



The GUILD REPORTER

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

Vol. 58, No. 8

Silver Spring, Md.

May 31, 1991

Arbiter hikes Vancouver credit jobs by \$183

Vancouver — A half-dozen Guild-represented employees in the credit department of the Southam chain's Vancouver Sun and Province have received wage hikes of \$183.25 a week, under an arbitrator's ruling that their jobs had "substantially changed" and their pay should be upgraded accordingly.

The arbitrator, John Kinzie, set the minimum rate at \$726.39 for the papers' ledger telephone collectors, up from the effective rate of \$543.14 when the Vancouver-New Westminster Guild filed its grievance in April 1989.

Kinzie not only made the raises retroactive to the date of the filing but also ordered that increases mandated in the interim by the Guild's contract with the Sun and Province also apply.

With a \$36.42 raise that kicked in last Dec. 1, the collectors' current top minimum now stands at \$762.81 a week, or \$219.67 higher than two years ago.

In the wake of the ruling, issued May 23, the five regular collectors each collected for themselves about \$20,000 in retroactive pay, said Jan O'Brien, the local's administrative officer.

The dispute stemmed from the collectors' assertion that their jobs had substantially changed in recent years. The Guild contract provides that when "in the Guild's estimation" there has been substantial change, "a new rate shall be negotiated."

The contract also provides that if agreement on a proper new rate is not reached in negotiations within two months, the issue is submitted to binding arbitration.

In pursuing the matter to arbitration, the union argued the collectors should earn the same as other so-called key employees, such as outside advertising salespersons.

In his 34-page decision, Kinzie found the collectors indeed had

been given new responsibilities, one of which was exercising "effective control over the decision of which customers would be extended credit."

Introduction of sophisticated computer systems into the papers' business office in early 1989 completed a process started years earlier in which the collectors were given final authority on credit extension.

Previously, the final decision rested with salespersons, although misunderstandings on the issue had caused "considerable disharmony" between sales and credit departments over the years, Kinzie noted.

Pointing to job descriptions going back to 1973 and testimony from the head of the credit department, Kinzie wrote that he was "satisfied on the evidence before me that there has been a substantial change in the character of the collector position" by the time the grievance was filed.

"In my view," he continued, "the decision-making involved in credit granting is at a qualitatively higher level than that involved in collection work" alone.

"I am satisfied that the complexity and judgement entailed in, the initiative required for, and the responsibility for errors of, the collector position today is significant."

(Continued on Page 2)



CHRISTOPHER KINDRATSKY/Vancouver-New Westminster Guild

HAPPINESS IS \$183-A-WEEK RAISE FOR VANCOUVER SUN AND PROVINCE COLLECTORS
Gathered near their work stations, from left: Andrea MacBride, Diana Campbell, Vivian Nakashima, Gina Patelli, Myrna Egan, Liz Efting. Absent on leave were Julie Hansen and Nancy Webster.

NIOSH urges cautions on laser-photo dust

New York — Mercury levels around the laser-photo machines at Associated Press headquarters here "do not constitute any long- or short-term hazard to the employees working with or around the machines," the National Institute for Occupational Safety & Health reported in mid-May.

At the same time, however, the

agency's Hazard Evaluations & Technical Assistance Branch also said that "working directly with the paper and dust inside the machine does have the potential for higher exposure because of possible skin absorption" of the hazardous material.

The agency therefore recommended a pair of actions, which AP said in a memo shared with the Wire Service Guild it has instructed technicians to observe, along with a third step recommended by the photo paper's manufacturer, 3M Co.

The NIOSH recommendations:
✓ "To prevent skin contact with inorganic mercury, nitrile rubber gloves should be worn while cleaning the oven, removing

paper dust from inside the machine and restocking the paper.

✓ "To prevent the potential circulation of dust containing trace amounts of mercury, the diffusers and filters for the ventilation systems" serving the areas in which the machines are located "should be cleaned and changed on a regular basis."

In a May 17 memo, Bruce E. Richardson, AP's director of employee benefits, pointed out that the 3M Co., manufacturer of the photo paper, "also recommends the use of a dust mask" along with the gloves. Masks and gloves are being supplied to technicians and

they "have been instructed to use them," Richardson wrote.

"Dry silver" paper used in the laser-photo machines generates mercury dust.

The paper is used in machines that receive laser photos throughout the United States and Canada, as well as by machines that transmit photos.

Wire Service Guild President and Administrative Officer Kevin Keane said he hoped AP would take the same steps in all locations where its machines are used to receive or transmit photos.

An alert by 3M last summer (Continued on Page 4)

Aim for more for those paid less, board says

Silver Spring, Md. — Local Guild bargainers would be required to propose for their lowest-paid classifications weekly minimums that are at least 60 percent of proposed rates for key positions, under a recommendation by TNG's Int'l Executive Board to this summer's convention.

In proposing the change in the Guild's Collective Bargaining Program, the board noted that top minimums for lowest-paid clerical positions currently average about 50 percent of reporter tops in Guild contracts. Top minimums for copy persons average 47 percent of reporter rates.

"The IEB believes it's time to improve that ratio and close the gap," it said during its spring meeting in adopting the Collective Bargaining section of its Officers' Report to the convention.

Calling it a pay-equity issue, the report said that "women and minorities, who often are forced to begin their newspaper careers in other than key jobs, cannot afford to lose ground by taking smaller pieces of the economic pie, especially when that pie is shrinking."

TNG's Collective Bargaining Program currently calls for locals to propose a top minimum of "not less than \$500 for any classification," or 50 percent of the \$1,000 a week goal for experienced employees in key classifications.

"Maintaining minimum salary levels for clerical and other non-key classifications is becoming all the more critical in light of news industry employers' escalating demands for unilateral wage control in the guise of merit pay," the IEB's report said.

(Continued on Page 2)

Pattison retiring after 22 years on field staff... 5

Photog tells Hill of job loss to 'contractor'..... 3

N.Y. strike loss put at \$400M by study..... 5

List for at-large VPs grows to eight with Knox, Knight

Cleveland — The field of candidates for TNG's six vice presidents elected from the membership at large grew to eight May 18-19 when Bill Knight of the Peoria Guild and Connie Knox of the Washington-Baltimore Guild announced that they intend to be candidates in this summer's regular biennial elections.

They made their announcements during the joint spring meeting of the Great Lakes, Midwest and Southern District Councils of Guild locals, hosted by the Cleveland Guild.

Late in April, 15 of the 16 in-

cumbent members of TNG's Int'l Executive Board announced that they plan to seek re-election, including five of the six incumbent at-large vice presidents. Four-term Vice President Gene Turner of Northern California said he will step down when the current term ends in October. Russ Cain, a former San Jose Guild president, then said he will be a candidate for one of the at-large seats [Guild Reporter, May 10.]

Knight, 1990 recipient of TNG's Guild Service Award, will be making his first try for interna-

(Continued on Page 6)

Aim for more for those who earn less, IEB urges

(Continued from Page 1)

The report noted that pay-equity legislation in Ontario helped Guild locals there achieve major increases for women workers in the past 18 months.

"However, it's clear that the law, while helpful, cannot do the job alone," the report said. "The most significant pay-equity adjustments are bargained, not legislated."

In another suggested change, the IEB is recommending that the bargaining program state the productivity and cost-of-living formula used in establishing the wage goal for key job classifications. The formula would replace the dollar amount the formula produces and would be applied on a local basis, rather than on a Guild-wide basis. The goal has been listed as \$1,000 a week since 1984.

The goal for the minimum rate for beginners in key jobs in the advertising, business-office, circulation, data processing, editorial

and electronic maintenance departments would remain at two-thirds of the top minimum, a goal established in 1969.

As of April 1, the average top-minimum for reporters under Guild contract was \$668.18 a week, up by \$22.22 from a year earlier. The average starting minimum was \$430.78, up by \$15.36.

In another bargaining policy recommendation to the convention, the IEB reasserted "the importance of establishing joint bargaining councils" for interunion communications, co-operation and joint or co-ordinated bargaining.

The board also re-emphasized the policy that "substantial minimum salaries and pay increases for all bargaining unit members are the foundation of a fair and equitable pay structure benefiting both employees and employers."

The IEB voiced its opposition to contracts with multi-tier minimum salaries that "violate the principle of equal pay for equal work, pit workers against one another,

undermine confidence in the Guild, and discriminate on the basis of arbitrary criteria not related to job performance or skills, and create subclasses of employees."

The Collective Bargaining Report also showed that:

- ✓ Guild locals bargained 59 contract renewals or reopeners last fiscal year, compared to 73 the previous year and 46 the year before.

- ✓ Twelve initial contracts were bargained, covering more than 700 employees.

- ✓ Contracts of two years or longer with daily newspapers, news services and magazines produced an average increase in reporter top minimums of \$19.27 (2.9 percent) the first year, and \$24.26 (3.5 percent) the second, for a two-year total of \$43.53 (6.4 percent). Not counting wage cuts bargained to save the Oakland Tribune, the average increase over two years was \$47.95 (7.1 percent).

- ✓ On average, a reporter be-

ginning work at a newspaper under a Guild contract would make \$2,554 more a year than one starting at a non-Guild publication. For experienced reporters, the difference would be \$4,546.

Industry wide last year, the av-

erage wage for experienced reporters dropped by \$1,408, and starting pay by \$105, according to the American Newspaper Publishers Assn.'s annual survey, which included 618 Canadian and U.S. newspapers.

Civil rights bill backed; quotas a 'red herring'

Silver Spring, Md.—TNG's Int'l Executive Board has endorsed the latest version of proposed legislation to reverse several 1989 Supreme Court decisions that made it more difficult for U.S. workers to pursue job-discrimination remedies.

The Civil Rights and Women's Equity In Employment Act of 1991 also would strengthen existing civil rights laws by providing monetary damages for women, the disabled and religious minorities who face intentional discrimination. Such damages already are available to racial minorities.

In a resolution adopted at its spring meeting, the IEB urged Congress to enact the law "without undue delay" and called upon all U.S. locals "to join actively in the campaign to assure" the law's passage.

Without this law, "victims of job discrimination and Guild locals that represent them will continue to find it more difficult to get into court and prove discrimination," the IEB said.

The legislation would prohibit racial discrimination at all stages

of employment and would return to the employer the burden of proving a clear business necessity for employment practices that have a discriminatory effect.

The IEB disputed claims the bill would produce hiring quotas. "That is a red herring. Proof of business necessity was a requirement for 18 years before the Supreme Court decisions, and there was no avalanche of quota hiring, in the news industry or elsewhere."

Congress passed a similar civil rights bill last year, but President Bush vetoed it, and attempts to override narrowly failed. Supporters of this year's version hope to gain a veto-proof majority in both the Senate and the House.

Also at its spring meeting, the IEB endorsed the proposed Family and Medical Leave Act of 1991, which would provide up to 12 weeks of unpaid leave per year for the birth or adoption of a child, or a worker's own or family member's serious illness. It also would continue pre-existing health benefits and guarantee a worker's right to return to work.

A Small Business Administration study showed it would be cheaper for employers to grant leave than to replace a worker and train a replacement, reported Legislative Alert, an AFL-CIO newsletter.

The IEB also endorsed efforts to strengthen the Ontario Pay Equity Act of 1987, under which Guild locals in Canada have bargained pay-equity raises for hundreds of employees in the past 18 months.

Canadian locals were urged to join the Ontario Federation of Labour and the Equal Pay Coalition in supporting amendments to expand the law's coverage to additional jobs and employees.

Employers eliminate jobs in several ways

Adapted from "Bargaining Chips," TNG Bargaining Dept. newsletter

Layoffs and dismissals aren't the only way employers can extract jobs from Guild bargaining units. Guild members' work and, hence, Guild members' jobs are being pared in other ways, as well. For example:

- ✓ Subcontracting and outsourcing. So-called independent contractors are being employed by publishers like they never have been before. And not just in editorial — other departments ripe for

subcontracting include janitorial, circulation and advertising.

- ✓ Job fragmentation. The ratio of part-time Guild members to full-time members has increased dramatically. Too many employers, under the guise of "force reduction through attrition," are displacing full-time jobs with part-time employees.

