The GUILD REPORTER

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

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29,000-plus can vote; Knight withdraws

Silver Spring, Md.—A total of 29,128 Guild members are eligible to vote during six days of balloting Sept. 26-Oct. 1 to complete this year's election of TNG's Int'l Executive Board.

Voters in good standing from 65 locals will elect the board's six at-large vice presidents from a field of 10 candidates, including five IEB incumbents and five challengers.

An 11th candidate, Bill Knight of Peoria, dropped out of the race Sept. 3, shortly after he quit his job as a reporter at the Peoria Journal Star — and amidst uncertainty about his eligibilty thereafter to serve on the board.

After leaving the Journal Star in late August, Knight took employment at the LABOR Paper, where both the Peoria Guild and the Communications Workers say they represent the employees.

"Until jurisdiction is resolved, my status remains unclear," Knight wrote to TNG's Int'l Election & Referendum Committee (IERC) in explaining his decision.

"A challenge to my candidacy could be quite expensive, and I can't in good faith place Newspaper Guild funds at such a risk," wrote Knight, a former Peoria Guild president and San Diego Guild administrative officer.

He told the Guild Reporter that the CWA had shown no interest in the LABOR Paper group since its last contract expired three years ago and the employees had therefore sought Guild representation.

Voting will be conducted Sept. 26-Oct. 1 in eligible locals in the United States and Canada. Locals, at their option, may conduct balloting on any or all of the six days of the official voting period established by the IERC.

Taking note of the strike by the Canadian Union of Postal Workers, the IERC advised locals in Canada that normally vote by mail to prepare to take "alternative measures" for balloting.

Following election of the six at-large vice presidents, all 16 board members will be sworn in for two-year terms at the IEB's fall meeting, beginning here Oct. 20.

The other 10 members — TNG President Charles Dale, Sec'y-Treasurer John C. Edgington, Int'l Chairperson Peter E. McLaughlin and seven regional vice presidents — were elected by acclamation at the union's convention this summer after being the sole nominees for the positions.

In the at-large VP race, the 10 candidates comprise the largest field of IEB contenders since 1981, when 18 candidates vied for

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RUSS CAIN/San Jose Guild

U.S. CAPITOL LOOMS OVER GUILD RALLIERS THROUGH HAZE, HEAT OF SOLIDARITY DAY
Carrying banner are Juan Gonzalez, left, and Bill Farrell of New York Guild unit at the Daily News.

Vancouver key top passes $1,100 in new 3-year accord

Vancouver — After nearly a year of tough bargaining that included strike and lockout threats, members of the Vancouver-New Westminster Guild have ratified a new three-year contract with the Southam chain's Vancouver Sun and Province.

Under the new agreement, top-minimum pay for key employees at both papers and their joint production operation, Pacific Press, increases by $150.88 a week, passing the $1,000-a-week mark the first year and the $1,100 level in the third.

A first increase of $47.86, retroactive to last Dec. 1, advanced the current minimum to $1,005.09 a week. A second boost of $50.26 takes the key rate to $1,055.35 this December 1, and a final hike of $52.76 pushes the minimum rate to $1,108.11 on Dec. 1, 1992.

Montreal wins first pact for Gazette ad salespeople . . . 3

It applies to more than 20 positions in various departments — including reporters, photographers, copy editors, artists, librarians, circulation district advisors, national, display and outside classified sales representatives, and assistant managers in several offices.

The contract's highest top-minimum — for various editors at both papers on the news, city, graphics, night news, news features, design and Saturday desks — advances by a total of $173.35 over the term, to $1,273.13 in the final year. It advanced to $1,154.77 last Dec. 1.

Under the contract, which contains no concessions, minimum rates in all job classifications are increased by 5 percent in each year of the agreement.

Also, several fringe benefits are improved; the Guild and management will continue joint efforts to achieve pay equity; Guild members will participate in designing commission plans; and the parties will continue talks on alternative work-week schedules.

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Solidarity marchers put heat on Bush, Congress

Washington — More than 300 Guild participants from 33 U.S. locals joined the AFL-CIO-sponsored Solidarity Day '91 rally that rivaled in size and emotion a similar, massive demonstration here 10 years earlier.

In all, more than 325,000 trade unionists converged on the mall in the nation's capital Aug. 31 to send labor's message to the Bush administration, the Congress and the nation.

As a reporter described it in the AFL-CIO News: "The column of marchers unfolded down Constitution Ave. in a sea of red, blue, green, yellow and white as T-shirted unionists and supporters waved bright hand-painted and professionally painted banners and signs, chanting for change."

They marched in oppressively humid 97-degree heat to the U.S. Capitol to demonstrate support for national health care reform, for legislation to ban the permanent replacement of strikers, for workplace safety, and for renewed attention to the nation's problem-plagued cities.

"You are the heart and conscience of America," AFL-CIO President Lane Kirkland told the multitude on the mall. "We are here to insist that democratic government — the White House, the Congress and the courts — must assure fair play for all and not just for those with the most money, the most luck or the strongest bootstraps."

Guild participants, marching in a group led by TNG President Charles Dale, came from nearly all sections of the nation — the East, the West, the Midwest, the South, the Hawaiian Islands. Some traveled all night to get here for the Labor Day weekend protest.

They came in large groups from locals in New York and Washington-Baltimore — 100 or more from each area.

Many in the New York contingent marched behind a banner proclaiming "Daily News Workers Strike Force For Justice," a reference to the multi-union strike against the New York tabloid con-

(Continued from Page 4)

10 locals back bid to repeal $1 hike

The motion to put to Guild-wide referendum a proposal to repeal the $1-a-month dues increase enacted by the 1991 Guild Convention appeared to have received sufficient seconds to trigger the referendum following adoption Sept. 11 of a seconding motion by a membership meeting of the Southern Ontario Guild.

The $1 increase, ticketed for TNG's organizing fund, went into effect Aug. 1 and remains in force.

The second by the SONG meeting, attended by some 90 members, was the 10th such action by a Guild local since the Twin Cities Guild on July 18 passed a motion calling for the referendum. TNG on July 23 sent official notice to all locals that the motion was open for seconding until midnight Sept. 21 [Guild Reporter, Aug. 2].

The motion and seconds will go before TNG's Int'l Executive Board at its fall meeting, scheduled to begin Oct. 20 at TNG headquarters. Under TNG's Constitution, the board will determine the sufficiency of the actions and, assuming conformance, set the date for the vote.

TNG's Constitution provides that a referendum motion must be "endorsed [seconded] by ... at

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Candidates' backers write on and . . . Pages 6-7

29,000-plus eligible to vote; 10 candidates remain

(Continued from Page 1)

nine seats. It also marks the first time since 1981 that at-large candidates for full, two-year terms have had opposition.

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

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

Bell, 50, is president of the Ottawa Guild, a reporter for the Ottawa Citizen, and led efforts to achieve a pay-equity agreement with the Citizen.

Cain, 48, is a longtime leader and former president of the San Jose Guild, chief photographer at the Monterey Peninsula Herald, and the 1976 Guild Service Award winner.

Cunningham, 37, is president of the Los Angeles Guild, entertainment editor at the Long Beach Press-Telegram, and helped lead organizing efforts at the Los Angeles Daily News.

Knox, 48, is president of the Washington-Baltimore Guild, slot person on the Baltimore Sun features copy desk, and was a leader of the successful Guild strike at the Sunpapers in 1987.

Lewis, 44, is a former president of the Toledo Guild and currently its vice president, a district manager at the Toledo Blade, and a former leader in a United Auto Workers local.

Mulcahy, 68, seeking his tenth IEB term, has been chairperson of the New York Guild's unit at Standard & Poor's since 1974, is editor of S&P's financial daily news service, and 2nd vice president of his local.

Przybyszewski, 39, seeking her first full term, is secretary-treasurer of the Erie Guild, an advertising salesperson at the Erie Times and News, and for 19 years has been a local officer.

Rothman, 41, seeking her fifth term, has been a leader in the Philadelphia Guild since the mid-1970s, and is a advertising salesperson at the Philadelphia Inquirer and Daily News.

Shellock, 40, seeking her fifth term, is a former president of the Youngstown Guild, a local leader since the late 1970s, and a reporter for the Youngstown Vindicator.

