



The GUILD REPORTER

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

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Silver Spring, Md.

April 24, 1992

Guelph strike ends with contract arbitration pact

Guelph, Ontario — Members of the Southern Ontario Guild at the Guelph Mercury called off their strike against the Thomson-chain daily April 3 after both sides agreed to submit their dispute over an initial contract to binding arbitration.

The agreement marks the second time in six weeks that the SONG successfully has taken a first-contract dispute to arbitration under a provision of provincial labor law.

On Feb. 21, the Ontario Labour Relations Board brought an end to a four-month strike at the Cambridge Reporter by ordering that an arbitration panel structure the terms of the first Guild contract at that Thomson daily [Guild Reporter, March 13].

The same three-person arbitration board will decide both disputes, with the Cambridge contract going first.

Under Ontario law, either side may petition for an arbitrated settlement when "collective bargaining has been frustrated" in first-contract talks.

Following the Guelph arbitration agreement, the news department strikers returned to their jobs April 6-8 at the 19,000-circulation daily, which had published throughout the walkout, as had the Cambridge daily.

Eva Leisti, vice chair of the Mercury unit, said the return went smoothly and that tensions in the newsroom actually had "eased up, compared to the emotionally charged pre-strike atmosphere."

Strikers, their families and supporters celebrated at the Guelph strike headquarters the day the agreement was announced, Leisti added.

The local has nominated Leisti for TNG's annual Guild Service Award for her leadership during the walkout, which included editing a strike newsletter titled "SONG RATS" (Reporters Against Thomson Slavery).

SONG President Gail Lem praised the tenacity of the Guelph group for pursuing the "long struggle

through five months on the picket line in the dead of winter."

Launched in early November, the walkouts in both Guelph and Cambridge came after 13 months of bargaining during which Thomson management refused to move from demands for so-called pay-for-performance wage schemes.

Along the way, Guelph strikers and their supporters endured assaults by motorists entering the plant and aggressive actions by police "who didn't even attempt to be impartial," Lem noted. Several

people were injured in the various incidents.

On March 21, two weeks before the Guelph strike ended, "six people were arrested in 15 minutes," she said. Four of those arrested, including SONG Treasurer Sam Reyenga, spent the weekend in jail because no magistrates were available for initial hearings. Also arrested was a photographer whose only offense was taking pictures, Lem said.

The display of force by Guelph
(Continued on Page 2)

Dailies set policies to fight workplace sexual harassment

Three dailies with Guild covered employees, one in the United States and the other two in Canada, have instituted new policies against sexual harassment of employees.

In Chicago, after consultation with leaders of the Chicago Guild, the Sun-Times updated its policy prohibiting sexual harassment and other forms of discriminatory harassment.

The revised policy, announced in early April, covers all Sun-Times employees, including 250 in the editorial department who are represented by the Guild.

In Vancouver, meantime, Pacific Press, publisher of the Vancouver Province and Sun, revised its policy on workplace harassment

to include for the first time a specific, detailed directive against sex harassment. The Vancouver Guild represents about 1,000 of the company's 1,500 employees.

A copy of the Sun-Times policy statement was sent to the homes of all employees, reported Chicago Guild Executive Director Jerry Minkinen.

TNG Human Rights Director Anna Padia assisted the local in its consultation on the statement, suggesting changes to make it more closely conform to TNG's guidelines on combating all workplace discrimination and harassment.

In line with the Guild's contract with the paper, the policy protects the rights of both the employee making a complaint and the accused "to be represented by a union representative, lawyer or person of his/her choice" throughout the processing of the complaint.

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IEB's meeting delayed as TNG, staff talk

Silver Spring, Md.—The spring meeting of TNG's Int'l Executive Board has been delayed until early May as TNG's paid officers and the unions representing TNG's professional and clerical staffs bargained through April 23 before agreeing on staff cuts and new contracts reflecting TNG's straitened finances.

