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IEB calls for \$1 dues hike for organizing

Silver Spring, Md. — Calling it "a blueprint for survival in 1992 and beyond," TNG's Int'l Executive Board is asking next month's Guild convention to increase dues by \$1 a month, effective Aug. 1, with all of the money raised to go to TNG's Special Organizing Fund.

In doing so during its April 22-25 meeting, the board expressed "deep concern about asking the membership for additional funds," and its discussion, debate and votes on the proposal and the budget for the current year reflected it.

STAFF CUTS AT SEVERAL DAILIES CITED

The board's finance report to the convention, however, points to a \$76,812 deficit in the union's general fund operations for the year ended March 31, to a \$1.2 million decline in the assets of the defense fund, and to recession-induced staff cuts that are eroding the union's membership base and, consequently, its income and ability to provide services.

(The report of TNG's auditors on the operations of the union's

general, defense, special organizing and anti-discrimination funds is published on Page 7.)

"There is no other course available to expand organizing," the report says. Since it can take "at least 18 to 24 months" for organizing efforts to produce contracts and dues-paying members, the IEB said, additional income is a necessity if the Guild is to avoid serious cutbacks in its operations.

Under the operating budget the

board is proposing the convention adopt, the full organizing-fund appropriation for the year ending next March 31 is the \$160,500 the board estimates the increase would produce over the final six months of TNG's current fiscal year.

Under the budget, \$400,000 that was appropriated for the organizing fund in the last fiscal year is directed toward rebuilding the defense fund. A policy adopted by last year's convention provides for

such a shift in allocation when the defense fund's liquid assets fall below \$6.5 million.

Those assets stood at \$6,254,431 on March 31, including cash totaling \$5,536,587 and a \$750,000 loan for TNG's headquarters' building. (Total assets were \$6,688,631.)

Including the \$160,500 for the organizing fund and the \$400,000 for the defense fund, the operating budget the board is recommending to the convention totals \$4,889,813. The IEB also is proposing an income estimate of

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TURNER DECLINES

15 on IEB will seek new terms

Silver Spring, Md.—Fifteen of the 16 members of TNG's Int'l Executive Board — including President Charles Dale, Sec'y-Treasurer John C. Edgington and Int'l Chairperson Peter E. McLaughlin — plan to seek re-election this summer.

The 16th IEB member — Vice President Gene Turner of Northern California in his fourth term — will step down when the term ends in October.

Each of the 16 made his or her plans known during or soon after the IEB's spring meeting April 22-25.

San Jose's Russ Cain says he'll seek at-large VP post 2

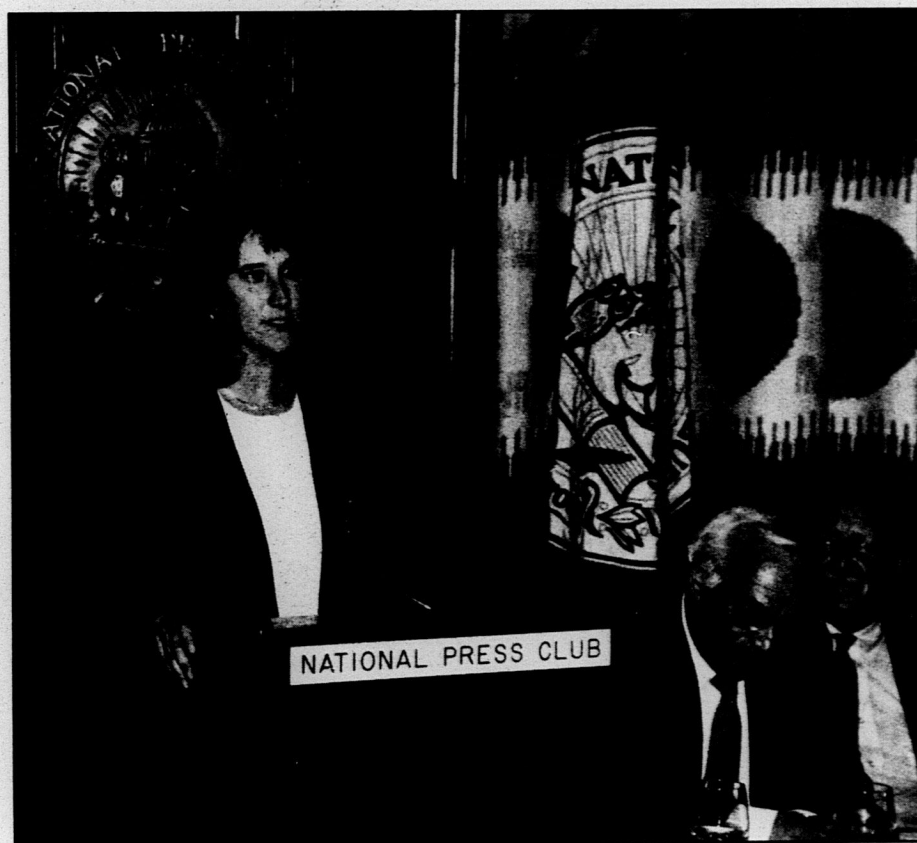
Both Dale and Edgington will be seeking third two-year terms in their respective offices, the only full-time elected positions in TNG. Dale served four terms as secretary-treasurer before being elected president in 1987, when both he and Edgington were uncontested. The pair also were re-elected without opposition two years ago.

McLaughlin, also chairperson of the union's largest local, the New York Guild, also will be seeking his third term as TNG's chairperson. He previously served two terms as TNG vice president from Region 5, New York City and environs.

The five who will seek re-election
(Continued on Page 2)

Broun Award winner Heidi Evans sees 'no better way . . .

... to cap off 4½ months on the picket line," she tells participants in ceremonies April 23 marking the 50th anniversary of TNG's annual Heywood Broun Award. Seated are TNG President Charles Dale and Heywood Hale Broun, son of the Guild's founding president whom the award commemorates. Heywood Hale Broun was featured speaker at the anniversary observance, at the National Press Club. See story, Page 5.



BILL BURKE/Washington-Baltimore Guild

Guild eyes new frontier with translators local

Silver Spring, Md.—In a move that puts the Guild in position to represent thousands of workers in a new field, TNG's Int'l Executive Board has granted a charter to The Translators Guild, a union that includes both employed and free-

lance translators of the written word.

The Guild, like most unions in the United States, traditionally has represented groups of employees for collective bargaining with their employers, but most translators

work as independent contractors.

Speaking at the IEB's spring meeting, TNG President Charles Dale said chartering the new local was "a major development for The Newspaper Guild and, indeed, for the labor movement."

"This puts the Guild at the forefront of a trend in the labor movement that could bring union benefits to large numbers of people, who because of their independent contractor status, are deprived of those benefits," Dale said. "The

potential for this is enormous."

There are at least 12,000 and perhaps as many as 90,000 translators in the U.S. alone, according to Tom Malione, a translator and provisional president of the new local.

About 25 percent are full-time employees working for government agencies, international organizations and corporations, he said.

Most others are independent
(Continued on Page 2)

TNG joins fight for reporter facing jail

Washington—TNG has filed a friend of the court brief supporting an appeal to overturn a city judge's order that a Washington Post reporter be jailed for refusing to identify a news source during the trial of a civil suit against the city and top police officials.

TNG's action came after the Int'l Executive Board during its

spring meeting pledged the union's "wholehearted support" for the reporter, Linda Wheeler.

Wheeler, also a member of the Washington-Baltimore Guild executive council, was held in contempt of court April 24 after she refused 27 times to answer questions about her source of a planning manual for a large-scale drug

raid by city police in 1986. She did not write about the raid before it occurred.

District of Columbia Superior Court Judge Richard A. Levie rejected Wheeler's claim of reporter privilege under the First Amendment, claiming she had waived it by informally disclosing the source
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Service prize to SONG's Matyas .. 3
S.D. activist's firing overturned 4

15 on IEB seeking re-election; Stockton's Turner to step down

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tion as vice presidents at large are:

✓ David M. Mulcahy of New York.

✓ Carol Przybyszewski of Erie.

✓ Carol D. Rothman of Philadelphia.

✓ Marie A. Shellock of Youngstown (Ohio).

✓ Stanley J. Souza of Hawaii.

Mulcahy is in his eighth term. Rothman, Shellock and Souza are in their fourth terms.

Przybyszewski has been serving since October after being elected to fill the remaining year of a two-year term that became open through resignation.

The seven vice presidents elected from geographic regions—all seeking re-election—are:

✓ Thomas J. Thibeault of Manchester (N.H.), from Region 1, the U.S. Northeast.

✓ Faye McCracken of Memphis, Region 2, the U.S. South.

✓ Luther P. Jackson, 3rd, of Detroit, Region 3, the Midwest.

✓ Larry D. Hatfield of Northern California, Region 4, the U.S. West.

✓ Richard J. Brandow of New York, Region 5, New York City and vicinity.

