

Members reject move to repeal organizing \$1

Silver Spring, Md.—In a Guildwide referendum, a majority of members appears to have voted against repealing the \$1-a-month dues increase enacted by this summer's TNG convention to fund the union's organizing program.

As the Guild Reporter went to press, 54.5 percent of members were casting ballots to retain the organizing dollar, while 45.5 percent were voting to discontinue the levy, in effect since Aug. 1.

With incomplete and unofficial returns from 50 locals, 4,997 members had voted "against" repealing the dollar, and 4,167 had voted "for" repeal.

The 50 locals contain more than 96 percent of the 29,525 members from 70 locals who were eligible to vote during the Dec. 12-17 balloting period.

TNG's Int'l Election & Referendum Committee will meet here Jan. 6 to make the official count and certify results.

Majorities in 31 locals voted to continue the levy, while 19 voted to end it. Those backing the \$1 included: New York, Northern California, Vancouver, Philadel-

phia, San Jose, Canadian Wire Service, Montreal, Detroit, Washington-Baltimore, Albany, Puerto Rico and the Wire Service. Among those opposing the \$1: Twin Cities, Southern Ontario, Denver, St. Louis, Buffalo, Ottawa, Providence, Boston and Los Angeles.

Voter turnout was relatively strong, just over 32 percent union-wide, compared to about 22 percent in the September elections for six TNG vice presidents.

The Wilkes-Barre Guild led with 91 percent turnout, and several locals topped 75 percent, in-

cluding Manchester (87), Hazleton (85), Albany (83), Woonsocket (79) and Scranton (77).

Nearly 22 percent voted in New York, the largest local; more than 25 percent voted in Southern Ontario, the largest in Canada and second largest in TNG.

The dues increase 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 set in motion by the Twin Cities Guild,

which approved a motion this summer calling for a vote of the full membership. TNG's Int'l Executive Board ordered the vote after 14 locals seconded the Twin Cities' motion, fulfilling requirements of TNG's Constitution for a referendum.

TNG President Charles Dale was the chief advocate of retaining the levy.

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 GUILD REPORTER

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

Vol. 58, No. 18

Silver Spring, Md.

December 20, 1991

Cops manhandle Cambridge striker on picket line

At right, Cambridge Reporter striker Elizabeth LeReverend is grabbed from behind by Waterloo Regional Police Sgt. Al Davidson as she speaks with another officer overseeing the picket line.

Below, LeReverend (circled) holds to antenna of incoming delivery truck as more police try to remove her from scene and striking colleagues move to her aid. Between officers, in knit cap, is Local Guild Representative Peter Murdoch.

Details in story below.



JOE GRAFFAGNINO/Cambridge unit/Southern Ontario Guild



SONG strikers seek arbitration on contracts

The Southern Ontario Guild has petitioned the Ontario Labour Relations Board to appoint arbitrators to settle first-contract disputes at the Thomson chain's Cambridge Reporter and Guelph Mercury, where Guild members have been on strike since early November.

As the strikes headed in their sixth weeks, members of both units continued to maintain picket lines, sometimes at personal risk from onrushing vehicles and often in bone-chilling cold.

The Guild also is getting solid support from labor and community groups for subscription and advertising boycotts of both the Mercury and Reporter, which had pre-strike

circulations of 19,000 and 14,000 daily, strike leaders reported.

For more than 13 months, the union has sought without success to achieve initial contracts after employees at both papers organized and opted for Guild representation in 1990.

Some 30 members in the Cambridge unit struck Nov. 7, and 23 others at the Guelph daily followed suit Nov. 10.

Under Ontario law, when the parties are unable to conclude a first agreement and the conciliation process has been completed, either side may apply to the board to direct a settlement by arbitration. The board may do so where

it appears that "collective bargaining has been frustrated," according to the law.

Hearings are under way on the bargaining history of both disputes, and a decision in each case is expected in early January. When an arbitrator is directed to settle a contract, strikers are to be returned to their jobs immediately.

In both disputes, the company's demands for unilaterally controlled "pay-for-performance" wage schemes led to breakdowns in bargaining.

No talks have been held since the walkouts began. The papers continued to publish, using managers and strikebreakers from other

Thomson-chain publications.

On the picket lines at both sites, which are about 12 miles apart, a growing number of strikers and supporters reported being struck by vehicles entering company lots.

In Cambridge, 90-pound striker Elizabeth LeReverend was man-

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CP pact puts top at \$1,013

Toronto — Top minimum-pay rate for key editorial employees of Canadian Press/Broadcast News goes up by \$48.24, to \$1,013.13 a week, on Jan. 1, first day of the final year of a two-year Canadian Wire Service Guild contract recently ratified by members of the local's unit at CP/BN.

Included in the key group are reporters, photographers, editorial translators and, for the first time, foreign correspondents. The latter currently are located in London, Moscow, New York and Washington.

The Jan. 1 increase is the second of 5 percent across-the-board hikes for all pay groups at all experience-level step-ups under the two-year settlement. The first, \$45.95 at the key level, was retroactive to Jan. 1, 1991.

Upgradings for five pay groups ranging from \$15 to \$136.50 a week also are retroactive.

The settlement incorporates into the contract the group of 50 former United Telegraph Worker technicians who voted to affiliate with the Guild two years ago. With their addition, the contract now covers some 450 CP/BN news, office support and technical employees.

The settlement also:

- Increases vision-care benefits by \$60, to \$140 every two years, starting in 1992.

- Adds a second floating "recognized holiday," for a total of 11 contractual holidays.

- Establishes leave for adoption for men and women essentially on the same basis as maternity leave (six weeks fully paid) and improves maternity leave to provide that employees get vaca-

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9 back Ontario labor-law reform, ban on scabs

Toronto — Ontario's New Democratic Party government should not be deterred by complaints from newspaper publishers from enacting its labor-law reform proposals that include a ban on strikebreakers, TNG Canadian Director John Bryant has urged Ontario Premier Bob Rae.

Bryant was spokesperson for a delegation of nine representatives of international and local newspaper unions that met with Rae at his Queens Park offices Nov. 26.

A delegation of six Canadian publishers, including the Toronto Star's David Jolley, met with Rae earlier to urge him to drop or defer labor-law reform proposals then being studied.

The history of the Canadian newspaper industry shows that publishers have been prepared to spend more money and time on hiring strikebreakers when they think they can break their employees' unions than on working out fair and equitable contracts that will bring their regular employees back to work, Bryant told Rae.

He pointed particularly to the citywide lockout of Typographical Union printers by Toronto's dailies in 1964.

Noting also the 1987 strike for pay equity at the Hamilton Spectator by 100 Guild-covered inserters, most of them women, Bryant said the proposed NDP legislation "will benefit the equality of the sexes in the workplace."

However, Bryant concluded,

"even anti-scab legislation won't put workers on a 'level playing field' with employers in the news industry — but it will go some distance in that direction."

While they would ban hiring replacements for strikers, the Rae government proposals would permit using union-exempt management personnel to temporarily per-

form strikers' regular jobs.

Earlier, the Star's Jolley told an interviewer a ban on managers working as strikebreakers, then under consideration to be part of the legislation, would pose a severe hardship on newspapers.

The Canadian publishers told Rae in a brief they fear his reform proposals stand to provoke highly

publicized disagreements between labor and business and thereby make the province unattractive to new investment.

Besides Bryant, the unions' delegation included: Gail Lem and Patricia Bell, presidents of the Southern Ontario and Ottawa Guild locals, respectively; Duncan Brown and Alan Tate, Graphic

Communications Union international representatives; Don Oliver, president of the Toronto Pressmen's Union; Dave Ritchie, Machinists international representative; Bill Robinson, Electrical Workers international representative; and Doug Gray, president of the Toronto Typographical Union, CWA.

Members voting on changes to keep UPI going

New York — As United Press Int'l continued operating under Chapter 11 bankruptcy protection, Guild-covered employees were voting on five contract modifications the company said it needed to stay in business.

The modifications, negotiated with the Wire Service Guild, must be approved both by Guild members and the U.S. Bankruptcy Court. Most members were voting by mail, and the union was scheduled to tabulate ballots here Jan. 3, said Wire Service Guild President Kevin Keane said.

The tentative agreement provides for severance pay to many employees terminated since Sept. 1, with payments beginning in February and stretching over three years.

The dismissal entitlement would be limited to 80 percent of that required by the current contract and be subject to other conditions.

The agreement, however, would preserve major severance provi-

sions of the contract, including a 52-week maximum entitlement. UPI sought to slash the maximum entitlement to six weeks, even for the longest-tenured employees.

Also under the tentative agreement, wage cuts initiated more than a year ago would be continued at 80 percent of contract minimums, but not lower than an employee's rate as of last August.

Before UPI sought bankruptcy protection, contract minimums had been scheduled to be restored in mid-September, to a top of \$710.80 a week for newsmen now working at the reduced rate of \$568.64.

The proposed agreement also would restrict UPI's use of stringers and prohibit them from working regularly scheduled shifts in UPI bureaus.

Other proposed modifications would allow the company greater latitude in scheduling part-timers and delete experience-rating requirements for new hires, allowing

management to set pay without crediting new employees for their experience.

Bankruptcy Judge Francis Conrad on Sept. 23 gave the company temporary permission to stop paying severance, continue wages at the 80-percent level, and use stringers more freely.

Since then, scores of Guild-covered employees have been fired without severance, some long-term employees losing up to \$37,000 of contract-required entitlements. In many cases, employees were replaced by low-paid stringers.