The IEB's spring meeting, originally set for April 26-30, is the one at which it fashions the bulk of its recommendations to TNG's convention for the programs and policies that will prevail for the next year, including its budget. The convention is June 29-July 3, in Chicago.

Following the tentative agree-
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York Dispatch unit takes contract quest to public



GREG MAHANY/York Guild

Sheila Carmody, her daughter Nicole, 2 months, and Elizabeth Krasnoff are among three dozen members and supporters of the York Guild unit at the York Dispatch taking to that Pennsylvania city's streets April 14 in quest of a fair new contract with the Singleton-chain daily. Previous contract expired last Oct. 6. Guild reported "a little movement" by management in a bargaining session two days later. (Story, Page 4.)

Higher profits for KRI no boon for workers

By a special correspondent

Miami — Knight-Ridder, Inc., is looking forward to bigger profits in 1992 after a two-year slump, but that doesn't necessarily mean the newspaper and broadcasting giant's union employees can expect better treatment.

That was a message from KRI Chairman James K. Batten and President P. Anthony Ridder at the company's annual meeting here April 21.

"Happily, we are seeing early signs that our business is beginning to rebound as the U.S. economy moves out of the painful recession of 1990-91," Batten told a group of about 100 shareholders gathered at the Omni Int'l Hotel here.

Net profits for the first quarter of 1992 jumped by 58 percent over the same period of 1991, Batten noted, and classified advertising revenue at Knight-Ridder newspapers was up in March for the first time since September 1990.

Knight-Ridder survived the recession without compromising its dedication to quality, he continued, a dedication that has brought the company's newspapers 31 Pulitzer Prizes in the last eight years — most of them won by Newspaper Guild members, which Batten did not point out.

"Knight-Ridder people at all categories and all job levels have always tended to be the best in their fields," Batten declared.

But these outstanding workers apparently are considered expendable if they exercise their right to strike for better wages and working conditions.

In response to a question from Kitty Caparella, president of the Philadelphia Guild, Ridder made it clear that Knight-Ridder would continue to publish the Detroit Free Press if contract talks under way at that paper and the jointly published Detroit News end in a walkout. The News is owned by Gannett, the only newspaper chain larger than Knight-Ridder.

Ridder, while saying he was "reasonably certain" there would not be a strike in Detroit, offered no apologies for recent ads in the

Free Press seeking strikebreakers, nor for hiring a union-busting security firm called Advance Int'l.

Caparella was one of eight Guild members attending the meeting. Others came from Guild locals that represent Knight-Ridder employees in Akron, Long Beach, St. Paul and San Jose. They were there, under the banner of the Knight-Ridder Council of Guild locals, as stockholders and/or as holders of other Guild-member stockholders' proxies. Guild locals represent employees at 11 Knight-Ridder dailies in 10 cities.

Two resolutions presented by union members drew significant shareholder support, though
(Continued on Page 2)

TNG joins petition to OSHA for rules on clean indoor air

Washington—Citing indoor air pollution as a "widespread problem" affecting possibly millions of workers, the AFL-CIO and 13 affiliates, including TNG, have petitioned the U.S. Occupational Safety and Health Administration to promulgate a broad rule on indoor air quality.

The regulation should address ventilations standards, outline steps for rectifying complaints and require written workplace smoking policies, the March 31 action asserted.

In the United States, indoor pollution threatens the health of "30 to 70 million building occupants, many of them workers," the petition said.

According to OSHA itself, between 800,000 and 1.2 million commercial buildings have "sick building syndrome," where workers complain of headaches, nausea, dry eyes and respiratory infections.

The cost of indoor air pollution is "tens of billions of dollars each year"—in decreased productivity, lost work and medical costs from numerous health ailments, according to the Environmental Protection Agency.

Federal air quality regulations should focus primarily on a "building systems approach" rather than a "contaminant by contaminant"

approach," the unions' petition said. Also, employees should have "full participation" in developing programs to assure good quality air.