- ✓ Jurisdiction erosion. Increasingly we find Guild work being performed by non-Guild entities, whether they be machines or management personnel.

- ✓ Exploitation of under-paid job classifications. Locals should take care that provisions permitting work in higher-paid classifications don't result in a permanent transfer of job duties from the higher-paid classification to a lower-paid one.

- ✓ Speedup. No wonder the number or RSI cases continues to skyrocket.

Contract compliance in these areas should be monitored closely. These violations seep, rather than splash, into the workplace.

Arbiter hikes Vancouver jobs by \$183 a week

(Continued from Page 1)

cantly, substantially and materially higher than it was in 1973," Kinzie wrote.

When the grievance was filed, the credit department chief himself informed employees during a meeting that "during the past five years there has been a dramatic change in duties and responsibilities not only for collectors but for all," Kinzie noted.

The arbitrator rejected management's demand that the grievance be dismissed on the ground that, although there may have been major changes in the job between 1973 and 1989, there had not been a "substantial change" while the 1987-90 collective bargaining agreement was in effect.

"Jobs will often evolve and change over a period of time that extends beyond the term of a single collective agreement," Kinzie said in finding for the Guild. "One element in the evolution of a job by itself may not involve a substantial change, but when considered along with others over a period of time, may" do so.

In 1984 contract talks, the Guild had proposed reclassifying the collectors to the key level, and in 1987

talks the union sought a job-evaluation program for numerous employees. But no agreement was reached on either proposal.

"The evidence I heard concerning the 1984 and 1987 negotiations ... suggests the difficulty parties generally can have in addressing numerous reclassification requests at the bargaining table," Kinzie wrote.

"In my view, that forum is not geared for dealing with the minute detail that can rise in each and

every reclassification request. That is why separate processes are often developed away from the bargaining table to address these requests."

In determining what would be an "appropriate rate of pay" for the substantially changed position, Kinzie rejected the Guild's assertion it should be the same as for outside sales.

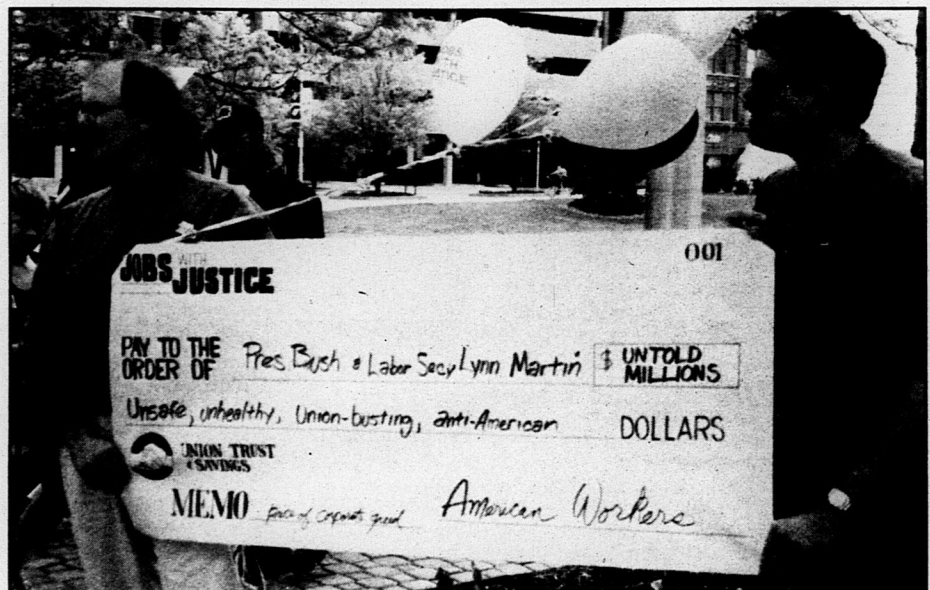
"It is virtually impossible for an arbitrator to compare or value such dissimilar work in the absence of

some objective job-evaluation system, which in turn is reflected in the existing wage schedule," he wrote.

Lacking that circumstance, he compared the collector position to other jobs in the credit department and set the minimum exactly halfway between those of the assistant credit manager (coincidentally, the key rate) and the department's ledger clerks.

Kinzie heard testimony on 13 days from April 23 to Oct. 16.

Peoria presents 'reality check' on Workers' Memorial Day



Paul Gordon, right, Peoria Guild president, and Bill Knight, a former local president, hold banner printed in the style of a check during Workers' Memorial Day rally in late April. Drawn on Jobs With Justice "account" in "Union Trust & Savings," banner accuses Bush administration of costing workers "untold millions" with policies on workplace safety and union rights, calling them "anti-American" and the "price of corporate greed."

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, June 21.) \$20 a year. Single copies, \$1.50. 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.

Employee stood to lose \$38,000 as 'contractor'

Washington — A photographer's assistant who was dismissed by Sports Illustrated 14 months ago — then immediately offered identical work as an "independent contractor" — told a congressional committee he would have lost \$38,000 to \$48,000 a year under the proposed switch.

Testimony from the ex-employee, John Hayt, a member of the New York Guild who now is working as a free-lance photographer, was presented to the House Employment and Housing Subcommittee April 23 during an oversight hearing on use of contractors.

Hayt's testimony was read into the record by Rep. Tom Lantos (D-Calif.), subcommittee chair, when Hayt was unable to appear in person.

In opening the hearing, Lantos said that "abuse of the contractor system appears today to be rampant" and a problem that is "continuing to grow" in a variety of industries.

Employers free themselves from paying "social security, workers compensation, unemployment insurance and income tax withholding," Lantos said, noting that many employees also receive paid vacation, sick or emergency leave, health insurance and pensions.

A Chamber of Commerce study of 1,000 companies found that employees' benefits averaged 37.6 percent of payroll in 1989, Lantos said. Thus, "the prevailing attitude among employers appears to be 'no benefits, sounds great'."

In addition, by employing "contractors" they don't have to worry about occupational safety and health, overtime, minimum wage, anti-discrimination and collective bargaining laws, he noted.

"However, some of these so-called 'independent contractors' are about as independent as Char-

ley McCarthy without Edgar Bergen," Lantos said.

Hayt's experience was a case in point.

He worked eight years for the Time Warner-owned magazine, installing strobe lights at arenas in the West, Canada and Asia to enable photographers "to capture those dramatic color action shots ... that have become the hallmark of Sports Illustrated," Hayt said in his prepared statement.

Hayt and a second photo assistant were dismissed in February 1990, when Sports Illustrated managers said they were being replaced by a "network of free-lancers," who would be assigned and function exactly like employees, Hayt testified.

San Diego-based Hayt and East Coast-based Lou Capazzola were offered "contracts to continue to perform the identical job as independent contractors at a much lower rate of pay and with none of the company benefits, security or union representation."

Their initial reaction, Hayt said, was "shock and surprise."

Had he accepted, Hayt testified, he would have lost \$10,000 a year in base pay, \$10,000 to \$20,000 in overtime, plus an estimated \$18,000 in employee benefits such as medical insurance, pension payments, company stock, profit sharing and 401(k) contributions.

The job involved hazardous, long hours, and being on call 24 hours a day. Typically, the assistants attached strobe lights to ceiling catwalks 65 to 150 above arena floors and ran 2,000 feet of wire down to floor cameras.

They traveled with or shipped to the various locations a half-ton of company-owned lights, power supplies and other material, which they maintained and repaired.

Yet, the company did not offer



BILL BURKE/Washington-Baltimore Guild

HOUSE SUBCOMMITTEE HEARS PHOTOGRAPHER TESTIFY 'IN ABSENTIA'

John Hayt could not recount his job loss to "independent contractor" system when NASA space shot job kept him from appearing in person.

to pay for workers compensation, liability or disability insurance, Hayt testified. He notified Sports Illustrated he rejected their offer for that reason.

"The company never responded to my letter," he testified. "I had obviously touched on a sore point in the netherworld of so-called independent contractors working for large and powerful corporations as ersatz employees."

"When large corporations have the ability to change an employee's status for arbitrary reasons and only for their financial gain, and to deprive employees of their rights as an employee, then all we're doing is eroding the protective legislation that has been built up over 100 years," he said.

Hayt also testified that, just as Sports Illustrated attempted to eliminate the photo assistants, it nearly had phased out staff photographers, using instead some 20 in-

dependent contractors and free-lancers. Only three staff photographers remained, he said.

Hayt concluded: "My immediate loss is apparent monetarily, but my long-term loss will become more apparent when it comes time to retire ... and the only retirement income I have is what I have myself saved and social security."

In challenging the two layoffs, the New York Guild asserted both that they constituted an unfair labor practice and that they were in violation of the union's contract with Time Warner. They went first to arbitration.

"The union's position, in short, was that if we walked like an employee, talked like an employee, reported directly to Sports Illustrated managers like an employee, were supplied with company-owned equipment like an employee, then we should be an employee with all the rights an employee should have, including the right to union compensation," Hayt testified.

In late March, however, the arbitrator, Jesse Simons, held against Hayt and the Guild, which is appealing the decision to the National Labor Relations Board.

"The arbitrator refused to deal with the unfair labor practice aspect of the case, that it's completely illegal to eliminate employees through subcontracting," said Key Martin, chairperson of the Guild's Time Unit. "And they completely bypassed the Guild in talking directly to the two employees."

In his remarks, Lantos said subcontracting often hurt the employee by "cutting him or her adrift, depriving the worker of essential, mandated support. In most case, workers have no choice and are compelled to accept the terms offered by the employer."

Pointing to Internal Revenue Service figures showing that in 1984 one in seven workers were misclassified, Lantos also talked of the toll on society.

"When unemployed workers cannot obtain benefits because their employers failed to pay unemployment insurance ... when workers are excluded from health and retirement benefits ... when workers who are injured on the job are barred from compensation payments, the overloaded welfare system is compelled to fill the gaps."

And it is "not only the workers who are losers; law-abiding employers lose out to unscrupulous competitors who break the rules; and the rest of us, as taxpayers, are forced to carry more than our fair share," Lantos concluded.

Others testifying included leaders of the Carpenters, Sheetmetal Workers and Service Employees unions; officials from the U.S. Department of Labor and the Internal Revenue Service; and representatives from the building services and carpentry industries.

Legislation is being drafted to attempt to curb abuses of the contractor system, and Lantos plans to introduce it in the House this summer, said one of his aides, Joy Simonsen.

Milwaukee fights warning on free papers

Milwaukee — The Guild has challenged a warning to employees at the Milwaukee Journal and Milwaukee Sentinel that they could be fired for taking copies of the papers home without paying for them.

The warning "has caused some alarm, puzzlement and mirth," Milwaukee Guild President Jack Norman said in responding to management's April 19 directive.

In its memo, management complained that "the abuse" had reached the point where "some people take multiple copies of papers for friends and relatives." Employees were told "it's very easy to subscribe" and were asked to do so.

Norman said, however, that free papers for union-represented employees was "a long-standing practice, one which can't be altered without bargaining."

"Further, there is good reason for the practice," Norman continued. "As you know, we are required, as part of our job duties, to be familiar with the contents of both papers."

The Guild represents some 350 editorial department employees at the Journal and Sentinel, both owned by the Journal Co.

The company is required by its contract with the Guild to "pay all reasonable and legitimate expenses incurred by the employee in the service of the employer," Norman asserted in his response.

"If you don't want us taking copies home, you should give us all free subscriptions, or pay us overtime so we can get the papers read at work."

"In any event," Norman concluded, "I assure you that we'll

defend anyone disciplined for taking a paper home, which would only waste time and money better spent on more important matters, and make the company look ridiculous."

The Guild reported that management has backed off somewhat from the warning, saying it was intended to prevent employees from carrying bundles of papers home and selling them. Newsroom staffers are continuing to get free papers for home reading.

New manager selected for pension fund

Silver Spring, Md.—The New York investment management firm of W.R. Lazard & Co. was selected April 23 by TNG's Int'l Executive Board to oversee a portion of the Guild's Commingled Pension Trust Fund, which pools the assets of 18 separate retirement funds.

