

Delegates add \$1 to dues for organizing

Montreal—A \$1-a-month dues increase effective Aug. 1, with all the money ticketed for TNG for organizing, was enacted by delegates to the 58th Annual Guild Convention here after long, sometimes heated discussion in committee, in the corridors and on the convention floor.

Ranging over a wide spectrum of spending practices, policies and priorities, the debate reflected delegates' frustrations over several factors, including last year's

\$76,000 operating deficit, the deficit projected for the current year and the recession-induced erosion of the Guild's membership base.

While floor debate centered on the report of the convention's Finance Committee, which recommended adoption of the dues increase, the broader debate also was reflected in actions by other committees, including those on Organizing and the Guild Reporter.

It saw the latter issue a special statement attacking a recommen-

dation by the Finance Committee that \$50,000 be cut from budget allocations for the Guild Reporter, about 27 percent of the projected cost of printing and distributing the paper for the year. It was the sole proposal from the Finance Committee, chaired by Barry Lipton of New York, for reduction of the budget proposed by the Int'l Executive Board.

Delegates rejected the cut overwhelmingly on a voice vote after floor debate that was second in

length only to that surrounding the dues increase. They also approved a budget and income estimate projecting an operating deficit of \$97,755 for the year that ends next March 31 [See: TNG's 1991-92 budget, Page 3].

The dues increase was enacted by a 59-vote margin in a roll call.

That vote came after delegates rejected by a 36-vote margin in another roll call a motion that would have sent the proposal to membership referendum this fall,

simultaneous with the elections for TNG vice presidents. The bulk of the floor debate surrounding the dues increase occurred during consideration of the referendum proposal, moved by Dave Krieger of Denver. [Local by local votes in both roll calls are listed on Page 7.]

One delegate suggested during the debate, and others later confirmed, that leaders of some locals intend to try to move the increase to referendum through the initiative. (Continued on Page 2)



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Convention re-elects top officers, 7 VPs



11 contend for remaining 6 VP seats

Montreal — Delegates closed the Guild's 58th Annual Convention by re-electing through acclamation the union's three top officers and seven regional vice presidents, all unopposed for positions on the union's Int'l Executive Board.

At the same time, the convention set up an election this fall to choose the board's six at-large vice presidents from among 11 candidates — five incumbents and six challengers. (Candidates records, Pages 4-5)

The top officers — TNG President Charles Dale, Secretary-Treasurer John C. Edgington and Int'l Chairperson Peter E. McLaughlin of New York — were each re-elected to third two-year terms on the 16-member IEB.

The seven incumbent vice presidents re-elected from geographic regions are:

- ✓ Thomas J. Thibeault of Manchester, N.H., to his first full term, from Region 1, the U.S. Northeast.

- ✓ Faye McCracken of Memphis, to a sixth term, from Region 2, the U.S. South.

- ✓ Luther P. Jackson, 3rd, of Detroit, to a third term, from Region 3, the Midwest.

- ✓ Larry D. Hatfield of Northern California, to a sixth term, from Region 4, the U.S. West.

- ✓ Richard J. Brandow of New York, to a third term, from Region 5, New York City and vicinity.

(Continued on Page 6)

TNG'S TOP OFFICERS SIGNAL UNITY AND THANKS AFTER BEING ACCLAIMED TO THIRD TERMS IN OFFICE

From left: Int'l Chairperson Peter E. McLaughlin, President Charles Dale and Secretary-Treasurer John C. Edgington.

AFL-CIO asked to target foes of anti-scab law

Montreal — Recalling the Guild's recent experience with strikebreakers at the New York Daily News, delegates to the union's 1991 convention recommended that TNG "petition the AFL-CIO to target for defeat all U.S. senators and representatives" who do not vote for proposed legislation to protect strikers' jobs.

Delegates were unanimous in adopting the recommendation and made it clear they wanted the AFL-CIO to get tough with members of Congress on proposed legislation to curb employers' use of so-called

"permanent replacements" in economic strikes.

The U.S. federation of unions, which include some 13 million members, has organized a vigorous campaign to win support for the proposed law, but has not called for targeting elected representatives who fail to support it.

In early July, as the House of Representatives prepared to debate its striker-protection bill, the AFL-CIO launched a final push for support — including grass-roots activities and newspaper, radio and television advertising. The House

vote was expected by late July; the Senate was expected to debate its bill later this summer.

As part of the AFL-CIO's campaign, union members have sent more than 120,000 postcards to members of Congress urging passage of the bills, H.R. 5 in the House and S. 55 in the Senate.

The Guild's get-tough recommendation was added on a motion by Roy Kruse of Hawaii during floor consideration of the political action report from the convention's Education-Political Action Committee.

Declaring that "in no area are the rights of U.S. workers more at risk" than in strikes, the report urges U.S. locals "to build grass-roots support" for the striker legislation.

Suggestions include writing and lobbying legislators; contributing to the AFL-CIO's Committee on Political Education through payroll deductions and other means; and "participating en masse" in Solidarity Day '91 in Washington, D.C., on Aug. 31.

New York Guild members who helped lead the Daily News strike reminded convention delegates how the Tribune Co. of Chicago (Continued on Page 4)

NLRB judge raps second McClatchy daily pay system . . . 8

Delegates vote to add \$1 to dues for organizing

(Continued from Page 1)

tive procedures in TNG's Constitution. The procedures, however, could not be carried out in time to dovetail a referendum with the elections.

Under the convention's action, each member's dues will be raised by \$1-a-month in August unless their local acts to eliminate \$1 of its members' dues obligation and pays the equivalent to TNG from existing funds of the local. A local also could "socialize" the \$1 increase so that lower-paid members' dues would be raised by less and higher-paid members' dues would be raised by more.

It is estimated that the increase will raise \$160,500 during the balance of TNG's current fiscal year, and twice that amount next fiscal year.

The \$160,500 is the entire amount for organizing in the budget recommended by the IEB and adopted by the convention. In keeping with legislation by earlier conventions, previous years' organizing allocations were redirected to TNG's Defense Fund after the fund's liquid assets were drawn down to less than \$6.5 million, chiefly by the New York Daily News strike.

"Organizing, successful bargaining and defense of contract are the three mainstays that hold up our house," said the Finance Committee in recommending the dues increase for organizing.

"Without organizing," the committee continued, "the other two become almost meaningless. Because of this deep commitment to organizing ... new funds for organizing are essential."

The convention expressed a similar commitment in adopting the report of its Organizing Committee, chaired by Dan Oldfield of the Canadian Wire Service Guild.

"The future of TNG is ensured only through its ability to organize members and provide collective bargaining services for them," the report said.

While expressing the strong belief that "the Guild should do everything in its power and means to organize the unorganized," the report also pointed to "the companion need to provide collective bargaining services for current and newly organized members."

"For those reasons," the report said, the Organizing Committee rejected resolutions that would have given priority status and dedicated 50 percent of the interna-

IEB to tackle 'budget workshop' plan

Montreal—Beginning next year, all delegates to TNG conventions will be able to explore in detail with TNG officers and staff early in the week the union's proposed budgets, according to an action on the final day of the 1991 session.

Such were the assurances of TNG President Charles Dale, Int'l Chairperson Peter E. McLaughlin and Vice President Larry D. Hatfield during discussion of a proposal by Ron Leir of the Hudson County (Jersey City) Guild for the initiation of such "budget workshops," beginning in 1992.

Brought to the floor as part of the convention's Research & Information Report, the proposal was referred to the Int'l Executive Board to work out details and scheduling, on a motion by Hatfield and at the suggestion of Dale.

Several delegates suggested such a session could well have made this year's convention less arduous.

tional's general fund for organizing.

The convention itself rejected on a voice vote a minority report from the Organizing Committee that would have made it explicit TNG policy that organizing has "equal priority with collective bargaining and servicing" and would have called for TNG's budget to reflect organizing's priority "whether or not the dues increase is approved."

Opponents of the minority report argued that it was unnecessary, that it cast aspersions on the commitment of the union to organizing and that it was, as TNG Vice President Marie Shellock of Youngstown put it, "vague and nebulous sloganeering."

