



The GUILD REPORTER

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Fifth council backs buck; 29,333 can vote

A fifth district council of Guild locals — the Southern — has called upon members to vote against repealing the \$1-a-month dues increase enacted by this summer's TNG convention to fund the union's organizing program, and the Int'l Election & Referendum Committee (IERC) has certified 29,333 members eligible to vote on the question Dec. 12-17.

The Southern Council endorsed retention of the organizing dollar without dissent during its fall

meeting Nov. 16-17, hosted by Lexington Guild.

Earlier, the Western, Great Lakes, Middle-Atlantic and New England District Councils had taken similar actions. The Midwest Council took no action on the question during its fall meeting, and the Canadian District Council decided not to hold a fall session. [Guild Reporter, Nov. 15.]

Meanwhile, the San Jose Guild's representative assembly voted unanimously Nov. 17 to en-

dorse retention of the increase. Earlier, a membership meeting of the Northern California Guild and the executive board of the Vancouver-New Westminster Guild did likewise. So, too, did the board of the New England Servicing-Organizing Program.

However, the Southern Ontario Guild, the largest local in Canada and second largest in TNG, became the first in the Guild to report a negative recommendation on the dues increase. SONG's executive

committee voted unanimously to recommend that members vote for the motion to repeal the \$1, the local's president, Gail Lem, said in a letter to the editor published in this issue of the Guild Reporter [Page 7].

The Southern District Council also voted a contribution of \$200 to the ad-hoc Back the Buck Committee for its information campaign among Guild locals and members. The Western District Council voted a like amount to the

effort at its meeting in Great Falls.

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. Initial remittances from locals show it to be providing approximately \$26,000 a month.

The referendum was ordered by TNG's Int'l Executive Board during its Oct. 20-23 meeting after the board found that seconds by 14 locals to a motion by the Twin
(Continued on Page 6)

Monterey talks stretch deadline, net contracts

Guild tops up by \$85 in 3½ years

Monterey, Calif. — After bargaining more than a year past expiration of their previous contracts with the Monterey Herald, the San Jose Guild and the two other unions at the Block-chain daily reached new 4-year agreements 10 hours after stopping the clock on a 3 p.m. Nov. 21 strike deadline.

The contracts, ratified Nov. 26 at a joint meeting of members of the Guild, the Communications Workers printers and Graphic Communications press operators, were reached in joint bargaining by the unions and are fully retroactive to Nov. 1, 1990.

Totally devoid of the several retrogressions the company had adamantly demanded nearly to the end, the settlement provides increases in top-minimum pay rates for key Guild-covered jobs that total \$85, and it fully maintains dollar differentials for those paid more than the contract rates.

The key rate — covering outside ad salespersons, circulation district managers, photographers and reporters with six years' experience — goes to \$840 a week on May 1, 1994, with raises of \$10 each on Nov. 1, 1990 and 1991, and on next May 1; \$11 next Nov.

(Continued on Page 2)

N.Y. Daily News strikers, unions hailed by AFL-CIO convention

Newspaper Guild contingent steps down the aisle as AFL-CIO convention delegates rise in tribute to unions that have won strikes forced by employers trying to strip employees and unions of their rights. The eight other unions that struck the N.Y. Daily News last October also marched. Carrying the Guild banner are Juan Gonzalez, of the Daily News unit, and Barry Lipton, local president; followed by Bill Farrell of the unit, TNG Vice President Luther Jackson, and Tom Pennacchio, local sec'y-treasurer. Int'l Chairperson Peter E. McLaughlin, also of the Daily News unit, also marched. He and Jackson, of Detroit, were TNG's only delegates to the Detroit convention, a cost-cutting step. As it did two years ago, the meeting also paid tribute to members of unions who still are struggling for contracts and the right to reclaim their jobs after being replaced by strikebreakers. The convention issued a strong call for the U.S. Senate to pass a bill (S. 55) to outlaw permanent replacement of economic strikers.



RAYMOND CROWELL/Washington-Baltimore Guild

Cambridge, Guelph strikers launch boycotts

Separate strikes by Southern Ontario Guild units at the Thomson-chain's Cambridge Reporter and Guelph Mercury headed into their third weeks, with members maintaining picket lines and leading subscription and advertising boycotts at both papers.

Guild members struck the Reporter on Nov. 7 and the Mercury three days later after contract talks broke down at each. Bargaining had started more than 13 months

earlier for initial contracts for employees at each paper.

No talks have been held since the walkouts began, and none were scheduled as the Guild Reporter went to press Nov. 27. The papers continued to publish, using management personnel and strikebreakers from other Thomson publications.

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

wage schemes led to breakdowns in bargaining [Guild Reporter, Nov. 15].

The publisher has been quoted saying "there'll be no talks until one side changes its position, and it won't be us," reported Elizabeth LeReverend, the vice chair of the Cambridge Guild unit.

Some 35 strikers are maintaining picket lines 24 hours a day at Cambridge, assisted by SONG members from the London Free

Press, Oshawa Times, Hamilton and Burlington Spectators, Ottawa Citizen, Windsor Star, the Toronto Star and the Globe and Mail, LeReverend said.

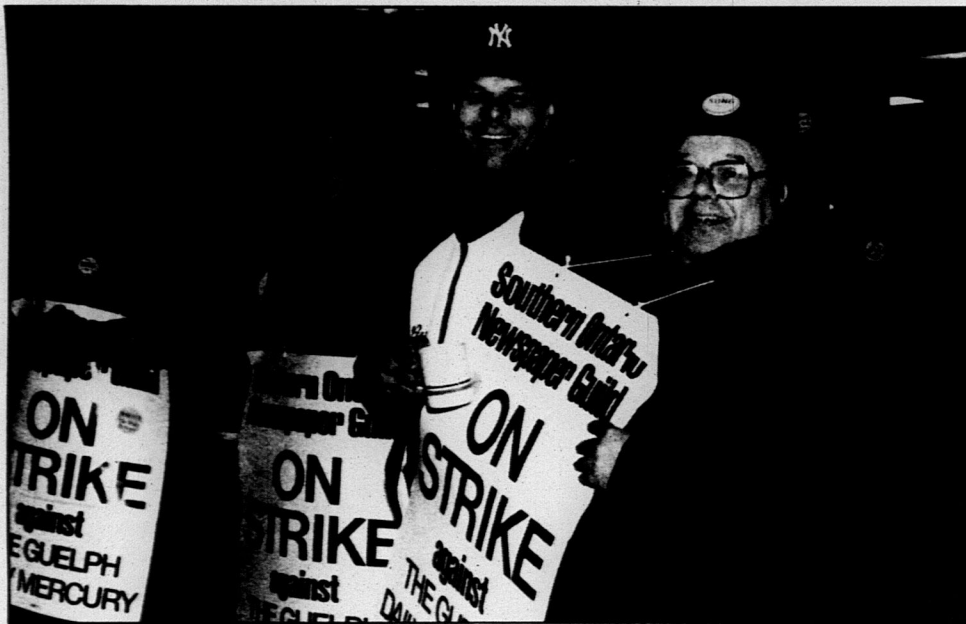
In Guelph, about 20 strikers were picketing 18-20 hours a day, with help from SONG members at the Kitchener-Waterloo Record, the Brabant and Metroland weeklies, and the units in London, Oshawa and Hamilton, reported
(Continued on Page 2)

Holiday puts GR on press early

Because of the Thanksgiving holidays, this issue of the Guild Reporter went to press two days early, on Wednesday, Nov. 27.

It was scheduled to enter the postal system as usual, however — late on its Friday publication date, or early the next day — for delivery to members throughout the Guild.

Dues question draws letters, letters, letters . . . Pp. 5, 6, 7



GUILD STRIKERS IN GUELPH GET PICKET-LINE HELP FROM SOME FRIENDS

Suzanne Danard, striking Mercury reporter; Gerry Timbers, Mississauga News reporter; Derek Fletcher, NDP member, Ontario Parliament from Guelph; and Bob Rutter, on the Guild bargaining committee. A provincial parliament member, NDPer Mike Farnan, has picketed with Cambridge strikers too.

Strikers in Guelph, Cambridge launch boycotts of both dailies

(Continued from Page 1)

Suzanne Soto, co-chair of the Strike Support Committee.

A week into the strikes, the Guild launched the boycotts against the 14,000-circulation Reporter and 19,000-circulation Mercury, and central labor councils pledged their support.

The Waterloo Regional Labor Council urged its 20,000 members, about half of them in the Cambridge area, to cancel the Reporter and not shop at stores continuing to advertise, LeReverend said.

Members of the Guild and other unions also were planning a door-to-door campaign to urge residents to support the strike and cancel their subscriptions.

Similar boycott efforts were under way in Guelph, and the Guild was getting "great support from the community," said Soto, who added that some advertisers had pulled out of the Mercury.

On the Cambridge line, there have been numerous reports of "scabs, management people and guards" bumping or attempting to hit pickets with their vehicles, LeReverend said.

There were 14 such reported incidents on the strike's first day and "many more" since, she said. The wife of one striker was slightly injured when struck by a vehicle.

Two strikebreakers have been charged with highway offenses in the attempts to hit pickets,

LeReverend reported.

At Guelph, a strike opponent swung at several pickets and in turn was sent sprawling by SONG Treasurer Sam Reyenga, who had joined pickets there. Soto said there had been no other incidents.

