

Vote set Dec. 12-17 on bid to repeal \$1 dues hike

Silver Spring, Md. — TNG's Int'l Executive Board has ordered a Guild-wide membership vote on the motion by the Twin Cities Guild to repeal the \$1-a-month dues increase enacted by TNG's 1991 Convention to fund the Guild's organizing program.

The increase has been in effect since Aug. 1, and is the sole source of funding for organizing under this year's TNG budget.

The Int'l Election & Referendum Committee set Dec. 12-17 as the voting period.

The IEB acted Oct. 22 after determining that the 14 seconds to the Twin Cities motion were sufficient under TNG's Constitutional machinery to submit the question to a vote of the full membership.

Immediately after ordering the referendum, on a motion by TNG President Charles Dale, the IEB voted unanimously to constitute itself as the core of an ad-hoc "Committee to Back the Buck."

Dale then announced that he will head a steering committee comprised of Vice Presidents Richard

J. Brandow and David M. Mulcahy of New York, Russ Cain of San Jose, Larry D. Hatfield of Northern California, Connie Knox of Washington-Baltimore, and Doug M. Louth of Vancouver-New Westminster.

Dale was expected to invite other leaders from throughout the Guild also to join the overall committee.

The voting period and other related dates were set by IERC Chairperson Jerry E. MacDonald of the Canadian Wire Service

Guild, under authority voted him by the IERC when it met the previous week to tabulate and certify results of the September election of at-large TNG vice presidents.

The IERC will meet again Nov. 26 at TNG headquarters to certify eligible voters and prepare ballots and eligibility lists to be shipped to locals on Nov. 27.

Under procedures spelled out in TNG's Constitution, local election committees are to count the votes cast in the referendum on Dec. 18-19 and official returns reporting

the results to the IERC must be postmarked no later than Dec. 21. The IERC will meet to tabulate and certify the outcome Jan. 6.

Also under a constitutional formula, eligible to vote will be members in good standing (current in their dues obligations) as of Sept. 1, Oct. 1 or Nov. 1, as determined by locals' remittances to TNG postmarked no later than Nov. 15.

On the recommendation of its Guild Reporter Committee, chaired by Vice President Marie (Continued on Page 2)



The GUILD REPORTER

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

Vol. 58, No. 15

Silver Spring, Md.

October 25, 1991

Sun-Times unit OKs 3-year pact, averts strike



Key top hits \$975; King Day added

Chicago—Narrowly averting a strike, Chicago Guild-covered employees at the Sun-Times have approved a new three-year agreement that raises top-minimum pay for reporters, photographers and artists by \$56.24, to \$975.02 a week.

Tentative agreement was reached Oct. 17, as the possibility loomed of a strike by the newsroom unit of 245 employees, said Daniel Lehmann, the local's treasurer and Guild spokesperson in the talks. Three weeks earlier, members gave "overwhelming approval" to the Guild bargaining committee to call a strike "without notice."

In recent weeks, the Guild twice conducted informational picketing outside the Sun-Times, with well over half the unit participating each time, Lehmann said. The Guild also was well into strike preparations, including notification of advertisers about the "contractual situation" and the possibility of informational leafletting at stores.

In the contract's first year, employees receive a lump-sum payment of \$550. In the second year, minimums in all classifications are increased by 2 percent, effective Oct. 1, 1992, and employees receive an additional \$500 lump sum.

(Continued on Page 2)

HOURS BEFORE SETTLEMENT, CHICAGO GUILD MEMBERS AT SUN-TIMES LISTEN INTENTLY TO NEWS OF TALKS

Daniel Lehmann, standing, center, reads statement from Guild bargainers telling members strike appears "a virtual certainty." Member at right holds up telephone enabling bureau staffers also to listen in on Guild's noontime bargaining update.

ROBERT DAVIS/Sun-Times unit/Chicago Guild

Knox, Cain, 4 incumbents certified winners

Silver Spring, Md.—Four incumbents and two newcomers have been certified winners in the race for TNG's at-large vice presidencies and — along with six regional vice presidents and the union's three top officers — were sworn in to begin two-year terms at the outset of the Int'l Executive Board's fall meeting Oct. 20.

The six at-large vice presidents — veterans David M. Mulcahy of New York, Carol D. Rothman of Philadelphia, Marie A. Shellock of Youngstown and Carol Przybyszewski of Erie, plus first-timers Connie Knox of Washington-Baltimore and Russ Cain of San Jose — were certified by the Int'l Election & Referendum Committee Oct. 16.

Also sworn in Oct. 20 were: TNG President Charles Dale; Sec'y-Treasurer John C. Edgington; Int'l Chairperson Peter E.

Official IERC local-by-local vote tabulations 4-5

McLaughlin; Vice Presidents Thomas J. Thibeault, the U.S. Northeast; Faye McCracken, the U.S. South and Puerto Rico; Luther P. Jackson, the Midwest; Larry D. Hatfield, the U.S. West; Richard J. Brandow, New York City and environs; and Doug M. Louth, Western Canada.

All nine were re-elected uncontested at the conclusion of this summer's TNG convention in Montreal. A seventh regional vice presidency, from Eastern Canada, is vacant until next summer following resignation Sept. 30 of Lee C. Clifford, who also had been re-elected uncontested [Guild Reporter, Oct. 4].

In the contested election, one incumbent at-large vice president

who sought re-election — Stanley J. Souza of Hawaii — finished seventh among the 10 candidates for the six seats, bringing an end to his string of four consecutive terms.

Finishing behind Souza, in order, were Patricia Bell of Ottawa, Todd Cunningham of Los Angeles and Ike Lewis of Toledo, according to the results tabulated and certified by the IERC.

Five of the victors — all but Knox — and Souza ran under the banner of the Guild Unity Committee.

It was the first time on the ballot for a Guild-wide office for Cain, Bell and Lewis. Knox had challenged for the vice presidency from Region 2, the South, in 1989. Cunningham also ran in a special election for an at-large seat last summer.

The IERC certified the outcome

of the Sept. 26-Oct. 1 balloting after tabulating results reported on official returns from local election committees and, in response to an appeal by the Southern Ontario Guild of untoward postal delays in the aftermath of a strike, hand counting two of three bundles of mail-ballots delivered to the local after the official Oct. 2-3 counting period.

The IERC received no communication, however, from the Northern California Guild, which had complained orally on Oct. 3 that the return on its mail-ballot election had been adversely affected by postal problems in San Francisco.

Subsequent appeals to the IEB by leaders of the two locals and by Cunningham to set aside the IERC's certification of the election results and rerun the election in

(Continued on Page 4)

OFFICIAL RETURNS

AT-LARGE

VICE PRESIDENTS (6)

(Certified winners in boldface)

Carol Przybyszewski ...	3,415
Connie Knox	3,011
Carol Rothman	2,962
Russ Cain	2,885
Dave Mulcahy	2,870
Marie Shellock	2,749
Stan Souza	2,627
Patricia Bell	2,592
Todd Cunningham	2,547
Ike Lewis	2,096

Vote set Dec. 12-17 on bid to repeal \$1 dues hike

(Continued from Page 1)

A. Shellock of Youngstown, the IEB also directed that equal space for statements and free ads by proponents and opponents of the motion be provided on the same basis as in policy referendums held last February, in 1981 and earlier.

As then, the board directed that the space be available to the moving local and its supporters, collectively, and to the opponents of the proposition, also collectively, in the same amounts as is provided to contesting candidates for the office of TNG President — 18 column inches to each for ads, and a maximum of 300 words for each for statements.

The statement space will be provided in the next issue of the Guild Reporter, to be published Nov. 15. The ad space may be used in whole or in part in either of the two issues remaining before the vote: Nov. 15 and Nov. 29.

The IEB also called attention to

long-standing convention policies limiting letters to the editor to 200 words and banning the raising of new charges in letters in the issue preceding distribution of ballots and subsequent issues.

Since the ballots will be distributed Nov. 27, the new-charges ban applies to both November issues of the paper.

Members will vote "for" or "against" deleting from TNG's Constitution subsections added by the convention that established the \$1-a-month dues increase effective Aug. 1, committed the funds raised exclusively to organizing, enabled locals to "socialize" the increase, and empowered locals to pay the increase on members' behalf from other local funds.

Pending outcome of the referendum, the increase remains in effect. If the repeal is enacted, it will end further payment of the increase; it will not apply retroactively.

Under TNG's Constitution, a local's motion proposing a change in TNG convention policy or a constitutional change must be seconded by "at least 10 additional locals located in five states, territories or provinces, provided that the moving and seconding locals include at least 5 percent of the membership in good standing of TNG."

The Twin Cities Guild's motion was adopted by a membership meeting in July.

Membership meetings of 14 lo-

cals seconded. The locals were: Akron, Buffalo, Denver, Lake Superior (Duluth), Los Angeles, Pawtucket, Peoria, Portland, Providence, St. Louis, Salem, Southern Ontario, Woonsocket and Yakima.