✓ Lee C. Clifford of Canadian Wire Service, Canadian Region East.

✓ Dough M. Louth of Vancouver-New Westminster, Canadian Region West.

Hatfield and McCracken are in

their fifth terms; Clifford is in his fourth; Louth, in his third; and Jackson and Brandow are in their second terms. Thibeault was elected last summer to fill the final year of a term opened by the incumbent's resignation.

Turner, a veteran editorial department employee of the Stockton Record, told the Guild Reporter he will not seek a fifth term because he believes international vice presidents should be part of a certified bargaining unit where they "have the day-to-day experience of working under a Guild contract."

The Guild was decertified at the Stockton daily last September after representing employees there since 1938. Employees had been working without a contract since mid-1987.

Turner first was elected to the IEB in the summer of 1984, to fill the remaining year of the term which became open when William T. Davis of San Jose resigned to become his local's administrative officer. Turner was acclaimed to the position then and in each of the three subsequent regular TNG elections. When first elected, he was in his third term as president of the Western District Council.

He also was president of the Stockton Guild "innumerable times," as the Western District Council put it in a resolution of tribute April 25.

On the IEB, he has served on the human rights, research and information and collective bargain-



TNG Vice President Turner
Won't seek a 5th term.

ing committees, and has chaired the IEB Education Committee since it was created in 1985.

Turner also has served several times as one of the judges for TNG's annual Guild Service Award for activity at the local level. He was co-winner of the study prize himself in 1982, for

Convention rule would ban smoking

Silver Spring, Md.—Smoking would be banned at "general sessions, committee meetings, forums or workshops" of the Guild's convention next month in Montreal, if delegates agree with a recommendation by TNG's Int'l Executive Board.

Since 1982, seating at conventions' general sessions and committees meetings has been set up to provide both smoking and non-smoking areas, but smoking has not been banned.

The IEB is recommending a rule that would prohibit smoking in all meeting rooms, during sessions and breaks.

Under the recommended rule, smoking would be allowed in lobbies and hallways and at social gatherings.

Last year's convention directed the IEB to create procedures to "accommodate the needs" of both non-smokers and smokers.

In April 1989, the IEB banned smoking during all sessions of its own meetings, including committee sessions.

his role in rebuilding the Central California Guild following an unsuccessful Mailers Union strike at the Sacramento Bee in 1978.

He played a major role in merging the Stockton and Sacramento locals to form the Central California Guild in 1976 and was an advocate as well of the merger of the Central California and San Francisco-Oakland locals in 1985 to form the Northern California Guild.

"Gene Turner. Strong! Sober! Fighter! What more can you say?" the Western council said in its resolution, concluding with "many thanks and, as Gene himself would say, 'That's duly noted.'"

Under TNG's Constitution, can-

didates for international office are nominated at convention. Uncontested nominees are elected by the convention.

If there is more than one nominee for chairperson, president, secretary-treasurer or any of the seven regional vice presidencies, or if more than six are nominated for the at-large vice presidencies, elections are by membership referendum, held late in the summer or early in the fall.

If more than two persons (more than 12 for the at-large vice presidencies) are nominated for any office, votes by convention delegates pare the field to two candidates for each position (12 for the at-large vice presidencies).

Translator unit seen as new frontier

(Continued from Page 1)

contractors, doing free-lance work either under individual contract or through "translation bureaus," which essentially are independent businesses that sub-contract work.

The new local, designated Local T-100, is based in the Washington area but is not limited to it. Its early membership includes translators in the Midwest and on the West Coast.

There are an estimated 2,500 translators working in Los Angeles; 2,000 in New York; 1,500 in both Washington and Chicago; 800 in Boston; 750 combined in Pittsburgh and Philadelphia; 500 in San Francisco; 300 in Seattle; and 200 in Denver, said Malioneck, adding that those are conservative estimates.

Over the past several months, TNG has been working with the Washington-area organizing committee to determine the structure of the new local and the kinds of services it and TNG will provide.

Under consideration are assistance in traditional organizing and collective bargaining for members who are employees; health and disability insurance for large groups; and a job-referral service for members seeking work.

In addition, members are eligible for the AFL-CIO's Union Privilege benefits such as life insurance at low group rates, savings on prescription drugs, a union credit card with no annual fee, discounted legal services, rental car discounts and cost-saving home buyers' programs.

The Guild already represents regularly employed translators in a few bargaining units.

TNG also has assisted the organizing committee in efforts to contact Washington-area translators. In a letter to potential members, Dale said TNG is committing resources "to the formation of this union... in the hope it will produce a long and mutually beneficial association."

In its own recruiting letter, the

committee told fellow translators that "this effort represents a growing trend in the American workplace: a banding together of independent practitioners for the betterment of all."

"Whenever two translators get together," the letter said, "the conversation inevitably turns to the great inconsistency between the service that translators render vs. the reward they reap. Many translators do not get the recognition they deserve. We intend to change that."

The union differs from existing associations for translators and interpreters in the U.S. in that it hopes to be actively involved in helping independent translators find work, the letter explained.

In conjunction with chartering the local, the IEB approved a resolution interpreting sections of TNG's constitution to mean translators are both eligible for Guild membership and within its jurisdiction.

Dale called the chartering both an "unprecedented move" and "an experiment," and added: "I look for the translators to strengthen our organization, not only by becoming union translators, but also by bringing word of The Newspaper Guild to a hell of a lot of corners of this country that are not in the Guild's traditional jurisdiction."

With TNG's assistance, the new local is drafting its bylaws, subject to the Guild's constitution. Under an agreement with TNG, members of The Translators Guild pay a \$10 initiation fee and \$6-per-month dues during at least its formative stages.

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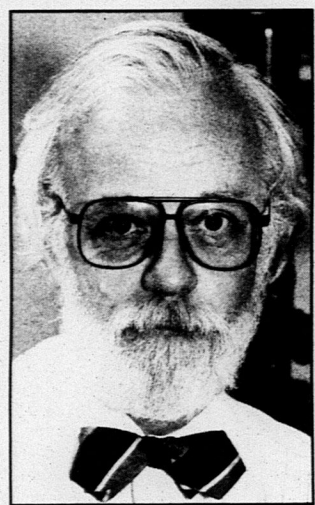
San Jose leader Cain announces for VP spot

San Jose, Calif.—Russ Cain, long a leader of the San Jose Guild and one of the founder's of its Monterey unit, told the Western District Council's spring meeting here April 27-28 that he will seek one of the six at-large vice presidencies on TNG's Int'l Executive Board in this summer's Guild-wide elections.

Cain, 48, president of the district council, promptly was endorsed for election by delegates to the council session.

He has been a Guild member since 1973 when he signed the first card in an organizing drive at the Block chain's Monterey Peninsula Herald and has served the unit and the local in a variety of leadership positions ever since.

Now chief photographer for the daily, he was chairperson of the Guild unit there for a dozen years and has been grievance chair since the first Guild contract was reached there in 1974. He currently chairs the unit's bargaining committee, which has been seek-



Russ Cain
Announces for IEB slot.

ing a new pact since late last summer.

Cain was president of the San Jose Guild in 1984 and 1985 after serving a year as vice president and has been a member of the local's representative assembly every year but his first in the Guild.

He also has been one of his local's delegates to TNG conventions every year but two since 1974, and has served often on convention constitution committees.

The winner of TNG's Guild Service Award in 1976, he also has assisted in several organizing efforts at other dailies in California, including in Fresno, San Bernardino, Salinas and Santa Cruz.

3 councils endorse top 3

TNG's three top officers were endorsed for re-election this summer by three district councils of Guild locals that met the two weekends following the Int'l Executive Board's spring meeting.

The Western, New England and Middle-Atlantic Councils all endorsed third terms for TNG President Charles Dale, Sec'y-Treasurer John C. Edgington and Int'l Chairperson Peter E. McLaughlin.

The Western council, which met April 27-28 in San Jose, also endorsed the re-election bids of two vice presidents from council-member locals: Stanley J. Souza of Hawaii, elected at-large, and Larry D. Hatfield of Northern California, elected from Region 4, the U.S. West. Delegates also endorsed the first-time candidacy of Russ Cain of San Jose for an at-large vice presidency.

The New England and Mid-Atlantic Councils, which met May 4-5, respectively in Portland, Me., and Secaucus, N.J., also endorsed all five at-large vice presidents seeking re-election: David M. Mulcahy, Carol Przybyszewski, Carol D. Rothman, Marie A. Shellock and Souza.

The New England meeting also endorsed the re-election bid of Vice President Thomas J. Thibeault, elected from the U.S. Northeast, while Mid-Atlantic delegates urged the re-election of both Thibeault and Vice President Richard J. Brandow, elected from New York City and environs.

The Board of Representatives of the New England Servicing-Organizing Program voted the same endorsements as the New England District Council.