If members ratify the contract changes, employees dismissed since Sept. 1 would receive 80-percent of their previous severance entitlement if they have not found a new job paying more than they earned at UPI. Those who have secured higher-paying jobs would receive 50 percent of their severance entitlement.

The tentative accord was

reached Dec. 6 as Judge Conrad was preparing to conduct a full-scale hearing on UPI's motion to curtail the Guild contract. Conrad has extended his temporary order until Jan. 15 to give the Guild time to vote.

UPI management says it continues to seek a buyer for the 84-year-old news service. The company also announced its "primary concern" now is to break even "by the end of the year" to make the service "more attractive to potential investors."

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

The Guild also has been meeting with prospective investors or buyers in an effort "to protect its members' interests," Keane said.

In a statement, Keane said that "credible plans for reorganizing the company should be considered by the committee of unsecured creditors and other parties to the UPI bankruptcy."

Since 1978, UPI has been subsidized by Guild members agreeing to pay cuts and freezes, staff cuts and reorganization plans.

As a result of the tentative agreement, the Guild has postponed counting the votes of the local's executive committee on authorizing a strike by members over UPI's contract proposals, Keane said.

Guild alleges bias in Time-Warner layoff of 200

New York — Alleging violations of seniority and anti-discrimination provisions in its contract with Time-Warner, the New York Guild is challenging some of the 200 layoffs of Guild-represented employees at the giant publishing and entertainment conglomerate.

The job cuts, which included voluntary and involuntary layoffs, led to the departure of some 100 Guild-covered employees in the company's magazine editorial departments. Hardest hit were Time magazine and Sports Illustrated, where the company targeted some 45 and 25 jobs, respectively.

Another 100 Guild-covered workers lost their jobs to automation of non-editorial operations. Some have been rehired in other positions at the company, under terms of the Guild contract.

In all, Time-Warner cut 605 jobs this fall, including 400 nonunion employees, as management struggled with the massive debt incurred when Time Inc. acquired Warner Communications for \$14 billion in mid-1989.

The Guild has filed grievances on dozens of layoffs, asserting seniority rights were ignored in some cases and that others involved discrimination against women and minorities, according to Key Martin, the Guild's Time-Warner unit chairperson.

"There is a clear and open bias" against women in the job cuts,

Martin charged. "They don't respect the contributions of women to the magazines."

The cuts "wiped out a generation of promotions" for women at Time magazine, Martin asserted. Women involuntarily laid off averaged 20 years' employment, compared to just three years for men, he said.

The Guild already has prevailed in one grievance, on behalf of three Sports Illustrated staff photographers. Management had planned to rehire them as independent contractors, with no benefits.

When the Guild intervened, asserting the attempted switch was illegal, the company reinstated the trio to employee status, with full contract benefits.

When the widespread economic cuts were announced, the Guild attempted to soften the blow by proposing that the employer offer enhanced benefits so that involuntary layoffs might be avoided.

Management, however, rejected the proposal, and the Guild-area cuts were handled under regular contract provisions. Those require notice pay, the equivalent of normal severance to those discharged for economy, and 13 weeks' extra severance to those displaced by automation.

In late October, Guild members demonstrated against the job cuts — and against the high salaries and luxurious perquisites some company executives have been getting since the merger.

The protestors marched from Guild headquarters to the Time-Warner building, wearing skeleton costumes and death masks to symbolize management's "slashing the staffs to skeleton-crew levels," Martin explained.

They also carried a "golden coffin" symbolizing management's

agreement to pay Chief Operating Officer Stephen Ross three years of salary and bonus following his death.

According to Forbes magazine, Ross will earn some \$79 million in 1991, or about 2½ times the total pay of all the Guild and non-Guild workers let go in the economy moves.

A delegation led by New York Guild President Barry Lipton also protested the cuts at a Time-Warner stockholders meeting this fall.

Lipton described as "obscene" the situation wherein employees were laid off while high-level executives received steep raises.

"It is unconscionable that management should continue to spend its money on outrageous perks, lavish executive salaries and a royal lifestyle, while demanding that working people lose their jobs in order to 'economize,'" Lipton said.

Employees remain angry about the economic cuts, Martin said, because the magazines maintain "profit margins that are the envy of the industry" and because "none of the debt [now about \$9 billion] was created by investment in the magazines."

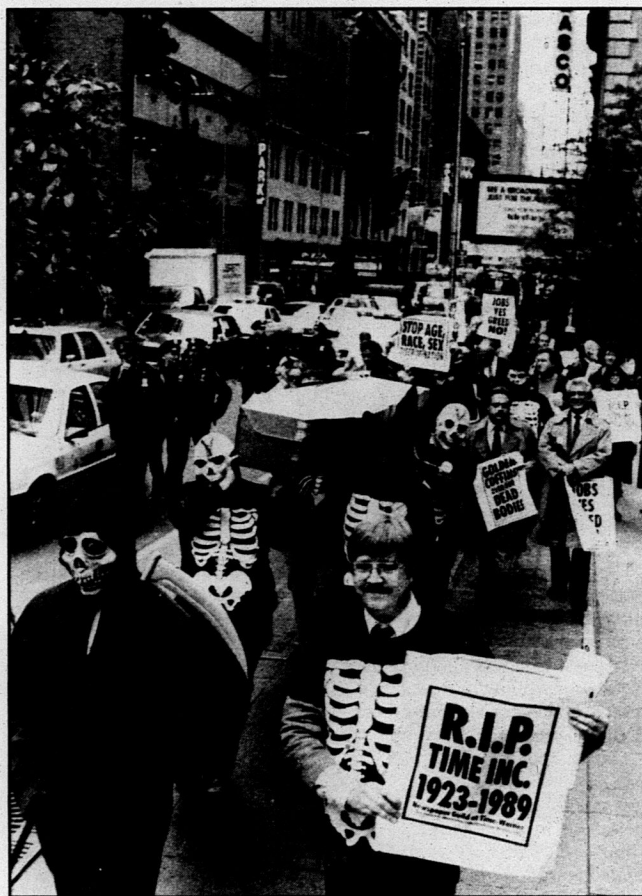
The debt apparently has "become a specter that haunts the company," said Martin, adding that Time operated "debt-free for generations" before its acquisition of Warner.

In making the cuts, to save an estimated \$30 million annually, management was doing little more than "posturing for Wall Street," Martin declared, because it would take hundreds of years to pay off the huge debt at that rate.

A side effect of the layoffs, Martin added, is they have "poisoned the atmosphere" for talks on re-

newal of the Guild contract, set to expire the end of January.

He said the company's "arrogance" in refusing to negotiate on the cutbacks had put many of the 1,100 Guild-covered employees in a militant mood as contract negotiations began this month.



JACK MILLER/Miller Photography/New York Guild

MARCHERS LINK STAFF CUTS, BOSSES' PAY AND PERKS
Led by "Death" and Time-Warner Unit Chairperson Key Martin, N.Y. Guild members mounted demonstration on Halloween.

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, Jan. 10.) \$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.

Dayton members approve strike call; 'Xmas offer' follows

Dayton, Ohio — In a pair of votes, Dayton Guild members first authorized a strike, if necessary to resolve a lengthy contract dispute at the Dayton Daily News, and then reaffirmed that decision after management, just 13 days before Christmas, offered interim raises of up to \$50 a week.

Guild members, who have gone without contract raises for four years, also voted approval for the interim pay hikes, which are to be effective Dec. 22 but will not be reflected in paychecks until Jan. 2.

Following each of the strike votes, members remained on their jobs and talks continued for a first Guild contract for 182 newsroom workers at the Cox-chain daily, Guild President Rob Modic reported.

"We have no deadline, but we're preparing to strike," Modic said. Absent an equitable full contract settlement, "It could be any hour, any day. Our members' concern is growing that we have not reached a settlement."

Preparations include opening a strike headquarters on the second floor of the local Democratic Party's office building a short distance from the paper. The party's own offices occupy the first floor.

Management's "Christmas spirit" offer came just four days after members first voted, by 83-16 on Dec. 8, to authorize the Guild's leadership to call a strike, Modic reported.

The interim increase for full-time reporters, copy editors, photographers and artists is \$50, to \$710.50 a week at the top minimum, and is \$27, to \$381.50 at the top minimum, for full-time clerks.

The company's offer, however, does not extend to 24 part-timers who work mostly away from the News' offices, and includes raises of just 50 cents an hour for 43 other part-timers.

While the 24 were included in the bargaining unit in a National Labor Relations Board decision 2½ years ago, the company has refused to recognize them among its Guild-covered employees in the contract talks. That refusal is the basis of one of the unfair practices charges going to hearing in late January.

In the second vote, taken Dec.

15, members both accepted the wage offer and reaffirmed the strike authorization.

Timing of the unilateral offer of fended rank-and-file members, said Modic, who conveyed those feelings in a letter to Publisher J. Bradford Tillson.

"We find it deplorable that you have taken the spirit of the holiday season and cynically twisted it to suit your public relations needs," Modic wrote.

"Your bad motives, coupled with an inadequate wage increase to compensate our members for the four years they have gone without a wage increase once again betrays your callousness about the issues on the bargaining table."

The letter emphasized that by agreeing to the raises the Guild was not abandoning its current wage and economic proposals, and that "this wage increase does not cure the employer's past and continuing unfair labor practices."

"Your proposal to give a wage increase to everyone in the bargaining unit except [the 24 part-timers] ... is further evidence of your bad-faith bargaining," the letter added.