Advocates of the minority report, moved by Frank Santafede of Providence, argued that they sought to end any question about whether organizing would be funded by making it clear that it is on a par with the union's other principal activities.

Opponents of putting the dues increase to referendum argued that local memberships had elected delegates to the convention to act, not to "pass the buck on passing the buck," as J. Stephen Hatch of Cleveland put it.

They also pointed out that locals' members had been notified in early May that the proposal for the increase would be before the convention ["IEB calls for \$1 dues hike for organizing," Guild Reporter, May 10, Page 1], and that few delegates disagreed that funding was needed for organizing.

Referendum advocates argued that the membership was entitled to vote on the proposal since they had rejected a similar proposition for a \$1 dues increase to fund or-

ganizing in a referendum in 1987.

Some said organizing should be funded from existing income, criticizing the convention's failure to cut the budget below the level recommended by the IEB. (Reductions made by the IEB included \$38,434 in dues and meeting expenses for the Int'l Federation of Journalists, \$3,000 (16.7 percent) in contributions and tickets, and not replacing a field staffer who retired at the end of June.)

Other referendum proponents said they felt that all dues increases should be approved by the members. "If the argument is clear and compelling, the membership will understand," said Bernie Lunzer of Twin Cities.

The proposal to cut the Guild Reporter budget was defeated when the convention adopted a minority report from the Finance Committee, moved by Roy Kruse of Hawaii.

Pointing out that the entire cut would have to be absorbed in the last nine months of the fiscal year, the report said this would necessitate reducing both the frequency of publication and the number of pages.

"How could it do this and still fulfill its constitutional obligations to notify and inform the membership in election contests this fall and any referendums that might arise?" the report asked.

A statement by the Research & Information-Safety & Health-Guild Reporter Committee opposing the budget cut pointed out that as a temporary, money-saving measure the paper had been cut back by four issues, to 18 a year, just two years ago.

Any further cuts "would indeed curtail" the Guild's only regular, union-wide communications link



JIM BARRON, PAWTUCKET, LEFT, WAITS TO SPEAK

Art Joyner, Pacific Northwest, has the mike during dues-hike debate.

and "we in the communications business must communicate ... effectively and on a regular basis, especially in these troubled times when publishers and managers are uniting as never before," said the statement, read to the convention by Larkie Gildersleeve of Northern California, chairperson of the committee.

Advocates of the budget cut said they felt TNG expenditures had to be reduced to more closely match expected income and that they saw the Guild Reporter as a place to start, adding that they envisioned monthly issues of 12 pages.

"Other unions survive on quarterly and monthly issues of their publications. They inform their members well. We have to start cutting," said Sam Reyenga of Southern Ontario.

Following adoption of the dues increase, the budget and the income estimate, the convention on voice votes rejected a pair of amendments to the finance report proposed from the floor.

The first, by Betsy Pickle of Knoxville, would have diverted 25 percent of the defense fund's interest and investment income, to a maximum of \$14,000 a month, to the general fund "to pay for organizing." The diversion would have taken place whenever the defense fund's liquid assets exceed \$6.5 million.

The motion was cast in that form after initial motions, by Tim

Schick of Providence, "were declared out of order because they would have "suspended any per-capita surcharge," in one instance, or reduced the per-capita paid to TNG "by \$1 per month," in another instance, both whenever the diversion from the defense fund was in effect.

Proponents of the motion said it would increase the flow of funds for organizing after the defense fund level is reached and could set the stage for a future convention to remove the \$1 dues increase when the defense fund-organizing allocation is redirected to favor organizing.

Opponents said diversion of defense fund earnings could hasten imposition of "full regular dues" that are called for when the fund falls below \$4.5 million.

Opponents also charged that the motion was, as Art Joyner of Pacific Northwest put it, "another attempt to move [money] from one pocket to another instead of facing" the issue of the need for more funds overall.

The second motion, by Joe Pollack of St. Louis, would have directed the IEB to "prepare a balanced budget" for next fiscal year. It was voted down after but a single comment from the convention floor.

Southern Ontario's Reyenga opposed it "because it is an impossibility," drawing laughter and applause from other delegates.

Commitment to organizing is re-affirmed

Montreal—The Guild's 1991 convention re-affirmed the union's commitment to organize new members and provide collective bargaining services for them, and to focus organizing efforts through joint and co-operative programs between TNG and its locals.

Specifically, the convention recommended that efforts continue to be based on "convention-directed priorities of free riders, new departments, new units, new locals and chain organizing, with emphasis on achieving wall-to-wall representation."

In adopting the recommendations of its Organizing Committee, chaired by Dan Oldfield of the Canadian Wire Service Guild, the convention also urged TNG to hold "a general-session forum ... on how to organize" at the union's convention next year in Chicago.

In addition, "effective organizing skills shall be a criterion in the hiring of new international representatives," the convention recommended.

The convention directed TNG annually to supply all locals with a summary of benefits available under the AFL-CIO's Union Privilege Benefits Program to help locals improve their members' lives and to attract new members from among free riders.

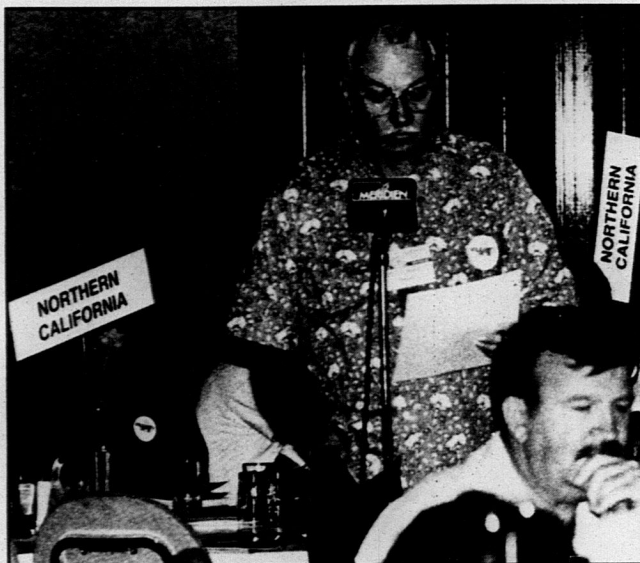
In its report, the committee noted the Guild attained bargaining rights for 463 employees in 12 units during the 1990-91 fiscal year, but lost elections in six units containing nearly 1,000 eligible employees.

"Organizing efforts were seriously hampered by the continuing recession and its resultant fears

caused by workforce reductions and hiring freezes," the report said in assessing the year's results.

Despite these losses, the "Guild's commitment to organizing must continue unabated," the report said.

To assist locals, TNG has prepared a new organizing manual, designed to train organizers in old and new techniques, the report noted.



HAWAII'S ROY KRUSE MOVES MINORITY REPORT
Effort thwarted proposal to cut Guild Reporter appropriation.

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, Aug. 2.) \$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.

TNG's '91-92 budget

Montreal—TNG's 1991 Convention adopted a General Fund budget of \$4,889,813 for the union's 1991-92 fiscal year.

Delegates also approved a General Fund income estimate of \$4,792,058, including monthly per-capita payments for 26,750 members and 600 agency-fee payers.

Together, the budget and the income estimate would produce a deficit of \$97,755 in the operations of the General Fund for the fiscal year ending next March 31.