Both units organized and opted for Guild representation in early 1990. The Cambridge group includes advertising, business, circulation, classified and news department employees; the Guelph group includes only newsroom workers.

Unionized production workers remained on their jobs at both plants, under terms of their contracts.

Post-deadline talks bring settlements at Monterey daily

(Continued from Page 1)

1; \$12 on May 1, 1993; \$16 on Nov. 1, 1993, and \$16 on May 1, 1994.

The day rate for printing craft employees and Guild-covered computer operators goes up by a total of \$75, reaching \$742 with the news contracts' final raise.

The incremental increases are 1.3 percent on each of the first three raise dates, then 1.35, 1.51, 2 and 1.98 percent on the final four dates. Compounded increases total approximately 11.25 percent.

The Guild's Russ Cain, chief spokesperson for the three unions' bargaining council, said he found the settlement's increases "disappointing, but livable. And we didn't have to strike and we didn't get beat up" by having to accept any of the company's demands for retrogressions.

For the latter, he credited the spirit and solidarity of the members of all three unions during the lengthy bargaining, pointing especially to several demonstrations of purposeful resolve surrounding the strike deadline.

After the clock was stopped, for example, he said, press operators called an information line at strike headquarters near the plant every time they put a plate on the presses to see if they should put on another. "They even called before they threw the switch to start the presses," he chuckled.

The company's demands were responsible for much of the members' militancy, he said. He pointed to its insisting on increasing the workweek to 40 hours, then on paying overtime rates only after 40 hours per week; its insistence

that there would be no retroactivity, only "modest signing bonuses;" and its refusal to propose raises except for persons at "top scale" of each job classification.

Other increases in Guild top-minimum rates under the settlement include:

✓ **Classified telephone salespersons**—Up by \$58, to \$559 a week, with four increments of \$7 each, then \$8, and \$11 twice.

✓ **The lowest paid clerk classification**—Up by \$49, to \$485 a week, with four increments of \$6 each, then \$7 and \$9 twice.

• **Maintenance**—Up a total of \$49 also, to \$479 a week, with the same increments.

In addition the chief librarian and editorial assistants were upgraded, the former from a classification that had a top pay rate of \$539 a week to one that will go to \$742 during the new contract; the latter from a classification that had a top of \$501 to one that goes to \$601 a week.

The copy desk differential over the reporter rate also was increased, by \$1 a day (\$5 a week), to \$4 a day (\$20 a week).

The Guild represents 160 advertising, business, inside and outside circulation (including drivers), editorial, mail room and maintenance employees. The Graphic Communications Union represents 18 press room employees and the CWA represents the paper's 24 printers.

TNG Representative Eugene S. Bryant, Jr., assisted the local in the final stages of strike preparations. The GCIU and CWA also assigned staffers to assist their locals.

Closure talks bring double severance

Richmond, B.C.—Ten Guild-covered employees made jobless when Southam closed its weekly Friday Times here Oct. 25 have received four weeks' severance pay, twice that required by law, under a dismissal pact negotiated by the Vancouver-New Westminster Guild. All had been at the Times 12 to 20 months.

The editorial, advertising and clerical workers voted for the Guild this spring, and the union was negotiating for a first contract when Southam shut the paper, claiming it was unprofitable.

Southam bought the Times and the Richmond News from independent owners last year, and had announced plans to combine them.

N.Y. Guild resolves News concerns

New York—Leaders of the New York Guild have resolved internal disagreements over the meaning an agreement between the Guild, the (Chicago) Tribune Co. and Robert Maxwell in the round of talks that brought an end to the strike against the New York Daily News last March, the Guild has reported.

The concerns, raised by David Hardy, a member of the local's executive committee from its Daily News unit, were over the local's right to institute or assist

discrimination cases against the News under Maxwell's ownership.

Extensive discussion and examination of the agreement and related documents at a special meeting of the Guild's executive committee, on Oct. 10 resulted in Hardy's accepting the Guild's interpretation that the agreement does not bar the Guild suing Maxwell's News for alleged discrimination, nor does it bar Guild aid to others' anti-bias actions, the Guild reported.

The document, however, does prevent the Guild suing Maxwell's News for actions or practices that occurred when the paper was owned by the Tribune Co.

Any disagreement by Maxwell management on that interpretation will provoke "one helluva fight" by the Guild, New York Guild President Barry Lipton said.

BACK THE BUCK!

WAYNE CAHILL, Philadelphia:

"Let's pass the buck and get on with organizing. ... When you get your ballot, vote *Against* repealing the buck."

LUREA VAN HORNE, New York:

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

MARIE SHELLOCK, Youngstown:

"If we are to regain membership lost during the current recession, the dollar is crucial...."

STEVE HATCH, Cleveland:

"I sleep much better at night knowing that efforts are being made to provide others with the same protections and benefits that the members of our Local now enjoy."

JERRY MINKKINEN, Chicago:

"... a funded, continued organizing program is vital to the future of the Guild."

CAROL PRZYBYSZEWski, Erie:

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

LUTHER JACKSON, Detroit:

"... I'm urging my brothers and sisters in the U.S. and Canada to back the buck and vote *Against* deleting the \$1...."

BILL WALLACE, Northern California:

"Passage—or rather re-passage—of the dollar is an absolute must."

JOE RAVICK, ROGER STONEBANKS, WENDY MORIN, DOUG DAVIS, KATE JARRETT, Victoria-Vancouver Island:

"Vote *Against* eliminating the money to bring about organizing."

KEN C. CROWE, II, Albany:

"I'm a buck backer."

JERRY MacDONALD, Canadian Wire Service:

"We in Canada are fully aware of the benefits of TNG organizing dollars. ... Back the Buck. ... It's our future."

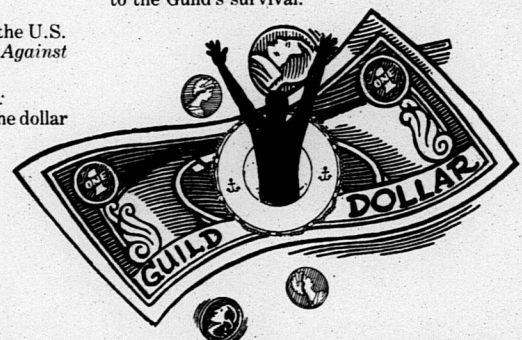
EMMETT MURRAY, Pacific Northwest:

"Some 200 years ago a religious sect, the Shakers, sprang up, flourished, started to wither and finally died out. ... The Guild too, could go that way if it doesn't step up organizing. Let's keep the \$1 and be movers, not Shakers."

BARRY LIPTON, TOM PENNACCHIO, New York:

"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."

VOTE 'AGAINST'



Back the Buck Committee

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, Dec. 20.) \$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.

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Arbitrator o'turns by-the-book firing for lack of cause

Memphis — An arbitrator has ordered the Memphis Commercial Appeal to reinstate with full back pay and benefits a reporter fired by the book procedurally but without "just and sufficient cause."

Arbitrator Neil N. Bernstein, citing "some unique considerations" in the case, also ordered the paper to reassign reporter Tony Cooke to an editor different from the one principally responsible for his firing.

Management of the Scripps-Howard daily has balked at following the order, and the Guild was negotiating on Cooke's return to work. For the past year, Cooke has been writing for a Baltimore newsletter that reports on campus crime.

"The company really hasn't made what I would call a serious offer," Memphis Guild President Lela Garlington said. While resisting his reinstatement, the paper is

offering Cooke a sum of \$10,000, well below the Guild's estimate of his lost wages, benefits and expenses.

The arbitrator retained jurisdiction in the case to "resolve any controversies."

Cook, who had five years' reporting experience at the Commercial Appeal, was fired in August 1990 after a year of what the Guild termed harassment. It included unrelenting criticism, beat changes,

a formal reprimand, a one-week suspension and a two-week "final chance."

In its grievance, the Guild alleged there was no compelling evidence to support the editor's opinion that Cooke's work was not up to the paper's standards.

Cook, a member of the Guild's bargaining team in 1989, had received promotions and "favorable evaluations" in his first four years. Shortly before the harassment began, he had completed a prestigious assignment in Kenya for the paper.

In his decision, issued Oct. 31, Bernstein found the "events that led to his termination" began after Cook was assigned to a new metro editor in mid-1989.

"The one conclusion that the company's evidence clearly compels is that [the editor] was not satisfied with [Cooke's] performance," the arbitrator wrote.

But "the mere fact that [the editor] did not feel Cooke was a good enough reporter to remain on the staff ... is not enough to justify the decision to terminate his employment," Bernstein held.

"[The editor] after all, is one of a number of middle managers and

not the senior supervisor. Some weight must be given to the fact that Cooke had four years of prior experience as a reporter, working for other middle managers, and those managers had been satisfied enough with his work that he was given several promotions and generally favorable evaluations.

"The record is totally devoid of any evidence" that other supervisors "shared [the metro editor's] conclusion that [Cooke] was performing at a level less than minimally satisfactory," Bernstein wrote. "The omission is so glaring that it is hard to believe that it was not deliberate."

Bernstein said Cooke should be reinstated under an editor who will "give him the opportunity to demonstrate from a fresh start whether or not he can meet the standards of the newspaper."