Such programs "should assess the various factors contributing to indoor air quality, including ventilation, chemicals, microbiological contamination and environmental tobacco smoke," the petition said.

The petition asked OSHA officials to give "prompt and favorable consideration" of the request, and the unions offered to assist the agency in the development of air quality rules.

Earlier, the AFL-CIO and a number of affiliates submitted comments to OSHA on its request for information on possible regulations.

As of April 14, OSHA had received nearly 1,200 responses from unions, industries, individuals and other government agencies. The agency also received petitions with thousands of signatures either supporting or opposing rules that would restrict or ban smoking in the workplace.

The information gathering signals OSHA's first concrete attempt at regulating indoor air quality. Critics, however, contend the information request could be used as a delaying tactic by an agency unwilling to fight the tobacco indus-



MERCURY STRIKERS 'EN-GUELPH-ED' IN BACK-TO-WORK CELEBRATION

Left to right, front: Scott Tracey, Bruce Laplaunte, Rob Massey, Susan Danard, Rolf Pedersen; middle: Dan Melanson, Hilary Stead, SONG President Gail Lem, Eva Leisti, Suzanne Soto, Richard Dooley, John MacDonald; back: Vik Kirsch, Marg Lynch, Joe Melo.

try or an anti-regulatory White House.

On Capitol Hill, House legislation was introduced last year that would establish indoor air quality guidelines, including mandated ventilation standards, and set permissible levels for indoor air contaminants.

The Senate, meantime, has approved an indoor air bill that would provide money for research on contaminants but would not impose standards. The measure would authorize creation of a "Sick Building" assessment program under the authority of the National Institute of Occupational Safety and Health.

2nd SONG unit gains contract arbitration

(Continued from Page 1)

police throughout the strike was "quite astonishing," she said, adding that the local was considering a complaint with the solicitor general.

Guil leaders have alleged there was a pattern of police aggression against non-strikers to discourage community support for the walk-out.

SONG first petitioned for first-contract arbitration at the Mercury in early December, but that request was withdrawn to expedite proceedings on the Cambridge dispute.

A second petition was filed

March 17, and hearings had just begun when the agreement was reached to go to arbitration. The parties agreed there will be "no admission of liability," and that neither side would initiate unfair-practice complaints relating to any strike actions.

The arbitration panel has started hearings on the Cambridge dispute, and a decision on the contract is expected in about two months.

Three Mercury reporters—Dan Melanson, Scott Tracey and Richard Dooley—videotaped much of the Guelph picket-line activity and have produced a two-hour documentary, Lem said.

Knight-Ridder chief sees higher profits after slump

(Continued from Page 1)

neither was passed by voters.

The first proposal, advanced by Lila Roisman of the Philadelphia Guild, sought cumulative voting for Knight-Ridder's board of directors.

That would allow shareholders to put all their votes behind a single candidate, which, for example, could make it easier to put a union representative on the board. Proponents of cumulative voting also advance it as a way to give small shareholders a greater voice in formulating corporate policies.

The proposal drew 14% of the shares voted despite incumbent management's opposition; 85% of the shares were voted against it. When cumulative voting was

eliminated at the 1985 Knight-Ridder meeting, the move was supported by 92% of the shares voted.

The second proposal, introduced by Robert Berdis, an Akron Beacon Journal Pressmen's Union member, would have required that shareholder votes remain confidential, so that Knight-Ridder would not be able to retaliate against shareholders who vote against management proposals.

Again, management was opposed, but 35% of the shares were voted in favor of the measure, compared with 64% voted against. Deducting the shares controlled by Knight-Ridder's founding families and management, the confidential voting proposal came close to drawing half of the votes.

TNG-staff talks delay IEB meet

(Continued from Page 1)

ments with the Federation of Guild Representatives (FGR) and the Office & Professional Employees (OPEIU), TNG President Charles Dale said he expected to reschedule the meeting for the first or second week of May.