The IEB's referendum order was passed effective in the month of October, Dale said, to provide the quickest possible vote under the procedures provided by the constitution.

To have made the order effective in November or December

would have moved the vote to January or February, he pointed out, and that "obviously would be contrary to the intent of the advocates of the referendum to end the dues increase if the membership does not approve it."

The Dec. 12-17 voting period was selected to avoid conflict with the year-end holiday period, MacDonald said. The only other December voting period would have ended on Christmas Eve and required ballot counting on Christmas Day or the day after.

Sun-Times unit OKs 3-year pact; key top hits \$975; King Day set

(Continued from Page 1)

In the final year, minimums are increased twice more — by 2 percent, effective Oct. 1, 1993, and by another 2 percent, effective April 1, 1994.

Also under the agreement, Martin Luther King Jr. Day becomes a paid holiday, the ninth for Guild-covered employees; health and pension benefits are slightly increased; and some employees may select four-day week and job-sharing options.

In the key classification, top minimum is first raised by \$18.38, to \$937.16; then by \$18.74, to \$955.90; and finally by \$19.12, to \$975.02.

The top for section editors and columnists, the contract's highest minimum, advances by a total of \$62.23, to \$1,078.86 in the final six months.

Top minimum for copy editors, makeup editors, assistant picture editors and some rewrite persons advances by a total of \$58.15, to \$1,008.13 a week.

The top for reference librarians advances by total of \$43.15, to \$748; for editorial assistants by \$34.15, to \$592.01; and for clerks, stenographers, receptionists and

head copy clerks by \$25.35, to \$439.52.

Protecting the "best night differential in the Guild," negotiators resisted management's proposal to exclude new hires from the 10-percent premium for work after 7 p.m., Lehmann said.

Members ratified the agreement Oct. 18, on a 101-62 vote, after two hours of "spirited debate," Lehmann said.

Some members favored a strike, Lehmann said, but more voted to ratify because of the realities of the recession, the economic downturn in the news industry and factors related to the Sun-Times being the "second newspaper in the second city," he said.

Since 1986, the paper has been operated by the Adler & Shaykin limited partnership, a New York venture-capital company that paid Rupert Murdoch some \$145 million for the tabloid. Murdoch had acquired the Sun-Times from the Field family just two years earlier, for \$75 million.

In the past five years, the paper's daily circulation has declined about 100,000 and leveled off at near 540,000, compared with the Chicago Tribune's 741,000 daily run.

The Guild's new agreement contains no major concessions and includes a "lot of new things we've been after for years," Lehmann said. The bargaining team was led by the David Robinson, the Guild's Sun-Times unit chair, and Jerry Minkinnen, the local's executive director.

Among the other contract improvements:

- Effective immediately, the company increases its payment by \$10 a week for family health insurance, to \$75 per week, and by \$5 a week for single coverage, to \$32 a week.

- Effective Nov. 1, the Sun-Times is changing insurance providers for its 1,550 employees, including 950 workers in 12 unions. The switch is forcing some 650 employees to change doctors and will result in increased co-payments on premiums, from about \$2 a week for family coverage to more than \$25 a week.

- Employees in job classifications selected by management can opt for a four-day week totaling 37 1/2 hours. Employees can revert to five-day weeks by giving two weeks notice.

- In an experimental program, two employees can share the hours and benefits of one full-time job.

- Male employees now will have the option, previously available only to female employees, to take a year off without pay at the

birth or adoption of a child.

- Insurance reimbursement for "regular users" of personal vehicles on company business increases by \$50 in each year of the contract — first to \$650 a year, then \$700 and finally \$750.

- Employees have right to review and make copies of material in all personnel files kept on them by managers.

- A Guild-company committee will monitor for compliance every three months the Sun-Times' adherence to affirmative-action goals on minority hiring.

- The accrual rate for pension is increased for service after Jan. 1, 1984. The higher rate previously applied only after Jan. 1, 1989.

- Economic dismissal (layoff) protections are strengthened: Layoffs in classification will be by seniority, with all seniority in the bargaining unit counting; an employee exercising bumping rights retains merit differential and experience rating in the new classification; employees involuntarily laid off may opt to resign and take severance pay.

- Temporary employees are now under Guild jurisdiction and must become members or pay dues after 60 days of work. "Transient and occasional employees" remain exempt but will be strictly limited in work they may perform.

- Specific standards, based on National Labor Relations Board case law, are added for determining if a so-called "free-lancer" is in fact an employee.

Also under the agreement, if the newspaper moves to a new building, the company agreed to negotiate on a Guild proposal for on-site child care. In recent years, the seven-story Sun-Times building has become surrounded by skyscrapers, increasing both its land and "air-space" value.

The Guild, which has represented Sun-Times employees since the late 1930s, now will be given cabinet and meeting space in the building to conduct Guild business. The Guild also is authorized to post messages on an "electronic bulletin board" exclusively for its use in the company's computer system.

The Guild Reporter (ISSN: 0017-5404) is issued 18 times per year, at three week intervals, on Fridays, at 8611 2nd Ave., Silver Spring, Md. 20910-3327. (Next issue, Nov. 15.) \$20 a year. Single copies, \$1.50. Second-class postage paid in Silver Spring, Md., and additional mailing offices. Printed in the U.S.A.
Postmaster: Send address changes to The Guild Reporter, 8611 2nd Ave., Silver Spring, Md. 20910-3327.

California governor rapped on sexual-orientation veto

Silver Spring, Md.—In a resolution adopted Oct. 21 at its fall meeting, TNG's Int'l Executive Board criticized California Gov. Pete Wilson for vetoing legislation in late September that would have outlawed job discrimination based on sexual orientation.

Wilson's veto was wrong "because the sexual orientation of any worker — heterosexual, homosexual or bisexual — is totally irrelevant to any employee's job performance," the IEB asserted in a resolution titled "Veto Governor Wilson."

Furthermore, the veto was wrong because it effectively approves "continuing discrimination against gays and lesbians who will have no protection" under the California Fair Employment and Housing Act, the IEB said.

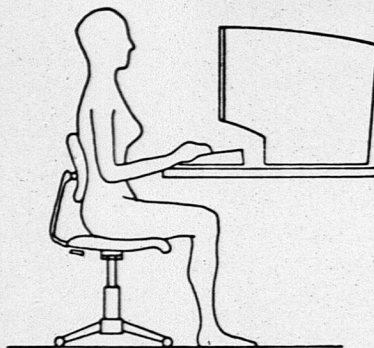
Wilson said he vetoed the bill because it would have harassed California businesses. His political consultant, however, has said the bill was vetoed to avoid a "firestorm within the base of the Republican Party," the resolution noted.

"It's time for more than soul-searching. It's time to open our hearts and minds to fulfill the promise of liberty, equality and justice for all," the IEB concluded.

TNG's collective bargaining program urges locals to seek contract provisions that ban discrimination "because of age, sex, race, creed, color, national origin, marital or parental status, family relationship, sexual or affectional preference, political activities or political belief or irrelevant handicaps [emphasis added]."

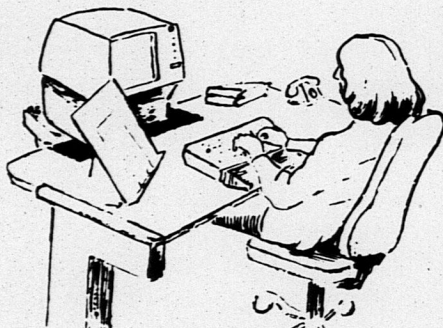
TNG card for VDT users available

How You Should Sit: Fact and Fiction



Wishful thinking

At the left is the upright body posture traditionally recommended for VDT operators, with forearms mostly horizontal. But Etienne Grandjean, noted Swiss ergonomist, found that operators more commonly assume the car drivers' posture at right. Orthopedic studies suggest



Corrective reality

a slightly reclining position is superior as long as the seat has a backrest high enough to provide full support. A moderate forward-sloping posture may also be more desirable if the chair has an adjustable seatpan to facilitate it and a "floating" backrest to provide support."

Reproduced here is one side of a new VDT users' card TNG is making available to all locals to supply to their members. They can post it at their desks "as a ready reminder" of steps that can help avoid repetitive strain injuries

(RSI), advises David J. Eisen, TNG director of research and information. He cautions, however, that "users can't do much to avert the disorder if management doesn't provide the necessary ergonomic equipment and work regimen."



NEW YORK GUILD, AFL-CIO LEADERS UNVEIL BOYCOTT OF NORWALK (CONN.) HOUR
Facing reporters, from left: Roger Clayman, AFL-CIO state representative; Brian Petronella, president, Fairfield County Labor Council; Barry Lipton and Bill O'Meara, New York Guild; and Steve Zavitski, acting chairperson of the N.Y. Guild unit at the Norwalk daily.

