical department, and Compa as staff bargainer.

Dale on AFL-CIO panel

Washington — TNG President Charles Dale has been appointed to the Health, Safety and Environmental Committee of the AFL-CIO Executive Council. George Kourpias, president of the Machinists, chairs the committee, which meets annually.

60% vote union, but Guild loses elections at Detroit agency

Detroit—Nearly 60 percent of more than 450 employees of the Detroit Newspaper Agency voted union Feb. 7, but fewer than one-third of them emerged from a pair of federally supervised elections with a union representing them; and it already did.

The agency has been performing all non-editorial functions for Gannett's Detroit News and Knight-Ridder's Detroit Free Press since the end of November 1989 when the dailies merged their business, production and distribution operations and staffs, paring some 500 jobs in the process, almost all of them Guild-covered.

In one of the elections — which had been postponed twice after first being scheduled for mid-September last year — inside circula-

tion department employees cast 90 votes to stay with the Teamsters, 45 for the Detroit Guild and 10 for no union.

In the other election, the tally among employees in the advertising, marketing, finance and computer departments was 177 for no union, 113 for the Guild and 16 for the Teamsters.

The Detroit Guild, while expressing disappointment at the outcome, congratulated the circulation employees for "remaining union and staying in the house of labor" and reminded all involved that "we're here if you need us."

"We're disappointed, but we're not leaving town. We'll be back," Don Kummer, the Guild's administrative officer, told Free Press reporter John Lippert.

A TNG official noted that vote totals showed that 264, or 58.5 percent, of the voting employees wanted union representation, while 187, or 41.5 percent, did not. Ninety-one percent of 496 eligible employees voted.

"Given those numbers, it's a tragedy that such a large group (the advertising, marketing, finance and computer employees) will be without union representation," said William H. McLeman, TNG director of field operations.

Pointing to last-minute postponements of votes scheduled for last September and October, and the National Labor Relations Board's dividing voters into two groups, McLeman charged that "the will of the majority was circumvented, usurped." The Guild

had sought a single election.

The inside-circulation employees had been represented by the Teamsters since late 1989 when, without a vote, the DNA recognized as their bargaining representative the Teamsters local that represents hundreds of outside circulation employees.

Many of the inside group had been represented by the Guild when they worked for the Free Press before the merger. Inside circulation employees at the News were not represented by any union.

The DNA work force in the other departments also is made up of employees who performed the same kinds of jobs for the News and the Free Press before the merger. No union contract covered

them at the News. They were covered by a Guild contract at the Free Press.

The elections flowed from a petition the Guild filed in December 1989 seeking a single election for bargaining rights for the groups involved in the Feb. 7 votes plus the DNA's maintenance employees. Extensive hearings ensued after the company sought, among other things, separate elections for employees in each department.

Last May, the NLRB held that maintenance employees were a separate group and they voted for the Guild, 70-18, in June.

The Guild also represents some 500 employees in the news rooms of the Free Press and the News.

New mediator brings all to table in N.Y.

1,500 rally at Tribune site; corporate campaign grows

(Continued from Page 1)
ing sweeping company demands for total, unilateral control of virtually all working conditions and job security.

Usery, 67, labor secretary in the Ford administration, has been credited with key roles in settlements of several high-profile, management-labor disputes, including the 10-month Pittston Coal strike of 1989-90 and others involving Chicago teachers, NFL football players and Auto Workers at General Motors.

He also was involved in talks that produced a settlement in early 1989 by the Typographical Union at the Chicago Tribune, 3½ years after that union and locals of the Pressmen's and Mailers unions struck the chain's flagship paper.

Usery's involvement in the Daily News strike, in which the paper continues to publish with strikebreakers, was announced by the unions' Allied Printing Trades Council Feb. 11, after the New York Post reported that union and management representatives had met separately with Usery in Washington the previous week.

At a press conference in Chicago before the rally there Feb. 8, Lynn Williams, president of the Steelworkers and chairperson of the AFL-CIO Strategic Approaches Committee, announced that state and city labor councils would be informing the public of the Daily News's union-busting tactics in 10 cities where the Tribune Co. owns newspapers and broadcast stations.

First cities targeted outside New York and Chicago were Ft. Lauderdale and Orlando, Fla., and Newport News, Va., with organizations of union retirees playing central roles in the Florida areas.

As the rally itself opened, carillon music began blaring from speakers on the Tribune Tower,

nearly drowning out a priest's invocation and touching off chants and shouts from the crowd. Police intervened to stop the music.

Participants came from dozens of Chicago-area unions, including the Chicago Guild.

TNG President Charles Dale told the crowd the Tribune Co. is a "corporate outlaw" that has been "convicted in Chicago and indicted in New York" for breaking federal labor law in dealing with its employees' unions.

Other speakers included James J. Norton, president of the Graphic Communications Int'l Union, Chicago Labor Federation President Robert Healy, U.S. Rep. Charles Hayes (D-Ill.), New York Guild President Barry Lipton, strikers Tonice Sgrignoli and Paddy McDonald, and author Studs Terkel.

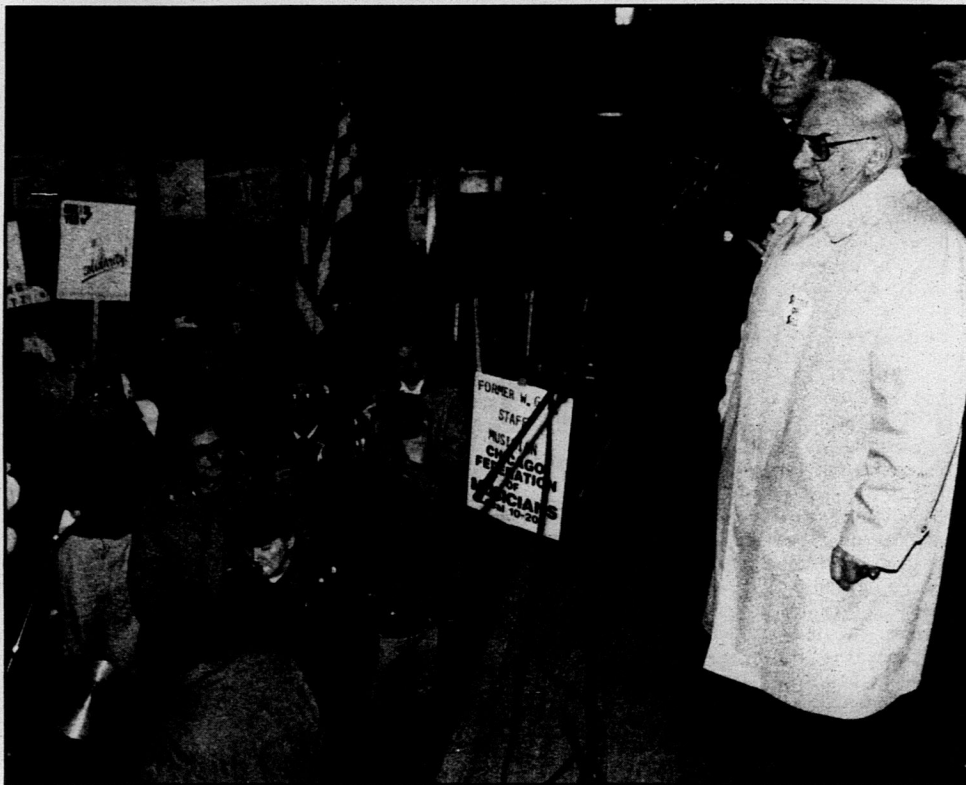
Terkel earlier had joined strikers in informational picketing outside Tribune Co. headquarters.