Equitable treatment of part-timers is one of the unresolved issues in the talks, along with wages and union security.

The unilateral wage offer is "just one sign that the company is taking the strike threat seriously," Modic said.

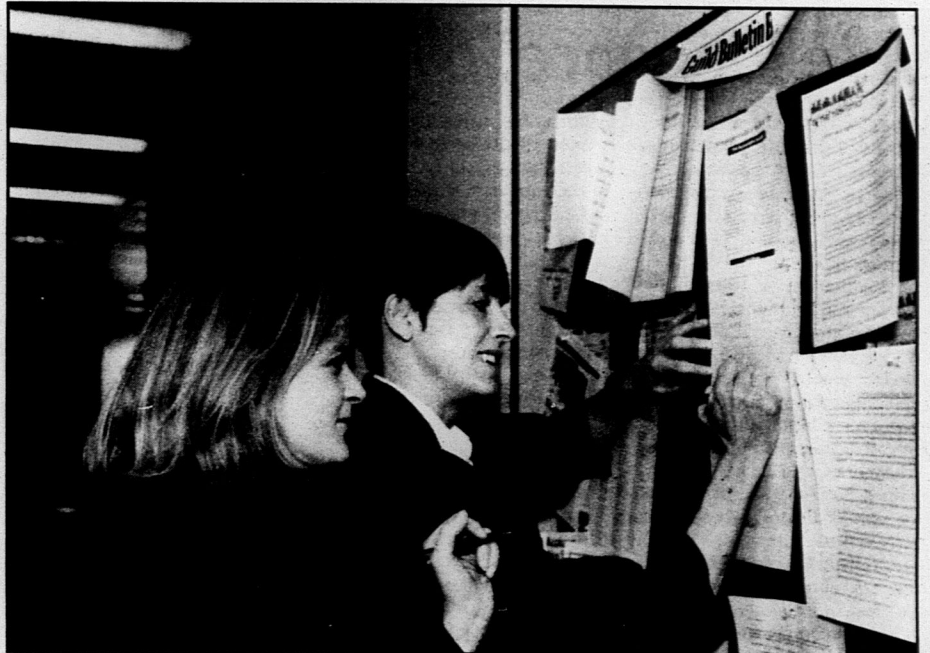
Management also has begun recruiting potential strikebreakers at other Cox papers, has raised fences on parking lots and "has even measured press-room windows for plywood coverings," he said.

Guild leaders have written the other papers' employees, asking them to "respect our position" and telling them Dayton members "wouldn't interfere with their operations" if the situation were reversed, Modic said.

On another front, members are continuing a subscription boycott that apparently has cut the News' normal 178,000 circulation by several thousand copies daily. A parallel advertising boycott has prompted at least one major customer to suspend his ads for 90 days.

Meanwhile, the Dayton local reported contributions totaling \$7,579 from Oct. 14-Dec. 18 from

Holiday food shelves sign-up in Minneapolis



Twin Cities Guild members Sally Apgar, left, and Josephine Marcotty, reporters at the Star Tribune, sign up to work in the annual Guild-backed drive to raise money for a Minneapolis-St. Paul area program to stock food shelves for the needy. This is the sixth holiday drive led by the Guild's Minneapolis unit and

sponsored by the Interplant Council of Unions at the Star Tribune. Employees' contributions and a matching donation by the paper produced \$15,000 last year. Guild members Neal St. Anthony, Randy Furst and Paul Klauda have spearheaded the food-shelves collection drive at the Star Tribune.

JOEY McLEISTER/Twin Cities Guild

27 other Guild locals and members for its public awareness campaign.

Included are:

Akron	\$1,000
Albany	200
Buffalo	200
Cincinnati	200
Cleveland	500
Denver	200
Detroit	450
Erie	200
Great Falls	50
Hawaii	500
Knoxville	100
Madison	100
Memphis	200
Montreal	221
New York	500
Pacific Northwest	200
Philadelphia	100
Pittsburgh	200
Providence	500
Rochester	100
San Jose	500
Scranton	100
Southern Ontario	290
Toledo	200
Vancouver-New Westminster	50
Woonsocket	50
Youngstown	300

The latest contributions bring to \$12,898 the total received in Dayton since this summer. Several locals are making monthly contributions for the duration of the struggle.

Dayton members also appreciate the numerous letters of support from other locals, some of them "very moving," Modic added.

Guild triggers 'phase 3' in Waukegan campaign

Waukegan, Ill. — Members of the Chicago Guild unit at the Waukegan News-Sun have kicked off "phase three" in the Guild's boycott campaign to convince management of the Copley daily to bargain a fair new contract.

In early December, the union appealed to some 200 businesses to pull their ads from the paper until the three-year old contract dispute is settled, Guild unit chairperson Ralph Zahorik reported.

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

The company's posted conditions for Guild-covered employees set up a seniority system that threatens the jobs of long-time employees, allow unlimited use of stringers and free-lancers and abolish most of the Guild's jurisdictional rights, Zahorik said.

Guild and company representatives last met in mid-June on contract proposals, with no new talks scheduled. The company has refused a Guild proposal to submit outstanding disagreements to arbitration.

Earlier this year, in phases one and two of the boycott effort, the Guild notified advertisers of the dispute and asked readers to stop buying or reading the paper.

In phase three, the union is telling advertisers the News-Sun had not been forthcoming with information that paid circulation had dipped by more than 500 copies a day since the boycott began in early August, to around 39,000, according to a circulation audit.

Union leaders said the audit rebutted management's claim that a recent "record circulation gain" of nearly 2,000 in one month had

pushed the paper's press run to a "five-year high."

The Guild estimates that 1,000 regular subscribers have canceled since the boycott began. Guild members are continuing to solicit and receive strong support from unions in the Lake County AFL-CIO Council, Zahorik said.

Management, however, is refusing to cancel subscriptions of hundreds of community residents who support the Guild's efforts, according to a union newsletter.

"These people signed legally binding cancellations, asking for refunds and have stopped paying bills. Yet management still counts them as 'subscribers,'" the newsletter said.

"The circulation foundation, which management reports to the Audit Bureau of Circulation, is based on rotten wood. And advertisers are not being told the truth," it concluded.

The union also has learned that News-Sun circulation solicitors are telling prospective subscribers that "everything's been settled" with the union and that the boycott is over, Zahorik said.

"That is a bald-faced lie, as everyone who works at the News-Sun knows," the newsletter declared. The Guild has asked the circulation managers to stop the practice, Zahorik said.

Nonunion employees also have had major disputes with management, the newsletter reported. "A steady stream" of them who have been dismissed or demoted have filed suits alleging age discrimination and other charges.

In a recent suit, a former "advertising sales star" is alleging management "enticed her to quit a new job with another business" by offering a lucrative employment package to get her to rejoin the newspaper and then reneged on the offer, the newsletter said.

Joyner selected for Harvard program

Cambridge, Mass.—Arthur E. Joyner, administrative officer of the Pacific Northwest Guild, has been awarded the 1991-92 Irving Leuchter Memorial Scholarship to the Harvard University Trade Union Program.

His selection was announced by the program's director, Elaine Bernard.

The scholarship provides \$7,500 toward tuition, room, board and other costs associated with the 10-week residential course in union administration and related subjects.

Joyner, 47, will be the 20th local

Guild leader to participate in the course of study since the scholarship was established in 1973 to honor the memory of TNG's longtime general counsel, Irving Leuchter, who died two years before. It is financed by annual contributions from locals and TNG.

Joyner said he sees participation in the program as enhancing his ability to address the challenges facing the Guild and much of the rest of organized labor in the United States.

He pointed to declining membership, apathy and "an adverse political/economic climate [that] have contributed to the diminution of the ability of workers to protect past gains and provide future security."

He is scheduled to start class

work Jan. 13 with just over two dozen other union representatives.

A lawyer, Joyner has been administrative officer of the Guild local centered in Seattle since October 1988.

Previously, he had been in private practice and from 1977 until mid-1986 had been a field attorney and senior field attorney for the offices of the Equal Employment Opportunity Commission and the National Labor Relations Board in Seattle.

The scholarship is administered by Harvard, which evaluates applicants' qualifications and selects the recipient. The study course is designed primarily for full-time union officers and administrative staff.



Joyner

York Record reporter is shorted on experience, awarded \$2,000

York, Pa. — A reporter at the York Daily Record has received more than \$2,000 in back pay after an arbitrator ruled the paper failed to give her proper credit for "relevant work experience" when she was hired last year.

Upholding the position of the York Guild, arbitrator James W. McMullen found the publisher was "clearly wrong" in not crediting Lauralee Jones for nearly two years of reporting experience at the twice-weekly Saddleback Valley News in Southern California.

The York Guild asserted that the Buckner-chain Record should have placed Jones higher on the contractual pay schedule when she was hired in October 1990. The grievance also alleged management had improperly explained pay levels to Jones when she was interviewed for the position.

McMullen directed the employer to pay Jones, retroactive to last Jan. 7, the difference between the lower rate she was receiving at that time and the contract's top minimum, a difference of about \$45 a week.

Jones had more than three years' experience at Gannett's Palm Springs Desert Sun, a 32,000-circulation daily, in addition to her work at the 40,000-circulation Valley News, when the 42,000-circulation Record hired her in October 1990.

In her testimony, Jones said management agreed to give her credit for three years' reporting experience and start her at that level. The paper, in fact, gave her credit for only two years and set her pay accordingly. In January, three months after being hired, she was moved to the three-year level.

