



The GUILD REPORTER

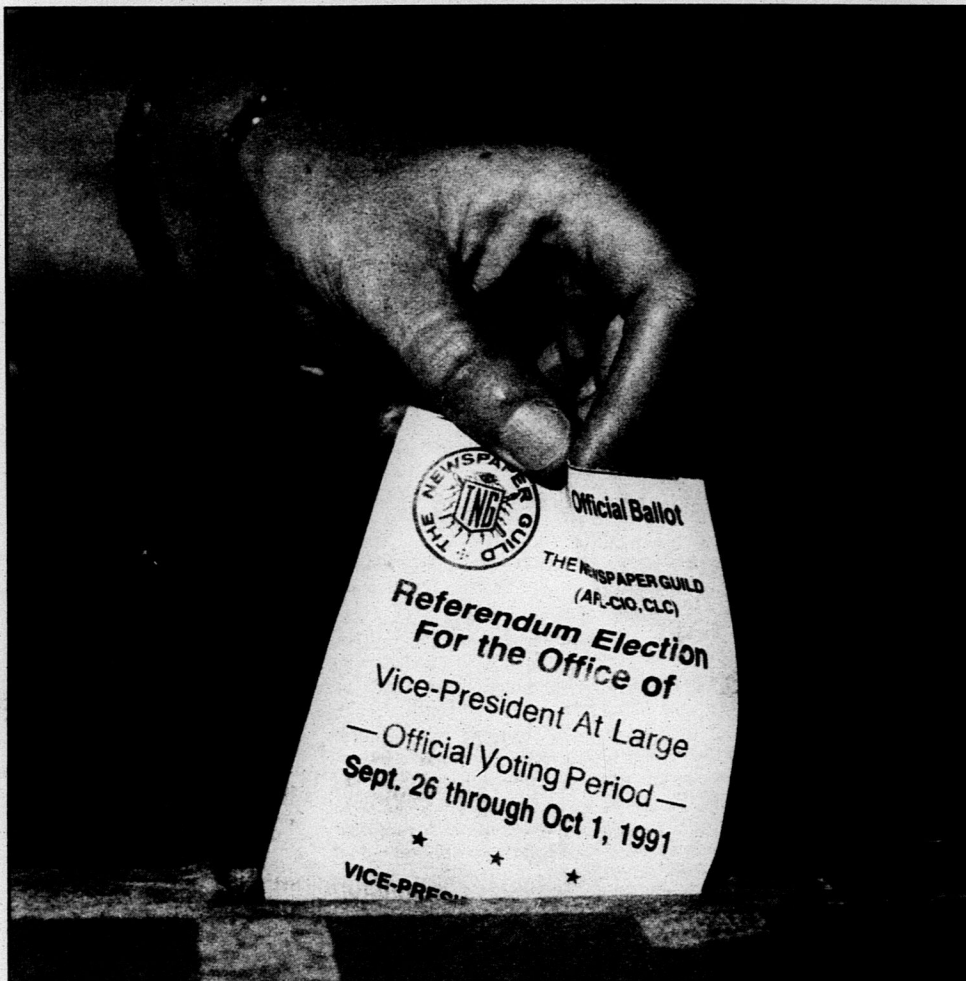
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Silver Spring, Md.

October 4, 1991

4 incumbents, Knox, Cain lead in VP race



Tight margin leaves sixth spot undecided

Silver Spring, Md. — As the Guild Reporter went to press, four incumbents and two newcomers were leading in close balloting for six at-large vice presidential seats on TNG's Int'l Executive Board.

With 49 locals (containing 98 percent of the eligible voters) reporting, incumbent Carol Przybyszewski of Erie was the leading vote-getter in an apparently successful bid for her first two-year term on the board. She was elected last year to complete an unexpired term.

Incumbent Carol Rothman of Philadelphia, newcomers Connie Knox of Washington-Baltimore Guild and Russ Cain of San Jose, and incumbent David Mulcahy of New York were running 2-3-4-5 and also appeared to have won seats on the 16-member board.

At press time, with 16 small locals not reported, incumbent Marie Shellock of Youngstown was leading for the sixth position. Incumbent Stanley Souza of Hawaii and newcomers Patricia Bell of Ottawa and Todd Cunningham of Los Angeles trailed by some 100-300 votes.

The 10th candidate, Isaiah (Ike) Lewis of Toledo, was an additional 390 votes behind.

Shortly before the election,

UNOFFICIAL RETURNS

AT-LARGE
VICE PRESIDENTS (6)
49 locals (98% of eligibles)

Carol Przybyszewski ...	3,322
Carol Rothman	2,899
Connie Knox	2,879
Russ Cain	2,833
Dave Mulcahy	2,795
Marie Shellock	2,674
Stan Souza	2,579
Patricia Bell	2,486
Todd Cunningham	2,407
Ike Lewis	2,018

another candidate, Bill Knight of Peoria, dropped out of the race after he quit his job as a reporter at the Peoria Journal Star, raising questions about his eligibility to serve on the board.

The Guild Reporter's tabulations are unofficial. TNG's Int'l Election & Referendum Committee will meet Oct. 16 to make the official count and certify results.

At least two returns may be incomplete, as two locals that vote by mail received far fewer returns than expected. The locals' leaders said they believed numerous ballots still were stalled in U.S. and Canadian postal systems.

In the Southern Ontario Guild (SONG), just 36 ballots were returned, from among 2,500 eligible voters. In the Northern California Guild, just 55 ballots were returned, from among 1,650 eligibles. About 260 SONG members and some 400 in Northern California cast ballots in an IEB election last year.

(Continued on Page 4)

NLRB alleges Dayton daily fails to bargain

Cincinnati, Ohio — Management of the Dayton Daily News has violated federal labor law by "failing and refusing" to bargain in good faith with the Dayton Guild on a contract for newsroom employees, the National Labor Relations Board has charged.

In a complaint issued here Sept. 30, NLRB Acting Regional Director Edward C. Verst specifically charged the Cox-chain daily with failing to provide the union with information essential to bargaining; refusing to agree to union security or dues check-off provisions "based on its animosity toward the

union"; and insisting to impasse on changing the bargaining unit to exclude "stringers."

The NLRB acted in response to the Guild's filing of unfair labor practice charges on July 11 that included allegations of surface bargaining. It scheduled a hearing on the charges before an administrative law judge for Jan. 30 in Dayton.

The NLRB also is investigating an additional charge by the Guild that management unilaterally changed terms of employment for some part-time workers.

The Guild has been seeking an

initial contract for 180 editorial employees for nearly two years. Unresolved issues include wages, equitable treatment of part-timers, union security and management's demand for a highly restrictive no-strike clause, Dayton Guild President Rob Modic said.

In its tenacious fight for the contract, the local recently expanded and intensified its bargaining campaign on two other fronts.

In one move, the Guild stepped up advertising for its subscription boycott of the 177,000-circulation News, adding a new 30-second television spot to the campaign.

On a second front, the Guild rejected the company's offer of \$1,500 in free radio ads promoting the boycott. Instead, the union is continuing to seek federal inquiries into two Cox-owned stations' earlier refusing to sell the union time for the ads.

(Continued on Page 2)

Canada-East VP Clifford quits board and CBC post

Silver Spring, Md.—Lee C. Clifford, TNG Vice President from Eastern Canada since 1983, has resigned from the position effective just two weeks before he was to begin his fifth two-year term.

In a letter to TNG President Charles Dale, Clifford made his resignation effective Sept. 30, the same day he said he was quitting his job as a TV-lineup editor with the Canadian Broadcasting Corp. in Halifax, N.S., and leaving the Guild's jurisdiction.

Clifford's resignation means



that the seat on the Int'l Executive Board from the portion of Canada that is east of Manitoba will be vacant for the first year of the two-year IEB term that begins Oct. 15.

TNG's Constitution provides that a vacancy in any of the union's 13 vice presidencies remain open until the next convention. The 1992 session is scheduled for June 29-July 3 in Chicago. Nominations will be made at that convention and the election will ensue under procedures spelled out in the Constitution.

Clifford, 46, said he was leaving the IEB and his job "for purely personal reasons," adding that he "certainly had no inkling of it" when he was nominated and re-elected without opposition at the

(Continued on Page 4)

'SERIOUS CONCERN' TOLD

Publishers reverse stance on RSI

Silver Spring, Md.—In a noticeable shift from its previous position, the American Newspaper Publishers Assn. has acknowledged that repetitive motion injuries (RSI) "have become more prevalent" in the workplace and are of "serious concern to newspapers."

