



The GUILD REPORTER

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

Vol. 58, No. 16

Silver Spring, Md.

November 15, 1991

4 councils urge rejection of dues hike repeal

Four district councils of Guild locals — Western, Great Lakes, Middle-Atlantic and New England — have called upon Guild members to vote to reject the motion to repeal the \$1-a-month dues increase enacted by TNG's 1991 Convention to fund the union's organizing program.

In addition, a membership meeting of the third largest local in the U.S. — Northern California — and the executive board of the second largest local in Canada — Vancouver-New Westminster — have called for members to vote

against repealing the dollar in the Guild-wide referendum set for Dec. 12-17. So has the board of the New England Servicing-Organizing Project.

A fifth district council, the Midwest, took no action during its fall meeting Nov. 2-3. The Southern District Council was to meet Nov. 16-17, and the Canadian District Council has decided not to hold a fall meeting.

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

The referendum was ordered by TNG's Int'l Executive Board during its Oct. 20-23 meeting after it found that the seconds by 14 locals to a Twin Cities Guild motion to repeal the \$1 increase met the requirements of TNG's Constitution to submit a question to vote of the union's full membership [Guild Reporter, Oct. 25].

The referendum question was a chief topic of formal and informal discussion at all five of the district councils meetings, held the three weekends after the IEB meeting.

TNG President Charles Dale

was the chief advocate of retaining the levy at all five, and was joined at each by various of the 11 TNG vice presidents from the U.S. and Int'l Chairperson Peter E. McLaughlin of New York. All 15 members of the IEB formed themselves as the nucleus of an ad hoc "Back the Buck Committee" at the board's October meeting.

The Western District Council, which met Oct. 26-27 in Great Falls, Mont., endorsed retaining the \$1 on a unanimous voice vote. It also voted a \$200 contribution to the ad hoc committee.

Delegates to the Great Lakes meeting the following weekend in Cincinnati also endorsed retaining the organizing dollar on a voice vote. Buffalo Guild delegates were recorded as opposed to the endorsement.

Delegates to the Middle-Atlantic District Council also voted without dissent to endorse the dollar, while the New England vote was 28-14 against repealing the levy in a roll call that saw each delegation casting their local's allotment of votes at TNG's 1991

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Plain Dealer pact could boost key rate by \$158

Preparing to ratify
Cleveland contract



DIANA MCNEES/CLEVELAND GUILD



Above, Cleveland Guild members hold information packets as they listen before voting to ratify new 5-year contract. Left, Carmen Parise, president of the Cleveland Newspaper Unions Unity Council, speaks to meeting as J. Stephen Hatch, Guild executive secretary and unity council vice president, waits his turn.

Unions present united front to secure 5-year contracts

Cleveland — A new Cleveland Guild contract with the Newhouse chain's Plain Dealer provides for raises that could increase the top-minimum pay rate for reporters and others in key jobs by \$158, to \$954 a week, by Dec. 1, 1994.

Economic terms of the 60-month agreement were hammered out in joint bargaining by the Guild and locals of the Teamsters, Pressmen's and Photoengravers' unions. The unions represent some 1,100 of the daily's employees, who vigorously demonstrated their solidarity as talks dragged seven months past the expiry of the contracts of all four.

Presenting a united front, the unions were ready to launch a subscription pledge-cancellation campaign against the 430,000-circulation Plain Dealer and had secured large-scale support from their internationals individually and through the Newspaper Industry Co-ordinating Committee, and from Cleveland-area union councils.

Also, members of the Guild and the Teamsters locals had authorized their bargaining teams to call a strike, if necessary, to achieve equitable settlements. The Teamsters local represents 650 drivers, mailers, printers and

paperhandlers at the paper.

Agreement on all contracts was reached Nov. 5, the day before the unions were set to kick off the subscription boycott with a giant street rally.

The Guild contract, covering 341 newsroom employees, was "overwhelmingly approved" by members Nov. 6, Executive Secretary J. Stephen Hatch reported. The other locals approved their contracts the same week.

The Guild agreement increases the minimum rate for experienced reporters, photographers, copy readers, artists, special writers and sub-editors by \$42.46, to \$838.12 a week, retroactive to March 1.

Three additional increases — projected at \$37 next June 1, another \$37 on Sept. 1, 1993, and \$42 on Dec. 1, 1994 — would take the key top minimum to about \$954 a week, Hatch said. Each of the deferred increases could be reduced by partial diversion to health coverage premiums or other benefits. Any diversion, however, is subject to additional bargaining and membership approval.

All four unions' new contracts include an economic package averaging \$40, \$35, \$35 and \$40 a week per employee at 15-month intervals.

Initial Guild raises range from 5.34 percent to 6.05 percent in the minimum rates for most jobs.

Library clerks, however are boosted by 8.17 percent, Hatch said. Their rates are upgraded by \$25 (in increments of \$10, \$10 and \$5) a week above the regular raises because their jobs have changed substantially in the past five years with the advent of electronic filing systems, he said.

The contract also increases the guaranteed mileage reimbursement for employees regularly using personal cars on company

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SONG units strike dailies in Cambridge, Guelph

Members of the Southern Ontario Guild were maintaining picket lines at the Cambridge Reporter and the Guelph Mercury after the local called separate strikes against the Thomson-chain dailies early in November.

For more than 13 months, the Guild had sought without success to achieve initial contracts for employees at both papers, each located about 45 miles southwest of Toronto. Both units organized and

were certified for Guild representation early in 1990, with TNG organizing subsidies to SONG being utilized for each.

In Cambridge, the company broke off talks after a 40-hour bargaining session failed to produce an agreement by late Nov. 7. Some 35 employees in the advertising, business, circulation, classified and news departments then left their jobs at the 14,000-circulation Reporter.

In Guelph, after a similar marathon session failed to produce an agreement three days later, 23 newsroom employees set up picket lines early Nov. 10 at the 19,000-circulation Mercury. TNG had given sanction for both walkouts and will provide weekly strike benefits from its defense fund for both groups of strikers.

In both disputes, the company's demands for unilaterally controlled "pay-for-performance" wage

schemes triggered the walkouts. The Thomson chain, which owns 50 newspapers in Canada and scores more in the United States, increasingly has proposed such "merit-based" pay systems in contract talks in both countries.

In Cambridge and Guelph, Guild bargainers have sought wage systems that guarantee "equitable pay for all employees," a Guild representative said. At press time,

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\$1 dues levy — Pro, Con ... 4 — Letters ... 5-7

Key rate could rise by \$158 in Plain Dealer pact

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business — by \$5 on Jan. 1 and another \$5 on Jan. 1, 1993, to \$50 a week.

It also keeps intact a shift differential of 5% for work performed from 6:30 p.m. to midnight, and of 7.5% for work from midnight to 6 a.m.

The contract also calls for union and company representatives to discuss establishment of a 401(k) pre-tax savings plan.

Also, the company continues to pay \$254 a month into a jointly administered health and welfare fund. The fund provides fully paid health insurance for employees and a pension benefit of up to \$1,395 a month for retirees with 30 years' employment.

Other initial increases and new top minimums retroactive to March 1 include the following, with additional increases to follow next June 1; Sept. 1, 1993; and Dec. 1, 1994:

Editorial writers, national and sports copy desk chiefs, chief editorial artist, night picture editor and various editors and assistant editors—Up by \$46.77, to \$897.90 a week.

Librarians—Up by \$33.41, to \$652.51.

Secretaries—Up by \$30.46, to \$541.50.

Copy aides—up by \$25.06, to \$439.12.

Employees paid more than the minimum rate are to receive raises that will maintain the dollar

amount of their differential.

Hatch said it was "the solidarity of the four unions" that set the stage for the agreements.

That solidarity has been building during a decade of interaction and co-operation built in the Cleveland Newspaper Unions Unity Council, Hatch noted.

At the invitation of the Unity Council in August, leaders of the Newspaper Industry Co-ordinating Committee (NICC) joined the locals in mapping strategy for the

final stages of the bargaining campaign. NICC includes representative from the Guild, the Teamsters, Communications Workers and Graphic Communications unions.