Dale's New York-indictment reference was to a complaint issued against the Daily News two days before by the NLRB's New York office.

It charges that the company's refusal to permit 60 members of the Deliverers Union back into its Brooklyn plant the night of Oct. 25 was a lockout that was illegal because it "was not taken in furtherance and support of good-faith bargaining but instead was utilized as a pretext to permanently replace" members of the union.

The 60 had followed one of their co-workers and a union business agent as they were escorted from the premises by management representatives during a dispute over the employee's sitting instead of standing while working.

Their lockout, plus the company's permanent replacement of them that same night was "inherently destructive of rights guar-



JOHANN ROSENBERGER

TNG PRESIDENT CHARLES DALE ADDRESSES CHICAGO RALLY SUPPORTING STRIKERS
Dale said Tribune Co. was "convicted in Chicago and indicted in New York" on labor law charges.

anteed employees" under federal labor law, said the complaint issued by the NLRB's acting regional director, Elbert F. Tellem.

It refers specifically to employees' rights to engage in concerted activity for mutual aid and protection and management's obligation to bargain in good faith with employee representatives.

The subsequent strike to protest the action against the 60 was caused and prolonged by their being illegally locked out, the complaint adds.

A hearing before an administrative law judge is scheduled for June 3.

Kheel, the unions' advisor, told the Bureau of National Affairs' Daily Labor Report that issuance of the complaint itself is a "major defeat" for management since it has been "dealing these days in matters of ego, image and face."

Earlier, the unions authorized Kheel to prepare to set up an employee stock ownership trust to enable the strikers as a group to acquire part ownership of the Daily

News in the event it is sold and on Feb. 4 he said that the News had given his employee ownership team its "terms (of sale) sheet," but only after he had agreed to keep it confidential.

At the same time, Allied Council President George E. McDonald said he was aware of three serious prospective buyers, though neither he nor Kheel would identify them, citing confidentiality agreements.

Press reports, however, mentioned British press magnate Robert Maxwell and Mortimer Zuckerman, the real-estate developer who owns U.S. News & World Report magazine, as showing the most interest.

Kheel was working with Keilin & Bloom, a firm specializing in employee stock ownership plans, and with Patrick Flanagan of the Fidelis Group of Boston, investment bankers, among others, the strikers' daily Guild Strike News reported.

The newsletter also reported that the Guild's bargaining committee on Feb. 5 presented a "comprehen-

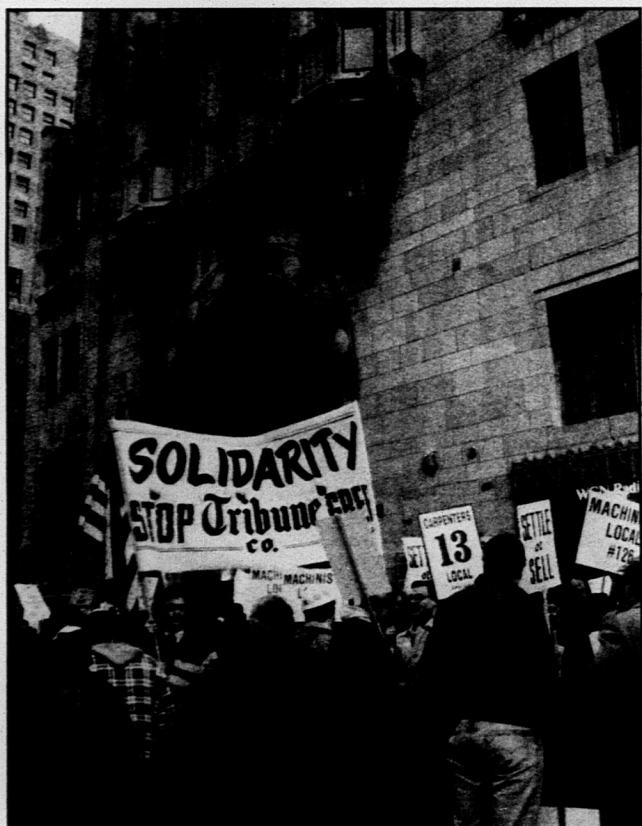
sive counteroffer" to a revised contract proposal made by the News the week before.

The Guild's three-year proposal included a wage freeze the first year and 10-percent increases in the second and third years plus "no strike" and "management rights" clauses.

The former would declare simply that "there shall be no strikes or lockouts during the term of this agreement," while the latter would state that "except as limited by the provisions of this agreement, the publisher retains the right to manage the operation of the business."

While the Guild team offered to stay at the table through the night if necessary to negotiate on its proposal, company representatives left the session, telling federal mediators they would "cost out" the Guild proposal and set up another meeting through the mediators.

There had been no such contact when the Usery talks were announced.



MARCHERS RINGED GOTHIC-LIKE TRIBUNE TOWER
Chicago Federation of Labor organized rally attracting 1,500.

Tribune Co. quarterly profit plunges

Chicago—Preliminary reports on the performance of the Tribune Co. for 1990's fourth quarter and for the full year show that stockholders are paying a high price for the company to publish the N.Y. Daily News during the strike that began Oct. 25 and for the steps it took earlier in the year to prepare to publish behind picket lines.

For the quarter, reflecting the strike's first two months, the company reported that the Daily News had an operating loss of \$69.3 million. For the same period of 1989 it had an operating profit of \$5.4 million. Daily News revenues for the period were off by 67 percent, to \$37.9 million.

Excluding the results at the Daily News, the company's other newspapers had a quarterly operating profit of \$74.7 million, off 19 percent from 1989. Their revenues

were off by 9 percent, to \$305.6 million.

