



The GUILD REPORTER

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

Vol. 59, No. 7

Silver Spring, Md.

May 15, 1992

IEB budget's 'lean, mean,' in the black

Silver Spring, Md. — After reviewing audits showing that TNG's general fund ended its 1991-92 fiscal year with a \$35,200 surplus, on paper, the Int'l Executive Board is recommending a budget and income estimate that anticipate the union's spending \$53,159 less than its income in 1992-93.

Even so, however, "TNG's leaner and meaner profile remains an absolute necessity" and "con-

tinued restructuring and economies in all areas should be, must be, the order of the day," the IEB said in its Finance & Administration report to the 1992 Guild Convention, set for June 29-July 3, in Chicago.

Despite the surplus shown on the bottom line of last year's audit, the same document shows elsewhere that TNG had operating debts totaling \$685,100 on March 31, up by \$120,148 from the pre-

vious fiscal year's end. Some \$397,700 of the debt was to TNG's Defense Fund; just over \$232,100 was in accounts payable.

The IEB's projections for the current fiscal year are bottomed on cuts of two professional and two clerical staff positions made in April, the beginning of the year, staff and officers' wage freezes, continuation of earlier economies, and on the IEB's proposal to reduce the Guild Reporter to month-

ly publication, from 18 a year.

The board's finance report and recommendations, along with those on other areas of TNG operations, were adopted at the IEB's spring meeting May 4-7, held a week late because of bargaining between TNG and its staffers' unions [Guild Reporter, April 24].

Three TNG Vice Presidents were unable to attend the rescheduled meeting: Carol Przybyszewski of Erie, Faye McCracken of Memphis and Luther P. Jackson of Detroit. Two others had to leave before the meeting was over: David M. Mulcahy of New York, after its second day, and Thomas J. Thibeault of Manchester, late on its third day.

Pointing to "predictions that

both the newspaper industry and the national economies are turning the corner," the board said, however, that it sees "no reason to expect" that publishers "will return the hundreds of jobs they took from us when their profit margins began to decline."

"That means that, even with the vigorous organizing efforts we have underway and plan, we cannot reasonably expect substantial or rapid gains in membership," nor, consequently, in income to TNG, the IEB said.

The IEB's income projection for the current 12 months is \$4,820,675, off by \$29,000 from \$4,849,675 in actual income in the fiscal year ended March 31.

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Member is pioneer Asian Pacific American unionist



Morgan Li Kung Jin, right, long an activist and leader of the New York Guild and its unit at the New York Times, is one of seven persons honored as pioneering Asian Pacific American unionists at the founding convention of the Asian Pacific American Labor Alliance (APALA). With him is Alex Hing of the New York Hotel & Restaurant Employees, a member of APALA's executive council. (Story, Page 2.)

RAYMOND CROWELL/Washington-Baltimore Guild

Cut back IEB, too, it votes — twice; no, say 2 councils

Silver Spring, Md. — In a pair of actions that provoked more debate than any other question before it, plus two roll call votes, TNG's Int'l Executive Board during its spring meeting voted twice to ask the Guild's 1992 Convention to reduce the IEB's size before the next regular Guild-wide elections, next year.

The question also precipitated votes by two district councils of Guild locals in opposition to any reduction in the size of TNG's board. One, the New England District Council, acted before the

IEB's spring meeting; the other, the Middle-Atlantic District Council, the weekend after the IEB meeting.

The IEB's first vote, on the second day of its meeting on a motion by Vice President Larry D. Hatfield, was simply to "endorse a meaningful reduction in the size of the IEB" and to instruct a subcommittee set up in late February to bring a proposal for the reduction to the board's pre-convention meeting.

The IEB's second vote, the next day on a motion by Vice President Russ Cain, did most of the subcommittee's work for it, recommending that TNG's Constitution be amended to reduce the board's size by four members, to 12, and to reconfigure its composition as follows:

- ✓ Six regional vice presidents (down by one) elected from and by the membership within geographic areas. Two would be from Canada, as now, and four from the U.S. One of the latter would be from New York City and environs, as now, and the other three from areas designated as "Eastern U.S., Central U.S. and Western U.S." The subcommittee is to determine the borders.

- ✓ Four vice presidents elected from and by the membership at large (down by two).