Also joining the effort were the Cleveland Federation of Labor, the area Teamsters Joint Council, and the United Auto Workers. All pledged support for the boycott, and planned to send large contingents to the kick-off rally.

The unions had 20,000 pledge-cancellation cards printed and

ready for distribution, Hatch said, adding that "we're saving them for the next time."

In addition, union members wore buttons proclaiming "Plain Dealer Unions Together," joined in a community-awareness program explaining the bargaining situation, and helped marshal the support of other unions, churches and social organizations.

The unions adopted a Latin slogan to describe their solidarity: "Res ipso loquitur," meaning "that

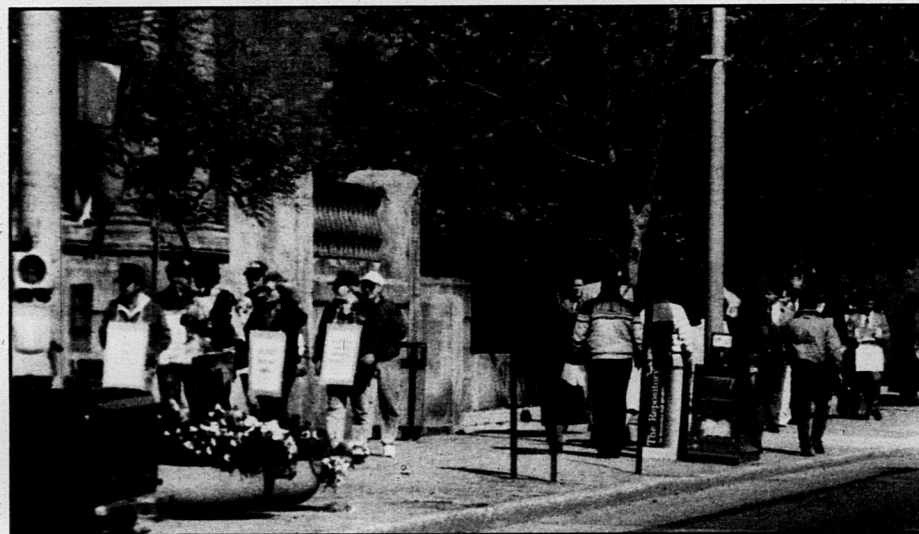
which speaks for itself."

TNG Int'l Representative Harry McCormick, a former president of a Cleveland Pressmen's local, assisted the Cleveland Guild in co-ordinating plans for the subscription boycott campaign and was ready to assist in strike preparations.

Hatch said the inter-union co-operation "worked so well here that it would be great to see something like this" in various other Guild locals fighting for contracts.

Members in Canton walk for health (insurance, that is)

Members of the Cleveland Guild unit at the Thomson chain's Canton Repository march in informational picket protesting company insistence the employees continue to pay half their health-insurance premiums. Guild and paper have been in talks for new contract since previous pact ran out March 5. Some 50 of unit's 125 members participated in Oct. 16 picketing, outside Stark County Courthouse. Signs carried by some read: "My health care costs make me sick." Single coverage costs employees up to \$90 a month; family coverage, up to \$210 a month. Some Guild members have opted out of Repository plan for coverage by less expensive or free plans provided by spouses' employers.



SONG units strike Thomson dailies after year's talks for 1st contracts

(Continued from Page 1)

no new talks were scheduled at either paper.

The Reporter and Mercury were continuing to publish, using managers and strikebreakers transported from Thomson's headquarters in Toronto, strike leaders reported. Unionized production workers remained on their jobs at both plants, under terms of their unions' contracts.

Nearly a week into the walk-outs, the strikers' resolve remained strong and enthusiasm was high on the picket lines, reported SONG Treasurer Sam Reyenga.

Reyenga himself helped maintain the enthusiasm in Guelph when he came to the assistance of strikers being harassed Nov. 12 by a strike opponent. When the man, reportedly in his early 20s, pushed and threw punches at picketing women, Reyenga responded with a rejoinder that sent the man sprawling.

Police investigators interviewed a dozen witnesses and determined the strike foe "was the aggressor" and advised him not to press charges, Reyenga said.

Strikers in Cambridge were maintaining a "very positive" attitude, reported Bob Bourque, a Guild bargaining team member. He added that strikers were seek-

ing support from area labor councils and community groups.

Meanwhile, in Guelph, members of SONG units from Toronto, Hamilton, London, Kitchener-Waterloo and Niagara Falls, as well as other union members, have joined the picket line, reported Marg Lynch, a member of Guild's Strike Support Committee there.

The two sides had reached agreement on a number of issues in Cambridge, Bourque said, but were far apart on wages and full recognition of the union. Wages now range from \$300 to \$600 a week for Guild-covered jobs.

"We want equity in the workplace," Bourque said. "People doing the same job should be getting the same base (pay). We're not against merit pay; we just want everybody to start at the same level."

The Guild has proposed a two-year contract that would eliminate "discrepancies and favoritism," Bourque said. A proposed first-year increase averaging 12 percent would provide raises of 1-16 percent to achieve equity.

The company's proposal would leave discretion for most raises in the hands of supervisors. Basically, "they're trying to enshrine favoritism in the contract," he said.

Equitable pay and equal treatment for part-timers are among the main unresolved issues in the

Guelph dispute, Lynch said.

Part-timers at the Mercury get almost no fringe benefits, she added, "except for the Christmas bonus — \$25."

Reyenga said another issue in Guelph was the "integrity of the paper," following deep staff cuts that had left the six-day daily with almost a "skeleton staff."

IEB endorses 'new approaches'

Silver Spring, Md.—"New realities" in organizing "may demand new attitudes and new approaches," TNG's Int'l Executive Board said during its fall meeting as it endorsed TNG's continuing exploration of new techniques with the AFL-CIO Organizing Institute and other unions.

The Oct. 21 action was requested by TNG President Charles Dale.

"The Guild should be out front" in seeking ways to "augment and extend" many of the "tried and true" organizing methods it has

'Publisher and General Tyrant'?

Cambridge, Ontario—Cambridge Reporter Publisher Jon Butler apparently was not a popular figure among the daily's employees long before Guild members struck for an initial contract Nov. 7.

This summer Butler was listed for a brief spell in the Thomson daily's masthead as "Publisher and General Tyrant," reported the Southern Ontario Guild's newsletter, "S.O.N.G. Sheet."

The masthead ran for 12 days before management noticed and quietly fixed it. No one claimed credit, and a company investigation brought no assignment of blame.

"It's a big mystery, but (because of job duties) it couldn't have been done by anybody in the Guild," a unit leader said.

been utilizing, the board said in adopting a report of its Organizing Committee, chaired by Vice President Larry D. Hatfield of Northern California.

"Innovative and nontraditional organizing approaches are being tested" by the AFL-CIO institute and some other unions and some of them "may be translatable to organizing situations in the Guild," the report pointed out.

Contrary to the maxim that "the best and easiest time to organize is during hard times," during the current economic situation in both

the U.S. and Canada "organizing in almost all economic sectors has become increasingly difficult," particularly in the newspaper industry, the report noted.

Widespread layoffs and other cost-cutting appears to have led to a "mindset ... that says essentially, 'As lousy as this job is, I've got it ... why risk it by getting involved' with a union," the committee said, adding: "Unfortunately, that mindset has been reflected in many recent [Guild] organizing situations."

Councils urge rejection of \$1 dues repeal

(Continued from Page 1)

Convention. The two councils acted at separate sessions during a joint meeting held in Boston Nov. 9-10.

Voting against repeal of the organizing levy at the New England meeting were Boston (5 votes), Brockton (3), Manchester (4), Portland (5) and the Wire Service (11). Voting for repeal were: Pawtucket (3), Providence (6), Salem (3) and Woonsocket (2).

The same weekend, the New England Servicing-Organizing

Program's board endorsed retaining the levy on a voice vote, without dissent.

Also on Nov. 9, a membership meeting of the Northern California Guild voted unanimously to recommend that that local's members vote against repealing the \$1. Members from all 14 of the local's units participated in the meeting. The local's executive committee then formed itself as a "Committee to Save the \$1."