Western Council OKs \$200 for bus strikers

San Jose, Calif.—Delegates to the Western District Council's spring meeting here April 27-28 voted a \$200 contribution to the Amalgamated Transit Union members whose jobs were taken by so-called "permanent replacements" when the union struck Greyhound bus lines in March 1990.

London strike leader Matyas wins Guild Service Award

London, Ont.—Joe Matyas, who guided the London Free Press unit of the Southern Ontario Guild (SONG) through a successful strike for a first contract last year, has been named winner of the 1991 Guild Service Award for excellence in local leadership.

Matyas, 44, a Free Press reporter for 20 years, was instrumental in formation of the union for some 150 newsroom employees in 1988-89. He later was acclaimed unit chair and currently is serving his third term.

Employees overcame long odds in forming their union at the Blackburn-family daily, which had successfully resisted other organizing efforts over the past 50 years.

Although the Guild is the only union at the paper, members achieved their first collective bargaining last November — after 15 months of talks and a two-week strike that crippled news production at the 125,000 circulation paper.

A statement by the contest's judges praised the "steady dedication and dogged determination" that Matyas displayed during the long struggle.

He was selected from among four nominees for the annual award, which carries a scholarship of up to \$1,500 for courses in union education. Nominations are made by local membership meetings, executive boards or other local-wide bodies.

Matyas, upon learning of award, praised the "many, many people who helped organize the union and win the first contract."

"This honor really is for those who worked so hard and showed so much courage," he said. "If it

were not for a lot of gutsy people, I probably would be working someplace else by now."

In nominating Matyas, the SONG leadership called him a "pillar of strength throughout the negotiations and the strike — which included a really top-notch strike paper."

"Without Joe Matyas, there would not be a Guild at the London Free Press," wrote Gail Lem, SONG president. "Joe was the key organizer ... where no union existed, even in the production areas."

Four of Matyas' co-workers, in a statement accompanying the nomination, described Matyas' leadership: "Like the proverbial gentle man, Joe was slow to anger; but boy, when he got angry, he was mighty in wrath."

The four — Dale Boucher, John Miner, Bruce Meckbach and John Matsui, all members of the Guild's bargaining committee — said it was Matyas' "unimpeachable integrity and leadership ability that carried us through some crucial stages."

During negotiations, the group said, it was his "oft-repeated conviction that we had to make things better for our colleagues at the Free Press, that they had to come out ... with a better working situation than they had going into it."

In an interview, Matyas described the birth of the union.

For 50 years, the Free Press had been run by Walter Blackburn, a "benevolent despot" who squashed organizing efforts in the 1930s and 1950s, Matyas said. But Blackburn, who died in 1983, kept wages competitive with those at Toronto papers and tried to keep people "reasonably happy."

"The last thing he wanted was a union here," Matyas said.

After Blackburn's daughter, Martha, took over, a "hot-house atmosphere" developed, he said. The new management was "more interested in profits than people. Their attitude was, 'my way or the highway'."

Older employees felt they were being brushed aside, wage rates reflected "cronyism and favoritism," new employees were being paid less, the workload was intensifying, and management was quibbling about such things as overtime, Matyas said.

Some employees grumbled, some quit, and some clustered to discuss a union. One cluster was a group of eight senior reporters, including Matyas, who worked in an alcove and called themselves the "alcovians." (They even had their own flag, which attracted the attention of then Prime Minister Pierre Trudeau during a 1980s visit.)

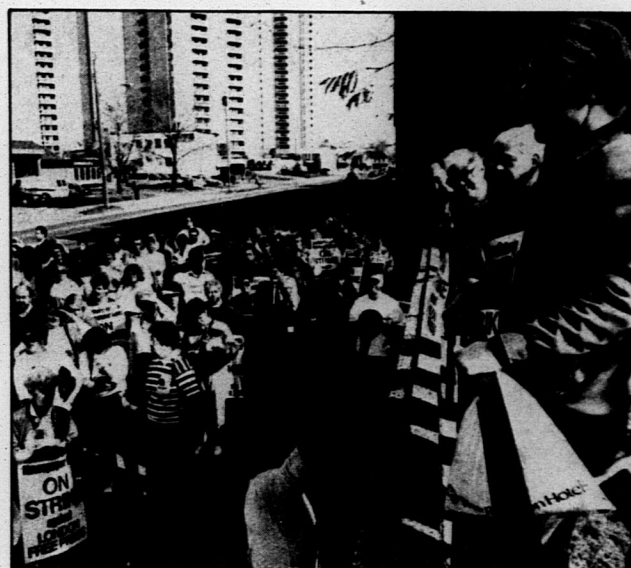
As Matyas tells it, "One day early in 1988 a fellow alcovian said: 'All we do is talk; somebody has to do something; somebody has to make that first phone call'."

That challenge sparked a call to SONG, and Matyas joined the small group that met with the Guild. A year later, SONG was their union.

Since then, under Matyas' leadership, the unit has blossomed. At last count, 86 percent of eligible employees were members.

Last November, 80 percent of the newsroom voted to strike, and 92 percent actually joined the walkout. Only 11 employees crossed the picket line.

Strikers produced two issues of



JOE MATYAS, RIGHT, DURING LONDON STRIKE RALLY
Some 1,000 gathered last Nov. 3 as Guild struck for Free Press pact.

a 28-page strike paper, and distributed 65,000 copies free, which helped move the company back to the bargaining table and, finally, to sign an agreement.

During the strike, Free Press management struggled to produce a one-section paper, and advertisers began patronizing the strike paper, which was the brainchild of Matyas, Miner (now business editor) and staffer David Dauphinee.

When the award was announced April 25, TNG Vice President Gene Turner, one of the judges, praised Matyas as "an exceptional leader" throughout the organizing, bargaining and strike.

Matyas' union involvement goes back to the late 1960s when

he was a member of the Steelworkers during four summers at the Steel Co. of Canada in his native Hamilton.

He also was a Guild member from 1969-71, when he worked at the now-defunct Toronto Telegram after graduating from Ryerson Polytechnical Institute in 1969, with a degree in journalism.

Also nominated for the award were Terry Brown, former treasurer of the Albany Guild; John Hagan, chair of the Cleveland Guild's Plain Dealer unit; and Willits (Bill) Smull, of the Pacific-Northwest Guild's Tacoma News Tribune unit. Turner said all four nominees were "excellent candidates."

IEB credits New Yorkers, labor groups in News 'victory'

Silver Spring, Md.—Reviewing the "signal victory" that ended the five-month strike at the New York Daily News, TNG's Int'l Executive Board has heaped praise on organized labor and the New York community for rallying around the strikers throughout their struggle.

"Though the strike was forced on The Newspaper Guild and its eight sister unions at the Daily News, from its inception it was seen as an attack on the rights and dignity of all working men and women everywhere," the IEB said in a resolution adopted April 22, the opening day of its spring meeting.

"Truly, an injury to one was seen as an injury to all.

"From Solidarity workers in Gdansk to school children in Brooklyn, from the cardinal of New York to the homeless, decent

people joined ... in fighting the multi-million dollar assault ... by the anti-union Tribune Corp. and its union-busting legal henchmen King & Ballow," the IEB said.

Although the Daily News published throughout the strike, union-led advertising and circulation boycotts choked off revenue and forced the Tribune Co. to sell the paper, to British publisher Robert Maxwell, in March. The strike cost the Tribune an estimated \$400 million.

The AFL-CIO and its Industrial Union Dept. were at the "forefront of that fight" and provided "tremendous resources," the IEB said. "That support helped win a signal victory not only for the Daily News unions, but for organized workers everywhere."

The Guild board extended its "heartfelt thanks" to the leadership of the AFL-CIO and the IUD and to "the men and women they assigned to help us in New York."

"Mere thanks, of course, are not enough," the IEB said. "So we accompany those thanks with the pledge that whenever and wherever working men and women are fighting to protect their rights, The Newspaper Guild, as it has always been, will be there to help."

TNG President Charles Dale told the IEB the strike was a "unique, historic, epic struggle." He praised the leadership of the New York Guild and the "dedication, imagination, creativity and courage" of its striking members.

It was "an incredible effort by our local, the Allied Printing

Trades Council, the Newspaper Industry Co-ordinating Committee and the labor movement that may never be replicated," Dale said.

TNG Int'l Chairperson Peter E. McLaughlin, who is a Daily News reporter, said strikers endured some hard times and dark days, especially when the paper kept publishing after the late October walkout.

"A few months ago, I didn't think I'd ever be a reporter for the Daily News again," McLaughlin said. "There were times I thought we were going to lose. (Management) was going to keep us out there and let us starve."

But strikers got a "tremendous boost" when New York Hospital Workers Local 1199 put "300 to 400 people on the picket line one day" and the next day "13,000 people showed up for the rally," McLaughlin said.

People began to work together and "everybody did their part," he said. The AFL-CIO "really did a job" on the ad and circulation boycotts.

Within a month, most advertising disappeared and circulation was down to 300,000, from 1.1 million before the strike.

