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Unions seek emergency rule on RSI hazards

Washington — Declaring that cumulative trauma disorders pose a "grave danger" to millions of workers, TNG and 30 other labor organizations have petitioned the Occupational Safety & Health Administration to issue a six-month "emergency temporary standard" on ergonomic hazards to protect workers.

The petition said government statistics showed an "increasing and alarming prevalence" of such

Convention renews commitment on VDT hazards 4

injuries among VDT users, meatpackers and poultry workers, supermarket cashiers, garment workers, auto assemblers, carpenters, and others.

It cited figures from the U.S. Bureau of Labor Statistics showing that cumulative trauma cases had increased by 100 percent in the past two years, and alleged the in-

crease was "unprecedented in the agency's history."

Noting that such disorders, also called repetitive strain injuries (RSI), have become the leading cause of occupational illnesses, the petition asserts the problem "requires immediate action by OSHA to prevent this workplace epidemic from reaching ever greater proportions."

The problem is especially severe among 40 million workers who

now use VDTs, the petition said, citing a Communications Workers survey in which 63 percent of 12,000 respondents reported symptoms of such injuries.

The petition, delivered July 31 to U.S. Labor Secretary Lynn Martin, points out that in some newspaper offices, up to 80 percent of VDT users have reported symptoms of repetitive injuries, including carpal tunnel syndrome and tendinitis.

An OSHA standard on ergonomic hazards would place specific requirements on employers to eliminate unsafe conditions, and those rules could be enforced by law, said TNG Director of Research & Information David J. Eisen, who worked with the coalition on VDT-related matters.

In a letter endorsing the petition, TNG President Charles Dale told Martin that "the immediate relief

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200 planning to join Solidarity Day rally on the mall Aug. 31

Washington—TNG's leaders and some 200 members of 35 Guild locals have announced plans to participate in the AFL-CIO's giant Solidarity Day '91 rally in the nation's capital Aug. 31.

The Guild total is expected to grow as more locals "nail down their plans," said TNG's rally coordinator, Eric Geist. "We're shooting for at least 300 people, to surpass the first Solidarity Day total in 1981."

The Labor Day weekend gathering marks the 10th anniversary of the 1981 rally when 500,000 people converged on Washington to declare opposition to President Reagan's policies. Reagan's firing that year of 12,000 striking PATCO air traffic controllers provided emotional thrust for that event.

AFL-CIO organizers have gone all-out to make this year's march a success, and they are confident it will attract several hundred thousand participants to the capital mall.

To publicize the event, the AFL-CIO has distributed more than 90,000 Solidarity Day color posters, 200,000 stickers and 40,000 bumper stickers.

TNG President Charles Dale, Secretary-Treasurer John C. Edgington and several other members of TNG's Int'l Executive Board will lead the Guild contingent in the mile-long march from the Washington Monument to the U.S. Capitol.

Numerous Guild locals on the East Coast plan to participate, and others from as far away as Mis-

Dale lauds House for vote on strikebreaker ban 2

souri, California and Hawaii will be represented, Geist said.

In a July 22 letter to U.S. locals, President Dale praised them for their initial response and encouraged members to "bring your families, bring your friends."

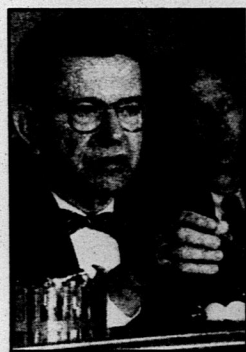
"The demonstration is not just for you," Dale said. "It is for all union members, their families, their neighbors and those who want to see this country become responsive again to the problems and concerns in our society."

The rally's three-fold purpose is to demonstrate the need for national health care reform, legislation to ban the permanent replacement of economic strikers and legal guarantees of freedom of association for both private- and public-sector workers.

It will bring together 70 affiliates of the AFL-CIO, at least 100 other women's, civil rights, church, youth and senior citizen organizations, and political leaders

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Unions empower women, TNG's Padia tells Senate



TNG Human Rights Director Anna M. Padia, right, tells Senate Labor Subcommittee hearing that "unionization is the best available way" for employed women "to become empowered" to improve their situations. With her is Gloria Buffonge, a member of a clerical employees union at Harvard University, who re-



ANNE MARTENS/Washington-Baltimore Guild

counted the dramatic improvements in her income and benefits following organization by the State, County & Municipal Employees. The hearing is one of an occasional series on women in the workplace being held by the committee, chaired by Sen. Paul Simon (D-Ill.), gesturing, upper left inset.

Southam report stirs anger; joint talks begin

Vancouver — The Vancouver-New Westminster Guild and seven other unions headed into joint bargaining on common issues with the Vancouver Sun and Province Aug. 1 in their continuing quest for equitable contracts to replace those expired eight months before.

The unions entered the joint talks with their and the area labor community's outrage barely subsiding from the Southam chain's report to its shareholders a week earlier that \$3.3 million it spent for "unusual items" in the April-June quarter included steps aimed

at continuing publication if the unions should strike.

The July 24 report came a day after the Guild's membership voted by 81 percent to authorize the union's bargainers to call a strike if necessary to secure a settlement. The Guild then served notice on the company that it could strike anytime after 72 hours passed.

The Guild represents some 1,000 of the papers' workforce of 1,500—in the advertising, business, circulation, data processing, editorial, maintenance, public relations and promotion departments.

Earlier, members of three other unions — the Pressmen, Machinists and Engravers — gave their representatives strike-call author-

ity and served 72-hour strike notices as well, while the company on June 24 served 72-hour lockout notices on all eight unions.

If Guild members had known of Southam's strikebreaking plans, their strike vote "would have been 100 percent," said Jan O'Brien, the Guild's administrative officer.

Guild President Mike Bocking told company negotiators that if there is a strike or lockout the city and provincial labor movements will join the newspaper unions in making sure that no newspaper reaches any customer.

The company should be spending the money to help employees of Pacific Press, the Southam subsidiary that publishes the Sun and Province, rather than wasting it in

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Twin Cities moves for vote on dues hike

A membership meeting of the Twin Cities Guild has passed a motion that would put to Guild-wide referendum the \$1-a-month dues increase enacted by the 1991 Guild Convention, and TNG has officially notified all locals that the motion is open for seconds by other locals' memberships.

Under provisions of TNG's Constitution, the motion is open

for seconds for 60 days, until midnight Sept. 21, TNG Sec'y-Treasurer John C. Edgington said in the July 23 notice to locals. If there are not sufficient seconds, the matter will be dropped.

Before enacting the increase, which is effective Aug. 1, convention delegates rejected by a 36-vote margin in a roll call a motion that would have sent the question to

referendum simultaneous with this fall's TNG elections [Guild Reporter, July 12].

In a second roll call, delegates then enacted the increase, ticketed for TNG's organizing fund, by a 59-vote margin, 222.2 to 162.8.

With funds that otherwise would go to organizing redirected to restoring TNG's defense fund fol-

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Dale, Kirkland laud House on strikebreaker vote

Washington — Labor leaders, including TNG President Charles Dale and AFL-CIO President Lane Kirkland, hailed the U.S. House of Representatives' passage of a bill to ban the use of permanent strikebreakers in economic strikes.

On a vote of 247-182, the House approved H.R. 5, dubbed the Workplace Fairness Bill, which would close a loophole in labor law that allows employers to "permanently replace" strikers.

"This is a major victory for the labor movement, and I laud the House members who did the right thing by supporting this much-needed change in the law," Dale said after the July 17 vote.

Dale called H.R. 5 the "most important piece of legislation" before the Congress this session and urged the Senate to approve the bill when it takes up the issue after Labor Day.

"This law is vital to the economic well-being of workers, union and non-union, throughout the nation," Dale said.

Kirkland called the vote a "strong stand in support of workplace fairness and our collective bargaining system."

Dale urged Congress to override a threatened veto of the bill by President George Bush.

Kirkland said the measure "certainly has a good opportunity for passage and for signing by the president, if he genuinely serves as the president of all the people and not simply of the bloody-minded section of the employer community."

The Senate version of the bill, S. 55, has some 35 co-sponsors, but easy passage is not expected because of stiff opposition by Republicans and Southern Democrats.

The House bill was introduced by Rep. William Clay (D-Mo.) and had the support of top Democrats — House Speaker Tom Foley (D-Wash.), Majority Leader Richard Gephardt (D-Mo.), outgoing Whip William Gray (D-Penn.) and newly elected Whip David Bonior (D-Mich.).