Per-capita taxes:	
AFL-CIO	\$ 94,710
Industrial Union Dept.	20,400
Canadian Labour Congress	33,000
AFL-CIO Union Label Dept.	2,400
CLC Union Label Dept.	360
Int'l Federation of Journalists	28,566
Field operations:	
Director—Salary	\$ 68,105
Expenses	7,000
Organizing & servicing:	
International Representatives:	
Salaries	\$ 706,689
Expenses	250,000
Miscellaneous servicing	60,000
Organizing	160,500
Collective bargaining:	
Salaries:	
Exec. sec'y contracts comm.	\$ 60,409
Pension consultant	21,000
Coll. barg. & org. assoc.	46,324
Human rights director	60,409
Expenses—Personnel	6,000
Research & information:	
Salary—Director	\$ 62,213
Expenses—Personnel	2,000
Books & periodicals:	
Legal & bargaining services	4,000
Subscriptions	6,000
Other printed material	5,000
Publications & literature:	
Constitution	14,500
Organizing & other literature	1,500
Department of education:	
Director—Salary	\$ 60,409
Expenses	1,000
Publications & literature	500
Institutes & seminars	20,000
Guild Reporter:	
Salaries—Editor	\$ 62,213
Ass't editor	45,914
Expenses:	
Personnel	5,000
Printing	95,000
Postage	90,000
Pictures & special material	8,000
Miscellaneous	1,500
Office management:	
Salaries:	
Office manager	\$ 43,680
Secretary-stenographers	89,590
Bookkeeping	63,169
General clerical	120,297
Expenses:	
Rent & maintenance	360,000
Utilities	16,000
Stationary & supplies	60,000
Equipment & machinery	30,000
Telephone & telegraph	40,000
Repairs & improvements	10,000
Postage	30,000
Auditing	34,000
Insurance & bonding	40,000
Employee pension	206,548
Employee health & welfare	220,000
Directly billed transportation	300,000
Data processing	40,000
Miscellaneous	15,000
Executives:	
Officers' salaries	\$ 149,908
Officers' expenses	25,000
Other expenses:	
Legal fees	\$ 60,000
Payroll & pers. property taxes	125,000
Contributions/tickets	15,000
IEB meetings	70,000
Severance pay provisions	25,000
Convention reserve	150,000
Delegates and committees	25,000
CLC convention	0
Defense fund	400,000
Brown Award expenses	5,000
IFJ meetings	0
Guild Service Award	2,000
Brown Award	2,000
AFL-CIO, IUD conventions	3,000
Irving Leichter Fund	4,000
Summary:	
Per-capita taxes	\$ 179,436
Field operations	1,446,436
Administrative operations	684,749
Office management	1,718,284
Executives	174,908
Other expenses	886,000
Grand Total	\$4,889,813

Return to 'economic populism' of FDR era, leader who aided N.Y. strike tells delegates

Montreal—To rebuild the fading American Dream, working people in the United States need to return to the "good, progressive economic populism" of Franklin Delano Roosevelt, a New York union leader told delegates to TNG's 1991 convention.

In a thought-provoking speech, Dennis Rivera, president of Local 1199 of the Drug, Hospital & Health Care Employees Union, said the labor movement has a "fantastic opportunity in this time of crisis" to advance the cause of economic justice.

For that to happen, Rivera said, "working and middle-income people must rescue the Democratic Party" and union members must stand up and "dare to fight" for their causes.

The convention's main outside speaker, he urged modern-day leaders to re-examine Roosevelt's philosophy, the "guiding beacon for millions of organized working people, providing opportunity and hope and the whole concept that we could have an American Dream."

In his introduction, TNG President Charles Dale said Rivera and his local were the "key organizers" of a massive rally that was a "turning point" in the successful strike against the New York Daily News last fall and winter.

TNG Int'l Chairperson Peter McLaughlin said Rivera gave the strike a "jump start" when spirits were sagging as the paper kept publishing in the early weeks of the five-month struggle against the News and its parent Tribune Co. of Chicago.

New York Guild President Barry Lipton, in his own summary of the strike, told delegates that Rivera was "an exceptional union

leader" who contributed important ideas and stratagems that led to the unions' victory over the Tribune Co.

In his speech, Rivera traced some labor history dating from the 1930s to the 1990s and pointed to similarities between the two eras — economic hard times and a rallying together by working people.

The "excesses of the 1980s" and attacks by the Reagan administration on workers have triggered a groundswell of support for unions, he said. The result is that "the labor movement and trade unions are more popular with the U.S. working people than since the 1950s."

However, employers such as the Tribune Co., Rivera said, are using strikes to get rid of unions.

"The basic right of workers to achieve economic justice has been turned on its head," Rivera said.

As a result, major strikes are at the lowest level in U.S. history, down from 424 in 1974 to just 51 in 1989.

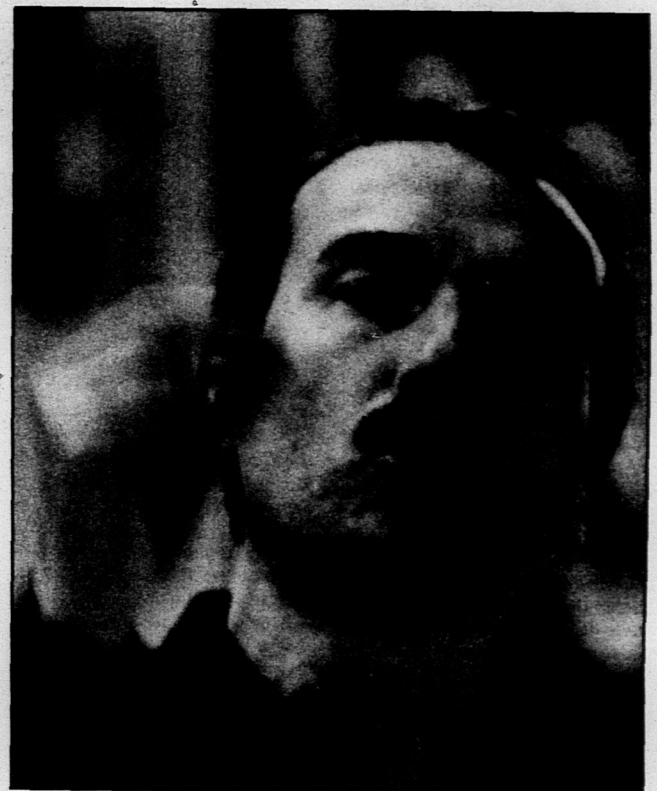
He urged Guild delegates to fight for labor law reform "to change the way workers can join unions" and for legislation to prohibit use of permanent strikebreakers to break unions.

Delegates applauded when he asserted that labor needs a "new political strategy" or it "will cease to exist in the near future."

Rivera, who helped forge the labor and Latino coalition that elected New York Mayor David Dinkins in 1989, now is a vice chair of the New York State Democratic Party.

However, he criticized the party for what he sees as its abandonment of "ordinary working people."

Workers no longer "see the Democrats as caring about them in



DENNIS RIVERA OF N.Y. LOCAL 1199 MAKES A POINT
Leader lauded for helping turn momentum in strike at Daily News.

terms of jobs, in terms of labor law reform, in terms of anti-strikebreaker legislation, of health care and the problems of day-to-day life," he said.

"The real problem, brothers and sisters, is that the Democrats in the U.S. at this moment do not stand for anything, and voters do not have any reason to follow their leads, and that's why they vote Republican," supporting appeals to "racism, jingoism and sloganism," he said.

"It is important for working and middle-income people to rescue the Democratic Party because we've got to rescue the United States, or else the American Dream will be lost for ourselves, our children for the noble idea that there can be a better, just future for all of us."

Rivera suggested some priorities for Democrats:

"We can have labor law reform, we can have anti-strikebreaker, permanent replacement legislation, we can cut the military budget by 50 percent and use those moneys to meet the needs of our people, providing universal health

care, housing programs, education and job training, and still have the strongest national defense of any nation on earth in any period of world history," he said.

"But first we must have leaders, labor leaders, political leaders with the courage, not with the mouth to say the right slogans, but with the guts to do the right thing," he said to ringing applause.

Labor and candidates it supports should approach the struggle with opportunism, optimism and courage, he said.

"The public opinion polls and the sentiments of people are with us. ... We should go back to the experience we had in the Daily News. When the strike started, many members of the (nine striking) unions did not have any hope they could succeed.

"On the other hand, there were those who had hopes and were willing to fight and who really stood up and said, 'No, I dare to fight.' And let me tell you, if it wasn't for them, we would not have won that great struggle," Rivera said.

Error in dues schedule corrected by convention

Montreal—TNG's 1991 Convention corrected what it called "an inadvertent error" that has occurred since 1973 in the listing in TNG's Constitution of the amounts, and the alternative percentage rate, of dues that are called for if the defense fund falls below \$4.5 million, so-called "2(d) dues."