The new stance is evident in a "workplace update" sent to association members this summer by the ANPA's new president and chief executive officer, Cathleen Black, with a recommendation that news-

paper managers establish a "program to address the problem."

Included in the update is a summary of RSI types, statistics on its growing prevalence, and an outline of recommended steps on prevention and treatment.

The update also calls attention to "governmental activity" on cumulative trauma disorders (CTD), a more general term for repetitive strain injuries.

The Occupational Safety & Health Administration has reported that CTD represented more

than half the workplace injuries in 1989.

"Needless to say, this is of serious concern and is likely to be the target of regulations from the federal and state governments in the next year or two," Black told publishers.

In grouping newspaper workers "who may be susceptible" to RSI, the update lists "VDT operators, inserters in post-press operation, those who lift and handle bundles and vans into trucks and other

(Continued on Page 6)

NLRB charges Dayton daily with failing to bargain

(Continued from Page 1)

After Cox first rejected the ads, the Guild filed complaints with the Federal Communications Commission and the U.S. Justice Dept., asserting the Atlanta-based conglomerate was using its Dayton media dominance to muzzle discussion of the bargaining dispute [Guild Reporter, Aug. 23].

Besides the Daily News, the area's only general-circulation daily, Cox's Dayton holdings include WHIO-AM and WHKO-FM, the dominant radio stations; and WHIO-TV, the dominant television station.

In another move, the local informed Sen. Howard M. Metzenbaum (D-Ohio) about the bargaining dispute and complaints to the federal agencies. Metzenbaum is a member of the Senate Judiciary Committee and chair of its subcommittee on antitrust.

Modic told Metzenbaum in a Sept. 4 letter the union believes Cox's radio stations are misusing their dominant positions by "requiring an advertiser to purchase ads on both stations," a practice called a tie-in.

"We submit that this is a misuse of market power not disclosed" to the FCC "and not permitted by the Sherman Act," Modic wrote Metzenbaum, adding the Guild "would welcome any inquiries by representatives of your office."

In offering to broadcast the Guild's ads for free, Cox's attorneys told the FCC and the Justice Dept. it was making a "gesture of goodwill" to the union. "We expect that this offer will be accepted" and that it "effectively moots the complaint filed by the Guild," the company told the agencies.

The Guild, however, rejected the offer and renewed its request for federal investigations of the relationship between Cox's Dayton properties. The company's offer "does not address" the tie-in issue or the "use of Cox radio stations' market power to further the economic interests" of the paper, Modic wrote the agencies Sept. 4.

In a public statement linking the boycott and the investigations, Modic explained the move: "Thousands of our readers have rejected the newspaper's cut-rate subscription offers to support our demand for a fair labor contract. Likewise, we stand firm in asking federal authorities to consider our concerns."

Chicago spreads dues increase

Chicago — The Chicago Guild has "spread" the \$1-a-month dues increase enacted by TNG's 1991 Convention so that the increase is less than \$1 for members who are paid less and more than \$1 for those at the higher end of the wage schedules.

Under the local's action, the weekly dues rate is increased to 1.65 percent, from 1.62 percent.

Result is, for example, that a member paid \$400 a week has a 12-cent dues increase, to \$6.60 a week, while a member paid \$800 a week has a 24-cent increase, to \$13.20 a week.

The Cleveland Guild also has "socialized" the increase, which was enacted to fund the union's organizing program.

The union also has threatened to oppose renewal of federal broadcast licenses for the radio stations.

The subscription boycott was initiated May 22, after 19 months of unsuccessful bargaining. The ad campaign urges Daily News subscribers to cancel their papers until management and the union sign a contract.

Radio commercials have been running since late May, noting that Guild-represented employees have gone three years without a general pay raise. Guild leaders estimate the boycott has depressed the News' circulation by up to 12,000 copies a day.

Supporting the boycott are the 88,000-member Dayton-Miami Valley AFL-CIO, the 12,000-member United Auto Workers local, the 9,000-member Western Ohio Education Assn., the area chapter of the NAACP, and a variety of community organizations.

In a recent visit to TNG headquarters, Modic and Dayton Guild 2nd Vice President Wes Hills reported on bargaining campaign developments to TNG President Charles Dale and staff members.

Cox Enterprises, owned by the multi-billionaire heirs of former Ohio Gov. James M. Cox, employs as its bargaining representative the Nashville firm King & Balow.

The same firm orchestrated unsuccessful efforts by the Chicago-based Tribune Co. to defeat the New York Guild and other unions in contract disputes earlier this year.

The Dayton struggle began in September 1986 when members of an unaffiliated union first voted to affiliate it with the Guild.

The company refused to recognize the Guild until May 1989, when members of the News Employees Assn. of Dayton again voted for Guild representation.

Salem's is 11th local second to call for vote on dues hike

The Salem Guild has become the 11th local to endorse a motion for a Guildwide referendum on a proposal to repeal the \$1-a-month dues increase enacted by the 1991 Guild Convention.

In a meeting Sept. 19, the Salem membership voted unanimously to second the referendum motion passed July 18 by the Twin Cities Guild and already seconded by 10 other locals.

The motion and seconds will go before TNG's Int'l Executive Board, which will determine if they are sufficient and conform to TNG's constitutional requirements for a referendum. The board is scheduled to meet Oct. 20-23 at TNG headquarters.

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

The 10 other seconding locals are: Lake Superior (Duluth), Yakima, Denver, Peoria, Los Angeles, Akron, Providence, Buffalo, St. Louis and Southern On-



RAYMOND CROWELL/Washington-Baltimore Guild

DAYTON GUILD LEADERS REPORT ON CONTRACT CAMPAIGN DURING VISIT TO TNG
From left: Dayton President Rob Modic; TNG Representative Hannah Jo Ray; Dayton 2nd VP Wes Hills; TNG President Charles Dale; and Linda K. Foley, executive secretary of TNG's Contracts Committee.

Pictures by photo chief banned, arbitrator holds in Youngstown

Youngstown, Ohio — Holding that the work of union-covered photographers is protected by the Youngstown Guild's contract with the Youngstown Vindicator, an arbitrator has ruled the paper's management may not assign its union-exempt chief photographer to perform their work.

Specifically, the company must cease assigning the head photographer to take pictures for the paper, arbitrator Jerry A. Fullmer said in a decision issued Aug. 6.

The ruling came just four months after another arbitrator issued a ruling protecting Guild-covered circulation employees' rights to service vending machines.

Youngstown Guild President Anthony S. Markota hailed both rulings as a "very important" step in protecting bargaining unit work.

He called the latest decision "a tremendous victory," noting that "the photographers are overjoyed"

that their chief is "no longer doing our work."

After the union-excluded position was created in mid-1990, no other photographer was hired and the new manager continued to take pictures, thereby taking work away from the four staff photographers, the Guild alleged in its grievance.

The union asserted the contract was "clear and unambiguous" in reserving bargaining unit work for Guild-covered employees.

Fullmer agreed, saying the "explicit terms" of the contract "prohibit the company from assigning work performed by covered employees to employees outside the Guild's jurisdiction."

Furthermore, he found "there is nothing in other contract provisions, past practice or bargaining history which would preclude enforcement" of the article protecting union work.

"There was no chief photographer before this case arose, so it is difficult to see how there could be a past practice concerning whether he could perform photographer work," Fullmer said in rejecting one company argument.

The Guild and the company also agreed to negotiate on the amount of overtime pay the four Guild-covered photographers lost while the chief was taking pictures. Fullmer retained jurisdiction on that issue until Nov. 1.

During the arbitration hearing in April, the chief photographer tes-

tified he took an estimated 6-11 percent of the photos appearing in the paper from June-December 1990.

Markota estimated the overtime could amount to thousands of dollars, but emphasized money was not the important issue.

"It's not so much the overtime we're concerned about," Markota said. "It's the principle that they (the managers) can't be doing our work."

The Guild is challenging the Vindicator's using managers to perform bargaining unit work in at least six other areas, mostly in the editorial department, Markota said.

"The contract language is clear an unambiguous, but they're doing our work — reporting, sports, art work and design," he said, adding the union already filed three other grievances on protected work.

The Guild represents employees in the paper's editorial, classified advertising and outside circulation departments.

Markota noted that Fullmer's ruling comes on the heels of another arbitration protecting the work of Guild-covered circulation district managers at the Vindicator.

In that decision in March, arbitrator Hyman Cohen ordered the company not to assign the placement and servicing of vending machines to outside contractors, except in small areas that had been agreed upon 25 years ago.

Markota said the ruling gave a "tremendous boost" to the district managers' job security. "It could mean hundreds of accounts to us, because it keeps the agencies out of the growing areas," he said.