Commingled fund participants include jointly administered union-management pension plans involving locals in Pittsburgh, St. Louis, Knoxville, Terre Haute, San Antonio, Brockton, Youngstown, Scranton, and the Wire Service Guild, among others.

The largest minority-owned investment management firm in the U.S., Lazard was chosen to manage the portion of the fund's fixed income and equity investments that has been handled by M.D. Sass Associates. Sass' perfor-

mance over the past six years was termed "disappointing" by the IEB in a mail vote taken Nov. 28.

Lazard will manage about \$13.7 million of the fund's more than \$50 million in invested assets. Other fund managers are Lowe, Brockenbrough, Tierney & Tattersall; the AFL-CIO Housing Investment Trust; and Union Labor Life and Mutual Benefit Life.

The IEB, which serves as trustees for the fund, chose Lazard after considering proposals and presentations from three firms, including Brinson Partners Inc. and Lehman Ark Management Co. The commingled fund's account manager, Segal Advisors Inc., assisted in the selection.

"Among the candidates under consideration, this firm (Lazard) had the greatest stability of return from year to year over the past five

years," said Martin Levinson, senior vice president and actuary for Segal, in a letter analyzing the three presentations.

Lazard's record was particularly good in "the critical two years" of 1987 and 1990, which proved tough on many investors, IEB member Larry Hatfield noted.

Founded in 1983, Lazard has invested \$1.8 billion for some 40 clients, according to its presentation. More than half are multi-employer benefit funds. Among the clients are several unions, including the New York Guild, New York teachers and hospital and health care employees, Levinson said.

The firm's founder and principal stockholder is Wardell R. Lazard, who has worked for the last 15 years in investment banking, the presentation said.

Pair of snafus delay GRs' mailing

A pair of snafus resulted in about half the copies of the May 10 issue of the Guild Reporter being a week late entering the U.S. postal system for delivery to members.

First the contract-maintenance firm's failure to stock a printer part resulted in several days' delay in production of the mailing labels.

Then the U.S. Postal Service refused to handle the papers until it could transfer a deposit from an account where it had been incorrectly entered by a postal service employee, no mean feat as it turned out.

Affected were copies for members up and down the East Coast, the Midwest, the South and in Puerto Rico.

Cautions urged on laser dust

(Continued from Page 1)

about the mercury dust to both AP and Canadian Press led to TNG and the Wire Service Guild requesting a "health hazard evaluation" by NIOSH.

Main concern was with the dust that "often accumulates" on the machines, "subjecting employees servicing them to more hazardous inhalation or skin exposure," TNG Director of Research & Information David J. Eisen wrote at the time in an alert to all Guild locals.

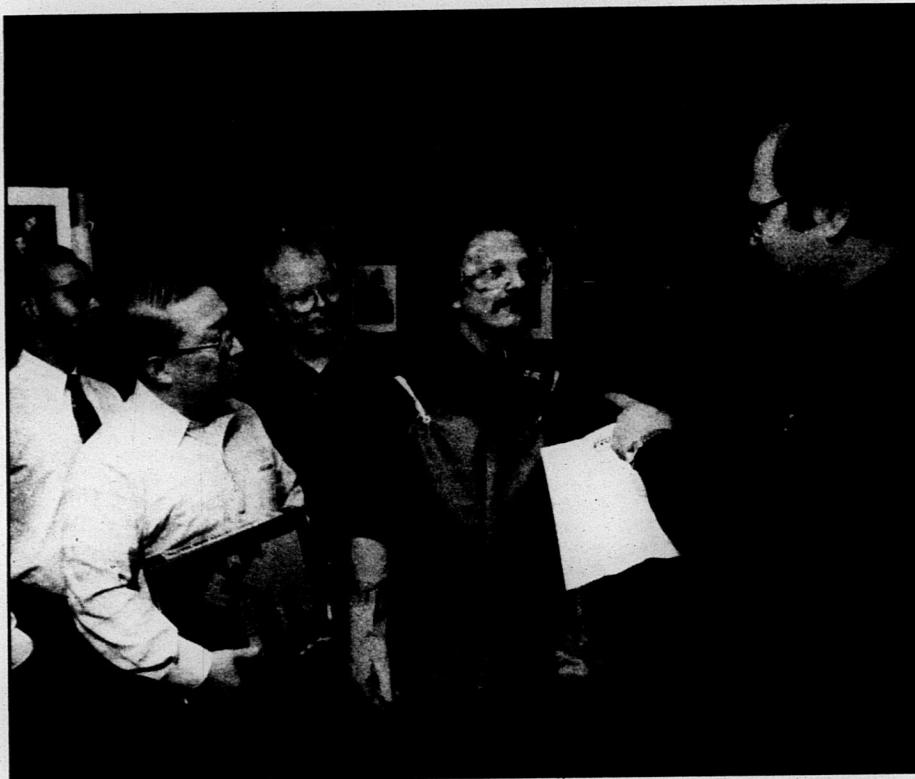
Analyses of air samples collected Dec. 10-11 from around the machines showed mercury concentrations ranging from non-detectable to four micrograms per cubic meter. These were well "below the currently recommended exposure level of 50 micrograms per cubic meter," NIOSH Investigator Nancy J. Clark reported. The exposure level is used by NIOSH, the U.S. Occupational Safety & Health Administration and the American Conference of Governmental Industrial Hygienists, she noted.

Analyses of both processed and unprocessed photo-paper showed 220 micrograms per gram of mercury while dust from the wall behind one set of the machines and on the air supply diffuser and exhaust grills near the machines "contained a trace level of mercury," Clark also reported. The diffuser and grills "were covered with dust," she noted.

However, "there are currently no criteria that address mercury ex-

Chemical hazards in photo lab outlined to technicians at AP/N.Y.

Guild-represented photo-lab technicians at Associated Press in New York get instruction on working safely with hazardous chemicals utilized in developing film and printing photos. Instruction was part of remedy ordered in citation by U.S. Occupational Safety & Health Administration (OSHA) after inspection in late February-early March found company failed to instruct and warn lab employees. From left, above, are: Reggie Lewis, Seong Chan Hong, Jimmy Ryan, Guy Palmiotto and the dark-room supervisor, Joseph Madison.



posure from paper or dust contact," she pointed out, concluding:

"Although airborne mercury concentrations were very low, working directly with the paper and dust inside the machine poses a potential hazard due to possible skin absorption of mercury."

Prolonged or repeated exposure to unsafe amounts of mercury can result in so-called mercury intoxication. Its manifestations include increased irritability, depression,

paranoia, insomnia, memory loss and tremors, usually of the hands. Other symptoms of chronic exposure can include inflamed mouth and gums, kidney damage, allergic rash, loss of appetite and weight, fatigue and anemia.

In issuing its alert last summer, 3M recommended persons servicing the machines: wear nitrile-rubber gloves and a respirator; use local-exhaust ventilation like that for asbestos removal; not eat, drink or smoke while working.

DALE EXPRESSES 'DISMAY'

TNG joins in protests of Puerto Rico stricture

San Juan, P.R. — TNG has joined other news organizations and government officials in protesting an order by Puerto Rico's governor limiting access to public documents.

The April 15 order by Gov. Rafael Hernandez Colon requires that citizens must demonstrate a "legitimate interest" in such documents to inspect or copy them. Heads of agencies would determine who would be allowed access.

"I must express my dismay at your executive order putting intolerable reins on access to government information," TNG President Charles Dale said in a May 17 letter to Hernandez Colon.

"The order is in startling contrast" to the U.S. Freedom of Information Act, which upholds the public's right to documents "in the absence of compelling reasons for withholding them," Dale wrote.

"In the interest of the free flow of information essential to popular government in a democracy, I strongly urge you to rescind your order and allow procedures at least no more restrictive" than prevail under the U.S. FOI law, he concluded.

In separate letters to Puerto Rico Senate President Miguel Hernandez Agosto and House Speaker Jose R. Jarabo, Dale urged them to "exert every effort to have the order rescinded." (Earlier, a House resolution with sponsors from all three parties asked the governor to drop the measure.)

TNG's protest came in response to a plea from Laura Candelas, president of the Puerto Rico Journalists Assn., and Manuel Suarez, president of the Overseas Press Club of Puerto Rico, whose organizations also protested the restriction.

Candelas and Suarez also urged that individual Guild members protest the restriction to the governor, the president of the senate and

the speaker of the house.

The Inter-American Press Assn. also asked the governor to withdraw the order, and both statehood and independence party leaders condemned it, as well.

Candelas called the edict "disastrous," asserting it gives government agencies too much leeway in determining what information to release or withhold.

Hernandez Colon's order came shortly after two newspapers, the San Juan Star and El Vocero — whose employees are represented by the Puerto Rico Guild — went to court to obtain records on the governor's travel expenses and selection of construction contractors.

In an editorial, the Star called Hernandez Colon the "most secretive chief executive" in the history of the Commonwealth of Puerto Rico and called the attitude behind his order "chillingly imperial."

In the immediate uproar following the order, the governor backed off slightly and said the media's interest was "readily apparent" and did not have to be established.

"Scholars, students, social and political reformers and those ordinary citizens not employed in the mass media would not be so lucky," however, Candelas and Suarez wrote to TNG. "They would still have to justify the reason for their interest."

In early May, a judge issued a temporary restraining order against implementation of the directive.

Union median at \$509

Washington—Median earnings were \$509 a week for U.S. union members in 1990, versus a median of \$390 a week for non-union workers, according to the U.S. Bureau of Labor Statistics.

Unionized service employees earned \$418 a week, while non-union service workers earned just \$241.

32 slain for reporting news, CPJ says

New York—Last year, at least 32 journalists were killed worldwide, an additional 80 were physically assaulted and 270 were detained, merely for reporting the news, an annual survey by the Committee to Protect Journalists indicates.

According to the report, titled "Attacks on the Press — 1990," 99 journalists currently are imprisoned or held hostage in 24 countries around the world, including Associated Press correspondent Terry Anderson, held hostage in Lebanon for more than six years.

The survey documents nearly 1,000 incidents of abuse last year against journalists in 104 countries — including murder, torture, imprisonment, physical assault, arrest and censorship.

Many of those killed were deliberately targeted "for what they had written or were about to report," the report said.

In Colombia, where dozens of journalists have been killed since 1986, three more were murdered last year, eight were kidnapped by drug traffickers and at least that many were held by leftist guerrillas, according to the report.

Reporters there "have been known to wear bullet-proof vests and look under their cars before driving to work," the report noted. "Death, kidnapping, exile or silence are the stark choices facing journalists covering the drug trade."

Among the report's other findings:

✓ In the Philippines, six reporters were murdered, raising the

toll of journalists killed to 24 since Corazon Aquino took power in 1986. Nearly 30 died in the last decade of Ferdinand Marcos' regime.

✓ In China, the government continued to smother free expression following last year's bloody crackdown on the democracy movement. At least 20 journalists remained in prison. Authorities sought to purge, reform or close domestic publications that strayed from the Communist Party line. Agents harassed, followed and sometimes even beat foreign reporters.

✓ In parts of Eastern Europe, the transition to a free press made great strides. Czechoslovakia, Hungary and Poland "enjoyed vast improvements with few, if any, attacks on journalists and news organs." Lack of modern equipment and financial resources have been the main factors holding back expansion of a free press.

✓ Iraq stands out as a "brutal offender of press freedom." British journalist Farzad Bazoft was hung by the government. The ban on dissent in the government-controlled press continued, and access by foreign reporters remained limited and risky. After invading Kuwait, Iraqi forces crushed its "relatively lively press."

✓ In Saudi Arabia, in addition to the traditionally repressive press policies, heavy restrictions were imposed by the U.S., Saudi and other governments' officials during the Persian Gulf war.

✓ In Israel, wide-ranging restrictions on the media remain in

place. Palestinian reporters are detained without charges or trial; publications are closed down; newspapers are censored; and access to the occupied territories is frequently restricted.

✓ In Sudan, where a 1989 coup "eviscerated" the independent press, 19 newspapers were closed last year and 17 journalists were imprisoned, most without charges or trials. Several were tortured, and one was sentenced to 14 years in prison after a raid disclosed an illegal printing press and literature.

