



The GUILD REPORTER

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

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Silver Spring, Md.

August 23, 1991

Dayton unit notifies FCC after radio ad rejected

Dayton, Ohio — The Dayton Guild has filed a complaint with the Federal Communications Commission alleging the Cox media chain was "muzzling public discussion" of a bargaining dispute at the Dayton Daily News by rejecting the Guild's radio ad.

In its July 31 letter to the FCC, the Guild alleged that two Cox-owned radio stations in Dayton refused to air the one-minute spot explaining the contract dispute and promoting the union's circulation boycott of the News.

About two weeks later, the sta-

tions offered to broadcast the union's ad 16 times without charge and to give comparable free time to the News. Dayton Guild leaders were considering the offer.

Since late May, other radio stations have aired the Guild's ad about 30 times, urging subscribers to cancel the News until agreement is reached on an initial Guild contract for the paper's 180 newsroom employees.

Last spring, the News itself carried an ad promoting the Guild's subscription pledge-cancellation drive preceding the boycott

against the 177,000 circulation daily.

And last October, 93 employees signed an ad in the News telling why they joined a "byline strike" protesting lack of progress in the talks.

The boycott began in late May after 20 months of fruitless bargaining and there has been some progress at the table since then, Dayton Guild President Rob Modic reported.

However, a dozen issues remain unresolved, including wages, equitable treatment of part-timers,

union security and management's demand for a highly restrictive no-strike clause, Modic said. Guild-covered reporters, photographers, copy editors, artists and editorial clerks have gone three years without a general pay raise.

In its complaint to the FCC, the Guild said it believed Cox was not following agency regulations in its operation of Dayton stations WHIO-AM and WHKO-FM. The union also threatened to oppose renewal of federal broadcast licenses for the stations.

WHIO and WHKO are the dom-

inant AM and FM stations in Dayton. The area's dominant television station, WHIO-TV, also is owned by Atlanta-based Cox Enterprises, and the Cox-owned Daily News is Dayton's only general-circulation daily paper.

"As federally licensed stations using public airwaves, the stations have a duty to run our ads," Modic said in a statement explaining the complaint.

The ad "is not offensive in any way, except perhaps to the sensibilities of the management of the

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GUILD SENDS 300

Solidarity: One voice, many faces

Washington — Renewing his call for maximum participation in the labor movement's Solidarity Day on Aug. 31, TNG President Charles Dale again has urged Guild members in U.S. locals to join what promises to be a massive rally in the nation's capital.

Dale and 300 plus members from 30 Guild locals have set plans to be among the tens of thousands of unionists participating in the Labor Day weekend demonstration organized by the AFL-CIO.

The rally, marking the 10th anniversary of the dramatic 1981 Solidarity Day, presents an opportunity "to show the Bush administration and Congress that America's labor movement has many faces and one voice," Dale said in an Aug. 16 letter to locals.

The 1981 rally drew 500,000 people, and AFL-CIO organizers said this year's enthusiastic response "all but guarantees" the event will be one of the nation's largest political protest marches.

Unionists from 21 other nations and leaders of union federations in Poland, Hungary, Chile and South Africa will participate, the AFL-CIO said.

In addition to union members from 71 AFL-CIO affiliates, thousands of labor supporters from some 170 organizations will join the march, endorsing labor's call for national legislation to ban permanent strikebreakers, to reform the health-care system and to protect freedom of association.

The demonstration also will call attention to the need for stronger legislation on job protection, civil rights, education, workplace safety and the environment.

High-profile participants in-
(Continued on Page 2)

Staffers celebrate fiscal transfusion that saves Oakland Tribune

Sports reporter Miki Turner gets mineral-water dousing from co-worker and Guild member Alix Christie as Oakland Tribune employees learn that debt relief and an infusion of operating capital saved the debt-ridden paper from being closed Aug. 14. Publisher Robert C. Maynard (at right in inset) and Freedom Forum Chairman Allen Neuharth (left, inset), told cheering employees that Gannett, which sold Maynard the paper in 1983 when Neuharth headed the chain, has agreed to cancel a \$32-million debt in exchange for \$5.5 million in stock and a \$2.5-million note guaranteed by Neuharth's forum. The forum also is to invest \$5 million in the Tribune over three years for an option that could give it 20 percent of the paper's stock. The paper's union-covered employees repeatedly have agreed to cutbacks in their pay and conditions over the last four years in an effort to help keep it afloat.



Oakland Tribune photo by GARY REYES/Northern California Guild

AFP members shun 'hot cargo' in Caracas strike

Washington — A display of international solidarity by members of the Washington-Baltimore Guild unit at the Agence France-Presse Washington bureau made a difference for striking colleagues at AFP's bureau in Caracas, Venezuela.

The seven strikers, represented by the Venezuelan Press Workers Union, began a sit-down strike July 20 after bargaining stalled, nine months past the contract's expiration.

Guild leaders at AFP-Washington asked unit employees to support the strike by not handling stories, photos or other work coming through the Caracas bureau.

Under a so-called "hot cargo" clause in the Guild contract, employees are not required to handle

any work "normally conducted" by an AFP office "affected by a strike or lockout."

Because the Caracas bureau is a "hub desk" for AFP's South American operations, it "nor-

mally" handles material not only from Venezuela but also from the Dominican Republic, French Guiana, Guyana, Suriname, Trinidad and Tobago, and other Caribbean sites.

Most of the 40 Guild-covered U.S. employees refused to handle struck work, the Guild reported.

The action surprised and displeased AFP management, accord-
(Continued on Page 2)

Soviet journalists used new IFJ network

Brussels, Belgium — Using its recently formed Early Warning Network in Eastern Europe, the Int'l Federation of Journalists quickly distributed information on how Soviet journalists were affected by and responded to the country's recent political crisis.

When a Soviet junta seized power Aug. 19, the new regime immediately imposed press censorship, sent troops to occupy

broadcast stations and newspaper offices, and ordered independent papers to register with the government.

