

Biennial conventions are voted in by 70%

Silver Spring, Md.—Members voting in a Guild-wide referendum Feb. 14-19 gave overwhelming approval to TNG ending its long tradition of annual conventions and instead meeting every two years, beginning in 1993.

More than 70 percent of members voting in 67 locals in the United States, Canada and Puerto Rico approved the change. The official count was 5,881 for switching to biennial meetings, 2,435 for retaining annual gatherings.

The Int'l Election and Referendum Committee tabulated ballots

and certified the results March 7 at TNG headquarters.

The IERC's figures showed that a majority of voters in 45 locals supported the switch; 21 locals favored retaining annual meetings.

The margin for biennials was lopsided in many locals, including 96 percent in the Victoria-Vancouver Island Guild, where the referendum motion originated last summer.

In numerous other locals, 90 percent or more of those voting backed biennials. Some examples: Montreal (99%), Cleveland

(95%), San Jose (92%), Denver (96%), Detroit (91%), Albany (99%), Canadian Wire Service (94%), Pacific Northwest (91%), Washington-Baltimore (92%), Bakersfield (98%), Bristol (100%), Lake Superior (96%), Sioux City (90%) and Indianapolis (94%).

Annual meetings were most strongly supported in Erie (84%), Buffalo (71%), Los Angeles (67%), St. Louis (80%), Toledo (73%), Wilkes-Bare (77%), Knoxville (69%), Peoria (73%) and Pawtucket (80%).

Local-by-local official results of referendum 6

Unexpectedly, members in the Guild's two largest locals, where leaders backed annuals, joined the trend for biennials.

New York, the largest, was considered the pivotal contest, but 67 percent of the voters supported the change. Southern Ontario (SONG), largest Canadian local and second largest overall, backed biennials by 72 percent.

Overall, about 29 percent of the

29,602 eligible members voted. Twenty-three locals had turnouts of better than 50 percent. In last October's general election to fill two seats on TNG's Int'l Executive Board, 24 percent of the eligibles voted.

The referendum overturns action by TNG's 1990 Convention to retain annual meetings. It also apparently puts to rest a question that has been debated intermittently for the past 35 years.

The vote mandates that TNG's Constitution be changed to say that
(Continued on Page 6)



The GUILD REPORTER

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

Vol. 58, No. 4

Silver Spring, Md.

March 8, 1991

9 unions huddle with Maxwell on bid for N.Y. News

New York—Leaders of the nine unions striking the New York Daily News began a second day of meetings with British publisher Robert Maxwell March 8 in a final effort to settle the strike and keep the Chicago-based Tribune Co. from closing the paper on March 15.

Leaders of the unions, including the New York Guild, were prepared to continue the talks around the clock and through the weekend to pursue settlements that would both provide substantial savings to the financially hemorrhaging daily and preserve the integrity of the unions' contracts.

Maxwell could get News without 'a penny up front' 4

Since the strike began Oct. 25, the News has lost an estimated \$750,000 to \$1 million a day as it continued to publish with strikebreakers and its circulation and advertising plummeted.

Eight days of talks with Tribune Co. management that were mediated by W.J. Usery, a former U.S. labor secretary, broke off Feb. 28 when Usery bowed out. The final session between the News and the Pressmen's Union made it "obvious we were too far apart to close the gap," Usery said.

At the same time, the unions and the News said each would concentrate on finding a buyer for the paper before the closing deadline the company earlier had set for March 20.

Purchase talks had just foundered with Mortimer B. Zuckerman, publisher of U.S. News & World Report. Talks were just beginning with Maxwell, whose holdings include Mirror Group Newspapers in London and Macmillan Inc., the U.S. book publisher he bought in 1988 for \$2.6 billion.

The Tribune Co. and Maxwell signed a letter of intent March 5 for Maxwell to take over the News, provided he and the unions reached "satisfactory agreements" by March 15, according to a News representative. The News also moved the closing date, absent a sale, to the same day.

In a telephone call to the leader of the unions' Allied Printing Trades Council, Maxwell said agreements had to be in hand March 11 if the deal was to go through.

George E. McDonald, president of the Allied and the New York Mailers Union-CWA, said he and Maxwell quickly worked out ground rules for the March 7 meeting in the six-minute call. And that, McDonald told reporters, was more than had been achieved in 14 months of talks with News and Tribune Co. management.

Two officers of each of the striking unions — President Barry Lipton and Sec'y-Treasurer Tom Pennacchio for the Guild — met alone with Maxwell and an aide behind closed doors at Macmillan publishing's Manhattan offices starting at 10 a.m. March 7.

(Continued on Page 4)



JACK MILLER/Miller Photography/New York Guild

BROWN WINNER HEIDI EVANS IS ON STRIKE AGAINST NEW YORK DAILY NEWS
Picture was taken at New York Guild strike headquarters, near portrait of Guild's founder.

N.Y. striker wins Broun Award for series on cancer test delays

Silver Spring, Md. — New York reporter Heidi Evans has won TNG's 1990 Heywood Broun Award for a series of articles in the New York Daily News last spring and summer revealing that thousands of tests for cervical cancer were going unexamined for a year or more in a city health department laboratory.

The selection of Evans' work by an independent panel of judges from among 146 entries for the award was announced March 5 from the Guild's international headquarters in Silver Spring.

Honorable mentions were awarded to Sallie Hughes of the Miami Herald and to Jerry DeMarco of the News Tribune of Woodbridge-Perth Amboy, N.J.

The award — \$2,000 and a cita-

tion — will be presented to Evans at a dinner marking the 50th anniversary of the Broun Award, to be held April 23 at the National Press Club.

Learning that she had won the Broun Award was "the best news I could have, except getting back to work," said Evans, a member of the New York Guild unit at the Daily News that has been on strike against the paper's management since last Oct. 26.

"Now I've got the best resume in New York, but no job," Evans said.

Her work was submitted for the award by her Daily News and strike colleague, Tom Robbins, who has been editing the Guild Strike News, the 6-day-a-week newsletter that keeps members ab-

reast of strike developments.

The failure of the city's public health officials "to analyze and report results of more than 2,000 Pap smears left hundreds of ... poor women at high risk for cervical cancer without knowing it," the judges said.

The women "had been told only one thing by the city clinics," Robbins said in nominating Evans' work: "If you don't hear back from us within six weeks of your Pap test, you can assume that everything is fine."

Evans' expose and follow-up coverage led to "the officials most responsible" being fired, demoted or resigning and "women now get their [test] results within a week," the judges said.

(Continued on Page 2)

Reflections on a TNG seminar 3

District delegates try sensitivity 5

Boycott launched in Tacoma 8

THE SHORT



OF IT

THE PRESS — REPORTERS in particular — came in for sharp criticism during the Persian Gulf war. As a group, reporters got low marks on their knowledge of military matters. They also sparked complaints for chafing at Pentagon restrictions against going to the front.

But members of the press ran into their biggest problems when television cameras focused on them during military briefings in Washington and Saudi Arabia.

Observed the Washington Post's Henry Allen: "The Persian Gulf press briefings are making reporters look like fools, nit-pickers and egomaniacs; like dilettantes who have spent exactly none of their lives on the end of a gun or even a shovel; dinner party commandos, slouching inquisitors, collegiate spitball artists; people who have never been in a fistfight much less combat; a whining, self-righteous, upper-middle class mob jostling for whatever tiny flakes of fame may settle on their shoulders like some sort of Pulitzer Prize dandruff."

Allen's basic point was that the military scored lopsided victories in skirmishes with the press. Ever since the Vietnam War, the generals have struggled to repair an image tattered by stories of \$600 coffee pots and expensive, malfunctioning equipment. By outshining reporters in the briefing rooms, they made major gains.

Reporters, with their penchant for informal dress and confrontational questions, were no match on television for the uniformed, assertive commanders. (The commanders also seemed smarter because they spoke both in English and "military.")