In his decision, issued Nov. 9, McMullen found she should have been given credit for more than five years' experience when she was hired.

McMullen found there was "nothing in the record which establishes a difference in the type of story assignments, complexity of stories or differences in editing" between the daily Record and the twice-weekly Valley News.

He also found "no evidence in the record" that stories published in the daily were more complex than those reported by Jones at the twice-weekly.

The only difference in the work, he found, was the number of deadlines reporters at the two papers faced in a normal week, six at the Record as opposed to three to four at the Valley News.

That difference, "is not, in my

judgment, sufficient to render (Jones') work at the latter newspaper the non-equivalent of work at the former," McMullen wrote.

"It may be that certain differences exist between the experiences gained by a reporter while working on a non-daily newspaper from the experiences gained while working for the York Daily Record," he continued.

However, the publisher "has not sufficiently demonstrated the existence of those differences in this case," McMullen concluded.

During a 14-month break in full-time employment, Jones also worked as a part-time correspondent for Newsweek magazine, did free-lance work for the Associated Press and Reuters, and did research for the Los Angeles Times.

The arbitrator found there were no circumstances "in this case" that would entitle the employer to offset relevant experience because of the gap in full-time employment.

Mike Argento, unit chair of the Guild's Record unit, hailed the arbitrator's decision as a "fair ruling that should help us and other locals in dealing with employers who fail to give new employees proper experience credit."

Argento added that the York Guild has three other grievances pending on experience credit.

Jones also expressed satisfaction with the decision. "It was frustrating knowing they had hired me for my experience, and then refused to pay for it," she said, expressing hope the ruling would make it less likely that "other people would have to go through this" to get proper experience credit.

Kenosha, Wis.—Fully experienced reporters and photographers at the Kenosha News receive wage increases of up to \$63, to about \$763 a week, under a new three-year agreement negotiated by the Kenosha Guild with the United Communications Corp. daily.

The guaranteed increases for reporters and photographers, effective Oct. 1 each year, are \$19 a week the first year, and \$22 in the second and third years.

Under the agreement, some 45 newsroom employees receive pay raises averaging about 3% for each year of the contract. In addition, employees get an additional "floating" personal holiday, for a total of nine paid holidays.

Pointing to bargaining history, McMullen held that although the Guild contract gave management "sole responsibility" for hiring and classifying job applicants, it did not give the publisher "sole and unreviewable authority" to set starting salaries.

Before 1980, the contract required "mutual agreement" for determination of applicants' experience ratings.

"When in 1980, the parties modified the language to provide that the publisher would have sole responsibility to make such determinations, the effect of that modification was to allow the publisher to make the initial decision regarding job applicants' experience (and thus the salary to be paid), subject to the right of the Guild to challenge that decision through the agreement's grievance machinery," McMullen found.

Addressing an agreement reached between Jones and management before she was hired, McMullen concurred with arbitrator Benjamin H. Wolf in an earlier case between a Guild local and a publisher.

Wolf had concluded that "the obligation of the publisher to pay salaries according to experience is governed by its agreement with the Guild, and this obligation cannot be altered by a private arrangement made with a prospective employee."

Again citing the earlier case, McMullen concluded: "The publisher knew (the grievant) claimed (certain) experience and therefore should have known that he might have to pay her for it."

Ex-TNG VP, FOI figure chairs '91 Broun contest

Silver Spring, Md.—Jack Howard, a former Guild leader in San Francisco and two-term TNG vice president who was instrumental in passage of the first U.S. Freedom of Information Act, has been named chairperson of TNG's 1991 Heywood Broun Award competition for journalistic excellence.

Since 1976, he has been assistant to the president of the American Federation of State, County & Municipal Employees, until 1981 to the late Jerry Wurf and since then to Gerald W. McEntee. His duties include co-ordination of the union's public affairs department, which encompasses its publications, radio and television productions and public relations.

The Broun Award recognizes individual journalistic achievement in the spirit of Heywood Broun, the Guild's founding president, who was known for an abiding concern for the underdog and the underprivileged.

The 1991 award — the 51st — carries a \$2,000 prize and will be given for work done or completed in 1991.

Deadline for entries, at TNG headquarters, is Jan. 10. The winner will be selected and announced in late January, and the award will be presented during the Int'l Executive Board's next meeting, April 26-30.

Entries from employees working in the Guild's jurisdiction on newspapers, magazines, news services and broadcast stations in the United States, Canada and Puerto Rico are eligible, without regard to membership in the union.

Howard, 67, was covering labor for the San Francisco Chronicle and serving as recording secretary of the San Francisco-Oakland (now Northern California) Guild when he was elected a TNG vice president in 1957.

Two years before, he was jailed briefly for contempt of court for refusing to disclose sources on his coverage of a Teamsters strike at an apple cannery. It was the first test of California's reporter privilege law, then 20 years old.

He served on the IEB until May 1960 when he cut short his second term to take a staff position on the House Government Information Subcommittee. There he was instrumental in the development of the Freedom of Information Act, passed in 1966.

Howard also served in the U.S. Labor Dept. as assistant to the undersecretary, executive assistant to the secretary and as director of national programs for disadvantaged youth.

He joined AFSCME from a staff position with the 20th Century Fund in New York.



Howard

Kenosha News contract ups reporters by \$63

Kenosha, Wis.—Fully experienced reporters and photographers at the Kenosha News receive wage increases of up to \$63, to about \$763 a week, under a new three-year agreement negotiated by the Kenosha Guild with the United Communications Corp. daily.

The guaranteed increases for reporters and photographers, effective Oct. 1 each year, are \$19 a week the first year, and \$22 in the second and third years.

Under the agreement, some 45 newsroom employees receive pay raises averaging about 3% for each year of the contract. In addition, employees get an additional "floating" personal holiday, for a total of nine paid holidays.

Contract minimums, however, remain at levels attained in mid-1991 under the previous agreement. Those levels, which apply now to new hires, include a top minimum of \$700 a week for reporters and photographers, \$763 for sub-editors, \$385 for the librarian, and \$350 for darkroom technicians, clerk-typists and assistant librarians.

Tentative agreement was reached Oct. 8, just hours before a Guild strike deadline, Kenosha Guild President Jennie Tunkieicz reported.

Ten days earlier, members unanimously authorized the bargaining team to call a strike, if necessary, to gain a fair contract renewal, and the local received sanction from TNG for a walkout.

"We have a longstanding tradition of 'no contract, no work,'" Tunkieicz said. "We were prepared; we were ready to go out."

The Kenosha unit last struck the News in April 1973, winning a contract renewal five hours after the strike began.

In the current go-round, Guild members began strike preparations in late September after management refused to budge from a "total takeback" proposal, Tunkieicz said. "There were no guarantees on premiums or benefits, and the wage proposal was very small," she said.

There was a lot of "frustration and anger" over that offer, and members began marshaling sup-

port in the labor community, she said. Numerous local labor leaders, including officers of the Kenosha AFL-CIO Council, pledged their support.

The threat of a TNG-sanctioned strike, the "overwhelming response of the labor community" and continuing media coverage "finally got thing moving," Tunkieicz said. Members gave unanimous approval to the new agreement Oct. 17.

Other improvements include an additional week's notice on

scheduling, now three weeks, and double time for all work beyond 12 hours in one shift.

The Guild also agreed to new health coverage under the United Communications plan, with management paying 50 percent of any premium increase in the first year.

The agreement maintains a 50-cent-an-hour shift differential for work after 6 p.m. The paper switched to morning publication in August, meaning far more employees work evenings now and receive the premium pay.

New TNG Constitutions available

Booklets containing TNG's Constitution as amended by the union's 1991 Convention have been distributed to presidents, treasurers and administrative officers of all Guild locals. The booklets also contain TNG's Collective Bargaining Program and Convention Recommendations as amended by the convention. Copies are available from TNG's Research & Information Dept. Single copies are free to individual Guild members and locals; in quantity they are \$1 each. Price to nonmembers is \$2.50 each.

The Newspaper Guild
AFL-CIO, CLC

CONSTITUTION



Including
Collective Bargaining Program
and
Bargaining Recommendations

Adopted by the
58th Annual Convention
June 24-28, 1991

Sudbury certified for 18 in ad dept.

Sudbury, Ontario—The Ontario Labour Relations Board has certified the Northern Ontario Guild (NONG) as the bargaining representative for the 18 employees in the advertising department of Thomson's Sudbury Star.

The certification, which increases by about 50 percent the number of Guild-covered workers at the Star, was granted automatically Dec. 12 after the Guild demonstrated that a substantial majority of advertising employees supported the union. The Guild applied Nov. 25 to represent the group.

About 39 other employees in the Star's editorial, accounting, circulation and maintenance departments are working under a Guild contract effective through next October.

Except for casual part-time inserters, the advertising group had been the last unorganized department at the 28,000-circulation daily. Printers and press operators are represented by locals of the Communications Workers and Graphic Communications unions.

N.Y. Guild, Allied 'adopt' Ravenswood families



JACK MILLER/Miller Photography/New York Guild

The New York Guild and the other unions of the city's Allied Printing Trades Council have adopted families of the 1,700 members of Steelworkers Local 5668 of Ravenswood, W.Va., locked out and "permanently replaced" by Ravenswood Aluminum Corp. when their contract with the company ran out Nov. 1,

1990. Guild pledged \$300 a month for its adopted family. Sealing deal, above, during meeting of Allied and Local 5668 leaders are, from left: N.Y. Guild President Barry Lipton, N.Y. Times Unit Chair Tom Keenan, Local 5668 President Dan Stidham and N.Y. Guild Sec'y-Treasurer Tom Pennacchio.