Three days later, the executive board of the Vancouver-New

Westminster Guild passed a resolution supporting retention of the \$1 for organizing and urging the local's membership to vote against its repeal in the referendum.

Membership meetings of the following 14 locals seconded the Twin Cities referendum motion: Akron, Buffalo, Denver, Lake Superior (Duluth), Los Angeles, Pawtucket, Peoria, Portland, Providence, St. Louis, Salem, Southern Ontario, Woonsocket and Yakima.

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. 29.) \$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.

Resiliency overcomes shock of Maxwell's death

By Don R. Hecker

New York Guild, Daily News unit

THE SHOCK CAME just 11 days after Daily News workers had celebrated the one-year anniversary of the start of their wrenching five-month strike:

The man who had rescued the News, Robert Maxwell, was dead.

It was one more blow to a paper and staff that have had their share of blows.

"My God, last year at this time we were on strike, and now we've lost the owner," Irene Jones, a Guild member in the advertising sales support department, thought as she heard the news.

The tragic news did not come neatly. It was drawn out and inconclusive, leaving questions that remain.

Carmen Feliciano was sitting at her desk in the editorial board offices at midmorning that Tuesday, Nov. 5, when calls started coming in from other Guild members who were hearing rumors that something had happened to Maxwell.

But what had happened? In the paper's seventh-floor newsroom, staffers called up wire directories on their computer screens. A floor above in the midtown skyscraper, in the administrative departments, Guild member Vincent Ruffino was working on tax reports when his wife called. "She said, 'Say some prayers,'" he remembered. "We all had radios on."

WHAT THE radios, wire services and reports from Maxwell's London headquarters all were saying raised more questions than answers: Sometime between 4:45 a.m. that day, when he had last been seen by crew members on his yacht, and midmorning, when a call came for him from New York, Robert Maxwell had disappeared from the ship. A sea search was under way.

New York Guild President Barry Lipton was working through an arbitration case with one of the union's lawyers when he was called with a tip



MAXWELL AT RALLY IN MARCH

Event marked end of strike after he took over Daily News.

that Reuters would be moving a story that Maxwell had disappeared.

Daily News Guild unit chief Bill Farrell was sitting in a dentist's chair, his jaw numbed with Novacaine, trying to put his mind on other things by listening to the radio in the office when he first heard the flash.

"I was shocked," Farrell said. "Who wouldn't have been? This whole thing has been a little 'Alice in Wonderland'."

At 12:30 p.m., WCBS-TV in New York ended its noon newscast with a just-received bulletin that Maxwell had been found in the sea — alive!

A friend called Jones. "I stood here

and made an announcement that he was okay," Jones recalled.

"Ten minutes later I got another call."

That call confirmed reality: Maxwell had been found dead.

Throughout departments of the Daily News, there was shock and concern for the News' future. Maxwell had been in daily contact with his American paper. He monitored operations so closely that even as simple a thing as authorization for an hour's overtime required his personal signature, often on a form faxed to him at some city half a world away.

With the shock, there also was resiliency. Though Ruffino remembered "wondering who was going to sign the checks," he said that "I think the paper will survive." Jones also "didn't think it would cause the paper to close."

"I know as far as advertising is concerned we are doing okay, as you can see in the paper. It just doesn't seem to make sense to think in terms of the paper closing," Jones said.

Farrell also kept calm "because of our contract. Our benefits are jointly administered and well-secured."

Still, the News again found it was the news. Staffers arriving for work through the afternoon ran a gantlet of TV lights and microphones as many had done at Guild headquarters during the strike half a year before.

AT 6:30 P.M., shortly before the paper's first deadline, the long, open cityroom went unnaturally quiet as staffers crowded near editor Jim Willse's office for a report. Willse told them Maxwell's youngest son, Kevin, 32, had taken charge as publisher of the News. Kevin, he said, was "shook — but he's focused."

The younger Maxwell, beleaguered both by his father's death and the responsibility of taking over an empire described by some as debt-ridden and labyrinthine, nonetheless had promised to visit the News quickly to

demonstrate his commitment to the paper.

WITH THE REALITY of Maxwell's death settling in, staffers began to recall the larger-than-life man who had saved their paper.

Juan Gonzalez, one of the strike's leaders, wrote in his column that night of a man who, "in the middle of marathon contract talks with the unions to save the newspaper," had taken time off to show up at a party for the strikers held by Guild benefactor Lilly Lawrence.

"He spent several hours drinking and joking," Gonzalez wrote. "After the politicians and celebrities left, we all sat with Maxwell, Lilly and her husband, Bunty, long into the night, reviewing strike photos and laughing at picket-line incidents which only days before had seemed like nightmares."

Kevin Maxwell was as good as his word. Friday, Nov. 8, two days before his father's funeral in Jerusalem, he flew from London to New York for meetings at the News. Different from his flamboyant father in many outward ways, he nonetheless appeared to have the elder Maxwell's confidence and competence. And, he appeared to have his father's respect for the unionized workers of the News. One of his meetings that day was with the leaders of the unions in the city's Allied Printing Trades Council, including the New York Guild.

"We were impressed by the fact that he was taking the time to meet with the people who represent the employees even before the funeral took place," said Lipton. They also were reassured that the younger Maxwell intended to stick by the battered paper and expected it to be profitable in 1992.

In the paper's seventh-floor newsroom, the big story of a publishing titan's death had been replaced with the big story of a sports hero's courageous battle with AIDS. The news, and *The News*, were going on.

New SONG by-law violates TNG statute, IEB rules

Silver Spring, Md. — TNG's Int'l Executive Board has held that a by-laws amendment under which the Southern Ontario Guild transferred most of its assets and funds to a nonprofit corporation is in conflict with several provisions of TNG's Constitution and has ordered the measure repealed and the transfers reversed.

The IEB acted unanimously on the final day of its fall meeting on the basis of an extensive analysis of the amendment and the corporation's own by-laws and articles of incorporation.

The IEB action pointed to sections of TNG's Constitution governing local elections and voting and membership control over funds and forbidding incorporation.

Two weeks later, SONG's executive board adopted recommendations from its Canadian Autonomy Committee and set up "an information campaign and series of unit meetings" through February to "debate ... seeking an alternative to our affiliation with TNG," pointing toward a local referendum on the question in April, "given sufficient support for seeking an alternative."

"TNG or its representatives" are to be asked to participate.

SONG President Gail Lem said a week later that no schedule for the campaign had been established and that a committee to carry it out, open to all members, still was in formation.

Following the SONG executive's action, special counsel retained by the local notified TNG President Charles Dale that the IEB's action "is not binding on SONG or its executive" board. SONG has had special counsel on the matter since the corporation was set up in May.

The lawyer cited an Ontario judge who in mid-September said that "in my view" the local's actions did not violate TNG's Constitution because it was not itself a corporation.

Dale responded that TNG has been advised that the judge's findings are not binding in other proceedings and "do not make law."

The judge made the statement in denying a motion for a temporary injunction against the local's transferring to the Southern Ontario Media Workers Society, Inc., its \$200,000 headquarters building and its \$1.3-million defense fund [Guild Reporter, Oct. 4].

The judge also said he was not convinced that the three SONG members seeking the injunction

had exhausted their remedies inside the Guild, nor that the local's assets were "removed from means of control by the local" by being transferred to the corporation.

The IEB in its action, however, disagreed. The corporation, it said, "is governed by persons who are not elected in accordance with the [TNG] Constitution" and, contrary to TNG's Constitution, its policies "may be changed ... to deny the members of SONG the right to full control of and the right of accountability for these assets."

TNG's constitutional ban on incorporation "is specifically intended to prevent the assets of a local union from being held by a corporation so as to effectively remove such assets from membership control and direction," the IEB said.

The IEB pointed to requirements in TNG's Constitution that officers be elected by the membership and "by secret ballot ... in the event of a contest," and to the prohibition against nominations by a local's executive committee.

The corporation's five directors are elected by the corporation's members, who are the members of the local executive committee. There is no secret ballot requirement, nor that the local's officers

be the corporation's officers.

The IEB also pointed to TNG's ban on proxy voting and on requiring a vote by more than a majority to decide any issue.