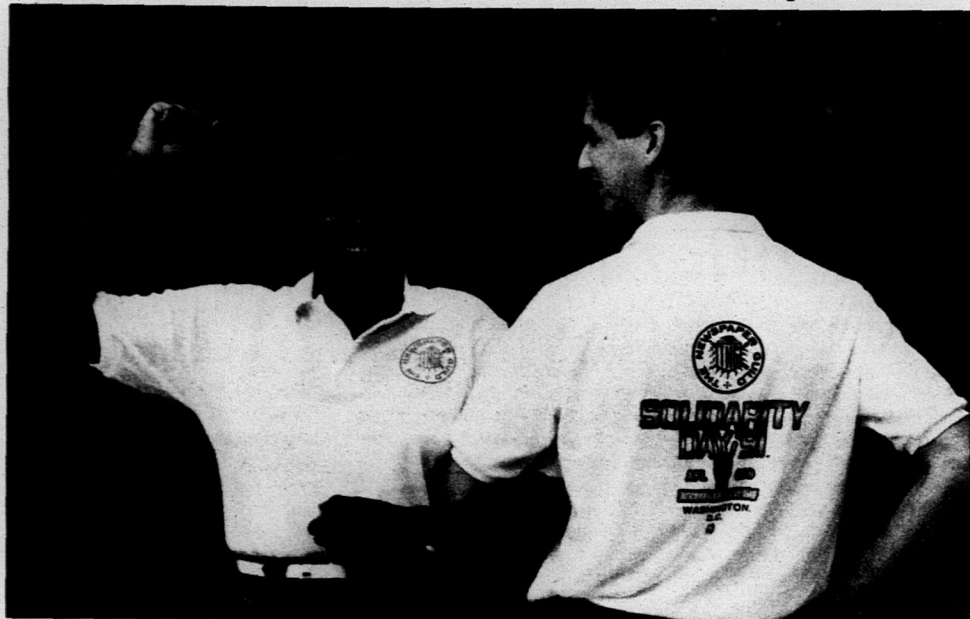
Soviet journalists reacted strongly, the IFJ reported, with hundreds staging a demonstration near Moscow's Red Square on the third day of the attempted coup, others signing a strongly worded petition protesting censorship, and still others going on strike.

The demonstration was organized by the Union of Journalists of the USSR, which has emerged as a vocal supporter of press freedom and journalists' rights. It soon "turned into a celebration as news of the crumbling coup spread through Moscow," the IFJ reported.

At Izvestia, the Soviet News agency, some 180 reporters and
(Continued on Page 2)

The 11 VP candidates state their cases 4-5

300-plus from Guild expected for Solidarity Day



BILL BURKE/Washington-Baltimore Guild

TNG STAFFERS MODEL 'WHAT THE WELL-DRESSED SOLIDARITY RALLIER WILL WEAR'
TNG and official Solidarity Day logos grace shirts sported by Debbie Campbell and Eric Geist.

Dayton takes ad rejection to FCC

(Continued from Page 1)

Dayton Daily News," the Guild told the FCC.

Representatives of the stations gave the Guild no reason for rejecting the ad. It is the union's "reasonable belief" the ad was rejected because Cox owns the paper and both radio stations, the union said in the complaint.

The Guild further alleged Cox "failed to disclose to the FCC that it intends to operate its broadcast media in Dayton ... to benefit the Dayton Daily News' economic interests wherever such opportunities appear."

"Failure to make such disclosures to the FCC, we submit, is cause for the commission to hold hearings to review this matter immediately, and if not immediately, certainly at the time of the renewal of the broadcast licenses of WHIO-AM and WHKO-FM," the complaint said.

"Absent an immediate change in this policy, the Guild will file an appropriate protest against the renewal of said station licenses at the time their renewals are under commission review," it said.

The Guild also alleged to the federal agency that WHIO and WHKO may be requiring advertisers to buy ads on both stations, a practice known as a tie-in, rather than letting buyers choose one or the other.

"We submit that this is a misuse of market power not disclosed to the FCC and not permitted by the Sherman Act," the complaint said.

The Guild sent a copy of the complaint to the antitrust division of the U.S. Justice Dept. and asked the agency to investigate the actions of the Daily News, WHIO and WHKO.

In a related action, the union explained the dispute to 95 Dayton-area businesses and told them about Cox's ad censorship. Several establishments responded, expressing concern that their ads, too, could be rejected, Modic said.

The News, meanwhile, was feeling the effects of the boycott. In three months, circulation has declined by at least 7,000 copies and perhaps many more, Modic said. A company official claimed only 89 readers had cancelled.

The Guild plans to step up promotion of the campaign with a new television ad, continued use of the radio ad and leafletting at major community events, Modic said.

Also relating to the dispute, the Guild in mid-July filed unfair-

labor practice charges with the National Labor Relations Board, alleging that News management is engaging in surface bargaining and has refused to provide information essential to the talks. The NLRB regional director is investigating.

The Guild also has sought the help of Cincinnati Roman Catholic Archbishop Daniel E. Pilarczyk, who in mid-August offered to mediate the dispute "if the two sides felt it would be helpful," the Catholic Telegraph reported.

"The church is on the side of justice," the paper quoted Pilarczyk. An official of the church's Office of Social Action and World Peace attended a bargaining session in July as a neutral observer and guest of the Guild.

Soviet journalists used new IFJ network

(Continued from Page 1)

editors signed a protest petition; at Komsomolskaya Pravda, the 20-million circulation youth newspaper, reporters went on strike when informed their permission to publish had been withdrawn, the IFJ said.

Using the network, the IFJ received information from its affiliates in the USSR and relayed it to federation members worldwide, including TNG. The IFJ represents more than 200,000 journalists in 52 countries.

The federation also attempted to get information into the USSR about actions around the world in support of Soviet journalists.

During an IFJ-sponsored conference in June, the Early Warning Network was established to advise journalists about censorship attempts and economic, political or

physical attacks on journalists in developing democracies in Eastern and Central Europe.

A day after the USSR coup began, IFJ President Mia Doornaert expressed the union's solidarity with Soviet journalists, pointing out that they had been among "the first victims of undemocratic and dictatorial actions" by the junta.

"These actions made a mockery of the stated adherence" of the new leadership to the policies of President Mikhail Gorbachev, among which "glasnost was the most wel-

come respite for journalists," Doornaert said.

During the crisis, some of the targeted independent newspapers stayed in touch with the public by distributing news via FAX machines throughout Moscow, the IFJ reported.

Soviet troops had shut down most independent newspapers, and briefly occupied Moscow Radio and television and radio stations in Latvia, Estonia and Lithuania, the Baltic states seeking independence from the USSR.

'Hot cargo' shunned in AFP strike

(Continued from Page 1)

ing to the Guild. It also added to the pressure being exerted by four France-based unions that had condemned management's foot-dragging in the talks and its threats to fire the Caracas employees involved in the strike.

A Washington-based AFP official joined the bargaining, and contract agreement was reached Aug. 9. The new contract guarantees the strikers a salary increase, cost-of-living adjustments and protection from reprisals for the work stoppage.

Management also threatened Guild-represented employees with discipline for refusing struck work, after which the union ad-

vised employees to handle such work "only under protest." The Guild and AFP were attempting to clarify workers' contractual rights to refuse struck work.

Both TNG and the Int'l Federation of Journalists expressed support for the Venezuelan strikers.

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

Capitol. Dale first will march at the head of the parade with leaders of national and international unions and then return to walk with the Guild group.

Bagpipe and marching bands will lead the throng as they head down the capital's Constitution Ave.

Following the rally, TNG will host a post-demonstration reception for Guild members, supporters and friends at the union's headquarters in Silver Spring, Md.