- ✓ A president and a secretary-treasurer, as now, elected from and by the membership at large.

- ✓ An international chairperson, who would be elected from among the vice presidents by the full IEB. International chairperson now is a separate office elected from and by the membership at large.

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Proposal would train organizers' 'reserve'

Silver Spring, Md. — Expressing the hope that TNG's finances soon improve enough to allow hiring of additional field staff, the Int'l Executive Board is asking the Guild's 1992 Convention to authorize development in the interim of a reserve force of trained organizers.

Under the proposal, advanced in the IEB's Organizing report to the convention, TNG would invite as many as 10 Guild members with organizing skills to participate in

a week-long seminar that would be designed to improve and enhance those skills, as well as provide basic training in various organizing techniques.

The seminar's estimated \$20,000 cost would be financed from the \$70,000 the IEB is recommending be budgeted for organizing on top of the \$309,000 anticipated this year from last year's \$1-a-month dues increase for organizing.

Until TNG's fulltime staff can

be increased, the report says, seminar participants would be "a core group of trained Guild members ready to step into any campaign where additional organizers are needed."

Vice President Connie Knox of Washington-Baltimore called for efforts to assure that women and minorities have the opportunity to participate in the seminar.

The IEB's report says that seminar participants would be "selected for their recognized ability to become effective organizers."

Another IEB member, Vice President Doug M. Louth of Vancouver, asked to be recorded as opposed to the seminar proposal, characterizing it during discussion of the proposed 1992-93 budget as "another boondoggle" TNG cannot afford in light of its "huge liabilities."

The report also recommends that "where practical, TNG direct more staff resources to organizing the unorganized." However, it

points out, all the time of TNG's field staff cannot be allocated to organizing, explaining:

"Member militancy for improved contracts is on the upswing. Better contracts will help organizing. New contracts will have to be bargained. The Guild has a responsibility to assist locals with collective bargaining. We cannot abandon that responsibility."

Nevertheless, the report also recommends that "as additional funds become available," field staffers be recruited "who have the skills necessary for the Guild to organize successfully."

In addition, the report also recommends that the convention specify that TNG subsidies to locals from the organizing dues-\$1 be "allocated fairly to locals on the basis of financial need, the probability of organizing success, and to assure [that] all locals have an equal opportunity to receive organizing funds."

Convention forum set on finances

Delegates to TNG's 1992 Convention will have the opportunity to explore in detail with TNG officers and staff the union's proposed budget and its overall financial operations during the afternoon of the meeting's opening day, the time traditionally devoted to exploring issues of importance facing the Guild and its members.

Last year's convention referred a proposal for a "budget workshop" early in convention-week to the Int'l Executive Board to work out details and scheduling.

TNG President Charles Dale told the IEB during its spring meeting that he feels the Monday afternoon forum offers the most appropriate time for "an absolutely open discussion" of all aspects of TNG's finances.

Albany's Crowe nets service award

Silver Spring, Md. — Ken Crowe, in the midst of his second year as president of the Albany Guild, has been named winner of TNG's 1992 Guild Service Award for excellence in local leadership.

The annual award carries a scholarship of up to \$2,000 for a course in union education.

Crowe was selected from what the judges termed "a field of seven outstanding candidates" in recognition of "his indispensable leadership in revitalizing" a Guild local that had been "traditionally strong but increasingly dormant."

The judges — TNG Vice Presidents Richard J. Brandow, Russ Cain and Marie Shellock — cited as one of his "major accomplishments" the formation of the local's "I-Team."

"The 'I' was for 'involvement' and the message it contained was that all members must become involved if the union's efforts were to be successful," the judges said.

The program "served to underscore Ken's own total involvement," the judges said.

They pointed out that under his leadership the Albany Guild won a major court battle involving sexual harassment, negotiated "a fruitful three-year contract," initiated a model union-management sex harassment committee, revived the local's membership newsletter and "organized a skein of new committees to do the local's work."

Some of those committee were "without names but with unmistakable objectives," said the local's executive board in nominating Crowe.

The local's board also pointed out that through it all "he encouraged dissent," reminding everyone that the Guild is a democratic union and every one of its mem-

bers "paid dues, just as he did."