The proper role of reporters, however, is not to win fashion shows. It is to collect and impart information. And despite the Pentagon's short leash on reporters, it's undisputed that the press did a credible job in covering the war. In some cases, it may have been an imperfect "first draft of history," but judging from coverage in many papers, it appears the "slouching inquisitors" did their job pretty well.

A surprise compliment came from Army Lt. Gen. Thomas Kelly, the Pentagon's no-nonsense briefer. Upon his retirement March 4, Kelly told reporters: "I hold a lot of you in great respect. . . . Having a free press has served the United States well for 215 years."

Decisions, Decisions: During the war, management at some papers also weathered criticism, sometimes from employees. About two-thirds of the newsroom staff at the Miami Herald objected when the publisher announced plans to string a 24-foot yellow ribbon across the building. Management said it wanted to show support for American forces, but staffers said it diminished their credibility. The ribbon was not put up. . . . The St. Paul Pioneer Press also took heat from Guild-represented staffers for a "support the troops" advertising supplement [Guild Reporter, Feb. 15]. . . . Some editors were criticized for sending reporters to the Gulf who knew little about the military. At least two papers sent sports writers.

American Made: A war-related surge in patriotic fervor — and protests by union members — jolted the Chrysler Corp. into dropping plans for using a Japanese-made pace car at the Indianapolis 500. After United Auto Workers members raised a ruckus about using the Mitsubishi-made Dodge Stealth, Chrysler quickly moved to build a prototype Dodge Viper to lead the Memorial Day race. UAW members agreed to work overtime to produce the Viper in the U.S. The "greatest spectacle in racing" has never been paced by a foreign-made car. . . . The Electrical Workers union, meanwhile, was taking pride in its members' work on an "American-made" Gothic landmark — the massive National Cathedral in Washington. A stunning six-page color spread in the IBEW Journal details the "on-the-job ingenuity" of union electricians in running wire through the church's 12-foot-thick limestone walls and up 70-foot towers.

Potpourri: Californians are suffering through a five-year drought, and now 40 Guild members across the continent at the Providence (R.I.) Journal Bulletin know how they feel. In a cost-cutting move, the company has removed bottled water coolers from three suburban offices and announced plans to yank them in five more. The Guild has grieved the action, claiming tap water is of poor quality and that the action was a unilateral change in working conditions. . . . TNG President Charles Dale has been appointed to the Health, Safety and Environment Committee of the Executive Council of the AFL-CIO Industrial Union Dept., not to the safety committee of the AFL-CIO Executive Council, as reported Feb. 15.

Among Ourselves: Former Toronto Star reporter and Southern Ontario Guild member Sue Craig has been promoted to information chief in the Ontario Ministry of Health and Education. Craig had been press secretary for the minister since the New Democratic Party swept into power in Ontario last fall. She is the spouse of TNG Canadian Director John Bryant. . . . Bill Knight, who left a reporting job at the Peoria Journal Star to become administrative officer for the San Diego Guild, is returning to the Peoria paper after 10 months in California. The Journal Star publisher said he would be "annoyed for a few weeks," but nevertheless welcomed back the past president of the Peoria Guild and 1990 Guild Service Award winner.

Cancer test series wins Broun prize

(Continued from Page 1)

"Evans' dogged reporting that exposed this outrage embodies Heywood Broun's abiding concern for the underdog and the underprivileged, whose champion he was," the judges pointed out.

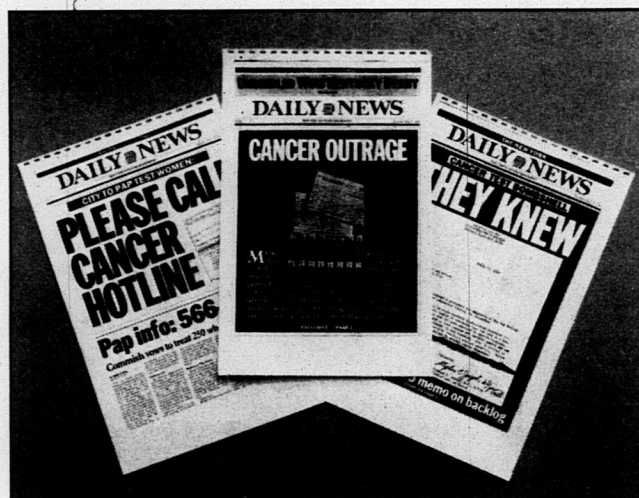
"If it had not been for the stories in the Daily News, more than 600 women, including 102 whose tests were said to show signs of cancer or precancer, would not have been told of their abnormal results," they said.

At one point, Robbins reported, the health department "stonewalled every inch of the way," and the health commissioner "forbid everyone in his department from talking to her," causing her to resort to the Freedom of Information law to gain access to key documents.

"Evans ultimately proved that city officials knew for almost two years about the growing Pap test problem, but kept silent," Robbins reported.

"Rarely have we seen as clear-cut a case where the press has been as effective in its watchdog role," the judges said.

Evans' stories were published



HEADLINES ON WINNING SERIES TELL THE STORY
More than 2,000 Pap smears languished in laboratory.

over seven days in May, five of them consecutive, two days in June, four in July and on Sept. 2.

Hughes of the Miami Herald received an honorable mention for what the judges described as "persistent digging for more than three years that ultimately won freedom for a Florida youth who was unjustly convicted of attempted murder."

The honorable mention to DeMarco of the News Tribune was for an "exhaustive and compelling examination of New Jersey's poorly functioning juvenile justice system" which "has already begun to produce reforms in the state,"

the judges said.

Judges of the 1990 Broun Award were: Dana Bullen, executive director, World Press Freedom Committee; Richard Harwood, ombudsman, the Washington Post; and Colin MacKenzie, Washington bureau chief of the Toronto-based Globe and Mail.

TNG has been making the Broun Award annually since 1941 for work in the spirit of the union's founding president. That spirit, marked by an abiding concern for the underdog and the underprivileged, was manifest in his newspaper columns, published in the 1920s and 1930s.

Council debates hotel-use policy

Providence, R.I. — Delegates to the New England District Council's meeting here Feb. 23-24 rejected a proposal to meet only in hotels with unionized employees, saying it would bar eight of the council's 10 locals from hosting the quarterly sessions.

"The issue was honestly debated, and a majority of delegates felt the Guild's presence in the various communities on a rotating

basis was preferred to meeting only in union hotels," said Tom Hiltz of the Boston Guild.

The council "strongly supported" meeting in unionized hotels "whenever possible," but the majority of delegates felt it was more important "to meet in all locals," Hiltz said.

Delegates also re-elected David Langzett of Portland as council president for the next year, and

Dale King of Pawtucket as secretary-treasurer. Robert Townsend of Brockton was elected to succeed Hiltz as council vice president.

TNG Director of Research & Information David J. Eisen conducted an information program on repetitive strain injuries, and attorneys from the Providence Guild's legal team explained workers' compensation laws, especially as they apply to RSI victims.

April 3 is service award deadline

Silver Spring, Md. — The deadline for Guild locals to submit nominations for the 1991 Guild Service Award is April 3, local leaders have been notified.

The award — a scholarship of up to \$1,500 for a course in union education — is made annually for outstanding service at the local level. Eligibility is reserved to local officers and members who

serve the Guild in unpaid capacities.

Nominations must be made by local membership meetings, executive boards or other governing bodies. A description of the nominee's service which inspired the nomination must accompany the entry.

Judges for this year's award are TNG Vice President Gene Turner

of Stockton, chairperson of the IEB Education Committee; TNG Vice President Carol Przybyszewski of Erie; and TNG Education Director Phillip M. Kadis, to whom nominations should be sent.

Judging and announcement of the winner will occur during the IEB's spring meeting, scheduled for April 22-26 at TNG headquarters.