The tentative agreements provide for one-year wage freezes for both unions, replacement of one existing health plan by Sept. 1, several administrative adjustments, and enhanced severance and pension benefits for two staffers from each union trimmed for reasons of economy. The FGR's agreement also provides for voluntary resignations/retirements instead of dismissals/layoffs.

Dale had announced March 23-24 that two employees from each union were being given notice, as provided by their unions' contracts, that they were being dismissed for economy effective April 24. He invited talks by both unions on the dismissals, voluntary resig-

nations and other economies.

Given notice were Phillip M. Kadis, education director, John R. Small, ass't Guild Reporter editor, Cathy Strasnick, a secretary, and Maryann Chapman, a receptionist.

The cuts are necessary "to save at least \$250,000" from payroll to reverse a general-fund shortfall and enable reduction of the union's \$650,000-plus debt, tasks which other cost-cutting failed to accomplish, Dale said [Guild Reporter, April 3].

The IEB voted unanimously in an April 16 telephone session to leave it up to Dale and Sec'y-Treasurer John C. Edgington to decide whether to hold the board's spring meeting on schedule or at a later date.

Earlier Dale had told the board that "our expectation is that TNG's staff will be on strike" or honoring the other union's picket line if April 24 passed without agreements with both unions on the staff cuts and new contracts. "No board

member should be asked to cross" a picket line even though "we may be an employer," he said.

The FGR's membership had voted to strike if there was no agreement on the staff-cut issue by April 24.

Also in its April 16 session, the IEB voted by 12-3 in a roll call against extending the deadline for staff cuts by 30 days. Voting for extension were Int'l Chairperson Peter E. McLaughlin and Vice Presidents Carol Przybyszewski and Thomas J. Thibault.

In announcing the staff cuts, Dale also said the notice went to Kadis because "we plan to eliminate the Dept. of Education," and to Small because the plan also is to reduce the Guild Reporter to 12 issues per year, from 18.

Kadis on April 23 said he is taking the enhanced severance and pension package rather than be moved to a field staff position that might open up under the voluntary resignation/retirement agreement.

Dailies set policies against sexual harassment in workplace

(Continued from Page 1)

The policy defines what constitutes sex harassment, outlines procedures for investigating complaints and stipulates discipline, up to and including dismissal for harassers. Under the policy, persons found guilty of false accusations also can be dismissed.

The policy also specifically provides that discipline of employees covered by a union contract will take place under procedures set forth in the contract.

In Vancouver, immediately af-

ter implementing the new policies in late March, Pacific Press required all employees, including supervisors, to attend two hours of training on recognizing, preventing and handling sexual-harassment cases.

At the same time, the Vancouver Guild launched its own anti-harassment program, including awareness training for shop stewards and educational efforts among members, reported Administrative Officer Jan O'Brien.

As part of the educational pro-

gram, the Guild posted on union bulletin boards an advisory, "10 Ways to Combat Sexual Harassment," developed by the local with Padia's assistance.

Padia hailed the union and employer initiatives to promote awareness of sexual-harassment, which received widespread attention last fall during Senate confirmation hearings on Supreme Court Justice Clarence Thomas.

"These are good signs, that employers are addressing a serious problem that long has affected

many of our members," Padia said. "It's also encouraging they are beginning to work with the Guild and other unions in combating the problem."

O'Brien also is working with the British Columbia Federation of Labour on a "training-the-trainers" program on harassment awareness. "We're hoping to get more men involved in the training, because it's a problem that affects everybody, not just women," she said.

In addition, the B.C. federation

has published a handbook to assist union members in dealing with the overall problem of violence against women, O'Brien said.

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Postmaster: Send address changes to The Guild Reporter, 8611 2nd Ave., Silver Spring, Md. 20910-3327.

Finnish study sees VDT emissions as possible birth risk

New York—Preliminary results of a recent epidemiological study by scientists in Finland suggest that pregnant women who use VDTs that emit strong magnetic fields may be at risk of having miscarriages, a VDT health and safety publication has reported here.