Crowe also was instrumental in the formation of a council of all the unions representing employees at Hearst's Albany Times Union, where he has worked as a reporter since early 1984. He came there from the Norristown (Pa.) Times Herald, where he was a member of the Philadelphia Guild.

After six years on the Albany Guild's representative assembly, he was elected the local's first vice president early in 1990 and that fall was elected its president. He participated in TNG's 1990 residential seminar for new local officers.

In 1989 he worked on the local's host committee for that year's TNG convention, then was one of its delegates to the next two years' TNG conventions, serving as chair of the credentials committee in 1991.

Last year he was elected first vice president of the Middle-Atlantic District Council of Guild locals and this year is the council's secretary.

The other nominees for this year's service award "all deserve commendation for service more than meritorious," as well, the judges said. They were:

Georgia Chisholm of the Vancouver Guild, Eugene Emory of the Providence Guild, Eva Leisti of the Southern Ontario Guild's fledgling Guelph unit, Ralph Zahorik of the Chicago Guild's Waukegan unit, and Gene Achziger and Lisa Schnellinger of the Pacific Northwest Guild.

The Guild Service Award has been made annually since 1954 in memory of an early leader of the Twin Cities Guild who also served as TNG organizing director and editor of the Guild Reporter, Wilbur E. Bade.



Ken Crowe
At 1991 TNG Convention
where he was credentials chair.

Alert issues on GR lists project

TNG is about to ask the union's computer system to attempt to tidy up the Guild Reporter's mailing lists by eliminating duplicate names and addresses, expired subscriptions, etc.

Members and others who might notice during June and July that they no longer are receiving the paper are asked to send a note with their name and address, the name of their local and any other information that explains why they should not have been dropped from the lists to: Guild Reporter Lists, c/o TNG, 8611 Second Ave., Silver Spring, Md. 20910-3327. Missed issues will be supplied.

"The patience and forbearance of all involved will be appreciated," said the editor.

New alliance buoys Asian Pacific unionists

By Ramon A. de la Fuente
Washington-Baltimore Guild

Washington—Empowerment, encouragement, affirmation, challenge.

Those were some of the words used by more than 450 U.S. unionists of Asian Pacific ancestry who were delegates to the founding convention of the Asian Pacific American Labor Alliance (APALA) here April 30-May 2. Among them were six Guild members from four locals. One of them, Morgan Li Kung Jin was honored as a pioneering Asian unionist.

As with existing organizations for black, Latin-American and female unionists, APALA was established to emphasize the needs

Ramon A. de la Fuente is a member of the Washington-Baltimore Guild unit at the Bureau of National Affairs, Inc., where he is an editor. He was a delegate to the APALA founding convention and is of Filipino-American heritage.

of U.S. Asian-Pacific workers, to encourage more of them to organize for justice on the job, and to provide the 200,000 now in unions a greater voice in the labor movement.

In authorizing APALA's establishment, the AFL-CIO's executive council drew on the experience of regional groups of Asian-Pacific unionists that have functioned for several years in such areas as San Francisco, Los Angeles, New York City and Hawaii.

Delegates to the convention came from various backgrounds. As Katie Quan, chair of APALA's interim steering committee put it in her welcoming message: "Some of us are fourth-generation Americans. Some of us are newly arrived. Some of us have college educations. Some of us are farmers who fled wars in our home country."

Delegates included hotel-room cleaners from San Francisco, garment workers from New York, cannery workers from Alaska, news industry employees from Los Angeles, New York, San Francisco and Washington, and more.

Speakers, including AFL-CIO President Lane Kirkland, said the creation of APALA is a message that union leaders recognize the changing nature of the labor force and a proof that labor is ready to represent the culturally diverse, new generation of American workers.

This "new room in the house of labor" is an indication that the AFL-CIO is accepting the challenge in organizing to protect and

advance the rights of all workers, particularly Asian Americans, Kirkland said.

Sen. Daniel K. Inouye (D-Hawaii) reminded delegates and others that "we are all immigrants" and that "by helping us, you are helping yourself."

Resolutions adopted by the convention protested a variety of conditions affecting Asian Pacific Americans in the workplace, including:

✓ Exclusion of the 2,000 workers at Ward's Cove cannery in Alaska from the federal 1991 Civil Rights Act.