In recent years, the Vindicator had placed hundreds of new vending machines, about half served by union-covered employees and half by agencies. Under one of the terms of Cohen's decision, the company must notify the union whenever a new machine is provided to an agency.

Model Dues brackets raised to \$1,295

Silver Spring, Md. — Guild members who are paid \$1,250 or more a week and who belong to locals with dues schedules that equal or approximate TNG's Minimum Dues Schedule were to begin paying higher dues Oct. 1 when the top Minimum-Dues bracket was raised by \$50, to \$1,295, from \$1,245.

The upper range of the Minimum Dues Schedule is extended automatically by \$50 each Oct. 1, in \$5 brackets, under a provision in TNG's Constitution, TNG reminded locals in a Sept. 20 letter.

This year's extension of the Minimum Dues table in TNG's Constitution adds the following brackets and amounts, with the Minimum Dues Schedule listed in the middle column:

Regular weekly compensation	Monthly reduced dues	Monthly regular dues
\$1,250 to \$1,254.99	\$75.15	\$115.25
1,255 to 1,259.99	75.45	115.70
1,260 to 1,264.99	75.75	116.15
1,265 to 1,269.99	76.05	116.60
1,270 to 1,274.99	76.35	117.05
1,275 to 1,279.99	76.65	117.55
1,280 to 1,284.99	76.95	118.00
1,285 to 1,289.99	77.25	118.45
1,290 to 1,294.99	77.55	118.90
1,295 and over	77.85	119.35

Reduced dues have been in effect since March of 1986 when the liquid assets of TNG's Defense Fund passed the \$6-million mark. Regular dues would be triggered if those assets were to fall below \$4.5 million.

The increases, where effective, go entirely into locals' treasuries, and have no effect on locals' monthly per-capita payments to TNG.

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South Africa union leader visits TNG headquarters

Robert M. Kernohan, right, president of the South African Union of Journalists and deputy chief sub-editor on the Eastern Province Herald in Port Elizabeth, checks a draft Guild contract with TNG President Charles Dale during Kernohan's visit to TNG headquarters Sept. 24. Kernohan was in the U.S. under a program of the U.S. Information Agency. He said the SAUJ and two other unions of publishing workers, including the Media Worker Assn. of South Africa, are forming a bargaining federation to increase their ability to serve their members, and that the SAUJ for the first time has begun to organize and win recognition in the Afrikaans press.



MARIANNE KEFFER ZWEIF

Baltimore librarians boosted \$20-\$45 in upgrading pact

Baltimore—Most librarians at the Baltimore Sunpapers have received pay raises of \$20 to \$45 a week, under upgrades negotiated by the Washington-Baltimore Guild after their jobs were changed substantially this summer.

The Guild asserted that pay for the approximately 15 librarians should be upgraded because their jobs evolved to include a "higher level of duties" when the Times-Mirror dailies converted from a "paper library" to a "computerized library," Guild Administrative Officer Lance Compa said.

Under the agreement, several lower-paid librarians permanently

advanced by either one or two pay grades, resulting in immediate increases of \$30-\$45 a week. In addition, some employees are receiving over-minimum pay of \$20 a week for entering final copy into the electronic library's data base.

The settlement also details a timetable for phasing out performance of this work by library managers.

The pay increases, retroactive to June 28, range from 6-16 percent and cover a "large majority" of the employees, Compa said.

Under the current Guild contract, negotiated in mid-1990, top minimum pay in the highest library classification is \$554 a week.

Under the upgrades, all lower-paid employees were moved up to the second-highest classification, with a top of \$509 after five years. That's \$99 more than the top-minimum for the lowest classification and \$30 more than for the second-lowest grouping.

The Guild had been preparing to take the grievance to arbitration, but the settlement, reached after two months of talks, made that unnecessary, Compa said.

During 1990 contract talks, the Guild also achieved pay upgrades for more than 300 of the 800-plus employees in the Sunpapers bargaining unit.

In a similar case, the Guild local is continuing to seek pay raises for 20 assistant librarians at the Washington Post whose jobs also changed when the paper switched to a primarily electronic library several years ago.

The two sides are being assisted by a court-appointed federal mediator in negotiations. A federal judge early this year granted the Guild's motion for summary judgement to compel the Post to arbitrate the issue. The paper's management appealed that decision.

Sun, Province publish after 1-day walkout

Vancouver—The Vancouver Sun and Province resumed normal operations the evening of Sept. 27 after a one-day, picketless walkout by its 14 Electrical Workers had resulted in cancellation of that morning's editions of both of the dailies.

Members of the other unions at the Southam papers, including 1,000 in the Vancouver-New Westminster Guild, worked through the day while the Joint Council of Newspaper Unions assisted in fashioning an agreement for the electricians.

Leading the council's efforts were Guild President Mike Bocking and CWA-Mailers President Stan Lepper. Bocking credited TNG President Charles Dale with being "also instrumental at appropriate times in appropriate ways" in helping achieve the electricians' settlement.

The events "underlined the importance of strong joint-union organizations," Bocking observed.

The Guild and other unions had reached new contracts through joint bargaining early in September [Guild Reporter, Sept. 13].

\$260,000 returned to San Diego employees

San Diego—A health insurance carrier for the San Diego Union and Tribune is returning to the papers' employees nearly \$260,000 in overcharges on premiums, a year after the San Diego Guild and other unions demanded the repayments.

The insurer, Aetna Life & Casualty Co., conceded last year that it improperly charged some 1,400 unionized employees at the Union and Tribune — including some 1,000 represented by the San Diego Guild — a total of \$242,321 for 1989 coverage.

Under an agreement between Aetna and the Copley dailies, half the overcharges were refunded last September, but the insurer held the other half in a "premium stabilization fund."

Leaders of the Guild and unions representing mailers, printers and press operators then asked the U.S. Labor Dept. and the California Dept. of Insurance to investigate the companies' refusal to make full refunds.

Copley and Aetna announced this Sept. 13 that the balance of those overcharges plus interest — a total of \$133,151 — would be returned to employees. The companies also agreed to return an additional \$42,299 paid by employees in "1989 and prior" and held in a "reserve fund."

Guild-represented employees on the payroll as of Oct. 1 will receive about \$200 from the two distributions, estimated Ruthanne Greeley, the Guild's acting administrative officer.

Copley officials told Guild leaders the Labor Dept. had "removed any objection to the method" of the first distribution and had given "consent" for the second refund.

In addition, \$82,912 in overcharges during 1990 will be returned to 125 union-covered employees who continued Aetna coverage through the year. Some 75 Guild-covered employees will get checks for about \$385 in that distribution.

Because of skyrocketing costs

for the Aetna plan, most Guild-represented employees chose other insurers last year, an option that was not available prior to June 1990 under the "combined composite" health plan provided by the previous Guild contract.

Under a new agreement concluded early last year, the composite plan was abandoned and employees now may select one of eight optional plans.

Only four Guild-covered workers now have Aetna coverage, for

which they pay \$630 a month (plus \$303 a month in payments diverted from wages), Greeley said.

Aetna's only explanation for the 1989 overcharges had been that increased claims in 1988 spurred the dramatic rate hikes.

After the partial refunds were announced last year, the unions said they "vigorously object to holding our members' money. This money is not Aetna's to keep, nor the Union and Tribune's to give."

Guild, Copley hold first talks on merger of Union, Tribune

San Diego—Leaders of the San Diego Guild are continuing to meet with management of the Copley chain on its announced plan to consolidate its morning San Diego Union and afternoon Tribune into a single publication early next year.

"We have not made any propos-

als, and we have not received any yet," said Ruthanne Greeley, the Guild's acting administrative officer, after the union's initial meeting with management.

"The Guild's goal is to minimize the number of involuntary layoffs," Greeley said. "We hope any staff reduction will be achieved through other means."

In announcing the merger Sept. 11, the publisher, Helen K. Copley, said the company plans to combine "the best of each newspaper's columnists, features, comics and news staffs" into an all-day daily called the Union-Tribune. Calling it a "reorganization," she said it will involve employees in "most departments" of the two papers.

The San Diego Tribune, owned by Copley since 1928, led the Union in circulation until the 1960s. In the past dozen years, however, the Union's average daily circulation has surged, to 270,000, while the Tribune's has declined to 117,000 copies.

Some observers see the consolidation as another sign of the decline of afternoon papers.

In another similar consolidation, Media General Inc. announced in early September it will combine by next June its afternoon Richmond (Va.) News Leader (98,000 circulation) with its morning Richmond Times-Dispatch (140,000 circulation).