Souza, 57, seeking his fifth term, has been president of the Hawaii Guild for 22 years, is an advertising salesperson for the joint publishing arm of the Honolulu Star-Bulletin and Advertiser, and has been a Guild local activist for 32 years.

More detailed biographical sketches of the candidates were run in the July 12 Guild Reporter. Campaign statements by each were published in the Aug. 23 issue.

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

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

Each candidate was provided 12 column inches of display-ad space in the Guild Reporter, at no cost. Including the ads appearing in this issue, each candidate will have used his or her full allotment, individually or in combinations.

Voters were certified by the IERC during its meeting here Sept. 6. At the same time, the five-member committee adopted election rules, approved ballots and prepared and shipped out election material to locals.

Eligible to vote are members who were in good standing — i.e. current in their dues obligations — as of June 1, July 1 or Aug. 1 and whose locals made appropriate remittances to TNG not later than Aug. 15.

Not eligible to vote are members of locals in Bakersfield, Calif.; Battle Creek, Mich.; Chattanooga, Tenn.; Cincinnati; Dayton, Ohio; Lehigh Valley (Allentown), Pa.; Lynn, Mass.; Milwaukee, Wis.; Peninsula (Newport News), Va; Puerto Rico; Rochester, N.Y.; San Diego; and Sheboygan, Wis.

The deadline for receipt at TNG headquarters of protests regarding eligibility is Sept. 23.

Under the rules, local election committees must count ballots on either of the two days immediately following the voting period, that is, either Oct. 2 or 3.

Locals' returns to TNG must be postmarked no later than Oct. 5. The IERC will meet at TNG headquarters Oct. 16 to conduct the official tabulation of returns and certify results.

The IERC also advised the Pacific Northwest Guild that use of local funds to campaign for one candidate over another is a violation of TNG election rules and the U.S. Landrum-Griffin Act of 1959, and that such an action could jeopardize the election. The IERC issued the warning after reviewing an article in the local's publication, The Bulletin, that recommended six candidates by name.

Chairperson of the IERC is Jerry E. MacDonald, of Canadian Wire Service. Other regular members are Michele C. Davis, of San Diego; William Buchanan, of Erie; and Joseph Steele of New York.

Alternate member David Langzettel, of Portland, served as the committee's fifth member at the September meeting.

The seven incumbent vice presidents from geographic regions re-elected by acclamation at the Guild's convention in June are:

- Thomas J. Thibeault of Manchester, N.H., to his first full term, from Region 1, the U.S. Northeast.
- Faye McCracken of Memphis, to a sixth term, from Region 2, the U.S. South.
- Luther P. Jackson, 3rd, of Detroit, to a third term, from Region 3, the Midwest.
- Larry D. Hatfield of Northern California, to a sixth term, from Region 4, the U.S. West.
- Richard J. Brandow of New York, to a third term, from Region 5, New York City and vicinity.
- Lee C. Clifford of Canadian Wire Service, to a fifth term, from the Canadian Region East.
- Doug M. Louth of Vancouver-New Westminster, to a fourth term, from the Canadian Region West.

MARIANNE KEFFER ZWEIG/Washington-Baltimore Guild

INT'L ELECTION & REFERENDUM COMMITTEE PREPARES TO CHECK VOTER LISTS
Clockwise, from left: Jerry E. MacDonald, Canadian Wire Service; Joe Steele, New York; TNG President Dale; Dave Langzettel, Portland; staffer Cathy Strasnick; Bill Buchanan, Erie.

Dale OK'd as acting S-T during leave

Silver Spring, Md.—Acting in a telegraphic poll, TNG's Int'l Executive Board has designated President Charles Dale also to be acting secretary-treasurer for the duration of a leave being taken by Sec'y-Treasurer John C. Edgington.

Edgington, who was re-elected to his third term without opposition by TNG's convention at the end of June, began a compensatory-time leave of indefinite duration on Aug. 5.

The board acted under a provision of TNG's Constitution calling for the IEB to "take necessary action to provide for administration of TNG" when an elective office is not occupied because of "a contingency not met" by constitutional provisions that provide for filling of vacant offices.

Emphasizing that "no vacancy has been created by" Edgington's leave status, Dale told the board, however, that "a number of specified duties must be performed under the constitution" by the secretary-treasurer and that it was, therefore, advisable to formally designate Dale to act in Edgington's stead. The president and secretary-treasurer are TNG's only full-time, paid officers.

Explaining that the leave was taken for personal reasons, Dale said he expects Edgington to return and resume the constitutional duties of the office of secretary-treasurer, though he did not know when.

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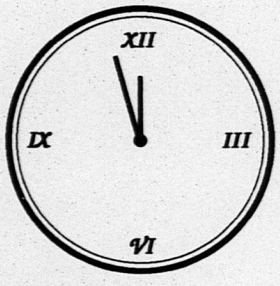
Postmaster: Send address changes to The Guild Reporter, 8611 2nd Ave., Silver Spring, Md. 20910-3327.

Ike Lewis says:

It's *time* for a change!



☒ Ike Lewis

☒ Patricia Bell

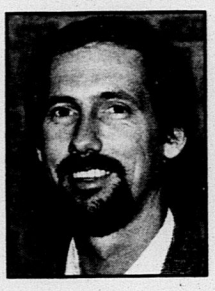
☒ Todd Cunningham

VOTE
- Leadership
- Independence
- Diversity
- A Voice for the membership

for International Executive Board Vice-President

Vote for the Guild's Future

The Newspaper Guild is at a crossroads as we enter the 1990s. To meet the challenges facing our union, our industry and the labor movements in Canada and the United States, we must have leadership that is committed, energetic and innovative. With the conventions moving to a two-year schedule, the need for an independent voice that can speak for the membership is greater than ever.



I can be that voice. I'll be a team player on the International Executive Board, but I'll make sure that we play to win.

*I urge you to also vote for **Patricia Bell and Ike Lewis** – both of whom will be strong voices on your behalf.*

Todd Cunningham

✓ **Organizing – our most urgent priority**

✓ **End concession bargaining – take the offensive**

✓ **Stop the decertifications – bust the union busters**

✓ **Affirmative action & pay equity – now**

VOTE #1 on the ballot

TODD CUNNINGHAM
for Guild international V-P at-large

Ad-sales employees OK first contract at Montreal daily

Montreal—Pay raises of up to 36 percent over two years, a schedule of wage minimums and protection against arbitrary transfer of accounts are included in the initial contract for ad-sales employees at the Southam chain's Montreal Gazette recently concluded by the Montreal Guild.

The two-year agreement was ratified overwhelmingly by the 30-member unit on Aug. 28. The Quebec Labour Board certified the Guild as the unit's union in late March 1990, less than a month after the Guild filed cards with the board demonstrating that a majority wanted Guild representation.

The new agreement provides most of the same benefits and protections in Guild contracts covering an additional 460 employees in the Gazette's editorial, circulation, maintenance and ad-service departments, Local President Larry McInnis said. The first contract for the ad-services group was concluded in late May 1990.

Under the latest agreement, five employees received raises in excess of 20 percent over two years, and 17 got increases of at least 10 percent, McInnis said.

Top minimum was set at $710 a week for national sales, national travel and retail sales representatives; at $610 for zone sales reps; and at $520 a week for inside sales reps. Starting minimums for the three groups were set at $545, $490 and $440 a week, respectively.