Founded in 1981, the Committee to Protect Journalists is the only organization in the United States "exclusively devoted to researching, protesting and publicizing cases of press abuse around the world," CPJ Executive Director Sonia Goldenberg said in an introduction to the 1990 survey.

TNG President Charles Dale is a member of the committee's board of directors.

Goldenberg said the report was "the most comprehensive of its kind" but "hardly exhaustive."

Journalists can hope to survive assaults against them "only if the public and press monitor the attacks and let the world know they are watching," CPJ board member Loren Ghilione wrote in a preface.

"On the committee's 10th anniversary, what better time to remember that governments alone cannot be relied upon to denounce assaults on free expression and to defend journalists," Ghilione concluded. "The public and press alike need to protest and protect."

Dick Pattison retiring after 22 years on field staff

San Jose, Calif.—G. Richard (Dick) Pattison announced to the Western District Council's spring meeting here in April that he will retire June 30 after nearly 22½ years on TNG's staff of Int'l Representatives.

In the meantime, however, he continues what has consumed much of his time since joining TNG's field staff from the presidency of the old Stockton Guild in January 1969: helping locals bargain and newspaper employees organize.

As May was drawing to a close, he was at the bargaining table helping the San Antonio Guild in its quest for an equitable new contract with Hearst's San Antonio Light.

Much of his time late last year and early this year was spent in New York as one of the three TNG representatives who assisted the New York Guild in its prosecution of the strike at the Daily News. The others were Harry L. McCormick and Leo J. Ducharme.

The most senior member of TNG's field staff, Pattison, 63, said he is returning his Guild membership to his home local, Great Falls, where he joined the union in November 1953.

He and his spouse Lee already have moved their permanent residence from Lodi, near San Francisco, to what had been their vacation spot in the Rockies, near Lincoln, 90 miles mostly west and a little south of Great Falls. There's a trout stream, the Blackfoot river, running the equivalent of about



DICK PATTISON, CENTER, WITH FRIENDS AT WESTERN DISTRICT COUNCIL DINNER 40-year-pin recipient Jose Stell of San Jose, left; and TNG President Charles Dale, right. Stell, then Great Falls Guild president, signed Pattison into the union there in 1953.

FRANK SWEENEY/San Jose Guild

two blocks from the property and deer and other creatures regularly raid their vegetable and flower gardens. It is very close to Lee's childhood home.

Following Pattison's announcement, Western Council delegates adopted a resolution thanking him for his "immense contributions" to TNG as a whole, to the council and to its locals.

"We'll miss your intelligence, your experience, your wit and wisdom, your humor, your tact, your lack of tact and, most, your presence and your wife. Happy trails!" they said.

His most memorable assignments, Pattison said, include the organizing campaign that brought editorial department employees of the Monterey Peninsula Herald

into the San Jose Guild in 1973, as well as serving as chief organizer earlier for the units at the Fresno Bee and the Modesto Bee.

Also, at least two organizing efforts that did not result in contracts: editorial employees at the old Valley News and Greensheet (now the Los Angeles Daily News) in the mid-1970s, when the paper was owned by the (Chicago) Tribune

Co., and editorial employees at the Pulliam chain's Arizona Republic and Phoenix Gazette in the late 1970s.

Pattison also has been TNG's staff expert on the complex and painstaking procedures involved in resisting publishers' attempts to persuade the National Labor Relations Board to deny groups of employees continued coverage by Guild contracts, so-called "unit clarifications."

One of his most memorable cases started in 1979, he said, when then-Field Operations Director J. William Blatz asked him to take "three or four days" to assist the Wire Service Guild with a case at Associated Press.

Four years and 500 pages of Pattison legal brief later the NLRB ruled that only 44 of the 125 claimed by AP management were in fact supervisory employees and excluded from continued Guild coverage, Pattison recalled.

Portions of a case that started in the early '70s at the New York Times still are before the labor board. Pattison also was deeply involved in unit clarification proceedings at United Press Int'l and at the New York Daily News, which were settled in bargaining rather than before the NLRB.

Other Guild units he has assisted in bargaining include Yakima and Bellevue, Wash., Eugene, Ore., the Sacramento Union and Bee, Santa Rosa, Calif., Long Beach, the Daily Racing Form in Los Angeles, and Great Falls, during its 1974 strike.

Before going to work as a copy editor at the Stockton Record in 1966, Pattison worked on the copy desk at the St. Paul Pioneer Press ("half a winter was enough"), as a legislative assistant to U.S. Sens. Lee Metcalf and Mike Mansfield (D-Mont.), and as a field representative for an affiliate of the National Council for Industrial Peace, called Citizens Rededicated.

In the latter post, he helped elect a liberal Montana legislature that passed a resolution asking Congress to repeal the section of the National Labor Relations Act that permits states to outlaw union shop contracts and the governor — an ex-president of the Montana Right-to-Work Committee — signed it, Pattison recalled.

From 1978-90 Pattison served his colleagues on TNG's professional staff as vice president of the Federation of Guild Representatives, and also served regularly on the union's bargaining committee.

Lee Pattison retired a year ahead of her spouse after 25 years as a teacher of world and American history, economics and government at Lodi High School. In 1989-90 she was named the school system's "Teacher of the Year."

Study puts N.Y. strike cost at \$400 million

Washington—The effort by the Tribune Co. of Chicago to emasculate the contracts of its employees' unions at the New York Daily News cost the media conglomerate more than \$400 million, according to a study by researchers at the City University of New York (CUNY).

The study, by Stephen R. Sleight and Michael Kapsa of CUNY's Center for Labor Management Pol-

icy Studies, was released in mid-May and distributed to participants in the Tribune Co.'s annual stockholders meeting by the AFL-CIO Industrial Union Dept. (IUD), which commissioned it.

Their estimated cost "far exceeds any reasonable estimate of projected benefits," the researchers observed. They also pointed out that the cost of new printing and pressroom facilities, which

management said formed a major part of the basis for its tough bargaining stance, was estimated last spring at \$300 million.

Basing their estimates on published news and financial reports, Sleight and Kapsa listed \$24 million for such prestrike actions as tripling the News' security force, training strikebreakers and installing a never-used alternative news room in a former warehouse in

nearby New Jersey.

They also cited reports putting the cost of Nashville attorney Robert "Ballow's" stewardship of the aggressive strategy" of take-back contract demands at \$10 million.

Also listed were the \$60 million the Tribune Co. paid Robert Maxwell to take over the paper in March; reduced revenues to the strikebreaker operated paper estimated to total \$159 million; \$86 million for accrued employee compensation; and a \$92 million non-cash charge writing down the value of Daily News assets.

The five-month, nine-union strike at the Daily News was settled in March when Maxwell purchased the paper. Charging all Daily News strike costs against its 1990 expenses, Tribune Co. reported a company-wide loss for the year of \$63.5 million and said that without Daily News strike costs it would have had profits of \$191.5 million — a difference of \$255 million.

"The Tribune Co. hurt itself and its stockholders with its reckless attempt to break" the unions at the Daily News, said IUD Sec'y-Treasurer Elmer Chatak. "This episode should send a message" to all managements that "bargaining is good fiscal policy," he added.

A leaflet to shareholders from the CWA-Chicago Mailers' Union said the union found it "curious" that during the year of the strike, Charles Brumback, the company's chief executive officer, reduced his holdings in Tribune Co. stock to 2,000 shares, from 131,400.

The IUD helps guide the Newspaper Industry Co-ordinating Committee (NICC), made up of TNG as well as the Communications Workers, Graphic Communications and Teamsters unions.

Canadian Council elects new officers

Vancouver — Delegates to the spring meeting of the Canadian District Council of Guild locals filled three of the council's four offices with new people May 4-5.

Peter Desilets of the Northern Ontario (Sudbury) Guild was elected president of the council, succeeding Alice Busby of the Vancouver-New Westminster Guild, who did not seek re-election.

Gail Lem of the Southern Ontario Guild (SONG) was elected vice president, succeeding Joyce McKerron of the same local, who did not run.

Beverly Greene of Vancouver-

New Westminster was elected secretary, succeeding Julie Rowe of the Windsor Guild.

Sharlan Clark of the Ottawa Guild was re-elected treasurer.

Rowe had resigned as secretary in November after her local became the third of four to leave the council. The others were Canadian Wire Service, Montreal and Victoria. They left over a long-running disagreement with SONG leadership on the extent of Canadian autonomy within TNG.

Delegates from the four locals represented at the meeting — Northern Ontario, Ottawa, SONG

and Vancouver-New Westminster — also participated in a seminar on "advanced issues in labour law," led by Carolyn Askew of Capilano College.

In addition, the council:

- ✓ Reduced per-capita dues for locals participating in the council to 10 cents per member for 1991, from \$1 per year;

- ✓ Voted a \$250 donation to the Labour College of Canada;

- ✓ Amended the rules of the council's annual scholarship lottery to make Guild members, as well as members of their families, eligible for the \$500 bursary (deadline for applications to the TNG Canadian Office is July 1);

- ✓ Okayed \$2,200 for ads listing locals' names, addresses and phone numbers in the next two issues of "Sources," a twice yearly trade publication and directory.

- ✓ Recommended that TNG's Canadian Model Contract wage goal for clerical employees be increased to 80 percent of the "key classifications" rate;

- ✓ Authorized a \$200 contribution to "The 100 Days of Action Committee" which has been formed to aid Canadian Broadcasting Corp. employees threatened by CBC budget cuts.

IEB reports locals' delinquencies

Silver Spring, Md.—In keeping with a directive by TNG's 1983 Convention, the Int'l Executive Board during its spring meeting reported the following locals delinquent in their monthly per-capita payments to TNG as of March 31:

Local	Months	Amount
Bakersfield	2	\$ 2,054
Battle Creek	2	385
Chattanooga	2	1,156
Chicago	1	6,163
Eugene	1	1,091
Gary	1	886
Indianapolis	1	770
Lake Superior	2	1,540
Lansing	1	449

Local	Months	Amount
Los Angeles	3	11,556
Lynn	2	796
Memphis	1	3,338
North Bay	1	963
Puerto Rico	4	23,420
Rochester	2	1,669
San Antonio	1	411
San Diego	2	10,272
Twin Cities	1	9,630
Washington-Baltimore	1	21,828
Wire Service(U.S.)	1	12,776
Youngstown	1	1,477

The March 31 delinquencies totaled \$112,630, a decrease of \$62,777 from the amount outstanding on Dec. 31, the end of the previous fiscal quarter.



Akron

Jane Snow, president; Roland Queen, 1st vice president; Mary Grace Poidomani, 2nd vice president; Debby Stock, secretary; Bob Fernandez, treasurer.

Great Falls

Richard Ecke, president; Bert Lindler, vice president; Barbara Mittal, secretary; David Fenn, treasurer.

Twin Cities

Mike Sweeney, president; David Longebone, commercial vice president; Dan Freeborn, editorial vice president; Lydia Hanner, secretary; Neale Van Ness, treasurer.

Continue the fight against RSI, board says to convention

Silver Spring, Md.—TNG and its locals should continue their fight against the spread of repetitive strain injuries in the news industry by stressing the importance of rest breaks, ergonomic furniture and properly organized work, TNG's Int'l Executive Board recommended at its spring meeting.

In adopting a report of its Safety and Health Committee to TNG's 1991 Convention, the IEB noted that 2,925 cases of RSI have been reported in surveys by Guild locals. That's more than 9 percent of TNG's membership.

Among its recommendations on RSI, the IEB urges locals to consult with TNG before filing charges with government safety agencies, to provide members with guidance on medical and legal information, and to support federal, state and provincial legislative efforts to regulate VDT use.

In the past year, the report noted, TNG stepped up efforts to educate its members about RSI by distributing to all locals a 15-minute videotape and a 26-page brochure, each containing essential elements of the forum on RSI at the 1990 convention.

In addition, TNG's Research & Information Director David J. Eisen conducted RSI training seminars at four Guild district council meetings during the year, and helped conduct a VDT workshop at the AFL-CIO's National Conference on Occupational Safety and Health last November.

Several locals achieved new

contract language to protect members from RSI dangers by requiring rest breaks, ergonomic equipment in the workplace, and training on safe VDT use, the report said.