The Copley chain also publishes other dailies and weeklies in California and Illinois. The Guild represents newsroom employees at the chain's Joliet Herald-News and the Waukegan News-Sun.

NLRB seals ballots after San Antonio vote

San Antonio—The National Labor Relations Board has impounded the ballots uncouned in a secret-ballot vote it conducted Sept. 17 among circulation employees of the San Antonio Light on whether they will continue to be represented by the San Antonio Guild.

Ballots remain sealed pending the NLRB's consideration of a Guild request the election be voided on grounds the union was denied its right to "an uninterrupted year to bargain" for the group.

The group includes some 90 employees, including 40 city district managers and 50 inside circulation workers at the Hearst daily. The Guild has bargained for the district managers since the mid-1960s and has been seeking a contract for all 90 since inside employees voted to join the bargaining unit in 1988.

A petition to decertify the entire group was filed more than a year ago but was set aside because of pending unfair-practice charges against the Light. The NLRB reinstated the petition this summer at the request of the district manager who filed it.

In ordering the election, the NLRB's regional director in Ft.

Worth, Michael Dunn, rejected the Guild's assertions that the show of support for decertification was "outdated" and that the union had been denied a "fair chance to succeed" at the bargaining table.

A Guild in-house organizing committee and local leaders worked hard to inform circulation employees, many of them hired in the past year, of the advantages of union representation. TNG Int'l Representative Gene Bryant and TNG Human Rights Director Anna Padia assisted the local's efforts.

In its appeal, the Guild asserted the decertification attempt was improper because Light management "undermined the parties bargaining relationship" during the "certification year" following the 1988 vote. The Guild asked that the certification year be extended until next June.

The union pointed to three years of litigation over an earlier attempt by management beginning in 1988 to have the district managers declared ineligible for union representation, and to a two-year dispute over the Light's refusal to give annual raises to the inside circulation group after contract talks commenced in March 1989.

The district managers' status was not settled until this spring, when the NLRB found they properly are part of the bargaining unit. The unfair charge on denial of annual raises was resolved this summer, when the Light agreed to give 60 employees nearly \$60,000 in retroactive pay.

The appeal asserts that, because of those disruptions, "uninterrupted bargaining" could not begin until this summer and the certification year should be extended accordingly.

If the NLRB voids the election, the Guild continues as bargaining representative for the group. If the election is ruled proper and the Guild wins a majority of the vote, the union also continues to represent them.

The San Antonio Guild also represents and has a current contract with the Light covering 210 employees in the editorial, maintenance, and business and accounting departments, as well as circulation drivers.

The district managers, however, have not had a contract since March 1980, when the Light attempted to withdraw recognition of the Guild for that group.

4 incumbents, Knox, Cain leading for VP seats

(Continued from Page 1)

In Toronto, the Canadian Union of Postal Workers struck area mail centers during a series of rotating strikes in early September. Employees went back to work two weeks before TNG's election, however, as the CUPW and Canada Post worked with a mediator to resolve the dispute.

In San Francisco, Guild leaders said ballots may have been delayed by mail-sorting problems related to closure of the earthquake-damaged main post office in late 1989.

Five of the six leading vote-getters — Przybyszewski, Rothman, Mulcahy, Shellock and Cain — ran under the banner of the Guild Unity Committee, which is supportive of TNG's administration. Souza was the sixth Unity Committee candidate.

Leading vote-getter Przybyszewski, secretary-treasurer of the Erie Guild, showed consistent voting strength in numerous locals in both nations.

Knox, president of the Washington-Baltimore Guild, was boosted by more than 590 votes in her home local, the single highest number received by any candidate in any local.

All candidates finished first in their home locals.

More than 29,000 Guild members from 65 locals were eligible to vote during the Sept. 26-Oct. 1 official balloting period.

The six vice presidents at-large and 10 other board members re-elected this summer will be sworn in for two-year terms at the IEB's fall meeting, beginning Oct. 20.

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

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

Knox, 48, making her second run for IEB office, is slot person on the Baltimore Sun features copy desk and was a leader of the successful Guild strike at the Sunpapers in 1987.

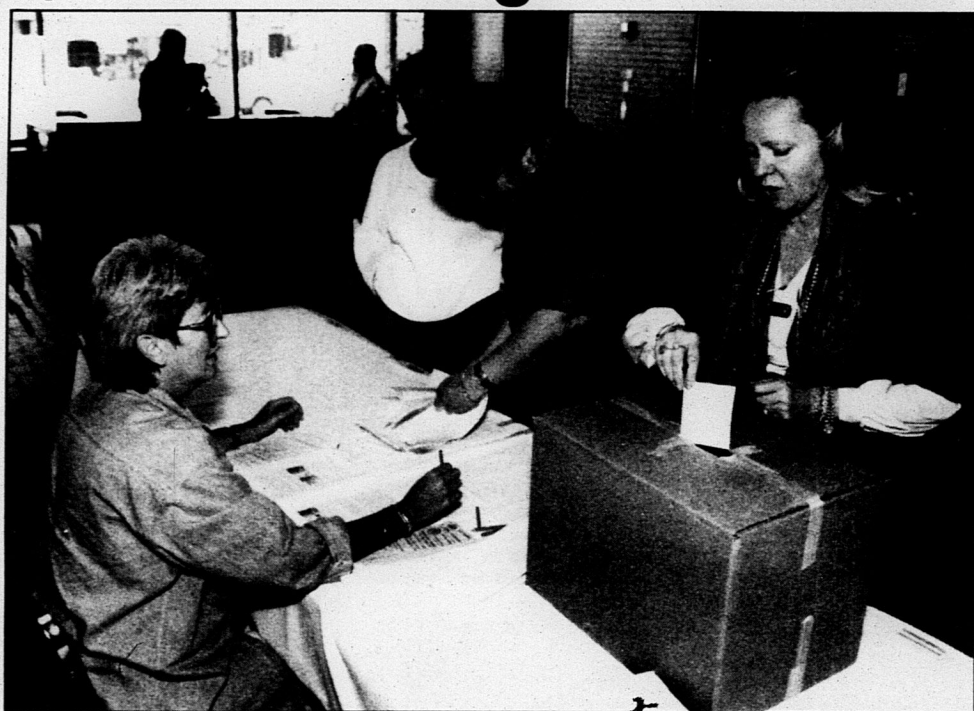
Cain, 48, making his first run for international office, is a longtime leader and former president of the San Jose Guild, chief photographer at the Monterey Peninsula Herald, and the 1976 Guild Service Award winner.

Mulcahy, 68, seeking his 10th 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.

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, has been president of the Hawaii Guild for 22 years, is an advertising salesperson for the Honolulu Star-Bulletin and Advertiser, and has been a Guild local activist for 32 years.

Bell, 50, is president of the Ottawa Guild and an education re-



BILL BURKE/Washington-Baltimore Guild

AT THE WASHINGTON POST, MEMBERS VOTED IN LOBBY INSIDE MAIN ENTRANCE
Inserting her ballot into box is Myra Hatala, right; election worker is Marsha Narramore, left.

porter for the Ottawa Citizen.

Cunningham, 37, making his second run for the IEB, is president of the Los Angeles Guild and entertainment editor at the Long Beach Press-Telegram.

Lewis, 44, is a former president of the Toledo Guild and currently its vice president and a district manager at the Toledo Blade.

Fired during grievance, leader restored to job

Wilkes-Barre, Pa. — Richard Pelak, leader of the Wilkes-Barre Guild unit at the Sunday Independent, has been reinstated with full back pay after the paper's management attempted to discipline him for allegedly violating company "confidentiality" and then fired him during a grievance hearing.

An ad salesperson with 19 years' employment at the 65,000-circulation Sunday-only paper, Pelak was given a letter of warning June 3 for discussing the Independent's firing of its longtime general manager with Guild President Jack Wallace, a reporter for the daily Citizens' Voice.

Because of their respective union positions, Pelak and Wallace for years had spoken on a regular basis, but management of the Independent alleged their conversation on the fired general manager was contrary to a rule against contact with employees of the paper's direct competition.

During the grievance meeting four days later, the Independent's new general manager told Pelak to "shut up" and the associate publisher then fired him on the spot after Wallace defended Pelak's right to speak, the Guild reported.

In a futile challenge to Pelak's application for unemployment compensation, the Independent admitted to state officials there is "no mention of confidentiality" in the Guild's contract with the paper and that management had posted no policy on confidentiality.

The National Labor Relations Board's regional director, in issuing an unfair-practices complaint against the paper, agreed with the Guild's charge that Pelak's firing was discriminatory and in retaliation for his union activity.