The 247 votes in favor, however, were 43 fewer than the House would need to override a veto. Voting against were 149 Republicans and 33 Democrats, all from the South or Southwest.

The Guild and other unions passed resolutions at conventions this summer to withhold support from members of Congress who fail to support the legislation [Guild Reporter, July 12].

Before passing H.R. 5, the House soundly defeated a substitute measure that would have banned "permanent replacements" only for the first eight weeks of a strike.

If passed into law, the bill would overturn the Supreme Court's 1938 ruling in the Mackay Radio case that it was permissible to hire permanent replacements for economic strikers.

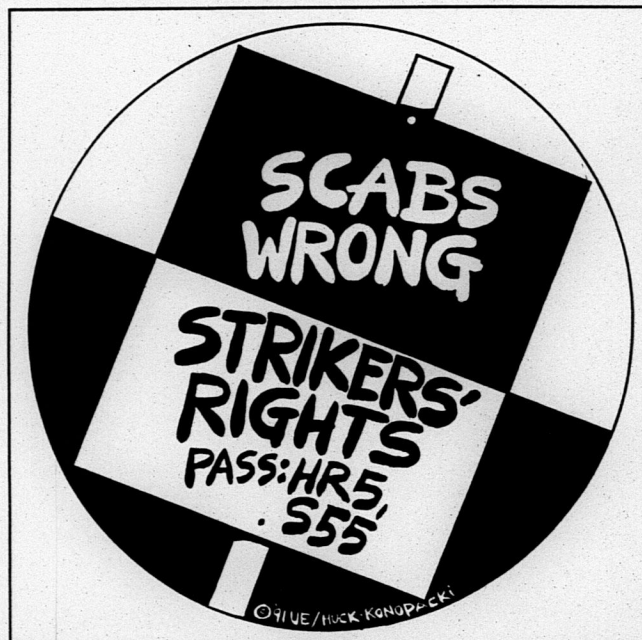
For many years, most employers chose not to do so, but President Ronald Reagan's firing of 12,000 striking air traffic control-

lers in mid-1981 started a growing trend of strikebreaking that has not abated.

In the past decade, use of permanent replacements has increased by more than 300 percent and hundreds of thousands of strikers have been fired.

In the recent New York Daily News strike, the Chicago-based Tribune Co. attempted to permanently replace several hundred workers, including many New York Guild members. The plan failed when strikers fought back and crippled management's attempt to publish with scabs.

Over the years, other Guild-represented strikers have been permanently replaced in a number of disputes, the most dramatic being those at Newhouse's Portland Oregonian and Oregon Journal (1959-61), Hearst's Los Angeles Herald Examiner (1967-73), and Capital Cities/ABC's Wilkes-Barre Times-Leader (1978-1989).



200 plan to join Solidarity rally

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AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue will lead the march to the Capitol, where labor leaders and others will address rallies.

The day's activities will include several hours of musical entertainment by a diverse mix of top recording stars — as well as labor movement troubadours whose styles include rock, country, folk, gospel, and rhythm and blues — performing on stages at both ends of the march.

Some Guild members will fly to Washington, but most will be traveling on special trains and buses, or in vans and car pools, Geist said.

A group from New York will occupy two cars on a "Solidarity" train, and contingents from locals in Providence and Woonsocket also are coming by train.

Members of locals in Akron, Cleveland, Gary, Harrisburg, Knoxville and Toledo plan to catch rides on some of the 6,000 "Solidarity" buses being rented by union groups, Geist said.

Also planning to send participants are locals in Albany, Boston, Brockton, Buffalo, Chicago, Dayton, Detroit, Erie, Hawaii, Indianapolis, Kingston, Manchester, Northern California, Peoria, Philadelphia, Pittsburgh, Portland

(Me.), St. Louis, San Diego, Twin Cities, Washington-Baltimore, Wilkes-Barre and Youngstown.

Guild participants will be notified about where and when to meet in the Washington area before proceeding downtown by subway to the Guild's staging area, Geist said.

TNG was planning to provide an item for Guild marchers to wear or carry identifying them with the Guild, he added.

Twin Cities offers motion for vote on \$1 dues hike

(Continued from Page 1)

Following the New York Daily News strike, "new funds for organizing are essential," the convention said in its finance report.

"Organizing, successful bargaining and defense of contracts are the three mainstays that hold up our house," the report said. "Without organizing, the other two become almost meaningless." The convention expressed similar sentiments in its organizing report.

Estimates are that the increase will provide \$160,500 for organizing during the balance of the current fiscal year, and twice that amount the next 12 months.

The Twin Cities motion, cast in a form that would repeal the dues increase, was passed unanimously July 18 by some 60 members attending a meeting of the local.

Twin Cities "has strongly supported referendum on such matters for its entire history of over 50 years," the local's executive secretary, Bernie Lunzer, wrote in a "Coalition for Referendum" bulletin to other locals announcing the motion for a referendum.

"Referendum assures us that our members support our actions," he said. "This is critical at a time that is not just difficult financially for the international, but for all locals."

TNG's Constitution provides that seconds to a referendum motion — like the motion itself — must be made by actions of local unions' memberships.

To be submitted to a Guild-wide vote, a referendum motion must be "endorsed by ... at least 10 additional locals located in five

states, territories or provinces," with the moving and seconding locals together containing at least 5 percent of TNG's total membership in good standing.

The pending referendum motion does not delay the increase nor its Aug. 1 effective date.

Texts of motion, challenged matter

TNG's Constitution [Article XXI, Section 2(a)] provides that the "exact text" of a motion passed by a local seeking to submit a question to membership-wide referendum shall be printed in the Guild Reporter, "together with the text of the matter sought to be changed." At left is the text of the referendum motion received by TNG from the Twin Cities Guild. At right are the texts of the sections of TNG's Constitution as amended by the 1991 Convention that the motion would delete.

'The motion'

DELETE FROM TNG's Constitution Sections 2(f), 5(c), 7(a)(3) and 7(d) of Article XVII. The effect and intent of these amendments is to reverse adoption by the 1991 Convention of the following:

As of August 1, 1991, each member pay \$1.00 per month dues in addition to the amount of dues the member otherwise would pay under the member's local dues structure in effect on that date unless the local increases its dues rate by means of a formula that yields at least an equivalent total amount.

The total amount of each such dues payment shall be remitted to TNG as additional per capita tax to be used for organizing.

In meeting this per capita tax obligation, a Local may act to eliminate the \$1.00 dues obligation and make the per capita tax payment out of Local funds."

'The matter'

SECTION 2(f): Beginning August 1, 1991, each member shall pay \$1.00 per month dues in addition to the amount of dues the member otherwise would pay according to the member's Local dues structure in effect on that date, unless the Local increases its dues rate by means of a formula that yields at least an equivalent total amount.

Section 5(c): In meeting its per capita tax obligation under Section 7(a)(3), a Local may act to eliminate the membership dues obligation set forth in Section 2(f) and make the required per capita payment out of existing Local funds.

Section 7(a)(3): For each payment of dues specified in Section 2(f) of this Article — the full amount thereof.

Section 7(d): The entire amount of every per capita payment under (a)(3) shall be used for organizing.

Canadian 'Action Day' set; locals urged to participate

Ottawa—Guild members and locals in Canada are being urged to join in a nationwide "Day of Action" on Oct. 26 to protest the "regressive policies" of the Mulroney government.

In a July 10 letter to Canadian locals, TNG President Charles

Dale "strongly urged" them to get involved in the planning and organizing of activities for the "showcase of concern" by the nation's working people.

Under the theme "Enough is Enough," the Canadian Labour Congress (CLC) is organizing the protest, in co-operation with the provincial federations of labor, district labor councils and the Action Canada Network.

In his letter, Dale urged maximum participation "to show that along with other Canadians, Guild members care about what is happening because of the Tory agenda and will take to the streets to show their discontent."

In asking Canadian unions to join the protest, CLC President Shirley Carr said the "Tory transgressions require a unified labour/community response."

"Mulroney's Tories know no shame in dismantling Canada," Carr said, alleging the government was, among other things, undermining free collective bargaining, destroying tax fairness, eroding the nation's industrial base, destroying the national transportation system and weakening cultural institutions.

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Postmaster: Send address changes to The Guild Reporter, 8611 2nd Ave., Silver Spring, Md. 20910-3327.