Acting on recommendation of its Constitution Committee, chaired by John Hutchinson of Victoria-Vancouver Island, the convention changed the percentage rate to 0.7385, down from 0.745.

The changes in the amounts listed in the constitution range from reductions of 5 cents to 30 cents a month for members earning less than \$200 a week to increases of 5 cents to \$2.05 a month for those earning \$225 and more a week.

DM average hits \$655

Silver Spring, Md.—The average top-minimum pay rate for circulation district managers covered by Guild contracts as of April 1 was \$655.19 a week, \$34,069.88 a year before overtime, according to TNG's Collective Bargaining Dept.

Also, in keeping with a recommendation from TNG's Int'l Election & Referendum Committee, the convention added to the union's constitution a deadline for receipt of protests on voter eligibility lists for TNG elections and referendums.

Under the constitutional amendment, the protests and all supporting documentation must be received at TNG headquarters by the end of business on the third day before the official six-day voting period or they will not be considered.

Acting on another recommendation of the IEB, the convention also increased to 180 days, from 60 days, the extension permitted "in unusual circumstances" in the constitution's requirement that a local trial board render a decision within six months of a charge being filed against a member (within 12 months in a wire service local).

"The convention considers that in some circumstances the allowable extension will not suffice to permit a trial board to timely process its cases and afford due process to the accused," the convention said in its constitution report.

Redesign Reporter, delegates urge

Montreal—The Guild Reporter's graphic design needs to be modernized, TNG's 1991 Convention said in adopting a report of its Research & Information-Safety & Health-Guild Reporter Committee.

"We need to convey to both TNG members and the publishers that the Guild is up to date in an important area of its work — the publication of the Guild Reporter," the report declared.

In recognition of TNG's straitened finances, however, the report avoided calling for new spending to accomplish the redesign. Instead, it urged locals to "solicit ideas for a contemporary design" from their members and forward them to TNG.

It also again urged locals to make sure the Guild Reporter is kept current on the names and addresses of persons who are to receive it under the mandate of TNG's Constitution that the paper be distributed "to all members ... and agency fee payers."

Locals should consider affiliating their own publications with the Int'l Labor Communications Assn. and/or the Canadian Assn. of Labor Media, as appropriate, the report also said.

The VP candidates and their records . . .

Todd Cunningham

Los Angeles

TODD CUNNINGHAM, in his second term as president of the Los Angeles Guild after two years as chairperson of the local's unit at the Long Beach Press-Telegram, is making his second run for an at-large vice president seat on TNG's Int'l Executive Board.

Entertainment editor on the Knight-Ridder daily, Cunningham, 37, ran last summer for the final year of a seat then open because of a resignation.

As a leader of the local, he has played roles in organizing campaigns that led to Guild representation for editorial department employees at the Los Angeles Daily News and the Santa Barbara News-Press and for employees of the Los Angeles Hotel & Restaurant Employees union.

He led the Long Beach unit in a 17-month struggle for a new contract that was successfully concluded in June 1990.

A member of the Guild since joining the Press-Telegram staff eight years ago, he was one of his local's delegates to the last four TNG conventions, where he served on the Organizing and Finance Committees.

He also serves as a delegate of the local to the Knight-Ridder Council of Guild locals and to the Western District Council.



Here and on Page 5 are the records of the 11 candidates contesting for the six TNG vice presidents at large to be elected by Guild members in the United States, Canada and Puerto Rico early this fall.

They are published in keeping with TNG's Constitution which provides that contesting nominees' records be published in the first issue of the Guild Reporter following the convention at which they are nominated.

They appear in the order in which they will be listed on the ballots in the voting, scheduled for Sept. 26-Oct. 1.

The six elected will take office at the Int'l Executive Board's fall meeting, Oct. 20-23 at TNG headquarters.

Bill Knight

Peoria

BILL KNIGHT, former president of the Peoria Guild and administrative officer of the San Diego Guild, is making his first run for TNG office.

Recipient of TNG's 1990 Guild Service Award, Knight, 41, is a reporter on the Peoria (Ill.) Journal Star, where he joined the Guild in 1984. He served the local as vice president, grievance chair, chief negotiator and three terms as president before moving to San Diego in May 1990 to be administrative officer of the Guild local there, returning to Peoria early this year.

In Peoria he played a key role in reviving the unity council of unions at the Journal Star and helped set up a Jobs With Justice coalition encompassing the Central Illinois Labor Council, community groups and the building trades.



He has represented the Peoria Guild at TNG conventions since 1988, serving on the Bargaining, Organizing and Finance Committees, and has been a delegate to the Midwest District Council.

In San Diego, Knight also worked with the San Diego Human Rights Commission and with Jobs With Justice. Back in Peoria, he is serving on the board of the Peoria-area Labor-Management Council.

Patricia Bell

Ottawa

PATRICIA BELL, a leader of the Ottawa Guild since 1984 and its president since 1988, is running for an office in the international union for the first time.

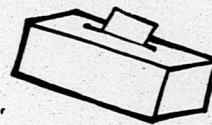
A reporter for the Southam chain's Ottawa Citizen, Bell, 50, joined the Guild in 1963 while reporting for the Globe and Mail in Toronto. After several years as a freelancer, she joined the Citizen in 1983 and the next year was elected to the local's executive committee, serving subsequently as human rights chair, local secretary and vice president before becoming president.



She has been a delegate to TNG conventions since 1986, when she chaired the Human Rights Committee. In 1987 she served on a TNG committee that drafted extensive revisions to TNG's Collective Bargaining Program.

She also is a delegate to the Canadian District Council, the Ottawa and District Labour Council, the Canadian Federation of Printing & Communications Unions and, from 1988-90, was the first chairperson of the Southam Chain Council.

Bell played a leading role in achieving a pay equity agreement at the Citizen late in 1989, the first with any Canadian daily and still the leader in percentage pay increases.



Target striker-bill foes, delegates say

(Continued from Page 1)

used strikebreakers to initiate the strike, then to prolong it through five months, and finally to attempt to intimidate and divide unionized workers throughout.

TNG Int'l Chairperson Peter E. McLaughlin, a reporter on the Daily News, said the employment of hundreds of "permanent scabs" made it a "strike to the death."

"If we didn't win, we were all out of a job," McLaughlin said. "They were there to take our jobs. It was a very threatening situation, and it scared a lot of people. It made the strike a fight to the death."

The unions successfully used a boycott to win the struggle, and most employees got their jobs back or accepted buyouts or incentives to retire early. The Tribune Co. sold the paper to British publisher Robert Maxwell.

David Hardy, also a Daily News reporter, said management sought to "beat our brains out with the race issue" by claiming the paper's unions were dominated by whites and by trying to recruit minorities as strike replacements. That failed, however, when minority groups united against the practice.

The Guild's convention action paralleled that of delegates to the Communication Workers of America (CWA) convention, who only days before voted to withhold CWA political support from any representative or senator who does not vote for the strikebreaker ban.

The action displaced another proposal that would have made support for the striker legislation "a litmus test for political assistance" only if a majority of the AFL-CIO Executive Council called for such an action.

The AFL-CIO's legislative director had urged CWA delegates not to base political support on a single issue, saying it would be "foolhardy" to suggest that each piece of legislation labor supports should be a "litmus test" for its support of candidates, the Bureau of National Affairs reported.

CWA President Morton Bahr also canceled a scheduled address to the convention by U.S. Labor Secretary Lynn Martin after many delegates said they would walk out on her talk in protest of the Bush administration's threat to veto the strikebreaker law.

Other recommendations for po-

litical action adopted by the convention included calls for:

✓ U.S. locals to support federal legislation incorporating AFL-CIO principles for reforming health care and to work with AFL-CIO central bodies in securing cost containment, universal access, reduction of waste, quality care and progressive financing at all levels.

✓ Canadian locals to back the Canadian Labour Congress campaign to counter continuing attacks by the government and big business "on the rights and benefits Canadian workers long have enjoyed."

✓ U.S. locals to actively participate "by sending as many members as possible" to Solidarity Day '91 on the Labor Day weekend to support the striker bill, health care reform and freedom of association.

✓ All locals to eliminate from their bylaws any prohibitions against political activity.