Sex-harassment trial begins March 25

Albany, N.Y. — The Albany Guild's breach of contract lawsuit against the Glens Falls Post-Star in a sexual-harassment case has been scheduled for trial beginning March 25 in U.S. District Court.

In the same suit, a mailroom employee is suing the Post-Star and a former supervisor for more than \$4 million for "pain and suffering," alleging violations of Title VII of the U.S. Civil Rights Act of 1964 and New York Human Rights Law.

The supervisor has been convicted of sexually assaulting the employee in a company warehouse in mid-1987. According to the suit, he then harassed her for a yearlong period before being fired in June 1988 for disabling a safety switch on a machine she was operating.

In one incident, the victim asserts, the supervisor lifted her car several inches off the ground with a forklift while she was parked in the company lot, and then dropped the car.

In its grievance, the Guild asserted management violated the anti-discrimination clause in the union's contract with the Post-Star by condoning the supervisor's actions and not taking proper measures to end the harassment.

He was convicted in Glens Falls city court of misdemeanor sexual abuse in the warehouse incident and was fined.

The liability phase of the trial is expected to take about a week, and a second phase to determine damages, if any, could take another week, said Brian O'Donnell, the Albany Guild's counsel.

Under the state law, compensatory damages could be awarded for pain and suffering; under federal law, the plaintiff could recover attorneys' fees.

Last October, TNG's Int'l Executive Board approved giving the local loan of up to \$67,936 from the union's Anti-Discrimination Fund to help defray legal costs in the case.

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 29.) \$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.



Participants in TNG's annual seminar gather for "Class of '91" photo at Meany Center. ANNE MARTENS/Washington-Baltimore Guild



TNG Education Director Phil Kadis; James McKay, Pittsburgh; Eugene Emery and Suzanne Misunas, Providence; Joel McNally, Milwaukee.



June Herold, Dayton; Denise Pool, Memphis.



Ruthanne Greeley, San Diego; Blanche Gibson, Gary; Sina Williams, Buffalo; Karen Sorensen, Peoria.

Participant reflects on TNG's seminar

Following are the slightly tongue-in-cheek observations of a participant at TNG's annual training seminar for local officers. The author, Joel McNally, is a Milwaukee Guild member who writes a satire column for the Milwaukee Journal called "The Innocent Bystander." He was one of 46 participants at the Feb. 15-18 workshop at the AFL-CIO's George Meany Center for Labor Studies in Silver Spring, Md.

By Joel McNally
Milwaukee Newspaper Guild

The annual TNG Residential Seminar for New Local Officers wasn't exactly like one of those management-training seminars where executives sit on straight-backed chairs and aren't permitted to go to the bathroom until they get in touch with their feelings. (For a graphic depiction of the emergence of such inner feelings, see the original movie "Alien.")

It's true that we sat relentlessly for three days. Education Director Phil Kadis also had us fill out questionnaires designed to reveal our leadership horoscopes. (My profile showed I was task-oriented, ready — no eager — to run roughshod over individual feelings for the sake of group climate. In Milwaukee, we would kill for climate.)

But, this was no yuppie schmooze school. As we holed up in our bunkers in Silver Spring, Md., we had daily reports from the outside by President Charles Dale on the Mother of All Battles raging at the New York Daily News. Inside, we mapped strategy for our own guerrilla wars.

Bill McLeman, director of field operations, and Linda Foley, executive secretary of the contracts committee, had us sounding off with the Guild catechism:

"How long does collective bargaining go on?"

"365 days a year!"

"What does it take to achieve our goals in bargaining?"

"Power!"

"What is the source of the union's management?"

"The membership!"

Many of our discussions were mirror images of management concerns. Management sits around talking about marketing the newspaper. We talked about marketing a newspaper boycott. Our own local used a primitive boycott pledge campaign to help achieve our first contract. Management will be glad to know the techniques have improved a lot since then.

(Continued on Page 4)



From left, Erik Ninomiya, Lake Superior; Dennis Uyeno, San Jose; Liz McConnell, Twin Cities; Donna Hooper, North Bay; Kim Pestr, Windsor; John Ropelewski, Albany; Glenn Johnson, Canadian Wire Service; David Wilson, Victoria-Vancouver Island.



Liz McConnell, Twin Cities; Donna Hooper, North Bay.

N.Y. unions huddle with Maxwell on News

(Continued from Page 1)

Going into the meetings, none of the unions knew what kind of concessions Maxwell might seek. But MacDonald said: "If both sides shake their heads in the same direction, we can do it (reach new contracts) in 48 hours."

The initial joint session adjourned to a series of meetings of bargainers for each union individually with Maxwell and Daily News department heads. Lipton said Maxwell exhibited "a spirit of co-operation," but cautioned that "it remains to be seen if it will continue."

The unions and Maxwell were working from the expired contracts. The unions' aim was to "go after" only the economic areas.

One of the chief stumbling blocks in more than a year of talks with the paper's Tribune Co. management was the company's adamant insistence on sweeping management rights provisions and effective elimination of the unions' longstanding rights to protect employees against capricious discipline and discharge.

Those demands remained little changed even in a "final offer" received in the mail by the Guild on March 4, the Monday after Usery checked out of the talks, Pennacchio said.

That offer, in fact, was as close as the Guild and seven other striking unions got to direct talks during the Usery sessions. All nine unions had agreed the talks first would be devoted solely to seeking a settlement for the Pressmen's Union, followed by the Newspaper & Mail Deliverers, the Guild, the Mailers and the others.

While representatives of the Allied, including the Guild's Lipton,

sat with the Pressmen's bargainers, the talks never got beyond that

In the Usery sessions, the News continued to demand elimination of half the 400 prestrike pressmen's jobs and wage cuts of 45 percent for most of those that would remain, to \$12 an hour from \$22.

The company's was "a suicide proposal ... made to be rejected," said Lipton.

Union hopes had been buoyed at the initial meeting under Usery on Feb. 15. It was the first time the company had agreed to meet with all the unions jointly. In addition, management representatives were led by Tribune Co. President Charles T. Brumback. He assured the unions in the face-to-face meeting that the company was "not out to bust the unions" and that it wanted to "stay in business in New York."

Almost immediately thereafter, however, Robert Ballow, a lawyer from Nashville the unions had labeled a union buster, resumed his place as chief spokesperson for the News. Publisher James Hoge was added to management's representatives at the table.

"If they really had wanted an agreement, they would have moved Ballow out," Pennacchio said.

Meanwhile, the unions continued their "corporate campaign" to publicize the Daily News situation in other cities where the Tribune Co. owns other properties.

Guild striker Eileen Dolan led a rally Feb. 15 at the Tribune's Orlando Sentinel. Among the unions represented were the Carpenters, Electrical Workers, Elevator Con-



GUILD'S EILEEN DOLAN, CENTER, LEADS RALLY FEB. 15 AT ORLANDO SENTINEL

Two women from Justice and Peace Office of Notre Dame Sisters, John Lott of Elevator Constructors, second from left, and Steve Hall of Painters and Allied Trades also protest at Tribune Co. paper.

structors, Painters and Allied Trades, Teamsters and Laborers. After Dolan enthusiastically spoke to a meeting of one of the unions, its members started calling her "Norma Rae."

In addition, the Catholic Sisters of Notre Dame sent representatives from their Greater Reading or Writing Skills (GROWS) organization from their Justice and Peace Office, which is supported by the Orlando Sentinel Foundation.

Guild strikers Carmen Feliciano, Larry Celona and Helen Peterson led a similar rally at the Tribune's Ft. Lauderdale Sun-Sentinel.

Striker Richard Sisk of the Daily News' Washington bureau helped put together a Feb. 22 rally at the Newport News (Va.) Daily Press/Times Herald, where TNG President Charles Dale marched with and addressed demonstrators.