According to the findings, VDT operators who were exposed to extremely low frequency (ELF) magnetic fields of greater than 9 milligauss (mG) had a miscarriage risk nearly three-and-one-half times greater than those using VDTs with ELF levels below 4 mG, the VDT News reported in its March-April issue.

Meantime, three major U.S. VDT manufacturers have committed \$2.25 million over the next three years to create a foundation to sponsor research into possible ill effects from electro-magnetic emissions by VDTs, the newsletter also reported.

The Finnish study was the first time magnetic-field exposures have been an integral part of an epidemiological study of VDT re-

productive risks, the newsletter said.

Researchers at the Institute of Occupational Health in Helsinki conducted the study.

The population group included clerical workers at three companies in Finland — 191 women who suffered miscarriages were compared with 394 who had live births from 1975 to 1985. They were grouped as working at VDTs with "low" (less than 4 mG), "moderate" (4-9 mG) or "high" (more than 9 mG) magnetic fields.

However, the study did not reveal a miscarriage risk when women were classified according to the number of hours they worked on VDTs, only when they were classified according to actual magnetic fields.

As in a 1988 study at Kaiser Permanente in San Francisco, there was an indication that women were at a greater risk during the first 12 weeks of pregnancy, but the finding was tentative because of the small number of women exposed to high ELF fields.

Kenosha honors community, Guild service

Greta Hansen, director of the Shalom Center in Kenosha, Wis., right, receives the Kenosha Guild's Page One Award for community service. Guild President Jennie Tun-kieicz, left, said Hansen is known as "the Mother Teresa of Kenosha" for her aid to the city's poor. Guild members attending contributed \$300 to aid the center's programs. Also honored were longtime Guild leaders who soon will be retiring (insets): Bernice Nagy and George Sovitzky. Nagy has been the local's secretary and treasurer and has represented it at TNG conventions and on the Kenosha AFL-CIO Council. Sovitzky, a founding member of the local, also has served the Guild as treasurer and on its executive board.



The researchers stressed that their results should be interpreted "very cautiously," the newsletter said, because it was the first study on reproductive risks associated with VDT magnetic fields. They

called for more such studies.

In the Scandinavian countries, most newer VDTs do not have high magnetic fields because manufacturers are following guidelines developed by the Swedish Board for Technical Accreditation, VDT News Publisher Louis Slesin said.

However, in countries where the guidelines are not followed, including the United States, it is difficult to generalize about magnetic-emission levels in the various models, Slesin said.

The new industry-funded VDT Health Research Foundation is being created in response to customer concerns about EMFs, VDT News reported.

It is being launched by the chief scientists of IBM Corp., Apple Computer, Inc., and Compaq Computer Corp. Other companies that contribute \$250,000 a year also will be represented on the board, an IBM representative said.

IBM's director of health, Glenn Haughe, announced the foundation during a March 10 congressional hearing on EMF research funding by the government.

The foundation will sponsor a research center that will have an independent board. The center's board will aim for "an arms-length relationship" with the foundation and its corporate supporters, Haughe told the hearing.

While the computer industry does not believe that EMFs from VDTs pose a health risk, Haughe said he sees an urgent need for additional research, VDT News reported.

Besides sponsoring studies of extremely low frequency and very low frequency electro-magnetic fields, the foundation will encourage investigations of the role of ergonomic factors in repetitive strain injuries (RSI) to VDT users.

IT

SEEMS TO US

SONG thanks locals for aid in two strikes

ONTARIO, ONT.

Editor:

On behalf of the local executive committee of the Southern Ontario Newspaper Guild and our members at the Cambridge Reporter and the Guelph Daily Mercury, I'd like to express our heartfelt appreciation for the moral support and the financial contributions we received from so many TNG locals during our recent strikes.

Your generous donations to our strike fund bought groceries and prescription drugs, helped pay rents and mortgages, and made sure that the dependent children of every one of our members on strike had a gift under the tree last Christmas. And your many understanding messages of encouragement and solidarity meant a great deal to our strikers, many of whom are union members for the first time.