Two years into talks, boycott started in push for Norwalk initial contract

Norwalk, Conn.—After more than two years of talks for an initial contract for newsroom employees at the 21,000-circulation Norwalk Hour, the New York Guild has launched a circulation boycott as part of its effort to convince management to bargain a fair settlement.

By Oct. 21, just two weeks after the start of the decirculation drive, the Guild had collected hundreds of cards from readers who pledged to cancel the paper or not to buy it, the Guild reported.

In efforts to explain the boycott to readers, the 28-member Guild unit at the daily has distributed thousands of leaflets at community gatherings such as the annual Norwalk Oyster Festival, a powerboat show and the traditional "big game" between local high school football rivals.

In addition, flyers have been placed in veterans halls, commuter train stations and local police stations.

The boycott is being supported by the Fairfield County Labor Council, the Connecticut AFL-

CIO and the regional office of the national AFL-CIO. Area unions are circulating cards pledging their signers to boycott the paper.

Guild leaders said they will be using strategies developed during the successful circulation and advertising boycott and strike at the New York Daily News that began a year ago.

The National Labor Relations Board, meantime, has issued more unfair labor practices complaints against the Hour in response to Guild charges that management canceled employees' scheduled annual raises and instituted layoffs last spring without first bargaining with the union.

The Guild also has filed new charges alleging the company is engaging in surface bargaining and has unilaterally announced termination of a Christmas bonus program.

The Hour's newsroom employees voted for Guild representation in December 1988, and soon thereafter the union began seeking a first contract.

In October 1989, the Hour set-

tled a multitude of unfair practice charges the Guild had filed after management refused to give employees traditional Christmas bonuses and annual raises. Employees divided some \$47,000 in back pay in that settlement.

Under the settlement, the Hour agreed to extend to Guild-covered workers benefits denied to them but given to other employees. The company also agreed to junk an employee-evaluation system it had implemented without first bargaining with the Guild.

That settlement, however, did not include agreement on contract terms, and talks have dragged on past two years. The Nashville firm King & Ballow, whose hard-line bargaining tactics helped spark the Daily News strike, is representing the Hour at the table.

There has been very little progress, said Bill O'Meara, the New York Guild representative assisting the unit. The company's chief tactic has been "stonewalling, perhaps on the theory that if they do it long enough, the Guild will just go away. We won't."

Objections prepared on Atlantic City voting

Pleasantville, N.J.—By a narrow margin, a group of employees at the Atlantic City Press has voted against making the Philadelphia Guild its bargaining representative. The Guild moved almost immediately to have the election invalidated on the grounds that management's actions had made a fair vote impossible.

In the National Labor Relations Board-supervised election Oct. 17-18, employees in the paper's news, advertising, business circulation and maintenance departments cast 123 ballots for the Guild and 129 for "no union."

The following week, the Guild was preparing to file unfair labor practice charges and objections to management's conduct in the election with the NLRB centered on what the union termed the company's "campaign of fear and intimidation."

During a series of "captive audi-

ence" meetings and "public utterances" shortly before the election, management threatened employees with plant-wide layoffs and "elimination of positions," Philadelphia Guild Administrative Officer Wayne Cahill said.

Some employees were told the layoffs and terminations would be based on job performance and "employee evaluations," constituting a further threat, Cahill said. In one department, he noted, management even announced which employees would get the axe.

The first announcement on layoffs came less than a week after the NLRB set the election dates in late September. Earlier in the year, management repeatedly asserted the company had "no plans for layoffs" and that any job cuts would be through "attrition."

The company has never given any indication the paper was losing money, Cahill said.

In another action, management put out a sample ballot suggesting that workers vote against the union and wrongfully told employees in bureaus they had to vote in their home offices, Cahill said. Guild supporters also reported having to "run a gauntlet" of union opponents to get to the main voting place on election day.

"We believe there's ample evidence of violations, and we intend to file objections and unfair-practice charges," Cahill said.

The 81,000-circulation Press is owned by Pittsburgh-based Abarta Inc., which also owns the Globe-Times in Bethlehem, Pa., and Coca-Cola bottling plants in Ohio and the Pittsburgh area.

If the labor board upholds the Guild's objections, it could order another election among the group.

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

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. None of the paper's 385 employees currently is represented by a union.

Long Beach group continues in union, NLRB panel affirms

Washington—Some 30 home delivery area managers and district advisors at the Long Beach Press-Telegram are neither managerial nor supervisory employees and may continue to be represented by the Los Angeles Guild, the National Labor Relations Board here has ruled.

In a decision issued Oct. 11, a three-member NLRB panel upheld a ruling two years ago by the NLRB's regional director in Los Angeles that the employees are not barred from continued union representation by the nature of their jobs.

The panel, which acted for the full NLRB, was comprised of board chairperson James M. Stephens and members Dennis M. Devaney and John N. Raudabaugh.

In completely upholding the Guild's position, the NLRB agreed the area managers and district advisors "do not formulate policies or effectuate them with sufficient independent judgement or discretion ... and therefore they are not managerial employees."

The Knight-Ridder daily first sought to pare the circulation employees from the Guild unit by filing a "unit-clarification" petition more than four years ago.

If Press-Telegram management had been successful, the employees "would have been deprived of all union rights, including job security, the grievance procedure, overtime pay and protection against arbitrary transfers," a Guild newsletter, the "Stress-Telegram," said in an Oct. 15 "Extra."

The company's first unit-clarification petition was filed in October 1987, withdrawn a month later, refiled that December, dismissed as untimely the following February, then refiled a second time four days later.

When the first petition was filed, the Guild denounced the action as "blatant union-busting" and

launched a community outreach campaign "which ultimately led to widespread knowledge and opposition to the attacks on home delivery employees and the Guild," the Guild newsletter said.

To handle the Press-Telegram legal work, Knight-Ridder hired King & Ballow, the Nashville firm that early this year gained widespread unfavorable publicity for bargaining tactics that led to a nine-union strike at the New York Daily News and to the (Chicago) Tribune Co. turning the paper over to Robert Maxwell.

"Their defeat in 1989 in the NLRB regional decision and the adverse public opinion toward their presence in Long Beach were some of the first setbacks for the high-flying union-busters from Nashville," the newsletter said.

In his August 1989 ruling, NLRB Regional Director Theodore B. Horn said the home-delivery employees were not managerial because they "do not make or implement significant policy or have discretion in important matters of established policy."

Horn further held they were not supervisors because the carriers they direct are "not ... employees under the National Labor Relations Act."

In adopting Horn's decision, the NLRB found that "significantly ... there is no evidence that ... these employees have the authority to affect the economic terms of employment of the carriers."

The panel further found the Press-Telegram's area managers and district advisors "do not negotiate the terms of carriers' contracts or determine the number of carrier positions to be filled; do not independently determine if and when routes would be split or consolidated or extend credit to carriers; and although they can recommend that a carrier's compensation be increased, such recommendations are not accepted routinely."

Guild decertified for San Antonio unit

San Antonio—More than 11 years' efforts for a new Guild contract for district managers at Hearst's San Antonio Light and nearly three years' for a first contract for the paper's inside circulation employees ended here Oct. 9 when a ballot count showed the union decertified for the combined groups.

Tally was 28 for the San Antonio Guild, 52 for "no union." The vote had been conducted three weeks before by the National Labor Relations Board's regional office on a petition it had set aside after it was filed more than a year earlier, then reinstated this summer after several unfair labor practice disputes were resolved.

The votes were counted immediately after the NLRB in Washington rejected the Guild's request that the election be voided on grounds the union had been denied a "fair chance to succeed" at the bargaining table.

The union asserted the decertification petition was improper because Light management "undermined the parties' bargaining relationship" in the period following a vote by inside employees to join

the DMS' bargaining unit on Nov. 1, 1988.

The Guild pointed to three years of litigation over an earlier attempt by the Light to have the district managers decertified, and to a two-year dispute over management's refusal to give annual raises to the inside circulation group after contract talks started.

The district managers, represented by the Guild since 1966, had been working under terms of a contract expired since March 1980, when the Light first unilaterally and illegally refused to recognize the Guild as their union. Litigation in that dispute was not settled until this spring, when the NLRB found against the Light.

TNG Field Operations Director William H. McLeman said TNG spent more than \$400,000 in assisting the San Antonio Guild in the two disputes just since 1987.

The San Antonio Guild continues to represent and has a current contract covering Light's 200 employees in the editorial, maintenance, and business and accounting departments, as well as circulation drivers.

Union Privilege card rate cut to 13.5%

Washington—The AFL-CIO Union Privilege MasterCard, available to U.S. Guild members through their locals, has reduced its interest rate to 13.5 percent, the third such reduction since January.

The new rate, effective from

July 15, is a reduction from 13.88 percent. "The reason our rate continues to go down is simple," said David Silberman, Union Privilege president. "When the cost of funds drops ... we pass the savings along to union members."