Bargaining program amended; steps set to push pay equity

Montreal—Noting that "more and more locals are achieving the \$1,000 wage goal," the 1991 Guild Convention amended the union's Collective Bargaining Program to encourage using a productivity and cost-of-living formula for contract wage proposals, rather than requiring locals to propose \$1,000 a week minimums.

At the same time, the convention recommended steps toward achieving pay equity for members in lower-paying classifications.

In addition, the convention acknowledged the need "to maintain adequate health coverage for all members living in non-traditional family structures" and added a bargaining recommendation to extend health and welfare plan benefits to "formerly unrecognized dependents."

That recommendation calls for contract proposals guaranteeing benefits for "domestic partners or other person(s) within an employee's household with whom the employee shares a significant relationship of mutual caring, commitment and economic interdependence."

The new recommendations came out of the convention's Collective Bargaining Committee, chaired by Louis J. Mleczo of Detroit.

In revising the Collective Bargaining Program on proposed minimum pay rates, the convention also directed that locals "give consideration to key minimums in other Guild contracts as well as

local wage rates and increases."

Under the revised program, the proposed starting key minimum would remain at two-thirds of top minimum, a goal established in 1969.

In its pay-equity recommendation, the convention said locals should propose for the lowest-paid classification a top minimum "equal to not less than 60 percent" — up from 50 percent — of the top for key classifications.

Earlier this year, TNG's Int'l Executive Board endorsed the pay-equity recommendation in its own collective bargaining report to the convention.

"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," the IEB had said.

The convention also called on all U.S. locals "to redouble efforts" to gain recognition of Martin Luther King Jr.'s birthday as a contractual holiday.

In adopting its Collective Bargaining Report, the convention said the 1990-91 fiscal year was "one of the most difficult bargaining years" in Guild's history, but numerous locals "still won hard-fought contract gains" for their members.

In all, locals bargained 59 contract renewals and reopeners, the report said.

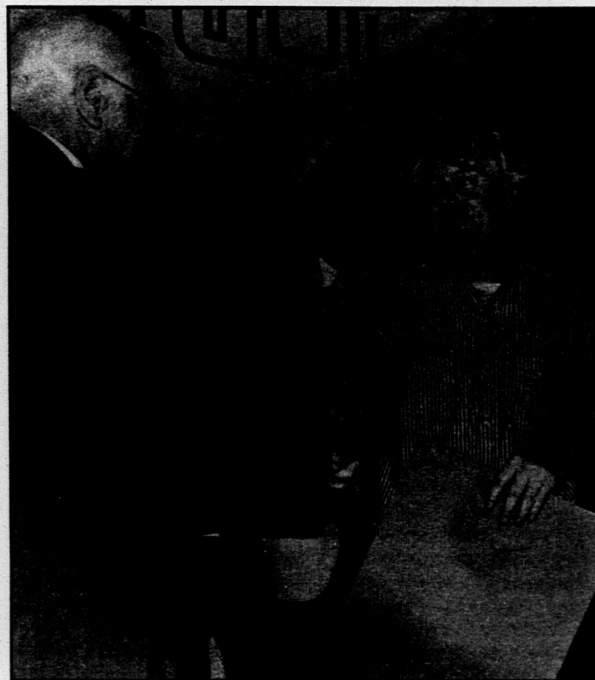
"These victories, particularly in New York and Ontario, were won despite hard economic times and vicious attempts by publishers to destroy previously won contract gains," the convention declared.

In other collective bargaining recommendations, the convention:

- ✓ Reasserted the importance of establishing joint bargaining councils for interunion communications, co-operation and joint or co-ordinated bargaining.

SONG unit leader accepts Service Award citation

Joe Matyas, right, is congratulated by TNG President Charles Dale during TNG's 1991 Convention after receiving the citation naming Matyas winner of TNG's 1991 Guild Service Award. Looking on is Int'l Chairperson Peter E. McLaughlin. Matyas, 44, was selected for the award during the Int'l Executive Board's April meeting for his key roles in organizing the 150-member Southern Ontario Guild unit at the London Free Press and in bargaining the first Guild contract there, achieved after a two-week strike. He also received the local's Fred Jones Service Award for the same activities. Matyas told the convention that he would not accept the union-studies grant that goes with TNG's award. He asked that instead the money be added to the line item for organizing in TNG's budget.



- ✓ Re-emphasized the policy, dating to the Guild's founding, 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.

- ✓ Declared anew that merit-pay, lump-sum, commission/bonus or incentive-pay schemes unilaterally controlled by the employer or depending on evaluation of performance are discrimination traps and contrary to sound bargaining policy.

- ✓ Urged locals to consult TNG before implementing innovative bargaining strategies, and noted that when TNG funds are to be used, such strategies must be approved in advance.

- ✓ Urged locals to seek to prohibit mandatory testing for Acquired Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), alcohol and drugs as intrusions into privacy and irrelevant to assessing employee job performance or an applicant's qualifications.

Delegates urge reform on jobless insurance

Montreal—Noting that just 37 percent of the U.S. unemployed received jobless benefits last year, TNG's 1991 Convention strongly supported unemployment insurance reform to assist the growing number of jobless, especially the long-term unemployed.

The convention urged the U.S. Congress to restore "an unemployment insurance program that reflects the standards of a civilized and humane society and helps to spur recovery from economic downturns."

The call came in one of 15 resolutions adopted on recommendation of the Convention Resolutions Committee, chaired by Robert Townsend of the Brockton Guild.

Legislation pending in the House and Senate would, among other things, widen eligibility for regular benefits, extend benefits for many beyond 26 weeks, and provide an entitlement grant for state administration of jobless benefits.

When it was instituted in 1935, the federal-state unemployment insurance system was designed both to cushion "the harsh consequences of joblessness" and to provide a stimulus to the economy, the convention noted.

In the past 15 years, however, benefits have been steadily eroded and eligibility requirements made more stringent. As a result, the

\$170-a-week basic benefit now amounts to one-third of average earnings, and 4.3 million jobless received no benefits each month last year.

"In short, unemployment insurance is no longer doing the job for which it was devised," the convention declared. "It's time to correct that" with proposed legislation that would go "a long way toward repairing some of the damage."

The U.S. jobless rate reached 7 percent in June, the highest rate since October 1986. Nearly 8.8 million people are officially unemployed, some 2.2 million more than a year ago.

Nearly 1.2 million have been unemployed for more than 26 weeks, or 76 percent more than last June. Fewer than 100,000 of those are receiving "extended benefits" from a trust fund for that purpose.

One proposed measure would allow 20 weeks of additional benefits in states with at least 8 percent unemployment, 15 weeks with 7 percent, and 10 weeks with at least 6 percent.

Ad space is free to each nominee

Under longstanding convention-established policy, equal free space for ads is made available in the Guild Reporter to nominees for election to TNG office during campaign periods.

For vice presidents elected at large, the allotment is a total of 12 column inches for each candidate.

A candidate may use her or his ad space alone or "in combination with" another candidate or candidates.

Cx COPE collection

Delegates at TNG's 1991 Convention contributed a total of \$1,307.32 to the AFL-CIO Committee on Political Education, \$303.32 more than reported in the July 12 Guild Reporter, according to Phillip M. Kadis, TNG director of education and COPE contributions.

FOR V.P. AT LARGE



Przybyszewski



Rothman



Cain

GUILD UNITY COMMITTEE

A SOLID CHOICE



Shellock



Souza



Mulcahy

Charles Dale, chairperson; Tom Hiltz, treasurer.

The 11 VP candidates

Here, in ballot order, is the official list of candidates in the Sept. 26-Oct. 1 election for six TNG Vice Presidents elected from the membership at large. Ballot positions were assigned by lot.

Todd Cunningham
Bill Knight
Patricia Bell
Carol Przybyszewski
Carol D. Rothman
Russ Cain
Marie Shellock
Ike Lewis
Stan Souza
Dave Mulcahy
Connie Knox

Guild, N.Y. members thank their friends in strike

Montreal—Echoing sentiments expressed earlier by TNG's Int'l Executive Board, the 1991 Convention extended its "heartfelt thanks" to all who helped the Guild and eight other unions during the New York Daily News strike — particularly the leadership of the AFL-CIO and the AFL-CIO Industrial Union Dept.

The five-month walkout, and union-led circulation and advertising boycotts that crippled the paper's operations, ended in late March with the Chicago-based Tribune Co. selling the paper to British publisher Robert Maxwell.