The corporation's by-laws permit proxy voting and require a two-thirds majority to amend the by-laws and to expel a member or director.

The IEB also cited TNG's requirements that locals have annual independent audits, that they be available to locals' members and filed with the IEB, that officers and employees who sign checks be bonded, and that all checks have at least two signatures.

The corporate by-laws are silent on audits and access by members to financial statements, except that the secretary is permitted to allow examination of corporate documents only upon specific authorization of the board of directors. There are no bonding and double-signature requirements.

The IEB also pointed to TNG's Constitution restricting use of local funds to operating expenses, financing strikes, the purchase for members of various benefits, and the like.

The corporation, however, is authorized to use funds for such other activities as dealing in se-

curities, goods and merchandise.

The IEB also cited the provision of TNG's Constitution that if a local disbands or its charter is revoked or suspended, all its books and property be turned over to TNG.

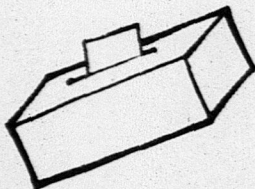
The corporation's by-laws provide that upon dissolution, assets remaining after liabilities are satisfied be turned over to other nonprofit organizations which aim to benefit the community.

While noting that the local had not submitted the by-laws amendment for its approval, as required by TNG's Constitution, the IEB declared the measure invalid, ordered the local to repeal it and directed the local's officers to have the building and funds returned "to be held directly by SONG in accordance with TNG's Constitution and [other provisions of] SONG's own by-laws."

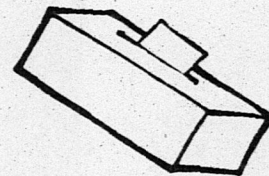
SONG's Lem said the local's autonomy committee has "maybe 15" members, "largely members of the executive," and that it has existed "sort of ad hoc" for three to four years.

It has no formal structure nor meeting schedule, she said, and she normally chairs its meetings "if I'm there," adding later that she is "usually there."

Pro, con on revoking organizing \$1



Following are statements by each side in the Dec. 12-17 Guild-wide referendum on the motion by the Twin Cities Guild to repeal the \$1.00 monthly dues increase for organizing enacted by TNG's 1991 Convention and in effect since Aug. 1. Space for the statements (maximum 350 words each) is provided under a directive enacted by TNG's Int'l Executive Board during its meeting in late October. At the same time, the IEB allocated a total of 18 inches of free space to each side for unpaid advertisements promoting their positions. Such an ad by those advocating repeal of the dues increase appears on Page 7 of this issue. Ads have been scheduled by both sides for the remaining issue before the voting period, which will be published on Nov. 29.



FOR

DELEGATES FROM several locals, including the Twin Cities, were upset by the passage of a dollar dues increase by the 1991 Convention. Among other things, we were concerned about the lack of dialogue over Guild finances and the refusal of the convention to send the increase to referendum.

These feelings came together in the Coalition for Referendum, which began a process to require that the increase be sent to a vote of TNG's membership. Since its formation, 15 memberships have acted to seek repeal of the dues increase.

As a result, all TNG members will be able to vote on this matter. A "for" vote would repeal the dollar increase. An "against" vote would leave the dollar increase intact.

It's our belief that there was no meaningful debate on the dollar at the convention. Its supporters have not made a clear and compelling argument to justify the increase. At best, the "buck" is a quick fix to the Guild's financial troubles, described even by some of its supporters as a Band-Aid approach.

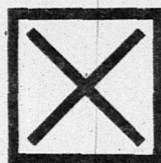
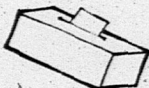
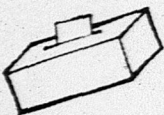
The dues increase is not about organizing, as its supporters have insisted. In our view, the international linked the increase to organizing for political reasons designed to divert attention from the real issue. It could just as easily have linked the increase to building expenses.

The real issue is revenue, and how much is enough. We do not think a dues increase is wise without a long-term agenda for this union. Until then, we must find a way to live within the previous dues formula.

We believe it's time for the Guild to begin a searching review of its structure and operations, including organizing. We must develop a long-term strategy that includes an in-depth assessment of our prospects to organize and grow stronger, and of the structure, policies and resources that are needed to meet that goal. Among other things, we have serious questions about the effectiveness of current expenditures on organizing.

Our recommendation — vote "for" repeal of the buck. Then tell your leaders to go to next year's convention and build a future.

—Bernie Lunzer, Twin Cities Coalition for Referendum



AGAINST

DELEGATES ELECTED by you, the members, to last summer's convention of The Newspaper Guild, overwhelmingly approved a \$1-a-month increase in Guild members' dues to finance organizing — particularly free riders.

Now some leaders in a few locals have forced a membership referendum hoping to kill the dollar. They're betting Guild members won't be willing to pay even a small amount for organizing.

We think you're more practical than that — that you would, indeed, see the wisdom of spending just a quarter a week on your future. And we think you are willing to help others achieve the benefits and protections you already enjoy from Guild contracts.

It is a fundamental truth of labor that you organize or die. We all believe that. Yet, eliminating the dollar which most of you are already paying, effectively would destroy our chance to organize in the future.

It means, too, that TNG would not be able to fund organizing projects in such places as Los Angeles, where since 1984 TNG has spent \$286,293 on organizing; or Denver, where we've spent \$186,588 in the same period. Or New York, \$130,000; or Southern Ontario, \$413,861; or Chicago, \$30,000; or Detroit, \$144,192, or Twin Cities, \$36,211 or Washington-Baltimore, \$232,768. The list goes on, from Alberta and Albany to Vancouver and Victoria.

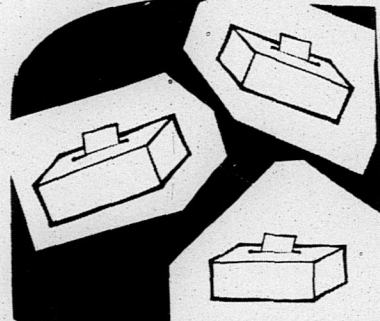
In the next few weeks you will be asked to choose sides: between those who would kill the dollar and, in the process, severely limit future organizing, and those of us who believe two bits a week is a small price to pay for improving our futures.

Killing the dollar will stifle our organizing effort. Without new organizing, we stand still or shrink. It's as simple as that.

We urge you to join with us and vote AGAINST killing the dollar.

—Back the Buck Committee

TNG President Charles Dale; Sec'y-Treasurer John C. Edgington; Int'l Chairperson Peter E. McLaughlin; TNG Vice Presidents Richard J. Brandow, New York; Russ Cain, San Jose; Larry D. Hatfield, Northern California; Luther P. Jackson, Detroit; Connie Knox, Washington-Baltimore; Doug M. Louth, Vancouver-New Westminster; Faye McCracken, Memphis; David M. Mulcahy, New York; Carol Przybyszewski, Erie; Carol D. Rothman, Philadelphia; Marie A. Shellock, Youngstown; Thomas J. Thibeault, Manchester.



The question on the ballot

Following is the official text of the question that will be posed on the ballot in the Guild-wide referendum to be conducted Dec. 12-17. Ballots to be distributed to members in Canada will contain the question in both official languages, English and French. Members will answer the question by marking a box labelled "For/J' accepte," or a box labelled "Against/Je m'oppose."

ARE YOU FOR OR AGAINST deleting from TNG's Constitution the following sections of Article XVII:

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

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

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

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

DELETION OF THESE provisions would stop further payment of the dues increase for organizing adopted by TNG's 1991 Convention. The convention action was as follows:

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

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

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



Calendar for Dec. 12-17 referendum

- ✓ Nov. 26 — Int'l Election & Referendum Committee meets at TNG headquarters to certify eligible voters and prepare ballots and other voting materials for shipment to locals in the United States, Canada and Puerto Rico. Shipments will be made Nov. 27.
- ✓ Dec. 12-17 — Official voting period for all Guild locals. Locals can designate any or all of the six days for voting by their members.
- ✓ Dec. 18-19 — Local Election Committees to tally the ballots cast in their locals.
- ✓ Dec. 21 — Latest date for postmark on each Local Election Committee's official return to the IERC.
- ✓ Jan. 6 — Int'l Election & Referendum Committee meets at TNG headquarters to tabulate and certify official result of the referendum.