"Nobody bought the paper. That was the key, nobody bought the paper," McLaughlin said. "And neither did they buy any of the bullshit ... that we were thugs."

"It was a classic, a real textbook strike. It was a tremendous victory," McLaughlin said, adding it was very sad that 220 Guild-represented employees lost their jobs.

"But we saved 575 people; and the paper didn't die, it's alive."

Before Maxwell completed the purchase, he negotiated new contracts that allowed for elimination of 800 jobs in the jurisdiction of all the unions at the Daily News.

Another IEB member, Richard J. Brandow, who works in the News' circulation department, said the tide began to turn when the unions blunted management's attempt to intimidate workers.

"They brought in 800 security guards. They had everybody convinced they were going to win, that we were going to lose," Brandow said. Supervisors taunted picketers, some of whom were hard-pressed to pay bills, by flashing wads of money, he said.

"If you had asked me last November, I wasn't sure we were going to make it. But everybody kept going. We used information against them. We are an information union. We kept collecting it and using it. They were their own worst enemy."

Over 22 weeks, Guild strikers published 116 high-quality issues of a daily newsletter, the Guild Strike News, and distributed it throughout the local — and to news outlets. Many stories exposing management's heavy-handed tactics found their way into mainstream New York newspapers, radio and television.

New York Guild President Barry Lipton told the IEB the Guild rank and file "helped run the strike" and played a key role in getting "day-to-day coverage."

"People in the city knew there was a strike on, and they refused to support the paper. We essentially choked them (the News) off."

The publicity also attracted unionists from around the world to the Daily News picket lines, including contingents from the Soviet Union, Poland, Japan and China, Lipton said. In addition, numerous New York celebrities supported the strike verbally and financially.

Lipton said that Nashville-based King & Ballow reportedly charged the Tribune Co. some \$10 million for "a package" of bargaining and security services that began nine months before the strike.

Under the arrangement, King & Ballow reportedly made all labor relations decisions and corporate executives had their hands tied, Lipton said.

When the hard-line strategy failed, Tribune Co. chief executive Charles Brumback claimed the Tribune "doesn't set labor policy for individual papers," Lipton told the IEB. He backed away from the situation and "shoved it off on (Daily News Publisher James) Hoge," Lipton said.

Maxwell has retained Hoge, who has been "sent on a long vacation, just left floating out there in space," Lipton said.

After Maxwell took over, he fired 400 union-exempt employees, including "150 security guards in one shot," Lipton also reported.

Add strike aid: York (Pa.) \$500

The Guild local in York, Pa., was among the dozens throughout TNG that contributed to the New York Guild emergency fund during the 22-week strike at the Daily News.

The York Guild sent \$500 for aid to the Daily News strikers. Its action was inadvertently omitted from the list of contributors in the April 19 Guild Reporter.

Law judge o'turns San Diego activist's firing

San Francisco—Holding that the San Diego Union and Tribune concocted the case against her because of union activity, a federal labor-law judge has ordered the dailies to restore a circulation district manager to her job and pay her the wages and benefits she lost since she was fired 2½ years ago.

Not only did Nancy Tetrault not steal money from the papers, as management alleged, she did nothing else warranting discharge or suspension and management "had no good faith belief that Tetrault had engaged in any such acts," the law judge concluded in a decision issued April 17.

Rather, the record of 44 days of hearings "mandates the conclusion" that the company fired Tetrault, a member of the San Diego Guild bargaining committee, "because of her activity on behalf of the Guild," wrote Gerald A. Wacknov, a National Labor Relations Board law judge, in his 52-page, single-spaced decision.

Ruthanne Greely, the San Diego Guild's acting administrative officer, said that while the exact amount of back-pay was not immediately determinable, her "wild guess" was that it would total well over \$100,000, including interest.

The company was represented in the hearings by three lawyers from the Nashville, Tenn., firm of King & Ballow, and early in the month the firm asked the labor board to extend its May 15 deadline to appeal the law judge's findings and asked for waiver of the 50-page limit on appeal briefs.

The company, meanwhile, offered Tetrault reinstatement almost immediately after Wacknov's decision was issued.

The law judge pointed to Tetrault's "many days" of testimony, including "intensive and extensive cross-examination" by company

attorneys, that covered "well over 1,000 pages of transcript," and said he found Tetrault "an eminently credible individual ... and I credit her testimony in its entirety."

"Conversely," Wacknov said "I do not credit the testimony of any of the witnesses" for management that was in conflict with Tetrault's testimony.

In total, the hearings' 44 days stretched over nearly a year, from Sept. 26, 1989, to Sept. 14, 1990, producing 5,581 pages of transcript and more than 480 "multi-page exhibits," as Wacknov put it.

The contract talks in which Tetrault participated began early in 1988 and were particularly contentious, with the Copley-chain dailies represented at the table by King & Ballow lawyers.

A speech in which Tetrault characterized King & Ballow as a "carpet-bagging law firm" and urged that the company "get them out of here," was prominent in a half-hour cable-TV documentary by local college students on "The Non-Union Tribune."

The program was carried 10 times on four area cable channels in August of 1988. Tetrault was given a one-day suspension and transferred to another circulation district a month later, suspended indefinitely on Nov. 1, and then fired on Nov. 17.

The company alleged "gross misconduct involving dishonesty" and mismanagement of the first circulation district, violations of company policies and "willful neglect of duty."

In January 1989 the company responded to a Guild grievance with a 10-page letter alleging 82 reasons for Tetrault's firing, ending by saying it still was deciding whether to file criminal charges.

Neither of those documents,

however, was "sufficiently specific to put her on notice of the alleged misconduct which warranted her discharge," Wacknov wrote. That information was not forthcoming until after the hearings began, he said.

Had she been "timely and specifically advised," as both she and the Guild continually requested, "it is likely that her answers ... would have made as much good sense ... [to the company] as they did to me," Wacknov wrote.

The company, however, "was not interested in 'good sense.' It was interested in ridding itself of Tetrault," he continued.

The company "solicited and credited at face value information detrimental to Tetrault, including information from individuals whom it had reason to believe were of questionable veracity," he said.

To have denied Tetrault, a 10-year employee, a chance to demonstrate that the company's suspicions were without substance "supports the conclusion that the ... assigned reasons for discharge are pretextual and is indicative of discriminatory motivation," Wacknov wrote, citing earlier NLRB rulings.

Noting, for example, management's unquestioning acceptance of several carriers' claims that they had not been paid their profits by Tetrault, Wacknov pointed out that management had never asked her whether she had paid them. (At least one carrier testified in the hearings that he had been paid twice, first by Tetrault, then by the company.)

A satisfactory response would have saved an employee relations representative "the trouble of compiling a 300-page notebook, complete with graphs and charts, tracking Tetrault's alleged 82 acts of

malfeasance," Wacknov wrote.

Wacknov also pointed out that King & Ballow attorneys were deeply involved in the company's compilation of information against Tetrault, in drafting letters on her discharge and even in "the seminal meeting at which ... the decision to discharge Tetrault was made."

The company investigation, the law judge said "was unfair, biased and incomplete, and may reasonably be characterized as an inquisition rather than an objective at-

tempt to discover the truth."

Wacknov concluded that he was convinced that the company "sieved upon an opportunity to rid itself of an ardent union activist who, because of the progressive decline of her district, was a vulnerable target."

The district was characterized as "as difficult to manage as any within the ... [Union/Tribune] circulation area," "crime and drug ridden," with "a significant transient population."

Halt 'fast track' on trade, board urging Congress

Silver Spring, Md.—Adding its voice to those of the AFL-CIO and the Canadian Labour Congress, TNG's Int'l Executive Board has called on Congress to derail so-called "fast-track" authority on a proposed free trade agreement with Mexico.

"The jobs and living standards of millions will be jeopardized by an agreement that fails to provide adequate protections against exploitation of poverty-stricken Mexicans and their environment, to the detriment of workers in the U.S. and Canada," the IEB said in a statement adopted April 24.

U.S. President George Bush in concert with Canadian Prime Minister Brian Mulroney is seeking to negotiate what would be a tri-lateral free trade agreement (FTA) among the three countries.

Fast-track authority bars Congress from amending or attaching conditions to international trade agreements negotiated by the president, making Congress's only option ratification or rejection.

Existing fast-track authority granted to the Reagan administration in 1986 would be granted to the Bush administration June 1 unless the Senate or the House acts specifically to block it.

"There is no good reason to use the fast track" in pursuing an agreement with Mexico, the IEB said. The "potentially disastrous impact" of such an agreement on the lives of U.S. and Canadian workers "requires that they have a say through their elected representatives."

In supporting the resolution, TNG President Charles Dale said free trade with Mexico would result in more job losses in the U.S. and Canada because workers' wages are far lower in Mexico.

"I don't think this is intended to help the Mexican workers, to improve their conditions," Dale said. "This is just one more attempt to shaft the workers in this country and Canada."