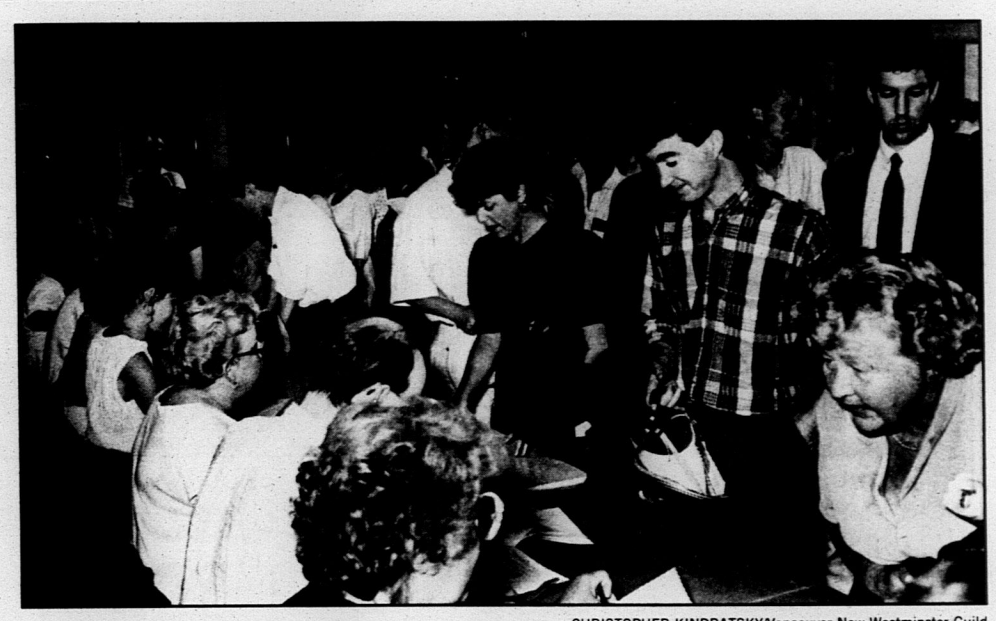
The pact also contains extensive protections for salespersons' commissions.

First-year raises of 5 percent for all employees were retroactive to June 6, 1990. Under the new minimums, effective from June 3 this year, 14 employees got raises of at least 8 percent in the second year.

Over the term, one employee was raised by $190 a week, or 36 percent, resulting in $3,146 in retroactive pay. Another was raised by nearly $155, or 28 percent, with $2,737 in retroactivity; a third was raised by $150, or 29 percent, with $2,633 in retroactivity.

A key contract provision protects an employee's right to continue handling individual accounts and guarantees the right to receive an account of equal value when one is transferred.

Montreal Guild 1st Vice President John Belcarz was chief negotiator for the group and was assisted by Unit Chair Richard Tye and Vice Chair Natalie Chaisson.



CHRISTOPHER KINDRATSKY/Vancouver-New Westminster Guild

MEMBERS CHECK IN, THEN RATIFY NEW PACT WITH VANCOUVER SUN AND PROVINCE

Vote on Sept. 5 was 90 percent in favor of three-year contract that is retroactive to last Dec. 1.

Vancouver key top passes $1,100 in 3-year pact

(Continued from Page 1)

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.

Guild members approved the new contract by a 90-percent majority Sept. 5

The agreement was reached Aug. 31 during a marathon negotiation-mediation session lasting 36 hours and involving all eight of the papers' unions, Guild President Mike Bocking reported. Contracts of all eight expired last December.

The Joint Council of Newspaper Unions began bargaining jointly on common issues Aug. 1, a week 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.

Members of the Pressmen's, Machinists and Engravers unions also gave their representatives strike-call authority, and the company served 72-hour lockout notices on all eight unions.

At that time, Bocking told company negotiators that if there was a strike or lockout, the city and provincial labor movements would join the newspaper unions in making sure no strikebreaker-produced newspaper reached any customer.

Union members had been outraged to learn in Southam's quarterly report to its shareholders that $3.3 million had been spent for "unusual items" aimed at continuing publication during a strike.

The new contract contains comprehensive provisions, negotiated last spring, for "achieving and maintaining internal equity" within the Guild bargaining unit. The agreement puts a special emphasis on "identifying and correcting gender-based inequities" such as those among lower-paid, female-dominated groups.

It sets up a fund to address pay equity over a five-year period. In the first phase, the company agreed to spend at least $95,000 on reclassification pay, retroactive to last Dec. 1.

An additional $205,000 is to be spent this Dec. 1 for adjustments for lower-paid classifications. In the final three years, adjustments totaling just over $1 million are to be made, based on a job-evaluation system yet to be implemented.

A joint union-management compensation committee will oversee the pay system.

On the work-week issue, the Guild and management agreed to study and negotiate on proposals for alternative work-week schedules such as a four-day week or nine-day fortnight "where practical."

On sales commissions, the company agreed to meet with the Guild on any proposed changes in the commission system and to negotiate any disputes. It further agreed to submit to mediation/arbitration unresolved disputes and to abide by an arbitrator's decision.

Among the other improvements in the Guild contract:

- The vision care benefit increases by $50, to $150 annually.
- The maximum life insurance benefit increases by $25,000, to $75,000.
- Employees may choose to see a psychologist for confirmation of need for paid sick leave for a stress-related illness.
- Employees are entitled to paid bereavement leave on the death of a grandchild.
- Mothers and fathers may take up to 10 weeks unpaid parental leave upon the adoption of a child.
- Photographers gain the right to withhold credit lines.

Other covered employees and their new top-minimum rates in the contract's final year: carpenters, painters and chief air conditioning operator, up by $145.54, to $1,068.89 a week; records supervisors, up by $122.27, to $897.98; and photo technicians, up by $119.64, to $878.65.

Also, inside sales representatives, up by $95.91, to $704.36; secretaries and upper-level clerks, up by $91.24, to $670.08; and janitors and building attendants, up by $88.32, to $648.62.

Advancing by a total of $92.88, to $682.15 a week, are features and rewrite assistants, city desk and editorial clerks, and marketing asst. head desk supervisors; editorial messengers advance by $81.68, to $599.88 a week.

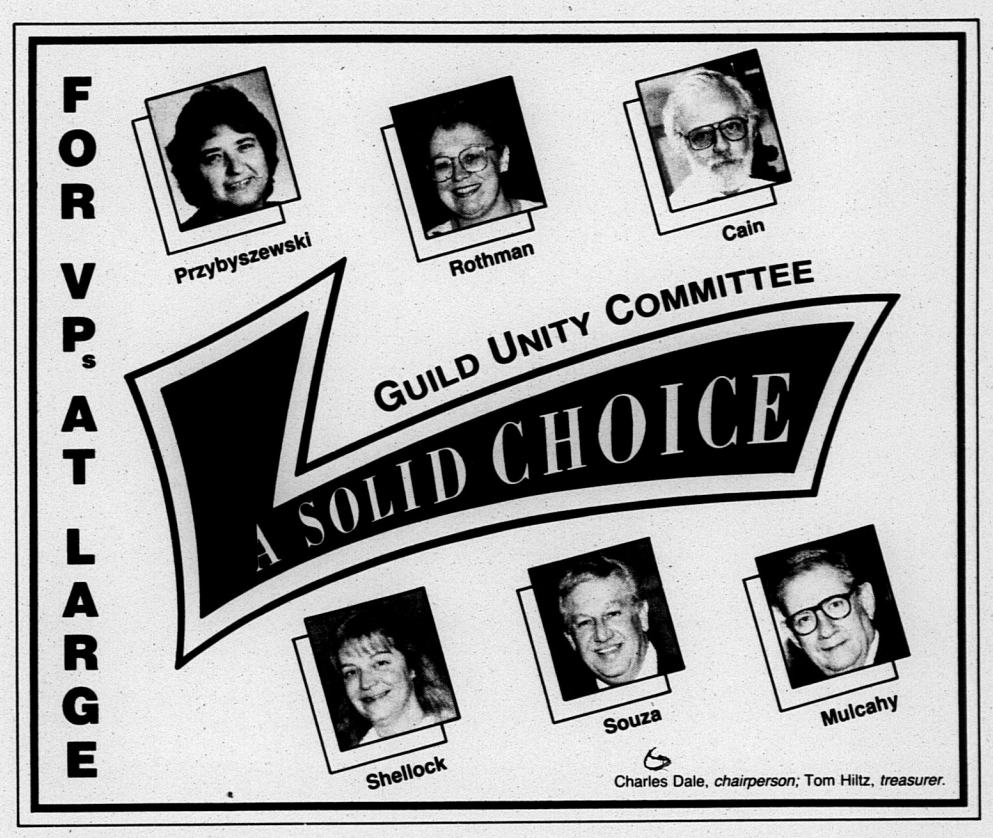
10 locals back vote on $1 dues hike

(Continued from Page 1)

least 10" locals "located in five states, territories or provinces" and that the moving and seconding locals combined must contain at least 5 percent of TNG's total membership in good standing, i.e. current in dues obligations.