Finally, the convention recommended that TNG continue monitoring federal legislation to restore full power of civil rights statutes weakened by recent U.S. Supreme Court decisions and advise locals on what legislation would be adequate to do so.

Three-way free trade pact called a threat to millions

Montreal — Delegates to the Guild's convention here took a strong stand against the proposed free-trade agreement (FTA) involving the United States, Canada and Mexico, charging the arrangement would jeopardize the "jobs and living standards of millions."

In adopting the Political Action Report of its Education/Political Action Committee, the convention urged both U.S. and Canadian locals "to build opposition" to any free-trade agreement with Mexico.

"The rush toward a new FTA, in the face of widespread dislocations from the recently concluded U.S.-Canada FTA, defies experience as well as logic," the convention said in a separate resolution, titled "Free Trade Revisited."

"The earlier FTA, whose prospective benefits were loudly proclaimed by its supporters, was followed by a deep recession. Neither another deep recession nor another FTA is needed," the convention said.

The Canadian Labour Congress has estimated that during the first two years of the U.S.-Canada agreement up to 300,000 Canadian jobs have been lost.

Some Canadian manufacturing firms have relocated to the U.S. and particularly to some lower-wage states in the South, the convention noted, while other jobs have been lost to the sweatshops

of the duty-free zones in Mexico.

"The disparity in wage levels alone, as between the U.S. and Canada on one hand and Mexico on the other, is so great as to make it almost inevitable that a three-country FTA will do nothing more than further depress wages on all sides," the convention said.

AFL-CIO COPE collection sets delegates reaching

The traditional passing of the hat (this time, a basket) for the AFL-CIO Committee on Political Education during Guild conventions had delegates reaching this year. At total of \$1,004 in both U.S. and Canadian currency was collected from among the 212 delegates and 9 alternates from 56 locals registered at the convention. From left: Bruce Meachum and Dave Krieger of Denver; Michael McNally of Chicago; and Randy Schmah of Sheboygan.



...More VP candidates and their records

Carol Przybyszewski

Erie

CAROL PRZYBYSZEWSKI, an officer of the Erie Guild the last 19½ years, its treasurer for the last 5½, is running for her first full term as one of TNG's at-large vice presidents.

An advertising "telesales" person at the Erie (Pa.) Times and News, Przybyszewski, 39, last summer was elected to the remaining year of a term then open via resignation. On the IEB, she serves on the Organizing, Guild Reporter and Education Committees, and on the workplace diversity subcommittee.



In her seventh year as secretary of the Great Lakes District Council of Guild locals, she also has been a delegate to the last 15 TNG conventions, where she has chaired the Rules, Resolutions and Education-Political Action Committees. Przybyszewski has been on her local's bargaining and grievance committees since 1972 and co-ordinated the local's successful challenge before the National Labor Relations Board in 1988-89 of the Erie dailies' attempt to unilaterally institute drug testing.

She helped revive the Erie council of newspaper unions and has been a leader in her local's gaining pay equity for editorial, advertising and maintenance employees.

Carol D. Rothman

Philadelphia

CAROL D. ROTHMAN, a leader of the Philadelphia Guild since the mid-1970s, is seeking her fifth term as an at-large vice president on TNG's IEB.

An outside ad sales representative for Knight-Ridder's Philadelphia Inquirer and Daily News, Rothman, 41, chaired the IEB Human Rights Committee her first three terms and currently chairs the IEB Collective Bargaining Committee. She also is on the IEB's workplace diversity subcommittee and its subcommittee exploring the defense fund's buying the mortgage on TNG headquarters, and has been on the IEB Appeals Committee.

Starting as a shop steward and representative assembly delegate, she has served in every office of her local except president, and has chaired several of its committees. She currently is assembly chairperson and vice-chair of the Inquirer/Daily News unit. She chaired the unit in 1985 during its 46-day strike and has been on all its bargaining committees since 1977.

She is past secretary of the Middle Atlantic District Council and

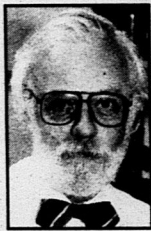
has been a delegate to 12 TNG Conventions, chairing its Human Rights and Health & Safety Committees, and has chaired the women's caucuses since 1984.

Russ Cain

San Jose

RUSS CAIN, a former president and long a leader of the San Jose Guild and its Monterey unit, is making his first run for Guild-wide office.

Now chief photographer at the Block chain's Monterey Peninsula Herald, Cain, 48, has been a Guild member since 1973 when he signed the first card in an organizing drive at the paper.



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

He was chairperson of the Monterey unit for a dozen years and has chaired its grievance committee since the first Guild contract was won at the Peninsula Herald in 1974. He currently is chairing the unit's bargaining committee, which has been seeking a contract renewal since last summer.

Winner of TNG's Guild Service Award in 1976, he has been a delegate to TNG conventions every year but two since 1974, serving often, including this year, on the Constitution Committee.

Cain also has assisted in several organizing efforts at other dailies in California, including in Fresno, San Bernardino, Salinas and Santa Cruz.

Marie Sherlock

Youngstown

MARIE A. SHELLOCK, long a leader and a former president of the Youngstown Guild, is seeking her fifth term as one of TNG's vice presidents at large.

A reporter for the Youngstown (Ohio) Vindicator, Sherlock, 40, has served as chairperson of the IEB's Research & Information Committee. She currently serves on the board's Organizing, Education and Guild Reporter Committees, as well as on the IEB workplace diversity subcommittee and a special committee studying ways to reduce the costs of TNG conventions without diminishing their value.

A Guild member since going to work at the Vindicator in 1977, Sherlock was the local's president for three years from 1983 through 1985, after being vice president and recording secretary. She also has served on local bargaining committees.

She has participated in TNG conventions since 1980 and has represented her local on the Great



IT'S 'GRAB BAG' FOR BALLOT POSITIONS WHEN ELECTION COMMITTEE MEETS
Directing the draw is Jerry E. MacDonald, right foreground, election committee chairperson. Committee also set election schedule immediately following convention adjournment in Montreal.

Lakes District Council of Guild locals since the same year.

She also has been a delegate to the Greater Youngstown AFL-CIO Council since 1989 and has been vice president of the Vindicator Council of Crafts, a four-union unity group, since 1985.

Ike Lewis

Toledo

ISAIAH (IKE) LEWIS, a former president of the Toledo Guild and currently its vice president, is making his first full-scale run to be one of TNG's six at-large vice presidents.

A circulation district manager at the Block chain's Toledo Blade for 10 years, Lewis, 44, last summer sought one of the two available nominations for the remaining year of a vice presidency vacant because of a resignation. He came in third in balloting by convention delegates, however, and was not on the ballot in last September's election.

Lewis was president of his local in 1987, has served on its grievance and bargaining committees and has been one of its delegates to the Toledo Area AFL-CIO Council.

He also has been one of the Toledo Guild's delegates to the last eight TNG conventions, serving on the Collective Bargaining, Human Rights and Finance Committees, the latter including this year.

Before going to work and joining the Guild at the Blade 12 years ago, Lewis worked at an auto-body stamping firm where for nine years he served on the executive committee of a United Auto Workers local union.

Stan Souza

Hawaii

STANLEY J. SOUZA, president of the Hawaii Guild for 22 years, is seeking his fifth term as a TNG vice president at large.

Souza, 57, is an advertising

salesperson for the Hawaii Newspaper Agency, joint publisher of the Gannett chain's Honolulu Star-Bulletin and the Persis chain's Honolulu Advertiser.

On the IEB, he currently is chairperson of the Guild Reporter Committee and also is on the Research & Information and Finance Committees, where he has served since 1985. He also has been on the IEB Collective Bargaining and Human Rights Committees.

A member of the Hawaii Guild for 32 years, he served as vice president and membership chairperson before being elected president. Throughout he also has served on his local's bargaining committees at the Advertiser and Star-Bulletin.

Souza also is in his 11th year as vice president of the Western District Council of Guild locals.

He is in his 23rd year as one of his local's delegates to the six-union Hawaii Newspaper and Printing Trades Council.

Souza has represented his local at most of TNG's annual conventions since 1969.