Official local-by-local results in voting for 6 vice presidents

GUILD LOCAL	Eligible Voters	Votes Cast	Cunningham	Bell	Rothman	Shellock	Souza	Knox	Przybyszewski	Cain	Lewis	Mulcahy
Akron	140	40	16	20	8	7	8	35	19	11	16	5
Albany	306	150	8	9	138	131	130	20	137	136	9	137
Boston	445	146	66	79	79	75	72	83	101	86	49	85
Brockton	124	43	9	8	35	37	36	8	40	33	3	40
Buffalo	387	45	31	24	21	16	17	31	35	21	21	19
Canadian Wire Service	995	253	87	126	51	66	131	83	140	59	75	133
Chicago	547	95	25	26	20	23	20	84	33	23	28	22
Cleveland	495	102	68	73	69	87	40	90	89	62	88	64
Denver	776	67	42	46	15	16	14	40	20	14	30	13
Detroit	705	116	32	42	84	87	75	37	103	83	26	78
Erie	155	119	20	15	87	83	90	23	115	84	12	88
Eugene	86	5	1	0	4	4	5	1	5	5	0	5
Gary	66	45	36	22	15	20	3	27	27	15	36	11
Great Falls	15	9	7	5	4	2	7	8	4	7	4	6
Harrisburg	57	24	4	4	5	17	17	16	17	19	2	19
Hawaii	519	191	46	39	87	82	169	48	111	91	30	87
Hudson County (Jersey City)	55	20	16	11	10	6	4	10	16	6	8	6
Indianapolis	51	8	3	1	6	4	4	3	8	5	5	4
Kenosha	50	21	20	20	1	2	2	20	18	2	19	15
Knoxville	66	12	6	4	3	4	2	11	7	3	5	8
Lake Superior (Duluth)	55	11	6	5	6	3	3	8	7	7	8	3
Los Angeles	402	194	178	138	38	35	35	45	46	38	109	31
Manchester	150	82	12	8	71	72	67	12	73	71	8	73
Memphis	272	78	34	33	47	39	27	60	67	35	39	35
Montreal	478	178	26	22	135	132	134	135	151	22	20	131
New York	5,677	732	281	273	479	486	458	279	515	451	174	524
North Bay	78	13	9	7	7	4	5	9	24	9	6	10
Northern California	1,668	55	31	29	28	17	26	28	24	36	19	24
Northern Ontario (Sudbury)	33	25	22	24	18	12	8	22	23	8	8	5
Ottawa	432	267	187	266	14	14	12	22	15	13	175	21
Pacific Northwest	1,055	124	61	62	53	49	55	62	80	60	46	55
Peoria	80	40	37	3	4	3	1	37	0	0	2	1
Philadelphia	1,529	288	110	79	248	65	83	79	131	137	61	94
Pittsburgh	176	115	19	20	102	101	96	28	109	103	10	99
Portland	323	148	79	80	80	78	69	77	99	68	62	76
Providence	437	78	64	62	27	26	15	63	33	12	48	25
Pueblo	60	13	13	9	8	4	3	10	12	1	9	4
St. Louis	614	89	63	57	28	55	25	28	65	19	55	33
Salem	74	35	31	15	17	21	16	17	34	9	10	19
San Jose	947	333	62	50	149	121	123	97	157	318	45	126
Scranton	53	16	2	2	15	13	14	2	16	14	1	14
Sioux City	9	9	6	7	2	5	3	4	6	7	6	5
Southern Ontario	2,591	192	94	94	36	35	29	58	41	34	74	40
Terre Haute	90	57	6	8	51	46	48	12	53	49	9	48
Toledo	353	157	42	38	69	54	21	39	76	66	149	65
Twin Cities	835	274	127	168	71	55	61	164	153	101	90	112
Utica	3	3	0	3	3	3	0	3	3	0	0	3
Vancouver-New Westminster	1,147	244	189	203	44	41	44	88	62	35	168	36
Victoria	251	116	21	21	96	98	51	110	24	96	10	45
Washington-Baltimore	1,891	626	92	102	78	61	59	592	88	89	124	64
Wilkes-Barre	114	112	28	26	76	75	76	41	88	86	25	76
Windsor	141	30	4	30	5	5	4	6	6	1	5	4
Wire Service (U.S.)	1,069	116	32	39	61	60	58	66	51	62	29	69
Yakima	28	14	13	13	2	2	2	4	1	13	10	3
Youngstown	168	98	23	21	52	90	48	24	56	48	16	51
TNG members at large	2	2	0	1	0	0	2	2	2	2	0	7
Totals	29,285	6,475	2,547	2,592	2,962	2,749	2,627	3,011	3,415	2,885	2,096	2,870

No official returns and no ballots were received from 9 Locals: Bristol, Hazleton, Kingston, Lansing, Lexington, Madison, Pawtucket, San Antonio and Woonsocket. (Unofficial tabulations were reported to the Guild Reporter by Kingston and Woonsocket. Kingston reported: 2-Cunningham, 10-Bell, 8-Przybyszewski, 5-Rothman, 6-Cain, 6-Shellock, 5-Lewis, 7-Souza, 9-Mulcahy, 8-Knox. Woonsocket reported: 24-Cunningham, 25-Bell, 5-Przybyszewski, 1-Rothman, 25-Lewis, 6-Knox.)

The York Guild's vote tabulations were disallowed because its official return showed that the Local had not closed the polls until after the official voting period and the ballots were counted after the two days specified in the election rules for counting. An attempt by the IERC to contact the York Guild for an explanation was unsuccessful.

There were no eligible voters in 12 Locals: Bakersfield, Battle Creek, Chattanooga, Cincinnati, Dayton, Lehigh Valley (Allentown), Lynn, Milwaukee, Puerto Rico, Rochester, San Diego and Sheboygan.

Knox, Cain, 4 incumbents certified winners; take office

(Continued from Page 1)

SONG and Northern California were denied by the IEB, without dissent.

Acting on recommendation of its Constitution Committee, the board pointed out that, among other things, "a new election in a given local after the voting results have become known Guild-wide would... subject the voting process to potential abuse."

New voting in the two locals under the circumstances also would be in "conflict with procedures set forth in TNG's Constitution and IERC rules," the board held.

Reflecting a participation rate just over 22 percent, margins were close, particularly among candidates who finished in fourth through ninth places.

Sixth and seventh places were

separated by 122 votes, while there were 157 votes between sixth and eighth and 202 between sixth and ninth. There were 243, 278 and 323 votes separating fifth respectively from seventh, eighth and ninth; and 258, 293 and 338 between fourth place and seventh, eighth and ninth respectively.

In response to the SONG appeal that it count late-arriving mail ballots, the IERC said that because the "extraordinary circumstances" of the postal strike "may have affected returns" it would tabulate those returned from the post office one and five days after the close of the official Oct. 2-3 counting period and postmarked no later than Sept. 29.

Those with later postmarks "would not, under normal circumstances, have been returned on time to be counted" on the design-

ated counting days, the IERC said.

The local reported that there had been but 36 return envelopes on Oct. 3, with Sept. 26 the most recent postmark on any of them. An average of 350 SONG members voted in four previous TNG elections since 1985. In last year's mid-term IEB election, 260 members voted.

Of the 156 envelopes returned on Oct. 4 and 8, the IERC opened and counted 96, pointing out that the other 60 were not in conformance with the longstanding mail-ballot rule requiring voter signatures on exterior envelopes, or were postmarked after Sept. 29, or bore no post mark.

To have counted the third bundle of envelopes, returned on Oct. 10, seven days after the designated counting period, however, the

IERC said, "would open the door to abuse of the election process." There were 40 envelopes in the Oct. 10 bundle.

In its denial of SONG's subsequent appeal for direction of an election rerun in that local, the IEB agreed, and it pointed out that the 40 disallowed ballots "could not have affected the outcome."

In also dismissing the appeals to it for new balloting in the two locals from Northern California Guild leaders and from Cunningham, the IEB pointed out that TNG's Constitution requires that election matters must first have been presented to and rejected by the IERC before being appealed to TNG's board.

That did not occur, and "appellants may not circumvent the proper appeal procedures by claiming to appeal certification of the election

results," the IEB said in its decision.

Northern California President Bill Wallace, Executive Officer Doug Cuthbertson and Bonnie Lemons and Carl Hall, respectively chair and vice chair of the local's Chronicle unit, in their letter to the IEB said they would have appealed to the IERC "before it met, but we kept expecting our ballots to show up" since they were "lost or delayed by post office errors."

Northern California's local election committee gathered but 55 return envelopes from its postal box on Oct. 3. An average of 450 of the local's members voted in four most recent previous TNG elections. In last year's special IEB election, 400 voted.

The winner of last year's mid-term election, Carol Przybyszewski of Erie, led all 10 candi-

Victoria improvises polling booth

Victoria, B.C.—When is a motor-home a Guild voting booth? When the Thomson-chain Victoria Times-Colonist, after nearly three decades of permitting the Victoria/Vancouver Island Guild to set up its voting booth in the daily's plant, suddenly without explanation refused to do so for the election of TNG at-large vice presidents, conducted Sept. 30 by the local.