Other locals that had reported seconding the referendum motion through Sept. 12 are: Lake Superior (Duluth), on Sept. 3; Yakima, on Aug. 31; Denver, Aug. 28; Peoria, Aug. 27; Los Angeles, Aug. 25; Akron, Aug. 22; Providence, Aug. 21; and Buffalo and St. Louis, both on Aug. 7.

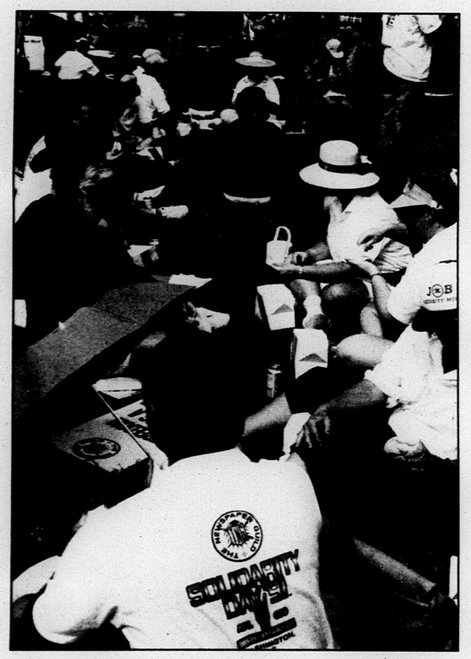
The dues increase was enacted by convention delegates after they rejected a motion which would have had the convention send the question to a referendum simultaneous with this fall's TNG elections [Guild Reporter, July 12].



TNG PRESIDENT CHARLES DALE (SECOND FROM LEFT) LEADS GUILD MARCHERS
With him, from left: spouse Darlene; TNG Vice Presidents Richard E. Brandow, toting banner; David M. Mulcahy, with handbag; and Carol Przybyszewski, in picket sign.

SOLIDARITY DAY '91

KATIE RATCLIFFE/Washington-Baltimore Guild
SODA HELPS BEAT THE 97-DEGREE HEAT
Jessica came with dad Brian Carr, Washington-Baltimore.



BOX LUNCHES EASE IMPATIENCE TO JOIN THE MARCH
TNG Vice Presidents Luther P. Jackson (TNG shirt, foreground), Larry D. Hatfield (glasses, left), Carol Rothman (visor, right).

300 in Guild join 325,000 in message to Capitol Hill

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cluded successfully early this year.

Guild members came in clusters from Akron and Albany; from Boston, Brockton and Buffalo; from Chicago and Cleveland; from Detroit and Erie; from Philadelphia and Providence; from Toledo and TNG headquarters.

They came in trios and duos and individually from Northern California, from Los Angeles, from San Jose, from San Diego. They came from Honolulu, Harrisburg, Kingston, Knoxville, Manchester, Pawtucket, Peoria and Pittsburgh.

From St. Louis they came, from Twin Cities, Wilkes-Barre, Woonsocket, Youngstown and the Wire Service Guild.

Those from Chicago, New York, Toledo, Philadelphia and Providence lugged banners, despite the heat. Others wore TNG-supplied signs: "Scabs Wrong; Strikers' Rights" ... "Freedom Wears a Union Label" ... "Solidarity Works" (in Erie, Philadelphia, Knoxville, and so forth).

Chicago Guild President Art Peterson and Waukegan-unit Chair Ralph Zahorik traveled 18 hours on a chartered bus with their local's banner, arriving at noon. When they couldn't find the Guild contingent before the march got underway, they unfurled the banner and marched with the Graphic Communications Union, finally joining up with the Guild near the Capitol. Their return bus trip took 16 hours.

Most members of TNG's Int'l Executive Board, as well as most of the candidates in the current race for six at-large TNG vice presidencies, marched in the TNG contingent.

"This is great, this is beautiful," said Eric Geist, TNG's Solidarity Day co-ordinator. "Guild people marching with the entire labor movement. It's a terrific feeling and a wonderful display of unity. You know you're not alone."

Guild participants who had marched 10 years ago at Solidarity Day '81 swapped memories of that emotionally charged event, which followed the firing of 11,400 PATCO air traffic controllers by Ronald Reagan.

Still others recalled how labor helped put together on the Washington mall in 1963 the history-making rally that gave the civil right movement a major impetus and at which Martin Luther King Jr. delivered his "I have a dream ..." speech.

This year's march was led by dozens of union leaders walking behind a "Solidarity Works" banner. They were joined by unionists from 30 other countries and leaders of 185 organizations that endorsed Solidarity Day.

Behind the union leaders came large groups from the Auto Workers, State County & Municipal Workers, Steelworkers, Machinists, Service Employees, Electrical Workers, Communications Workers, Teamsters, Mine Workers (many in camouflage fatigues), Electronic Workers and other large unions.

Carrying thousands of beige-colored pickets, the massive CWA contingent resembled a wheat field waving in a breeze as the marchers moved down Constitution Ave.

Led by President Dale, the Guild group marched in a second line moving directly down the mall.

Because of the intense heat, thousands of marchers sought relief under trees lining the mall or in water sprays from fire hoses connected to hydrants along the route.

At the speaker's stage near the Capitol, Kirkland assailed the Bush administration and urged Congress to help restore the American dream for millions of workers.

"We're here to remind our elected representatives that they were put there to serve, not the faceless marketplace, but the aspirations of real people," the leader of the 14-million member AFL-CIO said.

Bush and most representatives, of course, did not hear the message directly. Congress was in recess, and the president was out of town on vacation during the Labor Day weekend.

Kirkland was followed on the podium by several other national and international labor leaders, who made their points in speeches limited to two minutes each.

"Is this the best America can do?" asked CWA President Morton Bahr. "We say no. According to Bruce Springsteen, you can't start a fire without a spark. Well, President Bush, on this lawn today are tens of thousands of points of light, ready to spark some fires."

UAW President Owen Bieber told Bush: "It's time to leave the White House and visit *our* house."

Ron Silver, president of the Actors Equity Association, asked the throng: "Have you had enough of the 1980s? Ten years ago, people got fired: Now we don't get fired; we get 'permanently replaced.' Twenty-five-year-old stockbrokers earn a million bucks, and 55-year-old workers get thrown out of jobs. Have you had enough?"

The House of Representatives in July passed a bill to ban permanent replacement of strikers, and the Senate is scheduled to take up the bill this month.

Leaders of other organizations who spoke included Boston Mayor Raymond Flynn, head of the U.S. Conference of Mayors; the Rev. Benjamin Hooks, NAACP president (and an honorary Guild member); the Rev. Jesse Jackson, of the Rainbow Coalition; Patricia Ireland, of the National Organization for Women; and Jim Hightower, former Texas agriculture commissioner.

The day's marchers included a Chinese delegation, and the rally stage held a replica of the "Goddess of Democracy" statue fashioned by protesting students at Beijing's Tianamen Square two years ago.

Before the march, country singer Willie Nelson (wearing a Service Employees T-shirt and a Machinists cap) and the Ladies Garment Workers chorus led thousands of workers camped around an entertainment stage in singing "Solidarity Forever" and "America the Beautiful."

Other professional performers and labor troubadors entertained for several hours as the marchers assembled on the mall.

To close the day, some 75 Guild participants gathered at TNG headquarters for post-rally refreshments.

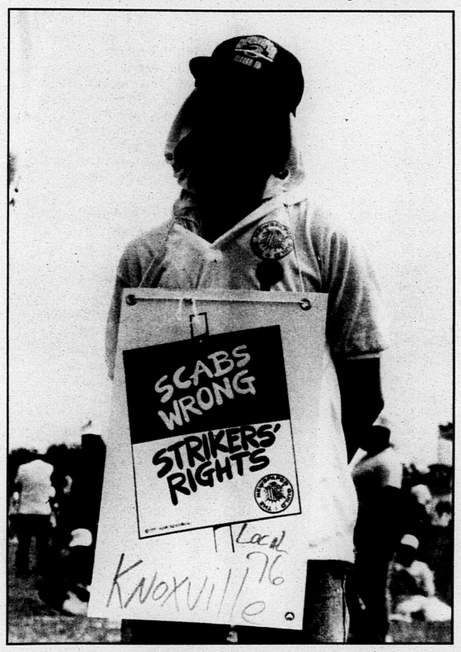
Solidarity shirts still available

Silver Spring, Md.—A limited number of staff/golf shirts imprinted with the TNG and official Solidarity Day '91 logos are available from TNG, according to Eric Geist, TNG's Solidarity Day co-ordinator.