Dave Mulcahy

New York

DAVID M. MULCAHY, chairperson of the New York Guild unit at Standard & Poor's since 1974, is seeking his ninth term as an at-large TNG vice president.

Editor of the daily news service of the financial reporting operation, Mulcahy, 68, has served on the IEB Finance and Constitution Committees since first being elected to TNG's board in 1975. He has chaired the Constitution Committee since 1981. He also has been on the IEB Appeals Committee since 1977, chairing it from 1981-89.

He also is second vice president of the New York Guild and is a delegate from his unit to the local's representative assembly. He also

chairs the local's finance committee and the unit's job evaluation committee. He has been chairperson of the unit's contract-bargaining committee.

During his tenure, Guild membership in the Standard & Poor's unit has increased from some 250 when he became unit chair to nearly 700. Recent and continuing staff cuts, however, are reducing that number.

As a member of the New York Guild's administrative committee he has served on its subcommittees on open shops/magazines and on credit unions.

Connie Knox

Washington-Baltimore

CONNIE KNOX, in her third year as president of the Washington-Baltimore Guild, is running for TNG office for the second time.

Slot person on the Baltimore Sun features copy desk, Knox, 48, first ran for TNG office in 1989 when she challenged Faye McCracken for vice president from Region 2, the U.S. South and Puerto Rico.

She currently also is president of the Southern District Council, after serving as vice president. The Guild's 1990 Convention elected her an alternate on TNG's Int'l Election & Referendum Committee. (She will not, however, serve in that latter role during the current election.)

Before becoming local president, Knox served as local vice president, Sunpapers unit chair, unit vice chair and shop steward.

She has been a delegate to six of the last seven TNG conventions, missing the 1987 meeting to oversee implementation of a strike settlement reached by the Guild at the Sunpapers two days before the convention opened.

Knox first became active in the Guild in 1968 when she went to work at the Waterbury (Conn.) Republican-American in the midst of a Guild re-organizing campaign. She helped bargain the first contract there in a dozen years.



Convention re-elects top officers, 7 region VPs

(Continued from Page 1)

✓ Lee C. Clifford of Canadian Wire Service, to a fifth term, from the Canadian Region East.

✓ Doug M. Louth of Vancouver-New Westminster, to a fourth term, from the Canadian Region West.

The 11 candidates for the six at-large seats comprise the largest field of IEB contenders since 1981, when 18 candidates vied for nine seats. It also marks the first time since 1981 that at-large candidates for full, two-year terms have had opposition.

Four of the nominees are from the East, three each are from the West and Midwest, and one is from Canada.

Ten had announced before the convention [Guild Reporter, May 10 and 31, and June 21]. The single Canadian, Patricia Bell, president of the Ottawa Guild, joined the contest during convention week.

The incumbents running are: David M. Mulcahy of New York; Stanley J. Souza of Hawaii; Marie A. Shellock of Youngstown; Carol D. Rothman of Philadelphia; and Carol Przybyszewski of Erie.

The challengers are: Connie Knox of Washington-Baltimore; Russ Cain of San Jose; Bill Knight of Peoria; Todd Cunningham of Los Angeles; Isaiah (Ike) Lewis of Toledo; and Bell.

Knox, Cunningham and Lewis have previously put themselves forth for TNG vice presidencies, while Knight, Cain and Bell are first-time contenders.

The race was set up by the announced retirement of At-Large Vice President Gene Turner, of Northern California (Stockton), whose current term ends in October after seven years on the board.

The convention praised Turner, known for his quiet personality and explosive wit, for 30 years of "constant and unselfish service" to the Guild, and Dale presented him with TNG's gold pin for service.

A hotly contested election is expected, and some candidates wasted no time before kicking off campaigns at the convention.

In addition, they expressed

views during a series of well-attended "candidates forums" organized by the Western, Canadian and Mid-Atlantic District Councils during the convention.

Issues explored at the forums, which each drew about 75 delegates, included organizing, a proposed "accountability session" on TNG's budget at next year's convention, the possibility of merger or affiliation with another union, and achieving greater diversity in the union's leadership and membership.

Six nominees — incumbents Mulcahy, Souza, Shellock, Rothman and Przybyszewski plus challenger Cain — are running under the banner of a Guild Unity Committee, which is supportive of TNG's administration.

Guild-wide voting will be conducted Sept. 26-Oct. 1 under the supervision of the TNG's Int'l Election & Referendum Committee (IERC). Those elected will be seated at the IEB's fall meeting, scheduled to begin Oct. 20.

In a brief acceptance speech, Dale said he was "more than a little bit awed" by being returned to the union's top leadership position by acclamation.

Dale said he was "aware as anybody else" of the union's problems, and vowed he would continue to work hard to resolve them.

"We have some differences that exist as a result of the (U.S.-Canadian) border. ... That border may exist in some minds, but it does not exist in my mind, and it does not exist in my heart," he said.

"I am a Canadian by birth. I am proud of my Canadian birthright. I am equally proud of my American citizenship, and I am equally proud of the alliances that I have built in the United States and the alliances that exist in Canada. And I hope that all of us can work together, despite the border, to develop a united, undivided union that can solve our problems and go forward."

Looking to the future, and alluding to his own recent weight loss, Dale said:

"I give to you my commitment for the next two years. You have me, maybe lighter than I was the



THESE SEVEN REGIONAL VICE PRESIDENTS WERE RE-ELECTED BY ACCLAMATION

From left: Larry D. Hatfield, the U.S. West; Doug M. Louth, Canada-West; Richard E. Brandow, New York City and vicinity; Faye McCracken, the South and Puerto Rico; Luther P. Jackson, Midwest; Lee C. Clifford, Canada-East; and Thomas J. Thibeault, the U.S. Northeast.

last time I made this commitment, but I have to tell you the energy level is higher and the desire is there.

"And my love and respect for this union and the people who make it up is as big now as it ever was. I thank you, and I love you all," he concluded.

Dale was nominated by Hatfield, who praised him for his "integrity, passion and loyalty" during nearly 40 years of activism and leadership in the Guild.

Delegates Jerry MacDonald of Canadian Wire Service, Roy Kruse of Hawaii and Shirley Rajala of Brockton gave seconding speeches to Dale's nomination.

McLaughlin was nominated by fellow New Yorker Barry Lipton, president of the local, who praised him for reuniting the local several years ago and said the international chair has become the Guild's "good-will ambassador."

Rothman, Hatfield and delegate Jack Wallace of Wilkes-Barre gave seconding speeches for McLaughlin.

Edgington was nominated by Kruse. Delegates Tom Pennachio of New York, Dan Oldfield of Canadian Wire Service and Larkie Gildersleeve of Northern California seconded the nomination.

Three Washington-Baltimore delegates offered the most unusual nominating "speech" in endorsing Knox's candidacy. Mark Pattison played guitar and sang the candidate's praises (to the tune of Barrett Strong's popular song "Money") while Micki Kirk and Ryan McKisson — billed as the "Knoxettes," in dark sunglasses — sang doo-wop chorus.

Under a new convention rule intended to streamline the procedure, nominations consisted of one 5-minute nominating speech and three 2-minute seconding speeches from the floor. The old rule allowed any number of delegates to second nominations.

Under the new procedure, time was allotted for delegates to sign their names to lists showing support for individual candidates. The names were recorded in the convention proceedings.

Voicing support for the new rule, TNG Vice President Larry Hatfield of Northern California estimated that the traditional "parade of seconds" for this year's 21 candidates could have taken 5 hours and 10 minutes.

Meeting immediately after the convention adjourned, the IERC

set Oct. 2-3 as dates for locals to count votes and Oct. 16 as the day it will meet at TNG headquarters to tabulate results and certify returns.

The IERC also designated the Aug. 23 edition of the Guild Reporter as the issue in which equal space will be provided for a statement by each candidate.

Members in good standing as of June 1, July 1 or Aug. 1 will be eligible to vote.

Guild repeats Anderson plea

Montreal—Noting another year's passing without the release of kidnapped Associated Press correspondent Terry Anderson, the Guild's convention urged the U.S. government to seek his freedom.