Two days earlier in Brooklyn, a criminal-court judge agreed to a prosecutor's recommendation to adjourn "in contemplation of dismissal" proceedings against 10 Guild strikers who were arrested Jan. 2 after occupying the Daily News' Brooklyn news bureau [Guild Reporter, Jan. 4].

Under the action, misdemeanor trespass charges will be dismissed provided the strikers, dubbed the Tabloid 10, stay out of trouble for six months.



STRIKERS TAKE THEIR MESSAGE TO NEWPORT NEWS, VA. TNG President Charles Dale joins rally at Daily Press/Times Herald.

N.Y. deal: 'Not a penny' up front?

New York—While the financial terms of the conditional agreement under which Robert Maxwell could become owner of the New York Daily News were not released, New York Times reporter Alan Finder wrote that Maxwell "would not pay a penny up front for the paper."

Instead, Maxwell would "receive about \$60 million, in return for his assuming most of the long-term liabilities of the News," Finder wrote. He attributed the information to "someone involved in the sale negotiations who spoke on the condition of anonymity."

Those liabilities are estimated at around \$150 million: \$25 million in underfinanced pension funds, \$25 million in severance-pay obligations and up to \$100 million in

lifetime job guarantees to the News' printers, who are not on strike.

Maxwell would be responsible for the potential severance-pay costs and the printers' job guarantees, Finder reported.

The News said any buyer would need to spend at least \$50 million to return the paper's circulation and advertising to prestrike levels. Before the strike began Oct. 25, the News was the third-largest metropolitan daily in the U.S., behind only the Los Angeles Times and the New York Times.

Mortimer B. Zuckerman, the real estate developer and magazine publisher whose talks to buy the News foundered, had estimated it could cost as much as \$100 million to restore the daily's prestrike ad-

vertising and circulation levels.

Terms of the Maxwell transaction call for the Tribune Co. to handle any liabilities toward the estimated 800 strikebreakers hired as permanent employees, leaving the new owner free to sever them from the paper, Finder wrote. Many of them reportedly signed forms stating the News can terminate them at will.

The Wall Street Journal, meantime, reported that a principal in the firm hired by the Tribune Co. to screen potential buyers said "we are convinced" Maxwell has "got the money." The Journal pointed to plans to take Maxwell's Mirror Group Newspapers public in the spring or summer by offering stock for something under half the company.

Reflections on seminar

(Continued from Page 3)

We watched the top two officers of our union, President Dale and Secretary-Treasurer John Edgington, engage in mock bargaining, with the head of our union playing the role of management negotiator. But he couldn't hold a candle to Nashville management consultant Bob Ballow, the man we came to know as the antichrist.

The revivalist preaching of International Representative Bruce Nelson on processing grievances restored our faith in the contract as not only a living document, but a fire-breathing one. No one in the business can have anything but love and admiration for any union that protects the right of a sportswriter to punch out a Murdoch management trainee (one of Nelson's case studies).

Anna Padia, human rights director, and David Eisen, research and information director, ran workshops on how to take the offensive against widespread discrimination and the potentially crippling injuries in our industry.

A major benefit was the de-mystification of the international union. After hanging out with the officers and staff of the union for several days, I know what resources are available and where to call for help. (And I already have.) The same is true about the network of local officers I met.

Besides, all of us would still be wandering around lost if we hadn't received the sound advice of Phil Kadis about what to do first upon assuming leadership of our locals: Find the office.

The 46 participants

Participants in TNG's 1991 seminar for new local officers included the following, listed alphabetically by local:

Albany—Kevin Jones, chief shop steward; Timothy O'Brien, treasurer; John J. Ropelowski, shop steward; **Bakersfield**—Ed Homich, vice president; Tom Maurer, president; **Buffalo**—Sina Williams, secretary.

Canadian Wire Service—Glenn Johnson, vice president; **Chattanooga**—Beverly A. Carroll, executive committee; Judy Walton, vice president; **Dayton**—June R. Herold, treasurer; **Eugene**—Ronald B. Kangail, vice president; Mike Murray, executive board.

Gary—Blanche Gibson, executive board; Garth Snow president; **Hudson County**—Larry Cutchall, executive board; Helene Stapinski, executive board; **Lake Superior**—Erik Ninomiya, secretary; **Lehigh Valley**—Ronald E. Devlin, president.

Manchester—Jim Adams Steward; **Memphis**—Douglas E. Deaver, vice president; Lela Garlington, president; Phyllis A. Parker, secretary-treasurer; Denise Pool, recording secretary.

Milwaukee—Joel McNally, corresponding secretary; **North Bay**—Donna Hooper, president; **Northern California**—Linda S. Cearley, chair-Modesto Bee; **Peoria**—Karen Sorensen, vice president.

Pittsburgh—James F. McKay, executive committee; Robin Weiss, chair-Monessen Valley Independent; **Portland**—Elldridge Fillmore, executive board; John McKinney, executive board/shop steward.

Providence—Eugene Emery, action committee chair; Suzanne L. Misunas, executive board/grievance chair; **Pueblo**—Peter Strescino, treasurer; **San Diego**—Ruthanne Greeley, local representative.

San Jose—Dennis Uyeno, grievance chair; Mike Langberg, vice president; **Scranton**—Maryann Wylam, vice president; **Sheboygan**—John Roridy, vice president; **Twin Cities**—Liz McConnell, vice chair-Minneapolis Star Tribune.

Victoria-Vancouver Island—David Wilson, shop steward; **Wilkes-Barre**—Jeanette Rhodes, executive board; Patricia Trosky, executive board; **Windsor**—Lauren More, secretary; Kim Pestr, executive board; **Yakima**—David Lester, president.

District delegates pursue sensitivity to members' diversity

By Luther Jackson
TNG vice president and
Detroit Guild member

Buffalo — How does it feel knowing that people refuse to treat you as an individual because they consider you overweight?

What's it like when your boss thinks you're washed up at age 50?

How does a child react to being excluded from a party because his skin color is different from other classmates?

Whether it's because of gender, age, hair color, height, weight, skin color or religion, *all of us* have faced prejudice in our lives, participants learned in a workshop at the Great Lakes District Council on Feb. 9.

The sooner we appreciate the factors causing people to rob us of our individuality, the quicker we can see others as individuals and come to value our diverse Guild membership, participants heard.

Over a three-hour afternoon session, 22 council delegates alternately laughed, applauded and winced as TNG Human Rights Director Anna Padia and Washington-based consultant Bonnie Berger led the group through vari-

ous extension of the Guild's long-time interest in human rights and human dignity," he said. "And on the pragmatic side, a more sensitized Guild leadership will be more effective in organizing and energizing new members."

There is less chance we will utter ethnic, racial or sexual slurs that — while seemingly harmless to us — could offend current or potential members, Dale said.

In short, the Guild constantly should be removing barriers to potential members or potential activists.

"We don't want to have talented people sitting on the sidelines because they think we don't want them," Dale said.

Called "Sensitizing for Diversity: A Prejudice Reduction Workshop," the first-of-its-kind session at a district meeting was designed as a pilot for future Guild programs.

The program grew out of concerns expressed by TNG's Int'l Executive Board Subcommittee on Diversity and a report adopted by the 1990 convention saying it "recognizes the need for Guild-conducted sensitivity training to help all of us address our own biases."

The convention also directed TNG to "conduct a forum at its next convention to include presentations and speakers on sex, race and age discrimination and discrimination against persons with disabilities."

Berger, who has been conducting "diversity training" for five years, said the program at the council meeting was designed to be as non-confrontational and as guilt-free as possible.

"Guilt is the glue that holds prejudice in place," she said. "None of us were born saying, 'I want to be a racist.'"

She said the process of sharing our hurts starts the healing process, not only for ourselves but for our colleagues.