These were long, tough strikes. But we won the right to first contracts at these two Thomson papers, and your support helped get us there. Thank you.

GAIL LEM
President
Southern Ontario Guild

TNG staff cuts called 'simple mathematics'

MONTREAL, QUEBEC

Editor:

The Guild Reporter is a fine labor publication. I have said so at conventions, particularly at the Montreal convention, where a concerted effort was mounted to cut down the number of publishing dates.

It is the bitter, ironic pill we must swallow that those who

wanted the GR cut in Montreal will be on the floor opposing the cut-back announced in the April 3 GR.

It is a sorry time. But it is a tough time. TNG faces four layoffs for economic reasons. Are there any locals not facing the same in one or more units?

Simple mathematics dictates that the fewer members in the field paying dues, the less money at the international to pay staff.

I know some of those who are going. I have had good relations with them. As trite as it sounds, I wish them luck, and even good fortune. But the bitter fact is, TNG must reflect the financially devastating effects of layoffs and cut-backs in the locals, decertifications and, well, we all know the many other roadblocks owners are throwing up.

Tough. Necessary.

LARRY McINNIS
President
Montreal Guild

Providence VP cites 3 Polk Award winners

PROVIDENCE, R.I.

Editor:

Your item on winners of the George Polk Award for outstanding journalism in 1991 ["The Short of It," Guild Reporter, April 3] neglected to include Dan Barry, Ira Chinoy and John Sullivan, three reporters from the Providence Journal-Bulletin who won in the regional reporting category for

their series on the banking crisis in Rhode Island.

Aside from being gifted journalists, all three are members in good standing of the Providence Guild. We at Local 41 are proud of their achievement.

ANDY DUEHRING
Vice president
Providence Guild

Pair at union locals' paper thanks Philadelphia Guild

TRENTON, N.J.

Editor:

The undersigned members of the Consolidated Unit of Local 10, the Newspaper Guild of Philadelphia, would like to publicly thank our brothers and sisters in Local 10 for their consistent support and encouragement in our ongoing struggles with our employer, the eight New Jersey state-worker locals of the Communications Workers of America, AFL-CIO.

As one of the smallest units within Local 10, we may have had some fear at one time that all necessary support might not be forthcoming if we found ourselves up against a wall. Our fears were baseless.

Since the layoff of a part-time reporter and the reduction in hours of our office manager, Local 10 has unhesitatingly put all of its resources into aiding us in our fight to win justice for these two workers.

Our problems with the CWA locals are by no means over. All of our jobs are in jeopardy, but whatever the outcome we will be grateful for the support we have received from our Guild brothers and sisters. Thank you.

DAVE WINANS
BARBARA WICKLUND
(CWA State Worker staff)
Philadelphia 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: May 8.)

Rates up 3.5%, to \$590 top, in 2-year San Antonio pact

San Antonio, Texas — Membership of the San Antonio Guild at the San Antonio Light on April 9 ratified a new two-year contract with the Hearst daily that was reached in only nine bargaining sessions with management.

The settlement, reached eight days after the previous pact expired, provides 3.5% increases for its first year, a wage reopener for the second, increased company payments for health insurance, stronger force-reduction protections and no retrogressions, reported TNG Representative Eugene S. Bryant, chief bargainer for the local.

The Guild represents nearly 200 employees in the paper's business, delivery, editorial and maintenance departments.

The first-year increases, retroactive to March 19, include the following on the contract's minimum-pay schedules:

✓ For reporters, photographers and artists with five years' experience — Up by \$19.98, to \$590.78 a week.

✓ For librarians with two years' experience — Up by \$13.70, to \$405.20 a week.

✓ For phone operators with

two years' experience — Up by \$11.88, to \$351.38 a week.

✓ For circulation drivers, mostly part-timers — Up by \$11.81, to \$349.21 a week.