"Sorry for the inconvenience," said the Guild in a bulletin directing members to the vehicle "parked in the back lot (near the loading dock, use north exit)."

Forty-six percent of the local's eligible members cast ballots.

dates in this year's contest to win her first full two-year term.

She was the only candidate to garner votes on a majority of the ballots cast in the election — 52.7 percent.

Przybyszewski led or shared the lead in 20 locals in addition to her own, including two in Canada, Canadian Wire Service and Montreal. She was second in the New York Guild only to its own

David M. Mulcahy.

Knox, president of the Washington-Baltimore Guild, won her first term on the IEB by leading or sharing the lead in nine locals plus her own.

Knox's 592 votes in her own local was 468 more than the second-high vote getter there, like Lewis of Toledo. It also was the highest single vote total for any candidate in any local.

Operating fund shows surplus; Dale urges more belt-tightening

Silver Spring, Md.—Income to TNG's general operating fund for the first six months of the union's current fiscal year was \$34,360 more than outgo, the Int'l Executive Board Finance Committee reported during the IEB's fall meeting Oct. 20-23.

That figure alone, however, paints a deceptive picture of fiscal well-being, TNG President Charles Dale told the board.

Other key lines in the balance sheets and revenue and expense statements for the period, particularly the three months ended Sept. 30, show the union still in straitened circumstances that require continued belt-tightening, he said.

The operating surplus was the product of six-month income that totaled \$2,271,304 and expense payments of \$2,236,944. April-June income of \$1,180,593 was \$4,680 less than expenses, but July-September income of \$1,090,711 was \$39,040 greater than expenses in that period.

While TNG was under budget during July-September "on a significant number" of expense items, cost of distribution of the Guild Reporter was over budget by \$3,254 "as a result of efforts to deliver TNG's official publication to Canadian members during the brief postal strike there," the Finance Committee noted.

Joining the Finance Committee

in pointing to a drop in per-capita payments by locals on behalf of employed members to an average of just 24,779 for the second quarter, Dale said he fears that the effect of the recession on employment in the industry finally may be having a highly serious impact on that core block of TNG's fiscal structure.

That average employed-member per capita for the quarter was off by 2,857 from the three months ended June 30 and by 1,971 from the average projected for the full year in the budget and income estimate approved by this summer's convention. They project a deficit of \$97,755 for the 12 months ending March 31.

Acknowledging that per-capita payments for the July-September quarter traditionally have been fewer than for any other period of the fiscal year, Dale said that unless employed-member per capita increase, the number for the year could be the lowest since the '50s.

The six-month surplus also is misleading, he said, because it does not reflect the general fund's large debts to TNG's Defense Fund and to the Special TNG Organizing Fund. Combined the debts total nearly \$500,000.

Assets of the defense fund at the end of September totaled \$6.7 million, up by \$21,172 from the end of June. Assets of the organizing fund stood at \$251,658, up by

\$8,969 from the end of June.

For the current fiscal quarter, ending Dec. 31, the IEB adopted a general fund budget of \$1,218,783, up from second-quarter expenditures by \$167,112.

At the same time, on recommendation of its Finance Committee, the board authorized a contribution of \$2,500 to the Committee to Protect Journalists, in two installments (October and January). On recommendation of both its Finance and Human Rights Committees, the IEB also authorized contributions of \$300 to the NAACP and \$100 each to the Southern Poverty Law Center and to Planned Parenthood.

Also, the board authorized Dale to renegotiate TNG's loan from the Amalgamated Bank of New York to restore its principal amount to the \$300,000 level, from its current \$100,000, with "the proceeds to be utilized for such purposes as organizing and other operational needs." The funds are needed principally to meet commitments to locals, Dale said.

As part of TNG's belt-tightening, at Dale's recommendation, the board amended its policy on IEB members' expenses to exclude TNG's two top officers from accruing compensating time for work performed on the sixth and seventh days of a week. The action reflects a practice that was put into place in August, Dale said.

IEB sets committees for term

Silver Spring, Md.—Early in its inaugural session, TNG's 1991-93 Int'l Executive Board approved the following appointments of its members to the IEB's standing committees. (Chairpersons of each are listed first.)

Finance: Sec'y-Treasurer John C. Edgington; Vice Presidents David M. Mulcahy, Larry D. Hatfield, Doug M. Louth and Faye McCracken.

Organizing: Hatfield and Vice Presidents Richard J. Brandow, Luther P. Jackson, Marie A. Shellock, Carol Przybyszewski and the next vice president elected from Eastern Canada.

Constitution: Mulcahy, McCracken, Hatfield, Jackson and Przybyszewski.

Collective Bargaining: Vice Presidents Carol D. Rothman, Thomas J. Thibault, Russ Cain, Jackson, Louth and McCracken.

Appeals: Hatfield, McCracken and Rothman.

Research & Information: Louth, Shellock, Brandow, Thibault, Knox and Cain.

Human Rights: Jackson, McCracken, Rothman, Przybyszewski, Cain and Knox.

Education: Przybyszewski, Brandow, Shellock, Cain and the next VP from Eastern Canada.

Guild Reporter: Shellock, Vice President Connie Knox, Brandow, Thibault and the next VP from Eastern Canada.

The board also designated Int'l Chairperson Peter E. McLaughlin and Vice President Jackson, who lives and works in Detroit, as TNG's sole delegates to the 19th Biennial AFL-CIO Convention, in Detroit Nov. 11-14.

On the recommendation of TNG President Charles Dale, as a money-saving measure the board did not name either Dale or Edgington, TNG's two full-time officers, as delegates to the AFL-CIO session.



Marianne Keffer Zweig/Washington-Baltimore Guild

"EQUAL DEDICATION (TO) ALL MEMBERS REGARDLESS OF SEX, RACE, AGE..."

J. William Blatz, who retired in 1988 after nearly 43 years as a member of the Guild's professional staff and who played a key role in shaping the union's policies and programs for much of that time (left above and inset right), leads members of TNG's 1991-93 Int'l Executive Board in oath of office on the open-

ing day of the new IEB's meeting Oct. 20-23. From left: Sec'y-Treasurer John C. Edgington, Int'l Chairperson Peter E. McLaughlin, Vice President Richard J. Brandow, President Charles Dale, Vice Presidents David M. Mulcahy, Luther P. Jackson, Thomas J. Thibault, Carol Przybyszewski, Connie Knox, Larry D. Hatfield, Doug M. Louth, Marie A. Shellock, Carol D. Rothman, Russ Cain and Faye McCracken.

Padia, Gildersleeve get national CLUW offices

Pittsburgh — Renewed efforts to eradicate the "widespread problem" of sexual harassment in the workplace were endorsed, and Guild members were elected to national office at the sixth biennial convention of the Coalition of Labor Union Women, held here Oct. 5-7.

More than 775 convention delegates, including seven from the Guild, addressed a wide range of other issues, including health and child care, reproductive rights, repetitive strain injuries (RSI), the right to organize and protection of strikers' jobs.

The delegates represented some 40 international and national unions and 50 local CLUW chapters.

Anna M. Padia, TNG's human rights director, was elected CLUW's corresponding secretary, one of the five top offices of the 20,000-member coalition. She had been one of eight national vice presidents of the organization.

Larkie Gildersleeve of the Northern California Guild was elected the Guild's representative to CLUW's national executive board. Kitty Caparella of Philadelphia, Carol Przybyszewski of Erie, and TNG Int'l Representative Hannah Jo Rayl were elected alternates.

Other Guild members attending the convention were Lois Anne Rosen of Chicago; Linda Foley, executive secretary of TNG's Contracts Committee; and Susan Dunlop of the AFL-CIO. Lynda Haner of Twin Cities and Marie Shellock of Youngstown were delegates but were unable to attend.

Re-elected to the other top CLUW offices were: Joyce Miller of the Clothing and Textile Workers, president; Clara Day of the Teamsters, executive vice president; Gloria Johnson of the Electronic Workers, treasurer; and Lela Foreman, of the Communications Workers, recording secretary.

In CLUW's continuing campaign against sexual harassment, the convention urged member unions to "encourage the enactment" of policies dealing with harassment and stressed they should be "vigorously enforced." The reso-

lution said studies have shown that 90 percent of working women experience some form of sexual harassment on the job.

The convention also pressed for new legislation "advancing the liability of harassers, including punitive damages" and stressed the need for enforcement of existing legislation.

In its resolution on RSI, the convention asserted that the majority of these injuries "can be prevented through proper equipment, well-designed jobs, worker education and worker involvement in ergonomic decision making."

CLUW President Miller, also a member of the AFL-CIO Executive Council, told the convention that unionization would lead the growing number of women in the workforce into the "Decade of Empowerment," the convention's theme.

Women now make up 45 percent of the U.S. workforce and, with 7.5 million women now in unions, are joining at a greater rate than men, Miller told delegates.