IT SEEMS

TO US

Nobody likes dues hike, says Pac-NW president

SEATTLE, WASH.

Editor:

Who *does* like a dues hike? Who enjoys asking fellow members to pay it? I don't see any hands. But the current \$1-a-month increase to fund organizing is not a question of liking it.

It's a necessity. It's vital to our growth. Hell, it's needed just to bring our numbers back up to two years ago.

In the past few months we've lost close to 250 members from decesses in Tacoma and San Antonio, to say nothing of cutbacks, layoffs, buyouts and other parings throughout the newspaper industry. How do we regain those members, by cloning?

Organizing, that's how — other papers, other units, other locals. And that costs money. The most practical (I'm not saying painless) way of obtaining it was worked out at TNG's Montreal Convention. Let's not kill it.

Some 200 years ago a religious sect, the Shakers, sprang up, flourished, started to wither and finally died out. It might have lasted longer except that its members didn't believe in having children. The Shakers had what you might call a built-in code of diminishing existence.

The Guild, too, could go that way if it doesn't step up organizing. Let's keep the \$1 and be movers, not Shakers.

EMMETT MURRAY
President
Pacific Northwest Guild

Goals without dollar empty, says MacDonald

TORONTO, ONT.

Editor:

This June at Montreal delegates to the international convention voted to "reaffirm the union's commitment to organize new members." They also voted to hold a special forum on how to organize. Noble goals, but without the money to make it happen, nothing more than empty words.

Delegates who understood that adequate cash is needed to achieve our organizing goals voted overwhelmingly to add \$1 per month per member to our dues structure. That's \$12 a year.

We in Canada are fully aware of the benefits of TNG organizing dollars. Over the past few years more than half a million have been directed to Canadian locals so that unorganized workers can achieve those things that provide us with a significantly better working life. My local has received in excess of \$60,000. The Southern Ontario Guild has received well over \$400,000 to organize and certify several new units.

Will we back the dollar or just hope that the serious problems facing our union and our industry somehow magically go away?

During the week of December 12th I strongly urge you to make the right choice. Support the decision made in Montreal. Please, back the buck. It's our future.

JERRY E. MacDONALD
Executive officer
Canadian Wire Service Guild

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

N.Y. leaders, delegates support \$1, pair reports

NEW YORK, N.Y.

Editor:

The executive committee of the Newspaper Guild of New York, as well as our delegation to this year's Guild convention, have voted to support the continuation of the allocation of \$1 per month per member from current dues schedules to help enable the international to fund organizing.

We strongly urge all Guild members to vote in the upcoming referendum *against* repealing the dollar for organizing, which we believe is essential to the Guild's survival.

BARRY F. LIPTON
President
THOMAS PENNACCHIO
Secretary-Treasurer
New York Guild

Critic of TNG financing endorses organizing \$1

GROSSE POINTE PARK, MICH.

Editor:

As delegates to past Guild conventions know, I have been one of the more vocal critics regarding some of our union's financial policies.

However, I strongly endorse maintaining the \$1 per month dues levy approved at the 1991 Convention in Montreal. Guild members should understand that this modest increase goes strictly toward our organizing activities, which help all of us.

In Detroit, Local 22 benefited from the organizing funds that were made available to us regarding our efforts to unionize the business offices of the joint operating agreement.

Those organizing funds have also serviced dozens of other Guild units, enabling those locals to attract new members to our ranks.

Vote to keep the \$1 organizing levy in place.

LOUIS MLECZKO
President
Detroit Guild

Mulcahy thanks voters for 9th term on IEB

NEW YORK, N.Y.

Editor:

Now that the election results are official, it is most appropriate for me to say "thank you" to Guild voters for returning me to office as a vice president and for their support of the Unity Committee.

The Newspaper Guild is a great labor organization and I consider it an honor to be a member, as well as a vice president since October 1975.

Once again, thank you for your support. As always, I am available to any and all members of the Guild, by letter or by telephone [212-208-8377].

DAVE MULCAHY
TNG vice president
(Standard & Poor's unit
New York Guild)

Deadline for letters is the Friday before publication. (Next deadline: Nov. 22.)

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

Send bosses message, Detroit delegate urges

FARMINGTON, MICH.

Editor:

As a convention delegate in June, I opposed the \$1 per month dues increase without a referendum.

I thought the members should be able to vote on this question.

I also believed that our membership is not naive to the fact that continued strong organizing efforts are necessary in the face of widespread layoffs, buyouts and union-busting tactics.

Less than 25¢ per week is a small price to pay to stand up for what we believe in.

I was outvoted in Local 22 at the convention and under unit rule our 10 votes were cast for the \$1 dues levy without a referendum.

It is unfortunate this is being done backwards, but we now have the opportunity to send management a strong message by *not* deleting the \$1 from TNG's Constitution.

JOHN CASTINE
Representative assembly
delegate
Detroit Guild

Dale confident members won't shrink from dollar

VIENNA, VA.

Editor:

On the one hand we're told "we must organize." On the other, the same voices shout against paying for it.

Somewhere, they say, there must be other monies available for the very expensive process of organizing new members. But, ask them where, you get a blank stare.

This union's only resource throughout its beleaguered life has been its members' willingness to do what has to be done. Despite everything else being turned upside down in our industry and in our lives by the recession, the one constant is that Guild members don't shrink from doing what's needed to preserve what they and their predecessors struggled to build and maintain.

So, I'm not going to be surprised when Guild members vote overwhelmingly next month to preserve the \$1 dues add-on they're already paying to shore up our organizing efforts.

Two bits a week isn't going to be regarded by our members as too stiff a price to pay to sign up free riders in many of our shops and those news industry employees out there who desperately want to have a taste of the kind of benefits our members now take for granted.

CHARLES DALE
Member-at-large
Northern California Guild

Editor's note: The writer is president of TNG.

Organizing cuts seen as threat to existing units

TOLEDO, OHIO

Editor:

No Guild member should have second thoughts about continuing the \$1-a-month dues increase during the upcoming referendum vote.

Every week The Newspaper Guild gets calls from people who want to be organized. They are desperate for better wages and fair treatment. But now that employers

have almost total license to bully and coerce their views on others in the workplace during organizing efforts, we must try new tactics. This will take time and money.

If we don't help people who want to belong to the Guild, publishers will find it easier to attack the contracts we now enjoy.

JACK BAESSLER
President
Toledo Guild

VP Jackson says \$1 is 'excellent investment'

ANN ARBOR, MICH.

Editor:

I am writing in support of maintaining the \$1 per month dues levy for organizing.

At less than 25 cents per week, the organizing dollar represents an excellent investment in our future.

As the treasurer of the Detroit Local who was involved in two Detroit Newspaper Agency organizing drives, I can testify to the importance of having a strong organizing fund.

As the international vice president representing the Midwest, I know how important organizing dollars have been to the locals in my region.

In addition to Detroit, Region 3 locals in Chicago, Denver, Milwaukee and the Twin Cities have all received organizing subsidies.

I want to make sure money is available for these and other locals well into the future.

For all these reasons, I'm urging my brothers and sisters in the U.S. and Canada to back the buck and vote "against" deleting the \$1 levy from the TNG Constitution.

LUTHER JACKSON
Treasurer, Detroit Guild
TNG vice president, Region 3

Suburban daily's hard line sets pickets marching

Insistence by the Goodson chain's Delaware County Times in suburban Philadelphia on significant retrogressions in job security and jurisdiction protections and on employee payment of health insurance increases inspired Guild members to mount an informational picket line at the daily for four hours Nov. 7. More than 50 of the 95 Guild members in the advertising, business, circulation, editorial, maintenance and mailroom departments marched in half-hour turns. From left, are: Harry Maitlan, Bob Wallace and Helen Yakas, of the unit; Wayne Cahill, Philadelphia Guild administrative officer; Joann McGrath, Maureen Hartney and Martha McHale, also of the unit, which is chaired by McHale. The Guild contract with the paper has been expired since May 31. Talks were continuing at the call of a federal mediator.