The Commercial Appeal took great pains to document its claims against Cooke, but it had no real case against him, Bernstein found.

"There is no question that the company granted [Cooke] full procedural due process," Bernstein wrote. "He was given ample warnings, opportunities to change the behavior that was characterized as unacceptable, and thorough classic progressive discipline before he was finally terminated."

"However, the weakness in the company's case is substance, and not procedure. It failed to prove that he performed at a level below the standards that it requires of the reporters in its editorial department."

"When the company signed a collective bargaining agreement binding it to discharge reporters only for 'just and sufficient cause,' it limited its freedom of action to fire competent reporters or only retain actual or potential superstars," Bernstein concluded.

The Guild's Garlington hailed the decision as one that "obviously sets a precedent that management cannot arbitrarily and capriciously fire people without a damn good reason."

"They followed the procedure, but there was no substance to what they were doing."

The ruling has been "a great morale booster" among both members and non-members of the Guild, Garlington declared.

Joseph T. Martin, led Philadelphia, at 82

Lake Worth, Fla.—Joseph T. Martin, a vocally militant Philadelphia Guild member for nearly 50 years, the last 19 in retirement, and a prize-winning photographer for the Philadelphia Inquirer, died at his home here Oct. 6. He was 82.

He was president of the Philadelphia Guild in 1959 and nearly a fixture as one of the local's delegates to the Guild's annual conventions from the mid-1950s until he retired in 1972.

Through many of his 29 years of active Guild membership he was seen by his co-workers as a "real firebrand," as one of them told an

Inquirer obituary writer upon Martin's death.

"He was the ticking bomb of the Newspaper Guild in Philadelphia. He was always the guy who was jumping out of his seat yelling, 'Hit the bricks'," said Burr Van Atta, an Inquirer reporter.

During the 1990-91 New York Daily News strike, Martin called the Philadelphia Guild to urge that it send letters to all the local's other retirees to collect money for the strikers. "Joe was a champion of the underdog," said TNG Int'l Representative Bill Brown, a former colleague of Martin's on the Inquirer photographer staff and

in the Guild local's leadership.

During his Florida retirement, Martin was twice elected to the Lake Worth City Commission, in 1979 and 1980, and in 1978 was elected to the Silver Haired Legislature. He also was a founding member and former president of the Lake Worth Neighborhood Assn. He was instrumental in the establishment of "Molly the Trolley," a discount-fare bus for senior citizens' trips for medical care or to a shopping mall.

Survivors include his spouse, Lucila, three sons, a step daughter, a brother, and four grandchildren.

Guild expertise needed o'seas, IFJ leader says

Silver Spring, Md. — Despite its straitened finances, TNG has resources that the Int'l Federation of Journalists would find equally valuable, the IFJ's chief executive officer said in urging stepped up activity in the international secretariat of journalists' unions.

"The Guild has human resources ... expertise" that could be of great value to the emerging free unions of news workers in Eastern Europe and the Third World, said Aidan White, the IFJ's general secretary.

Those unions are looking to the IFJ for guidance and assistance in organizing and reorganizing as independent unions and in representing their members' economic and professional interests, he added.

He also said he hoped for significant Guild participation in next year's IFJ world congress, to be held in Montreal in mid-June, the first outside of Europe.

White spoke to TNG's Int'l

Executive Board on the opening day of its fall meeting. He spent the previous two weeks in Argentina, Peru and Venezuela, in conjunction with the fall meeting of the IFJ Bureau (executive board) in Caracas.

TNG President Charles Dale, a bureau member, told the IEB that White in his four-year tenure has been "personally responsible ... (for) an enormous expansion" of the IFJ's membership and programs around the world, especially in Eastern Europe. Dale did not attend the Caracas meeting.

Headquartered in Brussels, the IFJ had 67 affiliated unions in 52 countries, as of July 1, including nine in Eastern Europe, six in Africa and five in Latin America. IFJ unions represent more than 200,000 journalists.

TNG, a principal founder of the IFJ in 1952, eliminated all funds for IFJ meeting expenses and cut

the appropriation for IFJ dues by half in its budget for the current fiscal year.

In outlining the IFJ's expansion, White said that the political changes that have brought the IFJ into East-European nations also have made it evident that few people in those countries have any "real knowledge of free unions and a free press." Functioning journalists' unions are "not just a good idea, they're essential" if the opportunities are to be realized, he said.

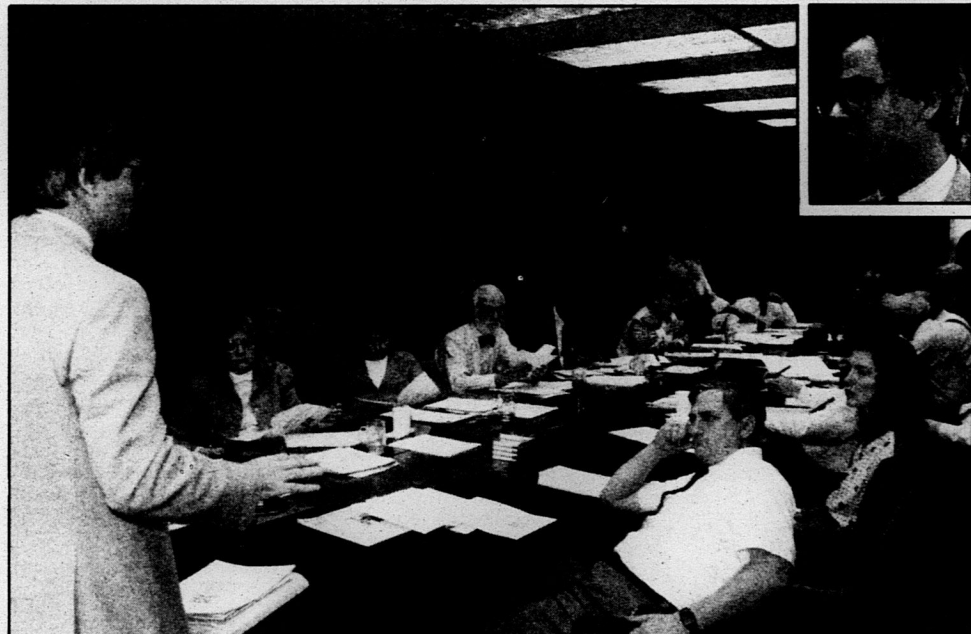
White also summarized the wide range of problem-specific programs the IFJ has undertaken, from those concerned with journalists' safety on the job, to censorship, to union organization and administration.

The specific programs are financed through grants arranged through affiliated unions, and account for 70 percent of the IFJ's

annual budget, he said. The other 30 percent comes from affiliated unions' dues to the federation.

Many of the problems that have helped put the Guild in its straitened circumstances also are being faced by Guild members' counterparts around the world, White said. He pointed to increasing use of contractors in place of employees, efforts to "deunionize the workforce" in such places as Britain and Israel, and the increase of concentration of ownership of the print and broadcast press, particularly by international conglomerates.

The IFJ continually is seeking "practical ways to address these and other problems," White said. "We increasingly need solidarity," he added, noting also that "solidarity is not a question of money. ... Value for money has never been a central principal of international unionism."



MARIANNE KEFFER ZWIG/Washington-Baltimore Guild

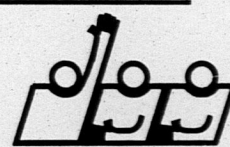
IFJ GENERAL SEC'Y AIDAN WHITE, LEFT AND INSET, SPEAKS TO TNG'S BOARD
Listening, TNG Vice Presidents (seated, clockwise from right foreground): Thibault, Shellok, Przybyszewski, Cain, Jackson, Rothman, Louth, Hatfield and Brandow.

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



Vancouver study reveals night workers' problems

By John R. Small
Assistant Editor

Vancouver—Night-shift workers at the Vancouver Province and Sun experience far more problems with their sleep, health and off-duty activities than day workers, and a majority would prefer a different shift, according to a survey conducted by members of the Vancouver-New Westminster Guild.

In the survey, many night workers reported getting too little sleep, having persistent fatigue, experiencing stomach or gastrointestinal discomfort, and having too little time for family, educational, religious or social activities.

A preliminary report on the survey said night-shifters were more likely to feel tired during a normal work week; to wake up and have trouble going back to sleep; to need to take naps; to sleep in several short shifts; to sleep better in winter than in summer; and to take pills to sleep or wake up.

Among the survey's 550-plus respondents, night workers reported the most health problems, followed closely by rotating workers. The healthiest group worked afternoons, followed by day workers.

Many night-shifters even reported problems maintaining appearance, with 25 percent saying they "often look terrible."

Pacific Press, the Southam chain subsidiary that publishes the Province and Sun, operates 24 hours seven days a week — with employees working day, afternoon, night and rotating shifts.

The findings of the study, funded by the Canadian government, also run counter to the "myth" that many night workers prefer those hours, said Michael Rand, the survey's principal investigator.

"The myth is that these people flourish on nights; they really enjoy it; they like it; they volunteer

The study defined night shifts as those falling mostly between 10 p.m. and 7 a.m.; afternoon shifts, mostly between 3 p.m. and midnight; day shifts, mostly between 7 a.m. and 4 p.m.

for nights; they make a shift differential ... and it works out GREAT," Rand said.