Since being elected chair of the Guild unit last November, Pelak has been aggressive in enforcing the union contract, helping three employees secure \$14,000 in contract-mandated pay they were improperly denied. The Guild also is pursuing a desk-differential claim

of \$5,800 on behalf of a fourth employee.

In late July — after several customers who, the Guild said, were "disgusted by the firing" pulled their ads — the Independent rescinded Pelak's discharge and changed it to a five-day suspension.

The Guild, which represents nearly 30 people at the Independent and some 125 at the Monday-Saturday Citizens' Voice, insisted the suspension also be rescinded.

As an arbitrator prepared to hear the case, management agreed to drop all discipline against Pelak; to post notice that it recognized employees' rights to engage in activity protected by the National Labor Relations Act and would not interfere with the union or workers exercising those rights; and to pay the arbitrator's fees and expenses for overseeing the settlement.

The Guild, which was assisted in defending Pelak by TNG Int'l Representative William M. Brown, agreed to ask the NLRB to withdraw the unfair-practices complaint and to not pursue a severance-pay claim for Pelak, who has received full payment for his six-week "forced vacation."

Since the late-August agreement, Pelak said, things have returned "pretty much to normal" at his job selling retail and national advertising. The psychological strain of the attempted firing, however, was "a really horrible experience, just beyond belief," he added.

VDT products listed

New York — The "1991 VDT News Product Directory" of computer health and safety products and services includes listings from 120 firms, 40 percent more than last year's edition and more than any in its five-year existence.

The directory is available for \$15.00 (prepaid) from VDT News (P.O. Box 1799 Grand Central Station, New York, N.Y. 10163).

Clifford resigns from IEB and CBC

(Continued from Page 1)

1991 TNG Convention in Montreal the end of June. It was the first time since 1985 that his re-election was not contested.

TNG President Charles Dale wrote to Clifford that his resignation was received with "considerable regret" since Clifford had represented "your constituents exceedingly well."

"The Newspaper Guild has been better off for your presence," Dale concluded.

A former president of the Cana-

dian Wire Service Guild and a Guild activist for more than 17 years, Clifford served on the IEB's Finance, Constitution, Human Rights, Organizing and Collective Bargaining Committees at various times during his eight years on the board, chairing the latter for much of that time.

Active in organizing at Canadian Press/Broadcast News and district managers at the Globe and Mail, he served as a temporary TNG representative in Canada in 1977-78.

Clifford wrote to Dale that he considered it "an honor to serve on the IEB and to represent the members of the Eastern Canadian Region," continuing:

"There is no finer union. It stands for what is right and it fights for what it believes. Dedicated leadership at the international and local levels and an informed and committed membership have made The Newspaper Guild what it is today. ... something to be proud of."



BARBARA SMITH/Washington-Baltimore Guild

AT BALTIMORE SUNPAPERS, VOTING 'BOOTH' WAS IN CORRIDOR NEAR CAFETERIA
Poll worker, left, is Dion Thompson; casting her marked ballot is Elaine Hudgins.

TNG takes actions to reverse Southern Ontario funds switch

Expressing alarm for preservation of the guarantees in TNG's Constitution of direct membership control over locals' finances, the international union is moving on two fronts to seek to reverse the Southern Ontario Guild's transfer of most of that local's assets and funds to a nonprofit corporation.

➤ On one front, TNG was preparing for an as yet unscheduled full trial of a suit before an Ontario Court for a permanent injunction against the transfers. A judge denied a motion for a temporary order on Sept. 19.

➤ On the other, TNG President Charles Dale was preparing to ask the Int'l Executive Board at its Oct. 20-23 meeting to declare an amendment to the SONG by-laws under which the transfers were made to be in violation of TNG's Constitution.

The motions for the temporary and permanent court orders were filed by TNG Canadian Director John Bryant, a member and former executive officer of SONG; Ken Fagan, chairperson of the local's Starways unit; and Sterling Taylor, a member of the unit at the Toronto Star and a former president of the Montreal Guild.

Bryant, in an affidavit supporting the motion for a temporary order, and Dale, in a letter to SONG's 2,700 members, said they also saw the local's setting up the corporation and transferring to it the local's \$1.3-million defense fund and its \$200,000 headquarters building as a step toward trying to take the local out of TNG.

That would be "rupturing its bonds not only with Guild locals in the United States but throughout Canada," Dale wrote to the SONG membership Sept. 16.

The "sole aim" of TNG's efforts to reverse the transfers, Dale wrote to the members, is "to protect your control over your funds."

"It is not a move toward international trusteeship. It will not give TNG control of the local's funds. It will not interfere in any way with the local's use of those funds for normal Guild purposes," he wrote.

Central to the dispute is a new SONG by-law recommended by the local's 55-member executive committee and approved at a Sept. 11 membership meeting by a vote of 53-27.

The measure authorizes the local to transfer its headquarters building, its defense fund's assets "and such other of its assets as the executive committee shall in the future deem advisable" to a nonprofit corporation to hold them in trust for the local.

An associated directive, passed on a show of hands, ordered the transfers to be made to the Southern Ontario Media Workers' Society, Incorporated.

The corporation was set up in late May by three of the local's officers: President Gail Lem, 1st Vice President Joyce McKerron and Treasurer Sam Reyenga. They hold the same offices in the corporation. So do the local's 2nd vice president, Marian Stinson, and secretary, Martin Mittelstaedt. Members of the corporation are the members of the local executive committee.

Objects of the corporation are to "act in the common interests" and "promote the welfare" of persons "working in print and electronic media in Southern Ontario" and to "promote trade unionism by providing financial support."

A trust agreement provides that the "trust property" be handled as the local directs and in keeping with provisions of TNG's Constitution that regulate uses of locals' funds.

"Any action to transfer the assets of the local into the hands of a corporation is a violation" of

TNG's Constitution, Dale said in a letter faxed to Lem the day of the membership meeting and read to the session by Bryant.

"It makes no difference that the corporation proposes to hold those assets in trust," Dale wrote.

"I cannot believe that the Int'l Executive Board would ... give the necessary approval ... before your proposed by-law could become valid," he added.

The election of the corporation's five officers by its five directors "does not even meet the requirement of your own local's by-laws, which insist that the officers of the local be elected annually by secret ballot of the membership," Dale pointed out.

Transfer of local funds and assets to the corporation also would run counter to the local by-law requirement that money collected by the local "shall be the property of the local," he wrote.

In addition, in their filings with the court, Bryant, Fagan and Taylor said that unlike requirements of TNG's Constitution, the corporation's by-laws do not require annual audits to account for how funds are being used, do not delineate permissible uses of defense funds, and do not provide for membership initiation of disciplinary proceedings against officers.

Their filings also pointed out that the corporation could shield the funds and assets from TNG if SONG's charter were to be revoked or suspended or the local were to disband.

They also cited a column by Lem in the local's newsletter last December. Headed "It's time to say 'Goodbye Charlie,'" it concluded that "as close as some of us may feel to The Newspaper Guild, it appears clear that our legitimate aspirations may not be met in this union. ... Do we want

Canada bursary to Van Praagh

The Canadian District Council's fifth annual drawing for a study grant of \$500 for post-secondary education of a member's child or a member has been won by Peter Van Praagh, the son of Pat Bell, president of the Ottawa Guild. The drawing was held July 9 at TNG's Canadian Region office in Ottawa. Van Praagh is in his second year at the University of Toronto where he is working on a double major in history and English.



to continue being second class members in The Newspaper Guild?"

Lem in an affidavit to the court said she does not believe the local's actions to be a violation of TNG's Constitution in any way. Later, however, she said that she had been unaware of its requirement that local by-law amendments be approved by the IEB, adding that she doubted that many locals complied, however.

It is "quite typical" for unions in Canada to hold buildings in non-profit corporations, she said. They are set up to shield the properties against the possibility of seizure through lawsuits against the unions.

While considering such a shield for SONG's building, she told the Guild Reporter, it seemed reasonable to protect the local's large defense fund in the same manner.

Empowering the executive committee also to put the rest of the local's assets into the corporation if it chooses is "obviously intended to allow for flexibility" and to avoid having to "go to the lawyers" if a shift of more funds seems called for, she said.

Because the local's officers are the corporate directors and officers and the local executive committee

members are the corporation's members, Lem said, SONG's members have control of the corporation.

Lem told the court she knew of no "secession drive" that would take SONG out of TNG. Later she said in a local bulletin that the local leadership has taken no steps toward leaving the international, promising "full and open discussions" before any might be taken.