The company as a whole, meantime, saw its operating profits for October-December plummet by 99 percent, to just \$1.2 million, from \$118.8 million. Chief culprit, it said, was the Daily News. Lesser factors were an operating loss of \$12.1 million in its newsprint operations, thanks mainly to the last half of a four-month strike at its mill in Thorold, Ont., occurring during the quarter, and to declines in newspaper and broadcasting advertising revenues.

For all of 1990, the company reported operating losses at the Daily News totaled \$114.5 million, compared to \$2.2 million for all of 1989. Its revenues were off by 24 percent, to \$321.8 million. Operating profits at its other newspapers, meantime, were off by 7

percent for the year, to \$278.6 million, from \$299.3 million. Their revenues were down by just under 1 percent, to \$1.2 billion.

The company's overall operating profit for the year, its initial calculations showed, were off by 45 percent, to \$237.9 million, from \$433.1 million. Only its broadcasting and entertainment division, which includes the Chicago Cubs professional baseball team, increased its operating profits for the year, up by 11 percent to \$107.5 million.

Its total operating revenues for the year, including the Daily News, were off by 4 percent, to \$2.4 billion.

The preliminary financial reports were issued by the company on Feb. 5. It said it expects to report final and complete 1990 results in March.

Would-be hawker found News 'just wanted bodies'

By Keith M. Brown

"WE NEED SEVEN bodies for this one," called out a burly New York Daily News worker as a shiny red van pulled up to pick up the next group of hawkers and provide them with a free supply of papers to sell.

It was 7 a.m. and a group of seven black and Latino men who'd been waiting since 5:45 finally got their chance to join the Daily News' distribution system.

I was one of them.

"This is serious entrepreneurship," said a tired-looking hawker wearing a worn blue coat. "When you ever hear of getting something for nothing, and keeping all the money for yourself?"

Entrepreneurship brought him there. I had gone down to the Daily News building on 42nd Street intending to interview some of the hawkers for a story, and ended up being a part of it.

I was fully prepared and willing to tell the News, once I got to the front of the line, that I was a graduate student at the Columbia University School of Journalism. But no one asked.

On one hand I was excited that I would get an inside look at how the strike-bound newspaper is hawking itself. On the other, I was becoming confused by what was happening to me and to the men I spent more than an hour with on line in the 29-degree cold.

Although I would have denied ever thinking such a thing, I actually thought of myself as being different from these men — "those" people — and I resented it that neither the Daily News workers nor the hawkers could tell the difference.

I painfully recognized that I had come there with my own stereotypical notions of what a homeless or unemployed person who'd resort to hawking was: lazy, down-and-out low-life. Real ugly thoughts. And I couldn't deal with the fact that I could ever, even remotely, be mistaken for such. But I was.

I GREW UP in a town where a lot of former migrant workers and their children came to live after many of the central New Jersey potato farms closed down. There always existed a kind of "them" and "us" mentality. Now I found myself swept up in a process that reminded me of migrant farm work. But, for the first time, I was one of "them."

My first surprise of the day was that the would-be hawkers were strong, articulate men, trying to meet their responsibilities as best they knew how. Some had arrived at 5 a.m. to get an early start.

I went to the News that morning not feeling very sympathetic toward the unions. Even though I come from a working-class background, I never felt an alliance with unions. My father did fine without one. He was even able to work his way into management. The unions seemed to demand more money and benefits for their members, for less

THIS ARTICLE first was published on the "Viewpoints" page of New York Newsday on Dec. 11. It is reprinted with permission of its author, Keith M. Brown.

After getting a bachelor's degree in 1982 at Syracuse University, Brown was with the Peace Corps in Africa for two years and then worked successively for the American Museum of Natural History, Crossroads Africa, and the South Africa Now television news show before becoming a student this fall at Columbia University's Graduate School of Journalism in New York City.

time and work. I looked at unions as institutions established to protect the interests of the old boys, the traditional white, blue-collar workers, while excluding others from the mainstream. I felt that over the years the unions' practices had often been offensive, and that the effect, if not the intent, of many of those practices had been racist.

Before the strike, I had looked at the Daily News as a potential employer — a place that represented success for a journalist. I was sympathetic to management's position. The newspaper industry faces hard times. I understood the need to cut costs and streamline operations. And I looked at the unions as an obstacle to this end.

But that morning my opinion began to change.

The Daily News didn't ask the hawkers their names, addresses or Social Security numbers. The supervisors didn't ask for references or about experience. They just wanted bodies to sell the News. That's just how they referred to their new street sales force.

"We need 14 more bodies for the next one," called out a Daily News employee, wearing a cowboy hat and

tan cowboy boots, as he strutted along the alley co-ordinating van pickups.

All the men waiting to sell papers were black or Latino, while all the men calling the shots, driving the vans and orchestrating the process were white.

I was reminded forcibly of images of migrant workers, scenes from the old South. Here were overseers on an urban plantation.

The hawkers waited to be rounded up in vans by unknown faces. They didn't know where they were going. No instructions were given. All they knew was there was work. The papers were free. They'd make some money.

Was that enough?

Before entering the van, I said to the News supervisor with the cowboy hat, "I live near 178th Street. Can I be dropped off there?"

"Sure, sure," he said. "We're going that way. Just get in."

The door slammed behind us and the van — its first two rows of seats in the back filled from floor to ceiling with bundles of papers — pulled out, leaving a line of about 60 more people waiting to begin work for the day.

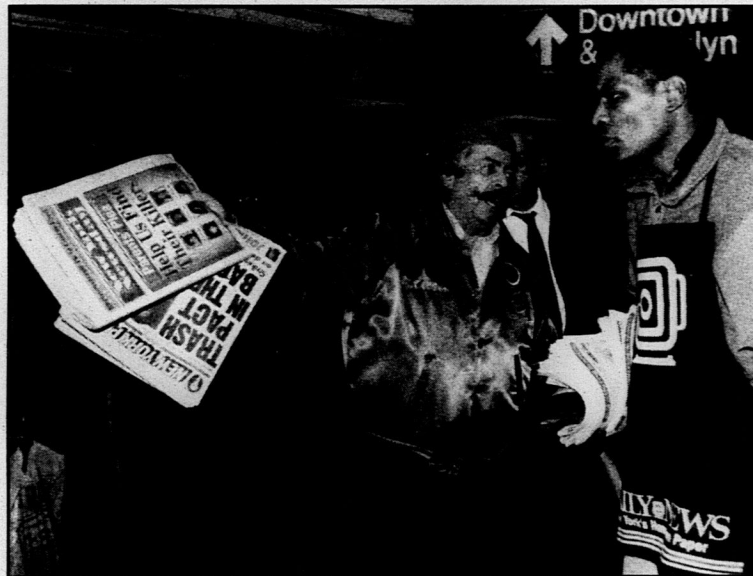
The van headed downtown. Along 23rd Street, it dropped off hawkers, one or two at a time, on choice corners.