The survey, however, showed "the bulk of people who work night shift don't like it," Rand said. "There's a few who do, but they're few and far-between."

Guild and other union-covered employees at Pacific Press earn a 10 percent differential and have shortened shifts if they work between 6 p.m. and 6 a.m.

After years' of swapping anecdotes and stories about problems in their "abnormal lives," Rand and some fellow workers came to believe more should be done.

They sought the study because they felt no one — the workers, the unions, management — had tried to deal with shift workers' problems in a systematic way.

"Everyone says working nights really sucks, but you don't get past that," he said. "Nobody ever really tries to do much about it."

A very basic problem, Rand said, is that day workers "don't really have any grasp" of how different night-shifters' lives can be, especially schedules for eating, sleeping and recreation.

For example, a night worker might normally eat breakfast at 3 p.m., lunch at 8 p.m. and dinner at 3 a.m.

"One of the sad things," Rand said, "was that some read the survey questionnaire and said, 'God, it sounds whiny'. ... They think working nights is just like working days, but it's darker."

Rand, who has worked nights for 11 years, cited his own schedule in which he'd often go out after work to unwind, have a meal or socialize.

"I'd get home at 7 in the morning, and at 8 o'clock I might be sitting up watching the 'Today' show having a can of Heineken."

Among the survey's preliminary findings on the night workers:

✓ 21 percent reported getting "far too little" sleep, compared with only 7 percent of day workers and 13 percent on rotating shifts.

✓ 71 percent wake up and have trouble going back to sleep, compared with 36 percent on afternoon shifts, and 48 percent on day or rotating shifts.

✓ One-half sleep in several short shifts, compared to only 5 percent of those on days, 9 percent on afternoons and 16 percent of rotators.

✓ 25 percent "often or sometimes" suffered dizziness, compared to 13 percent on days, 14 percent on afternoons, and 12 percent of rotators.

✓ 25 percent reported "often" suffering "stomach or gastrointestinal discomfort," compared to 6 percent on afternoons, and 8 percent on day or rotating shifts.

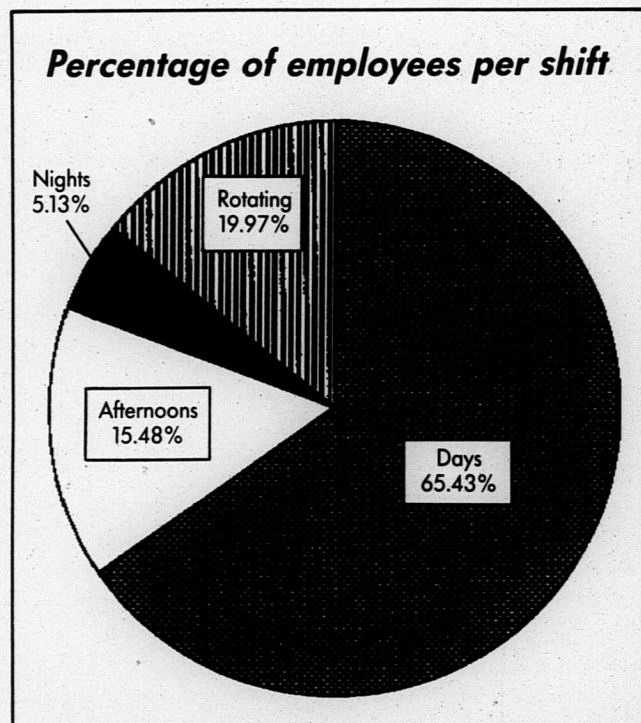
✓ 14 percent "often suffer from depression," compared to 7 percent on afternoons, and 4 percent on days or rotating.

✓ About 50 percent said they had "too little" or "far too little" time for 20 routine activities and for religious activities.

✓ 32 percent reported "far too little" time for community activities, compared to 8 percent of those on day shifts, 12 percent on afternoons, and 16 percent on rotation.

✓ 64 percent responded they didn't have enough time to enjoy sexual relations, compared with 31 percent of those on days, 40 on afternoons, and 49 percent on rotating shifts.

✓ 67 percent reported difficulty meeting new people, compared with 42 percent on days, 46 percent on rotations, and 48 per-



When the survey was taken in April, the Sun was published evenings, and the Province, mornings; now both are published mornings.

cent on afternoons.

Using the study, the Guild plans to make general and specific recommendations to management in hopes that together they can formulate ways to better accommodate shift workers and their special problems, said Rand, vice chair of the Guild's Pacific Press unit.

For example, there are no company-sponsored recreation or social programs for those workers, Rand said, nor any day-care or other social-support systems.

One generally accepted principle, based on other studies, is that night work should be scheduled for longer shifts (10 to 11 hours) but in shorter work weeks (3- or 4-day weeks), and that all days off be consecutive.

Another principle is that rotating schedules be "rotated in the direction of the sun, always forward, never backward and never bounce around," Rand said.

A guideline for night-shift employees is that they should try to sleep as soon as possible after work. That, however, is not always practical, Rand said.

"There's quite a lot of pressure in many newspaper jobs, and you've got quite a buzz on by the time you get home. You're supposed to get directly to sleep, but often you're still bouncing off the walls," Rand said.

More than 850 Guild-covered workers on all shifts at the Vancouver plant were given questionnaires in April, and about 68 percent returned them.

With the help of the Guild's shop stewards, Rand and two fellow night workers in Pacific

Press's computer room, Laura Currie and Terrance Carabetta, distributed and collected the questionnaires.

As co-investigators, Currie and Carabetta also did considerable research for the study and will be responsible for the final report.

Gary Engler, a Sun night sports copy editor, interviewed a sampling of night workers and spouses of long-time shift workers to provide anecdotal information as "color commentary" in the survey's report, Rand said.

The questionnaires were completed before the Sun switched from afternoon to morning publication in August, with many schedules flip-flopping. Rand said the switch provides a "unique opportunity" for a follow-up study "perhaps a year down the road."

Guild employees in both newsrooms, the photo section library, advertising and ad control departments, business office, computer operations, circulation department, dispatching section, carpenters, in-house printers, janitors and security guards were included.

Rand praised some persons in Pacific Press management for their co-operation in the study, especially human resources personnel, and he lauded colleagues on the Guild's executive committee and the shop stewards' committee.

The employees' lost-time wages were paid from a \$47,500 grant from Labour Canada, to whom the study's final report will go.

The data is being analyzed with the help of Gary Poole, Ph.D., of the psychology department at Simon Fraser University.

REFLECTIONS FROM NIGHTSIDE

'Ships... on a foggy winter's night'

By Gary Engler

Vancouver-New Westminster Guild

SHIFT WORK? Do I like it? How does it make me feel? I guess I could answer those questions with another question: Why is the rest of the world having fun while I work?

Working evenings or nights makes you feel lonely. The world is just not designed for you — everything conspires to make you feel out of place. The number of missed parties and family gatherings over five years of working nights and evenings has climbed well into elevations where oxygen is a necessity. My friends think I have become a hermit.

While I wasn't looking, my children grew from cute, adorable little kids, who loved to cuddle with their dad, to mutant ninja teenagers who fight with each other and de-

mand weekly allowances just shy of Zambia's national debt.

I've missed my kids' baseball, hockey, swimming, singing, acting, piano playing, basketball and meet-the-teachers nights.

My wife and I are like ships passing each other on a foggy winter night on a darkened strait, blasting our horns so we don't collide. Once upon a time we were like Siamese twins — inseparable. Today we share our bed — in shifts.

LIFE'S MINOR inconveniences can become major problems because of an unusual work schedule, like the time a medical appointment almost ended my marriage. This particular specialist made appointments only in the morning and had an opening only on a day after I had started work at 10 p.m.

So I saw him on 2 3/4 hours of sleep, which caused me to be a major grump the rest of the day, which caused me to start a stupid fight with my wife, which because I was in such a bad mood escalated

into a battle just short of nuclear confrontation.

The more I think about my work schedule, the more problems I can associate with it: I'm not hungry when the rest of the world sits down to eat; my sleep often is erratic; it rains too much in Vancouver; I didn't win the lotto.

Sorry, I'm in a bad mood. I haven't slept.

Guild aims for shorter hours, longer pay

Silver Spring, Md. — The Newspaper Guild long has fought for extra pay and shorter hours for employees required to work evenings and nights.

TNG's U.S. and Canadian model contracts call for 10-percent premiums for employees working 6 p.m.-midnight, and 15 percent extra for those working midnight-7 a.m.

The models also call for a six-hour work-day for employees working between 6 a.m. and 7 a.m., plus inclusion of night premiums in computation of payment of benefits and premiums.

In addition, the models call for employees required to work between 9 p.m. and 6 a.m. to be reimbursed for transportation.

The model contracts are based on TNG's Collective Bargaining Program, which mandates proposals for locals to set forth in contract talks, and on TNG's nonmandatory Convention Recommendations on Collective Bargaining.

A survey by TNG's Collective Bargaining Dept. showed that 91 percent of Guild contracts covering employees doing night work provide some type of premium for it. The contracts cover a wide

range of employees at daily, weekly and foreign-language newspapers; news services; magazines; radio and television stations; and racing publications.

Twenty-three percent require at least a 5-percent premium for some night work; 12 percent call for 10 percent extra; and just under 4 percent require at least 15 percent extra, for work after midnight.