Extra benefits offered in accord on merger of 2 San Diego dailies

San Diego—Some 430 Guild-covered employees of the San Diego Union and Tribune, principally in the editorial departments, are being offered enhanced benefits to resign or retire, under a staff-reduction agreement negotiated by the San Diego Guild on merger of the Copley dailies in February.

Management has said it expects to eliminate 117 to 139 Guild-covered positions, 160-190 jobs overall, when the merger takes effect Feb. 2. The brunt of the cuts will be in the news, photography and library operations.

Publisher Helen Copley announced in September that the 270,000-circulation Union and the 117,000-circulation Tribune would be combined into one all-day publication containing "the best of each newspaper's columnists, features, comics and news staffs."

The jobs of 20 Communications Workers printers and three Graphic Communications press operators also are being eliminated, as are 22 to 34 editorial management positions.

The Guild represents about 1,100 employees in the advertising, business, circulation, editorial and maintenance departments. Few cuts were announced in non-editorial departments, reported Ruthanne Greeley, the local's acting administrative officer.

Initially, morning and afternoon editions of the combined Union-Tribune will be printed, with home delivery of both. Beyond that, management has given "no hints" as to the "organization or the look of the new paper," Greeley said.

Under terms of the Guild's special agreement, ratified by members Nov. 14, employees choosing to depart voluntarily can obtain "benefits greater than those ... available under the collective bargaining agreement."

The purpose is "to accomplish a reduction in force ... through voluntary resignations and retirements" and to reduce the number of "involuntary layoffs," the agreement says. TNG Int'l Repre-

sentative Bruce Nelson assisted the local in the special talks.

If more than a sufficient number accept the offers during in a 45-day eligibility period, the incentives will be offered on a seniority basis, Greeley said. Under the agreement, additional job cuts can be made for up to 12 months.

Under the retirement option, employees at least age 55 with 10 years' employment can retire and have five years added to their credited service and their age (to the plan's maximums) for computation of benefits.

Also, for \$50 a month, early retirees can continue accident and health coverage under the company plan until they become eligible for Medicare. For \$20 a month, they can continue life insurance worth \$20,000, or for \$1.50 a month, coverage worth \$1,500.

About 60 employees qualify for the retirement incentives, Greeley said.

Under the resignation option, employees can accept a minimum of \$5,000 severance pay or 2½ weeks severance for each year of employment, to a maximum of 52 weeks pay. (The regular contract requires two weeks' severance for each year of work.)

Those employees may continue health coverage for three months, under the contract's terms, and \$20,000 worth of life insurance coverage for six months, for \$5 a month.

If layoffs are necessary, those employees will receive contract-required severance pay, to a maximum of 35 weeks, and accident and health benefits for three months, with the company paying 50 percent of premiums.

All retiring, resigning or laid-off employees have access for three months to benefits available under an employee-assistance program. The company also agreed to pay for employees' attendance at career seminars or transition workshops.

Guild members have expressed dissatisfaction at the "poor com-

munications" by management in explaining the merger's implementation, Greeley said, and the Guild notified the company of those concerns.

While the agreement guarantees "better than contract benefits," the company was "not particularly generous" to union-covered employees, Greeley noted. For example, Copley rejected the Guild's proposal for three weeks' severance per year upon resignation, but is offering that amount for management positions.

Key rate in Canton pact up \$69; classified sales top raised \$139

Canton, Ohio—Top-minimum pay for key employees at the Canton Repository increases by \$69.27, to \$624.09 a week, under a new agreement between the Cleveland Guild and the Thomson daily.

Minimum-pay rates for all jobs are increased three times during the 42-month contract, by 4 percent each time (12.5 percent over the term) for most classifications.

In addition, pay rates for some jobs dominated by women are upgraded substantially, with overall increases ranging from 15-41 percent over the term, reported Cleveland Guild Executive Secretary J. Stephen Hatch, who led the bargaining team.

With upgrading, the top minimum for outside classified salespersons advances by a total of \$139.17, putting them at parity with display ad salespersons, at \$624.09 a week, in the contract's final 15 months.

The classified upgrades come in three increments of \$46.39 each, the first retroactive to March 6. Starting pay for the group advances by \$118.64, to \$409.10 a week in the final increment.

Also with upgrading, top minimum for experienced library employees advances by \$79.31, to

New York — The New York Guild and three other unions representing New York Daily News employees each were given a seat Dec. 16 on the 13-member panel that is representing the paper's creditors in its Chapter 11 bankruptcy proceedings.

The paper filed for protection to reorganize under U.S. bankruptcy laws Dec. 5 to try to keep free of administrators appointed by British courts as the collapse of the media empire of Robert Maxwell picked up speed almost daily in the weeks following his mysterious death at sea Nov. 5.

A few days before the creditors' committee was named, all 10 Daily News unions and the paper's resident managers began work on a plan to cut the paper's costs to enable it to keep publishing through and beyond this latest crisis. Immediate aim was savings of \$400,000 a week, with concentration on expenses beyond the workforce.

The unions also said they would become a buyer of last resort to try to keep the Daily News publishing and preserve as many members' jobs as possible if the situation comes to that.

Together the unions are the News' largest creditor since their contracts obligate the paper to severance, vacation pay and pensions for their members estimated to total \$75 million if the paper were to be closed. In its bankruptcy filing, the News listed \$53.3 million in operating liabilities against assets of \$37.4 million.

The Guild, which represents

more News employees than any of the other unions, was joined on the creditors' committee by the Deliverers, Mailers and Pressmen's unions.

Maxwell took over the Daily News from the (Chicago) Tribune Co. last March and bargained a settlement of a long, bitter strike by nine of the unions, including the Guild.

He made the Daily News part his private Robert Maxwell Group holdings. His other U.S. properties, including Macmillan publishing and the Official Airline Guides, are in the publicly held Maxwell Communication company, while the bulk of the British properties, including the Daily Mirror, are in a second public corporation, Mirror Group. All three firms were based in Britain.

Meanwhile, New York Guild President Barry Lipton said Guild-covered News employees need have no fears that the Guild-News pension fund was one of those that reportedly had been raided in the complex and far-reaching financial manipulations of the past year that are being blamed for the collapse of the Maxwell empire.

The Guild pension fund is a fully funded, jointly administered Taft-Hartley plan and "there was no way Maxwell could get his fingers on any of its assets," Lipton told the Guild Reporter. "One payment was missed, but that put the fund in 'no jeopardy,'" he added.

Investigations following Maxwell's death reportedly showed an estimated \$1.46 billion to have been drained this year from Maxwell's public companies and their employees' pension funds.

\$361.19 a week. Upgradings for classified telephone salespersons, senior clerk-secretaries, switchboard operators and senior clerks help boost their top pay by \$55.36 a week, also to \$361.19.

The contract also provides for up to 2½ days of extra pay for employees not using their sick leave, and, by mutual consent, a 10-hour work day, with two hours of breaks for employees desiring more flexibility in their schedules.

In the key classification, a first raise of \$22.19, to \$577.01, is retroactive to March. A second increase of \$23.08, to \$600.09, takes effect next March, with a final increase of \$24 taking effect in June 1993.

Starting pay advances by a total of \$45.41, to \$409.10, for the key group, which includes reporters, photographers, copy readers, rewrite and desk persons, editorial writers, sub-editors and display ad salespersons.

The flat rate for mechanics advances by a total of \$51.96, to \$468.09 a week. Top minimum for other employees in the traffic and maintenance departments advances by \$40.09, to \$361.19 a week.

Guild members on Dec. 10 approved the agreement, which

covers 125 employees of the 57,000-circulation daily.

Under one new provision, employees will be paid at 50 percent of their regular wages for any unused sick time at year's end. Thus, workers who used none of the five contract-guaranteed sick days will receive 2½ days' pay, Hatch explained.

Asserting that such a policy would cut down on absenteeism, Guild negotiators have been proposing the good-health bonus "for decades," Hatch said.

The 10-hour flexible workday was sought by employees needing to make trips to care for children, and by workers who simply wanted to take longer lunch breaks, Hatch said.

Employees continue to have the option of health-care coverage under the company's group plan or a health maintenance organization.

Hatch said it was a "major disappointment" that management would not budge from the current plan that requires employees to pay half their premiums — up to \$90 a month for single coverage and \$210 for family coverage. The Guild "will continue to work on that particular problem" in the coming months, he added.

SONG strikers file for arbitration on pair of first pacts

(Continued from Page 1)

handed by police as she attempted to maintain a legal picket line, reported Catharine Miehm, the unit chair there.

Police grabbed LeReverend, the unit's vice chair, by her hair and coat hood and threw her to the ground, LeReverend said. When police tried to drag her away, she grabbed a truck antenna and held on until other strikers prevailed upon police to release her.

LeReverend was planning to file a complaint with the Police Service Board.

In another incident at Cambridge, a striker was carried 100 yards across the lot on a car hood before the driver stopped.

Under picketing rules negotiated by the Guild, strikers are allowed to stop vehicles for five minutes at the paper's entrances. The bumping incidents have occurred as hostile drivers have attempted to rush through, Miehm said.

Eight individuals on the Cambridge line have been charged, most with public mischief. Two picketers who have been struck have placed charges against drivers.