TNG Vice President Larry Hatfield, of the Northern California Guild, agreed, saying: "What's good for General Motors is not good for Mexico."

Hatfield noted that in the past 20 years hundreds of U.S. manufacturers have moved operations to border towns in Mexico to take advantage of low wages and lax environmental and safety laws.

The result in these factory areas, known as "maquiladoras," has squalid living conditions for half a million people, dangerous working conditions and degradation of the environment on both sides of the border.

TNG Vice President David Mulcahy, of the New York Guild, a practicing Republican, said he favors extension of the fast track. He argued that free trade spanning the continent "would aid economic stability" and would create more jobs in all three countries.

A national survey commissioned by the AFL-CIO showed 58% of Americans opposing free trade with Mexico and 72% opposing fast-track authority for the Bush administration.

IEB backs reporter's fight against source disclosure

(Continued from Page 1)

to two people, one of them a U.S. Park Police captain she later married. (Wheeler testified she recalled no such disclosure.)

The IEB, in its resolution, said that "reporter privilege in the United States is all too often the privilege of going to jail."

"The theory that a reporter loses the right to claim privilege by unofficially divulging a source outside the legal process is a novel and disturbing one," the resolution continued.

"Personal disclosure, usually for good reason, is one thing; it has no chilling effect on newsgathering. Disclosure in open court is quite another."

The city's appeals court, acting on motions by attorneys for the Post, stayed the jail order and set a hearing for May 10.

TNG's brief concurred with one filed earlier on behalf of Wheeler by the Reporters Committee for

Freedom of the Press.

The IEB also asserted the identity of Wheeler's source "has no evident connection with the merits of the case" and noted that two other people already have identified the source in court.

"For a reporter to go behind bars under such circumstances is unthinkable," the IEB's resolution concluded.

The drug raid was considered a failure because it resulted in only 27 arrests, not the 200 police had anticipated. There has been no allegation that Wheeler's information affected the raid's outcome.

She was subpoenaed by six police officers who were disciplined after the raid. They are suing for \$9 million in damages, claiming the raid failed because of information leaks by police officials, including the current police chief, and that they were unfairly disciplined because they are white.

Contacts aiding Salvadoran union

Silver Spring, Md.—Contact with and publicly expressed moral support from unions in North America and elsewhere have been key factors in the survival over the last decade of the Salvadoran journalists union, its director told TNG President Charles Dale here April 17.

Francisco E. Valencia, who also is director of the worker-run daily *Diario Latino* in San Salvador, visited TNG headquarters and the Washington-Baltimore Guild while in the U.S. to receive an award from the organization PEN, a multi-continental writers' association dedicated to freedom of expression.

The award was in recognition of *El Diario* resuming publication after its offices and production facilities were destroyed in a fire following an explosion in the pre-dawn hours of Feb. 9. The paper is the only one in El Salvador that covers groups that oppose the government of Alfredo Cristiani.

Valencia also was in Washington to explain to governmental and private groups the restrictions on free expression in San Salvador, to seek economic assistance to complete reconstruction of the daily's facilities and to urge Congress to pressure the Cristiani government to conduct a serious investigation of the cause of the fire that destroyed the paper's plant.

Valencia said the government has said it suspects *Diario Latino* workers started the fire themselves

in an effort to elicit sympathy and funds. The allegations are an effort to distract the public from what really happened, he said.

"Unions in El Salvador always are linked to the far left, to the rebels," by government representatives, he said.

The journalists union "almost disappeared" after 1981, he said, when two papers were bombed, its director murdered and other leaders jailed and exiled. It has been reborn with the emergence of a new generation of journalists, and the union has been growing ever

more vigorous since it began directing the paper, *Diario Latino*, in 1989.

TNG's Dale pointed out that the Int'l Federation of Journalists, with which TNG is affiliated, has given the union funds for offices and equipment and is planning to hold a program in El Salvador on organizing and administration. TNG will assist, as well, he said, with whatever useful information and documentation it can provide, expressing regret that strained circumstances made it unable to do more.



RAYMOND CROWELL/Washington-Baltimore Guild
FRANCISCO E. VALENCIA, LEFT, MAKES A POINT
Listening, during Valencia visit to TNG, is President Charles Dale.

'Young' Broun offers insights into 'founding father'

Washington—Heywood Hale Broun, son of the Guild's founding president and once a prominent television figure, stole the show as guest speaker at 50th anniversary ceremonies for the journalism award named for his father.

Some 75 Guild leaders, members and associates were on hand April 23 at the National Press Club for presentation of the 1990 Heywood Broun Award to Heidi Evans, a reporter at the New York Daily News.

Participants included TNG President Charles Dale, Int'l Chairperson Peter E. McLaughlin (also a Daily News reporter), other members of TNG's Int'l Executive Board, and the judges of the contest.

"Young" Broun, now 73, offered an assortment of psychological insights and colorful anecdotes about his larger-than-life father, the talented New York columnist who helped start the American Newspaper Guild in 1933 and served as its first president until his death in 1939.

It marked the first time Heywood Hale Broun had appeared at TNG's award ceremony. He did not disappoint, displaying the wit and whimsy that made him famous as a CBS-TV sports commentator and critic in the 1950s and '60s. (However, he abandoned his trademark checkered sport coat of those TV days for a more conservative rust-colored jacket.)

He spoke of his father's legendary talents, his peculiar habits and phobias, and his fierce dedication to high principles. The recollections were so vivid, it was hard to believe Heywood Broun has been gone for half a century.

Broun was "the most unlikely newspaper person in the world," his son said. "He was a shy, fat youth who failed to make the Harvard Crimson, and failed to get a degree because he couldn't pass freshman French and something called ethics."

Nevertheless, Broun got a job at the New York Morning Telegraph but soon developed writer's block because "he was endeavoring to make 'The Brothers

Karamazov' out of every fire in Queens. His city editor finally told him: 'It's very simple, Heywood Broun, just one word after another'."

It is difficult to understand how his father operated, let alone pursued great causes, "because he was afraid of everything, and also afraid of nothing," his son recounted.

"He had so many phobias that a psychiatrist once called him a pantophobe," he said. These included, but were not limited to, fear of elevators, riding in automobiles, and wearing glasses.

"When I drove him, in particular, he sang college songs continually — to hide his fears. I knew every Ivy League song ever sung," Broun said.

"Curiously, he was a person who could not find a sock, so therefore he did not wear them. He did not lace his shoes. Yet, he was a marvelous parliamentarian. He knew all that stuff, Robert's Rules of Order, when to say, 'Your motion is not appropriate'."

Broun said he "once asked a psychiatrist about this — not Heywood's, mine — how could a man so disorganized at the same time function so perfectly in certain areas of his life? The doctor said, 'That's what we call a conflict-free area'."

"I would say that as a journalist, as a union officer and union founder he was in his conflict-free area," Broun said.

It was the elder Broun's uncanny ability to produce a top-notch column in minutes that "brought the final rupture" between Broun and Westbrook Pegler, a right-wing columnist with whom he feuded, young Broun said.

"Still they were friends, and Peg used to come to our house to play poker. One particular day they were playing, and Heywood said, 'Deal me out, I have to write a column.'"

"He left the game, and we heard sounds like machine guns clattering away in the next room. After about 15 minutes, he came out and handed me some sheets and said,



HEYWOOD HALE BROUN DISPLAYS HIS PERSONAL GIFT TO AWARD WINNER EVANS
Scarce copy of "Collected Edition of Heywood Broun" columns was compiled by the younger Broun.

'Take this down to Western Union'."

"Pegler grumbled incredulously, 'You wrote a column? You finished your column?'"

"And Heywood replied, 'Yeah, what's the game?'"

"Pegler found that just unforgivable."

Broun said his father "was immensely brave, and he was immensely incorruptible."

"When he started to work to make the Newspaper Guild a reality, he knew he was eventually going to get fired (from his job as the nation's highest-paid columnist)."

"The Guild needed a 'big person,' not simply all the working people who were going to make up the nerves and muscles of the Guild. There had to be some kind of figurehead who was more than the figurehead ... And so he became it, and he knew what it would cost him," Broun said.

TNG President Dale presented

the Guild's gold pin for distinguished service to the younger Broun, who quipped: "The last award I won was in 1931, the quick-saddling award at the Arizona Desert School for Boys."

During his varied career, Broun, who now resides in Woodstock, N.Y., appeared regularly on television, in the movies, in Broadway plays and as a commentator on National Public Radio.

In 1988, he hosted the Academy Award-winning docu-drama, "The Ten-Year Lunch," a history of the group of writers and artists, including his father, who lunched and swapped wit at the New York's Algonquin Hotel in the 1920s.

Evans, who covers health issues for the Daily News, said it was "a great, great honor" to win the 1990 Broun Award, for which she received \$2,000 and a citation.