"This is a good corner here," said one of the three beefy News employees from the front seat. "Two bodies can go here. Who wants this one?"

Two eager hawkers jumped out at Sixth Avenue and got their product.

Each bundle contained, on an average, 70 papers, they told us. This represented an opportunity to make \$17.50 to \$24.50 a bundle, depending on whether we were told to sell papers for 25 or 35 cents.

[Editor's Note: After providing the papers free for several weeks, the News began charging hawkers \$15 a bundle, union leaders reported.]



N.Y. UNIONISTS SHADOW DAILY NEWS HAWKERS IN SUBWAYS
Volunteers offer alternative: free copies of Times, Post, Newsday.
Transport Workers Union donated funds to make dailies available.

As we were driven along 23rd Street, it didn't take long for me to realize that I was viewing this very differently from the hawkers who did this daily, out of necessity, rather than once, out of curiosity.

They were grateful. I felt patronized.

The hawkers looked at this as an opportunity to become part of a major New York business. The News represented legitimate employment and the potential for a steady income.

"They chose to go on strike," said one of the hawkers. "They didn't want to sit down and talk, so somebody has to do the job."

I WANTED TO shout: "Can't you see you're being used? They didn't want you before. They would have probably slammed the door in your face if you had asked them for work. They're taking advantage of your misfortune, your suffering, because they're hurting. When the News gets back on its feet, they're going to get rid of you just as they did their employees on strike."

But I didn't say anything.

Fortunately, I have options. I don't have to break a picket line for my livelihood. Most of the hawkers do. But having seen and felt how the Daily News treats its newest black and Latino workers, I see the importance of union representation and protection.

The van passed the Javits Center and proceeded across 34th Street.

"How many bodies we have left?" asked one of the guys in the van.

"We have one left," answered the guy with the papers.

"This is a good one, and nobody's here," said one of the News workers of a spot at 34th and Seventh Avenue, near Penn Station. "You should do good here. How many bundles do you want — two or three?"

"Give me two," I said.

"Sure you don't want three?" he repeated.

"Yes, give me two," I said, trying to keep my cool.

"This is a good spot. Here, take three," said the guy as he began pitching the three bundles onto the sidewalk. "Make sure you sell them for 35 cents here. They'll go fast."

"So what do I do now?" I asked. "Do I bring you any money back, or what?"

"NO, IT'S ALL for you," he explained. "Just make sure you come on Sunday. You can buy the paper for 30 cents and sell it for a dollar, and you can do good."

The way he sounded, I thought he was going to pat me on the head.

"Okay," I said, gritting my teeth by now.

As soon as the van was out of sight, I walked down into the subway, leaving the three stacks of papers — a potential \$73.50 in sales — and headed home. I'd get back to 178th Street on my own \$1.15, thank you.

Guild leader hails ruling on firing threat by CBC

Toronto—A Guild local leader has hailed the federal labor board's ruling that the Canadian Broadcasting Corp. violated labor law by threatening to fire CBC radio-show host Dale Goldhawk two years ago unless he quit as president of his union.

The decision "correctly reaffirms the right of union members

to participate in union activities of their choosing," said Jerry MacDonald, executive officer of the Canadian Wire Service Guild.

Goldhawk resigned as president of the Alliance of Canadian Cinema, Television and Radio Artists (ACTRA) in November 1988 after the CBC gave him an ultimatum — quit as union head

or lose his job as host of the national phone-in show, Cross-Country Checkup.

The CBC said Goldhawk violated corporate policy by writing an article in the union's magazine critical of the proposed Canada-U.S. free trade agreement.

In its ruling in January, the Canada Labour Relations Board

said CBC's actions were unwarranted and represented interference in the union's internal affairs.

The federal board said: "If compliance with the journalistic policy means never being involved publicly in matters of controversy even in an official union capacity, then it becomes all but impossible to reconcile that policy with the

basic freedom of unions to choose their officials."

Goldhawk said the decision "assures journalists they have the right to be active within their profession — to work to protect and unite that profession — without having their impartiality and fairness as a journalist challenged."

MacDonald noted this was the second time in 12 months the CBC had been rebuffed in attempts to restrict employees' off-duty activities.

News top up \$84, to \$884, in 3-year Post-Gazette pact

Pittsburgh — Top-minimum pay for reporters, photographers and artists increases by \$84, to \$884 a week, under a new three-year contract between the Pittsburgh Guild and the Pittsburgh Post-Gazette.

A first raise of \$13, retroactive to Jan. 1, boosted the current top to \$813. Additional hikes of \$13, \$15, \$15, \$14 and \$14 will follow at 6-month intervals.

Also increasing by \$84 (in six increments) are top minimums for assistant editors, copy editors, copy readers, rewrite persons, the librarian and others at the Block-chain daily.

The top for asst. news editor, special projects editor and magazine editor will advance to \$918 a week; that for slot persons and state editor, to \$908; that for asst. city editors, graphics editor, asst. magazine editor, chief photographer and art director, to \$904.

For copy editors, it will go to \$898; for copy readers, rewrite persons and makeup editors, to \$888; for the librarian, to \$643.

The agreement, however, also continues a schedule of lower minimums for reporters, photographers, artists, copy editors and others, changing its application to

persons hired after Jan. 1, 1991. Employees working at the lower top minimum advance to the higher top after one year of service.

Over the term, the average increase for all employees will be 10.4 percent. Rates for news assistants and clerks will be raised by more than 13 percent.

Top minimum for news assistants increases by \$66, to \$550 a week. Top rates for library and editorial clerks are boosted by \$57, to \$490 and \$485, respectively.

Guild members gave "overwhelming approval" to the contract, which covers 135 newsroom employees at the 165,000-circulation daily, reported Harry Tkach, president of the local.