✓ For porters, paperhandlers and press-wipers with two years' experience — Up by \$9.99 to \$295.39 a week.

The top-minimum for copy editors, payable after two years' experience, is raised by \$20.13, to \$595.13 a week.

The paper also committed itself to increasing its payments toward health insurance to 50% of the premiums, from a fixed dollar amount which had required employees to pay as much as 60% of the cost.

At the same time, the Guild agreed to merge the health insurance plan it had administered for all covered employees into a new plan developed by the company. The new plan includes comparable dental and life coverage and several improvements in other areas, including a preventive service package, the local reported.

The new arrangements will mean reductions in employee payments of as much as \$64.77 a month, Bryant said, depending on the type of coverage utilized.

Progress in York talks after members take to streets

York, Pa. — Reporting that management of the York Dispatch made "a little movement" at a bargaining session April 16 with the York Guild, local President Mike Rossi speculated that "they may be taking us more seriously now."

He was referring to Dispatch-unit members and supporters two days earlier shouldering informational picket signs outside the papers' offices and chanting and leafletting their way four blocks to the city's Continental Square to publicly display their dissatisfaction with the company's proposal for a new contract.

Leaflets distributed to the noon-hour crowd pointed out that the Guild membership had voted unanimously in March to reject the proposal for no pay increases and no company payment toward health insurance for employees' families.

At the same time, the members also voted by the same margin to authorize the Guild's bargainers to call a strike if a satisfactory settlement is not forthcoming. The Guild is being assisted in its bargaining by Linda K. Foley, executive secretary of TNG's Contracts Committee.

The Guild represents 43 editorial-department employees of the Dispatch, part of the Media News chain, headed by William Dean Singleton. Just over two years ago the Dispatch entered a joint operating agreement (JOA) with the York Daily Record, a Buckner-chain paper. The papers jointly put out the York Sunday News.

The Guild's contract with the Dispatch — covering reporters, copy editors, photographers, artists and clerks — ran out Oct. 6. Its contract with the Record, where it represents editorial employees, runs through September 1993.

Participants in the April 14 demonstration included Guild members from the Record, in a demonstration of solidarity, and the president of the York Adams County Central Labor Council, Richard Boyd. Boyd told ralliers in the square that the federation and its unions are in full support of the Guild at the Dispatch.



YORK DISPATCH GUILD MEMBERS AND BACKERS HEAD FOR DOWNTOWN SQUARE
Demonstrators include, foreground, from left: Caroline Jenko Kimmel, Guild President Mike Rossi, Sheila Carmody, Elizabeth Krasnoff, Teresa Candori, Laura Matthews and Paul Utermohlen.

News teams from two television stations filmed the march and interviewed the Guild's Rossi.

When the Dispatch and Daily Record joined in the JOA, Rossi noted, Guild contract rates at the Dispatch were higher than those at the Record. Now they are 4% lower. The Record also pays half the cost of family health insurance coverage, while the Dispatch cut off payments for family coverage last year, the local pointed out. Dispatch employees currently are paying \$39.36 a week for it.

Current minimum for reporters, photographers, copy editors and artists with four years' experience at the Dispatch is \$523 a week; at the Daily Record, it is \$544.70, and will go to \$566.49 on Oct. 1.

Ironically, the Guild pointed out, when the two dailies entered their JOA — which sends 57% of its profits to Media News at its Houston headquarters — the Record was classified as the "failing newspaper" in the papers' petition to the U.S. Justice Dept. for approval to merge all their operations except their news rooms.

At least one paper must be found to be "failing" for a proposed JOA to qualify for exemption from antitrust laws barring price fixing, profit pooling and market splitting.

The Guild and Dispatch management scheduled another bargaining session for May 11.

Meanwhile, late in March the paper's management withdrew its ban on use of staffers' bylines.

The action came as Guild representatives were on their way to file unfair labor practice charges with the National Labor Relations Board accusing the Dispatch of imposing the ban in retaliation for legally protected concerted activity by Guild members at the Dispatch.