Numerous agreements call for a straight premium, typically \$5 to \$15, for each shift; several require shorter evening shifts by up to one hour; and some call for premium pay and shorter shifts.

Gary Engler is a sports copy editor working nights at the Vancouver Sun. This is reprinted from the Guild's "Inside Story" newsletter.

IT SEEMS

TO US

Question is survival, local's president says

TORONTO, ONT.

Editor:

In the coming days Guild members in Canada and the United States will have a very critical decision to make. Do we want TNG to survive? That might sound overly dramatic, but I believe it to be true. Anyone who's been involved in our industry over the past decade or so knows the situation is grim. Guild members on both sides of the border are facing increasing assaults on their job security, benefits and wages.

At the last international TNG convention, in Montreal, delegates voted overwhelmingly to face these problems head on. Over and over again delegates said, "We must organize the unorganized." The vast majority of locals voted to spend another dollar a month, per member, to continue the special organizing fund. They took this tough position after lengthy debate and faced with the grim realities. I might add, delegates also voted not to take the matter to referendum. But a vote has been forced.

For every member it means 12 bucks a year. For TNG, it's \$320,000 to back what almost every local claims to be the number one priority — organizing.

I urge you to back the convention, back your delegates and support the dollar.

DAN OLDFIELD

President

Canadian Wire Service Guild

Issue is financial reform, says local administrator

PROVIDENCE, R.I.

Editor:

The issue in the campaign for repeal of the \$1 is financial reform, not organizing. TNG needs to put its financial house in order. The \$1 is a quick fix tied to an emotional issue.

If our union were a school district, the threat would be to cut the sports program if the buck isn't passed.

But, look at the record. In Montreal, the convention:

- Rejected all attempts at cutting the budget;
- Rejected all attempts to re-

quire a balanced budget;

- Rejected all efforts to limit the time the \$1 would be in effect; and
- Rejected all efforts to fund organizing through alternative methods;

- Closed debate on the \$1 before anyone could say a word;

- Rejected efforts to give rank and file members a chance to vote on the \$1.

Tying the dollar to organizing is a cynical way of getting a dues hike without making long-term financial reforms. We are led to believe that without the buck, we cannot organize. Yet in the last fiscal quarter TNG's financial statements show no money budgeted for organizing and an expenditure of \$14,890.

You don't need this \$1 to field the team.

Vote FOR repeal.

TIMOTHY F. SCHICK

Administrator

Providence Guild

Have to take hard steps in tough times, Hiltz says

BOSTON, MASS.

Editor:

We all know that times are tough, especially here in the Northeast.

Guild members who have survived layoffs, cutbacks and downsizing by their employers are uneasy about their future in the newspaper industry.

Employers are demanding wage freezes and give backs. Much of our bargaining energy centers on holding onto the hard fought-for gains of the past.

This is a tough time to ask our members for money, no matter how small the amount.

As a Guild leader, however, I'm convinced that now, more than ever, is the time to shore up our ability to meet the challenges of today and tomorrow. The continued investment by our members of the additional \$1 a month in dues (23 cents a week) effective this past August is essential to our ability to organize.

Successful organizing not only strengthens our membership base, it enhances our bargaining power. When our bargaining power becomes threatened, it's just plain

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common sense to act to strengthen it.

All Guild members will benefit from their 23-cents-a-week increase in dues. I urge them to vote "against" deleting the constitutional changes that enacted the increase. Let's keep the buck where it's needed most.

TOM HILTZ

Administrative officer

Boston Guild

Back buck selfishly, say Wire Service 15

NEW YORK, N.Y.

Editor:

We support retaining the \$1-a-month organizing charge to replenish the organizing fund, for a selfish reason. We know that increased membership strength provides additional bargaining power, which results in improved collective bargaining settlements.

It better enables us to protect the existing agreements we have.

And, we think too many news industry employees are in nonunion operations — many who are friends — and are entitled to improved working conditions. Increased union membership — both within the Wire Service Guild and elsewhere — and the resulting improved contract settlements are a tide that raises all ships.

Join us in defeating the short-sighted attempt to discontinue the \$1-a-month (that's 23 cents a week) by voting "NO."

KEVIN KEANE, president;**MARTHA HODEL, secretary-treasurer;****JIMMY RYAN, vice president;****PAUL REILLY, DOUG LEVY,****CHUCK MOODY, executive committee;****ADOLPHE BERNOTAS, JAMIE FRIAR,****JAY JORDEN, TONY WINTON,****MARIO FOX, LES KJOS, DAVID McNARY,****PATRICIA WALSH, representative assembly;****TIM KLASS, Seattle AP branch.**

Wire Service Guild

Int'l chairperson says he's 'backing the buck'

NEW YORK, N.Y.

Editor:

Organizing is every member's responsibility. The membership has the opportunity to exercise that responsibility by "backing the buck." The dollar will provide the money to continue our organizing efforts.

This union has always viewed organizing among our top priorities. We cannot turn our back on organizing now and expect to survive as a viable union.

Nobody is going to miss the dollar. You will miss the organizing efforts of the union if the funds are not available to continue our organizing campaign.

This dollar is the best buy most of us will ever see. It will provide the funds we need to organize the unorganized. It will allow us to extend the benefits all of us in the Guild enjoy to those who aren't as fortunate to have Guild representation.

Vote to support the convention action.

Vote to keep "the buck."

Vote for the future of the Guild.

PETER E. McLAUGHLIN

International chairperson and

Local chairperson

New York Guild

Denver administrator seeks to 'dispel myths'

DENVER, COLO.

Editor:

It's time to dispel a few myths.

Myth: The 1990-91 budget deficit was caused by reduced income.

Fact: While per-capita income was some \$10,000 below projection, overall income was almost \$137,000 over estimate. The deficit (over \$76,000) was caused by overruns, especially in the administration of the Guild's Silver Spring building. (The \$138,000 budget overrun in building expenses was explained away as being caused by the inability to use loan proceeds. I chaired the finance committee in 1990. There was no discussion of "loan proceeds" when the budget was approved.)

Myth: Organizing will not be

funded without the dues increase.

Fact: The 1989 convention mandated that the IEB fund organizing whenever the defense fund exceeds \$6.5 million. That should be exceeded by January.

Myth: The dues increase is about organizing.

Fact: It's about a deficit budget (see myth #1). Any line item could have been targeted. The focus on organizing is just good marketing. It makes an attack on the buck akin to an attack on Mom or the Gulf war.

Convention delegates didn't consider these facts. Opposition speakers were gagged through parliamentary maneuvering.

Send your representatives back to face the facts.

Vote FOR repeal of the dues hike.

BRUCE MEACHUM

Administrative officer

Denver Guild

Buck vote wrong place to vent anger, he writes

YOUNGSTOWN, OHIO

Editor:

During the period Dec. 12-17, a Guild-wide membership vote will take place on whether to accept or repeal the \$1-a-month dues increase to fund the Guild's organizing program.

I am writing to urge all members to vote to accept the increase. I realize that we are all angry tax payers and we desperately want to send someone — anyone — a message that we are taxed to death and we're not going to take it anymore.

Unfortunately, the \$1-a-month dues increase is the wrong issue to take a negative stance on. A vote to repeal would send a message alright — one straight to the owners and publishers that we all do business with. What glee and jubilation they must be experiencing to know that Guild membership is declining, realizing, only too well, that a weakened Guild gives them increased strength at the bargaining table.

So, let's send the right message. After all, is \$12 a year asking too much to secure one's own future.

ANTHONY MARKOTA

President

Youngstown Guild

Use U.S. dollars to list pay rates, writer urges

NEW YORK, N.Y.

Editor:

Are the pay scales for Canadian papers, as listed in the Guild Reporter from time to time, given in Canadian or U.S. dollars? If these figures have not been converted to U.S. dollars, I think they should be.

CHARLES McEWEN

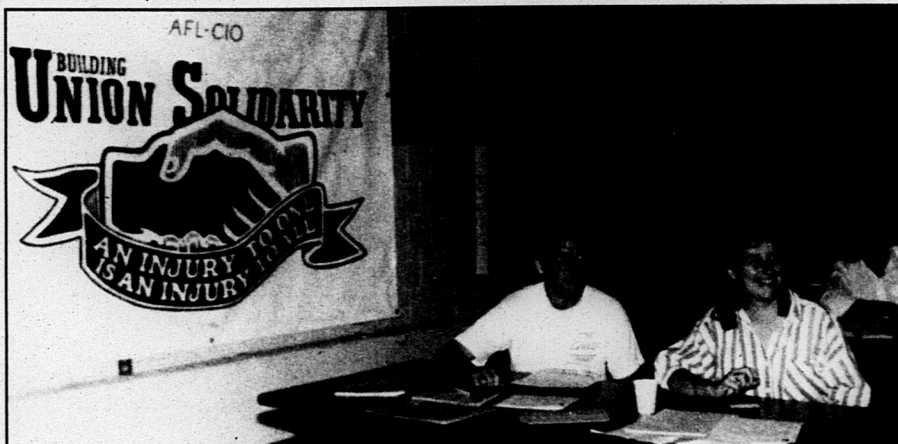
Times unit

New York Guild

Editor's note: U.S. rates are listed in U.S. dollars; Canadian rates, in Canadian dollars. If members in the U.S. might find it useful to convert Canadian rates, might not Canadian members find it useful to convert U.S. rates to Canadian dollars? Would that mean zoned editions? And which index should be used? Exchange rates do not measure relative purchasing power.