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

**Positive
Active
Thoughtful
Responsible
Intelligent
Caring
Intuitive
Accessible
Balanced
Experienced
Listening
LEADER**

**Will Work
For
YOU!**



**VOTE BELL FOR
VICE-PRESIDENT**

Get the
KNIGHT
Differential



Vote Bill Knight for IEB vice president at-large

Key minimum raised to \$700 in 3-year accord at Hilo daily

Hilo, Hawaii—Weekly top-minimum pay for key newsroom and advertising employees at the Hawaii Tribune-Herald will hit \$700 in mid-1993, under the Hawaii Guild's new three-year agreement with the Donrey Media Group daily.

The contract will raise the key top by \$59.44, to \$700.41 a week for reporters, photographers, sports and society editors, outside and classified salesperson and layout artists.

The increase comes in three increments, with a first raise of \$19.23, to \$660.20, effective May 17. That will be followed by raises of \$19.81 on May 17, 1992, and \$20.40 on May 17, 1993.

Covering some 40 employees at the 18,000 circulation daily on the big island of Hawaii, the contract raises top-minimum pay in all job classifications by 3 percent each year.

Steps in each classification are increased by the amount that 3 percent represents at the top for that group, producing larger percentage increases for those down the line.

Under that formula, starting pay for key employees also increases by \$59.44, to \$615.94 a week.

Minimums for district managers increase by \$56.97 — in increments of \$18.43, \$18.99 and \$19.55 — to \$671.38 a week at the top and to \$588.34 to start.

For circulation, payroll, ad-sales and ad-billing clerks, the minimums rise by \$49.01 — in increments of \$15.86, \$16.33 and \$16.82 — to \$577.60 at the top and to \$552.77 to start.

For truck drivers and mailing clerks, minimums increase by \$45.10 — in increments of \$14.59, \$15.03 and \$15.48 — to \$531.51 at the top and to \$520.81 to start.

Guild members gave unanimous approval to the contract in mid-May, said Roy Kruse, Hawaii Guild administrative officer.

Also approving contracts with the same percentage raises were the papers's 25 printers and press operators, represented by locals of

Cleveland 'socializes' dues increase

Cleveland—The membership of the Cleveland Guild has voted to "socialize" the \$1-a-month dues increase enacted by TNG's 1991 Convention to fund the union's organizing program.

Under the action, taken at a July 23rd general membership meeting, dues for members in the lowest pay categories under the local's contracts will be increased by 0.02 percent, will go up by 0.03 percent for those in the mid-range, and will increase by 0.04 percent for those at the highest levels.

Executive Secretary J. Stephen Hatch said that translates to increases averaging 5 cents a week for those paid less than \$300 a week, about 13 cents a week for those between \$300 and \$524.99, and some 31 cents more a week for those paid \$525 or more.

Without the action to "socialize" the increase, allowed by the convention, members at all pay levels would have had their dues increased by 23 cents a week, Hatch said.

the Communications Workers and Graphic Communications unions. All three contracts were reached in joint bargaining, with Kruse serving as leader of the unified team.

The Guild's agreement also calls for the company to increase by 3 percent each year its contribu-

tions to TNG's Int'l Pension Plan on behalf of Guild-covered Tribune-Herald employees. In the final year, the weekly contribution will be \$46.56 per employee, the largest payment by any participating employer.

Also under the agreement, the company continues to pay 95% of premiums for medical coverage, and 100% for group life insurance and dental care.

In another improvement, employees gained the right to sell their work, without Donrey's permission, to any publication not in competition with the Tribune-Herald in Hawaii and to any publication elsewhere.

Union bargainers rejected company demands for givebacks on medical premiums, severance pay, layoffs and union security, Kruse said.

Under the new contract, Tribune-Herald employees are guaranteed wages 25% higher and fringe benefits twice as good as those received by non-union employees at West Hawaii Today, Donrey's other publication on the island.

3 locals back referendum on dues hike

Membership meetings of three Guild locals through Aug. 21 had endorsed the motion to put to Guild-wide referendum a motion to repeal the \$1-a-month dues increase enacted by the 1991 Guild Convention.

Under TNG's Constitution, the motion will go to referendum if it is endorsed by the memberships of at least 10 locals "located in five states, territories or provinces" and the moving and endorsing locals contain at least 5 percent of TNG membership in good standing.

Deadline for endorsements is midnight Sept. 21. If there are not sufficient seconds, TNG's Constitution provides that the matter be dropped.

Membership meetings of the Buffalo and St. Louis Guild locals endorsed the referendum proposal on Aug. 7; the Providence Guild membership did so on Aug. 21.

The referendum motion was passed at a meeting of the Twin Cities Guild on July 18 and officially distributed by TNG to all locals in the United States, Canada and Puerto Rico in a July 23 notice, kicking off a 60-day seconding period [Guild Reporter, Aug. 2].

The dues increase, ticketed for TNG's organizing fund, went into effect Aug. 1. It was enacted by convention delegates after they rejected a motion which would have had the convention sending the question to a referendum simultaneous with this fall's TNG elections [Guild Reporter, July 12].

VOTE...

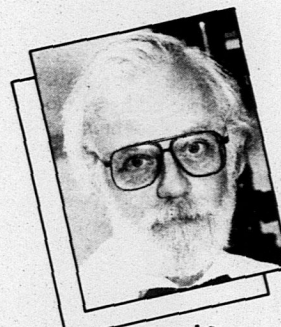
FOR
VPs
AT
LARGE



Przybyszewski



Rothman



Cain

GUILD UNITY COMMITTEE
A SOLID CHOICE



Souza



Mulcahy



Sherlock

Charles Dale, chairperson; Tom Hiltz, treasurer.

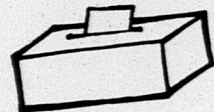
The VP candidates' campaign forum — These 11 are running for 6 at-large seats

Vice Presidents

TNG's Constitution provides that "between Conventions, the affairs of TNG shall be administered by the IEB." The IEB [Int'l Executive Board] is composed of the Int'l Chairperson, President, Secretary-Treasurer and 13 Vice Presidents — seven elected from geographic regions and six from the membership at large.

The IEB specifically is empowered by TNG's Constitution to interpret that document between conventions, "levy assessments, and act in other emergencies by mail or telegraphic vote" and to set the salaries of all TNG employees.

The six at-large vice presidents who are elected from among the 11 candidates nominated for the Guild-wide positions during TNG's 1991 Convention will join the three officers and seven regional vice presidents elected without contest for two-year terms that begin Oct. 15.



Todd Cunningham
Los Angeles

YOU MIGHT SAY there couldn't be a worse time to be an international vice president, since the Guild is beset with problems.

Membership is steadily declining, health care and its costs have created a national crisis, VDT injuries are at epidemic levels and a pro-business White House has stagnated wage increases. Minorities and women are having as tough a time as ever getting an even break.

Fact is, though, those problems are exactly why I am running. It's going to take a leader capable of developing and executing innovative strategies, a leader able to find high-tech answers to whirlwind technological changes and comprehensive responses to corporate assaults. It's going to take a leader who appreciates the differences between Canadian and U.S. locals, and can bridge the differences that have developed. It's going to take a leader who puts a premium on equal opportunities for women and minorities. And it's going to take courage to sell those ideas.