Union-made, the shirts are white. The union-printed logos are black and teal blue. Sizes range from small to XX-Large. Price is $9. Contact is Geist at TNG headquarters.

VICKI BALDASSANO/Washington-Baltimore Guild
STEPPING OFF FROM WASHINGTON MONUMENT GROUNDS
Up front, Jim Schaufenbil, Manchester; Bill Buchanan, Erie.

BERNIE MOWER/Washington-Baltimore Guild
TWO MORE BATTLE THE GLARING SUN, HUMID HEAT
Jack Wallace, Wilkes-Barre; below, Mike Flannagan, Knoxville.



Bee refuses talks on 'merit' hikes

Modesto, Calif.—After first agreeing to comply with the recommended order of a National Labor Relations Board official, management at the Modesto Bee has withdrawn its offer to bargain with the Northern California Guild on the timing and amounts of pay increases based solely on individual job performance.

In a July 24 letter to Guild representatives, the Bee said it would appeal NLRB Administrative Law Judge William J. Pannier's findings that the McClatchy daily violated federal labor law by unilaterally implementing a so-called pay-for-performance system in mid-1990.

The Bee also said it unilaterally would implement "as soon as possible" its own proposed merit increases for 18 Guild-represented employees. Following Pannier's decision June 26, the Bee had agreed to bargain with the Guild on raises for the 18.

In a notice to employees, the Bee said the raises would be given on the "normal anniversay date, whether retroactive or coming up soon."

The Bee told the Guild a recent federal appeals court decision on merit pay had caused it "to rethink its decision" to abide by Pannier's decision.

In mid-July, the 10th Circuit Court of Appeals in Denver overturned an NLRB decision in 1989 that a Colorado utility was required to bargain with its employees on the amounts and timing of merit raises.

Since early 1987, the Guild has been seeking a new contract with McClatchy management for the Modesto paper's 70 editorial and art department employees, who have not had a contract raise since November 1986.

Pannier held that the Bee engaged in illegal bad-faith bargaining by granting what it called merit raises after declaring contract talks with the Guild had reached impasse in May 1990.

At that time, the Bee's "final offer" included no guaranteed raises and eliminated experience-based minimum-pay schedules other than an entry level rate.

In its July 24 notice to the Guild, the Bee said all future increases "will be determined and implemented in the same manner" as they have been since management posted its own terms and conditions of employment in 1990.

In the Colorado case, the NLRB said the utility lawfully bargained to impasse with the Electrical Workers union over a merit-pay plan. It also said, however, that it was illegal to implement the plan without bargaining over amounts and timing of such raises.

The appeals court disagreed, saying the employer could legally put a so-called merit-pay system into effect without obtaining the union's agreement.

In a related case, the full NLRB ruled last September that McClatchy's Sacramento Bee broke the law by not bargaining with the Guild on merit raises for some 400 employees there.

The Northern California Guild is continuing to seek new contracts for employees at the Sacramento, Modesto and Fresno Bees. A central dispute in all talks has been management's continuing demands for unilateral merit-only pay systems.

Guild denied Enquirer review

Washington—The U.S. Court of Appeals has upheld a ruling by the federal labor board that the Cincinnati Enquirer did not engage in bad-faith bargaining by insisting on unilateral control of wage increases for newsroom employees represented by the Cincinnati Guild.

In April 1990, the National Labor Relations Board had dismissed an unfair-labor practice complaint against the Gannett daily stemming from its refusal to retreat from demands for a so-called "merit-only" system of raises beyond an entry-level minimum.

In denying the Guild's request for a review of the NLRB's decision, a three-judge appeals court panel held the Enquirer's bargaining position in itself was not illegal.

The court said that the NLRB "seems to have accepted the courts' repeated teaching that an employer's bargaining position is not itself bad faith but only evidence of bad faith, so that a finding of bad-faith bargaining must be bolstered by additional evidence."

The court further found that "apart from its bargaining position, the complaint against the Enquirer alleged no action evincing bad faith. Nor does the board disclose any other evidence that the Enquirer bargained in bad faith."

The court also found the NLRB had not proven the Enquirer insisted on unilateral control of wage reductions or starting pay for new employees—only on control of increases beyond the entry-level minimum rate.

Since early 1985, the Guild has been seeking a first contract for some 135 Enquirer employees, but it has never received an offer for experience-based minimum-wage rates.

Responding to a Guild charge in June 1986, the NLRB's regional director in Cincinnati said the company violated labor law by demanding sole control over raises, refusing to include a procedure for arbitrating disputes and insisting on a no-strike provision.

Meetings held on proposed UPI slashes

Washington — Representatives of the Wire Service Guild met with United Press Int'l management Sept. 11 for the third time since the company in late August filed for financial protection under Chapter 11 bankruptcy for the second time in six years.

Subsidized since 1978 by the Guild and its members agreeing to a series of pay cuts and freezes, staff cuts and reorganization plans, the company said in its Aug. 27 bankruptcy filing that it has debts of $65 million against assets of some $22 million.

Meeting with the Guild Sept. 3, UPI demanded that the pay cut in effect since last November be continued at 20 percent until next June 30.

In addition, it demanded elimination of severance and notice pay and of the top four steps of contractual pay rates, plus full freedom to pick and choose which employees will be dismissed as it pares Guild-covered staff by 130-135 persons, about half its current level.

UPI employee functions would be reduced essentially to copy editing stories from stringers, said Guild President Kevin Keane. "It would be 'USI—United Stringer International'," he added.

UPI currently has just under 600 employees worldwide, compared to more than 1,800 in 1985 when it first went into bankruptcy, Keane said. It now has 50 U.S. bureaus, compared to 140 six years ago.

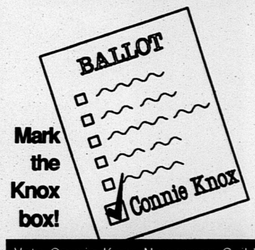
If the Guild does not agree to the demands before Sept. 15, the union reported, UPI said it will seek an emergency order from the bankruptcy court putting the takebacks into effect.

Under the Guild's latest pay-cut agreement with UPI, full contractual minimums are to be restored on Sept. 15, taking the top for a newsperson with eight years' experience to $710.80, from a current $568.64. Under UPI's bankruptcy demands, top contract minimum would be $430 a week, for four years' experience.

"UPI's bankruptcy papers indicated that their New York lawyers fees will cap at *$450 per hour*, Guild leaders told members.

UPI management told Editor & Publisher magazine that its Chapter 11 filing is a step "that would be welcome by the most sophisticated investors" as it continues to try to sell or otherwise bring new funding to the service.

The bottom line...



Mark the Knox box!

•Savvy
•Innovative
•Experienced
•Progressive

Vote Connie Knox Newspaper Guild At-Large Vice President

BELL FOR VP

IT SEEMS TO US

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. 27.)

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.

Unity slate backer cites strength and experience

MANCHESTER, N.H.

Editor:

In unity, there is strength. And in the Guild Unity Committee there is both strength and experience.

After watching them in action for a decade at Guild conventions, district council meetings and in their locals, I heartily endorse Russ Cain of San Jose, Dave Mulcahy of New York, Carol Przybyszewski of Erie, Carol Rothman of Philadelphia, Marie Shellock of Youngstown and Stan Souza of Hawaii for international vice presidents.

I respectfully urge my sisters and brothers in the Guild to do the same.

JIM SCHAUFENBIL
Former president
Manchester Guild

San Jose president cites intangibles, backs Knox

SAN JOSE, CALIF.

Editor:

The July 12 issue of the Guild Reporter carried brief Guild biographies of each of the candidates for at-large vice presidents on the IEB. All the credentials that make Connie Knox an excellent candidate are chronicled there. They leave no doubt about her qualifications.