Her winning series, one of 146 entries in the contest, was published last spring, before the Guild and eight other unions struck the paper for nearly five months.

It revealed that thousands of tests for cervical cancer were going unexamined for a year or more in a New York City health department laboratory.

"I can think of no better way to cap off 4½ months on the picket

line than by standing here before you tonight, the newspaper of my childhood, and now of my adult career, alive and kicking," Evans said to generous applause.

The strike was settled in late March when the Tribune Co., which had threatened to close the paper, sold it to British publisher Robert Maxwell.

"It's great to be back at the Daily News ... and I hope under its new owner it remains a passionate voice for the disenfranchised and the average New Yorker, and that stories like these will continue to find a home on its pages," Evans said.

Broun presented Evans a copy of "The Collected Edition of Heywood Broun," which he compiled.

Daily News Editor James P. Willse, who represented the paper, said he was "thankful that we have people like Heidi to keep the flame of crusading journalism alive."

Ceremonies also included labor troubador Joe Glazer's renditions of "His Name Was Heywood Broun" (adapted from "His Name Was Jesse James") and "The Presses Are Made of Gold" (from Glazer's "The Mill Was Made of Marble").

Broun might be 'jailed, shot' in unfree world, judge says

Washington—The Heywood Broun Award for excellence in journalism reminded one judge in this year's contest just how precious is freedom of the press.

"These stories — the 146 Broun entries taking officials to task ... helping mistreated people — would have been impossible in many countries," said Dana Bullen, executive director of the World Press Freedom Committee (WPFC), during ceremonies April 23 honoring the latest Broun winner and marking the award's 50th year.

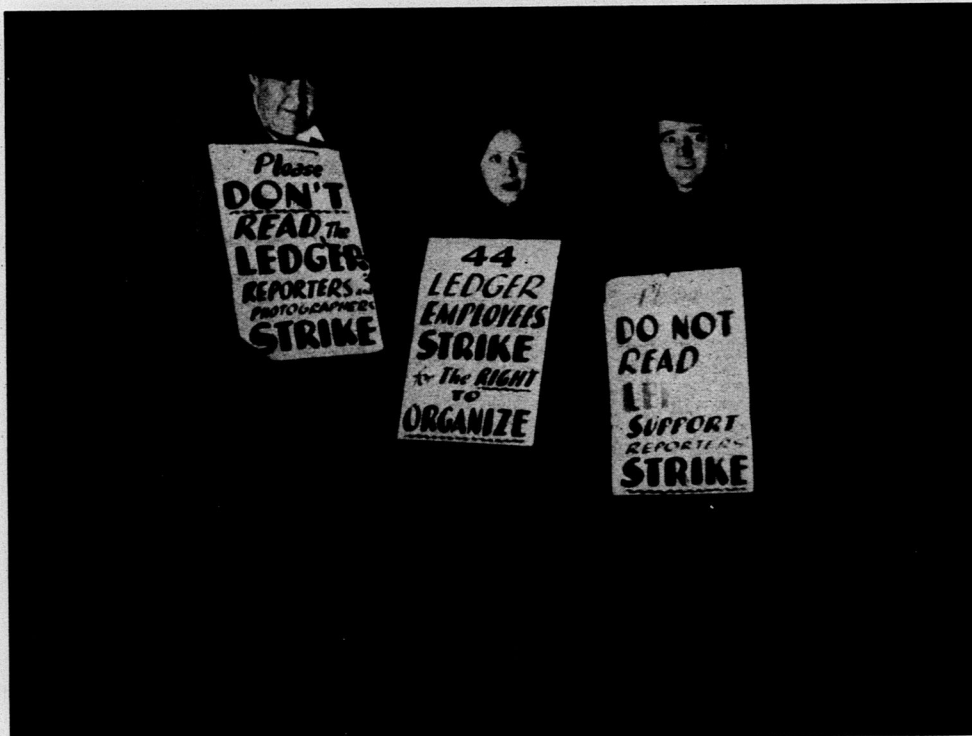
"The freedom we take for granted, that we honor tonight, is a gift that many others do not share. I see this all the time; some of the stories would just tear you apart," Bullen said.

"In some places, a Heywood Broun today might be jailed, expelled, forced to perform demeaning work for years on end, or even shot."

Citing statistics showing the press is completely free in only one-third of the world's countries, Bullen said, "Thank God we're one of them."

"A freedom that is this threatened in so many places needs help," he said. "The stories that we honor tonight bear out this freedom's best hope. My hope is the day will come in this kind of work ... when (such freedom) is possible everywhere."

The WPFC is a coalition of 34 organizations worldwide, including TNG, which works for the global defense of press freedom.



HEYWOOD HALE BROUN ADDED THIS PHOTO OF HIS FATHER, LEFT, TO TNG'S ARCHIVES
Scene was Guild's second strike, Nov. 18, 1934 to March 31, 1935, at the Newark (N.J.) Ledger.
With him are his second wife, Connie Madison; Emmet Crozier, striking Ledger reporter, right.

IEB recommending \$1 dues increase for organizing fund

(Continued from Page 1)

\$4,792,058, also including the estimated income from the \$1 dues increase. The deficit would be \$97,755.

Projections that produced the income estimate include regular monthly per-capita payments from locals averaging 26,750 and monthly agency-fee payments averaging 600, down from projections of 28,000 and 700 respectively for the 1990-91 fiscal year, and reflecting principally the impact of recession-inspired staff cuts.

The bulk of the debate on the \$1 dues increase came when the board considered the budget proposed by its Finance Committee. Several members called for cuts and trims in individual line items, asserting that the leanest possible overall operations are necessary if the increase is to be approved. Net result was a pair of reductions totaling \$38,434.

Vice President David M. Mulcahy of New York, a member of the Finance Committee, said the committee's budget already reflected reductions in several items, including tickets and contributions, and not replacing a field staffer slated to retire the end of June.

The vote on the first of several motions to trim budget line items appeared to be the closest. Moved by Vice President Gene Turner of Stockton and seconded by Vice President Richard E. Brandow of New York, it would have deleted the \$160,500. It was voted down by 9-7, on a show of hands.

A subsequent motion, to cut the appropriation for per-capita dues to the Int'l Federation of Journalists to \$28,566, from \$57,000, and to eliminate a \$10,000 appropriation for IFJ meeting expenses, was adopted on a voice vote.

Moved by Vice President Doug M. Louth of Vancouver-New Westminster and seconded by Vice President Luther P. Jackson of Detroit, the proposal prompted exten-

sive debate, with some members questioning and others defending continued affiliation with the Brussels-based secretariat.

An effort by Mulcahy to amend Louth's motion to provide \$35,000 for dues and \$5,000 for meeting expenses, failed for lack of a second.

Another motion by Louth, which would have effectively reduced the the Guild Reporter to 12 12-page issues a year, from 18 mostly 8-pagers, also failed for lack of a second. Louth projected savings in postage costs at \$30,000.

The only roll-call vote of the meeting came on what usually would be largely a procedural action: adoption of recommended amendments to TNG's Constitution to implement the \$1 dues increase already approved by a majority of the board. Tally was 12-4 in favor of the amendments.

Voting for them were: Int'l Chairperson Peter E. McLaughlin, President Charles Dale, Sec'y-Treasurer John C. Edgington and Vice Presidents Carol D. Rothman, Mulcahy, Stanley J. Souza, Turner, Faye McCracken, Jackson, Larry D. Hatfield, Brandon and Lee C. Clifford.

Opposed were: Vice Presidents Marie A. Shellock, Carol Przybyszewski, Thomas J. Thibault and Louth.

On a recommendation by Dale, the board voted without dissent to appoint a committee of five vice presidents to review the procedures and operations of TNG's conventions with an eye to cutting costs. Chairperson is Jackson. Committee members are Hatfield, Louth, Mulcahy and Shellock.

On recommendation of its Finance Committee, the IEB also appointed a special committee to study, in conjunction with the president and TNG's auditor, the feasibility of TNG's Defense Fund purchasing the mortgage now held by a bank on TNG's headquarters.

THE CUTTING EDGE



A PUBLICATION OF THE BLADE'S JOINT COUNCIL OF UNIONS

March 1991

VOL.3 NO. 1

Host Intelligence

Victoria-Vancouver Island Newspaper Guild

March 1991

FREE!

Bulldog



EDITION

December, 1990

The Official Publication of The San Diego Newspaper Guild Local 66, The Newspaper Guild, AFL-CIO, CLC

Locals launch, spruce up membership newsletters

Reproduced here are the flags of membership publications recently begun by the Toledo (top) and the Victoria-Vancouver Island (center) Guild locals and the reformatted publication of the San Diego Guild (bottom). The six-page "Cutting Edge" was launched in October as a quarterly publication produced by the Guild

for the Joint Council of Unions at the Toledo Blade. The Victoria-Vancouver Island newsletter also is projected as a quarterly. Produced by the local's Holly Nathan, Jeff Bell and Jack Knox, its first edition, also a six pager, was put out in March. Prominently displayed on Page 1: an announcement of a contest for a new name.