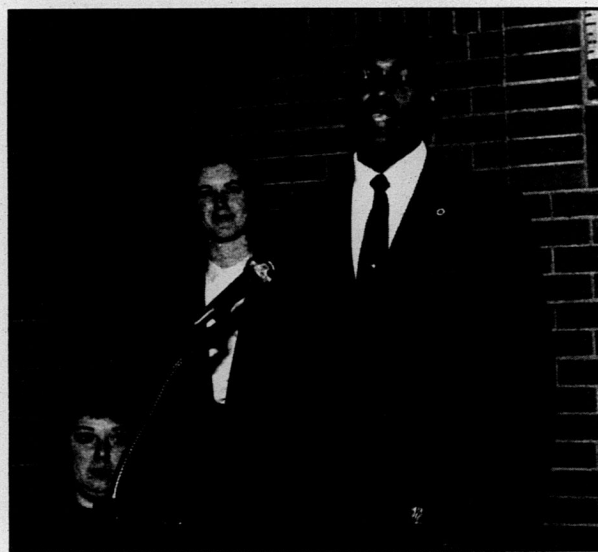
The agreement limits annual payments to stringers to no more than 5.3 percent of the total payroll for Guild-covered employees in the first year, 5.4 percent in the second, and 5.5 percent in the third.

Employees receive matching funds if stringer payments exceed the limit. Last year, for example, some 130 regular employees each received \$91.61 under that provision, Tkach said.

The employer will pay the full

St. Louis Page One Award goes to 'role model'

Wayne Thomas, at microphone, founder and president of the Assn. of African-American Role Models, speaks to St. Louis Guild's annual dinner after receiving the local's 1990 Page One Award for his work with black youth. At left, background, is Liz Wimmer, award chairperson. Seated is Becky Avett, the Guild's 1st vice president. The local also presented its "Gilder of the Year" award to Kevin Madden of the St. Louis Labor Tribune for his professional and voluntary work for the Guild and other unions.



cost of medical and dental coverage for employees and dependents through May 1, and then pay increases of up to 12 percent from the previous year's rates.

The company's weekly payment to the pension fund for each employee is raised by \$15.57, to \$53.27 per week by Jan. 1, 1994, and the formula for computing benefits is improved.

Funeral leave is improved to five days (from three) after the death of an employee's child. A new provision allows two days of paid leave (was none) after the

death of a close relative or person in a spousal relationship with an employee.

The contract's provision for maternity leave is extended to include eight months' unpaid leave for fathers and adoptive parents.

In a new provision, both sides agreed repetitive strain injuries "are a matter of concern." The employer also agreed to meet regularly with the Guild's Health and Safety Committee on developments regarding RSI.

Under an agreement on flex-time, arrangements can be made

for full-time employees to work part-time for designated periods and return to full-time status when positions are open.

Up to a dozen Post-Gazette editorial department employees are on flex-time, Tkach said, and the contract "finally puts in writing what had been an informal arrangement," he said.

Night differential is increased to \$2 per shift for all employees, up from \$1.35 for some.

Mileage reimbursement is increased to 26 cents (from 20 cents) for first 100 miles of each assignment.

UPI members vote on extending, phasing out cuts

New York—Guild-covered employees at United Press Int'l, who accepted 35-percent pay cuts in November, were voting in early February on taking lesser cuts for another 90 days, with wages returning to Guild contract levels May 19.

Management of the financially ailing wire service told Wire Service Guild bargainers that an extension of the cuts was necessary for UPI to survive while its search

for new owners continues.

Under the tentative agreement, the reduction would be 30-percent from Feb. 16 through April 13 and 25-percent from April 14 through May 18.

A Guild contract approved by members last June set the top-minimum at \$690.10 a week for newsmen, photographers and artists. The 35-percent cut reduced that to \$448.56 a week.

Under a 30-percent cut, the rate

would be \$483.07; under a 25-percent reduction, \$517.57.

New York-based Infotechnology Inc., which acquired UPI two years ago, told the Guild the 83-year-old news service continues to lose money and would be closed if employees reject the latest wage cuts.

Management already has extended for an indefinite period 35-percent pay cuts imposed on executive salaries in November,

shortly after UPI was put on the block.

Guild members are voting by mail, and ballots will be counted Feb. 20, said Kevin Keane, Wire Service Guild president. Any new agreement would be retroactive to Feb. 16.

After several upheavals in the past decade, UPI now employs about 350 reporters and editors, down from 850 just four years ago.

Also under the new proposal, the company agreed to increase its monthly contribution for employees' health insurance by \$37.45 (to \$130.27) for individual coverage, and by \$104.41 (to \$411) for family plans, beginning May 1.

That would reduce employee contributions to \$18.63 per month (from \$56.08) for individuals and to \$102.75 (from \$207.16) for families.

UPI also agreed to making the current Guild contract binding on any new owner, and to make pro-

spective purchasers aware of that provision.

In talks held in Washington, Guild bargainers told UPI there was "no way" Guild members would accept 35-percent cuts for another 90 days, Keane said.

"We said we simply would not allow it," he said. "It was ridiculous to expect people to live on \$425 a week," the average wage under the 35-percent cut.

Many of UPI's employees work in New York, Washington, Chicago and Los Angeles, where living costs are especially high.

Guild bargainers — Patricia Walsh, Alan Yonan and Doug Levy of the Washington bureau and Keane as chief spokesperson — proposed reducing the cut to 25 percent immediately and to lower levels after two months.

Keane said that under the proposal, the average saving to the company would have been "more than \$7,000 from each employee."

IT SEEMS TO US

N. California member disavows 'annuals' ad

SACRAMENTO, CALIF.

Editor:

Since attending my first convention in 1987, I have been a very vocal opponent of annual conventions. With this in mind, you can imagine my total dismay to see my name at the bottom of a list of Guild members supporting the idea [Page 2, Guild Reporter, Jan. 25].

To set the record straight, I am not, nor have I ever been in favor of annual conventions, and I urge all my fellow Guild members to support the referendum.

ANA SANDOVAL

Northern California Guild

Editor's note: It's the editor's error, and he offers profound apologies. He got his hands crossed when handling separate bits of information off the FAX machine, one adding names to the list of annual-convention supporters and the other listing additional

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: Friday before publication. (Next deadline: March 1.)

contributors to the New York Guild's Daily News strike fund. Sandoval was among the latter, not the former.

Says biennials no threat to democracy of Guild

SAN FRANCISCO, CALIF.

Editor:

Northern California is the largest local to have missed a convention because of financial difficulties. Not only could we not afford the convention expense, we had been unable to maintain our per capita and were not in good standing.

Despite having no voice in international matters that year, none of

us felt that our democratic rights had been lost.

Certainly, I feel that the conventions are important, but I do not feel that the democracy of the Guild is at stake if conventions are held every other year.

The fact is that the democracy of the Guild isn't something that trickles down from the administration. Quite the opposite, the democracy of the Guild is based on a sophisticated, knowledgeable membership, and I don't see that changing. Any time enough of us are dissatisfied with the international politics, we have the most democratic recourse imaginable — referendum by the membership.