Pointing out that union women earn 30 percent more than their non-union counterparts, Miller said that "union membership is more effective in raising the wages of low-income workers than education, job training or work experience." Where social policy falls short, union contracts often make up the difference, she said.

Among the convention's other speakers were Sen. Harris Wofford (D-Pa.), AFL-CIO Secretary-Treasurer Thomas R. Donahue and Huguette Plamondon of the Canadian Labour Congress. After his talk, Donahue fielded delegates' questions from the floor for nearly an hour.



GUILD DELEGATES AT CLUW CONVENTION IN PITTSBURGH GATHER FOR GROUP PHOTO
Standing: Kitty Caparella, Philadelphia, and Lois Rosen, Chicago. Seated: Larkie Gildersleeve, Northern California; TNG staffers Hannah Jo Rayl, Linda Foley, Anna Padia; Carol Przybyszewski, Erie.

Other resolutions adopted by the convention included calls for:

- ✓ Support for all efforts to attain pay equity for women and minorities, as part of CLUW's national agenda;

- ✓ CLUW to work actively for enactment of federal legislation to ensure reproductive rights of women;

- ✓ Putting political candidates on notice that failure to support anti-strikebreaker legislation "will cause them to be permanently replaced themselves";

- ✓ Greater emphasis on the hiring and training of women and minorities as union organizers.

- ✓ Full support of efforts to promote passage of the Family and Medical Leave Act, including lobbying, education and community outreach;

- ✓ A major restructuring and streamlining of the U.S. health care system;

- ✓ Support for passage of the federal Comprehensive Occupational Safety & Health Reform Act to strengthen enforcement of

workplace safety laws; and

- ✓ Establishment of a national labor cable television channel with goals of providing a "positive media image of labor" as well as "in-depth education for unionists and all working people."

The convention also reaffirmed support for passage of the Civil Rights Act of 1991 without a cap on punitive damages and urged members to sustain their lobbying campaign and to consider economic boycotts and other broad coalition pressure.

IEB lists local delinquencies

Silver Spring, Md.—In keeping with a directive by TNG's 1983 Convention, the Int'l Executive Board during its fall meeting reported the following locals delinquent in their monthly per-capita payments to TNG as of Sept. 30:

Local	Months	Amount
Bakersfield	1	\$ 1,824
Battle Creek	6	1,208
Boston	1	5,843
Canadian Wire Service	1	13,538
Chattanooga	5	2,825
Chicago	1	6,840
Denver	2	16,500
Eugene	3	3,464
Gary	1	926
Great Falls	1	228
Los Angeles	2	8,250
Milwaukee	3	3,953
North Bay	1	1,069
Puerto Rico	1	6,498
Rochester	8	6,955
San Antonio	2	1,206
San Diego	8	37,879
Utica	2	165
Washington-Baltimore	1	24,938

The Sept. 30 delinquencies totaled \$144,109, an increase of \$52,364 from the amount outstanding on June 30, the end of the previous fiscal quarter, and \$30,388 more than on March 31, the end of the quarter for which the IEB had last reported.

Receipts in early October from Denver and Gary eliminated those locals' Sept. 30 delinquencies.

SONG president writes 'to clarify some issues'

TORONTO, ONT.

Editor:

I'd like to clarify some issues raised in your article about the decision by SONG members to protect our local's assets ["TNG takes actions to reverse Southern Ontario funds switch," Guild Reporter, Oct. 4].

Guild members should know that the court action against SONG was taken by and financed by TNG. Affidavits filed by appointed Canadian Director John Bryant attempted to create the illusion that this action was taken by SONG members; but under questioning, Bryant's counsel told the court that he had been retained by and was acting on behalf of TNG.

This little fiasco has cost SONG \$13,500 in legal fees. How much of TNG's finite resources are being squandered to finance this harassment of us?

Secondly, there is no constitutional requirement that local by-law amendments be approved by the IEB. The IEB may order revisions of by-laws found to be in conflict with TNG's Constitution. The court has clearly ruled that our by-law amendment creating a non-profit corporation to hold our assets in trust is not contrary to the constitution.

Finally, you say "the judge agreed in large part" with me. In fact, Mr. Justice McKeown accepted SONG's position in its entirety, something you ought to have known since you were in possession of the written judgement.

GAIL LEM

**President
Southern Ontario Guild**

Editor's note: TNG's Constitution, Article VIII, Section 5, reads, in pertinent part: "(a) No Local shall adopt a constitution or by-laws in conflict with this Constitution or with the policies of TNG adopted in Convention. Every Local shall submit to the IEB a copy of its constitution and by-laws and any amendments thereto as adopted.... The IEB shall order the revision of provisions found to be in conflict with this Constitution or Convention policies...."

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: Nov. 8.)

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.

SONG suit saddens Los Angeles officer

LONG BEACH, CALIF.

Editor:

I was saddened to read in the latest GR that the international union has become involved in a law suit against one of its own locals — Southern Ontario.

The legal actions, supposedly taken to prevent SONG's assets from being put in a trust, was particularly distressing since the article stated "A trust agreement provides that the 'trust property' be handled as the local directs and in keeping with provisions of TNG's Constitution...."

The leaders of SONG, like many of us, have had their political differences with TNG officers. However, these differences are those of degree, of how best to represent our members and build our union. There are no enemies in the Guild. In a democratic union we must be able to express our differences and still work together.

Ominous warning from President Dale that SONG is preparing to pull out of the Guild may turn into a self-fulfilling prophecy if litigation instead of conciliation continues to be employed.

Rather than spend our members' hard earned dues on suing one of our own locals (\$10,000 by my

estimate), let's use that money to organize, fight discrimination, win contracts, etc.

JIM SMITH
**Administrative officer
Los Angeles Guild**

New VP Knox says thank you — 4 times

SPARKS, MD.

Editor:

To all of you who took the time to vote for me — I thank you.

To all of you who wrote letters or leaflets of support — I thank you.

To those who helped guide my campaign (and answered the phone at odd hours — Larry Hatfield, Gerry Minkinen, Mary Esslinger, Mark Pattison — I thank you.

And there is one non-member who didn't complain when the dining room became campaign headquarters, or when called on to apply mailing labels, and doesn't protest when our day-to-day life is disrupted by Guild work. I'm speaking, of course, about my daughter, Felicity — a terrific person who any parent would be proud to have, but a union activist needs. And I thank her.

CONNIE KNOX
**TNG At-Large Vice President
President
Washington-Baltimore Guild**

Thomas case spurs new push against sex harassment

Silver Spring, Md.—In the aftermath of what it termed "America's national discourse on sexual harassment" — the Senate confirmation hearings of Supreme Court Justice Clarence Thomas — TNG's Int'l Executive Board has reaffirmed the union's commitment to eliminating such harassment from the workplace.

University of Oklahoma law professor Anita Hill's allegations against Thomas sparked what has been called a "national referendum" on sexual harassment, prompting calls from several quarters for greater concern and sensitivity on the issue.

In a resolution adopted Oct. 21 at its fall meeting here, the IEB urged locals to "reflect, review and react" to protect every worker's "right to a harassment-free workplace."

The resolution urged local leaders to "review and implement ... Guild policies, procedures, training and programs in an effort to stop this insidious form of discrimination."

TNG's measures "have been developed after years of experience and have served to resolve harassment cases as quickly, fairly and as quietly as possible," the resolution noted. For at least a decade, Guild conventions have pressed locals to fight for elimination of sexual-discrimination practices.

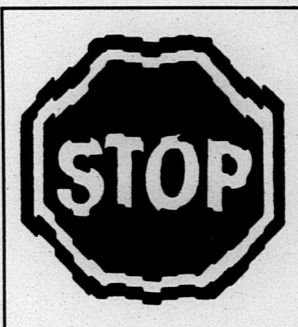
In her report to the board, TNG Human Rights Director Anna M. Padia said that shortly after the Thomas hearing three locals — San Diego, Cleveland and the Wire Service Guild — had sought Guild information on sexual harassment, either for articles in local publications or for surveys.

Padia also told the board that in recent years several locals have used TNG's program to resolve sex-harassment cases. Most cases were not publicized, however, Padia said, because of the sensitive nature of the issue and because TNG's program seeks to help both victims and harassers.

Locals that have dealt with recent cases include Washington-Baltimore, Philadelphia, Pacific Northwest, Albany, Indianapolis, Erie, San Diego, New York, Detroit, Los Angeles, San Jose, Hudson County, Sheboygan, Lake Superior and Memphis.

In its resolution, the IEB advised Guild members to contact their local immediately "if they are subjected to or are accused of" workplace sexual harassment.

One form, called "quid pro quo" harassment, occurs when a supervisor or manager makes an employee's submission to sexual conduct a term or condition of employment or when rejection is used as a basis for employment decisions.



Another type, known as "hostile environment" harassment, occurs when sexual conduct by a manager, supervisor or co-worker unreasonably interferes with a worker's job performance and/or creates an intimidating, hostile or offensive work environment.