More than 1,500 of the 2,300 strikers returned to their jobs, and those not returning, including many represented by the New York Guild, received cash buyouts negotiated by the unions.

In its resolution, the convention said management's actions before and during the strike vividly demonstrated to workers that "an injury to one is an injury to all."

"Rarely has the truth of that credo of organized labor been so dramatically demonstrated as it was in the recent successful strike against the New York Daily News and its predator corporate parent," the Tribune Co., the convention said.

"In its attempts to kill its unions, the Daily News abandoned all semblance of fair play and decency and, along with abandoning its 2,300 union workers, it abandoned the citizens of New York City" by nearly destroying "one of America's oldest and largest newspapers," it said.

From its inception, the strike was seen as "an attack on the rights and dignity of all working men and women everywhere. Truly, an injury to one was seen as an injury to all."

"From Solidarity workers in Gdansk to school children in Brooklyn, from the Cardinal of New York to the homeless, decent people joined" the Daily News strikers' struggle, it said.

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

Also during the convention, Guild members from the Daily News recounted their experiences on the picket line and personally thanked those who stood with them



TNG PRESIDENT CHARLES DALE, FOREGROUND, LEADS APPLAUSE FOR N.Y. DAILY NEWS STRIKE FIGURES
Strikers David Hardy and Richard J. Brandow (left) and Peter E. McLaughlin (right) flank TNG staffers G. Richard Pattison, Harry L. McCormick and Leo J. Ducharme. Out of camera range, N.Y. Guild President Lipton, Sec'y-Treasurer Pennacchio.

throughout the strike.

Peter E. McLaughlin, TNG and New York Guild chairperson and a Daily News reporter, said he learned during the strike that "solidarity is not just a song."

"We had those rallies, and they came — 10,000 or 15,000 workers in New York City — Carpenters, Laborers, everybody was there. Our people saw they weren't standing alone, so they were able to sustain themselves."

"It was a tremendous feeling, and it did something for them (the other unions)," McLaughlin said. "It galvanized them into a battle they knew we had to win. They stuck with it, and they stuck with us, because they knew if we won, we were winning for them."

McLaughlin said the strike proved unions can mount successful fights "all over the country — in small towns, in big towns."

"But first you have to publicize, you have to get the public on your side. It's not really that difficult if you explain the high-handed tactics of the publishers, who in their greed will always make sure that you have enough ammunition."

Barry Lipton, New York Guild president, gave special praise to George E. McDonald, president of the New York Allied Printing Trades Council, the union coalition that maintained rock-solid unity throughout the walkout.

"A lot of people don't give George the credit he deserves because he talks funny, like Casey Stengel, and he's kind of self-effacing," Lipton said, but he "kept all the union presidents together" and "held the Allied together."

"What took place was extraordinary," Lipton said. "We basically created one single strike. It wasn't a Guild strike or a pressmen's strike or a drivers' strike. It was one single strike."

Lipton also had high praise and thanks for Guild-unit members, co-ordinators and leaders, pointing to their work in strike co-ordination, putting out a highly praised daily strike newsletter and otherwise keeping the strike in the public's eye, as well as mounting an effective corporate campaign against the Tribune Co.

Lipton singled out Guild-unit strike co-ordinators Juan Gonzalez and Bill Farrell, and had high praise for assistance from TNG in the persons of Int'l Representatives Leo J. Ducharme, Harry L. McCormick and G. Richard Pattison.

Guild members were effective in rebutting management's allegations that "painted the unions as do-nothings that collected healthy pay checks, that were racist by nature and refused to accept minority group members into their ranks," Lipton said.

"We were able to catch them (the News) in their own lies, and we were able to convince the people of New York very, very quickly that in fact what they were doing was exploiting the minority communities in an effort to dismantle their own work force and throw everybody out on the street."

Guild bargainers so frustrated Nashville attorney Bob Ballow, the Tribune Co.'s hired negotiator and strike adviser, that he "stopped

coming to the table after four meetings," Lipton related.

When the Guild team rudely greeted his contract proposals, Ballow sputtered that he "had never met such a bunch of disrespectful people," Lipton said — to delegates' laughter and applause.

Ballow then "sent in a second-string team to whittle us down and wear us out, but he didn't," Lipton said. "We ended up with, for the most part, the same contract we left the building with."

Lipton thanked all Guild members who assisted the strike.

"It was like having a family out there helping you ... during this terrible time because nobody knew how it would end."

"Not only did you give us money, but you gave us your prayers and your support, and let me tell you, it felt damn good to get ... calls from around the Guild just to ask what's happening, how are you doing, and how can you help. ... I will never forget that, and the people at the News will never forget that."

David Hardy, a New York Guild executive board member, head of the Daily News Allied Black Caucus and a News reporter, emphasized the contributions of Dennis Rivera, leader of New York Hospital Workers Local 1199, and Gonzales, a Daily News columnist who emerged as a strike leader.

Members of Rivera's local turned out in force at several rallies, and TNG later recognized 1199's contribution by inviting Rivera to speak at the convention

[Guild Reporter, July 21].

"Rivera saved us, in my judgment," Hardy said. "Those 500 mostly black and brown hospital workers he brought down there that first day (during a crucial rally) were a turning point for the Guild because people began walking with their heads up after that. We felt we had a shot of winning it."

Gonzales also played a major roll in rallying Guild members," Hardy said. "He came almost out of nowhere, and those of you who know Juan know he is a pretty quiet, self-effacing guy ... but, boy, he raised hell. He organized people and he pulled them together."

Hardy also praised the leadership of Daily News-unit members Jerry Capeci, Farrell and Joan Shepherd.

Finally, he noted that black members of the Newspaper & Mail Deliverers' Union — 25 percent of the union is black — told New Yorkers how the News tried to "use black people against whites" by alleging the unions were not integrated and by advertising for strikebreakers in areas of high unemployment.

Richard J. Brandow, a TNG vice president and Daily News circulation department employee, told delegates the strike "gave to you and to the rest of the labor movement what you needed — a start."

"Right now, you have something that you can build on, and you haven't had that in 10 years," Brandow said.

Stepped-up effort backed for hazard-free workplace

Montreal — Addressing problems ranging from repetitive strain injury (RSI) to air quality and noise, TNG's 1991 Convention called on TNG and locals to continue and to step up their efforts to make members' workplaces safe and free from hazards.

Delegates did so in adopting the Safety & Health Report of the convention's Research & Information-Safety & Health-Guild Reporter Committee, chaired by Larkie Gildersleeve of Northern California.

While the report focused on "the often crippling pain" of RSI and cumulative trauma disorder (CTD), it also addressed pollution by tobacco smoke and other air contaminants, laser-photo mercury dust, asbestos fibers released in renovation projects and VDT electro-magnetic fields.

On air contamination and ventilation problems, the report commended to locals TNG's fact sheet on pollution and urged that general control measures be pursued as well as solutions to particular problems.

It reiterated earlier calls for elimination of environmental problems associated with smoking, calling for seating separation, smoke-removal devices, employer paid smoking cessation programs, bans on smoking accompanied by outside-vented smoking areas and avoidance of disciplinary measures.

On an amendment to the report by Roy Smith of Montreal, the convention also alerted locals to the hazards of photocopying machines from ozone generation, noise pollution and location.

Locals should be guided by TNG and the National Institute for Occupational Safety & Health (NIOSH) in seeking to deal with the possible hazards of mercury dust from laser-photo machines, paying particular attention to regular cleaning or ventilators and replacement of filters.

On RSI-CTD problems, the report emphasized the importance of adjustable desks and chairs, "other ergonomic and work-organization measures," and, particularly, regular rest breaks.

"Whether it is getting up from the desk to take a brief stroll ... or simply abandoning the keyboard to address other tasks ... precious minutes away from the pounding strain of repetitive tasks is a necessity," the report asserted.

It called on locals to assure that

all RSI cases are adequately reported on company OSHA (Occupational Safety & Health Administration) logs.

In addition, locals, in consultation with TNG, should provide members "guidance on obtaining medical and legal information and help necessary to gain compensation for RSI and other disabilities." The advice should include warnings on "inappropriate medical treatment and attempts by employers or their insurance carriers to deny legitimate claims," the report said.

VDTs' electromagnetic fields "may be the most significant health threat of all," the report noted, "or they might prove to be relatively harmless." Until the final word is in, however, it counseled that "prudent avoidance of the risk and

regular testing of VDTs by competent testing firms ... are the courses to follow."