However, what the biography did not address are the intangible qualities that recommend Connie to the IEB — the same qualities that have long made her an asset to her own local. I have had the opportunity to observe and get to know Connie during the last two Guild conventions. She is a woman with an interest in and a capacity for bridge-building.

Hard times require strong action. The Guild is in the midst of a challenging era where things may get worse before they get better. I am confident that Connie Knox knows the difference between making tough decisions that require change and simply making change for its own sake.

I will cast my vote for Connie Knox for at-large vice president and encourage my fellow Guild members to do so as well.

ANN MURPHY
President
San Jose Guild

New leadership urged by Providence president

PROVIDENCE, R.I.

Editor:

We don't have to look far to find our problems — dramatic membership declines, a battered budget in need of a dues increase to keep it afloat.

And we don't have to look far to find new leaders who will guide us out of these dark times.

I urge all Guild members to support Todd Cunningham of Los Angeles, Patricia Bell of Ottawa, Ike Lewis of Toledo and Connie Knox of Washington-Baltimore for international vice presidents at large.

These four candidates will give the Guild a shot in the arm by bringing diversity and innovation to the IEB.

I have met each of the candidates and have been impressed by their energy and enthusiasm.

I'm sure that's what we need now more than ever.

FRANK SANTAFEDE
President
Providence Guild

Former local president endorses Patricia Bell

OTTAWA, ONT.

Editor:

It has been my privilege to work with Patricia Bell for the past seven years. Pat possesses all of the qualities necessary to serve as an IEB vice president.

Pat is always on top of any issue concerning Guild members and we can rest assured our concerns will be dealt with in a professional and expeditious manner.

Pat's calm reasoning has and continues to provide stable leadership in our local.

Delegates who have attended convention during the last five years know Pat as a conscientious and dedicated delegate who truly cares about all aspects of the Guild.

This is why I will be voting for Patricia Bell and urge all Guild members to elect Pat to the IEB.

DAVID C. ELDER
Past president
Ottawa Guild

Vote to test perceptions of members, Hardy says

NEW YORK, N.Y.

Editor:

The elections for TNG at-large vice presidents are nothing less than a referendum on whether our members see the critical need to choose leaders with the intelligence and integrity to stem the silent crisis that grips our union.

As someone who recognizes that TNG is afflicted with the malaise of falling membership, contract retrogressions and backroom chicanery by faint-hearted local leaders, I am now encouraged by the clear alternatives presented by Todd Cunningham, Patricia Bell and Ike Lewis. I also believe we should re-elect and thereby hold on to the brainy diligence of Marie Shellock.

As I saw at the Montreal Convention, these candidates stand for diversity among TNG's membership and have demonstrated a real commitment to the common welfare of all TNG members. Whether the challenge be organizing or battling vampires like King & Ballow, I believe they will meet the test without blinking. For sure, they will bring a new level of openness to the IEB (and, God knows, that's needed).

In these parlous times of craven union-busting publishers we dare not settle for anything less.

DAVID W. HARDY
Executive board
New York Guild

Detroit president cites Unity slate's maturity

DETROIT, MICH.

Editor:

I strongly urge Guild members to vote for the IEB candidates running on the Unity slate ticket in the upcoming election of officers.

The six Unity slate candidates — Marie Shellock of Youngstown, Stan Souza of Hawaii, Russ Cain of Monterey, Carol McGarvey Rothman of Philadelphia, Carol Przybyszewski of Erie and David Mulcahy of New York — will give the Guild an excellent blend of experience, mature judgement and a willingness to explore new programs while serving on the IEB.

In the coming months, TNG faces a host of critical issues ranging from financing and organizing to preservation of existing Guild contracts that are under unprecedented assault by the amoral newspaper chains.

The Unity slate provides us with six Guild activists who are dedicated to advancing the cause of trade unionism in the newspaper industry. They will steer us on a progressive course with well reasoned, sensible and forceful decisions.

Please cast your votes for these six outstanding Guild officers.

LOUIS J. MLECZKO
President
Detroit Guild

Knox passes friend test, Akron president writes

AKRON, OHIO

Editor:

I pick my candidates the same way I pick my friends. The three things I look for are honesty of actions, independence of thought and enough intelligence to keep things lively.

Among the many competent candidates running for international vice president at large, one stands out as possessing all of these qualities in abundance. We cannot afford to miss the opportunity to elect Connie Knox to the Int'l Executive Board.

They'll do us proud.

JANE SNOW
President
Akron Guild

'Dreamed I saw Broun,' L.A. member reports

LONG BEACH, CALIF.

Editor:

I dreamed I saw Heywood Broun last night, alive as you or me.

"But Heywood, you're 50 years dead," said I.

"Hell, I never died," said he. "I just missed a few deadlines."

"As founder of the Guild, you should be haunting our Silver Spring headquarters," I said.

"Been there," he sniffed. "That place is too neat and clean for me. It oughta look and smell like a newspaper. Hell, if those fellas that run the place now ever got a good look at my rumpled old carcass, they'd boot me out the door."

"So, Heywood," said I, "what do you think of the Guild today?"

"Why, if I had half a body, I'd finish the job I started by bringing the Guild to every newspaper across the land."

"But you wouldn't stand a chance by yourself against these big media chains," I insisted.

"I know just where to get the team to organize," he smiled. "With Patricia Bell, Todd Cunningham, Ike Lewis and Bill Knight on the Int'l Executive Board, the publishers wouldn't have a ghost of a chance."

I woke up and looked around the newsroom. It was just a dream. But what a dream!

Fraternally,

NEIL STRASSMAN
Long Beach unit
Los Angeles Guild

VP Jackson supports five incumbents, Cain

ANN ARBOR, MICH.

Editor:

Since joining the Int'l Executive Board in October 1987, I have had the pleasure of working with several bright, dedicated and compassionate Guild vice presidents.

This month we all have the opportunity to return five of those leaders to the board.

David Mulcahy, Carol Przybyszewski, Carol Rothman, Marie Shellock and Stan Souza have all shown they have what it takes to guide our union toward a prosperous future.

I am also pleased to endorse Russ Cain from the San Jose local to fill Gene Turner's IEB seat.

These six Guild stalwarts offer us the leadership, experience and well-reasoned solutions we need to win at the bargaining table, organize the unorganized and to embrace a diverse membership.

While quick-fix solutions seem tempting, I would urge my fellow Guild members to vote for people we know and trust.

LUTHER JACKSON
TNG vice president, Region 3
Detroit Guild treasurer

Four Vancouver leaders tell choices in VP races

VANCOUVER, B.C.

Editor:

We are supporting three independent candidates for international vice president in September's referendum. At this year's Guild convention we had a chance to watch and hear the candidates. We believe that Todd Cunningham, Pat Bell and Ike Lewis will bring the kind of open, inquiring minds we need on the Int'l Executive Board. They are some of the best local leaders in the Guild.

Todd Cunningham is president of the Los Angeles local. He is a committed and successful organizer. He doesn't just talk about diversity and fairness, he fights for it.

Pat Bell is president of the Ottawa local. She worked hard for pay equity in her local.

Ike Lewis is vice president of the Toledo local. He believes we need to organize to secure the future of the Guild.

Like other concerned Guild members, we believe it is time for a change in the leadership of The Newspaper Guild. Cunningham, Bell and Lewis will provide a voice for the membership.

In solidarity,

MIKE BOCKING
President
JAN O'BRIEN
Administrative officer
GEORGIA CHISHOLM
Pacific Press unit chair
BEVERLEY GREENE
1st vice president
Vancouver-N.W. Guild

Montreal leader raps Tonawanda billboard

MONTREAL, QUE.

Editor:

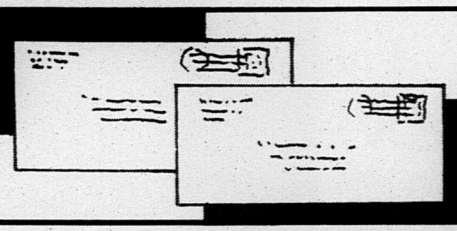
I certainly hold no brief for Conrad Black ["Added attraction at Canal Fest in North Tonawanda," Guild Reporter, Aug. 23]. When his firm bought a Canadian supermarket chain, he reached in and seized the surplus in the pension fund. Although he had to pay some of it back, it started a series of court challenges that continue today about whether the surplus in a pension fund belongs to the employer or employees.