A number of locals—including Twin Cities, Wire Service and Pacific Northwest—started RSI education programs, the IEB noted. And safety and health activists from the New York, Washington-Baltimore and Providence Guilds attended ergonomic training courses.

In its report, the IEB also reiterated other safety and health recommendations of previous years, including those that locals:

- Follow TNG guidance on investigating hazards of mercury dust from laser-photo machines, and seek maximum safety standards, including removal of mercury dust, adequate ventilation and adequate distance between workstations and laser machines.

- Move to eliminate environmental-health problems associated with smoking and seek management action to combat them through use of special smoking areas, smoke-removal devices and negotiated smoking bans, while avoiding disciplinary measures.

- Make sure employers are in compliance with Canada's Workplace Hazardous Materials Information System and OSHA's Hazard Communication Standard, that material safety-data sheets and labels are in place, and that employees receive training specific to the hazards of their jobs.

Locals urged to help mark Bill of Rights anniversary

Silver Spring, Md.—Noting that 1991 marks the 200th anniversary of the adoption of the Bill of Rights, TNG's Int'l Executive Board is urging U.S. locals to join in the First Amendment Congress' bicentennial observance of the event.

The year-long celebration will culminate in a national congress Oct. 27-29 in Richmond, Va., site of the decisive ratification vote in 1791 of the U.S. Constitution's first 10 amendments, known as the Bill of Rights.

Based at the University of Colorado in Denver, the First Amendment Congress is a 16-member coalition of media organizations, including TNG, dedicated to preserving freedom of expression.

As part of the bicentennial observance, the organization is co-sponsoring a series of state and regional forums on First Amendment topics such as so-called "hate speech," free expression in the arts, and military restrictions on the press.

In both its resolution and its Research & Information report to this summer's TNG convention, the

IEB urges U.S. locals "to reaffirm the Guild's dedication to press freedom by sending delegates to the bicentennial gathering" in Virginia this fall. Under an action of last year's convention, TNG also plans to participate.

In its R&I report to the convention, the IEB also pointed out that the "Guild's voice was heard strongly during the year on behalf of freedom of speech and the press."

TNG joined other groups in protesting the Pentagon's restrictions on Persian Gulf war coverage and is co-operating with the Int'l Federation of Journalists in studying the restrictions and ways to avoid similar strictures in future conflicts, the IEB noted in the report.

The IEB, in endorsing other recommendations of the report, recommended that:

- TNG continue to support repeal of the Newspaper Preservation Act of 1970, which sanctions antitrust-law violations inherent in newspapers' joint operating agreements. Rep. Carl Pursell (R-Mich.), chief sponsor of the bill, is seeking additional sponsors and is pressing for public hearings.

- TNG and locals share information stored in computers via modem as soon as TNG equipment is available.

- In consultation with Guild locals, TNG establish a computer bulletin board for use by locals when TNG equipment becomes available.



AFL-CIO is distributing art work like this for promotional displays.

10th anniversary Solidarity Day to focus on worker issues of '90s

Washington—Ten years after the massive Solidarity Day rally of 1981, organized labor is gearing up for another major demonstration here this Labor Day weekend.

Guild members across the U.S. are being urged to participate as enthusiastically in this rally as many did in the original gathering.

Solidarity Day '91, scheduled for Aug. 31, will include a march to the U.S. Capitol to demonstrate "what the labor movement stands for," said the AFL-CIO's John Perkins, director of the event.

A prime goal of the 10th anniversary rally is to show support for proposed legislation to reform the national health-care system and to ban the permanent replacement

of workers in economic strikes, Perkins said.

It also will focus on workplace safety, job protection, civil rights, the environment and education, Perkins said.

At least 275 Guild participants helped make the 1981 march one of the largest political protests ever in the nation's capital. Crowd estimates ranged from 260,000 to upwards of 500,000.

The throng included members of dozens of unions, plus members of civil rights, women's, religious, senior citizens and youth organizations.

They came in thousands of chartered buses and car pools to demonstrate against then-President

Reagan's anti-labor policies.

Few traveled by air in protest of Reagan's firing that summer of striking members of the Professional Air Traffic Controllers Organization (PATCO). The firings outraged union members throughout the continent and provided an emotional backdrop for the gigantic rally.

Perkins said Solidarity Day '91 will be a "coast-to-coast effort" and that most AFL-CIO affiliates already were working on transportation and other logistics.

Labor councils in New York, Chicago, Detroit and other cities have canceled traditional Labor Day parades so union members can celebrate together, he said.

Knox, Knight in race for at-large VP; 8 candidates now vying for 6 spots

(Continued from Page 1)

tional-union office.

Knox made her first run for TNG office in 1989 when she challenged incumbent Faye McCracken of Memphis for the vice presidency elected from Region 2, the U.S. South and Puerto Rico.

President of the Washington-Baltimore Guild since 1989, Knox, 48, also currently is president of the Southern District Council and an alternate member of TNG's Int'l Election & Referendum Committee.

Slot person on the Baltimore Sun features copy desk, she previously served as local vice president, unit chairperson, unit vice chair and shop steward, and is a veteran delegate from her local to TNG conventions.

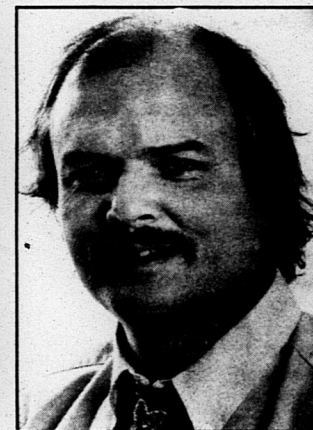
She first joined the Guild at the Waterbury (Conn.) Republican-American where she served as secretary of the Waterbury Guild (now part of the New York local), helped reorganize the local and bargain its first contract with the paper in a dozen years.

Knight, 41 and a reporter on the Peoria Journal Star, served three terms as president of the Peoria Guild before moving to San Diego in May 1990 to serve as administrative officer of the San Diego Guild. There he also worked with the San Diego Human Rights Commission and the Jobs With Justice coalition.

While Peoria's president, he renewed inter-union co-operation with Communications Workers, Teamsters and Graphic Communications Union-covered employees through a revived unity council at the Journal Star. He also helped set up a Jobs With Justice coalition encompassing the Cen-



Connie Knox



Bill Knight

Leaders from Washington-Baltimore, Peoria to seek IEB seats.

tral Illinois Labor Council, community groups and the building trades. He also was an officer of the Small Locals Action Network caucus within TNG.

Knight returned to Peoria and the Journal Star following marriage in February to Terry Bibb, a Journal Star columnist, and currently serves on the board of the Peoria Area Labor-Management Council.

Delegates to the Midwest District Council's separate meeting during the weekend here voted unanimously to endorse Knight's candidacy and that of Luther P. Jackson, 3rd, of Detroit, who will be seeking his third term from Region 3, the Midwest.

A majority of the Midwest Council delegates also voted to endorse the re-election bids of TNG President Charles Dale, Sec'y-Treasurer John C. Edgington and At-Large Vice President David M.

Mulcahy of New York.

Neither the Great Lakes nor the Southern Councils considered endorsements.

Under procedures established in TNG's Constitution, candidates 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).

Classified top at \$470

Silver Spring, Md.—The average top-minimum pay rate for inside classified sales persons covered by Guild contracts as of April 1 was \$470.77 a week, \$24,480.04 a year, according to TNG's Collective Bargaining Dept.

Many media chiefs at \$1 million; some top \$2 million

The recession took a heavy toll in jobs and profits in North America during 1990 — but most top executives in the communications industry received raises, some of them hefty, two business magazines reported in their May issues.

At the same time, several of the media bosses shared the financial pain of 1990 by taking pay cuts, some also hefty, the surveys by Business Week and Forbes indicated.

Despite the cuts, total compensation topped \$1 million a year for nearly every executive surveyed. For several, it exceeded \$2 million.

Business Week's tally included 27 top executives at 14 publishing and broadcasting businesses. Sixteen were given raises in salary and bonuses; 10 took cuts.

Forbes' survey included 15 chief executive officers (CEOs) in media companies. Seven got raises; six took cuts. (Complete information was not available on all executives in each poll.)

Both surveys lumped together

salary and bonuses, and included long-term compensation, such as stock gains, in total pay.

Two media executives — Reader's Digest Chairman George V. Grune and Capital Cities/ABC President Daniel B. Burke — ranked 9th and 13th on Business Week's list of 20 highest-paid CEOs.

Grune had salary and bonuses of \$1.19 million, which included an 18-percent raise, plus long-term compensation of \$6.27 million, for a total package of \$7.46 million, Business Week said.

Forbes pegged Grune's raise at 26 percent and his total at \$7.49 million, putting him 14th on the list of 800 corporate leaders in their survey.

Burke had salary and bonuses of \$1.03 million, down by 1 percent, plus long-term compensation of more than \$5.58 million, for a total of nearly \$6.62 million, according to Business Week.

Forbes figured the total at \$6.73 million, 23rd on the 800 list.

Burke last year replaced Thomas S. Murphy as CEO for the

New York-based media giant. Murphy remained as chairman but is not involved in day-to-day operations. His salary and bonus were cut by 7 percent, but his \$6.62 million total pay was identical to Burke's and put him fourth on Business Week's list of 10 highest-paid non-CEOs.

Steven J. Ross, chief executive last year of Time Warner Inc., received \$3.26 million in salary and bonuses, down by 32%. Ross, however, picked up an additional \$74.9 million on stock options, stock awards and other benefits from the 1989 merger of Time and Warner.

His total package of more than \$78 million topped Forbes' list of 800 by a wide margin. The magazine noted that Time Warner lost \$227 million in the first year of operations after the merger.

John J. Curley, Gannett chairman, president and CEO, received a 1-percent increase in salary and bonuses, to \$1.3 million, and other compensation of \$848,000, for nearly \$2.15 million total, Forbes said.

Douglas H. McCorkingdale, Gannett vice chairman, received a 1-percent raise to \$1.03 million and an estimated package of \$1.64 million, Business Week said.

Knight-Ridder Inc. Chairman and CEO James K. Batten received a 25-percent raise in salary and bonuses, to \$846,000, and other compensation of \$335,000, for \$1.18 million total, Business Week said. (Forbes, however, said Batten's salary and bonus was down by 6 percent, to \$636,000, and pegged his total at \$975,000.)

New York Times Chairman Arthur Ochs Sulzberger took a 22-percent cut in salary and bonus, to \$463,000, and had total compensation of \$538,000, according to Business Week. Forbes reported a slightly higher total, \$597,000.

Times Mirror Chairman Robert F. Erburu took a 23-percent cut in salary and bonus, to \$882,000, and had an estimated \$383,000 in other compensation, for nearly \$1.27 million total, Forbes said.

Tribune Co. President and CEO Charles T. Brumback received a 3-percent raise, to \$861,000 in salary and bonus, plus \$361,000 in other pay, for a \$1.22 million total, Business Week said. The company lost \$64 million last year.

Stanton R. Cook, Tribune Co. chairman, took a 4-percent cut in salary and bonus, to about \$1.12 million, and received \$1.88 million total pay, Business Week said.

Washington Post Co. Chairman Katharine Graham took a 25-percent cut, to \$555,000, and received total compensation of \$1.27 million last year, Business Week said. Her son, Donald E. Graham, succeeded her as CEO this year. He made a total of \$756,000 last year.

Richard D. Simmons, who recently retired as Post president, took a 24-percent cut in salary and bonus last year, to \$507,000, and had total pay of just over \$1 million.

Other publishing executives' total compensation for 1990, as reported by the magazines, included:

Dow Jones' Chairman Warren H. Phillips, \$1.28 million total, salary and bonus up by 4 percent; CEO Peter R. Kann, \$605,000 total, salary and bonus up by 8 percent.

McGraw-Hill Chairman and CEO Joseph L. Dionne, \$1.66 million, salary and bonus up by 6 percent.

Scripps Howard Chief Executive Lawrence A. Leser, \$1.21 million, salary and bonus off by 3 percent.