In the resolution, the IEB also called on locals to review employers' anti-harassment policies, procedures and training programs or to encourage employers to initiate such measures where they do not exist.

Locals also were advised to make certain employers' procedures "do not undermine" the Guild grievance procedure or contract provisions banning sex discrimination.

The board suggested that locals contact Padia for advice, sample bulletins, surveys, guidelines,

shop steward training and information on district council programs on harassment.

Padia pointed to a relatively new TNG bulletin titled "10 Ways to Combat Sexual Harassment" as a particularly effective guide for locals. The Cleveland Guild has used the bulletin for a series in its local publication, she said.

The bulletin explains who are the victims, what constitutes harassing behavior, what victims can do and what Guild locals should do.

There are at least four types of victims, the bulletin says:

- ✓ Persons penalized for refusing a supervisor's advances;
 - ✓ Those whose fear of reprisal or desire for privileges traps them in an unwanted relationship;
 - ✓ Those who suffer as a result of a supervisor's favoritism to another; and
 - ✓ Innocent bystanders who must work in a tense, sometimes hostile, environment because of the sexual conduct.
- Harassing behavior, according to the bulletin, can include:
- ✓ Leering; verbal abuse; subtle or obvious pressure for sexual activity;
 - ✓ Sexual remarks about a person's clothing, body or activities; unnecessary touching, patting, pinching or brushing a person's body;
 - ✓ Requests for sexual favors accompanied by implied or overt threats concerning one's job; and physical assault.

The bulletin recommends that victims take several steps. One is to complain immediately to a Guild leader, shop steward or Human Rights Committee member. Also, tell the offender the

behavior is unwelcome and offensive, that it should stop, and, if necessary, that it could be an illegal form of discrimination.

Another action for victims is to develop evidence by keeping a diary or record in writing of the offender's name, exact words and behavior, the time, place and witnesses, if any, of the behavior.

Victims also should check with others who might be victims, seek support from friends, co-workers or Guild stewards, and seek counseling or assertiveness training to minimize the stress and learn ways to cope with harassment.

"The legal responsibility for preventing or ending sexual harassment rests with the employer, but there are actions a Guild local can, and in representing members, must take," the bulletin points out.

Foremost among them, it states, are the education of members; training of shop stewards to detect and deal with harassment; investigation of complaints "immediately and thoroughly"; filing grievances according to the provisions of the local's contract and by-laws; and seeking adequate remedies, at least to have the objectionable conduct cease, and to make whole employees who suffer economic harm.

"It is the Guild's objective to seek the prevention, and when incidents occur, the prompt corrective action of sexual harassment," the bulletin concludes. "Together, we can make this happen."

In its resolution, the IEB also encouraged U.S. locals to lobby for passage of the House version of the Civil Rights Act of 1991, which would allow punitive damages for victims of sex discrimination, including harassment.

Justice 'enigmatic' on free speech

Washington—As was the case on several other issues, Clarence Thomas' views on free speech were not entirely clear as the U.S. Senate confirmed his nomination to the Supreme Court on Oct. 15.

A commentary in the summer issue of the News Media & the Law quarterly called Thomas "even more enigmatic on media-law issues than the ill-fated Reagan nominee Douglas Ginsberg."

Thomas had written only two opinions on free-speech issues during his 19 months on the U.S. Court of Appeals, the quarterly noted.

In one ruling, he found that a prohibitory injunction against the Ralston Purina Co. in a false-advertising case was overly broad. In another, he denied a preliminary injunction to federal employees challenging a ban on honoraria in connection with speeches, articles and personal appearances.

He had written no decisions involving the federal Freedom of Information Act, but he did participate in three appeals court decisions ruling against requesters, the quarterly said.

Because of concerns about his overall record, Thomas' nomination was opposed by leaders of the 14-million member AFL-CIO and other union groups.

AFL-CIO President Lane Kirkland told the Senate Judiciary Committee the federation opposed Thomas because of his anti-government views and his "unwillingness to enforce anti-discrimination laws" while chairman of the Equal Opportunity Employment Commission (EEOC) from 1982-90.

Thomas' record is "deeply disturbing from the perspective of the trade union movement and the working men and women of our unions," Kirkland testified.

AFSCME Secretary-Treasurer

William Lucy, president of the Coalition of Black Trade Unionists, testified coalition members had "grave concern about the past injuries and insensitivity heaped on workers who sought redress" when Thomas led the EEOC.

Board backs greater powers for OSHA

Silver Spring, Md.—Asserting that the federal Occupational Safety & Health Act is the "only lifeguard most American workers have," TNG's Int'l Executive Board has endorsed proposed legislation to strengthen and speed up enforcement of the 20-year-old workplace safety law.

Although this "safety net" has saved the lives of tens of thousands and preserved the health of millions of workers, the enforcement powers of the Occupational Safety & Health Administration are too

weak, the IEB said in a resolution adopted Oct. 21.

According to government figures, more than 10,000 U.S. workers are killed on the job every year, and 100,000 more die from diseases contracted in the workplace. More than 6.5 million are injured each year, and almost 400,000 new cases of occupational illnesses are diagnosed annually.

"Perilous workplace practices can continue for months and even years while companies contest citations," the resolution said.

Furthermore, OSHA regulations set no deadline "for badly needed standards, such as revised asbestos regulations and an ergonomic standard that would protect VDT users and others from repetitive strain injury (RSI)," the IEB said.

"Enforcement depends almost entirely on undersized OSHA investigative staffs" and "employees play little or no role," it continued.

The proposed federal legislation, the Comprehensive Occupational Safety & Health Reform Act, would put "badly needed muscle into this flabby structure of standard setting and enforcement," the IEB asserted.

The reform legislation would, among other things, expand OSHA's enforcement power and inspection program; give it the authority to order immediate correction of serious hazards; establish deadline procedures on standard setting; involve employees in workplace hazard elimination and allow them to participate in enforcement proceedings; and allow the federal government to put deficient state OSHA plans on probation.

The North Carolina poultry plant fire that killed 25 workers Sept. 3 underscores "the urgency of this legislation," the IEB said. Six weeks after the tragedy, the Labor Dept. reportedly was moving to take over enforcement of major portions of the state's occupational health and safety program.

Remembering the Washington Star . . . 10 years after

Former leaders of the Washington-Baltimore Guild and its unit at the Washington Star pose during late September reunion of former staffers marking the 10th anniversary of the daily's closing. From left: Nancy Ferris (unit chairperson); Phil Kadis (local president); Ray Dick (unit chair and local representative); Martha Angle Walters (unit vice chair and local executive board); Orr Kelly (local vice president); Warren Howard (local president and TNG vice president); Jeremiah O'Leary (unit chairperson); and Ron Sarro (unit chair).



Kirkland pledges AFL-CIO support in Dayton struggle

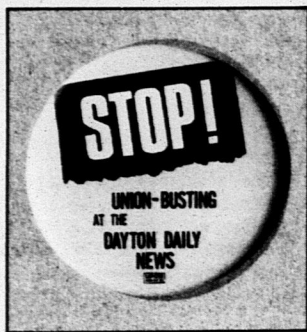
Washington—AFL-CIO President Lane Kirkland has pledged the nation-wide union federation to "do what we can do" to help the Dayton Guild and TNG seek to persuade the Cox chain and its Dayton Daily News to reach an equitable first contract with the Guild local for the paper's 180 newsroom employees.

Kirkland made the pledge Oct. 4 during a meeting at AFL-CIO headquarters here with Dayton Guild President Rob Modic, 2nd Vice President Wes Hills, TNG President Charles Dale and TNG Int'l Representative Hannah Jo Rayl, who is assisting the local.

Hills and Modic detailed for Kirkland the union's five-year struggle for a contract with basic job and union security provisions comparable to those in the local's contracts with the Daily News before its members twice voted to affiliate with TNG and the AFL-CIO.

Kirkland called it "a damned atrocity" that the Cox chain's two Dayton radio stations had refused to sell the Guild time so the union could inform the public of management's bargaining stance and urge area residents to boycott the paper until the Guild reaches an acceptable contract.

"A boycott is free speech," Kirkland pointed out. "That's a damned atrocity coming from somebody so closely tied to and



dependent on the First Amendment" for their wealth.

"We were able to get contracts for 40 years when we were not affiliated" with the Guild and the AFL-CIO, Hills said, noting also that management is being guided by the law firm of King & Ballou. It also represented the (Chicago) Tribune Co.'s New York Daily News before that paper was sold early this year during a strike by its employees' unions, including the New York Guild.

Modic pointed out that one of the counts in an unfair labor practices complaint recently issued by the National Labor Relations Board against the Dayton daily cites it for "animosity toward the union" in refusing union security and dues checkoff [Guild Reporter, Oct. 4].