And there is no doubt that [Black's] American Publishing is being unfair to Tonawanda News employees. There's a lot of unfairness going around these days.

But the billboard pictured notes not once, but twice, that American Publishing is Canadian owned. Is the bad treatment worse because of that? Would it be better if Amer-

(Continued on Page 7)

IT SEEMS TO US



(Continued from Page 6)

ican Publishing were American owned?

In the same issue, dirty-dealing Cox is mentioned twice, once in conjunction with Knight-Ridder, another chain that doesn't bring high Guild praise. Then there's the Howard chain's paper in Glens Falls and McClatchy's paper in Tacoma. Are they good corporate citizens? Two decertifications! Management must be dancing in the boardrooms.

Are Canadian owners who are anti-union any worse than American owners who are anti-union? I think not.

LARRY McINNIS
President
Montreal Guild

Detroit News leader endorses Unity group

FERNDALE, MICH.

Editor:

As chair of Local 22's Detroit News unit, I know the importance of dedicated, take-charge leadership.

That's why I am so pleased to endorse Russ Cain, David Mulcahy, Carol Przybyszewski, Carol Rothman, Marie Shellock and Stan Souza for the Int'l Executive Board.

In addition to a knowledge and concern for local organizing and bargaining issues, these six men and women also have the vision and perspective to lead our entire organization into the 21st century.

I urge all of my brothers and sisters in Detroit and throughout the United States and Canada to support these six candidates.

DIA PEARCE
Chair, Detroit News unit
Detroit Guild

Post unit member credits Knox for 'happy change'

WASHINGTON, D.C.

Editor:

I want to add my name to the large list of Guild activists who would like to see Connie Knox on the Int'l Executive Board.

Not too far back, the Washington-Baltimore local was torn apart by political and personal differences among the leaders of our various units, particularly at the [Washington] Post and the [Baltimore] Sun.

These days, those two units and others in our local have forged an outstanding working relationship based on co-operatiuon and service to our members. And our local president, Connie Knox, certainly deserves a lot of the credit for that happy change.

I wholeheartedly endorse her candidacy for an at-large IEB seat. She will bring her extensive union experience and know-how to the board and she will continue her record of outstanding service at all levels.

The Guild needs both a cooperative spirit and a fresh approach to its many challenges, and I think Connie Knox is just the one to provide the board with those qualities.

KARLYN BARKER
Washington Post unit
Washington-Baltimore Guild

Knox termed sensitive to needs of small locals

KNOXVILLE, TENN.

Editor:

I am writing to endorse the candidacy of Connie Knox for international vice president at large.

The leaders of Knoxville Newspaper Guild Local 76 have worked with Connie over the past several years through the Southern District Council, tri-council and international conventions. I think my colleagues in the local who know Connie share my opinion that she is a conscientious, knowledgeable and fair leader who deserves to serve on the Int'l Executive Board.

Although Connie is from a large local, she has always shown sensitivity to the special problems faced by small locals, whether it is a matter of how to handle a grievance, or how to recruit local leaders, or how to find the money to get to a Southern District Council meeting. Her advice and helpfulness have been a great resource for our local.

LAURA SIMMONS
President
Knoxville Guild

Cain's not just a hacker, San Jose member says

SAN JOSE, CALIF.

Editor:

I encourage Guild members throughout the United States and Canada to support the candidacy of Russ Cain of San Jose for Int'l Vice President at large.

Sometimes a person's steady achievements over the years are overshadowed by their current contributions. Russ Cain is a case in point.

Many Guilders know Russ mainly because of his extensive knowledge of computers and his ability and willingness to help take Guild locals into the age of high technology.

But Brother Cain's commitment to the Guild and dedication to the labor movement as a whole are the real reasons we should unite behind him.

Since Russ signed the first Guild card in the Monterey unit's organizing drive in 1973, he has stood solidly on the side of newspaper workers through some difficult times with an unwavering sense of social justice and extraordinarily high ethical standards.

The Guild needs the leadership Russ has so consistently exhibited and I strongly urge all members to support his candidacy and the candidacies of the members of the Unity Committee, with whom he is running.

DIANNE MARTINO
Mercury News unit
San Jose Guild

SONG president urges votes for 3 challengers

TORONTO, ONT

Editor:

Our membership is at its lowest level in years, we are losing dues check-off and union shops, and worst of all, we are losing bargaining units.

How painful to read recently of decertifications in Stockton, Tacoma and Glens Falls.

Here in Canada, the federal Tory government is taking a page out of Ronald Reagan's book and trying to smash the Canadian Union of Postal Workers. We're all trying to fight that, because if they succeed, it will have the same devastating impact on us that the smashing of PATCO had on the U.S. labor movement.

But it's time for The Newspaper Guild to stop complaining about the legacy of the Reagan years and start doing something about it.

We need determined new leadership that looks 10 or 15 years ahead, not just two years ahead to the next elections.

Remember, the people who are really suffering are not those of us who are still here to vote, but our brothers and sisters who have been left without a union.

I urge support for progressive new candidates Todd Cunningham, Pat Bell and Ike Lewis. Let's support reform — before it's too late.

GAIL LEM
President
Southern Ontario Guild

End group's hegemony, Ramsey urges voters

BETHESDA, MD.

Editor:

In an epoch of single-party dictatorships giving way to multiparty governance in Eastern Europe and Latin America, the time is ripe for Guild voters to end the Unity Committee's hegemony on the Int'l Executive Board.

The Unity Committee has controlled Guild politics since the late 1960s. It's grip over the IEB needs to be ended. The Unity incumbents — with a few past exceptions — did not resolve the Guild's problems of the last two decades and are incapable of leading the Guild into the next millennium.

Fresh and diverse minds must be elected.

That's one of many reasons to elect Connie Knox to the IEB. She has fresh ideas. She is a demonstrated problem solver. She knows financial prudence, having avoided budget deficits as president of one of the Guild's largest locals. She can lead the Guild to new heights.

Elect Russ Cain to the IEB, despite his endorsement by the Unity Committee. He's a brilliant leader. He's no blind follower.

To add sorely needed racial diversity to the IEB, elect Ike Lewis. His robust thinking will strengthen IEB debate.

With these three, voters will usher in the epoch of the Guild's pro-democracy movement.

RICHARD J. RAMSEY
Local representative
Washington-Baltimore Guild

Cain's best for the times, San Jose officer writes

SAN JOSE, CALIF.

Editor:

Hard decisions loom ahead for our union. As members, we must elect the best people to the Int'l Executive Board to chart the course for The Newspaper Guild in the 1990s. For me, the choice is clear.

Russ Cain is the leader the Guild needs. For nearly two decades in my local, he's been making just those kinds of hard decisions.

His credentials are front-line in bargaining, organizing and union financing. He has been a local leader since playing a key role in organizing our Monterey unit in 1973. He's been local vice president, president, delegate to countless TNG conventions, and is current president of the Western District Council.

Russ knows the day-to-day issues facing Guild members in all departments, because in Monterey we represent *all* departments. Whether you're a reporter, work in ad sales or sweep the floor, Russ knows your concerns. When it's time for action, Russ doesn't spin his wheels. He gets the job done.

Over the years, Russ has made a tremendous difference in our local. He'll make a tremendous difference on the IEB. That's why I support Russ Cain and the other members of the Unity Committee — Dave Mulcahy, Carol Przybyszewski, Carol Rothman, Marie Shellock and Stan Souza.

FRANK SWEENEY
Sec'y-treasurer
San Jose Guild

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

Changes are needed, Ottawa leader asserts

OTTAWA, ONT.

Editor:

Guild members need only read the Guild Reporter to realize changes are needed if we are to survive as an independent union.

Our membership base is decreasing at an alarming rate and our finances are in serious trouble (Sec'y-Treasurer John Edgington reported "TNG finances showed a deficit in General Fund operations for last year, with the expectation of an even larger deficit in fiscal 1991-92").

The IEB plays a pivotal role in the success or failure of the Guild and every board member must be prepared to assume a tremendous responsibility in order to provide effective leadership.