By valuing diversity, we can gain pride in ourselves and our backgrounds as well as "affirming and celebrating" differences in others, Berger said.

Many participants said they left the session with a new understanding and appreciation for their colleagues.

"I found myself talking with people I normally don't speak with at council meetings because I suddenly knew more about their backgrounds and experiences," one delegate said.

"I enjoyed listening to other people's experiences," another said. "It's good to know I have more allies."



ous exercises, role playing and personal testimony.

With our society and union membership becoming more diverse, we must learn to feel more comfortable with people's differences if we are to be effective organizers, negotiators and contract administrators, Padia stressed.

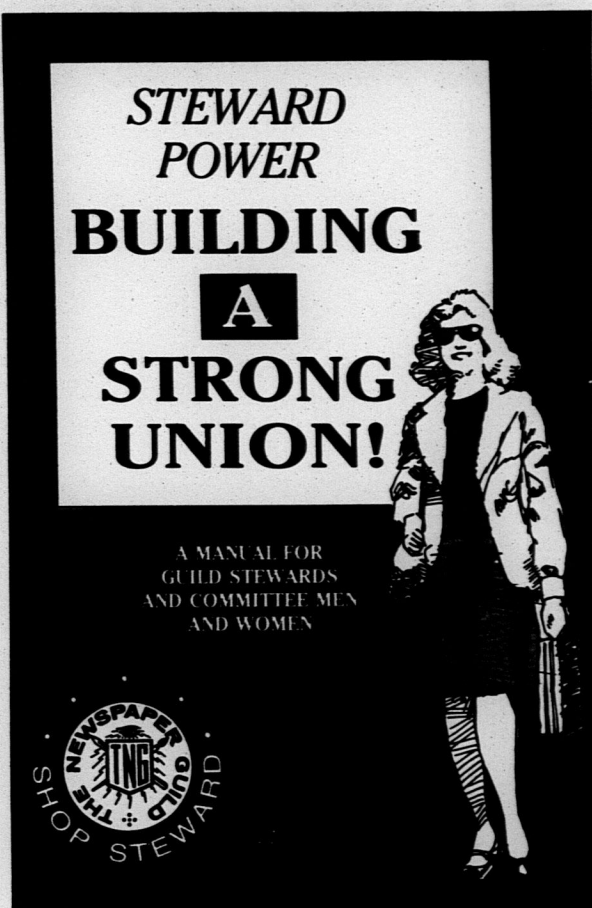
"We are young, maturing (and) we are older," Padia told the group. "We are French-Canadians, Asian-Americans, we are Jewish. We speak more than one language. In short, we're a heck of a mix."

TNG President Charles Dale cites two reasons for the Guild's increased interest in these issues.

"This type of program is a nat-

TNG stewards' manual redesigned, updated

TNG's manual for stewards and grievance committee members has been rewritten and redesigned to reflect current workplace conditions and the diversity of the Guild membership. The 63-page booklet includes guidance on handling grievances and building the union, plus a resources list of Guild publications, and other labor publications, books, films and videocassettes. Each local has been provided a sample copy, and additional copies are available from TNG for 60 cents each, \$25 for 50 or \$48 for 100. On the cover is a depiction of the Guild shop steward pin, which also is available, at \$4.75 each.



Others said the session provided a good education in human relations. "There were subtle forms of prejudice discussed I hadn't thought about before," one participant said.

However, others said the session put people on edge and that the time could have been better spent on such traditional district council topics as contract enforcement.

It was "a waste of time," one participant said. "We face bigotry at the newspapers. We need to know how to deal with that."

Instead of focusing on people's differences we should "build on what we have in common," this participant said. "We are all labor leaders ... that is the one unifying factor we have."

Dale and Padia said the participants' comments would be carefully considered, and that the international staff would work with the IEB to refine future sessions.

"While we're pleased that many evaluated the program very highly, we don't want to move forward if some people leave feeling of-

fended," Dale said. "Inclusivity is our goal. It is important that everyone feel comfortable with the program."

In addition to providing an opportunity for council delegates to share experiences, the workshop focused on developing skills for working effectively in a diverse society.

One exercise involved delegates discussing non-confrontational ways to gently and persuasively stop others from making ethnic, racial and other slurs.

Using role playing, the group explored ways of using empathy, compassion and humor to discourage a person from telling an offensive joke.

Several participants said they found "the ways to defeat prejudice" the most useful, while others found the "discussion of what locals can do" as most useful.

Padia cautioned that the workshop was not intended to be curricular, only a helpful technique.

"No single element explains discrimination and no single means

will eliminate it," Padia said. "This program examines one aspect, the prejudices at the root of individual discrimination. And it offers more effective personal skills to deal with them, plus practical steps Guild locals can take."

The session closed with a discussion on how locals can make their union more hospitable to people of all backgrounds:

Among the suggested steps:

- ✓ Review recruitment techniques to make sure they reach people of all backgrounds.

- ✓ Establish a minority affairs committee or a committee that communicates with groups that traditionally have been under-represented.

- ✓ Make sure our members know why we seek to reduce prejudice and encourage a more diverse membership.

- ✓ Write an official local anti-discrimination policy.

- ✓ Make allies with other labor and community organizations.

- ✓ Reassess literature to make sure people of varying cultural backgrounds are included.

'Memorial day' activities urged

Silver Spring, Md.—Guild locals and members across the U.S. and Canada are being encouraged to participate in this year's nationwide observances of Workers Memorial Day (U.S.) and a Day of Mourning (Canada), both again set for April 28.

It is the third such annual day promoted by the AFL-CIO in the United States and the sixth sponsored by the Canadian Labour Congress in Canada.

The AFL-CIO Dept. of Occupational Safety and Health is organizing events in several U.S. cities, and AFL-CIO state and central labor bodies are planning activities reflecting local safety and health concerns.

Activities will emphasize or-

ganized labor's agenda for improvements in the U.S. Occupational Safety and Health Act.

In Canada, the CLC is calling for emphasis on improving contract protections against unsafe conditions as well as better compensation and regulations, along with more firm and fair enforcement of existing measures.

"It would repay every local to carve out time for this observance," TNG President Charles Dale wrote in his letter to U.S. locals. "Our own current experience with repetitive strain injury (RSI) and related workplace hazards underlines the importance of this legislative agenda, and of mobilizing support for it."

Dale urged locals to contact cen-

tral bodies "to assure active Guild participation."

The AFL-CIO is seeking legislation to toughen OSHA enforcement, strengthen health and safety standards and empower joint employee/management committees to shut down dangerous jobs.

Meanwhile, in Ottawa a bill recognizing April 28 as an official federal Day of Mourning for workers killed or injured on the job became Canadian law Feb. 1.

Introduced by a New Democratic Party Member of Parliament, the action puts the federal government in step with many provincial and municipal governments who earlier began marking the day, according to the Canadian Assn. of Labour Media (CALM).

Human rights pamphlet goes to locals

Silver Spring, Md.—TNG has produced and is distributing a new brochure to assist local leaders in setting up human rights committees, programs and activities.

The 8-page pamphlet outlines how human rights committees can help women, minority-group and older workers on issues such as discrimination; sexual, racial and age harassment; affirmative action and employment equity; and pay equity.

TNG Human Rights Director Anna Padia wrote and designed the brochure. One copy is being sent to each local, and additional copies are available. Initial distribution is being timed to coincide with the start of TNG's annual human rights survey.

Biennial conventions OK'd by 70% in Guildwide vote

(Continued from Page 1)
conventions shall be held "biennially in odd-numbered years," after 1993.

Conventions already scheduled for 1991, 1992 and 1993 will be held as scheduled, and 1994 will be the first "skip year."

Advocates of the switch said escalating convention costs become a burden on both TNG and locals, and that many locals have been priced out of attending each year. It costs TNG and its locals approximately \$500,000 per convention.