News Corp. Ltd. Chief Executive K. Rupert Murdoch, an estimated \$1.55 million in total compensation, up by an estimated 29 percent; he holds stock valued at \$1.8 billion.

In Forbes' survey, 258 of the 800 chief executives made \$1 million or more in salary or bonuses alone last year.

In Business Week's survey of all industries, the average CEO's salary and bonus rose by 3.5 percent, to \$1.21 million, even as profits slid by 7 percent.

"And when you throw in gains from long-term compensation such as stock options, the CEO's average total pay climbed by 7 percent," to \$1.95 million, the magazine reported.

During the decade of the 1980s, CEO compensation jumped by 212 percent, while the factory worker saw his or her pay increase by just 53 percent, Business week said.

Mistrial keeps D.C. reporter out of jail

Washington—A mistrial in a case involving claims against city and police officials here has lifted the immediate threat of jail for Washington Post reporter Linda Wheeler, who was cited for contempt after refusing to identify a news source during early stages of the trial.

On May 20, District of Columbia Superior Court Judge Richard A. Levie lifted his contempt citation after declaring a mistrial in the \$9 million civil suit brought by

six police officers against their supervisors.

Levie rescheduled the trial for Oct. 21 and kept open the possibility the citation could be reissued against Wheeler, a member of the Washington-Baltimore Guild executive council.

On May 17, the D.C. Court of Appeals ruled that Levie's citation was justified. TNG supported her appeal in a friend of the court brief.

In the civil suit, the six officers allege they were unfairly disci-

plined after a botched drug raid because they are white. The raid, the six alleged, failed because of information leaked to the press by top police officials, including the current chief, who is black.

Wheeler received an advance planning manual before the 1986 raid, but did not write about it until it occurred. There has been no allegation her information affected the outcome. Police had hoped to round up some 200 suspects during the raid but made only 27 arrests.

Waukegan team goes great distances to promote Guild

Waukegan, Ill. — Racing to meet daily deadlines is routine for most working reporters, copy editors and photographers, but several members of the Chicago Guild unit at the News-Sun here regularly add another challenge: distance running, usually three miles at a clip, or more.

In addition to running year-round individually, members of the group get together twice a year to race as a "Solidarity Team" under the Guild's colors: in April for the Lake County Marathon relay event, and in November for the Lake County Corporate Championship.

Team members have found distance running to be "an excellent way to channel off the aggravation

regularly encountered as employees of the Copley newspaper," according to Art Peterson, president of the Chicago Guild and one of the runners.

Guild runners wear blue T-shirts with "Chicago Newspaper Guild" imprinted on the front. On the back, in day-glo orange, the imprint reads: "Don't Subscribe to News-Sun Tactics." The reference is to the Guild's frustrated efforts to win an equitable contract at the daily to replace one expired since Feb. 28, 1989. The local pays half the \$100-per-team entry fee, the runners the balance.

At this spring's marathon relay, held April 28, a day of heavy humidity and temperatures in the upper 60s, the unit entered two teams and one won first place in the media division for the fourth straight year, with a team-record time of 3:06.

The second team, called the Wildcat Team, finished 30 minutes back this year and finished second a year ago.

In addition to the division win, Peterson said he expects the Solidarity Team to again finish in the top third of open division.

Team members, in addition to Peterson, include Waukegan unit members Dick Tuchscherer, Bob Susnjara, Jim Berklan and Judith Raibley, plus unit retiree Bill Bolotnik and his sons Tony and Sandy.

The marathon is the second largest running event in Illinois, drawing more than 2,000 runners



WAUKEGAN GUILD UNIT 'SOLIDARITY TEAM' MEMBERS LINE UP BEFORE RUN
From left: Art Peterson, Bob Susnjara, Dick Tuchscherer and the Bolotniks, Sandy, Tony and Bill.

Audit correction

Silver Spring, Md.—Subsidies during the fiscal year ended March 31 from TNG's Special Organizing Fund to the Canadian Wire Service Guild and the Wire Service Guild in the United States were mistakenly lumped together under the former by TNG's auditor in the audit published in the May 10 Guild Reporter [Page 7].

A correction mailed to all Guild locals May 23 points out that the correct figures are \$49,379 to the Canadian Wire Service Guild and \$60,000 to the (U.S.) Wire Service Guild. No other items in the audit are affected by the mistake. Total expenditures by the fund are unchanged at \$631,158.

overall. In a marathon relay, each team consists of five runners. The first four run five miles each and the fifth runs the final 6.2 miles.

At last fall's Corporate Championship, the Solidarity Team also did well. With more than 600 runners and 45 teams entered, Guild-unit runners had a combined time of 92:50 for the 5k (3.1 mile)

course that wound through the streets of Libertyville.

It was good for a 13th place finish. A handicap factor is used to place older runners on a par with younger runners, and females with males.

When not running, team members also are active in the Waukegan Guild unit's struggle for a con-

tract settlement. There have been no formal contract talks since April 1990, when management declared impasse and posted terms and conditions, Peterson said.

Activity has included informational picketing, byline strikes, button wearing, a subscription boycott-pledge-card drive, an advertising boycott and a rally.

570 protest Star Tribune's stance on strikebreakers

Minneapolis — More than 570 employees at Cowles Media's Star Tribune and some 20 labor organizations, including the Twin Cities Guild, put their names on a large ad rapping the paper's editorial stance against anti-strikebreaking legislation pending in St. Paul and Washington.

Like proposed federal legislation, a bill in the state legislature in St. Paul would ban the permanent replacement of workers engaging in economic strikes.

Dale urges renewed push for support of strike bill

Silver Spring, Md.—In an "urgent request" to U.S. locals, TNG President Charles Dale again has asked Guild members to seek support from members of Congress for a bill to ban permanent replacement of employees who strike over economic issues.

"Public support for the legislation ... has continued to grow, but so has opposition from powerful industry groups," Dale said in a recent letter to locals. "I urge you to see that Congress hears from you and your members, again, as soon as possible."

Opponents have launched an ad campaign that labels the proposal to ban permanent replacements a "strike breeder bill."

Federal labor law long has forbidden firing employees for striking, but has been interpreted by the courts to permit hiring of permanent replacements.

Last summer, when anti-strikebreaker legislation was before Congress, Dale urged Guild members to make their voices

The April 5 editorial urged Minnesota Governor Arne Carlson to follow the lead of Iraqi dictator Saddam Hussein and "be ruthless in suppressing bad legislation, like that which would prohibit employers from permanently replacing striking workers."

It praised President George Bush for promising to veto federal anti-strikebreaking legislation and suggested that Carlson "send the same unequivocal message" on the state measure.

heard, and many responded with cards, letters, phone calls and telegrams to their representatives.

TNG again has provided locals with postcards, suggested messages on the proposed legislation, and a directory with mailing addresses and phone numbers of the 102nd Congress.

Organized labor is pushing hard for the anti-strikebreaker legislation. As of mid-May, more than 28,000 postcards had been sent to congressional representatives by union activists seeking their support, the AFL-CIO's legislative department reported.

"Please give the union-busters all the hell you have to give," wrote one retired union member from Michigan.

So far, the House version of the bill has 209 co-sponsors but needs at least 80 more to safeguard against a certain presidential veto, the AFL-CIO said.

Floor action on the House bill (which goes first) is not expected to begin until at least mid-June.

In a nearly full-page ad April 24, the employees, unions and union federations said that "the Star Tribune's editorial does not reflect our views. We ... believe the editorial only serves the interest of union busters. We urge the public to support this (state) legislation and reject the editorial position of the Star Tribune!"

At a news conference outside the Star Tribune the same day, State AFL-CIO President Bernard Brommer called for business leaders to "stop bleating" about a perceived poor business climate in the state and recognize that business success depends on a fair and honest relationship between labor and management.

About 100 people attended the gathering, at which Guild Executive-Secretary Bernard Lunzer also spoke.

The Guild's publication, Shop-talk, also took the Star Tribune to task for using Carlson's earlier tongue-in-cheek comparison of his own recent "political battering" to Hussein's defeat in the Persian Gulf war.

"Though the Star Tribune undoubtedly broke new editorial ground by imploring an elected American official to emulate a Middle Eastern tyrant, the paper said nothing new regarding how its management views the state's working people and labor relations in general," the Guild newsletter said.

The idea for the ad, sponsored by the Interplant Council of Newspaper Unions, came from Guild leaders Dan Freeborn, Randy Furst and Steve Brandt.

The plan called for a half-page ad denouncing the editorial. However, as a stream of contributions

Stop Union Busting!

On April 5, the Star Tribune published an editorial opposing a bill in the state legislature that would prohibit the hiring of permanent replacements when workers go on strike. The editorial urged Gov. Arne Carlson to oppose such legislation. The Star Tribune's editorial does not reflect our views.

We, the undersigned employees at the Star Tribune, believe the editorial only serves the interest of union busters. We urge the public to support this legislation and reject the editorial position of the Star Tribune!

(List of names of union members who signed the ad, including names of various unions and their local numbers.)

Sponsored by the Interplant Council of Newspaper Unions
Our thanks to the following labor organizations for their contributions to help pay for this ad:

Minnesota AFL-CIO
Teamsters Joint Council 32
Minneapolis Central Labor Union
St. Paul Trades and Labor Assembly
AFSCME Local 24
AFSCME Local 2796
AFL-CIO Local 1005
AFL-CIO Local 1006
AFL-CIO Local 1007
AFL-CIO Local 1008
AFL-CIO Local 1009
AFL-CIO Local 1010
AFL-CIO Local 1011
AFL-CIO Local 1012
AFL-CIO Local 1013
AFL-CIO Local 1014
AFL-CIO Local 1015
AFL-CIO Local 1016
AFL-CIO Local 1017
AFL-CIO Local 1018
AFL-CIO Local 1019
AFL-CIO Local 1020
AFL-CIO Local 1021
AFL-CIO Local 1022
AFL-CIO Local 1023
AFL-CIO Local 1024
AFL-CIO Local 1025
AFL-CIO Local 1026
AFL-CIO Local 1027
AFL-CIO Local 1028
AFL-CIO Local 1029
AFL-CIO Local 1030
AFL-CIO Local 1031
AFL-CIO Local 1032
AFL-CIO Local 1033
AFL-CIO Local 1034
AFL-CIO Local 1035
AFL-CIO Local 1036
AFL-CIO Local 1037
AFL-CIO Local 1038
AFL-CIO Local 1039
AFL-CIO Local 1040
AFL-CIO Local 1041
AFL-CIO Local 1042
AFL-CIO Local 1043
AFL-CIO Local 1044
AFL-CIO Local 1045
AFL-CIO Local 1046
AFL-CIO Local 1047
AFL-CIO Local 1048
AFL-CIO Local 1049
AFL-CIO Local 1050
AFL-CIO Local 1051
AFL-CIO Local 1052
AFL-CIO Local 1053
AFL-CIO Local 1054
AFL-CIO Local 1055
AFL-CIO Local 1056
AFL-CIO Local 1057
AFL-CIO Local 1058
AFL-CIO Local 1059
AFL-CIO Local 1060
AFL-CIO Local 1061
AFL-CIO Local 1062
AFL-CIO Local 1063
AFL-CIO Local 1064
AFL-CIO Local 1065
AFL-CIO Local 1066
AFL-CIO Local 1067
AFL-CIO Local 1068
AFL-CIO Local 1069
AFL-CIO Local 1070
AFL-CIO Local 1071
AFL-CIO Local 1072
AFL-CIO Local 1073
AFL-CIO Local 1074
AFL-CIO Local 1075
AFL-CIO Local 1076
AFL-CIO Local 1077
AFL-CIO Local 1078
AFL-CIO Local 1079
AFL-CIO Local 1080
AFL-CIO Local 1081
AFL-CIO Local 1082
AFL-CIO Local 1083
AFL-CIO Local 1084
AFL-CIO Local 1085
AFL-CIO Local 1086
AFL-CIO Local 1087
AFL-CIO Local 1088
AFL-CIO Local 1089
AFL-CIO Local 1090
AFL-CIO Local 1091
AFL-CIO Local 1092
AFL-CIO Local 1093
AFL-CIO Local 1094
AFL-CIO Local 1095
AFL-CIO Local 1096
AFL-CIO Local 1097
AFL-CIO Local 1098
AFL-CIO Local 1099
AFL-CIO Local 1100
AFL-CIO Local 1101
AFL-CIO Local 1102
AFL-CIO Local 1103
AFL-CIO Local 1104
AFL-CIO Local 1105
AFL-CIO Local 1106
AFL-CIO Local 1107
AFL-CIO Local 1108
AFL-CIO Local 1109
AFL-CIO Local 1110
AFL-CIO Local 1111
AFL-CIO Local 1112
AFL-CIO Local 1113
AFL-CIO Local 1114
AFL-CIO Local 1115
AFL-CIO Local 1116
AFL-CIO Local 1117
AFL-CIO Local 1118
AFL-CIO Local 1119
AFL-CIO Local 1120
AFL-CIO Local 1121
AFL-CIO Local 1122
AFL-CIO Local 1123
AFL-CIO Local 1124
AFL-CIO Local 1125
AFL-CIO Local 1126
AFL-CIO Local 1127
AFL-CIO Local 1128
AFL-CIO Local 1129
AFL-CIO Local 1130
AFL-CIO Local 1131
AFL-CIO Local 1132
AFL-CIO Local 1133
AFL-CIO Local 1134
AFL-CIO Local 1135
AFL-CIO Local 1136
AFL-CIO Local 1137
AFL-CIO Local 1138
AFL-CIO Local 1139
AFL-CIO Local 1140
AFL-CIO Local 1141
AFL-CIO Local 1142
AFL-CIO Local 1143
AFL-CIO Local 1144
AFL-CIO Local 1145
AFL-CIO Local 1146
AFL-CIO Local 1147
AFL-CIO Local 1148
AFL-CIO Local 1149
AFL-CIO Local 1150
AFL-CIO Local 1151
AFL-CIO Local 1152
AFL-CIO Local 1153
AFL-CIO Local 1154
AFL-CIO Local 1155
AFL-CIO Local 1156
AFL-CIO Local 1157
AFL-CIO Local 1158
AFL-CIO Local 1159
AFL-CIO Local 1160
AFL-CIO Local 1161
AFL-CIO Local 1162
AFL-CIO Local 1163
AFL-CIO Local 1164
AFL-CIO Local 1165
AFL-CIO Local 1166
AFL-CIO Local 1167
AFL-CIO Local 1168
AFL-CIO Local 1169
AFL-CIO Local 1170
AFL-CIO Local 1171
AFL-CIO Local 1172
AFL-CIO Local 1173
AFL-CIO Local 1174
AFL-CIO Local 1175
AFL-CIO Local 1176
AFL-CIO Local 1177
AFL-CIO Local 1178
AFL-CIO Local 1179
AFL-CIO Local 1180
AFL-CIO Local 1181
AFL-CIO Local 1182
AFL-CIO Local 1183
AFL-CIO Local 1184
AFL-CIO Local 1185
AFL-CIO Local 1186
AFL-CIO Local 1187
AFL-CIO Local 1188
AFL-CIO Local 1189
AFL-CIO Local 1190
AFL-CIO Local 1191
AFL-CIO Local 1192
AFL-CIO Local 1193
AFL-CIO Local 1194
AFL-CIO Local 1195
AFL-CIO Local 1196
AFL-CIO Local 1197
AFL-CIO Local 1198
AFL-CIO Local 1199
AFL-CIO Local 1200
AFL-CIO Local 1201
AFL-CIO Local 1202
AFL-CIO Local 1203
AFL-CIO Local 1204
AFL-CIO Local 1205
AFL-CIO Local 1206
AFL-CIO Local 1207
AFL-CIO Local 1208
AFL-CIO Local 1209
AFL-CIO Local 1210
AFL-CIO Local 1211
AFL-CIO Local 1212
AFL-CIO Local 1213
AFL-CIO Local 1214
AFL-CIO Local 1215
AFL-CIO Local 1216
AFL-CIO Local 1217
AFL-CIO Local 1218
AFL-CIO Local 1219
AFL-CIO Local 1220
AFL-CIO Local 1221
AFL-CIO Local 1222
AFL-CIO Local 1223
AFL-CIO Local 1224
AFL-CIO Local 1225
AFL-CIO Local 1226
AFL-CIO Local 1227
AFL-CIO Local 1228
AFL-CIO Local 1229
AFL-CIO Local 1230
AFL-CIO Local 1231
AFL-CIO Local 1232
AFL-CIO Local 1233
AFL-CIO Local 1234
AFL-CIO Local 1235
AFL-CIO Local 1236
AFL-CIO Local 1237
AFL-CIO Local 1238
AFL-CIO Local 1239
AFL-CIO Local 1240
AFL-CIO Local 1241
AFL-CIO Local 1242
AFL-CIO Local 1243
AFL-CIO Local 1244
AFL-CIO Local 1245
AFL-CIO Local 1246
AFL-CIO Local 1247
AFL-CIO Local 1248
AFL-CIO Local 1249
AFL-CIO Local 1250
AFL-CIO Local 1251
AFL-CIO Local 1252
AFL-CIO Local 1253
AFL-CIO Local 1254
AFL-CIO Local 1255
AFL-CIO Local 1256
AFL-CIO Local 1257
AFL-CIO Local 1258
AFL-CIO Local 1259
AFL-CIO Local 1260
AFL-CIO Local 1261
AFL-CIO Local 1262
AFL-CIO Local 1263
AFL-CIO Local 1264
AFL-CIO Local 1265
AFL-CIO Local 1266
AFL-CIO Local 1267
AFL-CIO Local 1268
AFL-CIO Local 1269
AFL-CIO Local 1270
AFL-CIO Local 1271
AFL-CIO Local 1272
AFL-CIO Local 1273
AFL-CIO Local 1274
AFL-CIO Local 1275
AFL-CIO Local 1276
AFL-CIO Local 1277
AFL-CIO Local 1278
AFL-CIO Local 1279
AFL-CIO Local 1280
AFL-CIO Local 1281
AFL-CIO Local 1282
AFL-CIO Local 1283
AFL-CIO Local 1284
AFL-CIO Local 1285
AFL-CIO Local 1286
AFL-CIO Local 1287
AFL-CIO Local 1288
AFL-CIO Local 1289
AFL-CIO Local 1290
AFL-CIO Local 1291
AFL-CIO Local 1292
AFL-CIO Local 1293
AFL-CIO Local 1294
AFL-CIO Local 1295
AFL-CIO Local 1296
AFL-CIO Local 1297
AFL-CIO Local 1298
AFL-CIO Local 1299
AFL-CIO Local 1300
AFL-CIO Local 1301
AFL-CIO Local 1302
AFL-CIO Local 1303
AFL-CIO Local 1304
AFL-CIO Local 1305
AFL-CIO Local 1306
AFL-CIO Local 1307
AFL-CIO Local 1308
AFL-CIO Local 1309
AFL-CIO Local 1310
AFL-CIO Local 1311
AFL-CIO Local 1312
AFL-CIO Local 1313
AFL-CIO Local 1314
AFL-CIO Local 1315
AFL-CIO Local 1316
AFL-CIO Local 1317
AFL-CIO Local 1318
AFL-CIO Local 1319
AFL-CIO Local 1320
AFL-CIO Local 1321
AFL-CIO Local 1322
AFL-CIO Local 1323
AFL-CIO Local 1324
AFL-CIO Local 1325
AFL-CIO Local 1326
AFL-CIO Local 1327
AFL-CIO Local 1328
AFL-CIO Local 1329
AFL-CIO Local 1330
AFL-CIO Local 1331
AFL-CIO Local 1332
AFL-CIO Local 1333
AFL-CIO Local 1334
AFL-CIO Local 1335
AFL-CIO Local 1336
AFL-CIO Local 1337
AFL-CIO Local 1338
AFL-CIO Local 1339
AFL-CIO Local 1340
AFL-CIO Local 1341
AFL-CIO Local 1342
AFL-CIO Local 1343
AFL-CIO Local 1344
AFL-CIO Local 1345
AFL-CIO Local 1346
AFL-CIO Local 1347
AFL-CIO Local 1348
AFL-CIO Local 1349
AFL-CIO Local 1350
AFL-CIO Local 1351
AFL-CIO Local 1352
AFL-CIO Local 1353
AFL-CIO Local 1354
AFL-CIO Local 1355
AFL-CIO Local 1356
AFL-CIO Local 1357
AFL-CIO Local 1358
AFL-CIO Local 1359
AFL-CIO Local 1360
AFL-CIO Local 1361
AFL-CIO Local 1362
AFL-CIO Local 1363
AFL-CIO Local 1364
AFL-CIO Local 1365
AFL-CIO Local 1366
AFL-CIO Local 1367
AFL-CIO Local 1368
AFL-CIO Local 1369
AFL-CIO Local 1370
AFL-CIO Local 1371
AFL-CIO Local 1372
AFL-CIO Local 1373
AFL-CIO Local 1374
AFL-CIO Local 1375
AFL-CIO Local 1376
AFL-CIO Local 1377
AFL-CIO Local 1378
AFL-CIO Local 1379
AFL-CIO Local 1380
AFL-CIO Local 1381
AFL-CIO Local 1382
AFL-CIO Local 1383
AFL-CIO Local 1384
AFL-CIO Local 1385
AFL-CIO Local 1386
AFL-CIO Local 1387
AFL-CIO Local 1388
AFL-CIO Local 1389
AFL-CIO Local 1390
AFL-CIO Local 1391
AFL-CIO Local 1392
AFL-CIO Local 1393
AFL-CIO Local 1394
AFL-CIO Local 1395
AFL-CIO Local 1396
AFL-CIO Local 1397
AFL-CIO Local 1398
AFL-CIO Local 1399
AFL-CIO Local 1400
AFL-CIO Local 1401
AFL-CIO Local 1402
AFL-CIO Local 1403
AFL-CIO Local 1404
AFL-CIO Local 1405
AFL-CIO Local 1406
AFL-CIO Local 1407
AFL-CIO Local 1408
AFL-CIO Local 1409
AFL-CIO Local 1410
AFL-CIO Local 1411
AFL-CIO Local 1412
AFL-CIO Local 1413
AFL-CIO Local 1414
AFL-CIO Local 1415
AFL-CIO Local 1416
AFL-CIO Local 1417
AFL-CIO Local 1418
AFL-CIO Local 1419
AFL-CIO Local 1420
AFL-CIO Local 1421
AFL-CIO Local 1422
AFL-CIO Local 1423
AFL-CIO Local 1424
AFL-CIO Local 1425