"Was not the end of the Gulf War supposed to bring freedom to all hostages in the Middle East," the convention said in a resolution. "TNG asks why President Bush finds it so easy to make war, so difficult to maintain peace — and again urges him to obtain freedom for our colleague, Terry Anderson, and all other hostages."

Anderson was abducted on a Beirut street in March 1985.

Locals asked to note 3 election rules

Silver Spring, Md.—The official notice of the Sept. 26-Oct. 1 election for TNG vice presidents at large — sent to the top officers of all Guild locals July 9 — draws particular attention to three of the rules that govern TNG elections.

One of the three is new. It bans the use of TNG or local union funds to promote the candidacy of any person.

Included in the prohibition are the use of "any union's letterhead or other stationary paid for by union funds or bearing the union's seal or insignia"; use of a union's newspaper; and use of a union's equipment.

Union funds may be used under the rule, it states, for "notices, factual statement of issues not involv-

ing candidates, and other expenses necessary for the holding of an election."

Also permitted are publication in a union's newspaper or newsletter of "statements submitted by candidates, or letters to the editor about candidates, as long as all candidates are treated equally," the rule says.

Also cited are rules that require each local to have a Local Election Committee of at least three members, with the committee being bipartisan or nonpartisan "to the extent possible," and that require notice of the election, including times and places for voting, to be mailed at least 15 days in advance to each member at his or her last known address.



'KNOXETTES' SECOND CONNIE'S NOMINATION — COMPLETE WITH DOO-WOP CHORUS
From left, Washington-Baltimore delegates Ryan McKisson, Mark Pattison and Micki Kirk.

'SHAMS,' CONVENTION SAYS

Kuwait condemned on journalists' trials

Montreal — Condemning Kuwait's "sham trials" of journalists accused of collaborating with Iraq during the Persian Gulf war, TNG's convention called on the emir of Kuwait to order new and fair trials for the accused.

After the summary trials, the journalists had been sentenced to death, but the emir revoked the sentences in the face of international protests.

TNG's convention pointed out that "it is a fundamental principle of constitutional democracy and trade unionism that all persons facing punishment be entitled to due process of law."

The convention also called on the AFL-CIO, the Canadian Labour Congress and U.S. and Canadian national political leaders to petition Kuwaiti leaders "to respect the primacy of human rights in that country as a tenet of international law."

In another resolution, the convention expressed support for the Philippine labor movement "in their struggle for basic union rights and social and economic justice."

The convention joined other labor organizations in demanding that the Philippine government "dismantle the vigilante groups, goon squads and death squads that prey on labor organizers, strikers, union officials and journalists; and

that the government repeal all anti-labor laws and policies which undermine fundamental trade union rights."

Philippine workers are among the lowest-paid in Asia and the government allows military and paramilitary units to patrol company compounds to discourage unionization, the convention statement said.

The convention also noted that 21 journalists have been killed in the Philippines since 1987, the most in any single country, according to a report by the Committee to Protect Journalists.

In 1990 alone, seven journalists were slain there after writing about police, military or government corruption or abuses of human rights, the CPJ report said.

Marshall praised for long fight against bias

Montreal—Thurgood Marshall, who announced his retirement June 27 from the U.S. Supreme Court, was praised by TNG's convention for carrying the battle "against discrimination and repression" during his 58-year legal career.

"As the Reagan-Bush forces stacked the court in recent years, Marshall, the only African-American justice in U.S. history, became a lonely voice of compassion on an increasingly conservative bench," the convention's statement said.

Recalling that Marshall argued the landmark *Brown vs. Board of Education* case before the Supreme Court in the 1950s, the convention added: "It has been said Martin Luther King Jr. may have held the

symbolic torch of the civil rights movement, but Justice Marshall lit the flame."

Expressing its regret at his departure, the convention wished Marshall well in retirement and thanked him for his "vigilance and leadership in standing up for human rights and dignity" during 24 years on the high court.

The convention also urged the

Bush administration "to appoint a successor with equal compassion and concern for the rights of all Americans, rather than one with a partisan political agenda."

Controversy later broke out when President George Bush nominated Clarence Thomas, a conservative Republican who has opposed affirmative action, to succeed Marshall.

Washington-Baltimore honors pair's service to Guild



DAVID BATES/Washington-Baltimore Guild

George Kimmerling, left, and Joseph Queen, of the Baltimore Sunpapers, display plaques memorializing their being honored respectively as the Washington-Baltimore Guild's "member of the year" and "shop steward of the year." Presentations were made June 4 during the local's 1991 Front Page Awards reception, held at AFL-CIO headquarters in Washington. Eight of the local's nine Page One Awards for daily newspapering — including \$200 grand prizes for writing and design — went to staffers at the Baltimore Sun and Evening Sun; one to a pair of Washington Post reporters.

Official results of 2 convention roll calls

HERE, IN order of occurrence, are the official tabulations of the two roll-call votes taken at TNG's 1991 Convention. Both occurred during consideration of the report of the convention's Finance Committee.

The first, headed "Send \$1 dues increase to referendum?" would have sent to membership vote the proposal to increase dues on Aug. 1 by \$1 per member per month, with the money to be used for organizing. The proposal would have mandated the referendum be held

simultaneous with the election of TNG officers and would have delayed implementation of the increase until "the first month practicable" after its approval in the referendum. [See also, "Delegates add \$1 to dues for organizing," on Page 1 of this Guild Reporter.]

The second, headed "Convention enact dues increase?," confirmed delegates' approval of the \$1 dues increase on a voice vote taken just minutes after the first roll call.

Convention rules mandate a roll call on

motion of not fewer than 12 delegates representing not fewer than five locals. Locals cast their full voting strength (based on membership) in a roll call, regardless of the number of delegates present. A local's votes are apportioned equally among its delegates present. Decimated votes occur when a local has fewer delegates than votes, apportionment of the local's votes among its delegates does not produce whole numbers and the local's delegates disagree on a question.

Local	Votes	Send \$1 dues increase to referendum?		Convention enact dues increase?		Local	Votes	Send \$1 dues increase to referendum?		Convention enact dues increase?	
		Yes	No	Yes	No			Yes	No	Yes	No
Akron	3	3	0	0	3	Peoria	3	3	0	0	3
Albany	5	0	5	5	0	Philadelphia	18	0	18	18	0
Bakersfield	3	0	3	3	0	Pittsburgh	4	4	0	4	0
Boston	6	0	6	6	0	Portland	6	6	0	0	6
Brockton	3	0	3	3	0	Providence	6	4	2	0	6
Buffalo	6	5	1	0	6	Pueblo	2	2	0	0	2
Canadian Wire Service	11	0	11	11	0	St. Louis	8	8	0	0	8
Chicago	7	0	7	7	0	Salem	3	3	0	0	3
Cleveland	6	0	6	6	0	San Jose	12	1,714	10,286	12	0
Denver	10	10	0	0	10	Scranton	2	0	2	2	0
Detroit	10	0	10	10	0	Sheboygan	2	2	0	2	0
Erie	4	0	4	4	0	Southern Ontario	26	26	0	0	26
Gary	2	0	2	2	0	Terre Haute	3	0	3	3	0
Harrisburg	2	0	2	2	0	Toledo	6	6	0	4	2
Hawaii	7	0	7	7	0	Twin Cities	11	11	0	0	11
Hudson County	2	2	0	-a-	-a-	Vancouver-New Westminster	14	0	14	14	0
Indianapolis	2	2	0	0	2	Victoria-Vancouver Island	4	0	4	4	0
Kingston	2	2	0	0	2	Washington-Baltimore	20	8	12	14	6
Knoxville	2	0	2	2	0	Wilkes-Barre	3	0	3	3	0
Los Angeles	5	5	0	0	5	Windsor	3	0	3	3	0
Lynn	2	0	2	2	0	Wire Service	11	0	11	11	0
Manchester	4	0	4	4	0	Woonsocket	2	2	0	0	2
Memphis	5	3.75	1.25	5	0	Yakima	2	2	0	0	2
Montreal	7	0	7	7	0	York	3	3	0	0	3
New York	49	49	0	2.2	46.8	Youngstown	4	0	4	4	0
North Bay	2	-a-	-a-	0	2	Totals	387	173.464	209.536	222.2	162.8
Northern California	20	0	18	18	2						
Northern Ontario	2	0	2	2	0						
Ottawa	6	0	6	4	2						
Pacific Northwest	12	0	12	12	0						
Pawtucket	2	0	2	0	2						

"-a-" signifies "abstain."