Perhaps the single most important quality an individual can bring to the Int'l Executive Board, however, is the realization of just how urgent the situation is.

I think I can do that. And if we can combine that resolve with the answers to the challenges facing us, we'll provide the voice for all of our industry's workers — union and nonunion, Canadian and American, men and women, white and people of color. That's why this union was established, and that's why I'm running.

Bill Knight
Peoria

"EDUCATE, AGITATE, organize" is an old slogan with new meaning for The Newspaper Guild. I want to bring that spirit to the IEB as an at-large vice president.

Education, agitation and organization must all happen simultaneously to achieve progress. Organizing and education are almost taken for granted; agitation is still needed.

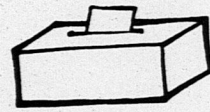
In journalism since I was 16, I've worked at dailies and weeklies, as a teacher and reporter, as an organizer and negotiator at Guild locals in San Diego and Peoria. Now I want to agitate.

"The word 'agitator' is almost always used as a term of reproach," wrote Guild founder Heywood Broun in a 1931 column. "And yet all causes have been furthered by agitation. The agitator in all fields of human endeavor is the person who insists that the world as it stands is not good enough."

As an agitator, I won't be disloyal to the administration nor distant from "dissidents." We all must ask and answer tough questions:

- Can't we cut spending and add new sources of revenue?
- Why don't we divest holdings to create a socially responsible investment program?
- Doesn't a biennial convention schedule make it time to empower district councils?
- Why don't we renew talks with other unions regarding merger or affiliation?

As I told the 1990 Convention after receiving the Guild Service Award, and as I said to the 87 people who seconded my 1991 Convention nomination, let's continue to work for dignity, decency and democracy in the workplace. And shake things up.



Patricia Bell
Ottawa

IN THE SIXTIES we sang along with "the times, they are a changin'." Well, they're changing again. Our workplaces are changing, the industry is changing, and the Guild must change or we'll all be left behind.

The Int'l Executive Board, charged with the responsibility of guiding the Guild between conventions, must be responsive to the needs of current members and must strive to help organize those who need us.

Unions are being forced to spend time and money defending hard-won gains and trying to quell declining membership in economies marked by recession, layoffs and cutbacks. Employers nervous about

Guild members throughout the United States, Canada and Puerto Rico will vote Sept. 26-Oct. 1 for TNG vice presidents at large.

Six will be elected from among 11 candidates. They will serve two-year terms on TNG's 16-member Int'l Executive Board, beginning Oct. 15.

The other 10 positions on the IEB were filled at the conclusion of the 1991 Guild Convention in June when the incumbents were re-elected by acclamation as the sole nominees for their offices [Guild Reporter, July 12].

These statements are printed in accordance with the provision in TNG's Constitution that the Guild Reporter "not later than the third issue following the Convention . . . provide equal space for a statement by each candidate."

Each was offered space for a statement of up to 250 words. Their statements are printed in the order the candidates' names will appear on the ballot.

dwindling circulation and profits are constantly seeking ways to cut costs. Many employers have no hesitation in ignoring or attempting to weaken our contracts in order to accomplish this.

We need to share each others' wisdom, knowledge and encouragement. It is a time when union leadership must not bury its head in the sand or use tactics that amount to temporary stop-gaps.

We must work together, as the Guild's founder, Heywood Broun, would have expected us to.

I do not fear change and would be proud to be part of an Int'l Executive Board working to bring to the Guild the strength, unity and benefits members so richly deserve.

I ask you to vote for Patricia Bell Sept. 26-Oct. 1, and urge you to use three more votes for Todd Cunningham, Bill Knight and Ike Lewis.

Carol Przybyszewski
Erie

THERE HAS been no government support for the things working people need for more than a decade. Times are crucial for the Guild and all unions.

Those in union leadership must be people with dedication and experience necessary to look at all sides of an issue; make sure they understand the problems; and then act in a way that solves the problems and supports the membership, no matter who else supports or opposes the solution.

Union leaders need to have the experience necessary to contribute to a decision on steps needed to solve problems and the dedication and commitment to give assistance in carrying out those decisions.

Current problems facing TNG that I think my experience and interest would help include:

FINANCES — During arbitrations, I gained experience in stretching members' dues dollars as far as possible. It's essential TNG attain financial stability and that IEB members make responsible decisions on spending.

ORGANIZING — As a member of local grievance and bargaining committees, I know it is important TNG concentrate on making sure contracts are signed where elections are won.

EDUCATION — TNG must improve communication between the IEB

and locals. RSI shows why education is important.

PAY EQUITY — Having worked in inside classified and telemarketing, I am intimately familiar with women being underpaid for the same work for which their Guild brothers are well paid. TNG must stay in the forefront of the pay equity push.

Support my re-election. Together we can make the Guild a better, stronger union for all.

Carol Rothman
Philadelphia

EIGHT YEARS ago when I decided to run for the Int'l Executive Board, I felt that I had something to offer you, the members.

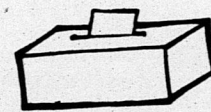
From the shop floor to the convention floor, I was playing an ever-increasing role in Guild activity and decision making. For me the time had come to put that solid experience to work as a vice president at large.

Now more than ever, I hope you will agree with me that the IEB must be representative of diverse opinions in formulating Guild policies and setting directions for the Guild's future. My continuing belief in and dedication to this premise sustains me in my bid for re-election, and I ask for your support.

During four terms on the board, I have chaired the Human Rights and Collective Bargaining committees and served on the Appeals Committee. In our diversity subcommittee, I have worked with other board members to generate ideas that will activate women and minorities and energize them to continue and expand their participation in the Guild structure.

I have been appointed to serve on a committee to review the options available to help relieve our building mortgage burden. I also support dedicated funding for organizing. Our organizing progress and success must continue.

Experience, commitment, know-how and compassion characterize the Guild Unity candidates for vice presidents at large. Make a solid choice when you vote for me and my sisters and brothers — Carol Przybyszewski, Russ Cain, Marie Shellock, Stan Souza and Dave Mulcahy.



Russ Cain
San Jose

THE UNRELENTING assault by publishers on the Guild, its contracts and organizing efforts is altogether too commonplace. Unfortunately, all of organized labor has faced the same.

It's time to stem, indeed turn, the tide.

The attack on working people (at least south of the Canadian border) began in earnest with Reagan's callous and brutal destruction of PATCO and its air controllers.

Now, ten years later, there is a new militancy among union members across the continent. And the Guild is a part of the revival. Witness the New York Daily News.

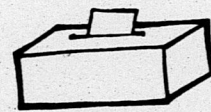
I recall another New York strike years back. While it also was successful, our brothers and sisters on the line were paid in scrip. Our Int'l Defense Fund was broke.

So, we, TNG and its members, pulled up our socks and restructured the defense fund — putting it on a sound footing, where it has been ever since. No scrip at the Daily News.