Twin Cities Guild at formation of new state union council

Darren Carroll, Twin Cities Guild local representative, and Liz McConnell, Star Tribune unit chairperson, foreground, are pictured at the founding conference of the Minnesota Industrial Union Council, an offshoot of the AFL-CIO Industrial Union Dept. The council, in planning for a year, was approved by several dozen union locals represented at the session. It is aimed at building solidarity among unions and union members and forming coalitions with other groups on bargaining and legislative issues.



BARBARA KUCERA/Twin Cities Guild

IT SEEMS

TO US

'Non-loyalist' VPs urge votes against \$1's repeal

SPARKS, MD.

Editor:

For years we have packed our Band-Aids to go off to conventions to grapple with the finances of The Newspaper Guild. Our goal has been to guarantee our members a healthy union.

Not being administration loyalists, we have always reserved the right to speak out and speak up for fiscal courses not charted by the leadership. On the organizing dollar, however, we agree with the administration: We've got to have it.

We knew at convention it wasn't a good time to ask for more money, even a sum so small: A recession, the threat of lay-offs, the expectation that more trims of wages and benefits could find more of us scrimping.

But it's the very economic times that make the \$1 so crucial. Since June, the Guild has lost nearly 3,000 members from lay-offs and buyouts — even at the New York Times and the Washington Post.

That loss hurts. We need to rebuild membership. That's where the organizing dollar — just a quarter a week — comes in.

Don't cut off your nose to spite your face. Don't cut off the dollar. We, the independents on the Int'l Executive Board, urge you to cast an **AGAINST** vote in the December referendum.

LARRY D. HATFIELD
TNG vice president, Region 4
Northern California Guild
CONNIE KNOX
TNG vice president at large
Washington-Baltimore Guild
DOUG LOUTH
TNG vice president,
Canada-West
Vancouver-New Westminster
Guild

No alternative on the \$1, NESOP director avers

YORK, ME.

Editor:

The board of the New England Servicing-Organizing Program has voted without opposition to urge rejection of the "repeal the buck" referendum.

While none of the representatives enjoy asking fellow members to give up an opportunity to roll back dues, there clearly is no alternative.

We must organize. Like every-

thing else worthwhile, organizing costs money.

There are only two ways to develop that funding: cut costs or increase revenues. The IEB and convention delegates have cut all the costs that can be cut. And that leaves increasing revenues.

The fact remains that most of us have been paying the additional 23 cents a week since August. That in each of our pockets will mean nothing.

Collectively, however, that increase means a very real investment in our future.

Please vote **AGAINST** on the repeal question.

GERALD M. MARAGHY
Director
New England Servicing-Organizing Program

Buck is 'merely first aid,' Buffalo's Needham says

BUFFALO, N.Y.

Editor:

The IEB reported to the 1991 Convention that the financial situation of TNG was such that, "Only a material shift in our approach to fiscal solvency will save the day."

They further reported that, "without radical surgery future deficits in both (the general and defense) funds are assured." (Officers' Report to 1991 Convention, Finance and Administration).

I believe the IEB's report.

But I am opposed to continuing the buck because it is merely first aid for a seriously ill patient in need of "radical surgery."

There are many financial problems within TNG that should be addressed. The administration has put the spotlight on the need to organize, because it's difficult for those of us who know the benefits of unionism to object to such a basic plea. But I object because I believe the buck is being used as a smokescreen to obscure other financial difficulties that face our union.

I am also opposed to continuing the buck because I resent TNG promoting organizing as the Guild's top priority, then refusing to allocate any of its current resources to fund that priority.

Yes, we need a material shift in our approach to fiscal solvency. I'm afraid the buck isn't it.

MARIAN V. NEEDHAM
Local service representative
Buffalo Guild

29,333 eligible to vote on dues question

(Continued from Page 1)

Cities Guild to repeal the \$1 increase met the requirements of TNG's Constitution to submit a question to a vote of the full membership [Guild Reporter, Oct. 25].

Those supporting and those opposing repeal of the dues increase each were provided equal space for statements of their respective positions, which were published in the Nov. 15 Guild Reporter.

Equal free ad-space also has been made available to each side to promote their positions in the Guild Reporter. Those advocating repeal used 9 inches each in the Nov. 15 issue and in this issue. Those advocating retention of the

increase are using their entire 18-column-inch allotment in this issue.

Meanwhile, the IERC met at TNG headquarters Nov. 26 and certified as eligible to vote 29,333 members in good standing from 70 Guild locals in the United States, Canada and Puerto Rico. The total of eligible voters is 48 more than the number certified as eligible in the fall election of at-large TNG vice presidents.

Eligible to vote are members current in their dues obligations as of Sept. 1, Oct. 1 or Nov. 1, as determined by locals' remittances to TNG postmarked not later than Nov. 15.

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Deadline: Friday before publication. (Next deadline: Dec. 13.)

Don't cut off our noses, says Great Falls leader

GREAT FALLS, MONT.

Editor:

Let's not cut off our noses to spite our faces.

Small locals know better than anyone the problems caused by raising dues. Fortunately, the organizing dollar was approved in an intelligent manner. As a result, the Great Falls Guild and other locals had the option of absorbing the increase, rather than passing along the \$1 increase to members.

We chose to absorb the increase.

At the same time, organizing dollars are crucial to the strength of the Guild, and to locals, large and small. We could all stand to be a little bit better organized, and the organizing fund provides real teeth.

These are dollars that will be well spent. Vote against the December referendum. "Back the Buck."

RICHARDECKE
President
Great Falls Guild

Put slogan to work, back \$1, writer says

MANCHESTER, N.H.

Editor:

Organize and flourish!

That theme, borrowed from a recent Guild convention organizing committee, says it all. Organizing is the lifeblood of any union. New faces. New energy. New ideas.

Time and again The Newspaper Guild has proven its dedication to organizing with enthusiastic, albeit temporary, financial programs. I join the growing groundswell of members who say the Guild must earmark even more for organizing.

Next month, members throughout the Guild will have an opportunity to put the slogan "organize and flourish" to work for us. We can do so by affirming the action of this year's convention. We can do so by endorsing the buck-a-month for organizing.

Voting will be conducted Dec. 12-17 by local election committees, which may conduct balloting on any or all of the six days of that period. Some locals conduct votes among their members by mail. Others set up polling places at or near their members' places of work.

Local election committees must count ballots on either of the two days following the voting period, Dec. 18 or 19, and returns to TNG must be postmarked not later than Dec. 21.

The IERC will meet at TNG headquarters Jan. 6 to tabulate and certify the result.

I will leave to others the debate as to whether these gloomy economic times are good, bad or neutral for organizing. But, I know in my heart that The Newspaper Guild must be ever organizing. And I know, too, that supporting the buck is an excellent first step.

Please vote "no" next month. A "no" vote sustains the convention action. And it supports Guild organizing.

JIM SCHAUFENBIL
Past president
Manchester Guild

To support organizing, vote 'no,' VP advises

MANCHESTER, N.H.

Editor:

I am writing in support of the \$1 increase in dues enacted at this year's convention. Organizing must be a priority if The Newspaper Guild is to continue to be a moving force in protecting our members in the newspaper industry.

I hear a lot of people out there saying they support organizing. Well, if you support organizing, you know that organizing costs money whether you organize a new local or free riders. It's time to put your money where your mouth is. Support the buck. Support organizing. Vote **no** on the referendum.

TOM THIBEAULT
TNG vice president, Region 1
Manchester Guild

Writer wonders 'who is referendum coalition?'

TERRE HAUTE, IND.

Editor:

I'm wondering — and probably a lot of others are as well — just who is the "Coalition for Referendum" — the person or persons trying to upset the action of TNG's annual convention this year in Montreal?

We know who the "Back the Buck Committee" is — they're identified. But the only name we've seen in the good ole GR so far is Bernie Lunzer of Twin Cities for the "Coalition for Referendum." Is that the whole lash-up — just Bernie?

PAT NUTTAL
President
Terre Haute Guild

Nobody likes dues hike, says local's secretary

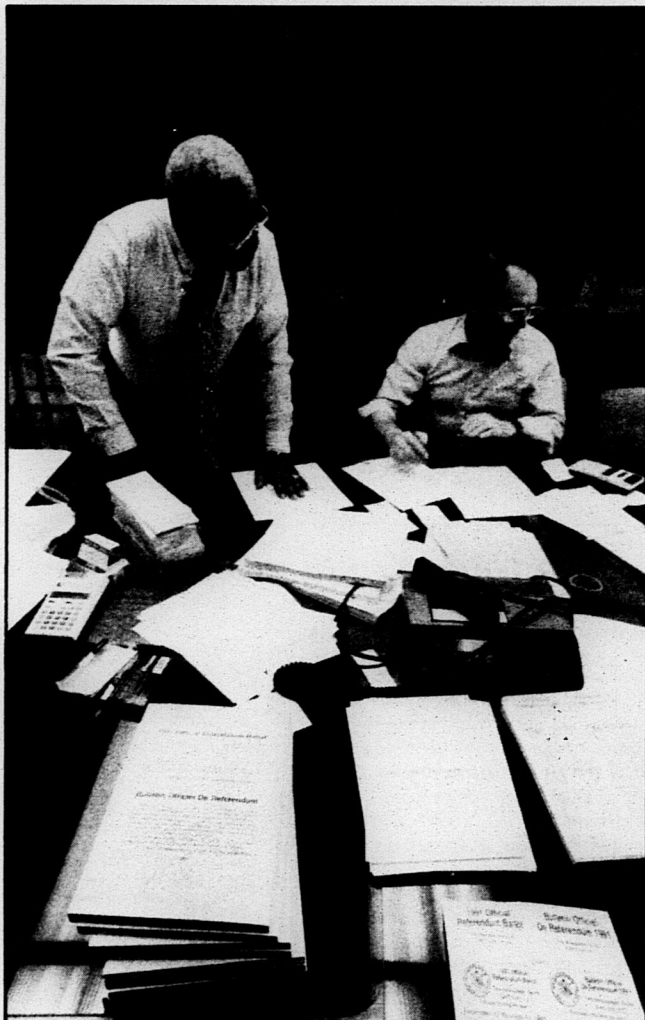
MANCHESTER, N.H.