IT SEEMS TO US

Montreal leader sees ironies in referendum

MONTREAL, QUE.

Editor:

Biennial conventions, designed to save TNG and locals money, came about through a referendum forced by locals after the 1990 Convention. Yes, ours was in the forefront.

It is ironic that MNG vigorously opposed a referendum on the \$1 dues increase to fund organizing. But it is not as ironic as certain locals creating an incredible ruckus through committees and on the convention floor to make organizing a top priority — if not the top priority of TNG — that are now forcing a referendum on the matter and, worse, campaigning to nullify the decision made at the convention!

The plaint that the members must make the ultimate decisions just doesn't wash. Members elect officers and executives to make the decisions, and convention delegates. We talk about solidarity forever, but it is difficult for MNG to understand SONG, for example, which is one of the largest recipients of organizing funding, opposing "the buck." It was the local, I understand, that pushed the issue to referendum. That was at a meeting attended by some 80 of more than 2,500 members!

Many locals support "the buck." Let's turn out the votes.

LARRY MCINNIS
President
Montreal Guild

Don't dump buck, urges council, local president

ERIE, PA.

Editor:

I am writing to encourage the membership to endorse the \$1 for organizing. In the past we have taken the same effort and it has paid great dividends to this union. It's time to do it again.

Vote AGAINST dumping "The Buck"!!!!

BILL "BUCKY" BUCHANAN
President
Great Lakes District Council and Erie Guild

Vote 'no on nostalgia,' says Pac-NW's Joyner

SEATTLE, WASH.

Editor:

Remember when bus fares cost a nickel; a good lunch, a quarter; organizing a new unit, less than \$500; and negotiating and policing contracts, only a few thousand? That was a long time ago — but there are those among us who are still living in that past.

It's no secret that for several years The Newspaper Guild has experienced financial trouble. The need for TNG to provide our locals assistance and service has radically increased. And, like everything else, the cost of providing that assistance has risen.

Our Guild is faced with the same dilemma that faces each of us in our personal finances: how to effectively respond to the challenges of the new decade in the face of increasing need and diminishing resources? These difficult times require difficult choices. We cannot pretend there are simple solutions for these complex problems.

Our action at the last convention was not easy, and all of us wish that it wasn't necessary. But wishing it weren't so doesn't change the reality that unless we are adequately funded we will be unable to defend our members against attacks by the multi-million-dollar corporations we work for.

Vote "No on Nostalgia." Defeat the referendum.

ART JOYNER
Administrative officer
Pacific Northwest Guild

Pass buck and organize, says Philadelphia leader

PHILADELPHIA, PA.

Editor:

Let's pass the buck and get on with organizing!

I supported the one-dollar dues increase at the Montreal Convention last summer because it was the only sensible way to pay for organizing. And I will vote for it now.

Convention delegates heard lots of plans to balance the budget and fund organizing. Many of them were just plain irresponsible. Some delegates proposed the "dull hatchet" approach, just cut all line items in the budget by 10 percent. Another group proposed earmarking a full 50 percent of all TNG revenue for organizing.

The only sensible approach was a very modest (less than 25 cents per week) dues increase. I said, last summer, I wasn't a bit embarrassed to ask Guild members for another two bits a week for a good cause.

When you get your ballot, vote Against repealing the buck.

WAYNE E. CAHILL
Administrative officer
Philadelphia Guild

Quarter won't even buy a paper, says VP Cain

CARMEL, CALIF.

Editor:

A quarter won't buy much these

days. It won't even buy a paper in most cities across the continent.

However, our collective quarters do add up. They add up to more than a quarter million bucks a year — bucks that are currently financing critical organizing projects in the U.S. and Canada.

Guild members are now faced with a referendum that if passed would all but destroy our ongoing organizing projects and insure that new ones would never get off the ground.

A buck a month, which is about a quarter a week or a nickel a workday, may be small change but it provides big benefits.

I urge all Guild members to back the buck by voting against this referendum.

RUSS CAIN
San Jose Guild
TNG vice president at large

S&P unit council backs the dollar for organizing

NEW YORK, N.Y.

Editor:

At a recent meeting, the council of the 625-member strong Standard & Poor's unit, Newspaper Guild of New York, unanimously voted to support the dollar a month for organizing as voted by the 1991 Convention.

While we have a union shop and, therefore, do not face the problems of our open-shop friends, we have been most thankful of the support by The Newspaper Guild of organizing efforts in New York and the United States and Canada.

We believe that in unity there is strength, and we feel that if we do not hang together, "assuredly we shall all hang separately."

Twenty-three cents a week is a small price to pay for our future.

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

VP thanks the voters, backs organizing levy

CANFIELD, OHIO

Editor:

I would like to thank the 2,749 Guild members who re-elected me to the Int'l Executive Board. A special thanks goes to those who helped campaign for me and other members of the Guild Unity Committee.

Although we have just completed an election, we soon will be asked to vote again — this time on whether to retain the dollar per month we each pay for organizing.

Since August 1, each member has paid one additional dollar in dues per month — 23 cents a week — strictly for organizing. The convention levied the additional money — the only funds it earmarked for organizing.

If we are to regain membership lost during the current recession, the dollar is crucial. We have long lived by the axiom: "Organize or die." The need to organize has never been more critical than it is now.

I urge you to uphold the organizing dollar in the election that will be run Dec. 12 to 17.

MARIE A. SHELLOCK
Youngstown Guild
TNG vice president at large

Increase tiny, stakes not, says San Jose veteran

SAN JOSE, CALIF.

Editor:

The Guild's organizing program may go down the toilet unless we vote against repeal of the dues increase.

Considering the declining membership of our already small union, how anybody who studies the bleak financial outlook of the Guild can still oppose the 23-cent-a-week dues hike is hard for me to understand.

Let's look at the facts: The Guild's financial structure is in deep trouble. TNG's already made

cuts to reduce operating costs. Membership is down and is expected to get worse.

The tiny dues increase isn't going to solve the Guild's financial problem — but to repeal it would only worsen the situation.

That's why I'm urging a vote Against repeal.

BILL PHILLIPS
Former president
San Jose Guild

He sleeps better for 36¢ a week, local exec says

CLEVELAND, OHIO

Editor:

Who has no decent wages or working conditions, paid vacations or sick leave, protection from arbitrary assignments, or the strength of a united voice? The unorganized worker, that's who.

For a meager increase of \$1 a month per member for organizing, the Guild can try to provide to others the same rights that Guild members now enjoy.

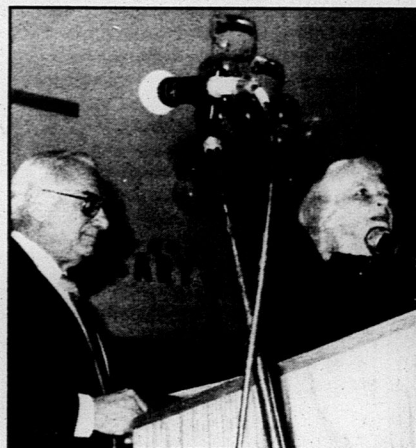
I find it appalling that any Guild member, enjoying the comfort of a contract, fails to recognize the need for TNG to maintain its organizing programs, through additional organizing funds. To take this issue to referendum is abhorrent to me.

At Local 1, we have "socialized" the monthly increase by implementing it on a three-tier scale to ensure that members on the lower end of the pay scale do not suffer undue hardship. This action was unanimously approved at a membership meeting.

I speak only for myself, but for the additional 36 cents a week I pay for TNG's organizing fund, I sleep much better at night knowing that efforts are being made to provide others with the same protection and benefits that the members of our local now enjoy.