As much as I would love to see us retain annual conventions, it makes no economic sense to continue to do so at this time, and I urge the membership of the Guild to support biennial conventions.

STEVEN R. MICHAEL

Treasurer

Northern California Guild

Byrd, once a Guild leader

San Antonio — Kenneth R. Byrd, a former Guild international representative and leader of locals in San Antonio and Chicago, died in late December after a long illness. He was 67.

When he retired in 1980, Byrd was executive editor of the San Antonio Light, where he started work as a copy editor in 1950 and soon became a union activist and leader.

He held several offices in the San Antonio Guild, including president, before joining the international staff in 1955. During five years as an IR, Byrd handled organizing assignments throughout the southern region.

In late 1960, Byrd was named executive officer of the Chicago Guild, a position he held for two years.

He then returned to the Light, where he worked as state editor, makeup editor, news editor and managing editor, winning numerous awards for typography, layout and makeup.

A native of Mounds, Ill., Byrd was a combat soldier during World War II and won a Purple Heart. One of his Army duties was writing for the infantry newspaper.

He is survived by his wife of 44 years, Rosetta; two daughters; and three grandchildren.

700 huddle on tactics for creating safer workplace

Keith Sinzinger

Washington-Baltimore Guild

DESPITE WEAKNESSES in 20-year-old federal legislation on occupational safety and health, local union committees can play a strong role in countering workplace hazards and ensuring healthful working conditions.

That was one theme of the recent AFL-CIO national conference on occupational safety and health, held in Milwaukee and attended by about 700 union representatives and health specialists.

Participants in a workshop on video display terminals saw the debut of TNG's 15-minute videotape on repetitive strain injury, featuring highlights of the RSI forum held at the 1990 con-

Keith Sinzinger was one of seven representatives from four Guild locals who attended the AFL-CIO's National Conference on Occupational Safety & Health in Milwaukee in November. It was the heaviest Guild turnout since the annual conference was initiated in the late '70s.

Other Guild participants were Sherrie Abrahamson, Darren Carroll and Dan Fenner of Twin Cities, Jorge Mujica of Chicago and Dennis Getto and Linda Randolph of Milwaukee.

vention in New York. Such disorders, epidemic in the newspaper industry, and ergonomic remedies — adapting the job to the worker — were frequent topics at the conference, held in November.

The workshop on VDTs, led by David J. Eisen, TNG's director of research and information, and Dave LeGrande, safety and health co-ordinator for the Communications Workers, reviewed the need for ergonomically sound and fully adjustable equipment, adequate rest breaks and early treatment of RSI.

When pain persists beyond two or three days, Eisen said, "don't keep on working and ignoring it.... Stop work and see a doctor." Neurologists, he said, are favored over orthopedic surgeons. "Carpal tunnel surgery is a last resort treatment. You want to go through all the conservative treatments, and they are numerous." The success rate for such surgery, he said, "is no more than 40 percent."

"I always recommend that you go to an occupational physician first," said LeGrande. "If you go to workers' compensation without a work-related medical diagnosis, you're wasting your time."

IN A WARNING echoed by others at the conference, Eisen noted the risks for RSI-affected employees who return to work wearing splints or braces. "If the immobilized portion of your hand or wrist is moving, then you're aggravating the strain," he said. "Going back to work with carpal tunnel syndrome or something less is a real compromise."

"The radiation issue is one that's very complicated," said LeGrande, responding to numerous concerns. "Do we know much about what's causing the reproductive problems, or are there reproductive problems that are VDT-related? It's difficult to say yes and it's difficult to say no."

Nonetheless, Eisen added, "I think we'll see a very rapid development here" in reducing emissions. (Subsequently several American computer manufacturers announced that they would offer, for the domestic market,

monitors with reduced levels of very low frequency [VLF] and extremely low frequency [ELF] electromagnetic radiation, following strict Swedish guidelines that took effect Jan. 1. The firms did not acknowledge safety concerns.) Meanwhile, Eisen said, monitors featuring liquid crystal displays may dispel radiation worries but can pose "very real vision problems."

The overriding theme of the conference was reform of the 1970 Occupational Safety and Health Act, particularly to guarantee labor's "right to act" to correct job hazards. A key feature of this proposal calls for joint labor-management safety committees empowered to conduct inspections, investigate problems, review health and safety information and shut down dangerous jobs. It also would protect workers against retaliation for taking action on job hazards.

The AFL-CIO's agenda for OSHA reform also includes stronger standards, tougher enforcement with more criminal sanctions and bolstered union rights in settlements, better injury and illness reporting and improved research on occupational diseases.

Guest speaker Gerard F. Scannell, assistant labor secretary for OSHA, balked at many of the proposals, saying that in some cases he prefers administrative changes over new legislation. At the same time he stressed the need for partnership and communication with labor, citing its important role in education and training about workplace hazards and advising the government on standards and guidelines.

Firms must post job-related injuries

Washington—Companies with more than 10 employees must post from Feb. 1 to March 1 summaries of the total number of job-related injuries and illnesses suffered by their employees during 1990, the Labor Dept.'s Occupational Safety & Health Administration reminded the firms early this year.

The requirement covers publishing as well as other kinds of industries, according to David J. Eisen, TNG director of research and information.

To be posted is the last page or right-hand portion of the so-called OSHA log, which every employer of 11 or more persons is required to use to record the type, extent and outcome of every occupationally related injury or illness.

TNG's 1990 Convention called upon all U.S. locals to make sure that all repetitive strain injuries are recorded in the OSHA logs of the companies with which they have contracts.

In keeping with convention recommendation, TNG in November distributed a memorandum on using information in OSHA logs.

Scannell also noted the increasing importance of ergonomic-related hazards at work. "It is safe to say that ergonomics is one of the major health and safety issues of the 1990s" he said. Ergonomic-related injuries and illness "are found across a wide spectrum of industries and types of workplaces. OSHA need to increase efforts to deal with those problems because they are major and growing."

ABOUT HALF of the occupational illnesses reported to the Bureau of Labor Statistics in 1988, he said, were cases of cumulative trauma disorders, another name for RSI. "These disorders accounted for four-fifths of the total increase in occupational illnesses reported," he added.

"The costs of the problem are growing, too, as the numbers of cases increase and the costs of treating the

cases grow," Scannell said. (The BLS subsequently reported an increase of 32,000 cumulative trauma cases in 1989, for a total of 147,000, or just over half the total of 284,000 cases of occupational illness.)