In Guelph, striking Mercury reporter Dan Melanson was hit three times "during a continuing series of vehicle incidents," suffering head, neck and leg injuries, said Bob Rutter, an assistant city editor who chairs the Guild unit there.

Police have ignored strikers' re-

ports of the incidents and refused to lay charges against the drivers, Rutter said. In one incident, police charged Melanson with mischief to property, Rutter said, adding: "They are more interested in property than in people."

Melanson was considering civil charges against the driver, a high-profile hockey coach who was "heading his car for another striker" when Melanson was struck, Rutter said.

Swelled by SONG members from other units and members of some 25 other area unions, the picket lines have included up to 120 people on weekends, Rutter said.

He estimated the circulation boycott has depressed the Mercury's pre-strike 19,000 circulation by as many as 2,500 copies daily. Miehm said the Reporter boycott was similarly "rolling along" with help from other unions.

Members are canvassing neighborhoods in both cities and "getting a steady response" of cancellation cards from readers, Rutter said.

Many of the 4,000 faculty and staff members at the University of Guelph have demonstrated support for Mercury strike, criticizing both "working conditions" at the Mercury and the "quality of the paper," Rutter said.

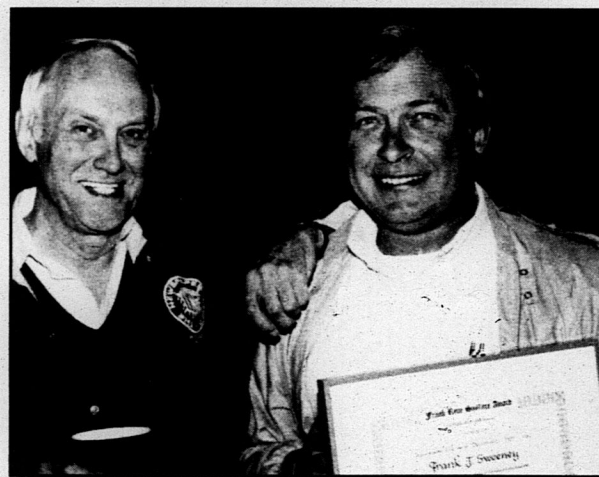
A major issue in Guelph has been the "integrity of the paper," following deep staff cuts that left the paper with almost a "skeleton staff," he said.

Also supporting the strikes were the Guelph and Cambridge city councils, which voted to ban discretionary advertising in both the Reporter and Mercury.

Rutter hailed the moves as "an important signal to management that... the readership they take for granted understand and sympathize with our calls for improvement of the product they depend on for news and advertising."

Sweeney gets San Jose award for service to local

Frank Sweeney, right, displays certification of his being named the 12th recipient of the San Jose Guild's Frank Sauliere Award for outstanding local service recently. Currently the local's secretary-treasurer, over the past two decades he also has served the local as president, vice president, chief shop steward, grievance chair and in a host of other capacities. With Sweeney is Jose Stell, now retired, the first recipient of the Sauliere Award, in 1967.



SUZANNE ARNAUD/San Jose Guild

2-year CP pact puts top at \$1,013

(Continued from Page 1)

tion credit during the first six months of absence. Also, CP/BN will pay medical, dental and life insurance premiums for a maximum of 12 months during maternity and child-care leaves.

Specifies that all travel time on out-of-town assignments is work-time for overtime purposes.

Reduces the number of positions excluded from contract coverage by 22, effective Jan. 1, 1993.

CP/BN Guild members voted by nearly 3-1 in mid-September to accept the settlement proposal by management which Guild bargainers had been trying to improve for more than three months.

The Guild team made no recommendation before the vote, but said that in its view the company had not "exhausted its capacity to make a better offer." However, the bargaining committee said it believed it would take a strike to improve the package.

Largest minimum-pay increase under the settlement goes to the top rate for picture librarians, a total raise of \$206.25 a week. It first is raised by \$136.50 a week retroactively to parity with darkroom technicians and librarians. From there that rate is increased by \$69.75 (\$34.02 retroactive) to

a top minimum of \$750.22 a week.

Top rate for duplicating machine operators is raised retroactively by \$34.84 to parity with typists and switchboard operators and then by another \$49.87 (\$24.33 retroactive), to a top minimum of \$536.39 a week.

Also upgraded were the minimum rates for secretaries (by \$25 a week), TV listers and editorial assistants (each by \$15 a week).

Secretaries' top minimum goes up by a total of \$84.29 (\$53.92 retroactive), to \$637.73 a week. Top TV-lister rate goes up by a total of \$66.41 (\$40.08 retroactive), to \$552.93. Editorial assistants' top goes up by a total of \$62.17 (\$38.01 retroactive), to \$507.37 a week.

Starting rate for the reporter-photographer-translator classification is increased by a total of \$59.62 (\$29.08 retroactive), to \$641.24 a week as of Jan. 1.

Highest minimum in the contract, a flat rate for assistant bureau chiefs, increases by a total of \$108.20 (\$52.78 retroactive), to \$1,163.81 a week.

For the group of former Telegraph Worker technicians, the pair of 5 percent increases under the settlement means their contract rates have increased by \$93.68 to

\$131.96 a week since the end of 1989 when they affiliated with the Guild. Their first contract under the Guild was reached in October of 1990, as the Guild and CP/BN were beginning the talks that produced the current company-wide settlement.

Top minimum rates and increases for the technician group include the following:

Equipment technicians—Up by a total of \$128.19 (\$43.35 in 1990, \$41.39 in 1991 and \$43.45 on Jan. 1), to \$912.73 a week.

Service representatives—Up by a total of \$107.03 (\$36.19, \$34.56 and \$36.28), to \$762.03.

Communications clerks—Up by a total of \$96.42 (\$32.60, \$31.13 and \$32.69), to \$686.42.

Installers—Up by a total of \$93.68 (\$31.67, \$30.25 and \$31.76), to \$666.98 on Jan. 1.

Rate for a "discretionary" pay level for equipment technicians has been increased by \$131.96 under the two Guild contracts, by \$44.62 in 1990, by \$42.61 in 1991 and \$44.73 on Jan. 1, to \$939.48 a week.

Correction

The Guild Reporter's Nov. 29 article on strikes in Cambridge and Guelph, Ontario, incorrectly stated that Guild members at the Ottawa Citizen and Windsor Star belonged to the Southern Ontario Guild (SONG). The members are, in fact, members of the Ottawa Guild and Windsor Guild, respectively.

Whipple's daring exposé on Pa. publishers recalled

Boston—News of the death of one-time Guild organizer Charles L. (Charlie) Whipple several months ago has reminded union veterans of Whipple's daring action nearly 50 years ago in exposing a conspiracy by Pennsylvania publishers to drive the Guild from their newspapers.

Whipple, who had a long, distinguished newspapering career at the Boston Globe, died here in mid-May of complications from surgery at age 77.

While a Guild organizer and international representative in Pittsburgh, Harrisburg and other Pennsylvania locals in 1941-42, Whipple helped author and carry out organizing plans that greatly increased the union's membership.

Early in 1942, he created a sensation when he sneaked into a secret meeting of the Pennsylvania Newspaper Publishers Assn. and

learned of its members' plans to break the Guild in the state by crushing strikes and blacklisting union members.

Whipple learned of the conspiracy by hiding in a broom closet near the speaker's stand in the Pittsburgh hotel where the publishers were hatching the plot, according to accounts in the Guild Reporter that year.

The information became a lead story in the Guild Reporter and helped the union confront publishers about their union-busting plans. The publishers backed down, and the Guild continued to grow in the state, where nine Guild locals are active today.

Whipple gained a colorful nickname, and the Guild Reporter featured his exploits in another story headlined: "'Snooper' Whipple Tells All About It."

As the publishers discussed their plans, one of them leaned back on his chair and nearly fell through a folding wall into the closet where "Snooper" crouched, the story related.

The publisher heard Whipple's startled movement and went to investigate. But after opening the door a crack, he failed to detect the union man in the near-darkness, the article said.

Before and after his union work, Whipple, a native of Salem, Mass., was employed for 43 years at the Globe—as reporter, rewrite person, editorial page editor and the paper's first ombudsman.

He left his Guild position late in 1942 to volunteer for 30 months of duty with the Red Cross during World War II.

Upon his return to the U.S. in 1945, Whipple ran for ANG secretary-treasurer on a platform favoring vigorous organizing efforts, but lost to incumbent William Rodgers of Washington, D.C.

Whipple returned to the Globe and covered a number of national stories, among them Sen. Joe McCarthy's hysterical hunt for communists in government, Castro's revolution in Cuba and the bus boycott in Montgomery, Ala. He remained a Guild member until

1963, when he took a union-exempt position.

In 1967, he wrote a series of editorials advocating a halt to the U.S. bombing of North Vietnam; in 1973, he wrote an editorial making the Globe the first major U.S. newspaper to urge President Richard Nixon to resign.

After retiring from the paper in 1979, Whipple worked three years as editor of the English-language China Daily in Beijing and for the Chinese news agency Xinhua.

Educated at Harvard University, Whipple was a much-admired figure whose wit and story-telling prowess were unmatched in the Globe newsroom, the paper's obituary said. One co-worker, Globe columnist David Nyhan, described him as a "thoroughly honest man" and an excellent writer who "could make the typewriter jump."

In recent years, Whipple lived in Leverett, Mass., where he was working on a book about his newspapering and Guild careers.



IT SEEMS



TO US

Hard to believe debate over dollar, retiree says

SACRAMENTO, CALIF.