It called for locals to "obtain a joint voice with management" in selection of testing firms and to insist on receiving full reports on all tests and inspections.

The report also referred locals to the several TNG publications dealing with job safety and health for guidance, and suggested that TNG study publication of "a single comprehensive booklet on VDT" issues which might both combine existing publications and update them.

The report also called for all locals to have safety and health committees and urged that those committees "co-operate with counterpart committees of other unions wherever possible."

Delegates at forum stand up for their diversity

Montreal — Some 200 Guild leaders came to grips with various forms of discrimination by focusing on their own diversity during a 2½-hour workshop the afternoon of the opening day of TNG's 1991 Convention the last week of June.

The convention-wide forum, titled "Equality and Diversity in the '90s," was mandated by last year's convention and included presentations on sex, race, age and disability discrimination. It was organized by TNG's Human Rights Director Anna M. Padia.

A highlight of the program was an exercise in "prejudice reduction" conducted by Cherie Brown, executive director of the National Coalition Building Institute.

A similar workshop was held at the spring meeting of the Great Lakes District Council as a pilot for future Guild diversity programs [Guild Reporter, March 8].

In the convention exercise, Brown focused on the Guild's diversity by having clusters of delegates stand up as she named various age, ethnic, religious and social categories into which they fit. The remaining delegates then expressed acceptance of each "minority group" by applauding.

Ethnic groupings included delegates whose ancestry is Irish, English, Italian, French, Black African, African-American, Native American, Asian, Asian-American, German, East European, Mid-Eastern, Scandinavian, Hawaiian, and others.

Brown noted that in "diversity work" groups often seek to foster pride and a clearer identity by changing the names they prefer, so "you have to be inclusive." Thus, one grouping included "Latino, Latina, Hispanic, chicano and chicana."

Religious clusters included members of the Catholic, Protestant, Jewish, Muslim, Buddhist, Orthodox, Baptist, Mormon and Quaker faiths.

Delegates also were asked to group themselves by their number of years in the Guild — fewer than 5 years, 10 to 20 years, 20 to 30 years, etc.

As Brown created increasingly more complex and sensitive categories, delegates kept rising — and being applauded. Some of those categories:

✓ People who are "in an intimate relationship ... that crosses a

barrier ... somebody told you [that] you are not supposed to be involved with that person."

✓ People who have a "friend or someone you care about you know is gay or lesbian."

✓ People who identify as "gay, lesbian, bisexual, and want to be out and feel good about it."

✓ "Hidden identity" groups, such as being from a home where there was alcoholism or abuse; being adopted, from a single-parent home, or a home where there is divorce; being a single parent or being divorced.

Fueling the exercise was delegates' curiosity about their fellow Guild members, but always there was acceptance and positive reaction — the applause.

Brown emphasized that in general the purpose of prejudice reduction is "to develop environments that welcome diversity," an official goal of the Guild.

Introducing the forum, TNG President Charles Dale said the union has three goals in pursuing equality and diversity:

✓ "To guarantee ... fair employment and advancement opportunity" for all its members, as stated in the union's constitution;

✓ To achieve a Guild leadership and participation rate that reflects the gender, race and ethnicity of the membership; and,

✓ To persuade a news industry that covers all people to reflect that with diversity in its workforce and its board rooms.

Greater diversity gives us an opportunity, Dale said, "to enhance our ability to organize ... to bring in more talent and solutions to TNG challenges" and to build "a more participatory, more inclusive and ultimately stronger and more unified union."

"I submit that we have the reasons, we have the will, we have the policies, programs and services to advance the Guild's agenda for equality and diversity in the '90s," Dale said.

Padia told delegates she hoped the workshop would "enhance our sensitivity and our skills" in dealing with prejudice, which she called "one of the major barriers" to the Guild achieving its equality goals.

Prejudice is "that one intractable human condition which starts with the individual and works its way through the systemic part of all institutions, and is at the root

of all discrimination," Padia said.

Brown said that while there has been a "massive rise in incidence of discrimination everywhere" in recent years, there also has been a "significant increase in a commitment to do something about it."

Saying that "guilt is the glue that holds prejudice in place," Brown said it is important for people to get past those feelings to combat racism. Only then can people develop pride — not chauvinism — in who they are and an ability to welcome others for who they are, she said.

Brown, who has done prejudice-reduction work for more than 20 years, emphasized that a "hopeful and inspirational" approach must be used in fighting discrimination, mistreatment and oppression "or people aren't going to do it."

It is important that "every union have a number of trained leaders that see part of their job as doing prejudice-reduction work," she asserted.

"As important as sensitization is, and teaching people to welcome one another, it is also important to teach concrete skills ... we need to give folks something we can lead programs with," Brown emphasized.

She concluded by encouraging delegates to think about launching prejudice-reduction programs in their locals.

The second part of the forum, a panel discussion led by Padia, focused on recent legislative and judicial action in the United States and Canada to combat workplace discrimination.

TNG general counsel David Barr explained the likely effects of the Americans With Disabilities Act, passed a year ago.

Calling it the "new kid on the anti-discrimination block," Barr said the law covers 40 million Americans who were left unprotected by a legal gap in the 1964 Civil Rights Act, which did not address disabilities.

He advised delegates to be alert for three possible approaches by employers in response to the law:

✓ Blanket proposals to amend existing provisions in contracts;

✓ Proposals for more stringent contract amendments than necessary to "shift the blame and then claim undue hardship because the union failed to co-operate"; and,

✓ Unilateral actions to do

whatever they want to comply with the law, ignoring union contracts.

Padia noted that 34 percent of existing Guild contracts already have provisions banning discrimination based on disability.

Another panelist, Mary Cornish, a Toronto attorney and co-founder of the Ontario Pay Equity Coalition, explained legal developments in Canada, especially on pregnancy disability.

She said that for several years the Supreme Court of Canada was "basically ahead of all the courts and all the arbitrators" by holding that "pregnancy discrimination is one of the ways ... in which women are disadvantaged in the workplace."

Cornish was a key advocate for passage of the Ontario Pay Equity Act in 1987 and assisted Guild locals in achieving pay-equity agreements with several employers in the past two years.

The message of the court to employers, she said, was that pregnant women have "a disability which affects their work, they are not equal to the next person, so you may have to do something special to make them equal. You may have to take positive steps in terms of dealing with leaves and also dealing with parental obligations."

Claudia Withers, a Washington, D.C., attorney and deputy director

of employment programs for the Women's Legal Defense Fund, explained U.S. legal developments on family and medical leave.

Withers said several jurisdictions in the U.S. had passed laws on that issue and that "Congress is going to have to run to catch up with what states and local governments are doing."

Fourth panelist was David Hardy, a New York Daily News reporter and the lead plaintiff in a landmark race-discrimination suit in which black employees won \$3.1 million in 1987.

Hardy explained the continuing ramifications of that decision, including subsequent cash settlements by the paper "to a half dozen other plaintiffs waiting in the wings for their day in court, because the News had had enough."

Stressing that the suit was intended to end "apartheid in the newsroom," Hardy outlined the strategy and tactics used in fighting the Chicago-based Tribune Co., then the owner of the News.

Although the plaintiffs were driven by a "burning, righteous indignation at how our employer violated us as workers and people," he stressed that "organization and leadership" were essential in pursuing such cases.

With a \$45,000 loan from TNG, the New York Guild helped the group wage its successful fight.



FORUM ROLE PLAYERS TACKLE OPPRESSIVE JOKES
Coalition Building Institute Director Cherie Brown, left, and Washington-Baltimore delegate Karl Payne.

Rights program affirmed; award set to honor deserving local

Montreal — On the recommendation of its Human Rights Committee, the 1991 Guild convention affirmed its commitment to improving the status of women and minorities in the news industry, created a new award for locals, and endorsed establishment of a labor support group for Asian/Pacific Americans.

A visible sign of the Guild's commitment to women and minorities, the convention noted, was the general-session forum on "equality and diversity" on the convention's first day and a similar prejudice-reduction workshop at the Great Lakes District Council last February. (See story above).

In adopting a report of the Human Rights Committee, chaired by Ann Wilhelmy of the Twin Cities, the convention urged locals and other district councils to conduct similar programs, with the assistance of TNG, to encourage

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

In establishing the "Local Human Rights Achievement Award," the convention said the annual honor should go to a local that shows "significant improvement in achieving integration or diversity by race, ethnicity and gender in the workplace and in Guild leadership." The initial award will be presented at the 1992 convention in Chicago.