In denying the motion for a temporary injunction, the judge agreed in large part with Lem. He said he was not convinced that the SONG's assets were "removed from means of control by the local," nor that the corporation's directors have breached their duty as trustees, nor that the three plaintiffs have exhausted the remedies inside the Guild.

Additionally, he said, "the local itself is still not a corporation" so the prohibition against incorporating in TNG's Constitution has not been breached.

The local's defense fund was transferred to the corporation on Sept. 16, before notice was given of the move for a temporary injunction. Title to the local's building was transferred after the injunction motion was denied.

UPI cuts 70 without severance; others continue at reduced wages

New York—United Press International dismissed 70 Guild-covered domestic employees without severance pay in late September as it again sought to reorganize under Chapter 11 bankruptcy protection.

In many cases, employees were replaced by lower-paid stringers.

In a Sept. 24 ruling, U.S. Bankruptcy Court Judge Francis Conrad gave UPI permission to stop paying severance, to continue temporary 20-percent wage cuts and to employ stringers more freely. The temporary order is effective through Nov. 29.

Long-term employees eligible for maximum severance lost as much as \$37,000, reported Wire Service Guild President Kevin Keane. It's uncertain how their claims will be treated by the court.

Before the bankruptcy court actions, full contractual wage minimums had been scheduled to be restored Sept. 15, returning the top for newsmen to \$710.80 a week. They now are working at the reduced rate of \$568.64.

The bankruptcy judge, however, refused to take away employee "bumping rights" under the contract, and several long-term workers retained their jobs by

exercising those rights, Keane said.

In one case, UPI wanted to fire a 31-year employee in Columbus, Ohio, to retain a five-month employee.

UPI had announced it would lay off 150 of its 450 domestic employees, including half the Guild-covered workers.

Guild representatives were continuing to meet with UPI management on the company's demands for further contract weakenings. Included are proposals for top-minimum pay of \$430 a week for new employees and the right to fire them for no reason without advance notice or severance.

In its Aug. 27 bankruptcy filing, the company said it had debts of \$65 million against assets of \$22 million.

The Guild's financial consultant, Charles Kurtz of the firm Schulman, Kurtz, Turer & Topaz, is reviewing UPI's books to evaluate its claim that it needs the contract changes to survive.

"Top management's vision for a new UPI leaves employees with little or no vacation or holiday time off because of its strict, and the union believes incorrect, interpre-

tation of the (bankruptcy) law," the Guild told employees in a bulletin Oct. 1.

"This 'devil made me do it' argument sounds like the reasoning expressed by UPI's president, Pieter Van Bennekorn, on why he signed a contract" with the company the day before it went to bankruptcy court, the bulletin said.

Van Bennekorn's "parachute" calls for a \$25,000 bonus, \$135,000 dismissal pay and a 1-percent cut of proceeds from any sale of UPI.

He told union representatives the board of directors forced the contract on him "to secure stability for the company," the bulletin reported.

The deal so outraged Guild-represented staffers that "a large part of the bargaining unit," which included 248 people on Sept. 16, signed a petition asking Judge Conrad to remove Van Bennekorn and appoint a trustee to run UPI, Keane said.

"It's a pretty resounding message that there's been a loss of faith in management," Keane said, adding the Guild planned to oppose Van Bennekorn's deal when it goes before the court.

Local seeks OK for name change

Vancouver—The Vancouver-New Westminster Guild plans to ask TNG's Int'l Executive Board at its fall meeting in late October to approve the local's changing its name to simply the Vancouver Newspaper Guild, its original appellation.

The local's executive board has voted to recommend the change as an amendment to the local's by-laws. It will go to a membership vote after the IEB acts, the local reported in the September issue of its publication, Inside Story. The IEB is expected to approve the change.

The local was chartered under the shorter name in 1941, then adopted the longer, hyphenated name in 1959 when it merged with the local in nearby New Westminster. It has not, however, had a unit in New Westminster since late 1983 when the daily Columbian was closed.

In order to gain permanent protection from creditors after Nov. 29, the company must seek a full trial hearing—wherein its claimed need for relief will be reviewed in detail.

Amid the domestic turmoil, UPI has continued to lose clients.

In giving notice Sept. 20 to cancel the service, management of the Dallas Times Herald expressed irritation to Van Bennekorn that he "never made the slightest effort to communicate any information regarding your plans to remaining clients."

Times Herald editor Roy E. Bode also told Van Bennekorn that he found it "absolutely unbelievable that you received a \$25,000 bonus while your company was mired in Chapter 11 and you were

asking everyone else to help save it."

UPI management continues to assert the company is for sale and that "paring it down" will make it more attractive to potential buyers, Keane said.

In the pared-down UPI, employee functions likely would be reduced essentially to copy editing stories from stringers.

Since last November, UPI claims it has been "going it alone" with no cash influx from its parent company, New York-based Infotechnology, UPI's fourth owner in eight years.

Infotechnology itself filed for Chapter 11 bankruptcy in March, about the time it sold its cable television Financial News Network.

Publishers change RSI stance, show 'serious concern'

(Continued from Page 1)
maintenance personnel who do repetitive motions."

TNG Director of Research & Information David J. Eisen has forwarded copies of the ANPA update and program outline to Guild local leaders and heads of safety and health committees, suggesting they "not let the document escape your publisher's attention."

In an accompanying memo, Eisen detailed the ANPA's historic position on repetitive injuries.

"Just four short years ago, when the Columbia Journalism Review uncovered multiple case of RSI at newspapers across the United States, the ANPA's official spokesman responded that 'we know of no major (RSI) problem in the newspaper industry,'" Eisen's memo said.

Two years ago, after TNG catalogued a list of extensive RSI outbreaks at Guild and non-Guild newspapers, the ANPA still expressed skepticism, saying it was still "surveying the issue," the memo said.

Locals get reminder on rights nominations

Silver Spring, Md. — Leaders of all Guild locals have been reminded of the nomination criteria and procedure for the new annual TNG Local Human Rights Achievement Award to be presented for the first time at next summer's Guild convention.

It is to honor a local that has shown "significant improvement in achieving integration or diversity by race, ethnicity and gender in the workplace and in Guild leadership," Human Rights Director Anna Padia wrote Sept. 27.

Eisen cautioned there was "one glaring omission" in the ANPA's program — "the importance of adequate rest breaks." The omission is "particularly strange," Eisen said, in that a "growing number of newspapers are at least paying lip service to this need."

"But the ANPA recommendations should nevertheless prove a useful tool in mounting increased pressure on management for the ergonomic and other measures essential to reducing RSI," he concluded.

In the ANPA's recommended program, employers were urged to:

- ✓ Identify a person to whom employees can bring complaints about workplace discomfort.

- ✓ Analyze the workplace for existence of RSI.

- ✓ Review and modify, if necessary, workplace practices and duty stations.

- ✓ Train employees in the proper use of equipment, and educate them in proper work practices to eliminate fatigue, encourage proper posture and create the right pace for the job.

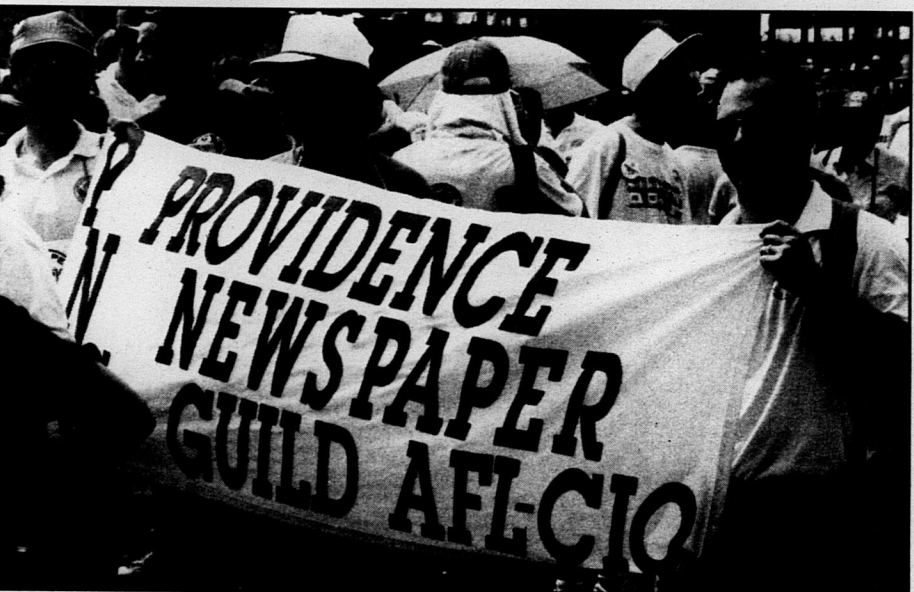
- ✓ Include medical management of symptoms and injuries related to RSI.