Now it's time to tackle TNG's General Fund so we can bolster our cornerstones — organizing and servicing. Without a solid financial foundation, we can't effectively do either.

I am seeking election to the IEB to help guide the Guild in the urgent decision-making ahead. I see the pendulum swinging toward a revived labor militancy, and I want to be a player.

We must be ready for the challenge. We must have the resolve.



Marie Shellock
Youngstown

I AM RUNNING for re-election as a vice president at large on the Int'l Executive Board in order to help Guild members achieve economic justice in a workplace atmosphere that increasingly discounts the interests of employees. I want to continue to work for the interests of all Guild members, as I have during four terms on the IEB.

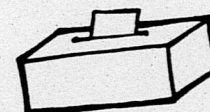
I will continue to strive for the protection of Guild members from work-place hazards, including repetitive strain injury. RSI is crippling our members who work on video display terminals or perform other repetitive tasks. As a member of the IEB Research & Information Committee, I

am helping to fight the plague of RSI.

I am concerned with ensuring the participation of all Guild members in the union — whether from small or large locals. I am also interested in ensuring that women and minorities have a voice in the Guild. That concern translates into my work on an IEB ad-hoc diversity committee that is looking for ways to further expand the role of women and minorities in the union.

I support the efficient operation of the Guild and serve on an ad hoc committee that is scrutinizing convention costs and has begun a plan to reduce them.

If I am re-elected, I will remain ready to listen to the problem of any Guild member, whether that problem is large or small, and to work to resolve it.



Ike Lewis
Toledo

THIS IS A tough time for me to kick off my candidacy for the at-large vice president position because of the layoffs and bumping at my home newspaper. But I know that in order to make The Newspaper Guild stronger, we need good leadership at the top and that is why I am ready to serve you, my fellow members.

I have been president and now hold the office of vice president of my local.

I will be your eyes and ears in Washington to protect your rights as members of TNG. I will work for you, the members, to see that your dues are protected as well as your union rights. Thanks to you, it will work for all of us because we are union members fighting to keep our union strong.

You can and will accomplish this by voting for Ike Lewis as your next at-large vice president for more effective communication, better leadership, more steward training, better knowledge of how to deal with our employers, who want only to cut jobs and make more money.

Our membership in TNG is at an eight-year low and we need to work on organizing to obtain more members and to see how much we are spending to operate this union — including, as silly as it may sound or seem, how much we are spending for simple things such as toilet tissue — because everything is a cost to you, the members.

Stan Souza
Hawaii

I BELIEVE THAT the Guild is on the brink of disaster if we don't solve our financial problems and if we don't get out and organize unorganized departments where we already have contracts and if we don't organize those unorganized newspapers. This is our mandate; this is our priority for survival.

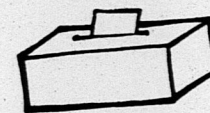
If we want the strong union we must

have, and if we want better contracts and more contracts, we must do it by personal action, in both the locals and in Washington, D.C. We cannot sit back and say, "Let someone else do it" or, "Let someone else pay for it." We must do it ourselves, and that is why I am running for vice president at large.

I have devoted over 32 years of my life to the Guild and I have personally given of myself to get the job done in my local where we have organized every major daily newspaper in the state of Hawaii, and in each of them I have personally made sure that we were fully organized with no free riders.

I know what must be done and I want to help get it done, and I want to give of my time and effort to make sure that our union is strong and growing, for the good of every member, in Canada and the United States.

I humbly ask for your vote.



Dave Mulcahy
New York

WITHIN THE NEXT 30 days, all of us should be receiving ballots for the election to determine which six at-large vice presidents will join President Dale and other officers of The Newspaper Guild to administer the affairs of our union through Oct. 15, 1993.

It has been my pleasure to serve as a vice president at large since I have seen our union attempt a merger with the ITU, suffer through numerous strikes, finance myriad organizing drives, and have agonized with three secretaries-treasurer over the cash flow.

Our greatest challenge facing us now is: Can we arrest our declining membership through organizing efforts? Over the past several years, our aggregate expenditures of more than \$1.7 million on organizing projects (and the resultant first contracts) have enabled us to keep our membership reasonably close to the 27,000 to 30,000 per capita necessary to provide sufficient funds for organizing and servicing.

Unfortunately, for a number of reasons we are beginning to lose members faster than we can organize new ones. To keep us on an even keel and regain strength, we need to return to office the five at-large vice presidents who have supported President Dale and elect Russ Cain to replace stalwart Gene Turner.

Please elect the Unity slate: Carol Przybyszewski, Carol Rothman, Russ Cain, Marie Shellock, Stan Souza, and the undersigned.

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

Connie Knox
Washington-Baltimore

THE WORDS THAT have guided me through all my years of union work are these: Make a difference.

If I should earn your trust — and your vote — and be elected as a vice president at large to the Int'l Executive Board, I am ready to commit my energies and experience to move our union forward.

It isn't an easy assignment. We face a dwindling membership from layoffs and buyouts. We fight assaults to old jurisdictions and struggle to get a toehold in new arenas.

Easy-to-identify bad guys are the absentee owners (read: chains) and the hard economic times.

Less-visible villains are: ■ A changing work force — more women, more minorities, more "I-can-take-care-of-myself" yuppies — that's traditionally less attuned to the need for a union.

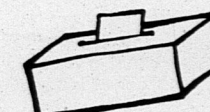
■ A changing environment within our organizations: Where there are fewer craft unions in our shops, there is less support.

■ A government increasingly hostile to the legal protections of working women and men.

The strength of this union is its members, individually and collectively. I believe organizing must be a major activity of this union. I support leadership training to prepare members to do the work of this union. And I advocate finding ways to bring more women and minorities into leadership roles.

The Newspaper Guild needs to grow and change — it's now time to put new minds to work on our union's problems.

I look forward to having yet another opportunity to make a difference — by being your vice president.



IT SEEMS

TO US

Dale, slate candidates impress frosh delegate

NEW YORK, N.Y.

Editor:

I was a freshman delegate to the 58th Convention of TNG in June in Montreal. I found it to be an exciting and wonderful learning experience.

I found the people who make up our union, in the most part, kind, considerate and very ready to help in any way they could.

It was a pleasure to meet our president, Charles Dale. You could tell from the first minute of your conversation with him that each and every person he meets he cares for.

I met many candidates for vice president, and I found Carol Przybyszewski, Carol Rothman, Marie Shellock, Stan Souza and Dave Mulcahy to be solid supporters of President Dale and worthy of re-election. The sixth member of the Unity slate, Russ Cain, presented a fine appearance, and I think he would make a good vice president.

The one lesson that I felt could be learned from this convention was that no matter how long or how short a time you have been a member of our union, you are part of a very large family. I think sometimes our people forget that. But maybe after convention, spending time with one another, that very special lesson will be remembered.

LUREA VAN HORNE
Standard & Poor's unit
New York Guild

Knox, Rothman get nod from Bay Area leader

SAN FRANCISCO, CALIF.