Editor:

I, like everyone else, do not like the idea of a dues increase. However, as a delegate to the last TNG convention in Montreal, I supported "the buck." I feel it is essential to organize and keep organizing.

We must support all of our brothers and sisters in their struggle. Therefore, I urge all of you to support "the buck."

MADDY MASLBAS
Secretary
Manchester Guild



ANNE MARTENS/Washington-Baltimore Guild

INT'L ELECTION COMMITTEE READIES LISTS

Two of its members: Joe Steele, New York, Dave Langzettel, Portland.

IT SEEMS

TO US

L.A.'s Smith said it well in 1990, writer asserts

SAN JOSE, CALIF.

Editor:

At the 1990 convention in New York City, Jim Smith of Los Angeles fought for a minority report that would have put more dollars into TNG's organizing fund.

"Organizing has to be our priority," Brother Smith told the delegates. "If we are going to grow, proceed, organizing has to be it."

With that said so well then, I ask now: How could anyone vote to take back organizing money that means no more to a member than the price of one cup of coffee a month?

Please heed Brother Smith's words. Vote *AGAINST* the ballot measure that would rob our organizing fund.

BILL DAVIS
Executive officer
San Jose Guild

Dues structure obstacle to organizing, pair says

PROVIDENCE, R.I.

Editor:

Supporters of the \$1 cry "organize or die."

But excessive dues are killing many organizing drives and becoming obstacles in others.

We could have brought the independent union at the Wall Street Journal into the Guild on several occasions, except for our high dues structure.

Employers do not hesitate to wave the red flag of finances in the faces of prospective members.

Nor must we forget that organizing subsidies are all too frequently seen as being used to reward the friends and punish the enemies of those in control of the purse strings.

The solution is more efficient use of what we have — not digging deeper into our members' pockets.

Vote *FOR* repeal.

FRANK SANTAFEDE
President
ANDY DUEHRING
Vice President
Providence Guild

Editor's note: "That's crap; Frank and Andy know it and the public record proves it," said TNG President Charles Dale to the charge of favoritism in the allocation of TNG organizing subsidies. He pointed to TNG organizing fund assistance since 1984 to such locals as Los Angeles (\$286,293), Denver (\$186,588), Southern Ontario (\$413,861) and Twin Cities (\$36,211), and asked: "Are they saying those locals march in lock step with this administration? That'll be a surprise to their leaders, and everybody else. No other local [receiving organizing funds] follows anybody blindly either."

Manchester knows need first hand, Paiste says

MANCHESTER, N.H.

Editor:

We in Manchester know first hand the problems of layoffs, declining Guild membership and the need for organizing to increase the ranks of Guild members.

Our delegation supported the \$1 dues increase for organizing at the

1991 TNG Convention in Montreal and we urged our members at a meeting just last week to support the dollar in the upcoming referendum.

The Guild needs our support and the need for organizing has never been more urgent.

Please join Manchester in supporting the Guild's organizing program by voting *NO* on the referendum question to strip TNG of needed funds.

DENNIS PAISTE
President
Manchester Guild

Decision hard and right, says Gazette-unit leader

MONTREAL, QUE.

Editor:

It was a tough decision that delegates to the 58th international convention took last summer in Montreal, to implement the \$1 a month dues for organizing.

Without question it was the right decision.

Believe me, it was only taken after a great deal of democratic discussion and consideration of the problems some units might have with this measure. The pros and the cons have been exhaustively explored in recent years.

Now it's time to move on.

It's time for the membership to give last summer's decision the strong endorsement it deserves — by voting *AGAINST* December's referendum to repeal.

The organizing funds that the monthly buck is designed to generate are absolutely vital for TNG's future growth. Face it: 25 cents a week from each member is a relatively small price to pay to keep our union vibrant and to make it stronger by bringing more communications-industry workers in the United States and Canada under TNG's umbrella.

Lord knows, in this brutal economic environment, we owe it to our future members — as well as to ourselves — to bring them aboard just as quickly and dynamically as we can.

JAN RAVENSBERGEN
Gazette unit chair
Montreal Guild

Local 1 treasurer knows difficulty of limited funds

CLEVELAND, OHIO

Editor:

As treasurer of the Cleveland Guild I can appreciate, on a much smaller scale, of course, the difficulty of funding projects with severely limited resources.

Also, I can say with a great degree of certainty that when our local has asked TNG for assistance and/or advice, it has never failed to respond.

Our recent success at obtaining a decent contract at the Plain Dealer can be attributed, in large measure, to Brothers Charles Dale, Bill McLeman, Harry McCormick and the rest of TNG staff.

For these and many other reasons, I say please vote *AGAINST* repealing the extremely modest \$1 a month for organizing.

Back the buck.

LOU MIO
Treasurer
Cleveland Guild

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SONG executive urges repeal of \$1 dues hike

TORONTO, ONT.

Editor:

SONG is a local that takes seriously the Guild's need to organize, and we have the track record to prove it.

We've brought more than 600 workers into the Guild in the last three years. And, yes, organizing subsidies from TNG — taken out of funds contributed by all the locals — helped finance our efforts.

Nevertheless, our local executive committee is unanimously recommending that SONG members vote "yes" to repeal the dollar dues increase imposed by the last convention.

The dollar is a dues increase, nothing more and nothing less, and it is shoddy and dishonest to tie it to organizing to make it more palatable.

We feel the locals already send more than enough money to TNG for the services we get in return. In view of the declining membership in the union as a whole, TNG has to allocate a larger portion of its existing resources to organizing. It's a matter of the survival of the union.

We feel that only by denying TNG the additional dollar will the international leadership be forced to face up to the tough decisions that have to be made.

GAIL LEM
President
Southern Ontario Guild

Irony seen among locals advocating repeal of \$1

SAN JOSE, CALIF.

Editor:

How ironic it is. Over my nearly 20 years of involvement with the Guild, I have seen countless locals benefit greatly from TNG organizing funds. Now I see a number of these very same locals leading the charge to repeal the buck.

Shame on you. You, above all, should know better.

DIANNE MARTINO
San Jose Guild
Former TNG vice president

Council backs \$1 28-14, NEDC president reports

PORTLAND, ME.

Editor:

As directed by a Nov. 10 vote of the New England District Council at its fall meeting in Boston, I am reporting that the council voted to support the \$1 per month dues increase for organizing.

The vote, based on the number of votes accorded each local at convention, was 28-14. Two NEDC locals, Bristol and Lynn, were not represented in Boston.

The majority agree that retaining the \$1 increase backs up our considerable investment in organizing over the past four years, some of it still in the developmen-

tal stages, and represents our best hope for coming through this economic wasteland without crippling financial retrenchment.

The NEDC urges all Guild members in the region to vote against repeal of the dollar pass-through in the Dec. 12-17 referendum.

Times are tough, but not so bad that we can't afford 25 cents a week to organize the unorganized and protect what we have invested dues in year after year.

DAVE LANGZETTEL
President
New England District Council

Need 'buck,' not rhetoric, Detroit's Kummer says

DETROIT, MICH.

Editor:

As a veteran of over a dozen Newspaper Guild conventions, I have heard countless speeches calling for a strong Guild organizing program.

At this year's convention, the delegates, after enough politicizing to fill a barn, voted to support "the buck." Now, at a cost of \$30,000 to hold this referendum, we are required to support the convention and "the buck" again just to satisfy a political agenda that has nothing to do with the betterment of The Newspaper Guild.

The old saying, "money talks and bullshit walks," certainly applies to what this referendum is all about. If you want a viable union in the 1990s, put your money up front — rhetoric just won't do it.

I encourage my brothers and sisters in Detroit and throughout our union to support "the buck" for organizing by voting *against* deleting this item from the constitution.

DONALD C. KUMMER
Administrative officer
Detroit Guild

VPs Brandow, Mulcahy see havoc without the \$1

NEW YORK, N.Y.

Editor:

Organizing is the lifeblood of our union. Without new members, our union would wither and die.

In many locals, including New York, free riders are a source of new members. To take funds from our already depleted general fund would cause havoc. To take funds from our defense fund might leave us in a financially exposed position should a major strike (or strikes) hit us unawares.