The award replaces the "Lily White Publisher's Award," created by the 1988 convention to spotlight newspapers with the worst records on minority hiring. It never was presented because, as last year's convention said, there were "too many qualified nominees."

The convention also urged locals to resist employers' attempts "to subvert the collective bargaining process" by using groups and

activities "that address human rights issues unilaterally."

In supporting establishment of the First National Asian/Pacific American Labor Committee within the AFL-CIO, the convention encouraged locals to send representatives to the group's founding convention, likely in 1992, and future activities.

The group has selected a 32-person steering committee, which includes members from 17 AFL-CIO-affiliated unions and seven national backgrounds. Katie Quan of the Ladies Garment Workers is chairing the steering committee.

The AFL-CIO estimates that nearly 250,000 Asian/Pacific Americans now are members of AFL-CIO unions. The committee hopes to form an organization like other AFL-CIO support groups, including the Coalition of Black Trade Unionists, Frontlash for young union members, the Labor

Council for Latin American Advancement and the Coalition of Labor Union Women.

Among its purposes would be leadership training, labor education, defense of the human and civil rights of Asian/Pacific Americans and voter registration and political action.

In adopting other recommendations of the Human Rights Committee, the convention also urged Guild locals to:

✓ Make it a priority to achieve through collective bargaining wage parity, upgradings and reclassifications for jobs held predominantly by women and minorities, and family leave and care provisions.

✓ Redouble efforts to prevent and correct sexual, age and racial harassment and enforce contract provisions that ban discrimination based on sex, race, creed or reli-

gion, national origin, color, age, marital status, irrelevant handicaps, parental status, political activities or beliefs, sexual or affectional preference, family relationship and against Vietnam-era veterans.

✓ Conduct membership surveys to determine the extent of harassment and discrimination in the workplace.

✓ Seek opportunities to improve minority representation in every department covered by Guild jurisdiction.

The committee's report noted that TNG's annual Human Rights Survey showed that women held just 39 percent and minorities only 9 percent of the top four local leadership positions. Women held 41 percent and minorities 12 percent of positions on local executive boards and representative assemblies.

Strike OK'd; Vancouver talks go on

(Continued from Page 1)
a futile, speculative undertaking, Bocking said.

While no details were available on how much of the \$3.3 million was spent on strikebreaking preparations, or what those preparations entailed, some union-exempt managers reportedly said they had been sent to other Southam newspapers to learn to do union members' jobs.

Bocking speculated that surveillance cameras that have appeared around the building could have accounted for some of the expenditure.

"It would take a lot more than a business-office manager trying to run the presses ... a lot more than the entire \$3.3 million" for the company "to get out a scab paper," Bocking observed.

Union leaders and members learned of the strikebreaking expenditure when the Southam news service mentioned it in a story on the communications giant's second-quarter financial performance.

At the bargaining table and in a statement by Pacific Press President Stu Noble, the company acknowledged that the news story was accurate and that it "does have a contingency publication plan." Having the plan, however, "does not mean that we expect a strike," Noble's statement said, adding: "I believe a settlement, fair to both sides, is achievable."

The company apologized at the

MacDonald wins first 'oops' prize

Montreal—A letter from the Canadian Wire Service Guild's executive officer to an executive of the Canadian Broadcasting Corp. inspired the creation of a new Guild award during TNG's 1991 Convention after the letter was published in the May issue of Harper's magazine.

The unofficial Guild "Oops Award," a one-of-a-kind T-shirt, was presented to Jerry E. MacDonald on the convention's final day.

In the award-winning letter, run by Harper's under the headline "Backing up as fast as I can," MacDonald apologized for and sought to explain how an earlier letter had been sent to CBC's Claude Labrecque bearing the salutation, "Dear Asshole."

A new secretary "did not realize that I occasionally use humorous nicknames in drafts" of letters, MacDonald wrote, explaining, however, that he ac-



'OOPS AWARD' WINNER MacDonald, left, winces upon reading T-shirt slogan it reads: "I don't remember your name. Can I call you asshole?" Presenter, right, is Sec'y-Treasurer Edgington; seated, foreground, is Int'l Chairperson McLaughlin.

cepted full responsibility "for this becoming part of the formal document."

Expressing the "hope that you will understand that occasionally an inside joke can go beyond its intended audience," Mac-

Donald said he "meant no formal disrespect."

"As you well know, Claude, if I had anything disrespectful to say, I would say it to your face," MacDonald wrote.

"I have a copyright on that

word now," MacDonald told the convention in accepting the award.

TNG Sec'y-Treasurer John C. Edgington, who did the honors, told the convention the award could become an annual event.

bargaining table, Bocking said, not for the facts in the report, "but for the way the unions and employees found out about it."

The Vancouver newspaper unions were joined by the B.C. Federation of Labour, the Vancouver & District Labour Council and Guild locals across Canada in reminding Southam's management of the results of the (Chicago) Tribune Co.'s attempt to maintain publication of the New York Daily

News during the 22-week strike that was settled in March after Robert Maxwell took the paper off the Tribune Co.'s hands.

The Vancouver Council's John Fitzpatrick called Southam's move "a pirated tactic" and warned that the council's Strike Support Committee "is committed to doing whatever is possible" to see to it that "scab-produced newspapers will never get off the loading docks."

Unions petition OSHA to act on RSI hazards

(Continued from Page 1)
of a temporary standard is essential" and urged her "to set the process in motion quickly."

In the past two years, surveys by locals indicated that more than 3,000 Guild-represented employees, most of them VDT users, had symptoms of repetitive injuries.

These injuries "have become a veritable plague in the newspaper industry, affecting an estimated 10 to 20 percent of our membership," Dale said in his letter to Martin.

"Our efforts to remedy the conditions producing these injuries have run into management intransigence again and again in the absence of an enforceable ergonomic standard," Dale said.

Leading the union coalition was the United Food & Commercial Workers Union (UFCW), which represents more than 1 million workers in the retail food, food processing and manufacturing industries in the United States and Canada.

In his letter accompanying the petition, UFCW President William Wynn told Martin that "the solutions to these problems are at hand, but the tools of enforcement are not."

The petition explains that the increase in these injuries has come about "from very real and substantial changes in the workplace created by new technology such as video display terminals, increased pace, and the breaking down of jobs into smaller, more-repetitive tasks."

"OSHA's plans for standard setting on ergonomic hazards ... are not sufficient to deal with the immediate problem at hand," the petition said.

"At the pace OSHA is proceeding, a permanent standard on ergonomic hazards will not be issued for at least five to seven years," it said.

In addition to calling for the emergency standard, the unions asked the agency to begin work on

permanent standards to protect workers in both general industry and construction.

"OSHA has sufficient information and experience from major enforcement cases and from the development of meatpacking industry ergonomic guidelines on which to base a permanent standard for ergonomic hazards," the petition said.

According to the petition, the emergency standard should require implementation of an ergonomic program that includes hazard identification; job analysis for factors likely to cause repetitive injuries; hazard prevention and control; education of employees on cumulative trauma disorders; and worker-union participation in development of the ergonomic program.

The petition includes an appendix with a series of recommendations, drafted by TNG and the CWA, for specific provisions protecting VDT users.

They include requirements for: thin, detachable keyboards, with adjustable slope; tiltable and rotatable screens; brightness and contrast controls; chairs adjustable for height and angle, with five casters, and padded seats with a "waterfall" front.

Also, requirements for desks independently adjustable for screen height and distance, with adequate leg room; adjustable document holders; glare-elimination measures; and rest periods of 15 minutes for every two hours of intermittent VDT work, and 10 minutes for every hour of more intensive work.

Other labor organizations in the coalition filing the petition were:

The AFL-CIO and five of its departments: Bakery, Confectionery & Tobacco Workers; Auto Workers; Carpenters; Chemical Workers; Electrical Workers; and Electronic Workers.

Also, the Ladies Garment Workers; Painters; American Postal Workers; Rubber Workers; Sheet Metal Workers; Steelworkers; Transport Workers; Clothing & Textile Workers; Allied Industrial Workers; Machinists; Oil & Chemical Workers; Paperworkers; Retail, Wholesale & Dept. Store Union; Service Employees; State, County & Municipal Employees; Teachers; and Teamsters.

IT

SEEMS TO US

N.Y. delegates opposed GR cut, Lipton states

NEW YORK, N.Y.