The ban was imposed on the heels of a five-day "byline strike" by Dispatch staffers in a public demonstration of their dissatisfaction with the company proposal the membership rejected.

In imposing the ban, the company had said that it was doing so in order "not to confuse our readers." A two-word label — "staff report" — was used instead.

Earl Mittelstaedt, Toledo leader during 150-day strike in 1960s

Toledo — Earl Mittelstaedt, a leader of the Toledo Guild in the 1950s and 1960s and longtime telegraph editor at the Toledo Blade, died after suffering a heart attack at his home in late March. He was 80.

Mittelstaedt was president of the local for three years in the mid-1960s, helping lead a 150-day strike that ended in March 1967 and editing the highly successful strike daily, the Toledo Record. He also was secretary of the Toledo Guild for three years in the

1950s and was a delegate to at least six TNG conventions.

A native of Brillion, Wis., and a graduate of the University of Wisconsin, Mittelstaedt worked at the Blade from 1946 until his retirement in 1980. He also earned a law degree in 1952 and operated a legal practice from his home until he died.

For some time, he edited a column for the Blade called "Inside the Law" and after his retirement wrote a column for "Inside the Blade," a company publication.

Before joining the Blade, he wrote for the Wisconsin State Journal in Madison and was city editor for a year at the Ironwood (Mich.) Daily Globe.

Mittelstaedt is survived by two sons, four sisters and a brother.



Canadian District Council, spring meeting, April 25-26, Toronto.
New England District Council, spring meeting, May 2-3, Courtyard Marriott Hotel, Stoughton, Mass.
New England Servicing-Organizing Program, directors' meeting, May 2, 9 a.m., Courtyard Marriott, Stoughton.
Western District Council, spring meeting, May 2-3, San Francisco.
Middle-Atlantic District Council, spring meeting, May 9-10, Albany, N.Y.
Great Lakes, Midwest and Southern District Councils, joint spring meeting, May 16-17, Omni Hotel, Baltimore.
59th Annual Convention, June 29-July 3, Congress Hotel, Chicago.
Midwest District Council, fall meeting, Nov. 7-8, Milwaukee.
1st Biennial Convention, July 19-23, 1993, Sheraton Waikiki Hotel, Honolulu.
2nd Biennial Convention, summer 1995, Boston.

GR plans return to 8 pp. in May

This issue of the Guild Reporter contains half the usual number of pages because of production difficulties. They were not caused by TNG's financial difficulties.

A return to eight pages is planned for the next issue, due to go on the press May 15.

301 ANNOUNCEMENTS /MEETINGS

WANTED: Respect for Dispatch Employees. Guild demands fair contract. Greg Mahany.

WANTED: Respect for a prudent, concerned employer who has requested a contract that can save its employees' jobs. York Dispatch. EOE.

WANTED: Respect for Dispatch Employees. Guild demands fair contract. Scott Miller.

WANTED: Respect for a prudent, concerned employer who has requested a contract that can save its employees' jobs. York Dispatch. EOE.

ATTENTION ADVERTISERS
Please check your ad for errors. We cannot accept responsibility for more than one day incorrect insertion. If an error does occur, please call the Classified Department at 767-4237.

WANTED: Respect for Dispatch Employees. Guild demands fair contract. Paul Utermohlen.

WANTED: Respect for a prudent, concerned employer who has requested a contract that can save its employees' jobs. York Dispatch. EOE.

WANTED: Respect for Dispatch Employees. Guild demands fair contract. Todd M.

Classified stand-off

Members of the York Guild unit and management of the York Dispatch squared off in the classified-ad columns of the York Sunday News of April 5. Eleven members each bought four-line ads declaring their desire for "respect" and a "fair contract." Management responded with seven-line ads of its own, one following each of the Guild members' insertions, asking "respect" for what it termed contract proposals "that can save its employees' jobs."

The Guild Reporter



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

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The Newspaper Guild

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

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

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