Editor:

It has been a pleasure to work with both Connie Knox and Carol Rothman over the years and I urge all Guild members to support their candidacies for international vice president at large.

Both of them consistently demonstrate a grasp of the issues as they affect the international and are willing to work to achieve goals that are of maximum benefit to all. Our membership deserves to have representatives of this caliber on the board and the board needs to have them as members.

STEVEN R. MICHAEL
Treasurer
Northern California Guild

'Let the buck stop here,' Montreal leader urges

MONTREAL, QUE.

Editor:

Democracy is said to be an imperfect way to govern but it beats whatever else there is — except a benevolent dictatorship. TNG is democracy run rampant.

Locals spend thousands and thousands to send elected delegates to TNG international conventions to make decisions, which are arrived at through a super-democratic system. Any position that is not maintained by a majority in committee comes to the plenary session as a minority report where everyone has a chance to vote on it. Many times a failed motion

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: Sept. 6.)

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.

from committee is passed by the general session.

What could be more democratic than that?

And there it should end. But it doesn't.

An example is the \$1 dues charge passed in Montreal. There were many attempts to defeat it at the general session, to diffuse it, to disguise it — but none worked. Now Twin Cities is seeking locals to force a referendum on the issue, as though it had never been so thoroughly debated at the convention.

I urge local leaders to let the convention decisions stand and not call general membership meetings devoted to putting this back to Square One. Let the buck stop here.

LARRY McINNIS
President
Montreal Guild

Qualities of 'Unity six' draw his endorsement

YOUNGSTOWN, OHIO

Editor:

Dedication ... experience ... leadership. These are the qualities demonstrated by the six candidates backed by the Guild Unity Committee for vice presidents at large on the Int'l Executive Board.

Carol Przybyszewski, Carol D. Rothman, Russ Cain, Marie Shellock, Stan Souza and Dave Mulcahy have given many years of service to the Guild in a variety of capacities.

IEB incumbents Przybyszewski of the Erie Guild, Rothman of Philadelphia, Shellock of Youngstown, Souza of Hawaii and Mulcahy of New York are ably serving the board and should be retained. Cain is a long-time activist in San Jose. They all deserve your vote. I urge fellow Guild members to vote for them for vice presidents at large in the upcoming election.

JOHNE E. KENNEDY
Treasurer
Youngstown Guild

Victoria leader reports support for 5 for VPs

VICTORIA, B.C.

Editor:

There are 11 candidates for vice president at large in the upcoming international elections. A number of them are well qualified to represent us between conventions.

The four delegates and two alternate delegates from the Victoria-Vancouver Island Guild at the Montreal convention, having reviewed the candidates and having sought the advice of others, are unanimously recommending members vote for the following five candidates whom we endorsed at the convention:

Russ Cain (San Jose Guild), Bill Knight (Peoria Guild), Connie Knox (Washington-Baltimore Guild), Carol Rothman (Philadelphia Guild), and Marie Shellock

(Youngstown Guild).

The election of Cain, Knox and Knight and the re-election of Rothman and Shellock will add and continue luster to the Int'l Executive Board.

ROGER STONEBANKS
1st vice president
Victoria-Vancouver
Island Guild

Challenges seen forging Unity slate's strength

HONOLULU, HAWAII

Editor:

This letter is in support of TNG's at-large vice presidents: Stan Souza — Hawaii; David Mulcahy — New York; Carol Przybyszewski — Pennsylvania; Carol Rothman — Pennsylvania; Marie Shellock — Ohio; and VP candidate Russ Cain — California.

I feel that with the challenges this team has faced, they have proven strong leadership and unity as demonstrated in their excellent performance.

This is the kind of strength TNG needs and it is to our benefit that we can continue to support this winning team!

PAMELA A. PETERSON
Newspaper Agency unit
Hawaii Guild

Ex-Int'l Chairperson endorses Unity slate

OKLAHOMA CITY, OKLA.

Editor:

As a Guild member for 41 years and as a former International Chairperson of TNG, I want to add my name to those endorsing the Guild Unity Committee's "Solid Choice" for vice presidents at large.

I personally know and have worked closely with Carol Przybyszewski, Carol Rothman, Russ Cain, Marie Shellock, Stan Souza and the unforgettable David Mulcahy. All of them will serve us well. They deserve our support.

HARRYS. CULVER
At-large
Wire Service Guild

Local leader challenges dues referendum move

TORONTO, ONT.

Editor:

There seems to be the mistaken impression that failure to allow individual members to vote on the issue of the dues increase is somehow undemocratic. ["Twin Cities moves for vote on dues hike," Guild Reporter, Aug. 8.]

The reality is TNG for nearly 60 years has recognized the principle of delegate authority.

The Guild hosts international conventions, delegates can be elected from every local and decisions that affect TNG's future are made. Issues to be discussed are sent to locals both in the Guild Reporter and in the form of actual

recommendations from the IEB [Int'l Executive Board]. The position taken by the membership of each local should be known by delegates elected to attend international conventions.

Referendums on every controversial issue that comes before delegates defeats the purpose and usefulness of the convention and, quite simply, is a cop-out. Leadership isn't necessarily doing what is popular. Leadership is sometimes taking tough, unpopular decisions.

The \$12-a-year increase in per-capita payments is not an easy pill to swallow. But, in fact, it was accepted. Not only that, the matter of the referendum was also rejected by the convention.

It's easy to say let's not increase dues by a dollar a month. What's tougher is deciding what's the alternative. The Guild operation is running on a tight budget and is facing a deficit of almost \$98,000 this year. It's clear the best way to fight declining membership is through organization. Organization is what the dollar is buying.

DAN OLDFIELD
President
Canadian Wire Service Guild

Cain backed as 'bridge', incumbents for continuity

SAN JOSE, CALIF.

Editor:

Soon we will be selecting six from our ranks to help guide the Guild through the ensuing IEB term, one of the most important decisions we members make every two years.

While the entire field of IEB candidates is impressive, I'm casting my lot with the Unity Committee — the five incumbents and Russ Cain.

The incumbents provide the experience; Russ Cain the bridge, or "new blood," necessary for any board in perpetual transition.

As a former member of the IEB, I know what that body needs. Russ Cain possesses all of the qualities, from knowledge and skills to dedication and integrity, to become its quintessential member. He truly is a man for all seasons.

The Guild needs Russ Cain. I urge his election, and the re-election of Dave Mulcahy, Carol Przybyszewski, Carol Rothman, Marie Shellock and Stan Souza.

BILL DAVIS
Executive officer
San Jose Guild

Need for 'gutsy' leaders said filled by Unity slate

HONOLULU, HAWAII

Editor:

The Newspaper Guild is in need of experienced and gutsy leadership and it is gratifying to note that this is exactly what is available to the Guild membership on the Unity Committee.

Unity is what built this great union and unity is what will keep it strong for all Guild members everywhere.