AFL-CIO Local 1426
AFL-CIO Local 1427
AFL-CIO Local 1428
AFL-CIO Local 1429
AFL-CIO Local 1430
AFL-CIO Local 1431
AFL-CIO Local 1432
AFL-CIO Local 1433
AFL-CIO Local 1434
AFL-CIO Local 1435
AFL-CIO Local 1436
AFL-CIO Local 1437
AFL-CIO Local 1438
AFL-CIO Local 1439
AFL-CIO Local 1440
AFL-CIO Local 1441
AFL-CIO Local 1442
AFL-CIO Local 1443
AFL-CIO Local 1444
AFL-CIO Local 1445
AFL-CIO Local 1446
AFL-CIO Local 1447
AFL-CIO Local 1448
AFL-CIO Local 1449
AFL-CIO Local 1450
AFL-CIO Local 1451
AFL-CIO Local 1452
AFL-CIO Local 1453
AFL-CIO Local 1454
AFL-CIO Local 1455
AFL-CIO Local 1456
AFL-CIO Local 1457
AFL-CIO Local 1458
AFL-CIO Local 1459
AFL-CIO Local 1460
AFL-CIO Local 1461
AFL-CIO Local 1462
AFL-CIO Local 1463
AFL-CIO Local 1464
AFL-CIO Local 1465
AFL-CIO Local 1466
AFL-CIO Local 1467
AFL-CIO Local 1468
AFL-CIO Local 1469
AFL-CIO Local 1470
AFL-CIO Local 1471
AFL-CIO Local 1472
AFL-CIO Local 1473
AFL-CIO Local 1474
AFL-CIO Local 1475
AFL-CIO Local 1476
AFL-CIO Local 1477
AFL-CIO Local 1478
AFL-CIO Local 1479
AFL-CIO Local 1480
AFL-CIO Local 1481
AFL-CIO Local 1482
AFL-CIO Local 1483
AFL-CIO Local 1484
AFL-CIO Local 1485
AFL-CIO Local 1486
AFL-CIO Local 1487
AFL-CIO Local 1488
AFL-CIO Local 1489
AFL-CIO Local 1490
AFL-CIO Local 1491
AFL-CIO Local 1492
AFL-CIO Local 1493
AFL-CIO Local 1494
AFL-CIO Local 1495
AFL-CIO Local 1496
AFL-CIO Local 1497
AFL-CIO Local 1498
AFL-CIO Local 1499
AFL-CIO Local 1500
AFL-CIO Local 1501
AFL-CIO Local 1502
AFL-CIO Local 1503
AFL-CIO Local 1504
AFL-CIO Local 1505
AFL-CIO Local 1506
AFL-CIO Local 1507
AFL-CIO Local 1508
AFL-CIO Local 1509
AFL-CIO Local 1510
AFL-CIO Local 1511
AFL-CIO Local 1512
AFL-CIO Local 1513
AFL-CIO Local 1514
AFL-CIO Local 1515
AFL-CIO Local 1516
AFL-CIO Local 1517
AFL-CIO Local 1518
AFL-CIO Local 1519
AFL-CIO Local 1520
AFL-CIO Local 1521
AFL-CIO Local 1522
AFL-CIO Local 1523
AFL-CIO Local 1524
AFL-CIO Local 1525
AFL-CIO Local 1526
AFL-CIO Local 1527
AFL-CIO Local 1528
AFL-CIO Local 1529
AFL-CIO Local 1530
AFL-CIO Local 1531
AFL-CIO Local 1532
AFL-CIO Local 1533
AFL-CIO Local 1534
AFL-CIO Local 1535
AFL-CIO Local 1536
AFL-CIO Local 1537
AFL-CIO Local 1538
AFL-CIO Local 1539
AFL-CIO Local 1540
AFL-CIO Local 1541
AFL-CIO Local 1542
AFL-CIO Local 1543
AFL-CIO Local 1544
AFL-CIO Local 1545
AFL-CIO Local 1546
AFL-CIO Local 1547
AFL-CIO Local 1548
AFL-CIO Local 1549
AFL-CIO Local 1550
AFL-CIO Local 1551
AFL-CIO Local 1552
AFL-CIO Local 1553
AFL-CIO Local 1554
AFL-CIO Local 1555
AFL-CIO Local 1556
AFL-CIO Local 1557
AFL-CIO Local 1558
AFL-CIO Local 1559
AFL-CIO Local 1560
AFL-CIO Local 1561
AFL-CIO Local 1562
AFL-CIO Local 1563
AFL-CIO Local 1564
AFL-CIO Local 1565
AFL-CIO Local 1566
AFL-CIO Local 1567
AFL-CIO Local 1568
AFL-CIO Local 1569
AFL-CIO Local 1570
AFL-CIO Local 1571
AFL-CIO Local 1572
AFL-CIO Local 1573
AFL-CIO Local 1574
AFL-CIO Local 1575
AFL-CIO Local 1576
AFL-CIO Local 1577
AFL-CIO Local 1578
AFL-CIO Local 1579
AFL-CIO Local 1580
AFL-CIO Local 1581
AFL-CIO Local 1582
AFL-CIO Local 1583
AFL-CIO Local 1584
AFL-CIO Local 1585
AFL-CIO Local 1586
AFL-CIO Local 1587
AFL-CIO Local 1588
AFL-CIO Local 1589
AFL-CIO Local 1590
AFL-CIO Local 1591
AFL-CIO Local 1592
AFL-CIO Local 1593
AFL-CIO Local 1594
AFL-CIO Local 1595
AFL-CIO Local 1596
AFL-CIO Local 1597
AFL-CIO Local 1598
AFL-CIO Local 1599
AFL-CIO Local 1600
AFL-CIO Local 1601
AFL-CIO Local 1602
AFL-CIO Local 1603
AFL-CIO Local 1604
AFL-CIO Local 1605
AFL-CIO Local 1606
AFL-CIO Local 1607
AFL-CIO Local 1608
AFL-CIO Local 1609
AFL-CIO Local 1610
AFL-CIO Local 1611
AFL-CIO Local 1612
AFL-CIO Local 1613
AFL-CIO Local 1614
AFL-CIO Local 1615
AFL-CIO Local 1616
AFL-CIO Local 1617
AFL-CIO Local 1618
AFL-CIO Local 1619
AFL-CIO Local 1620
AFL-CIO Local 1621
AFL-CIO Local 1622
AFL-CIO Local 1623
AFL-CIO Local 1624
AFL-CIO Local 1625
AFL-CIO Local 1626
AFL-CIO Local 1627
AFL-CIO Local 1628
AFL-CIO Local 1629
AFL-CIO Local 1630
AFL-CIO Local 1631
AFL-CIO Local 1632
AFL-CIO Local 1633
AFL-CIO Local 1634
AFL-CIO Local 1635
AFL-CIO Local 1636
AFL-CIO Local 1637
AFL-CIO Local 1638
AFL-CIO Local 1639
AFL-CIO Local 1640
AFL-CIO Local 1641
AFL-CIO Local 1642
AFL-CIO Local 1643
AFL-CIO Local 1644
AFL-CIO Local 1645
AFL-CIO Local 1646
AFL-CIO Local 1647
AFL-CIO Local 1648
AFL-CIO Local 1649
AFL-CIO Local 1650
AFL-CIO Local 1651
AFL-CIO Local 1652
AFL-CIO Local 1653
AFL-CIO Local 1654
AFL-CIO Local 1655
AFL-CIO Local 1656
AFL-CIO Local 1657
AFL-CIO Local 1658
AFL-CIO Local 1659
AFL-CIO Local 1660
AFL-CIO Local 1661
AFL-CIO Local 1662
AFL-CIO Local 1663
AFL-CIO Local 1664
AFL-CIO Local 1665
AFL-CIO Local 1666
AFL-CIO Local 1667
AFL-CIO Local 1668
AFL-CIO Local 1669
AFL-CIO Local 1670
AFL-CIO Local 1671
AFL-CIO Local 1672
AFL-CIO Local 1673
AFL-CIO Local 1674
AFL-CIO Local 1675
AFL-CIO Local 1676
AFL-CIO Local 1677
AFL-CIO Local 1678
AFL-CIO Local 1679
AFL-CIO Local 1680
AFL-CIO Local 1681
AFL-CIO Local 1682
AFL-CIO Local 1683
AFL-CIO Local 1684
AFL-CIO Local 1685
AFL-CIO Local 1686
AFL-CIO Local 1687
AFL-CIO Local 1688
AFL-CIO Local 1689
AFL-CIO Local 1690
AFL-CIO Local 1691
AFL-CIO Local 1692
AFL-CIO Local 1693
AFL-CIO Local 1694
AFL-CIO Local 1695
AFL-CIO Local 1696
AFL-CIO Local 1697
AFL-CIO Local 1698
AFL-CIO Local 1699
AFL-CIO Local 1700
AFL-CIO Local 1701
AFL-CIO Local 1702
AFL-CIO Local 1703
AFL-CIO Local 1704
AFL-CIO Local 1705
AFL-CIO Local 1706
AFL-CIO Local 1707
AFL-CIO Local 1708
AFL-CIO Local 1709
AFL-CIO Local 1710
AFL-CIO Local 1711
AFL-CIO Local 1712
AFL-CIO Local 1713
AFL-CIO Local 1714
AFL-CIO Local 1715
AFL-CIO Local 1716
AFL-CIO Local 1717
AFL-CIO Local 1718
AFL-CIO Local 1719
AFL-CIO Local 1720
AFL-CIO Local 1721
AFL-CIO Local 1722
AFL-CIO Local 1723
AFL-CIO Local 1724
AFL-CIO Local 1725
AFL-CIO Local 1726
AFL-CIO Local 1727
AFL-CIO Local 1728
AFL-CIO Local 1729
AFL-CIO Local 1730
AFL-CIO Local 1731
AFL-CIO Local 1732
AFL-CIO Local 1733
AFL-CIO Local 1734
AFL-CIO Local 1735
AFL-CIO Local 1736
AFL-CIO Local 1737
AFL-CIO Local 1738
AFL-CIO Local 1739
AFL-CIO Local 1740
AFL-CIO Local 1741
AFL-CIO Local 1742
AFL-CIO Local 1743
AFL-CIO Local 1744
AFL-CIO Local 1745
AFL-CIO Local 1746
AFL-CIO Local 1747
AFL-CIO Local 1748
AFL-CIO Local 1749
AFL-CIO Local 1750
AFL-CIO Local 1751
AFL-CIO Local 1752
AFL-CIO Local 1753
AFL-CIO Local 1754
AFL-CIO Local 1755
AFL-CIO Local 1756
AFL-CIO Local 1757
AFL-CIO Local 1758
AFL-CIO Local 1759
AFL-CIO Local 1760
AFL-CIO Local 1761
AFL-CIO Local 1762
AFL-CIO Local 1763
AFL-CIO Local 1764
AFL-CIO Local 1765
AFL-CIO Local 1766
AFL-CIO Local 1767
AFL-CIO Local 1768
AFL-CIO Local 1769
AFL-CIO Local 1770
AFL-CIO Local 1771
AFL-CIO Local 1772
AFL-CIO Local 1773
AFL-CIO Local 1774
AFL-CIO Local 1775
AFL-CIO Local 1776
AFL-CIO Local 1777
AFL-CIO Local 1778
AFL-CIO Local 1779
AFL-CIO Local 1780
AFL-CIO Local 1781
AFL-CIO Local 1782
AFL-CIO Local 1783
AFL-CIO Local 1784
AFL-CIO Local 1785
AFL-CIO Local 1786
AFL-CIO Local 1787
AFL-CIO Local 1788
AFL-CIO Local 1789
AFL-CIO Local 1790
AFL-CIO Local 1791
AFL-CIO Local 1792
AFL-CIO Local 1793
AFL-CIO Local 1794
AFL-CIO Local 1795
AFL-CIO Local 1796
AFL-CIO Local 1797
AFL-CIO Local 1798
AFL-CIO Local 1799
AFL-CIO Local 1800
AFL-CIO Local 1801
AFL-CIO Local 1802
AFL-CIO Local 1803
AFL-CIO Local 1804
AFL-CIO Local 1805
AFL-CIO Local 1806
AFL-CIO Local 1807
AFL-CIO Local 1808
AFL-CIO Local 1809
AFL-CIO Local 1810
AFL-CIO Local 1811
AFL-CIO Local 1812
AFL-CIO Local 1813
AFL-CIO Local 1814
AFL-CIO Local 1815
AFL-CIO Local 1816
AFL-CIO Local 1817
AFL-CIO Local 1818
AFL-CIO Local 1819
AFL-CIO Local 1820
AFL-CIO Local 1821
AFL-CIO Local 1822
AFL-CIO Local 1823
AFL-CIO Local 1824
AFL-CIO Local 1825
AFL-CIO Local 1826
AFL-CIO Local 1827
AFL-CIO Local 1828
AFL-CIO Local 1829
AFL-CIO Local 1830
AFL-CIO Local 1831
AFL-CIO Local 1832
AFL-CIO Local 1833
AFL-CIO Local 1834
AFL-CIO Local 1835
AFL-CIO Local 1836
AFL-CIO Local 1837
AFL-CIO Local 1838
AFL-CIO Local 1839
AFL-CIO Local 1840
AFL-CIO Local 1841
AFL-CIO Local 1842
AFL-CIO Local 1843
AFL-CIO Local 1844
AFL-CIO Local 1845
AFL-CIO Local 1846
AFL-CIO Local 1847
AFL-CIO Local 1848
AFL-CIO Local 1849
AFL-CIO Local 1850
AFL-CIO Local 1851
AFL-CIO Local 1852
AFL-CIO Local 1853