It is to report to the IEB's meetings in October and next April. Any recommendations would go to the 1992 convention.

The committee is made up of the Finance Committee and the chairpersons of the board's Collective Bargaining and Organizing Committees.

The IEB also adopted recommendations to the convention that would correct what the IEB Finance Committee termed "a cer-

tain skewing" that has occurred in the table in TNG's Constitution that lists the amounts — and in the document's alternative percentage-rate — of dues that are called for if the defense fund falls below \$4.5 million.

The weekly percentage rate would be changed to 0.7385, from 0.745. The changes in the table of rates would range from small reductions at the lower end to small increases at the higher levels.

The board also approved several contributions: \$500 toward TNG's annual \$2,000 support of the Reporters Committee for Freedom of the Press; \$100 to the Assn. for Education in Journalism and Mass Communication; \$100 to the National Committee for Occupational Safety & Health Educational Fund; \$500 to the Occupational Health Legal Rights Foundation.

Also: \$100 to the Southern Christian Leadership Conference; a first quarterly payment of \$250 toward \$1,000 in 1991 dues to the Leadership Conference on Civil Rights; and \$200 as 1991 organizational dues to the National Committee on Pay Equity.

For the current fiscal year's first quarter, ending June 30, the board adopted an operating budget totaling \$1,238,186, which is \$138,645 less than actual expenditures in the quarter ended March 31.

For that last period of the 1991 fiscal year, the general fund operated at a deficit of \$51,785, on income of \$1,325,046 and expenses of \$1,376,831. Those expenses included a two quarters' transfer to the organizing fund, totaling \$200,000, and \$34,571 in repairs and improvements to

TNG's building. It was for "build out" costs associated with new tenants renting space in the facility, the board reported.

For the year, the board reported, rent and maintenance costs came to \$338,285, a total of \$138,285 over budget and were responsible "almost entirely" for the net worth of TNG's General Fund dropping to \$193,553, from \$270,365.

"As a result of recent rental agreements, this line item as a cost of operations is expected to be reduced in coming quarters," the board said. The board's proposed budget lists \$360,000 for rent and maintenance, which is net of anticipated rental income of about \$40,000, Edgington said.

Last year's operating deficit of \$76,812 came on income of \$4,800,487 and expenses of \$4,877,299.

Principal defense fund expenses during the year were \$1.1 million for benefits to members who struck the New York Daily News and another \$423,628 for "innovative strategies" there.

The fund's income, meanwhile, consisted of \$185,000 from the general fund and \$632,966 from interest and investments.

Boston for 1995?

Portland, Me.—The Board of Representatives of the New England Servicing-Organizing Program voted May 4 to invite TNG's 1995 Convention to Boston.

The event would be part of the 25th anniversary observance of the founding of NESOP, which provides professional bargaining, servicing and organizing aid to seven small and medium-size locals.

IT

SEEMS TO US

How Montreal's \$5,000 netted strikers \$3,600

MONTREAL, QUE.

Editor:

A technical point for the edification of Montreal Newspaper Guild members concerning Montreal's contribution to the New York [Daily News] strike aid fund:

The Guild Reporter said [April 19] that the Montreal Guild contributed \$3,600.

The contribution was \$5,000. However, New York was taking a cover ad in Montreal's 1991 Convention booklet. MNG deducted the \$1,400 from the \$5,000 to save both locals bank charges — hence the \$3,600 figure, which is the true amount of cash available for the fund.

Our contribution was only \$10 per member. That's a small price to pay to help those who bore the brunt of hardship in such an ex-

tremely important confrontation.

We should be forever grateful to N.Y., to TNG and the other unions involved for having the intestinal fortitude to see this mess through to a successful conclusion.

LARRY McINNIS
President
Montreal Guild

Add-all Pulitzer winners, San Jose officer writes

SAN JOSE, CALIF.

Editor:

The April 19 Guild Reporter reported that "five current or former Guild members . . . won Pulitzer Prizes in journalism this year."

You missed at least one former: Susan C. Faludi of the Wall Street Journal (San Francisco bureau), who won the Pulitzer for explanatory journalism.

Her award was for a series on the leveraged buyout of Safeway

Stores, Inc., focusing on the human costs that accompanied it — such as wage cuts, layoffs and suicide.

Faludi, 32, was a member of the San Jose Guild from 1985 to August of 1989 while she was a feature writer for the Sunday magazine of the Mercury News.

She also was a member of the New York Guild in 1981-82, when she worked as a news assistant at the [New York] Times.

WILLIAM T. DAVIS
Administrative officer
San Jose Guild

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: May 24.)

1990-91 audit: What came in, where it went

Following is the report of TNG's financial standing, including operations of the General Fund, the Defense Fund, the Special Organizing Fund, and the Anti-Discrimination Fund for the fiscal year ended March 31, 1991, as submitted by Shulman, Kurtz, Turer & Topaz, certified public accountants.

GENERAL FUND

Balance Sheet—March 31, 1991

ASSETS	
Cash in banks and on hand	\$ 70,583
Advances receivable	31,207
Loans receivable	45,695
Prepaid insurance and transportation expenses	86,940
Deposits	675
Investments	100
Equipment (net)	72,022
Investment in building	3,733,706
Total assets	\$4,040,928

LIABILITIES

Exchanges payable	\$ 7,511
Bank loan payable—building	150,000
Due to Defense Fund—building loan	750,000
Due to Special Organizing Fund	354,089
Accounts payable	140,159
Payroll withholding payable	34,006
Due to Defense Fund	49,187
Mortgage payable—building	2,362,423
Total liabilities	\$3,847,375
Net worth	\$ 193,553
Total liabilities and net worth	\$4,040,928

Income & Expense—Year ended March 31, 1991

INCOME	
Membership Income—Per-capita taxes	\$4,392,644
Initiation fees	11,476
Reinstatement fees	1,036
Agency fees	84,002
Charter fees	5
Servicing salaries and expenses paid by locals	38,363
Guid Reporter income	1,412
Research Department sales	3,891
Salaries and expenses paid by Defense Fund	250,549
Miscellaneous income	17,109
Total income	\$4,800,487

EXPENSES

Per-capita taxes	\$ 224,072
Field operations	1,623,542
Administrative operations	467,746
Office management	1,669,792
Executives	170,943
Other expenses	721,204
Total expenses	\$4,877,299
Operating loss	\$ 76,812
Net worth—beginning of year	\$ 270,365
Net worth—end of year	\$ 193,553

Budget & Expenses—Year ended March 31, 1991

	Expended Year Ended 3/31/91	Budget Year Ended 3/31/91	(Over) or Under Budget
1. Per-capita taxes			
AFL-CIO	\$ 106,419	\$ 102,060	(\$ 4,359)
Industrial Union Dept.	23,604	21,700	(1,904)
Canadian Labour Congress	32,253	28,800	(3,453)
Int'l Federation of Journalists	59,036	47,000	(12,036)
AFL-CIO Union Label Dept.	2,400	2,400	-
CLC Union Label Dept.	360	360	-
Total	\$ 224,072	\$ 202,320	\$ 21,752
2. Field Operations			
Director—Salary	\$ 65,985	\$ 65,227	(\$ 758)
Expenses	6,170	7,000	830
Organizing and Servicing			
IRs' salaries	653,312	697,782	44,470
IRs' expenses	257,453	210,000	(47,453)
Miscellaneous organizing and servicing	54,351	75,000	20,649
Organizing	400,000	400,000	-
Collective Bargaining			
Salaries:			
Exec. Secy. Contracts	55,116	54,572	(544)
Committee	21,375	19,500	(1,875)
Pension consultant			
Collective bargaining and organizing associate	45,273	44,263	(1,010)
Human Rights Director	58,897	58,457	(440)
Expenses—personnel	5,610	10,000	4,390
Total	\$1,623,542	\$1,641,801	\$ 18,259
3. Administrative Operations			
Research and Information			
Director—Salary	\$ 60,661	\$ 60,239	(\$ 422)
Expenses—personnel	4,050	1,000	(3,050)
Books and periodicals:			
Legal and bargaining services	3,983	5,000	1,017
Subscriptions	6,676	7,000	324
Other printed material	5,819	5,000	(819)
Publications and literature:			
Constitution	13,448	14,500	1,052
Organizing and other literature	2,524	1,000	(1,524)
Miscellaneous	5,663	-	(5,663)
Department of Education			
Director—Salary	\$ 52,654	\$ 58,457	\$ 5,803
Expenses	184	1,000	816