The only solution is to put our money where our mouths are. Back the Buck! A buck spent well: Let's get organizing!!!

An *AGAINST* vote in the forthcoming referendum will preserve ongoing organizing efforts.

Your vote *AGAINST* repealing the convention mandated buck for organizing will be appreciated deeply.

RICHARD J. BRANDOW
TNG vice president, Region 5
DAVID M. MULCAHY
TNG vice president at large
New York Guild

Dollar is 'vital to future,' asserts Compa of WBNG

TAKOMA PARK, MD

Editor:

With two large "open shop" units in our local, and countless unorganized publishing enterprises in the Washington-Baltimore area, "the buck" is vital to the future of WBNG.

The organizing dollar is the best investment a Guild member can make for the growth and strength of the union.

Members should vote *Against* repeal of the organizing dollar.

LANCE COMPA
Administrative officer
Washington-Baltimore Guild



AFL-CIO Union Label & Service Trades Dept.

SMART SANTAS SHOP UNION!

Hill antitrust chief urges probe of Cox Dayton operations

Washington—The head of the Senate antitrust subcommittee has asked the Justice Dept. to investigate the Dayton Guild's complaint that Cox Enterprises has used its dominance of the print and broadcast press in the Dayton area "to muzzle discussion" of labor issues at the Dayton Daily News.

And AFL-CIO President Lane Kirkland has written to the chief executive of the Cox chain in Atlanta to express his concern at the conduct of Dayton Newspapers' managers in frustrating Guild bargaining there for more than two years.

Instead of bargaining in good faith, Kirkland wrote Nov. 4 to James C. Kennedy, Dayton Newspapers has "poisoned the atmosphere by hiring as its bargaining representative the notorious anti-union law firm of King & Ballou—a move that belies any stated intention of good faith bargaining."

Kirkland urged Kennedy to "take all steps possible" to recreate "a climate of good faith and mutual respect that will help resolve this matter promptly."

Earlier, in complaints to the Justice Dept. and the Federal Communications Commission, the Guild alleged that Cox's two Dayton radio stations refused to air ads promoting the union's circulation boycott of the News, also owned by Cox.

Since mid-1989, the local union has been seeking an initial Guild contract for the paper's 180 newsroom employees, who have gone three years without a general pay raise.

In its complaints, the Guild asserted that Cox violated antitrust laws not only by using radio stations WHIO-AM and WHKO-FM to protect the economic interests of the Daily News but also by requiring advertisers to buy air time

on both stations [Guild Reporter, Aug. 23 and Oct. 4].

"I am not in a position to determine the merits of the Guild's charges," Sen. Howard M. Metzenbaum (D-Ohio) wrote Oct. 10 to James Rill, head of the Justice Dept.'s antitrust division. "But I believe it would be appropriate for your staff to look into them."

Meanwhile, Guild and management representative continue to discuss contract proposals, but progress at the table continues to be slow, reported Dayton Guild President Rob Modic.

In an Oct. 31 meeting, the News agreed to a union proposal that reporters not be subject to discipline for withholding bylines. In October 1990, 93 employees joined a "byline strike" protesting lack of progress in the talks.

On Nov. 20, Modic reported, the company withdrew a pair of no-strike demands, one of which would have barred Guild conduct of or participation in boycotts. Another session was set for Nov. 26.

The Guild continues to press its boycott of the News, amidst reports that circulation has plunged by as many as 35,000 copies daily—from 177,000 when the Guild started the decirculation campaign in May.

The AFL-CIO, the Dayton-Miami Valley AFL-CIO, the Electronic Workers, the United Auto Workers and the Western Ohio Education Assn. are among groups supporting the boycott.

The company has posted figures showing an 8,000 decline from a year ago, Modic said. In addition, a management representative told members of a Teamsters bargaining team that circulation is down by 35,000.

The Guild also continues to broadcast radio and television ads on non-Cox stations, with the latest focusing on allegations by the National Labor Relations Board that the News is "failing and refusing" to bargain in good faith. The company's illegal actions are based on its "animosity toward the union" since it affiliated with TNG, the NLRB's regional director charged.

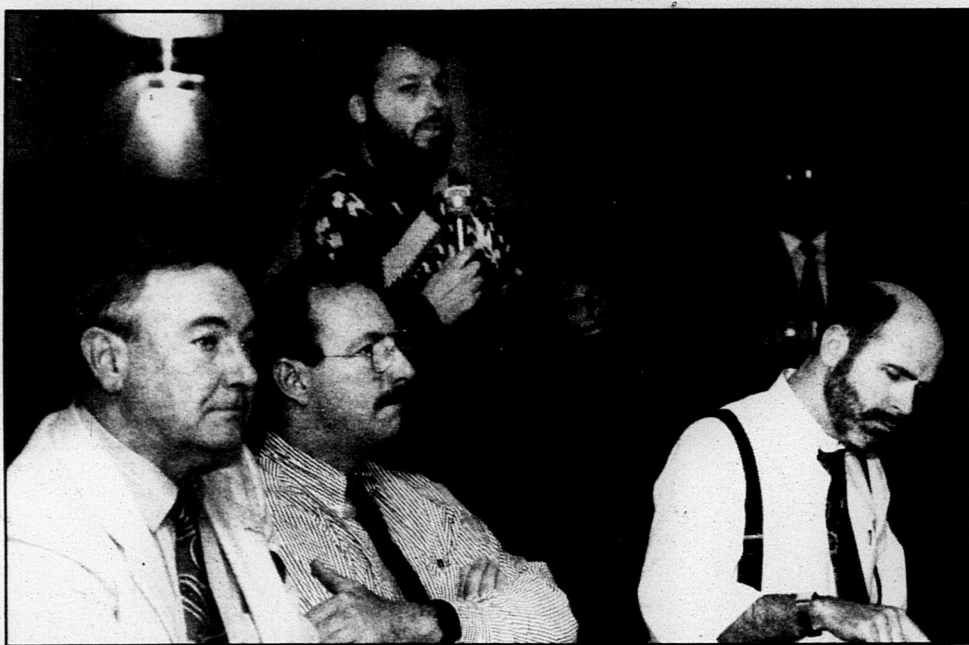
TNG President Charles Dale has appealed again to Guild locals for financial aid "to help Dayton win its fight for a contract."

The Dayton members "have shown again and again just how tough and resourceful they are," Dale wrote all locals Nov. 6. "But even with generous help from TNG and contributions from other locals, they have just about exhausted their treasury."

Dayton's struggle has entered "a new and critical phase," but it "remains strapped for cash to follow through," Dale wrote.

After a similar appeal last year, 23 locals responded with contributions totaling \$5,199, Dale noted.

In addition to contributions already reported, the Toledo Guild has pledged \$200 a month, the Philadelphia Guild, \$100 a month, the Washington-Baltimore Guild, a flat \$1,000, and the Great Lakes and Southern District Councils have voted contributions of \$100 and \$500 respectively.



RAY SKOWRONEK/Detroit Guild

DETROIT NEWSPAPER UNIONS UNVEIL METRO COUNCIL IN DISPUTE WITH SUBURBANS

From left: Don Kummer, Guild administrative officer; Larry Harwood, Teamsters #372 president; Alan Smith, Graphic Communications #13N (at the microphone); attorney advisor Sam McKnight; and, right background, Al Derey, council chairperson and Teamsters #372 sec'y-treasurer.

Detroit Guild, others join forces against suburbans' labor policies

Mt. Clemens, Mich.—Expressing strong commitments to trying to save the Macomb Daily and the (Royal Oak) Daily Tribune from destructive labor relations policies, the Detroit Guild, four other area newspaper unions and the Metro-Detroit AFL-CIO have formed the Metropolitan Council of Newspaper Unions.

The five unions, which also include Graphic Communications Local #13N, the Detroit Typographical Union, Teamsters Local #372 and the Detroit Mailers Union, represent some 200 employees at the Adams Communications dailies.

Formation of the council was announced to a joint meeting of the memberships of the unions on Nov. 14. Participants included TNG Int'l Chairperson Peter E. McLaughlin and Graphic Communications Int'l President James Norton. Both were in the area for the national AFL-CIO Convention, in Detroit.

The council will inform area political and religious leaders, advertisers and community groups of severely retrogressive company

bargaining demands and labor relations policies that have prevented renewal of contracts that expired Oct. 1.

Unless those policies and demands are changed, they will damage employees, area communities and the newspapers, said Al Derey, sec'y-treasurer of the Teamsters local and chairperson of the council.

The unions, Derey said, are "trying to keep those papers going... trying to keep competition in the community... trying to maintain editorial voices."

"We want the broader community to understand that Adams' tactics are bad news for advertisers, the municipalities and service organizations," said Ed Scribner, president of the 340,000-member Detroit AFL-CIO.

Adams, based in the Minneapolis suburb of Wayzata, has hired a former member of the Nashville, Tenn., firm of King & Ballou, Michael Zinser, and is training strikebreakers to replace union workers at the papers in the event a strike is provoked, the unions charged.

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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).

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, March 7-8, Independence Holiday Inn, Philadelphia.

Int'l Executive Board, spring meeting, April 26-30, TNG headquarters, Silver Spring. 59th Annual Convention, June 29-July 3, 1992, Congress Hotel, Chicago.

The Guild Reporter



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

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