Choosing the best candidate is a difficult task for most members who don't even know the candidates names or who did not have the opportunity to hear them when they took part in a forum responding to questions from convention delegates.

If you'd had the opportunity you would have heard three candidates eager to take on the task of increasing our membership and making things better for existing members. These candidates share a common concern for revitalizing the Guild and making it responsive to all members' needs. Todd Cunningham, Patricia Bell and Ike Lewis together can make a difference.

SHARLAN CLARK
Executive officer
Ottawa Guild

He's waited 25 years, L.A. ex-president says

LONG BEACH, CALIF.

Editor:

It's as though I've been waiting all of my 25-years-plus in The Newspaper Guild for the chance to endorse the candidacies of Todd Cunningham, Pat Bell and Ike Lewis for at-large international vice presidents.

I've had the chance to watch Todd closely as he implemented his vision for the Los Angeles Guild, a vision that has produced a groundswell of organizing triumphs and first-contract victories. If elected, hang on to your hats. Todd will be after you to do something to achieve for TNG what he's already produced here in Los Angeles.

Pat likes a quiet fight, but she's accomplished plenty in Ottawa. We ought to bring that talent to all of TNG.

If you've been in attendance at any Guild convention in the last 10 years, you have to be impressed with the tenacity and drive that Ike can give us.

Whatever you do, don't sit this election out. You can bring something to the Guild simply by voting.

GEORGE B. LAINE
Past president
Los Angeles Guild

CX: Dave Mulcahy's statement

A production error coupled with less than adequate proof reading resulted in a word being dropped and two sentences being run together, making a portion of the campaign statement of Dave Mulcahy in the Aug. 23 edition of the Guild Reporter garbled and incompreshensible. Reprinted below is the bulk of that statement with all words and punctuation in place:

IT HAS been my pleasure to serve as a vice president at large since 1975. 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 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 capitas 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.

TNG files complaint on Cal-OSHA pact with Copley papers

San Francisco—California's workplace safety agency (Cal-OSHA) violated federal law by agreeing with the San Diego Union and Tribune to a totally inadequate provision for adjustable chairs for VDT users, TNG has charged in a complaint to the U.S. Occupational Safety & Health Administration's office here.

The complaint is the latest chapter in a series of disputes about the adequacy of measures by the Copley papers to alleviate conditions that appear to have contributed to dozens of cases of repetitive strain injury (RSI) among Guild-covered employees over the past two or more years.

If upheld, the complaint, filed by TNG Director of Research & Information David J. Eisen, could jeopardize the federal OSHA's continued recognition of the validity of Cal-OSHA's enforcement of workplace safety laws and regulations.

Under the federal job-safety law, state laws and enforcement procedures are supposed to be at least as stringent as federal law and procedures.

Several provisions of the Cal-OSHA/Union-Tribune agreement are "far from adequate," Eisen said in the Sept. 9 complaint.

The agreement's provision on adjustable chairs, however, he charged, is "totally unaccceptable" because it is silent on adjustable back rests and requires that seat heights be "adjustable without the use of tools" only at the workstations shared by "two or more VDT users . . . every other day on a regular, ongoing basis."

That provision "violates a universally recognized principle that *all* VDT users should have chairs adjustable for seatpan and backrest height," Eisen wrote, citing statements and standards from national authorities.

"There is probably no single ergonomic measure more important to averting cumulative trauma disorders [another term for RSI] ... than an adjustable chair," Eisen wrote.

"To permit Cal-OSHA to maintain this decision would not only reverse the precedent set" in the agency's agreements at the Fresno, Modesto and Sacramento Bees, "but would set a standard citable everywhere in objection to a requirement for adjustable chairs for VDT operators who do not regularly share their workstations," Eisen wrote.

The state's workplace safety appeals board in July rejected an appeal by the San Diego Guild that the state agency reconsider its earlier rejection of Guild objections to the adequacy of the Cal-OSHA/Union-Tribune agreement on RSI protections.

The Guild said it saw major flaws in the agreement's provisions on adjustable chairs and on the adjustablity of VDT keyboard heights.

The agreement emerged from talks that involved Cal-OSHA, the company and the Guild after the company objected to provisions of a "special order" issued by Cal-OSHA in July 1990 after the agency inspected the papers' plant at the request of the Guild.

The agreement replaced the order with a voluntary "Union Tribune Safety Program" which, like the order, covers VDTs and the papers' tear-sheet room.

Despite the fact that the agreement calls for workstations "designed to prevent injury or illness," little has happened to change things in the dailies' plant and the Guild continues to receive calls from employees reporting the development of new symptoms of RSI, a local representative said.

What you'll see in voting booth Sept. 26-Oct. 1

On all ballots going to Canadian members, the material ahead of the list of candidates is in both English and French. The six to be elected will serve two years on TNG's 16-member Int'l Executive Board, along with seven vice presidents elected from geographic regions, the president, the secretary-treasurer and the international chairperson. **(See story, Page 1).**

1991 Official Ballot

THE NEWSPAPER GUILD (AFL-CIO, CLC)

Referendum Election For the Office of

Vice-President At Large

—Official Voting Period—

Sept. 26 through Oct 1, 1991

★ ★ ★

VICE-PRESIDENT AT LARGE
(Vote for 6)

- TODD CUNNINGHAM ☐
- PATRICIA BELL ☐
- CAROL PRZYBYSZEWSKI ☐
- CAROL D. ROTHMAN ☐
- RUSS CAIN ☐
- MARIE SHELLOCK ☐
- IKE LEWIS ☐
- STAN SOUZA ☐
- DAVE MULCAHY ☐
- CONNIE KNOX ☐

SAMPLE

NLRB orders raises for 200 at L.A. daily

Washington — The federal labor board has ordered the Los Angeles Daily News to give retroactive raises to some 200 editorial department employees who were denied customary annual "merit raises" over a 19-month period while the Los Angeles Guild bargained a first contract for the group.

In its decision, issued Aug. 27, the National Labor Relations Board upheld an administrative law judge's decision in March 1990 that the Cooke Media daily violated labor law when in mid-1989 it discontinued a longstanding practice of granting merit raises to the employees.

The law judge, Gerald A. Wacknov, also had recommended that the NLRB order News management to "make whole" all on the staff who had been denied the annual raises during contract talks.

Newsroom employees voted in April 1989 to make the Guild their bargaining representative. Shortly after talks began, the company said it would no longer give employment-anniversary raises based on individual performance evaluations.

This February, the Guild and the News reached agreement on an initial contract for editorial employees. The agreement, however, was not fully retroactive as it applied to wages.

Los Angeles Guild Administrative Officer Jim Smith said some employees had been denied two annual raises, while others missed one. He estimated that employees could receive "several hundred thousand dollars" in back pay and interest.

The company has until Sept. 19 to appeal the NLRB's ruling in federal appeals court, Smith noted.

The Daily News is owned by Jack Kent Cooke, who bought it from the Tribune Co. in 1985. Based in Woodland Hills, Calif., it has about 200,000 circulation, mostly in the San Fernando Valley north of Los Angeles.

A three-member NLRB panel, acting for the full board, voted by 2-1 to uphold Wacknov's findings. NLRB members Mary Miller Cracraft and Dennis M. Devaney voted to uphold the unfair-labor practice complaint against the News, while member Clifford R. Oviatt Jr. dissented.

The panel's majority pointed to "two well-settled legal principles" underlying Wacknov's decision: An employer negotiating with a newly certified bargaining representive is prohibited from altering terms and conditions of employment without bargaining with the union, and merit increases are included in this prohibition.

Once the judge found that the Daily News had a "pattern and practice" of evaluating employees at anniversay dates, he correctly concluded News management "was required to maintain that practice, absent an agreement with the union to the contrary," the NLRB panel held.

The panel also found Wacknov properly relied on the NLRB's decision in June 1989 that the Central Maine Morning Sentinel in Waterville illegally withheld anniversary raises during bargaining for a first contract with the Portland Guild.

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, Md., 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.

The Guild Reporter

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ILCA INTERNATIONAL LABOR COMMUNICATORS ASSOCIATION · AFL-CIO/CLC ·

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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SECRETARY-TREASURER: JOHN C. EDGINGTON
INTERNATIONAL CHAIRPERSON: PETER E. McLAUGHL

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