Editor:

I find it difficult to believe that TNG members who have benefited so greatly from their union's bargaining efforts should balk at paying just a dollar a month to extend those benefits to others.

Solidarity forever? It sounds to me as though that "forever" should be changed to "never." I hope I'm wrong.

C. STANLEY GILLIAM
Retired
Northern California 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.

Deadline: Friday before publication. (Next deadline: Jan. 3.)

'90 graduates had tougher time finding job; pay up only slightly

Spring 1990 graduates of U.S. journalism and mass communication schools had a tougher time finding a first job and were paid only slightly more than their 1989 counterparts, a survey by the School of Journalism at Ohio State University shows.

Six to eight months after graduation, nearly 17 percent of the bachelor's degree recipients were unemployed, according to the survey, which was reported this June. After the same interval the year before, only 9 percent of graduates

had not found work.

In the latest survey, only 65 percent of the graduates had full-time work, down from 71 percent a year earlier. Master's degree recipients fared better, with 76 percent of the current group finding full-time jobs.

The median weekly pay of bachelor's recipients employed full-time was \$346, up just \$4 a week from a year earlier, the survey showed. The starting median was \$348 for those at daily newspapers; \$300 for those at non-

dailies; \$254 for starters at radio stations; and \$289 for those at television stations.

By contrast, the average starting pay for reporters at 137 daily newspapers covered by Guild contracts was \$430.78 a week, as of April 1.

The Ohio State survey also showed that most employers did not offer fully paid medical, dental and life insurance coverage, child care or use of company cars.

Employers were providing fully paid basic medical coverage to just 32 percent of the bachelor's reci-

New officers' seminar is Feb. 14-17

Silver Spring, Md.—TNG's 1992 residential seminar for new officers of Guild locals will be held Feb. 14-17, TNG Education Director Phillip M. Kadis has announced.

Like the previous 10 workshops, this year's will fall over the Washington's Birthday holiday weekend and will be held at the George Meany Center for Labor Studies here, Kadis said in a Dec. 10 letter to all locals.

The seminar is designed primarily for new officers of smaller Guild locals that do not have professional staff. TNG will subsidize, in part, costs of one participant from each such local.

The 1991 session drew 46 participants from 29 locals across the United States and Canada.

Murray Tate, early Toronto leader, dies

Toronto — Murray Tate, an early leader of the Toronto (now Southern Ontario) Guild who attained international and Canada-wide prominence in the mid-1960s when he was fired for defying company orders to cross a printers' picket line at the Toronto Star, died Nov. 15 at the age of 83.

His action came during a Typographical Union strike-lockout at the Star, the Globe and Mail and the old Toronto Telegram that lasted more than seven years and saw the printers' union lose bargaining rights at all three papers.

A classified ad salesperson and writer for the Star for 31 years be-

fore his discharge in 1964, Tate continued in leadership positions in the Guild through the late '60s and remained an at-large member of the local until his death.

At the time of his firing he was on the local's executive committee, was treasurer of the Toronto & District Labour Council and served as a conciliator/mediator in union-management disputes. Afterward, he continued to work as a mediator, served as member of the Toronto Harbor Commission and was a director of the Canadian National Exhibition.

In 1967, after making an eloquent speech to a Guild conven-

tion supporting an administration proposal for an integrated organizing-bargaining program, Tate was nominated for the office that now is international chairperson. He withdrew his name, however.

Three years earlier, in refusing to work despite the absence of a picket-line clause in the Guild's Star contract, Tate wrote to management that if he crossed the picket line he would be "a traitor to my own principles," and "I would be condemning myself to a lifetime of self-contempt."

Survivors include his spouse, Rita, and a sister, both of Toronto.

pipients and major medical coverage to just 22 percent, the survey showed.

The percentages receiving other fully paid benefits included: dental care, 23 percent; life insurance, 28 percent; maternity/paternity leave, 11 percent; child care, 1.4 percent; disability insurance, 16 percent; and use of a company car, 7 percent.

Of degree recipients hired by daily newspapers, only 48.5 percent were being reimbursed for required overtime; at non-daily papers, only 22.7 percent were being reimbursed for such work.

Of the 1990 bachelor's recipients finding work, 7.9 percent were hired by daily newspapers; 5.3 percent by non-dailies; 5.4 percent by radio stations; 7.4 percent by television stations; 2.7 percent by cable television firms; 7.1 percent by advertising agencies; and 3.5 by magazines.

Just under 16 percent had specialized in newspaper work in college; nearly 23 percent had a broadcasting specialty; about 16 percent specialized in advertising; and 17 percent in public relations.

Findings in the survey are based on responses from about 2,500 bachelor's degree recipients from 80 journalism and mass communications schools across the nation.

The results are "projectable" to the estimated 33,300 students who completed course work for undergraduate degrees at 404 colleges and universities last spring, according to the survey summary, written by Lee B. Becker of the OSU journalism school.

The survey also included responses from 148 master's degree recipients from 19 universities. An estimated 2,550 students earned such degrees from 161 universities in 1990, the summary noted.

LISTED HERE are minimum-pay rates for beginning reporters and, for the most part, photographers and copy editors under Guild contracts at daily and Sunday papers and news services in the United States, Canada and Puerto Rico as of Aug. 1.

Put together from information compiled by TNG's Collective Bargaining Dept., the table includes rates under 121 contracts at newspapers and at six news services.

Average of all the rates is \$445.07 a week (\$23,143.64 a year), before overtime, up by 3.4 percent from Dec. 1, 1990, when the list last was constructed. Median of the rates is \$416.16 (\$21,640.32 a year), up by 2.7 percent.

Average of the rates in Canada is \$558.81 a week (\$29,058.12 a year), up by 2 percent. Average of the U.S. rates is \$428.38 (\$22,275.76 a year), up by 3.2 percent.

Fifty-six percent of the rates (71) were \$400 a week or more; 39 percent (50) were \$450 or more a week; 28 percent (36) were \$500 or more a week; and 13 percent (17) were \$600 or more a week.

Newspaper/Wire Service	Minimum
New York Times	\$1,115.63
New York Daily News	937.54
Washington Post	694.25
Toronto Star	686.53
Montreal Gazette	686.00
Reuters (U.S.)	*670.75
Ottawa Citizen	658.30
Victoria Times-Colonist	642.38
Hamilton (Ont.) Spectator	633.00
Honolulu Advertiser	625.05
Honolulu Star-Bulletin	625.05
Toronto Globe & Mail	621.18
Agence France-Presse (Canada)	619.62
Boston Herald	617.20
Chicago Sun-Times	610.75
Canadian Press/Broadcast News	610.70
Vancouver Sun and Province	+ 600.06
Reuters (Canada)	*578.53
New York Post	*559.98
Hilo (Hawaii) Tribune-Herald	556.53
Windsor (Ont.) Star	554.63

Average of minimums for starting reporter up 3.4%, to \$445

Newspaper/Wire Service	Minimum
St. Louis Post-Dispatch	546.00
Philadelphia Inquirer and Daily News	543.97
Maui (Hawaii) News	541.33
Hilo Tribune-Herald	540.32
London (Ont.) Free Press	537.00
Pittsburgh Post-Gazette	534.00
Manchester (N.H.) Union Leader	526.97
San Mateo (Calif.) Times	523.59
San Francisco Chronicle and Examiner	523.37
Detroit News	509.84
Detroit Free Press	509.14
Seattle Post-Intelligencer	508.05
San Jose Mercury-News	507.12
Toledo (Ohio) Blade	505.92
Wilkes-Barre (Pa.) Sunday Independent	504.65
Seattle Times	487.13
Agence France-Presse (U.S.)	483.36
Mt. Clemens, Mich.: Macomb Daily and Daily Tribune	480.00
Eugene (Ore.) Register Guard	478.50
Cleveland Plain Dealer	+ 477.87
Denver: Rocky Mountain News	477.00
Santa Rosa (Calif.) Press Democrat	476.00
Los Angeles Daily News	475.00
Monterey (Calif.) Herald	+ 466.00
Associated Press	+ #462.10
Portland (Me.) Press Herald and Sunday Telegram	*460.29
St. Paul Pioneer Press	453.51
Providence (R.I.) Journal and Bulletin	451.00
Kitchener-Waterloo (Ont.) Record	450.00
New Brunswick (N.J.) Home News	*448.50
Jersey City, N.J.: Jersey Journal	445.17
Milwaukee Journal and Sentinel	443.00

Newspaper/Wire Service	Minimum
Buffalo News	437.92
Primos, Pa.: Delaware County Times	*434.75
Minneapolis: Star Tribune	434.00
San Diego Union and Tribune	433.95
Memphis Commercial Appeal	431.15
Denver Post	430.00
Woonsocket (R.I.) Call	426.40
Fall River (Mass.) Herald-News	423.87
Lowell (Mass.) Sun	*420.47
North Bay (Ont.) Nugget	420.00
Long Beach Press-Telegram	416.16
Brantford (Ont.) Expositor	+ 415.70
Joliet (Ill.) Herald-News	412.92
Woodbridge (N.J.) News Tribune	*411.79
Indianapolis Star	410.00
Modesto Bee	*407.00
Bakersfield Californian	405.55
Sacramento Bee	*400.18
Oshawa (Ont.) Times	399.55
Fresno Bee	*398.79
Norristown (Pa.) Times Herald	*396.39
Waterbury (Conn.) Republican-American	396.19
Kenosha (Wis.) News	396.00
Pottstown (Pa.) Mercury	*395.40
San Juan: El Vocero	*395.00
Malden (Mass.) Daily News-Mercury	*392.46
Lynn (Mass.) Item	*391.41
Allentown (Pa.) Call	388.34

* Rate from expired/previous contract.