	Expended Year Ended 3/31/91	Budget Year Ended 3/31/91	(Over) or Under Budget
Publications/literature	-	500	500
Institutes/seminars	13,944	24,000	10,056
Guid Reporter			
Salaries—Editor	59,534	60,239	705
Asst. editor	44,803	44,349	(454)
Expenses:			
Personnel	3,533	6,500	2,967
Printing	94,485	85,000	(9,485)
Postage	85,724	90,000	4,276
Pictures and special material	7,473	8,000	527
Miscellaneous	2,588	1,500	(1,088)
Total	\$ 467,746	\$ 473,284	\$ 5,538
4. Office Management			
Salaries:			
Office manager	\$ 40,040	\$ 40,040	\$ -
Secretary-stenographers	87,117	85,460	(1,657)
Bookkeeping	59,462	56,392	(3,070)
General clerical	114,022	108,032	(5,990)
Expenses:			
Rent and maintenance	338,285	200,000	(138,285)
Utilities	15,453	15,000	(453)
Stationery and supplies	60,550	60,000	(550)
Equipment	30,000	30,000	-
Telephone and telegraph	40,847	40,000	(847)
Repairs and improvements	37,821	10,000	(27,821)
Postage	27,502	28,000	498
Auditing	32,151	25,000	(7,151)
Insurance and bonding	40,000	32,000	(8,000)
Employee pension	185,288	195,000	9,712
Employee health/welfare	212,496	240,000	27,504
Directly billed transportation	290,878	260,000	(30,878)
Data processing	42,318	40,000	(2,318)
Miscellaneous	15,562	15,000	(562)
Total	\$1,669,792	\$1,479,924	(\$189,868)

5. Executives			
Officers' salaries	\$ 146,664	\$ 145,270	(\$ 1,394)
Officers' expenses	24,279	25,000	721
Total	\$ 170,943	\$ 170,270	(\$ 673)

6. Other Expenses			
Legal	\$ 56,903	\$ 70,000	\$ 13,097
Payroll and personal property taxes	119,180	125,000	5,820
Contributions and tickets	13,135	18,000	4,865
Delegates and committees	35,226	25,000	(10,226)
IEB meetings	68,355	95,000	26,645
Severance pay provisions	64,176	20,000	(44,176)
Convention reserve	160,000	140,000	(20,000)
Brown Award	-	2,000	2,000
Brown Award expenses	1,557	4,000	2,443
AFL-CIO-IUD conventions	-	-	-
CLC Convention	1,035	3,000	1,965
IFJ meetings	11,086	8,000	(3,086)
Guid Service Award	1,551	2,000	449
Iving Leuchter Scholarship Fund	4,000	4,000	-
Defense Fund	185,000	185,000	-
Total	\$ 721,204	\$ 701,000	(\$ 20,204)
Totals	\$4,877,299	\$4,668,599	(\$208,700)

DEFENSE FUND

Balance Sheet—March 31, 1991

ASSETS	
Cash in banks:	
Checking accounts	\$ 238,078
Savings accounts and certificates of deposit	1,299,150
Investments—at market	3,902,515
Loans receivable:	
Albany Guild	42,750
Gary Guild	14,125
Great Falls Guild	7,100
Northern California Guild	92,422
Pacific Northwest Guild	10,000
Puerto Rico Guild	14,000
San Antonio Guild	40,013
San Diego Guild	20,972
Terre Haute Guild	9,800
Washington-Baltimore Guild	46,334
Wire Service Guild	47,497
Due from General Fund	49,187
Due from Special Organizing Fund	40,000
Loan receivable—building	750,000
Other investments—at market	64,688
Total assets	\$6,688,631

LIABILITIES

The Defense Fund had no liabilities on March 31, 1991.	
Net worth	\$6,688,631
Total liabilities and net worth	\$6,688,631

Income & Expenses—Year ended March 31, 1991

INCOME	
General Fund transfers	\$ 185,000
Interest and investment income	632,966
Total income	\$ 817,966

EXPENSES

Auditing	\$ 3,000
Contributions:	
CLC—Zeidler Employees	250
Greyhound Strikers	500
Washington-Baltimore Guild—overtime case	56,316
Union dues case	14,539
Strike Benefits:	
Southern Ontario—Spectator unit	(28,788)
—London Free Press unit	51,091
—Oshawa Times unit	2,250
New York—Daily News unit	1,100,000
Canadian Wire Service	2,670
Northern Ontario	32,485
Innovative Strategies:	
Wilmington, Del.	14,367
Bellevue, Wash.	25,982
York, Pa.	36,123
Chicago—Pioneer Press	8,877
—Waukegan	4,919
New York—Daily News	423,628
Jobs With Justice	5,539
San Francisco	28,607
San Diego	7,728
Scranton	458
Wire Service	5,751
Dayton	13,307
Los Angeles	5,644
McClatchy units	157,033
San Antonio	34,208
Rochester	3,150
Per capita for striking members receiving benefits	994
Total expenses	\$2,010,628
Operating Loss	(\$1,192,662)
Net Worth—Beginning of year	\$7,881,293
Net Worth—End of year	\$6,688,631

SPECIAL ORGANIZING FUND

Balance Sheet—March 31, 1991

ASSETS	
Cash in banks:	
Savings accounts and checking account	\$ 68,151
Due from General Fund	354,089
Total assets	\$ 422,240
LIABILITIES	
Due to Defense Fund	\$ 40,000
Net worth	\$ 382,240
Total liabilities and net worth	\$ 422,240

Income & Expenses—Year ended March 31, 1991

INCOME	
General Fund transfers	\$ 400,000
Interest income	16,437
Total income	\$ 416,437

EXPENSES

Auditing	\$ 2,800
Organizing materials	3,067
Organizing subsidies:	
Victoria Guild	51,990
Canadian Wire Service Guild	109,379
Chicago Guild	27,000
Denver Guild	34,840
Detroit Guild	120,473
Los Angeles Guild	56,684
Philadelphia Guild	25,663
Pittsburgh Guild	2,211
Rochester Guild	41
Milwaukee Guild	4,714
San Diego Guild	36,370
Southern Ontario Guild	80,000
Twin Cities Guild	8,817
Vancouver-New Westminster Guild	3,942
Washington-Baltimore Guild	48,000
Organizing Expenses:	
Texas Organizing Committee	1,000
Portsmouth	7,460
Montreal	599
Windsor	3,655
Alberta	1,845
Charlottetown	608
Total expenses	\$ 631,158
Operating Loss	\$ 214,721
Net Worth—April 1, 1990	\$ 596,961
Net Worth—March 31, 1991	\$ 382,240

ANTI-DISCRIMINATION FUND

Balance Sheet—March 31, 1991

ASSETS	
Cash in banks	\$ 21,030
Loan receivable [Albany Guild]	33,936
Total assets	\$ 54,966
LIABILITIES	
The Anti-Discrimination Fund had no liabilities on March 31.	
Net worth	\$ 54,966
Total liabilities and net worth	\$ 54,966

NOTES TO FINANCIAL STATEMENTS

The Canadian exchange rate was (.86) at end of period. The figures set forth do not reflect any conversion of Canadian dollars to United States dollars. The effect of conversion of Canadian dollars to United States dollars would be a reduction of assets of the General, Defense and Organizing Funds in the amount of \$536,366.

Human rights award would be given at '92 convention

Silver Spring, Md.—The initial presentation of an annual human rights achievement award for Guild locals would be made at TNG's 1992 Convention in Chicago, under guidelines proposed by TNG's Int'l Executive Board at its spring meeting here.

Acting on a directive from the 1990 convention, the IEB established the criteria, selection procedure and timetable for the new honor. It would replace a never-given "Lily White Publisher's Award." The 1991 convention has the final decision on whether to create the achievement award.

Under the proposed guidelines, any Guild member could nominate a local for the initial award by next March 18. Members of the IEB's Human Rights Committee would review nominees next April and select three finalists; they would make their final selection in June, just before the convention.

Purpose of the award, the IEB said, is to recognize the local which in the previous year "has increased the number of women and minorities in local leadership positions and/or through collective bargaining or contract enforcement, improved the equal employ-

ment status of women and/or minority group members in the workplace."

In making its selection each year, the IEB Human Rights Committee would consider, among other things, whether nominated locals had: established active human rights committees; responded to TNG's annual human rights survey; bargained for equal employment and related contract provisions; included equal employment or diversity issues in local programs, meetings, bulletins, newsletters or shop stewards training; and participated in com-

munity human rights organizations.

Last year's convention scuttled the "Lily White" award because there were "too many qualified nominees." It had been established in 1988 to spotlight newspapers with the worst records on minority employment.

In related action, the IEB also endorsed several other recommendations to this summer's convention from its Human Rights Committee, including calls for:

Locals and district councils to conduct programs with the assistance of TNG to encourage

greater multi-cultural diversity in the Guild and the news industry.

Locals to intensify efforts to bargain wage parity, upgrades and reclassifications for jobs held predominantly by women and minorities and family leave and care provisions.

Locals to redouble their efforts to prevent and correct sexual harassment and age discrimination.

Locals to enforce fair-employment practice contract provisions that ban discrimination in hiring and other employment conditions.