Scannell pointed to the voluntary ergonomic guidelines issued Aug. 30 for the red-meat industry as "the first step toward attacking the problem throughout industry" and said corporate-wide settlement agreements "have been used with success in attacking ergonomic-related hazards in live-meat processing and auto manufacturing." These settlements "have been instrumental in motivating large firms to make safety and health a top-level management concern."

Other conference participants, however, noted that an enforceable OSHA standard on ergonomics remains years away — perhaps a decade. (The agency is expected early this year to issue a proposal for rulemaking on a general industry ergonomics standard.) The participants stressed the role of local unions in pressing for strong contract language including negotiated ergonomic programs, in educating members about work hazards and in using health and safety committees for organizing.

In a workshop on developing effective committees, Jamie Cohen of the Service Employees emphasized membership involvement "so management knows it's not just a few people." Mid-level management support for committee objectives can be crucial, she said, especially when the company will need to spend money to abate hazards. Important resources for committees can include their international offices, local safety and health coalitions (so-called COSH groups) and area universities.

JOINT labor-management committees, participants said, should include equal numbers of union and company representatives (with each side choosing its own) and a rotating chair. Members should have access to workplace safety records, be allowed to accompany workplace inspectors or monitors, review joint training programs and bring in their own experts. Most important is the power to effect change.

Among other advantages: forcing both sides to look at issues (perhaps before they become problems), keeping communication lines open, leaving a valuable paper trail and freeing union representatives for health and safety duties on paid time. Such a structure, however, should not mean the union gives up other rights or options to press for improvements, workshop leaders said.

'Down under' union reacts to RSI, too

RSI

READ ALL ABOUT IT



Jagpro, the New Zealand Journalists and Graphic Process Union, is distributing a poster and booklet on the importance of early recognition and treatment of the "occupational overuse injury" known as repetitive strain injury (RSI). A photo (above) of a member with shoulder, arm, wrist and finger "hot spots" marked in red illustrates both the booklet and the poster. RSI "can be a minor problem if it is diagnosed and treated early. If it is not, a worker can suffer for years and have long periods off work," the poster notes, exhorting: "talk to your union ... and get medical advice."

29,000-plus eligible in convention referendum

Silver Spring, Md.—A total of 29,225 Guild members from 71 locals have been certified as eligible to vote in the Feb. 14-19 referendum on the proposal that the union meet in convention every two years, instead of annually.

Local election committees must tally their ballots Feb. 20 or Feb. 21 and return them by Feb. 23 to the Int'l Election & Referendum Committee.

The IERC will meet March 7 at TNG headquarters here to tabulate and certify the official result, which will be published in the March 8 issue of the Guild Reporter.

For the past 57 years, since the union's founding in 1933, Guild delegates have met every year to make the major decisions on running the union.

Members, however, have argued intermittently during the past 35 years over proposals to meet biennially. This is the first time the full membership is voting on the issue.

Advocates of biennials say the move is necessary to save money for both TNG and locals, to enable financially strapped locals to attend conventions, and to allow more efficient use of staff time.

Proponents of retaining annual meetings argue they are central to the union's democratic structure, encourage accountability by TNG's officers and enable the union to react promptly to members' changing needs.

TNG's Int'l Executive Board last October ordered the referendum, following calls by the mem-

berships of 18 locals for the Guild-wide vote.

The Victoria Guild initiated the process last July by moving that TNG's Constitution be changed to mandate biennial meetings, beginning in 1993, after that year's convention.

Memberships of 17 other locals later seconded the move, more than satisfying the constitutional requirement for calling a referendum.

Under the constitution, such a call must be seconded by "at least 10 locals" in five states, provinces or territories and with "at least 5 percent" of members in good standings.

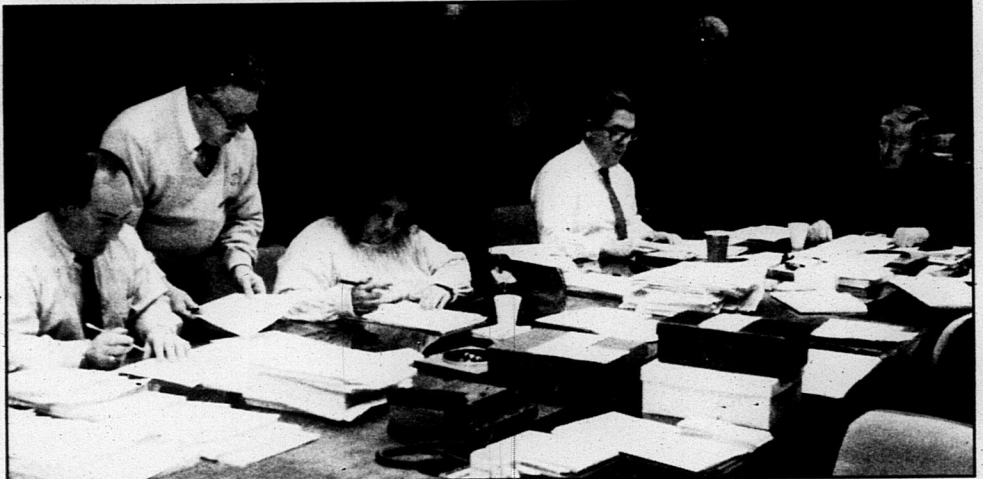
The IERC certified eligible voters Jan. 30 and distributed ballots to locals in the United States, Canada and Puerto Rico.

Eligible are members who were in good standing as of Nov. 1, Dec. 1 or Jan. 1, and whose locals made appropriate remittances of constitutional obligations to TNG no later than Jan. 15.

Locals, at their option, may conduct voting on any or all of the six-day official balloting period.

Not eligible to vote are members of the following locals: Battle Creek, Chattanooga, Dayton, Hampton Roads and Newport News (Va.), Lehigh Valley (Pa.) and Northern Ontario, as well as members of the Wire Service Guild.

The move for the referendum was launched by an ad-hoc committee of local leaders at the close of last summer's convention in New York, where the future of the



TNG ballot committee: Bill Buchanan, Erie; Howard Burkhardt, Toledo; Michele Davis, San Diego; TNG Sec'y-Treasurer John Edgington; Joe Steele, New York; Jerry MacDonald, Canadian Wire Service.

convention itself was the main issue of the five-day meeting.

After lengthy debate, delegates rejected separate motions first to make the switch to biennials and then to submit the question to referendum.

The issue had been raised both by the San Jose Guild, which proposed that the convention order a referendum, and by the IEB which, on an 8-6 vote, proposed that the convention itself enact the change to biennials.

Since then, members on both sides of the issue have been waging their separate campaigns. Their arguments were presented in ads and statements in the Jan. 4 and Jan. 25 issues of the Guild Reporter,

and in letters before and since.