In addition to those recorded in the table above, 2 of Northern California's 20 votes were cast as abstentions in the first roll call, the vote on whether to send the dues increase to referendum.

Board votes contributions

Montreal—TNG's Int'l Executive Board voted first-time contributions to two "causes" embodying the diverse interests of the union and its members:

✓ \$1,000 to help support the Canadian Committee to Protect Journalists (CCPJ); and,

✓ \$500 to the Harry Bridges Memorial Committee to help it endow a teaching chair and labor study center at the University of Washington in memory of the late longtime president of the Int'l Longshoremen's & Warehousemen's Union.

The contribution to the CCPJ was in response to a request from two of its members, Nick Fillmore at CBC Newsworld and Olivia Ward at the Toronto Star.

Noting the committee's affiliation with the graduate school of journalism at the University of Western Ontario in London and with the Committee to Protect Journalists in the U.S., which TNG long has aided, they said TNG support would help the committee continue its work for freedom of journalists and the press.

The contribution to the Bridges memorial committee was made in response to a request from Tim Klass of the Wire Service Guild's AP department in Seattle.

Bridges, described by one writer as "a world-class disturber of the peace," founded the ILWU and led the West Coast union for 40 years, coming often to the assistance of Guild bargainers in the region before and after retiring in 1977. He died in 1990.

Bridges played a key role forging the joint bargaining that has characterized relations of the Guild and other Bay Area unions with San Francisco dailies for decades.

McClatchy found in violation 2nd time on pay plan

Oakland, Calif.—For the second time in 10 months, the National Labor Relations Board has found the McClatchy chain violated federal labor law by implementing a "merit-pay" system without bargaining with the Northern California Guild on the "timing and amounts" of the raises.

In an opinion issued here June 26, NLRB Administrative Law Judge William J. Pannier III held that the Modesto Bee engaged in illegal bad-faith bargaining by granting merit raises after declaring contract talks with the Guild had reached impasse in May 1990.

Since early 1987, the Guild has been seeking a new contract with Modesto Bee management for some 70 editorial and art department employees, who have worked without contract raises since November 1986.

Pannier's decision comes in the wake of an NLRB ruling last September that McClatchy's Sacramento Bee broke the law by unilaterally implementing a merit-pay system for some 400 employees there. The board ordered management of that paper to bargain with the union on future merit increases.

In his decision, Pannier also concluded the Modesto Bee illegally implemented a no-strike clause that threatened employees with discharge for engaging in activity protected by the National Labor Relations Act. The Guild had not agreed to the provision.

In putting into effect its "final offer" after the declaration of impasse, the paper's management sought to prohibit employees from engaging in a strike, picketing and other protected activity. The post-impasse threatened employees with "immediate discharge" for such "misconduct."

The Guild later informed Modesto Bee employees they were free to engage in picketing or a strike against the paper, and employees conducted informational picketing without being disciplined.

The Guild also presented management with a petition declaring that 55 staffers were working under protest to what they believed was an illegally declared impasse.

The final offer included no guaranteed raises for employees and eliminated all pay scales other than an entry-level wage for experienced reporters, editors and photographers.

A Wilkes-Barre tribute to Chicago's NBA champs



A stuffed, red toy bull graces the table of the Chicago Guild delegation on the opening morning of TNG's 1991 Convention. It's a gift from Wilkes-Barre Guild President Jack Wallace, standing left, in tribute to the National

Basketball Assn. champion Chicago Bulls. Chicago delegates, from left: Gerry Minkinen, Cynthia Richards, Michael McNally (alternate), and David Robinson. Wallace said he had rooted for the Lakers.

Action urged to void 'gag' ruling

Montreal—The U.S. Congress should act quickly to nullify the Supreme Court's decision limiting what doctors working at federally funded facilities can tell their patients about abortion, TNG's 1991 Convention asserted.

In opposing the court's Rust v. Sullivan decision, the convention urged locals "to throw their full weight into the battle" to pass Senate and House bills to restore physicians' right to counsel patients on abortion.

The court upheld as constitu-

tional a Public Health Service ban on such counseling, first sought by the Reagan administration in 1988. The ban will take effect in late July.

Calling the ruling an "unprecedented gag" on doctors, the convention said the court "in the year of the First Amendment's bicentennial has dealt that amendment a severe blow."

"The issue here is not abortion.... Prominent abortion opponents are among those who have voiced consternation at the decision," the convention's resolution said.

"The central issue... is whether the government, wielding the potent weapon of sorely needed financial support, can dictate what physicians, or anyone else, can say or not say," the resolution said.

TNG and other groups had argued in a friend of the court brief that the counseling ban would stifle free speech, interfere with the doctor-patient relationship and deny women complete access to information on reproductive matters.

In another abortion rights action, TNG's convention urged locals to join a boycott of products and services from Louisiana "be-

cause of recent regressive legislation regarding women's rights to choice" enacted in that state.

The Louisiana law, due to take effect in September, outlaws most abortions, except those to save the life of a mother or in certain cases of rape or incest. Its constitutionality is being challenged in Federal Court.

Some convention delegates opposed the boycott action, saying it could adversely affect members of the Wire Service Guild in Louisiana. Others pointed out that Utah, Pennsylvania and Guam also have passed laws restricting abortion, although those laws are not as stringent as Louisiana's.

One delegate, Lou Mleczo of Detroit, pointed out that Louisiana's largest industry is petrochemicals, including gasoline and natural gas. "We're not just talking about canned jumbo shrimp here," he concluded to delegates' laughter.

The boycott was approved on a voice vote as one of the convention's recommendations on political action. Proposed by Linda Cearly of Northern California, it was added from the floor to a report from the convention's Education-Political Action Committee.

Both sides have until July 24 to file appeals with the NLRB on Pannier's ruling.

Meanwhile, the Northern California Guild's struggle to attain new contracts for employees at McClatchy's Sacramento, Modesto and Fresno Bees goes on, as does the Pacific Northwest Guild's fight for an initial contract for 175 employees at McClatchy's Tacoma News Tribune.

A central dispute in all talks has been management's continuing demands for unilaterally controlled merit-pay systems, also called "pay for performance."

Bargaining teams were sched-

uled to meet July 17 at the Sacramento Bee and July 24-25 at the Fresno Bee. There have been no talks at the Modesto Bee since last year.

In Tacoma, Guild members have launched a subscription boycott campaign against the News Tribune in the face of a pending petition seeking decertification of the union [Guild Reporter, June 21].

In two cases pending in the U.S. Court of Appeals, the Guild is asserting the Sacramento Bee and Gannett's Cincinnati Enquirer illegally bargained to impasse over the merit-pay issue.

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DAY BOOK

Int'l Election & Referendum Committee, certify eligible voters and distribute ballots and other materials for election of six at-large TNG Vice Presidents, TNG headquarters, Silver Spring, Md., Sept. 6.

Voting period, election of six at-large TNG Vice Presidents, all Guild locals, Sept. 26-Oct. 1.

Ballot count by Local Election Committees, all Guild locals, Oct. 2-3.

Last date for postmark on locals' election returns to TNG IERC, Oct. 5.

Int'l Election & Referendum Committee, tabulate and certify results of election of six at-large TNG Vice Presidents, TNG headquarters, Silver Spring, Oct. 16.

Int'l Executive Board, fall meeting, TNG headquarters, Silver Spring, Oct. 20-23.

Western District Council, fall meeting, Oct. 26-27, Great Falls, Mont.

59th Annual Convention, June 29-July 3, 1992, Congress Hotel, Chicago.

1st Biennial Convention, July 19-23, 1993, Sheraton Waikiki Hotel, Honolulu.

The Guild Reporter



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JOHN R. SMALL, Assistant Editor

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The Newspaper Guild

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