Opponents said annual meetings are important in preserving the Guild's democratic tradition, in encouraging accountability by TNG's officers and enabling the union to react promptly to members changing needs.

TNG President Charles Dale said of the result:

"The controversy over annual vs. biennial conventions has raged for too many years in this union. Now it's over; the membership has spoken, and it's done so emphatically and overwhelmingly.

"They've told the Guild to put the time and dollars saved with biennials to work in defense of our members' contract rights, into organizing and servicing. That's precisely what will be done."

Peter McLaughlin, TNG and New York Guild chairperson, said he was surprised the tally was so lopsided, but conceded "it was difficult for the members to see beyond the money savings."

"We're one of the few unions that still has the tradition of an annual convention, and I think we really did lose something that's important to the Guild," said McLaughlin, who favored annuals.

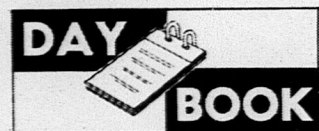
"But when times get tough, you

McLeman leads steward session

Memphis — TNG Field Operations Director William H. McLeman led delegates to the Southern District Council in an examination of the duties of Guild stewards during the council's winter meeting here March 2-3.

Delegates also elected Laura Simmons, president of the Knoxville Guild, to fill the remainder of the term as secretary of the council. She replaces Rebecca Ferrar, also of Knoxville, who resigned because of new job responsibilities.

TNG President Charles Dale reported to the council on successes and struggles elsewhere in the Guild.



Guild Service Award nominations deadline, April 3, TNG headquarters.
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.
Int'l Executive Board, pre-convention meeting, June 21-22, Le Meridien Hotel, Montreal.
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.



Lipton Hatch



Davis McLaughlin

have to make a sacrifice. This became a sacrifice to tough times."

The Guild has been meeting in convention every year since 1933, when delegates traveled to Washington to found the union. Since 1955, there have been various proposals to meet every other year.

Victoria triggered the referendum process last summer with a motion (seconded by 17 locals) that the membership decide the question. Earlier last summer, delegates to the 1990 convention debated but rejected separate motions to make the switch to biennials and then to submit the question to referendum.

Bill Davis, San Jose Guild administrative officer and longtime biennials supporter, said he "knew it would go this way, if we could get it out of the convention." His local led the convention fight for a referendum.

"I've been supportive of this for 20 years," Davis said. "It's simply a matter of dollars and cents. It never was about democracy."

Barry Lipton, the New York Guild president who has fought hard to keep annual meetings, said the membership "made it clear about what they would prefer."

"Now it is important that the Guild prepare for meeting every other year by re-structuring those conventions carefully and reviewing how its year-to-year business will be handled in the absence of annual conventions," Lipton said.

He said the vote showed "a re-

sounding sentiment" for biennials "and you have to respect that." Lipton saw "nothing divisive" in the election. "It was just a matter of choice, and the members spoke."

Steve Hatch, executive secretary of the Cleveland Guild and another leader of the pro-biennials coalition, said the result was a "very important move, now and in years to come."

"It will open up more money and staff time both to organizing and to servicing, which are our No. 1 jobs, and will allow many smaller, poorer locals to better participate in the convention process."

Hatch said he had been confident the issue would carry, but "not by this great a margin" because of "heavy opposition from some very large and powerful locals."

To cut into that opposition, the Action Committee for Biennial Conventions focused on New York, Ottawa and SONG by mailing 4,000 pro-biennial flyers to members' homes in those locals.

The flyer, done partially in cartoon form, discussed "The Half-Million Dollar Question" and included testimonials from 17 leaders of those locals.

Mailing lists of members' names and addresses were available from TNG to committees on both sides.

The biennials committee raised about \$2,200 in contributions and spent most of it for printing and mailing costs. The flyers also were distributed, but not mailed to members, in numerous other locals.

The coalition included about a dozen "heavily involved" locals. Campaign co-ordinators were "very, very pleased" with the result, and "we feel the members have absolutely done the right thing," Hatch said.

Jan Ravensbergen, of the Montreal Guild and also a leader of the coalition, said the vote "should settle the issue until the dawn of the 21st century."

"It's very clear biennials had broad support, not just in a few locals. It was a good-sense proposition from day one, and the vote shows the fundamental good sense of the membership. The numbers are very heartening."

Convention referendum local-by-local results

Local	Eligible Voters	For Biennials	Against Biennials
Akron	127	50	27
Albany	315	179	2
Bakersfield	84	53	1
Boston	428	115	33
Bristol	13	10	0
Brockton	136	23	33
Buffalo	394	32	79
Canadian Wire Service	947	465	30
Chicago	616	79	32
Cincinnati	87	20	3
Cleveland	476	261	13
Denver	726	148	7
Detroit	729	135	13
Erie	157	17	89
Eugene	90	1	0
Gary	68	19	7
Great Falls	16	7	1
Harrisburg	54	11	15
Hawaii	524	98	61
Hazleton	26	20	3
Hudson County	57	14	14
Indianapolis	56	17	1
Kenosha	50	14	2
Knoxville	53	10	22
Lake Superior	55	21	1
Lansing	34	10	0
Lexington	10	3	1
Los Angeles	385	42	87
Manchester	155	35	45
Memphis	284	66	39
Milwaukee	122	29	10
Montreal	468	283	2
New York	5,316	497	244
North Bay	80	38	10
Northern California	1,490	212	56
Ottawa	423	55	61
Pacific Northwest	1,081	230	23
Pawtucket	39	6	24
Peoria	70	8	22
Philadelphia	1,596	187	195
Pittsburgh	175	112	17
Portland	365	92	14
Providence	433	89	77
Pueblo	61	2	7
Puerto Rico	558	245	34
Rochester	81	17	3
St. Louis	612	22	89
Salem	77	8	13
San Antonio	37	9	0
San Diego	389	69	12
San Jose	955	247	21
Scranton	53	32	12
Sheboygan	77	10	15
Sioux City	10	9	1
Southern Ontario	2,616	227	87
Terre Haute	90	30	14
Toledo	375	31	83
Twin Cities	830	181	192
Vancouver-New Westminster	1,242	179	230
Victoria	240	141	6
Washington-Baltimore	1,830	467	43
Wilkes-Barre	129	28	93
Windsor	126	7	0
Woonsocket	42	8	15
Yakima	30	12	7
York	57	4	21
Youngstown	160	82	20
At-Large Members	2	1	1
Totals	29,602	5,881	2,435

No returns were received from Guild locals in Madison and Utica. Returns were ruled invalid from Kingston and Lynn, and ballots were not available for the IERC to count. (Unofficial Kingston tally was 6-6.)

No members were eligible to vote in the following Guild locals: Battle Creek (Mich.), Chattanooga, Dayton, Hampton Roads (Norfolk, Va.), Lehigh Valley (Allentown, Pa.), Northern Ontario (Sudbury), Peninsula (Newport News, Va.) and the U.S. Wire Service Guild.

UPI members approve plan to restore pay

New York — Wire Service Guild members at United Press Int'l have approved an agreement that restores full wages over a three-month period and significantly reduces employees' health insurance contributions.

The agreement, approved by 70 percent of voting members, keeps alive UPI while its financially ailing parent company, New York-based Infotechnology Inc., continues to seek a buyer for the 83-year-old news agency.

Under the plan, wages for 350 Guild-covered employees are restored to 70 percent of contract minimums Feb. 16; to 75 percent April 14; and to 100 percent May 19. Employees had been working for 65-percent of contract levels since mid-November.

A new contract last June set the top-minimum at \$690.10 a week for newpersons, photographers and artists. At 70 percent of minimum, the rate is \$483.07; at 75 percent, \$517.57.

Beginning May 1, UPI will pay 90 percent of health insurance premiums for individuals and 80 percent for families. Individuals' monthly payment will go from \$56.08 to \$18.63, and families' from \$207.16 to \$102.75.