The workplace update also reported that ANPA has issued a grant to the University of Iowa's College of Medicine to evaluate early detection of RSI in the newspaper industry.

Workers at several papers will be tested over a one-year period to determine susceptibility to RSI. Successful results from the study "could allow early detection, treatment and avoidance of a more serious form of the disorder such as carpal tunnel syndrome," the update said.

Solidarity Day — a day for banners!

At least five Guild locals used banners to advertise their participation in Solidarity Day in Washington, D.C., Aug. 31, and Russ Cain of San Jose caught four of them on film, including the Toledo Guild. It joined with the other seven unions at the Blade to proclaim the solidarity of the Toledo Council of Newspaper Unions (right). Not pictured: the Chicago Guild banner and its bearers, President Art Peterson and Ralph Zahorik of the Waukegan unit. There were more than 300 Guild participants from 33 U.S. locals [Guild Reporter, Sept. 13.]



IT

SEEMS TO US

McInnis letter right on, San Jose retiree writes

SAN JOSE, CALIF.

Editor:

Larry McInnis, Montreal Guild president, hit the nail on the head when he asked, "Are Canadian owners who are anti-union any worse than American owners who are anti-union?" [It Seems To Us, Guild Reporter, Sept. 13.] He was referring to a billboard in Tonawanda (U.S.A.) that twice mentioned that American Publishing is Canadian owned.

One weakness in the union movement is lack of class consciousness. How is it possible that intelligent U.S. workers repeatedly permit themselves to be pitted against workers from other countries? Do they think their interests are better served by allying themselves with owners and managers in the U.S. than by unifying with co-unionists from other countries?

When workers at 3M in South Africa went out in solidarity with striking 3M workers in Minnesota several years ago, they understood

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: Oct. 18.)

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

the common interests of workers the world over. Whipsawing U.S. workers against foreign workers, blacks against whites, men against women, skilled against unskilled must stop if the union movement is to survive. In 40 years the percentage of the U.S. labor force belonging to unions has dropped from 36 percent to 16 percent.

Can any of us imagine owners and managers of corporations allying themselves with workers of any country? They understand their class interests.

AL TRAUGOTT
Retired
San Jose Guild

Local T-100? — What's with these translators?

By Tom Malionek

Translators' Guild, TNG Local T-100

WHEN GEORGE Bush and world leaders correspond, they read each other's letters through our eyes.

When the wealthiest people in the world transfer funds into Swiss bank accounts, not a penny moves without our intervention.

When the people of China wrote their stifled plea for freedom in blood on Tianamen Square, we faithfully copied their fragile characters into your vernacular.

Without us, diplomacy crumbles and commerce screeches to a halt.

Feature articles and ad copy; annual reports and patent specifications; angry manifestos and tender love letters; peace treaties and declarations of war; sacred scriptures and torrid novels; birth certificates, death certificates and all the certificates in between: When human beings find themselves on opposite sides of the language barrier, we break down the wall.

We are translators (who work with the written word), interpreters (who work with the spoken word), terminologists, lexicographers, theoretical and practical linguists. We are the alchemists who transmute those perplexing grunts and scribbles into comfortably familiar speech and writing.

Like you, we do complex and demanding intellectual work that takes talent, experience and, often, no little formal education. We are well acquainted with the demands of advertising, business management, graphics, layout, pasteup, delivery and distribution. We have much in common with virtually all of TNG's traditional membership.

WE HAVE something else in common: the struggle for a living wage and decent working conditions.

We live now much as you did B.G. (Before Guild). We work 80-hour weeks just to make ends a little less far apart. Many of us must moonlight. There are few full-time-employee translator and interpreter positions; our work is often done by clerical staff who are not compensated for their additional skills. When there are job titles for linguists working as linguists (rather than as administrators or managers), they are rarely as secure or as well compensated as colleagues in other fields with similar training and responsibility.

Like the earliest North American unionists, however, most of us are self-employed, partly due to the pattern of demand for language services, but partly because as "independent contractors" we can conveniently be played off against each other (and our



RAYMOND CROWELL/Washington-Baltimore Guild

'HANDS ON' AS NEW GUILD LOCAL T-100 (TRANSLATORS) RECEIVES ITS TNG CHARTER

Occasion is Sept. 19 meeting of Washington-area membership. From left: Doris Schraft and Tom Malionek of the local; TNG President Charles Dale; Sally Robertson, Ted Crump and Tina Delia, also of the local steering committee.

TNG's Int'l Executive Board this spring chartered the Translators Guild as TNG Local T-100. Breaking with tradition, the local is organizing as a union for both employed and free-lance translators and interpreters. The Guild Reporter asked Tom Malionek, provisional president of the local, to tell the rest of the international union about the local and its members.

employed colleagues) by an increasingly powerful network of middlemen and dominant, large-scale consumers.

Though theoretically entitled to "charge what the market will bear," our employment status currently makes it almost impossible for us to know, legally, what the market will bear. Hence, most translation work gets done on a low-bid, contract, piecework (paid by the word), homework basis.

We have no paid holidays, no paid annual leave, no sick leave. We have no protection from arbitrary or discriminatory work assignment practices. When automation promises easier work and a little more free time, production speedups soon leave us worse off than before, working longer hours and flirting with repetitive strain injury. The common cold can be economically lethal.

WHILE THE law recognizes the legitimate right of unionized employees to protect their own interests by bargaining collectively, those of us who do exactly the same work, but who must do so willy nilly on our own, are denied that right.

Our wages are determined by unilateral decisions of translation brokerage companies (we call them "agencies")

or "bureaus") and large-scale governmental and institutional consumers.

Most of us work on non-negotiable terms; our only say in the matter is "yes" or "no." Few of us can afford to say "no." Consequently, American translators are among the hardest driven and least secure in the world. We are becoming white-collar maquiladores for our better paid and better respected Canadian, European and Asian counterparts.

This system offers short-term economies to consumers, but in the long run it jeopardizes the quality of international communication and the endeavors that rely on them. In the end, that will cost a lot.

Translators often are faced with the choice between compromising quality of life and compromising quality of services. In the past, we have resigned ourselves to the former as the price of a clear conscience. But we cannot afford to pick up the economic slack any longer.

If U.S. business and government are to have the language services they need and deserve, we must be able to expect a standard of living on a par with that enjoyed by others in similarly skilled trades. We must have adequate incentives to invest in the education and tools needed to maintain excellence.

It is the intimate connection between quality of life and quality of service that prompts us to join TNG. We believe that the world is kept turning by a steady flow of rich, precise and informative language. Practitioners of our art are most likely to achieve and maintain excellence in an atmosphere that provides the challenge of competition, but without sacrificing job security, humane working conditions, profes-

sional self-determination or a decent standard of living.

There are translators and interpreters who are capable, diligent and also prosperous. Far more of us, however, endure deprivations and indignities that we believe to be unnecessary and counterproductive.

WE FEEL a special kinship with our sisters and brothers in the Guild whose jobs revolve around disseminating information in linguistic form.

We want what you have: the right to put in a full day's work and to get, in return, not just a full day's pay, but a full night's sleep as well.

We want to stop developing ulcers worrying about what will happen if we get sick. We want to devote time, energy and love to our families, friends, and communities without fear that every non-working minute is a minute closer to foreclosure.

We do not come with empty hands; We represent a new trend in the labor movement. Workplace demographics are changing—more and more work is being done by "independent contractors." By helping to organize this hitherto unorganized segment of the workforce, the Guild is exercising a leadership role that will help keep the Guild and the labor movement effective and vibrant.

Organizational affiliation is only the beginning. It is important that we get to know each other: our common aspirations, hopes and struggles. The bedrock of the labor movement is the conviction that people must always take precedence over things, however grand the things.

We pledge to contribute our strengths to that common cause.

Waukegan Guild unit turns up push for talks

Waukegan, Ill.—Leaders of the Chicago Guild unit at the Copley chain's News-Sun here were to turn up the union's subscription boycott against the paper another notch Oct. 4 as part of the effort to convince management to bargain a fair new contract.

Guild Unit Chairperson Ralph Zahorik said he planned to increase to 35, from 30, the number of subscription cancellation orders turned in from members of other unions in the Lake County area.

The first two weeks after the boycott's Aug. 1 kickoff, 10 cancellations were turned in to the publisher; then 20 for the next few

weeks; then 30 per week.