Editor:

The July 12th edition of the Guild Reporter notes that the sole proposal from the convention's finance committee, which I am correctly identified as chairing, was a recommendation that \$50,000 be cut from budget allocations for the Guild Reporter, a recommendation that was overwhelmingly rejected by the delegates.

The story failed to indicate that I, and the other members of the New York delegation, opposed the recommendation from the beginning.

BARRY F. LIPTON
President
New York Guild

'Thank you' overwhelms Montrealers, prez says

MONTREAL, QUE.

Editor:

The delegates, alternates, convention committee members and volunteers were overwhelmed at the enthusiastic "thank you" tendered on the final day of the convention in Montreal. It was emotional for the spouses, but well deserved; it was they who were often the core of the core committee.

I have written to all those in Montreal who helped make the convention the success it seemed

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue.

Deadline for letters is the Friday before publication. (Next deadline: Aug. 16.)

Letters relating to elections or referenda to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the official voting period shall contain no new charges.

to be. The letters and cards keep coming in, and they're all appreciated.

In case I've missed someone, heaven forbid, I'm sure they'll pick up our heartfelt thanks through this letter in the Guild Reporter.

And to all those who attended, from TNG officers, IEB, staff, delegates, alternates, consultants — everyone: We did the organizing, but you made the convention a success. Thank you all.

LARRY McINNIS
President
Montreal Guild

Ex-labor editor disputes argument for GR cut

SILVER SPRING, MD.

Editor:

One convention delegate's argument in proposing a 27-percent cut in the budget of the Guild Reporter was: "Other unions survive on quarterly and monthly issues of their publications. They inform their members well." [Guild Reporter, July 12.]

Take it from a labor editor who regularly read all union publica-

tions, some homework on those publications that have been reduced in budget, staff, pages, frequency, formats would document that in no case did it help their unions "survive" as well as before, did not "inform" as well.

A "survival" approach means the members get less news about their union, are less informed and at longer intervals between news about their union.

With Guild conventions of the future only every two years, it is not a time to reduce the only communications link there is between the union and every member.

It is also not a time, when more money is wisely allocated to organizing, to make less available one of the Guild's most effective organizing weapons.

Just as the Guild's budget will be given more time for evaluation at future conventions, so should the budget to the GR. Research would document cutting its budget is not the way to "survive" and keep the members properly "informed."

WILLIAM MOODY
Labor Press unit (retired)
New York Guild

Take union message to schools, convention urges TNG, locals

Montreal—Delegates to the Guild's 1991 convention called for TNG and its locals renew efforts to take the union's message to college journalism students and their instructors in the United States and Canada.

Adopting a report from its Education/Political Action Committee, chaired by Kitty Caparella of Philadelphia, the convention expressed concern that "few college journalism faculty members seem aware of, or seem to care about, labor issues facing newspaper employees."

To increase the union's presence on campuses, TNG and locals should make available officers and activists "to speak to schools, universities and organizations about the industry, the labor movement and the Guild," the convention recommended.

In addition, locals were urged "to contact journalism instructors at area colleges and universities and offer Guild materials and speakers free of charge."

There is a special need for such contact, because, owing to financial constraints, TNG temporarily has reduced its participation in the Association for Education in Journalism and Mass Communications, the convention said.

In the U.S. last autumn, there were more than 148,000 students enrolled in journalism or mass-communications programs at some 420 colleges or universities, a survey by Ohio State University showed.

The survey projected that about 33,300 students would graduate from those schools, and 3,000 would be hired by newspapers or news services.

In its education report, the convention also noted that some locals have journalism scholarship programs and urged other locals to consider similar undertakings.

In adopting the committee's education report, the convention also recommended that:

- ✓ Small locals take advantage of TNG's leadership-training sub-

sidi by sending local leaders to TNG's Annual Residential Seminar for New Local Officers.

- ✓ Locals establish education committees or, at a minimum, set up programs to meet such essential educational needs as steward training, new-member orientation and membership education.

- ✓ District councils and locals develop educational programs on topics of regional and local concern, and locals send representatives to district council meetings.

- ✓ TNG, district councils and locals videotape seminars and educational programs that may be useful throughout the Guild for inclusion in a TNG video library.

- ✓ TNG work toward developing a video introduction to the Guild for use by locals and organizers, explaining how the Guild functions and the benefits of belonging to the union.

- ✓ TNG prepare an instructor's manual for training shop stewards to accompany the recently revised stewards manual.

Health-care reform urged

Montreal—TNG's 1991 Convention re-emphasized the Guild's support for reform of the U.S. health care system, which provides no coverage for 37 million people and inadequate coverage for 50 million others.

In so doing, the Guild endorsed a legislative remedy embracing principles outlined more than a year ago by the AFL-CIO, including universal access to quality medical care, containment of costs, and reduction of waste, paperwork and red tape.

In a resolution titled "Health Care Reform Now," the convention noted that the AFL-CIO has "sharpened" the focus of its principles to include extension to all payers of the cost-containment methods used by Medicare, and to require all employers to contribute fairly to health care for workers and their families.

The resolution called on Congress "to push ahead" with reform legislation incorporating the AFL-CIO principles.

The convention declared that the U.S. health system, despite the highest per-capita spending in the world:

- ✓ Leaves 87 million people with poor care or no care at all;
- ✓ Tolerates infant mortality rates that are "shameful for an advanced industrial nation;"
- ✓ And contains an administrative structure that is a "nightmare of duplication, overlap and confusion."

Several bills have been introduced in the Senate and House of Representatives, each focusing on some part of the overall problem. However, the convention noted, "none of them provide a comprehensive solution as yet."

The convention also recommended, in its Political Action Report, that U.S. locals support legislation incorporating the AFL-CIO principles and that they work with AFL-CIO central bodies to generate support for laws guaranteeing affordable care for all.

IFJ adds 16 unions; affiliates in 53 countries

Brussels, Belgium—The Int'l Federation of Journalists has admitted to full membership 16 more journalists' unions from 15 countries, including six from the developing democracies in Central and Eastern Europe and three from Central and South America.

The expansion brings the number of IFJ affiliates, including TNG, to 68 unions in 53 countries. Affiliates now include unions in all countries in Central and Eastern Europe except Albania. IFJ-affiliated unions have 200,000-plus journalist-members.

Admission of the 16 was voted by the IFJ Executive Committee at the July 1 conclusion of its spring meeting. No Guild representative was able to attend due to TNG budgetary constraints.

Among the nations and national groups represented by the newly affiliated unions are Bulgaria, Czechoslovakia (separate Czech and Slovak unions), Greece, Hungary, El Salvador, Morocco, New Guinea, Paraguay, Peru, the Philippines, Romania, Senegal, Slovenia, South Korea and Spain.

The IFJ also moved to set up an early warning system on censorship and physical attacks on journalists in Central and Eastern Europe.

The action reflects the prominent role of journalists in the reforms in the region and the new prominence of the IFJ there. The proposal flowed from a two-day conference on global challenges attended by journalists' from 45 countries, held just before the IFJ board's meeting.

Participants in the conference, expressed unanimous solidarity with journalists in all regions of Yugoslavia, who were facing armed conflict at the time as the federal government moved against Slovenia and Croatia. All Yugoslav regions were represented.

Integration of the new East and Central European organizations into the IFJ has great significance for journalists there, said Aidan White, the IFJ general secretary.

They look to the IFJ and its membership "for advice and assistance in developing, protecting and guaranteeing press freedom and journalists' rights in their countries," White said, adding:

"Like all other IFJ affiliates, they believe that the development of strong, independent trade unions of journalists is the effective mechanism for preventing a return to the darker days of their past."

Ex-leaders Barker, Moncrief honored for service

Montreal—TNG's 1991 Convention took special note of two largely unsung local leaders who retired this spring:

- ✓ Don Barker, six-year chairperson of the New York Guild unit at the New York Times in the 1970s; and,

- ✓ Mildred Moncrief, 40-year super-secretary in the Cincinnati Guild's office and a former district council and convention delegate for the local.

In a resolution wishing Barker "Godspeed," the convention pointed out that he was "the first African-American display advertising salesperson at the Times," joining its staff and the Guild in 1953, and thanked him for his "tireless efforts" to improve minority representation in the Guild's local and international leadership, and in the Times's workforce.

Chairperson of the Human Rights Committees of the Guild's 1976 and 1977 conventions, he also was instrumental in the establishment in 1975 of the TNG staff position now titled "human rights director."