UPI, which said it has three or four potential buyers, agreed to a clause under which terms of the contract are binding on any party taking over the company.

Management told employees an extension of the cuts was necessary for UPI while the search for new owners continues.

"UPI's employees have provided management with all the tools needed to find a new owner for the company," WSG President Kevin Keane said. "UPI's future now lies entirely in the hands of its managers. We wish them the best of luck."

Infotechnology, while struggling to keep UPI and its other properties afloat, filed for Chapter 11 bankruptcy court protection March 5.

That followed a similar move March 1 by the Financial News Network, a Los Angeles-based cable television service that is 47 percent owned by Infotechnology.

FNN has signed an agreement to be purchased by its chief competitor, CNBC, a cable news service owned by General Electric's National Broadcasting Co. unit.

Earlier, Dow Jones & Co. and Westinghouse Electric Corp. made an offer for FNN.

At that time, UPI spokesperson Milt Capps said the sale of FNN would not affect UPI's operations or sale prospects.

"We are making our way on a day-to-day, hand-to-mouth basis," Capps said. "Fortunately or unfortunately, our future is not linked to the sale of FNN."

Puddlers seized mill

Pittsburgh — The first sit-down strike was in 1842 by Pittsburgh puddlers and boilermakers, who seized a mill during a strike, according to the U.S. Labor Dept. publication "Labor Firsts in America."

Severance talks yield \$50,000

Vancouver — About 130 employees who lost their jobs when the Southam chain closed Flyer Force have received up to six weeks' severance pay under a special agreement negotiated by the Vancouver-New Westminster Guild and a Communications Workers local.

Payments totaling nearly \$50,000 were divided among nearly 70 Guild-covered employees, with one getting \$3,100, said Jan O'Brien, administrative officer for VNWG. Fifteen others received between \$1,000 and \$2,500 in severance.

Flyer Force, which provided total market coverage for Southam's Vancouver Sun by distributing advertising inserts to non-subscribers, was closed Feb. 22. Management alleged it was losing \$1 million a year.

Guild-represented employees included its distributors, supervisors and officer workers, most of them part-time. The CWA represented some 60 mailers and production workers.

Guild and CWA contracts with Flyer Force did not provide severance, but under the special agreement employees received one week's pay for each year of employment, to a maximum of six weeks, O'Brien said.

Employees received four weeks notice before the closing, and management offered a "loyalty bonus" of one week's severance to those who remained until the end.

Southam recently purchased two other flyer-distribution companies that had been undercutting Flyer Force in the area. Some of the dismissed employees found new jobs in those operations, O'Brien said.

Jamestown had 'strike'

Washington—The first dispute that could be labeled a strike occurred in Jamestown, Va., in 1619 as Polish workers protested against being denied the right to vote, according to "Labor Firsts in America," a U.S. Labor Dept. publication.

In response to the action, the Council of London yielded, stating "they shall be enfranchised and made as free as any inhabitant there."

Atkinson gets 4th MADDC term

Philadelphia—Delegates to the Middle-Atlantic District Council's winter meeting re-elected Bert Atkinson of the New York Guild to his fourth term as president and approved a contribution of \$1,000 to the New York Guild's Daily News strike fund.

Delegates to the Feb. 8-9 session also elected Ken Crowe of Albany as vice president and Eugene

Midwest sends N.Y. strikers \$500

Minneapolis—Delegates to the Midwest District Council's winter meeting here Feb. 2-3 approved a second \$500 contribution to the New York Guild for members striking the Daily News.

With an earlier \$500 contribution approved last November, the council now has donated \$1,000 to the strikers.

Delegates also, re-elected the

New York committee members take oath



Members of the New York Guild Executive Committee are sworn in Feb. 11 for yearlong terms by Jack Kennedy, left, New York Pressmen president. They include, from left, Sec'y-treasurer Thomas Pennacchio, Peter Jones, President Barry Lipton, John Fontana, Chairperson Peter McLaughlin, Richard Brandow, Syl-

vio Marinozzi, David Mulcahy, Key Martin, Clara Bennett, William Noonan, Thomas Kennan, Annette Bolinsky, Joseph Steele and Lori Van Horne. Not present are Ruben Batista, Ralph Petrucelli, Suzanne Donner, David Hardy, Mary Tobias, Sandi Bonilla and Hannele Rubin.

JACK MILLER/Miller Photography/New York Guild

Dale: 'Last hired, first fired' is last resort

Silver Spring, Md. — The Guild does not pursue an unyielding "last hired, first fired" policy in dealing with employer-proposed layoffs, TNG President Charles Dale has asserted in a letter to the National Association of Black Journalists.

Dale was responding to an observation by NABJ President Thomas Morgan suggesting that "our policies are inimical to the

interests of black journalists."

"I would like NABJ members to know that such rigidity is not characteristic of our union in confronting layoffs," Dale wrote in his letter to the editor of the NABJ Journal.

"While our locals are bound by the language they are able to obtain from employers in contract bargaining, we have regularly and consistently attempted to avoid

layoffs by sharing the inevitable pain rather than have it fall on individuals. Seniority provisions generally operate only where there is no viable alternative."

Guild leaders have pursued alternative solutions to layoffs "such as voluntary resignations, early retirements, pay freezes, pay cuts, reduced work weeks and other creative approaches," Dale wrote.

He pointed to agreements re-

cently negotiated by Guild locals that saved hundreds of jobs at the New York Post, Oakland Tribune, St. Paul Pioneer Press, Chicago Sun Times and UPI.

TNG and the NABJ must be especially vigilant to prevent minorities and minority programs "from being trampled by employers who have been stampeded by the recession into protecting their profit levels by shoveling staff out the door," Dale wrote.

He also thanked the NABJ board of directors for its actions in denying the New York Daily News access to mailing lists, Journal advertising and job fair during the four-month strike at the paper.

Dale wrote similar letters to the National Association of Hispanic Journalists and the Task Force on Minorities in the News, thanking the organizations for denying similar access to the Daily News. He also explained the Guild's policy on alternative solutions to layoffs.

Pittsburgh Press vote is 79 'yes,' 120 'no'

Pittsburgh—A majority of employees in the editorial department of Scripps Howard's Pittsburgh Press have voted against representation by the Pittsburgh Guild for collective bargaining on wages, benefits and working conditions.

In a secret-ballot election conducted Feb. 20 by the National Labor Relations Board, 79 employees voted for the Guild and 120 voted for no union.

The Guild petitioned the NLRB in early December for certification to represent the newsroom's 200 employees, after a majority indicated their support for the union.

Employees had begun organizing last April, asserting they

wanted "a more meaningful voice" in shaping workplace policies. Major issues included wage inequities, workplace safety, job sharing, parenting and professional leaves, and pension and severance pay.

Management conducted an aggressive campaign against union representation, Guild representatives said.

IT



SEEMS
TO US

Streamline convention, Victoria VP suggests

VICTORIA, B.C.

Editor:

Now that the membership has approved biennial conventions, I urge the Int'l Executive Board to develop recommendations for streamlining conventions.

Some ideas: Committees should be chosen off the convention floor; all reports and resolutions should be considered as having been read and not read aloud to delegates; TNG officer-election process should be limited to one nominating speech (five minutes) and one seconding speech (two minutes) and all further seconds should be filed in writing with the secretary-treasurer.

The Monday afternoon and evening seminar/workshops, the Tuesday evening banquet and the Wednesday afternoon outing should be scrapped in favor of convention business.

The combination of these changes should give us at least two days more time for Guild business. As well, guest speakers should be severely limited in time and number; all sessions should start promptly and should run from 9 a.m. to noon and 2 p.m. to 6 p.m., evenings as necessary. Friday afternoon should be reserved for the election process.