The Unity Committee represents a cross section of Guild members from all work classifications and jurisdictions throughout the Guild. It also is made up of five

incumbent vice presidents: Dave Mulcahy, Carol Przybyszewski, Carol Rothman, Marie Shellock and Stan Souza. They are joined by a new candidate, Russ Cain, a dynamic and hardworking leader.

These Guild leaders have proven themselves. They have given of themselves so that we may continue to have a strong and successful union.

These people deserve your vote, and you deserve to have them use their proven loyalty to help all of us solve the problems that face us today. In unity there is strength; in strength there is unity. For the good of the union, vote the Unity Committee.

ROY C. KRUSE
Administrative officer
Hawaii Guild

St. Paul leader asserts IEB needs Knox's skills

ST. PAUL, MINN.

Editor:

With all the changes taking place in our industry and our union (i.e. layoffs-buyouts, low morale-burnout, RSI, anti-union attitudes, the recession and staff reductions) there's no doubt we're facing difficult times.

Given this climate, our choices for the IEB must be capable of innovative and independent thinking and be able to examine TNG's method of operation in an unbiased spirit, and be capable, if necessary, of making unpopular decisions.

I think Connie Knox has these skills. She is intelligent and has a sense of TNG's history. Her leadership of the Washington-Baltimore Guild has proven her ability to make tough decisions.

As a bonus, Connie has a great sense of humor, helping her keep things in perspective. This is an undervalued but necessary skill, especially now.

TNG's continued success is Connie's goal in serving on the IEB. I urge you to vote for Connie Knox. She has the skills and courage to do the job right.

LYNDA HANNER
St. Paul unit chair
Twin Cities Guild

Bell, 81, led Cincinnati

Cincinnati—Eleanor Bell, retired 26-year music critic for the Cincinnati Post and the first woman to be president of the Cincinnati Guild, died April 23 at the age of 81.

She was president of the Guild local in 1948, after serving as the local's vice president.

Survivors include her spouse, Kendrick, and a brother, Albert Brandt.



Canadian Wire Service

INTERIM ELECTION: Percy Hatfield, secretary (Hatfield, 193; Jake O'Donnell, 150); Kirk Williams, treasurer (Williams, 134; John Chesal, 119; Richard Van Abbe, 103).

Northern California

INTERIM ELECTION: Bill Wallace, president (Wallace, 361; Will Jones, 182).



Above: TNG President Dale leads applause for retiring Int'l Representative G. Richard Pattison, at microphone.



Left: Spouse Lee Pattison displays gift to her from TNG.



Right: Int'l Representative Robert E. Bruner receives delegates' applause with spouse Kathleen at his side.

Convention says farewell to veteran staffers, spouses

The 1991 Convention paid tribute to two veteran Guild staffers for whom the Montreal gathering was the last in that capacity: G. Richard Pattison, left at left, who began his retirement the week following the convention after 22½ years on TNG's field staff [Guild Reporter, May 31]; and Robert E. Bruner, below right, who will retire in February after 35 years as a professional representative for TNG, the Boston and Pacific Northwest Guild locals and the New England Servicing-Organizing Program, of which he was the founding father.

There were formal thanks in resolutions introduced by TNG President Charles Dale, informal plaudits from delegates representing locals each has assisted, tributes from the leader of the staff union, gifts to them and their spouses, and remarks from each. Bruner's were typically brief, untypically emotional; Pattison's were longer and filled with characteristically wry humor.

For each it ended with, as the stenotypist recorded it: "The audience arose and applauded, ending in cadence."

Tacoma unit favors decertification

Tacoma, Wash. — After five years without a contract and what its leaders described as an intense management campaign to rid itself of the union, the Pacific Northwest Guild was decertified at the McClatchy chain's Tacoma Morning News Tribune Aug. 15.

Tally of the ballots from the vote conducted the day before by the National Labor Relations Board among the daily's advertising, circulation and news-room employees was 77 for the Guild and 86 for no union. Nine eligible employees did not vote. Four ballots cast under challenge will remain sealed since they could not affect the outcome.

The Guild had represented employees at the paper since 1937 and for the most part had enjoyed a relationship of mutual respect with the paper's owners until McClatchy bought its assets in August 1986, canceled all existing union contracts and required all employees to reapply for their jobs if they wanted to stay.

Guild talks aimed at securing something approaching an equitable contract had been without result since, Art Joyner, the local's administrative officer, pointed out. At the same time, the company engaged in a series of unfair practices, imposed wage freezes and denied benefits to Guild-represented employees that it instituted for nonunion personnel.

In an agreement it signed with the NLRB in May of last year, while not acknowledging guilt, the company pledged that it would not, among other things, solicit employees to decertify the Guild, encourage them to instead form an "in-house employee association," or "tell employees that they ought to be shot" or otherwise threaten them for participating in "concerted, protected activities." The settlements grew out of NLRB charges stemming from several incidents over 17 months.

Glens Falls, N.Y.—Employees of the Howard chain's Post-Star voted by 53-31 to decertify the Albany Guild as their bargaining agent in an election conducted Aug. 1 by the National Labor Relations Board.

Albany Guild President Ken Crowe called it a sad end to seven years of the local's efforts to help employees in the advertising, business, circulation, editorial and mail-room departments win the security and dignity possible under a good union contract.

He was high in his praise of the unit's chairperson, Shirin Parsavand, and the other members of the unit committee that campaigned to retain the Guild as the group's union.

Even so, Joyner pointed out, it took an intense campaign by supervisors — mandatory one-on-one and "captive audience" meetings and misleading and deceptive mailings — to influence enough employees to vote against the Guild to oust it.

"Their theme seemed to be that if the union stays, wages will be frozen forever" because "the union doesn't have enough power to force us to change our position" on the contract, Joyner said.

"The result was an indication of

a unit which was simply worn down by the struggle," he said.

At the same time, he lauded the "dedication and hard work exhibited by our 77 supporters" in the face of the company's "concerted efforts to divest them of their rights to have a voice in their workplace." He had particularly high praise for the hard work on behalf of the Guild of unit leaders Bill Smull and Gary Larson.

As recently as this May the company refused an offer by a large association of area churches to provide an internationally known conflict resolution expert to try to help resolve the contract dispute.

Glens Falls employees vote against the Guild

Since organizing in 1984, there were two Guild contracts with the paper, the last expiring in January 1990. Both were substandard, particularly in job security and pay provisions.

Several times the Guild brought charges against the company, alleging violations of labor law and other statutes. The decertification petition was filed in August 1990, but action by the NLRB was blocked by unfair-practices charges pending against the company. The charges were dismissed this June and the vote set.

Among the results of other, earlier charges against the company:

In May 1990, a labor law judge found the Post-Star had illegally threatened to fire employees for

supporting the Guild and that a dozen circulation employees in fact were fired for supporting the Guild and the Teamsters during an organizing effort.

This March, an out-of-court settlement closed the books on a sexual-harassment case that dated from 1987. The Guild and a former mailroom employee accepted \$77,000 to settle a civil suit brought under state and federal laws.