STEVE HATCH
Executive secretary
Cleveland Guild

Guild in Vancouver marks golden anniversary of its charter



GARY ENGLER/Vancouver-New Westminster Guild

Some 200 members and leaders — past and present — and friends of the Vancouver-New Westminster Guild threw a 50th anniversary party for the union Oct. 25. It marked the union's founding as a directly chartered local of the Canadian Labour Congress in 1941. Joining in the celebration, above left, was TNG President Charles Dale, who 16 years later assisted the local to affiliate with the international, then known as the American Newspaper Guild. Pictured with Dale is Donna Anderson, a Vancouver

Sun reporter and one of several members Dale presented with 25-year TNG membership pins. Other celebrants, at right above (counterclockwise from left foreground), included: keynoter Joy MacPhail, newly elected New Democratic Party British Columbia legislator; member Kelly Larkin; Mike Bocking, local president; Doug M. Louth, TNG vice president from Western Canada and longtime local treasurer; Georgia Chisholm, Pacific Press unit chairperson; Duncan Chisholm; and Geoff Meggs.

IT SEEMS TO US

23¢ a week can go far, San Jose officer avers

SAN JOSE, CALIF.

Editor:

What does 23 cents buy these days? Not much if you shop where I do. But it can go a long way for the Guild.

The \$1 monthly dues increase adopted by the convention to finance organizing amounts to 23 cents weekly for a stronger union.

For years, the Guild's general fund — day-to-day expenses for organizing, bargaining and other services — has starved. Our defense fund — strike benefits — is robust.

A few conventions ago, Guild leaders proposed a long-range financial plan, including a modest dues increase to boost the general fund. It died of politics, never reaching a vote. But we limped along.

Now, the limp will hurt more. There's the economic downturn. And the "Publishers' Panic of 1991" (a race to slash the most and lay off workers to keep stockholders' profits high). Toss in a JOA, and close a struggling newspaper or two. We're losing members, and dues to pay for our activities.

Organizing costs. The IEB already has cut expenses to the bone. Chop more, we won't have a union.

This 23 cents will bring in new members. Get the biggest bang for your buck. Vote *Against* the referendum to repeal. Keep our Guild strong.

FRANK SWEENEY
Secretary-Treasurer
San Jose Guild

Without funds, principle hollow, says Chicagoan

CHICAGO, ILL.

Editor:

Now that a referendum has been set to repeal the action of the 1991 Convention to fund organizing, we will no doubt be treated to various theories and speculations about our financial state, how we can better spend our money, etcetera, etcetera....

If debate at the convention serves as any guide, virtually everyone agrees that a continuing aggressive organizing program is vital to our union's future. There was little, if any, disagreement on that fundamental principle. The convention acted properly on it, and voted to add a buck a month to the per caps in order to continue to organize the unorganized.

Guild members will be asked whether they wish to repeal the buck, and while that may be in some quarters a tempting prospect, the simple fact of life is that such a vote would kill the organizing program.

I absolutely believe that a funded, continued organizing program is vital to the future of the Guild. To support the principle of organizing without funding the program is to simply pay lip service to our principles.

We hear that kind of nonsense from employers all too often. I think Guild members have more integrity than that. Let's keep the buck.

JERRY MINKKINEN
Executive director
Chicago Guild

Vote against \$1's repeal, Przybyszewski urges

ERIE, PA.

Editor:

There was much discussion at the 1990 and 1991 conventions about how important the theme "Organize or Die" was.

The theme is important if it is a commitment by all members to strengthen our union by organizing and to strengthen our organizing by building the organizing fund.

Twenty-five cents a week is not much to ask our members to pay to help our union grow to be able to assist us in defending and improving contracts.

Being from a small local in a one-publisher community, there is little chance organizing money will ever come to my local. But the members in Erie favor the \$1 increase if that's what it takes to strengthen the union.

The idea of unionism stems from the concept of strength in

numbers. The only way TNG can get those numbers and strength is to organize.

We need support from locals that will probably never use any organizing money. We need locals that have benefited from previous funding. We need the officers and members of all locals to support this effort to make organizing more than a theme or slogan.

I urge my brothers and sisters to vote *Against* revoking the \$1 dues increase.

CAROL PRZYBYSZEWSKI
TNG vice president at large
Treasurer, Erie Guild

\$1 dues increase is critical, Local 52 president says

SAN FRANCISCO, CALIF.

Editor:

The dollar increase in the pending referendum goes to organizing, pure and simple. Without it, there isn't one red cent in our budget to cover organizing new shops, free riders or unorganized departments in shops already covered by Guild contracts. This is a critical matter in an economic recession that has seen the loss of thousands of Guild-covered jobs and a corresponding drop in union membership.

Since many locals — including some of our largest — have already implemented the dollar, a vote to rescind the increase is actually a vote to reduce our current Guild budget.

Passage — or, rather, repassage — of the dollar is an absolute must. When it was originally adopted at the convention, it was estimated that, based on membership of 26,750, the dollar would raise \$160,000 for organizing in the current year and \$321,000 next year. However, our membership has dropped to the point that even these estimates no longer apply.

We need organizing to keep our union strong, and the dollar is the best way to raise money for that organizing. I strongly urge a referendum vote for the dollar dues increase.

BILL WALLACE
President
Northern California Guild

Organizing is worth \$1, Local 223 leaders say

VICTORIA, B.C.

Editor:

Organize or die. That was one rallying call heard at the Guild's convention last summer.

We in the Victoria-Vancouver Island Guild, Local 223, agree: Organize. But it takes money to organize and now, with a referendum set for December, members can decide if organizing is to have \$1 from each of us, per month.

We say it's worth it. Vote *Against* eliminating the money to bring about organizing.

JOE RAVICK
President
ROGER STONEBANKS
1st vice president
WENDY MORIN
Courtenay unit chairperson
DOUG DAVIS
Treasurer
KATE JARRETT
Secretary
Victoria-Vancouver Island
Guild

'Save the buck,' urges leader in biennials move

SAN JOSE, CALIF.

Editor:

In 1990, I introduced a measure to do away with annual conventions. I prefer annual conventions, but we cannot afford them. The convention rejected the measure. But when it was put to the members in referendum, you approved the idea of saving \$500,000 every other year.

Now we are being asked to overturn another convention action: a \$1 dues increase earmarked for organizing.

Opponents of the increase say we will be organizing anyway; that the buck is merely a budget balancer draped with the flag of organizing (which no one opposes) to make it more palatable. Even if it were so, I would still support the increase. And I am proud to say that my local has never once in its history failed to support an assessment or dues increase.

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: Friday before publication. (Next deadline: Nov. 22.)

These are tough times for unions. And the next few years are not going to be any easier. We are a small union — and we need this buck (25 cents a week, folks).

I urge all of my friends to save the buck — vote *AGAINST* this attempt to rescind the convention action. And please urge all of your friends to do the same. We need the buck.

MEL GAUNTZ
Past president
San Jose Guild

Still 'a buck backer,' says Albany president

ALBANY, N.Y.

Editor:

I'm a buck backer. At the Montreal Convention when some delegates' favorite phrase was "Organize or Die," I was one of those delegates who voted to amend our constitution so we could continue to organize.

When we get our referendum ballots in Albany, I again will back the buck. And I will urge my fellow members in the Albany Guild to do the same.

In Albany, we know that sacrifices have to be made. We made those sacrifices in order to fight sexual harassment and discrimination in Glens Falls. We know that when the facts are laid out our members make the choice to spend a little more to do what's best for their union.

I urge everyone to defeat this referendum. Let's make the commitment of a buck a month — just 25 cents per week — to support our organizers, to strengthen our union and to organize the unorganized.

KENNETH C. CROWE, II
President
Albany Guild

Deadline Dec. 6 for Harvard applications

Silver Spring, Md.—Applications for TNG's 1991-92 Irving Leuchter Memorial Scholarship to the 10-week Harvard University Trade Union Program must be received by Dec. 6. TNG Education Director Phillip M. Kadis has informed all locals.

Paid and unpaid local officers and staff as well as international officers and staff are eligible for the study grant for the Jan. 13-March 20 residential course.

The scholarship is administered by Harvard, where applicants' qualifications are evaluated and a recipient selected. This year's winner will be announced in mid-December, Kadis said.

TNG's Int'l Executive Board during its Oct. 20-23 meeting increased the scholarship by \$500 in the face of a \$700 increase since last year in fees for tuition, room, books and class material. It was the first increase in the grant since 1988.

The scholarship now provides \$7,500, plus travel expenses, toward the fees charged for the program. Kadis reported, however, that Harvard administrators estimate that "basic costs" may be closer to \$7,800.