+ Rate superceded since Aug. 1.

Associated Press rate listed applies in 29 cities, including Albany, Cincinnati, Cleveland, Harrisburg, Indianapolis, Providence, Sacramento and San Diego. Rate is \$5 higher in 18 cities, including Baltimore, Denver, Detroit, Honolulu, Milwaukee, Minneapolis, Philadelphia, Pittsburgh and Seattle. It is \$25 higher in Boston, Chicago, Los Angeles and San Francisco, and \$67 higher in New York and Washington and at AP Radio/Broadcast News. The rate is \$5 lower in 88 cities, including Chattanooga, Dayton, Fresno, Knoxville, Lansing, Memphis, Peoria, San Jose and Yakima.

Newspaper/Wire Service	Minimum
Santa Barbara (Calif.) News-Press	*388.24
Sudbury (Ont.) Star	386.61
York (Pa.) Daily Record	384.00
Pawtucket (R.I.) Times	381.82
Akron Beacon Journal	380.00
Waukegan (Ill.) News-Sun	*378.91
Sheboygan (Wis.) Press	378.51
Cincinnati and Kentucky Post	375.00
Salem (Mass.) News	*374.17
Baltimore Sun and Evening Sun	370.00
Erie (Pa.) News and Times	*369.59
San Juan Star	365.00
Canton (Ohio) Repository	*363.69
Bellevue (Wash.) Journal-American	362.04
Youngstown (Ohio) Vindicator	*361.90
Knoxville (Tenn.) News-Sentinel	*357.83
Tenawanda (N.Y.) News	*357.37
Albany Times-Union	355.05
York (Pa.) Dispatch	354.51
Sioux City (Iowa) Journal	353.77
Harrisburg (Pa.) Patriot and News	*353.75
Waterville (Me.) Sentinel	352.00
Dayton Daily News	*351.00
Kingston (N.Y.) Daily Freeman	347.30
Oakland Tribune	344.18
Great Falls (Mont.) Tribune	338.63
Wilkes-Barre (Pa.) Citizens' Voice	338.00
Yakima (Wash.) Herald-Republic	*336.44
Peoria (Ill.) Journal Star	334.00
Gary (Ind.) Post-Tribune	333.21
Lexington (Ky.) Herald-Leader	330.00
Brockton (Mass.) Enterprise	328.21
Monessen (Pa.) Valley Independent	319.00
Hazleton (Pa.) Standard-Speaker	*313.24
Chattanooga (Tenn.) Times	*300.00
Scranton (Pa.) Times	*295.55
Rochester Democrat & Chronicle and Times-Union	+ 295.00
Lansing (Mich.) State Journal	*289.95
San Antonio Light	276.50
Pueblo (Colo.) Chieftain	267.48
Bristol (Conn.) Press	*265.30
Terre Haute (Ind.) Tribune-Star	263.88
Massillon (Ohio) Independent	*262.09
Duluth (Minn.) News-Tribune	262.07
Utica (N.Y.) Observer-Dispatch	245.00
Battle Creek (Mich.) Enquirer	*184.00

TNG joins protest against killings of journalists in Peru

Washington—Leaders of TNG, the Int'l Federation of Journalists and 11 other national and international organizations concerned for newsmen's rights and safety protested Dec. 5 to Peru's ambassador to the U.S. over his government's failure to stem campaigns of terror, including assassinations, against journalists in Peru.

At the same time, leaders of other IFJ-affiliated unions and like-minded organizations braced Peruvian ambassadors on the same issue in Stockholm, Brussels, Amsterdam and Bonn.

The Washington delegation included leaders of media workers' unions in Peru itself, as well as Argentina and Brazil.

"Peru rivals Colombia as a killing ground for journalists," TNG President Charles Dale told Ambassador Roberto MacLean, pointing to IFJ statistics on news correspondents "terrorized, maimed and murdered."

Dale pointed out that not a single one of the persons responsible for killing almost 40 journalists in

Peru in the past decade, six in the last four months, has been brought to justice.

Noting that insurgents have been responsible for several of the atrocities against news people, Dale pointed out, however, that "agents of the government and [associated] paramilitary death squads ... have been responsible for much of the bloodletting."

Aidan White, the IFJ's general secretary, voiced "particular concern" that despite witnesses' statements identifying military personnel as those responsible for the brutal murder of journalist Hugo Bustos three years ago, a military court has pronounced them innocent.

The entire delegation asked the ambassador to tell the government that it must take immediate action to punish all responsible for the murders, to terminate terrorism by members of the military and to protect Peruvian journalists against further harm from any source.

They also urged immediate re-



BILL BURKE/Washington-Baltimore Guild

UNION LEADERS PAUSE AFTER PROTEST TO PERU AMBASSADOR IN WASHINGTON
From left: Aidan White and Stein Grundson of the Int'l Federation of Journalists; TNG's Charles Dale; and Tony Lennon of the Broadcasting and Cinematographic Technicians of the United Kingdom.

peal of a new government decree that mandates 5- to 10-year prison sentences for anyone who "by any medium reveals ... or makes accessible ... information and/or secret activities" of Peru's defense system.

Ambassador MacLean, expressing concern and shame "for my country," said he welcomed the

protest and urged that the world's journalists keep the spotlight on the decades-old problems of Peru, asserting that they have gone largely unnoticed by the world at large.

"I hope your interest and concern will last more than a half hour after you leave here," he said.

Others participating in the

Washington meeting included: Stein Ove Grundson, of the IFJ's Latin American office; Maurice Amram and Paul-Henri Fontin, of the National Federation of Journalists in Quebec; David Marsh, of the Committee to Protect Journalists; Dana Bullen, of the World Press Freedom Committee; Larry Birns, of the Council on Hemispheric Affairs; and representatives of the AFL-CIO Professional Employees Dept. and its American Institute for Free Labor Development (AIFLD).

Participants in the meetings with Peruvian ambassadors in the four European countries included leaders of unions of journalists in Norway, Finland, Sweden, Denmark, Belgium, Holland and Germany, as well as representatives of Amnesty Int'l and a French organization similar to the Committee to Protect Journalists.

Anderson welcomed back, praised for courage

Silver Spring, Md. — Praising the "shining example" of Terry Anderson's "courage under extreme duress" and his "professional dedication," TNG added its voice to the millions welcoming Anderson back after nearly seven years as a captive of radical Muslims in Lebanon.

Anderson, 44, was released in Damascus, Syria, on Dec. 4, 2,455 days after being kidnapped from a street in Beirut, where he was the Mid-East correspondent for Associated Press. Until taking the union-exempt assignment, he had been a member of the Wire Service Guild.

"You can't imagine how glad I

am to see you," a surprisingly fit looking Anderson told the dozens of reporters and photographers who cheered his release at a news conference in Damascus.

"Your support, all my colleagues, journalists, has been very important ... I can't say how grateful I am," he said.

TNG President Charles Dale, in a letter to Anderson upon his return to the U.S. six days later, said the entire Newspaper Guild is "overjoyed that your long agony has finally come to an end."

Expressing a "feeling of closeness ... developed over the past six years working and praying" for Anderson's release, Dale professed "the most intense admiration for your stoicism in surviving an ordeal few of us would want to contemplate, and for your generosity of spirit in looking back on your captivity and its torments."

"I don't hate anybody," Anderson said at a news conference Dec. 5 at a U.S. medical center in Wiesbaden, Germany. "I'm a Christian and a Catholic and I really believe that. It is required of me to forgive no matter how hard that is."

The last American hostage to be released by the Islamic Jihad faction ("an honor I would gladly have given up a long time ago"), Anderson said he was sustained

through his ordeal by his religious faith, his fellow captives and his stubbornness.

Dale also wrote Anderson of the Guild's admiration for the "tireless efforts" of his sister, Peggy Say, "to mobilize every conceivable social and political force to hasten your release."

"Like you, we never believed for a minute that these efforts were counterproductive and that it would have been better to remain silent. That was a course that neither conscience nor compassion would allow," Dale said.

The Guild often had joined efforts to keep Anderson's plight before the public and world leaders.

Anderson responded with a firm "no" when asked in Wiesbaden if press attention to his captivity prolonged it. It was a question that deserved little attention, he said.

Greeted by fellow staffers' chants, applause and tears at AP headquarters after being flown to New York Dec. 10, Anderson declared: "I'm no hero, I'm just somebody who got caught."

He told reporters in New York that after all that time in cells, much of it blindfolded, he was delighted to be free but had "some-what of a fear of crowds."

He said he wanted to "run away from all of you people and hide for awhile" with his daughter

Sulome, 6, born while he was captive, and her mother Madeleine Bassil, his fiancée.

First, however, he went to Washington; to the AP bureau for more welcoming by bosses and staffers, and to the White House where, with fellow former captives Joseph Ciccipio and Alann Steen, he helped the president light the national Christmas tree.

The Guild Reporter



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

Published by The Newspaper Guild (AFL-CIO, CLC) 18 times per year, at three-week intervals, on Fridays. (Next issue: Jan. 10.) \$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, Jan. 3.) 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. 18

Dec. 20, 1991

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DAY BOOK

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.

11th annual TNG Residential Seminar for new local officers, Feb. 14-17, George Meany Labor Studies Center, Silver Spring.
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.

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