In one incident in the case, the employee's supervisor allegedly lifted her car off the ground with a forklift while she was parked in a company lot. In another incident, he allegedly molested her in a warehouse.

Cox to pay \$1.75m fine

Atlanta—Cox Enterprises, the Atlanta-based media conglomerate, has agreed to pay a \$1.75 million fine to settle a federal antitrust suit involving purchase of stock from the Knight-Ridder chain, the Associated Press reported.

In March, the government charged that Cox violated federal requirements when it bought more than \$100 million in common stock from Knight-Ridder in 1986 and then sold it in early 1987.

The Cox chain owns the Atlanta Journal-Constitution, the Dayton Daily News, several other newspapers and radio and television stations. Knight-Ridder, the nation's second-largest news chain, publishes the Miami Herald, Detroit Free Press, the Philadelphia Inquirer-News, and the San Jose Mercury-News, among others.

Until 1988, the two chains published the Herald and the Miami News under a joint operating agreement.

Cx McInnis' tenure

Larry McInnis, who was honored for service to his local during the banquet at TNG's 1991 Convention, hosted by the Montreal Guild, has been president of that Guild local for 9-1/2 years. His tenure date was incorrectly stated in the Aug. 2 Guild Reporter.

Sheboygan news top hits \$646

Sheboygan, Wis.—Top-minimum pay for reporters, photographers and artists at the Sheboygan Press increases by \$44.39, to \$646.39 a week, under a new three-year agreement between the Sheboygan Guild and the Thomson-chain daily.

An initial raise of \$13.85 is retroactive to Feb. 1; an increase of \$14.78 is effective next Feb. 1; a final hike of \$15.76 is effective Feb. 1, 1993.

The raises are 2.3 percent the first year, 2.4 percent the second, and 2.5 percent the third.

The contract covers some 75 employees in the paper's advertising, business, circulation, editorial and maintenance departments. Tentative agreement was reached in mid-July after seven months of talks, and Guild members voted approval Aug. 21.

In reaching agreement with Thomson, the Sheboygan Guild achieved its third contract with three different owners of the Press in six years, said Randy Schmah, president of the Sheboygan Guild and leader of the bargaining team.

Thomson acquired the 27,000-circulation daily from Ingersoll Publications last year, four years after Ingersoll bought it from the Werner family.

The contract provides for an additional paid holiday, giving most employees a total of eight and 15-year employees a total of nine.

Added attraction at Canal Fest in North Tonawanda

A billboard looms over the center of activity during this year's (Erie) Canal Fest giving tens of thousands of area residents a hint of the Buffalo Guild's struggle for a new contract at the Tonawanda News during the 18 months since the 13,000-circulation daily became part of Conrad Black's American Publishing (Hollinger) chain. The Guild followed up with more details in a direct-mail packet of advertising coupons distributed to some 42,000 area homes. While cutting Guild-covered staff by nearly half, to a total of 17, through more than 35 meetings the company has demanded cuts in sales-staff pay guarantees, paid sick leave and severance pay. It also would eliminate fair-employment-practices provisions and emasculate job and Guild security. Next talks are scheduled Sept. 9.



Under a new group health insurance plan, effective Jan. 1, eye care and some chiropractic coverage is added. For the first time, employees will pay part of individual premiums. Also, employees covered by another family member's plan may elect to take an annual lump-sum payment in lieu of the Press' coverage.

The top minimum for copy editors and a flat minimum for wire, sports, community and business editors increases by \$45.05, to \$664.65 a week.

Top minimum for outside advertising salespersons advances by

40.20, to \$585.40 a week. The contract guarantees that wages plus commissions for outside salespersons will at least equal reporter minimums.

Under a new commission system, there is "the potential for higher earnings" for sales employees, Schmah said.

Top minimum for assistant librarians, clerks, switchboard operators and telemarketers increases by \$24.60, to \$352.70.

In addition to Schmah, the bargaining team included Robert Bushner, Mike Knuth, Bruce Halmo and John Rondy.

TNG sends message to freed hostage

Silver Spring, Md.—Following the release in Lebanon of hostage John McCarthy on Aug. 8, TNG President Charles Dale asked the leader of the London-based National Union of Journalists to relay a message from the Guild to the British television journalist.

"Please convey to John McCarthy and his family our profound sense of relief that his inhuman treatment finally has ended," Dale asked NUJ General Sec'y Harry Conroy to tell McCarthy.

And in a reference to a former Guild member still held hostage, Dale added: "We pray that the same good fortune will befall our own Terry Anderson and the remaining hostages quickly and that

they too will soon be freed at last from the ordeal that all of you have shared for too long."

Anderson, the Associated Press' Middle East bureau chief, was abducted on a Beirut street in March 1985 and has been held in Lebanon longer than any foreign hostage. He was a Wire Service Guild member until being assigned overseas.

The Int'l Federation of Journalists, of which the Guild is an affiliate, expressed its outrage that McCarthy "had to endure this extreme form of censorship for more than five years."

The IFJ joined the NUJ in calling for the release of Anderson and all other hostages.

B.C. ballots sealed after Guild challenge

Victoria, B.C.—British Columbia's Industrial Relations Council has impounded the ballots uncounted in a vote it conducted July 24 among the employees of the Thomson chain's Duncan Citizen on whether they will continue to be represented by the Victoria-Vancouver Island Guild.

The IRC's action came on the heels of the Guild alleging unfair

practices when four supervisors at the twice-weekly paper cast ballots in the decertification election.

Three of the supervisors, the Guild charged, have been on the company committee in contract talks with the Guild since last August when the paper's employees voted by 18-11 for the Guild to be their union. There has been a 60-percent staff turnover since, the Guild said.

The four — the accountant, the circulation manager, the editor and the warehouse foreman — were placed on the voter list by Citizen management. After the vote, when publisher Richard Odo was informed he would have to appear before the IRC in response to the Guild challenge of the four ballots, he sought unsuccessfully to withdraw the votes, the Guild reported.

A petition for the vote was filed July 15. The company immediately called a halt in talks for an initial Guild-Citizen contract, citing the petition. They had been proceed-

ing "slowly but steadily and about a third of all the issues were tentatively resolved," Guild President Joe Ravick said.

The Guild said it scarcely could imagine more oppressive circumstances than supervisors casting ballots in what is supposed to be an employee vote in the workplace during working hours, especially in the face of unfair labor practices by the Citizen last fall and winter.

Among the results of those unfair practices: The IRC in December ordered the Citizen to reinstate with full back pay and no hours reduction 15 mailroom col-lators, and in February the IRC ordered the reinstatement of a Guild activist with full back pay.

Last October, the Guild local concluded an initial contract covering the employees of two other community papers on Vancouver Island owned by the Thomson chain: the twice weekly Comox District Free Press and the weekly North Island News.

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, Cincinnati.
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.

The Guild Reporter



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

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The Newspaper Guild

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Area Code 301-585-2990

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INTERNATIONAL CHAIRPERSON: PETER E. McLAUG

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