"We don't like to do it, it's a painful thing to ask your own readers to stop buying the paper, but we feel we've been forced by the company to take this action," Zahorik said. Most Guild members at the paper support the undertaking, he said.

The Lake County AFL-CIO Council voted unanimously at the end of August to endorse the boycott. "All other efforts to reach a fair settlement, including federal mediation, have been exhausted by the Guild," said Howard Meyer, the council's president.

The 40,000-circulation paper's

Guild-represented news-room employees have been working without a contract since March 1989, without a contractual raise for three years and under unilaterally imposed working conditions since April 1990.

The imposed conditions include requirements that employees submit to company doctors' examinations upon demand, without the right to see the doctors' reports and without any guarantee of confidentiality, the local reported.

The conditions also set up a seniority system the Guild said threatens the jobs of long-time employees, allow unlimited use of

stringers and free lancers and abolish most of the Guild's jurisdictional rights.

Zahorik and other Guild leaders at the paper have been taking the boycott message to meetings and other gatherings of other unions and community organizations. The Guild also has been urging the boycott in ads on local radio stations, in community publications and weeklies.

Zahorik spent an hour discussing the state of bargaining and the boycott on a radio talk-show. Management had been invited to participate, but refused.

Guild representatives are scheduled for more than two dozen meetings in October.

"We're asking everyone who supports a fair deal to support us and stop buying the News-Sun," said Art Peterson, Chicago Guild president and a reporter at the paper.

Guild and company representatives' most recent contract talks were in mid-June. The Guild said the company rejected its offer of new concessions, asserting that the union proposal fell 17 short of the total demanded by management in what it called its final proposals. The company also refused a Guild proposal to submit outstanding disagreements to arbitration.

TNG joins challenge to Gannett license for Washington TV

Washington — In the wake of Gannett's acquisition of five suburban dailies here, TNG has joined a challenge to renewal of the media chain's license to operate television station WUSA, the Washington-area CBS outlet. The license was up for renewal Oct. 1.

Separate petitions opposing renewal of the television license have been filed with the Federal Communications Commission by a group of Washington-area newspaper companies and a citizens organization.

In objections filed Sept. 25 with the FCC, TNG asserted that Gannett's purchase of the Monday-Friday dailies puts it in violation of the agency's rule against one company owning a daily paper and television station in the same community.

The regulation was promulgated in 1975 to promote diversity of information and to prevent a handful of companies from controlling local media.

Under federal rules, Gannett has a year from the date it bought the papers (Aug. 30) to divest itself of either the papers or WUSA. The rules also say consideration of a broadcast license should be postponed until ownership questions are resolved.

TNG President Charles Dale, in a letter to FCC Secretary Donna Searcy, urged the agency not to grant Gannett a waiver allowing it to keep the papers and WUSA, asserting "there is not a shade of justification" for such an exception.

A waiver could be granted if

Gannett shows the papers would not survive under other owners. Gannett management has said the community dailies are not profitable.

The Guild also asked the FCC to hold "immediate hearings to ascertain whether granting the renewal application (for WUSA) serves the public interest."

Also filing objections with the FCC to the license renewal was the Graphic Communications Int'l Union. Granting a cross-ownership waiver would allow Gannett "market monopoly potential" in the Washington area, GCIU President James Norton said in a letter to the FCC secretary.

A least one member of Congress recently urged the FCC not to loosen the cross-ownership ban. In an Aug. 16 letter, Sen. Ernest Hollings (D-S.C.), chair of the Senate Commerce Committee, reminded FCC Chairman Alfred Sikes that waivers should be granted "only in the most compelling circumstances."

Before the purchase, Gannett, the nation's largest news chain, owned 82 other dailies with more than 6 million daily circulation, including 1.5 million copies of its national paper, USA Today, published from Arlington, Va., just across the Potomac from Washington.

Gannett bought the suburban papers — the Montgomery Journal and the Prince George's Journal in Maryland and the Fairfax Journal, the Arlington Journal and the

Unions key to safety, Padia tells Capitol Hill



BILL BURKE/Washington-Baltimore Guild

TNG Human Rights Director Anna M. Padia, right, addresses Capitol Hill forum on implications of Supreme Court's ruling that job discrimination based on reproductive hazards is illegal (UAW vs. Johnson Controls). Speaking for the Coalition of Labor Union Women, Padia, a CLUW vice president, said key role of unions and labor movement in pressing em-

ployers and government on job safety for all workers often is overlooked. Full reach of Johnson ruling could be missed unless labor continues to press for full enforcement of existing statutes and for job-safety-law reform, she warned. With her, from left: Kathy Sykes, staffer for Rep. David Obey (D-Wis.), and Joan Bertin, of the American Civil Liberties Union.

Alexandria Journal in Virginia — from the family-owned Times Journal Co., for a reported \$18.5 million in Gannett stock. The papers have combined circulation of 150,000.

In the deal, Gannett also received 10 free-distribution weeklies with 422,000 circulation, a telemarketing data operation and a modern printing plant where USA Today's Washington-area edition and the community papers are printed.

The news companies opposing

WUSA's license renewal are News World Communications, publisher of the daily Washington Times; Dear Communications, publisher of four suburban weeklies in Virginia; and Mid-States Newspapers, publisher of the daily Potomac News in Woodbridge, Va.

In the other opposing petition, the Washington Area Citizens Coalition Interested in Viewers Constitutional Rights (WACCI-VCR) urged the FCC to hold immediate hearings on the license.

It contended that Gannett's ownership of USA Today, WUSA and the five Journals "even for up

to one year undermines diversity, no matter how conscientious the licensee."

The FCC already has held that USA Today does not fall under the cross-ownership rules, but petitioners said the agency should consider its impact as a "local paper" circulating in the Washington market. Gannett and USA Today both are headquartered in Arlington.

"The local residence of USA Today editors and staff results in disproportionate coverage of Washington," WACCI-VCR said in its petition.

Vote set for 275 at Atlantic City Press

Pleasantville, N.J.—The National Labor Relations Board has set for Oct. 17-18 a secret-ballot election among 275 employees of the Atlantic City Press on making

the Philadelphia Guild their bargaining representative.

In a decision issued Sept. 13, the NLRB's regional director in Philadelphia said there should be a single collective bargaining unit for the employees, and that the paper's circulation district managers and librarian should be part of that unit.

Also included are employees in the advertising and maintenance departments, the business office and the newsroom.

The Philadelphia Guild petitioned the NLRB in early January for certification to represent the employees, who work at the Press' main office here and its bureaus in Cape May, Manahawkin, Trenton and Vineland.

The NLRB-supervised election will be held the evening of Oct.

17 and all day Oct. 18 at the main office and bureaus.

The paper, owned by Pittsburgh-based Abarta Inc., has 81,000 circulation in and around the resort city famous for its ocean-side boardwalk, towering casino-hotels and the Miss America Pageant.

After hearing extensive testimony this spring, the NLRB's acting regional director, Dorothy L. Moore-Duncan, decided the "appropriate" bargaining unit should include most full-time and regular part-time employees in the advertising/marketing, circulation, editorial, finance and maintenance departments, as the Guild had petitioned.

Moore-Duncan also agreed with the Guild's assertion that two dozen district managers are not "managerial employees" and that the librarian is "neither a supervisor nor a managerial employee," and included them in the bargaining unit.

From 1944 through 1952, the Guild represented editorial and art department employees. In 1967, it again was certified to represent the editorial unit but was decertified the following year.

Under the guidance of the Philadelphia Guild and TNG, employees began organizing early in 1990 over such issues as gaining a voice in the workplace; dignity through collective bargaining on wages, benefits and safe working conditions; and job sharing.

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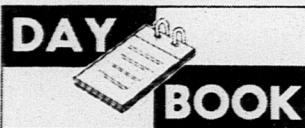
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Int'l Election & Referendum Committee, tabulate and certify results of election of six at-large TNG Vice Presidents, TNG headquarters, Silver Spring, Md., Oct. 16.
Int'l Executive Board, fall meeting, TNG headquarters, Silver Spring, Oct. 20-23.
Western District Council, fall meeting, Oct. 26-27, Great Falls, Mont.
Great Lakes District Council, fall meeting, Nov. 2-3, Cincinnati.
Midwest District Council, fall meeting, Nov. 2-3, Pueblo, Colo.
Middle-Atlantic and New England District Councils, joint fall meeting, Nov. 9-10, Boston.
59th Annual Convention, June 29-July 3, 1992, Congress Hotel, Chicago.

The Guild Reporter



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

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The Newspaper Guild

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