The statement by the Action Committee for Biennial Conventions said, in part:

"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.

"... 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."

The opposing statement by the Committee to Retain Annual Conventions said, in part:

"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 would 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!"

NAACP leader raps Dayton daily for rejecting training, King holiday

Dayton — The leader of the Dayton NAACP has protested to Dayton Daily News management its rejection of Guild proposals for a Martin Luther King holiday for employees and retention and training of minorities.

The Dayton Guild has been seeking a first contract with the Cox-chain daily for more than 19 months, but talks remain stalled over pay rates, affirmative action, a King holiday and other issues.

"Perhaps your pay and management policies account for the loss of talented blacks who have passed

through the Dayton Daily News," Dayton NAACP President Jessie O. Gooding wrote in a Jan. 16 letter to Cox Chairman James C. Kennedy.

"The newspaper editorially has always scolded the community for its shortcomings in racial equality," Gooding wrote.

"Yet we learn that only one minority person and two women today earn the average salary in your Dayton newsroom, and you still do not have a single black person in your editorial management in Dayton — a city that is more than 40 percent black."

Gooding also slammed Cox management for hiring as advisers lawyers from King & Ballow, known for its opposition to unions.

The Nashville firm is "committed to destroying unions" and has "inflamed civil rights, labor and religious organizations" with its hard-line bargaining tactics for the New York Daily News, Gooding asserted.

The NAACP is "especially disappointed" that Cox, based in Atlanta where King was born, would engage the services of a firm "that flouts King's legacy," Gooding wrote. "We remember that King was murdered in Memphis while opposing a union-busting effort in that city."

King & Ballow attorneys have advised the Dayton paper since late 1989, but have not attended contract talks, Dayton Guild President Rob Modic said.

The NAACP offered to mediate the bargaining dispute, but man-

agement spurned the offer, saying the negotiations were "very difficult," Gooding told Guild leaders.

The paper also told Gooding it was "proud of its record" on affirmative action, he said.

There are 21 blacks, one-third of them clerks, among 181 Guild-covered editorial department employees, Modic reported. There are no blacks among the newsroom's 24 supervisors and managers, of which there are 18 men and 6 women, he said.

Management has agreed to an anti-discrimination provision that "is parallel to federal law," Modic said. However, "they have totally refused" to accept Guild proposals on recruitment, training and promotion of minorities and women.

"They say a King holiday would be too expensive and that it would force them to deal with other unions on it," he reported.

Modic said Guild leaders were "encouraged and deeply moved by the generous letter of support" from the NAACP. He expressed hope that such support will "encourage our company to abandon its present tactics."

Progress in the talks has been "very, very slow," and employees have gone without contract raises for more than three years, Modic said.

In another effort to get talks moving, the Guild has launched a circulation pledge boycott against the News, and is getting "excellent co-operation" from several large unions in the region, he said.

The Guild Reporter



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

Published by The Newspaper Guild (AFL-CIO, CLC) 18 times per year, on Fridays, usually at three-week intervals. (Next issue: March 8.) \$20.00 per year. Single copies, \$1.00.

Guild Reporter deadlines at TNG headquarters: News, Monday before publication; features and letters, Friday before publication. (Next letters deadline, March 1.) Letters limited to 200 words by TNG convention action.

POSTMASTER: Notice to Publisher Form 3579 should be sent to The Guild Reporter, 8611 2nd Ave., Silver Spring, Md. 20910-3327

Publication #231580

ISSN: 0017-5404

Vol. 58, No. 3

February 15,

The Newspaper Guild

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

PRESIDENT: CHARLES DALE
SECRETARY-TREASURER: JOHN C. EDGINGTON
INTERNATIONAL CHAIRPERSON: PETER E. McLAUGH

AT-LARGE VICE PRESIDENTS: David M. Mulcahy, c/o Standard & Poor's Broadway, New York, N.Y. 10004; Carol Przybyszewski, 617 Raspberry St., 16502; Carol D. Rothman, 5604 Henry Ave., Philadelphia, Pa. 19128; Marilock, 4031 Glenwood Ave., #24, Youngstown, Ohio 44512; Stanley J. Souza, Lupo St., Kaneohe, Hawaii 96744; Gene Turner, 219 E. Park — #2, Stock 95202.

REGIONAL VICE PRESIDENTS: Region 1—Thomas J. Thibault, P.O. Box 6 Chester, N.H. 03105; Region 2—Faye McCracken, 2059 Kingsley Ave., Memphis 38127; Region 3—Luther P. Jackson, 3rd, 1115 Granger, Ann Arbor, Mich 48106; Region 4—Larry D. Hatfield, 16 Jewell St., San Rafael, Calif. 94901; Region 5 J. Brandow, 2708 Harway Ave., Brooklyn, N.Y. 11214; Canadian Region: C. Clifford, 5656 Morris St., Halifax, Nova Scotia B3J 1C5; West—Doug M. Louth, 4140 Dallyn Rd., Richmond, B.C. V6X 2S7.

DIRECTOR OF FIELD OPERATIONS: William H. McLeman.
EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Linda K. Foley.
CANADIAN DIRECTOR: John Bryant

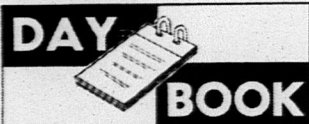
30 Concourse Gate, Unit 103
Nepean, Ont. K2E 7V7.

DIRECTOR OF RESEARCH & INFORMATION: David J. Eisen.

EDUCATION DIRECTOR: Phillip M. Kadis.

HUMAN RIGHTS DIRECTOR: Anna M. Padia.

INTERNATIONAL REPRESENTATIVES: William M. Brown, Robert E. Bruner, Eugene Bryant, Janet David, Leo J. Ducharme, James H. Griffin, Harry L. McCormick, Luis Montanez Jr., Bruce R. Nelson, G. Richard Pattison, Hannah Jo Rayl, Dan Zeidler.



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.
Referendum ballot-counts 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 Baltimore 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.
Canadian District Council, spring meeting, May 4-5, Holiday Inn/Broadway, Vancouver.
Great Lakes, Midwest and Southern District Councils, joint spring meeting, May 18-19, Cleveland.
58th Annual Convention, June 24-28, Le Meridien Hotel, Montreal.
59th Annual Convention, June 29-July 3, 1992 Congress Hotel, Chicago.
60th Annual Convention, Hawaii, 1993.

9999 910000248
XEROX UNIV,
MICROFILM,
300 N ZEEB ROAD
ANN ARBOR, MI 48106