Barker "became the Guild's conscience at conventions and in his local — many times at the expense of his health and popularity," the convention noted, also pointing out that he was "a driving force" in a discrimination case at the Times "that changed the face of that paper's workforce."

Montreal — Declaring that "abuses" of the Newspaper Preservation Act are continuing unchecked, TNG's 1991 Convention unanimously endorsed federal legislation to repeal the law giving publishers major exemptions to U.S. antitrust laws.

When the 1970 law was passed, it was done "under the noble premise of guaranteeing independent editorial voices in cities where economic conditions failed to support more than one daily newspaper," the convention said in a resolution.

"However, the record continues to show how newspaper owners, particularly the large corporate chains, have manipulated the law to create legal monopolies for their own excessive profits."

The convention endorsed House Bill 1174 introduced by Rep. Carl Pursell (R-Mich.) that would repeal the 1970 law, but would not affect joint operating agreements (JOAs) already existing.

Pursell's bill "would prevent the national chains from destroying what independent competition re-

mains in the handful of U.S. cities that still enjoy separately owned and competing newspapers," the convention said.

Delegates also urged the House Judiciary Committee, to which the bill has been assigned, to hold hearings on JOA abuses.

The National Newspaper Association (NNA), a group of small publishers, earlier this year endorsed Pursell's Bill, as did the Society of Professional Journalists and the Association of Alternative Weeklies.



CINCINNATI'S MILDRED MONCRIEF, FOREGROUND, SHOWS OFF A RETIREMENT GIFT
It's a crystal candleholder. Ranged behind her, former local presidents Mike Mastrullo, left, Kay Brookshire, center, and Ben Schilmeister, right, plus current president Brian Williams.

New York Guild President Barry Lipton told the convention that Barker started Lipton on his Guild career and was the first person he met when he went to work at the Times 26 years ago.

Barker is "totally honest, totally open and totally dedicated to every man and woman the Guild represents" and the local is "going to miss him very much in his active role in the shop," Lipton said.

TNG and New York Chairperson Peter E. McLaughlin called Barker "a leader when things were very, very difficult."

David Hardy, lead plaintiff in the mid-'80s bias suit at the Daily News, called Barker "one of my heroes" who "gave several years of his life" in working on the Times-bias case "to win a measure of justice for ... hundreds of his minority colleagues."

Moncrief meanwhile, "in a word, ... ran the Cincinnati Guild" for the 40 years that followed her becoming its office secretary in 1951, the convention said in a resolution thanking her for her service.

She "made certain" that TNG affiliation fees were paid on time, that files were maintained, accounts kept in order, grievances prosecuted, retirees kept informed and in the '50s she represented the local at conventions and district council meetings.

She also "provided intensive on-the-job training to at least nine local presidents," celebrated with the local's members in times of triumph and suffered with them through disappointments, the convention said, wishing her "the best."

Santa Rosa members approve 4-year pact; key top rises by \$65

Santa Rosa, Calif. — Santa Rosa Press Democrat employees represented by the Northern California Guild have ratified a new four-year agreement that raises top-minimum pay for key newsroom employees by \$65, to \$803.37 a week.

Other contract improvements include increases in night and higher-work differentials; a disability insurance plan; eye care, rest breaks and training for VDT users; and guarantees on so-called "merit pay."

The new agreement, retroactive to Jan. 1, covers some 75 newsroom employees at the 88,000-circulation morning daily owned by the New York Times Co. The settlement was approved by 95 percent of voting Guild members.

The Guild joined three other Press Democrat unions in co-ordinated bargaining, and all four achieved the same economic gains, said Doug Cuthbertson, Northern California Guild executive officer and bargaining spokesperson for the unions.

The other unions — Communications Workers, Graphic Communications and Teamsters — represent about 125 printers, press operators and drivers.

The unions conducted informational picketing at the Press Democrat last spring and held a "unity picnic" in May, just before agreement was reached, Cuthbertson said.

In the Guild contract, a first raise of \$25, effective upon the contract's signing in late June, boosted the key top minimum — covering reporters, photographers, desk persons, copy editors and head librarian — to \$763.37 a week.

That advances by an additional \$17 on Dec. 29; by \$13 on Jan. 3, 1993; and by \$10 on Dec. 29, 1993.

Key employees at top scale received \$1,200 lump-sum payments in lieu of retroactivity; they will get an additional \$500 next June.

The weekly top minimum for editorial assistants and assistant librarians advances by a total of \$43.52, to \$537.90, in increments of \$16.74, \$11.38, \$8.71 and \$6.69.

For copy clerks, top minimum increases by a total of \$29.53, to \$364.99 a week.

In addition, employees who receive a "median" or better job performance rating for the previous year are guaranteed "merit raises" on a scale negotiated by the Guild.

The contract requires that "no less than 75 percent of the total merit pay potentially available to bargaining unit employees" will be paid on the dates scheduled for such hikes.

Also under the contract, the differential for night work increases by \$1, to \$5 per shift, next Jan. 1.

In addition, employees assigned as wire editor, sports copy desk chief, asst. life-style editor and asst. copy desk chief receive an extra \$9 per shift; those assigned as slot person, Page 1 makeup person, chief librarian and chief editorial assistant receive \$5 more per shift; and employees assigned to union-exempt positions receive up to \$13 extra per shift.

Under the new disability plan, employees can receive two-thirds of their weekly base pay — minus state disability insurance and worker's compensation payments — for up to one year.

In comprehensive new language on health and safety, the contract calls for employer-paid eye exami-

Pinning Montreal leaders for Guild service



ALLEN McINNIS/Montreal Guild

June McInnis, right, receives one of two Montreal Guild membership pins specially cast to honor outstanding, long-term service to the local. Looking on is her spouse, Larry, Montreal Guild president the last eight years, who just received the other special-service pin. The

presentations were made during brief ceremonies surprising and honoring the pair for their service to the local during the traditional banquet at TNG's 1991 Convention, hosted by the Montreal Guild. Presenter, left, is John Belcarz, first vice president of the local.

nations annually for workers using "video display terminals or cathode ray tubes" and rest breaks for those doing "continuous work" on such devices.

It also requires the employer to consult the Guild on the design and function of VDT/CRT-related equipment and furniture.

Furthermore, the employer will conduct training on "health and comfort problems associated with improper VDT use," the importance of VDT work breaks and the proper adjustment of workstations.

The contract also sets limits on the employer's use of free-lance work — to the point of specifying the number of articles, columns and sports items the paper may sol-

icit from free-lance sources each year.

Early in the talks, management proposed a series of major regressions, including elimination of pay scales, Cuthbertson said, but retreated from most of the demands "because the unions pulled together."

Chris Smith, the Guild unit chair and a bargaining team member, expressed members' sentiments in a strong statement last fall in "Stet," the unit's publication.

"We must assume that management and its cold-blooded attor-

neys are serious," Smith wrote.

"Ever since the Times took the helm here, it has made no secret of its intentions to break our unions and lower our pay and our expectations so they are more in line with those of nonunion workers at (their) small dailies and weeklies in the South.

"Our choices are simple: Either we acquiesce and trust the corporation will take care of us after we've yielded our right to be a union, or we resist," Smith concluded.

Seven months later, agreement was reached.

SONG petitions for 90 at tabloid

Toronto — The Southern Ontario Guild has petitioned the Ontario Labour Relations Board for certification as the union for all full- and part-time employees of the weekly tabloid, NOW.

A strong majority of the independently owned paper's approximately 90 advertising, circulation, editorial and production employees has signed cards naming the Guild their bargaining agent, said Peter Murdoch, an organizer for the local. Some 40 of the employees are part-timers, he said.

The paper, which some compare with New York City's Village Voice, "purports to be progressive," Murdoch said. However,

when the Guild met with its owners, Michael Hollett and Alice Klein, to seek voluntary recognition "their response was pretty traditional."

The Guild subsequently filed unfair practice charges against the company, alleging attempts to intimidate and harass and otherwise interfere with the employees' right to choose a union.

Since petitioning for certification June 20, Guild and company representatives have been meeting with a labor-board officer to try to resolve disagreements on managerial exclusions and the full- and part-time status of several employees.

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.

Great Lakes District Council, fall meeting, Nov. 2-3, Dayton, Ohio.

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

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

2nd Biennial Convention, summer 1995, Boston.

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The Guild Reporter



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

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The Newspaper Guild

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