"We feel direction is coming from Atlanta [Cox headquarters],



BILL BURKE/Washington-Baltimore Guild

AFL-CIO PRESIDENT LANE KIRKLAND, RIGHT, MEETS WITH LEADERS OF DAYTON GUILD, TNG
At AFL-CIO headquarters in Washington, from left: Wes Hills, 2nd vice president, Dayton Guild; TNG President Charles Dale; Int'l Representative Hannah Jo Rayl; Dayton President Rob Modic; Kenneth Young, executive assistant to Kirkland, and Kirkland. Session took place Oct. 4.

not locally," Modic told Kirkland.

Both Modic and Hills pointed to the close ties to the national Democratic Party of the principal executives of the Cox chain, including Anne Cox Chambers and Jim Kennedy, company chairman. Kennedy heads the American Newspaper Publishers Assn. committee formed to convince Congress to bar regional telephone firms from being permitted to sell information as well as time on the facilities that transmit it.

Kirkland said he is convinced

that Cox and Daily News management are trying to punish employees for joining the Guild and the AFL-CIO. "We call that union busting," he said, pledging AFL-CIO assistance to the Guild's efforts.

"We don't measure these things on the size of the local — we'll do all we can to help," he said.

The Dayton Guild, meantime, is continuing its boycott campaign utilizing paid time on other, non-Cox radio stations after turning down an offer of free time made by the Cox stations. The offer came after the local filed complaints with the Federal Communications Commission and the U.S. Justice Dept., asserting that Cox is abusing its Dayton-area media dominance to the detriment of the public interest. Cox also owns the dominant Dayton television station.

The local alleges the conglomerate also abuses its power in Dayton

requiring advertisers to buy time on both its radio stations even though they might want time on just one.

Meanwhile, the Guild local reported receipt of contributions totaling \$5,319 through Oct. 14 for its public awareness campaign from 24 other Guild locals and their members. Included are:

Akron Guild	\$200
Albany Guild	100
Buffalo Guild	250
Cleveland Guild	150
Denver Guild	200
Detroit Guild	100
Erie Guild	250
Harrisburg Guild	200
Lansing Guild	50
Madison Guild	100
Manchester Guild	200
Montreal Guild	169
Pacific Northwest Guild	100
Philadelphia Guild	600
Pittsburgh Guild	200
Providence Guild	500
San Jose Guild	300
Sheboygan Guild	100
Southern Ontario Guild	210
Toledo Guild	500
Twin Cities Guild	250
Vancouver-New Westminster Guild	50
Wire Service Guild	200
Youngstown Guild	300

Arbiter upholds overtime premium in holiday weeks for Reuters unit

New York—Under terms of its contract with the New York Guild, in any week containing a holiday, the Reuters news agency must pay employees the overtime rate for all work beyond 80 percent of a normal workweek, an arbitrator has ruled.

Upholding a Guild grievance, arbitrator Howard C. Edelman also ordered Reuters to make the time-and-a-half payments, retroactive to Memorial Day 1990, to all em-

ployees affected by the ruling.

The ruling covers a 16-month period that included 11 contract holidays. The overtime premium due most individuals would range from \$65-\$85 for each incident, estimated Peter Szekely, chair of the Guild's Reuters unit and a Washington-based correspondent.

The grievance grew out of the company's unilateral decision last year not to pay overtime for a fifth day of work (the fourth day for employees on a four-day week) during a holiday week.

For many years, Reuters paid overtime for such work but changed its practice beginning in 1990, alleging the contract was being "misinterpreted." (There was no dispute on the contract's requirement for double-time pay for work on actual holidays.)

In his findings, issued Aug. 26, Edelman said "clear and unambiguous" contract language "supports the union's claim on the fourth- or fifth-day overtime. Nothing else warrants a different conclusion." He ordered overtime pay

for both four-day and five-day employees.

"It was just a blatant violation," Szekely said. "This was the proper ruling, and we hope management understands that when the union sees violations of the contract, it will move quickly to challenge them."

He praised the vigilance of shop stewards who "got right on the case" as soon as the violations began occurring.

The Guild is notifying employees about the arbitrator's decision, Szekely said, but he was uncertain how many of the 500 Guild-covered employees are affected.

It could be a "significant number," he said, at three sites with round-the-clock operations — the Manhattan news desk, the Hauppauge technical center and the Washington, D.C. photo desk — staffed by a total of 125 journalists and technicians.

Reuters already has ordered its payroll managers to pay the retroactive claims, Szekely said.

DAY BOOK

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, Sheraton-Boston Hotel, Boston.
Int'l Election & Referendum Committee, certify eligible voters and distribute materials for referendum on repeal of \$1 dues increase for organizing, TNG headquarters, Silver Spring, Md., Nov. 26. (Materials to be sent to locals Nov. 27.)
Six-day voting period, referendum on repeal of \$1 dues increase for organizing, all Guild locals, Dec. 12-17.

Referendum ballot-counts, Local Election Committees, all Guild locals, Dec. 18-19.
Last date for postmark on locals' returns and associated materials to IERC, Dec. 21.
Int'l Election & Referendum Committee, tabulate and certify result of referendum, TNG headquarters, Silver Spring, Jan. 6.
1991 Heywood Brown Award entry deadline, Jan. 10 (Brown Award, c/o TNG, Silver Spring).
59th Annual Convention, June 29-July 3, 1992, Congress Hotel, Chicago.
1st Biennial Convention, July 19-23, 1993, Sheraton Waikiki Hotel, Honolulu.
2nd Biennial Convention, summer 1995, Boston.

NEW ADDRESS?

Please use this form so the Guild Reporter will move with you.

Type or print name, new address, and name of your Guild local in space provided below.

Mail to: Guild Reporter, circulation, 8611 2nd Ave., Silver Spring, Md. 20910.

Name

New Address

City

State/Province

Zip/Postal Code

Guild Local

ATTACH
OLD
MAILING
LABEL
HERE

If you are receiving
duplicate copies,
please attach both
labels.

(Allow 4-6 weeks for change
to become effective.)

The Guild Reporter



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

Published by The Newspaper Guild (AFL-CIO, CLC) 18 times per year, at three-week intervals, on Fridays. (Next issue: Nov. 15.) \$20.00 per year. Single copies, \$1.50.
Guild Reporter deadlines at TNG headquarters: News, Monday before publication; features and letters, Friday before publication. (Next letters deadline, Nov. 8.) Letters limited to 200 words by TNG convention action.

POSTMASTER: "Notice to Publisher Form 3579" should be sent to The Guild Reporter, 8611 2nd Ave., Silver Spring, Md. 20910-3327.

Publication #231580

ISSN: 0017-5404

Vol. 58, No. 15

Oct. 25, 1991

The Newspaper Guild

8611 Second Avenue
Silver Spring, Md. 20910-3327
Telephone: 301-585-2990
FAX: 301-585-0668

PRESIDENT: CHARLES DALE
SECRETARY-TREASURER: JOHN C. EDGINGTON
INTERNATIONAL CHAIRPERSON: PETER E. McLAUGH

AT-LARGE VICE PRESIDENTS: Russ Cain, P.O. Box RR, Carmel, Calif. 9392
Knox, 15 Old Forge Ct., Sparks, Md. 21152; David M. Mulcahy, c/o Standard Corp., 25 Broadway, New York, N.Y. 10004; Carol Przybyszewski, 617 Rasp
Erie, Pa. 16502; Carol D. Rothman, 5604 Henry Ave., Philadelphia, Pa. 191
A. Shellrock, P.O. Box 67, Canfield, Ohio 44406.

REGIONAL VICE PRESIDENTS: Region 1—Thomas J. Thibault, P.O. Box 6
chester, N.H. 03105; Region 2—Faye McCracken, 2059 Kingsley Ave., Memph
38127; Region 3—Luther P. Jackson, 3rd, 1115 Granger, Ann Arbor, Mich
Region 4—Larry D. Hatfield, 16 Jewell St., San Rafael, Calif. 94901; Region 5—
J. Brandow, 2708 Harway Ave., Brooklyn, N.Y. 11214; Canadian Region: East-
West—Doug M. Louth, 4140 Dallyn Rd., Richmond, B.C. V6X 2S7.

DIRECTOR OF FIELD OPERATIONS: William H. McLeman.
EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Linda K. Foley.
CANADIAN DIRECTOR: John Bryant

30 Concourse Gate, Unit 103
Nepean, Ont. K2E 7V7.

DIRECTOR OF RESEARCH & INFORMATION: David J. Eison.
EDUCATION DIRECTOR: Phillip M. Kadis.
HUMAN RIGHTS DIRECTOR: Anna M. Padia.

INTERNATIONAL REPRESENTATIVES: William M. Brown, Robert E. Brune
Bryant, Janet David, Leo J. Ducharme, James H. Griffin, Harry L. McCorm
Montanez Jr., Bruce R. Nelson, Hannah Jo Rayl, Dan Zeidler.

9100000248

9999

XEROX UNIV,
MICROFILM
300 N ZEEB ROAD
Ann Arbor, MI 48106