ROGER STONEBANKS
1st vice president
Victoria-Vancouver
Island Guild

Salutes 'true patriot' in Twin Cities protest

CLEVELAND, OHIO

Editor:

At my age, 62, heroes are slow to be aborning.

However, Lynda Hanner, chairperson of the St. Paul Pioneer Press unit and secretary of the Twin Cities Guild, is my heroine of the year, and a true patriot.

Hanner, a 19-year Pioneer Press employee, admirably, at first, refused to sell ads for an advertising supplement loudly shouting support for our troops in the Persian Gulf, at \$91 per shout.

Management threatened Hanner with a two-day suspension and possible firing if she did not do the work. She then agreed, reluctantly.

The Guild informed management there "was no basis for discipline."

Hanner said she felt the newspaper was "making money on the war" and "placing a price on people's patriotism."

Hanner's concern about war profiteering and her obvious anguish over the futility of any war is the stuff the milk of human kindness is made of.

I salute a true patriotic American.

Don Bean
Past president
Cleveland Guild



SIGNS TELL THE STORY AS GUILD KICKS OFF SUBSCRIPTION BOYCOTT AT TACOMA NEWS TRIBUNE
Leaders of area unions join Pacific Northwest Guild members in Feb. 25 demonstration.

Tacoma boycott targets News Tribune

Tacoma, Wash.—In the latest move in a 4½-year bargaining struggle for a first contract, Guild members at the Tacoma News Tribune have launched a subscription boycott campaign against the McClatchy-chain daily in the heavily unionized community.

Employees kicked off the campaign Feb. 25, and quickly received the support of the Pierce County Central Labor Council, which put the News Tribune on its "Unfair—Do Not Patronize List."

The 175-employees unit of the Pacific Northwest Guild has been seeking an initial contract with McClatchy since summer 1986, when the California-based con-

glomerate purchased the paper.

The Guild is using the boycott to increase pressure on McClatchy to settle, said Arthur Joyner, the local's administrative officer.

More than 50,000 subscription-cancellation cards have been distributed through unions affiliated with the central council, unaffiliated unions and community groups. The morning daily has 120,000 circulation.

In radio ads on three top stations, the Guild appealed to residents to "join us in our fight for fairness."

Joyner said the "response from other unions and the community has been terrific." Area union lead-

ers joined Guild members at the boycott's kick-off demonstration Feb. 25 at the News Tribune.

Among them was William Walkama, secretary-treasurer of the Machinists local representing 43,000 workers, including many aerospace workers at Boeing.

All major bargaining issues remain unresolved, Joyner said. Management refuses to budge on demands for pay rates based solely on evaluations; the right to unilaterally cut wages, demote and fire employees without just cause; and a "peer-review" grievance procedure giving the employer the last word in disputes.

Last November, management

halted a practice of giving anniversary-date raises to Guild-covered employees. It continues to give raises to non-union workers, to whom it also offers a matching 401(k) retirement savings plan and higher mileage reimbursement.

"They've tried to break the union by attrition, not confrontation," Joyner said. "They've tried to divide employees with these inequitable offers."

In a bid to regain anniversary raises and to force implementation of the 401(k) plan, the Guild declared that talks had reached "impasse" and demanded that management implement those raises and benefits for unit employees.

Guild cuts averted at Sun-Times

Chicago—The vast majority of Guild-covered employees at the Chicago Sun-Times have agreed to take a couple of days off without pay to stave off layoffs in the editorial department.

Under the voluntary cost-reduction program negotiated by the Chicago Guild, the unit's 250 members were asked to "pledge" an average of 2.5 days off without pay over the next 18 months.

The agreement called for employees to give up 651 days of work — 370 by July 1 and 281 more by Aug. 1, 1992.

Members responded by signing up for a variety of leave options, Chicago Guild Administrative Officer Jerry Minkinen said. At least 11 volunteered to work four-day weeks to a maximum of 13 weeks. Pledges ranged up to four weeks off without pay.

Within two days of the announcement, more than 85 percent of the unit was participating, Minkinen said. The average loss for giving up 2.5 days of work would be \$475 per employee.

In return, the company has promised to avoid newsroom layoffs, at least for now. Six or seven job cuts had been planned.

The Sun-Times recently laid off 45 employees in other departments, and hiring at the 500,000-circulation tabloid has been frozen for months.

"You should be proud," Sun-Times unit chair David Robinson told Guild members after the pledges came in. "You've given new meaning to selflessness and unionism."

Windsor seeks 55 in ad department

Windsor, Ont.—The Ontario Labour Relations Board has scheduled a hearing March 14 on the Windsor Guild's petition to represent in collective bargaining the 55 employees in the Windsor Star's advertising department.

The Guild petitioned for the group Feb. 20, asserting it had the support of a majority of employees in the classified, display and retail advertising sections, as well as ad services, TNG Canadian Director John Bryant said.

The ad staffers, who began or-

ganizing last August, are the last remaining group without union representation at the Southam chain's 85,000-circulation evening daily, Bryant said.

In a related matter, the Guild filed a complaint with the labor board, alleging the Star illegally fired an employee in classified sales for supporting the union, Bryant said. The employee has worked at the Star for 11 years.

The dispute over the dismissal "could have a bearing" on the petition for representation, Bryant said. No date had been set for a hearing on the complaint.

The Guild already serves as collective bargaining agent for 150 employees in other departments — 135 in the newsroom and circula-

tion departments, and 15 in the business office.

Members of the business unit voted, 12-1, on Feb. 12 to approve an initial contract with the Star, guaranteeing benefits and work conditions similar to those in the main Guild contract, which is effective through December 1992.

The business unit reached tentative agreement with the Star shortly after they authorized their bargaining committee to call a strike to achieve a fair contract. TNG had given sanction to the local for a strike.

The smaller group began bargaining for an initial contract shortly after opting for Guild representation last April.

Petition filed for BNA unit

Pleasant Hill, Calif. — The Northern California Guild has petitioned to be certified as bargaining representative for 13 Bureau of National Affairs employees based at the company's regional sales office here.

In the petition filed Feb. 12 with the National Labor Relations Board, the Guild asserted it has the support of a substantial majority of the sales staffers, who work in Northern California, Oregon and Hawaii.

The NLRB was expected to hold a hearing on the petition later this month. The Guild asked the BNA

to voluntarily recognize the union as collective bargaining agent for the group.

The Washington-Baltimore Guild already represents about 680 other employees of the BNA, a national publishing firm based in Washington that specializes in information about government, labor, legal affairs, safety, the environment and other areas.

The Guild-covered group includes 13 sales employees based in New York, 17 national correspondents and 650 workers in various offices in Washington and Rockville, Md.

Puerto Rico-AP goes Guild, 9-1

San Juan, Puerto Rico—Employees of the Associated Press here voted to be represented by the Puerto Rico Guild in a March 4 consent election supervised by the National Labor Relations Board. All eligible employees voted, and the tally was 9-1 for the union.

The Guild petitioned the NLRB for certification as the group's union in early January after employees signed membership cards, said Charlie Ramis, the Guild's president.

The Wire Service Guild represents AP news employees in the U.S.

The Guild Reporter

CALM
ACPS

ILCA

ILCA

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 29.) \$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 22.) 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. 4

March 8

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. McLAUGHLIN

AT-LARGE VICE PRESIDENTS: David M. Mulcahy, c/o Standard & Poor's C 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: Ea C. Clifford, 5656 Morris St., Halifax, Nova Scotia B3J 1C5; West—Doug M. 4140 Dallyn Rd., Richmond, B.C. V6X 2S7.

REGIONAL VICE PRESIDENTS: Region 1—Thomas J. Thibault, P.O. Box 64 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: Ea C. Clifford, 5656 Morris St., Halifax, Nova Scotia B3J 1C5; West—Doug M. 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.

010000248

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