The recipient or the recipient's local is responsible for the additional expense, including lost pay and benefits.

Canadian as well as U.S. applicants are eligible, although at a Canadian member's option arrangements may be made for the scholarship to be applied to a similar program in Canada.

Designed primarily for full-time union officers and administrative staff, the program includes course work related to the executive and administrative responsibilities of union officers.

Courses include labor law, economic analysis, union administration, labor history, and arbitration and dispute resolution.

Elective seminars include explorations of labor's social agenda, unions' role in the global economy, employee ownership as union strategy, public relations, new tactics for organizing, and unions and technology.

The Guild scholarship was established as a memorial to Irving Leuchter, the union's longtime general counsel who died in 1971. It is financed by contributions from TNG and Guild locals.

Applications should be sent to: Dr. Elaine Bernard, Executive Director, Harvard Trade Union Program, 17 Dunster St., Suite 205, Cambridge, Mass. 02138.

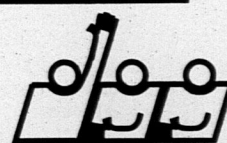
Nineteen leaders of Guild locals have participated in the Harvard program since the Leuchter scholarship's inception. Last year's Leuchter scholar was Darren Carroll, local representative of the Twin Cities Guild and former president of the Lake Superior (Duluth) Guild.

Repeal the Buck! VOTE "FOR"

Fifteen local Guild memberships have called for repeal of the dollar dues increase. They urge you to vote "for" repeal.

Reject the quick fix. Your vote "for" repeal will compel badly needed discussion about Guild finances — if you pass the "buck" there will be no discussion. Vote "for" repeal of the dollar and send your leaders to next year's convention to build a future for the Guild.

Coalition
for
Referendum



1st Amendment group opposes military censorship

Richmond, Va.—A ban on all censorship in future U.S. military conflicts was urged Oct. 29 at a First Amendment Congress evenly split between delegates from the news industry and from various other institutions.

A resolution decrying press controls in recent wars as "too restrictive" was adopted at a gathering called to celebrate the Bicentennial of the Bill of Rights. The session was convened — but not dominated — by a coalition of news-industry groups including the Guild.

Declaring that "the American public has a need to know about the performance of its military forces," 150 delegates to the three-day Congress took the position that "the military and other government agencies be allowed no 'security review' or other forms of censorship or prior restraint" in wars to come.

They urged that "independent reporting" be recognized as the basis for military coverage and that press pools be "limited in scope and duration."

The resolution was adopted in the face of successive attempts in workshop sessions and on the floor to allow for limited security review of correspondents' copy.

The unsuccessful attempts at amendment were led by a lieutenant colonel from the Army's public affairs staff, joined by the president of the National Assn. of Government Communicators, Lewis Brodsky.

Lt. Col. Jim Fetig, who spoke for the military at a workshop on "Press Pools, Limited Access and Prior Restraint," acknowledged that some of the censors' conduct in the Gulf War was "foolish," agreed that copy should not be altered for home-front morale purposes and raised no objection to limiting press pools to the initial phase of any future conflict.

However, he and Brodsky argued that only the military, not the press, is in a position to know whether the disclosure of battlefield information might be harmful to U.S. forces.

Military censorship was one of a number of flash-point issues

aired at the Congress, convened to illuminate the First Amendment as a guarantee of citizens' rights. In addition to those from the media, delegates came from government, educational institutions, religious organizations, the law and other corners of American opinion.

In resolutions addressing other issues, the delegates were far from acolytes of the press. The diverse participants:

✓ Declared that while government can decide not to fund the creative arts, once it embarks on funding, it should not deny grants "on the basis of viewpoint."

✓ In a resolution on "Politically Correct Views and Values," said that schools and colleges, in dealing with "hateful and hurtful language" directed at minorities, should "affirmatively encourage rather than suppress a full exchange of ideas...and protect academic freedom."

✓ Called on the press to respect "the privacy interests of private persons" and to exercise "self-restraint" by reporting only those parts of a public official's private life "reasonably related to... fitness or capacity to serve in office."

✓ Said judges should "endeavor to keep judicial proceedings open" so long as the constitutional rights of defendants are protected and urged the press to "exercise caution" in publishing pre-trial information.

✓ Endorsed state laws that protect student newspapers' right of expression in the face of the U.S. Supreme Court's Hazelwood decision allowing public school principals to censor them.

The resolutions were hammered out in workshops that followed panel discussions led by speakers on varying sides of each question.



RICHMOND NEWSPAPERS PHOTO

FIRST AMENDMENT CONGRESS OPENS IN VIRGINIA HOUSE OF DELEGATES CHAMBER
Delegates filled law-makers' desks and gallery Oct. 27 to mark Bicentennial of Bill of Rights.

Issues were aired initially at an opening session moderated by Hodding Carter 3rd, former Assistant Secretary of State for Public Affairs who now is a television producer. Carter turned inquisitor at an evening panel in which representatives of the press were required to field tough hypothetical questions on press conduct and ethics in a fictitious U.S. military conflict.

Former Chief Justice Warren E. Burger addressed the Congress's closing session, along with Czech and Slovak Ambassador Rita Klimova.

Klimova said the First Amend-

ment was an inspiration to those attempting to establish free institutions in her country.

Burger, once a newspaper reporter in Minnesota, expressed hope that what he described as the "not very pleasant" spectacle of the Senate hearings on Justice Clarence Thomas's appointment would not discourage countries in Eastern Europe from embracing a democratic process that can be "a nasty business at times."

The First Amendment Congress organization, which includes such industry groups as the American Newspaper Publishers Assn., the Society of Professional Journalists, the American Society of Newspaper Editors and the National Assn. of Broadcasters, in

addition to TNG, convened the Richmond gathering as the climax of a series of smaller regional sessions marking the Bill of Rights Bicentennial.

The congress's board of trustees, meeting afterward, voted to retrench in the face of a funding squeeze aggravated by the recession. It cut back to a part-time executive director and projected a fund-raising program to permit expansion of its educational activities in schools and elsewhere.

Jean Otto of the Society of Professional Journalists, associate editor of the Rocky Mountain News, was elected president. TNG Research & Information Director David J. Eisen was re-elected secretary-treasurer.

Broun Award postings urged

Silver Spring, Md.—All Guild locals should post announcements of the entry deadline and rules for TNG's 1991 Broun Award on bulletin boards at all publications where members work, local presidents and administrative officers have been reminded.

Every year TNG headquarters gets many requests for the information from members "long after the announcements are sent," TNG Education Director Phillip M. Kadis wrote local leaders Nov. 1, enclosing copies of the announcements to each.

Deadline for entries to be received at TNG headquarters is Jan. 10. A panel of distinguished journalists will judge them soon thereafter. The winner receives \$2,000 and a citation.

The award honors Heywood Broun, the renowned New York columnist who was the Guild's founding president in 1933 and served in that office until his death in 1939.

It is intended to encourage and recognize individual journalistic achievement in Broun's spirit, which was distinguished by an abiding concern for the underdog and the underprivileged.

First consideration is given to individual work or work by teams of no more than two persons.

Employees of newspapers, news services, news magazines and broadcasting stations in the U.S., Canada and Puerto Rico are eligible for the prize, whether or not they are Guild members.

DAY



BOOK

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 Broun Award entry deadline, Jan. 10 (Broun Award, c/o TNG, Silver Spring).

Western District Council, winter meeting, Jan. 25-26, Sheraton Waikiki Hotel, Honolulu.
Midwest District Council, winter meeting, Feb. 1-2, St. Paul.
Great Lakes District Council, winter meeting, Feb. 8-9, Detroit.
New England District Council, winter meeting, Feb. 22-23, Manchester, N.H.
Middle-Atlantic District Council, winter meeting, Feb. 29-March 1 (tentative), Philadelphia.
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 fill in 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.

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Published by The Newspaper Guild (AFL-CIO, CLC) 18 times per year, at three-week intervals, on Fridays. (Next issue: Nov. 29.) \$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. 22.) 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. 16

Nov. 15, 1991

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