✓ Asian-bashing in the United States. Fed by U.S.-Japan trade conflicts during the current recession, it has turned it into "racial hostility toward all Asian Pacific Americans," the convention said.

✓ Wal-Mart retail stores' exploitive employment practices.

"Wal-Mart pays its employees substandard wages and, while claiming to 'Buy American,' actually imports 30% of its goods from overseas, including from countries that employ child labor," the convention said.

Within hours of the APALA's founding at the convention, the new organization participated in a demonstration protesting the acquittal of four Los Angeles police officers in the beating of Rodney King. Delegates gave up their lunch break and marched to the headquarters of the U.S. Dept. of Justice to express their discontent with the verdict.

Six members of four Guild locals were delegates to the conven-

tion: Jin and Yvette Moy of the New York Guild, David K. Li of the Los Angeles Guild, Ramon A. de la Fuente of Washington-Baltimore, and Hal Goldklang and Tom Malione of the Translators' Guild.

Jin, vice chair of the New York Times Guild unit, chair of the Guild local's city-wide human rights committee and a long-time activist in the local, was one of seven persons honored as Asian Pacific American pioneers in the U.S. labor movement during the convention's opening night banquet.

A circulation sales representative at the Times, Jin was one of four plaintiffs in a landmark 1973 suit that resulted in an affirmative action program for hiring of African-American, Asians, Latinos and women at the Times, and the establishment of minority journalism scholarships.

Jin drew a roar of applause when he told banquet participants that "if you are discriminated against in employment, the best remedy is to sue. If you feel that you are ... don't go home and cry. There's only one place to cry: in court."

The other Guild delegates congratulated Jin for being a beam of light, hope and solidarity to other Asian Americans in their union and in the labor movement.

TNG Human Rights Director Anna M. Padia also was a delegate and brought the convention official greetings from the Coalition of Labor Union Women, which she serves as a vice president.

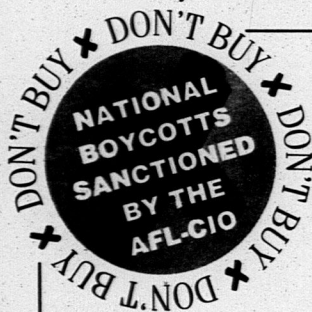
Rights urged for cannery workers

Silver Spring, Md.—TNG's Int'l Executive Board has called on Congress to correct "an egregious breach" of the U.S.'s "basic principles of equal protection and due process" by deleting the 1991 Civil Rights Act's exemption of workers at the Wards Cove cannery in Alaska from the law's provisions.

The 2,000 Asian Pacific American and Native Alaskan workers at the cannery "have been fighting for 17½ years to end the racially segregated workforce, sleeping quarters and eating facilities" at the cannery, the IEB said.

The Seattle-based company lobbied for and won the only exemption from the 1991 civil rights law's provisions even though the law was passed in part to overturn a Supreme Court decision involving the Wards Cove workers.

Passage of the "Justice for Wards Cove Workers Act" (S.1962 and H.R.3748) would do no more than give the cannery employees the same legal recourse and protections against discrimination that are afforded all other U.S. workers, the IEB said.



Ace Drill Corp.

—Drills, routers and steel bars
Auto Workers (UAW)

Austin Cablevision, Inc.

—Cable television
Communications Workers (CWA)

Brown Corp.

—Motor mounts, brackets, assemblies
Electronic Workers (IUE)

Brown & Sharpe Mfg. Co.

—Pumps, measuring, cutting and machine tools
Electronic Workers (IUE)

Bruce Church, Inc.

—Iceberg lettuce: Red Coach, Friendly, Green Valley Farms, Lucky
Farm Workers (UFW)

California table grapes

—Table grapes without the UFW label on carton or crate
Farm Workers (UFW)

Greyhound Lines, Inc.

—Inter-city bus and charter services
Transit Union (ATU)

Holly Farms

—Chickens and processed poultry
Teamsters (IBT)

International Paper Co.

—International and Hammermill bond, offset and writing paper, and related products
Paperworkers (UPIU)

Kawasaki Rolling Stock

—Motorcycles
Transport Workers (TWU)

Krueger International, Inc.

—Chairs: Matrix, Poly, Dorsal, Vertebra, Stax, Afika; Modular, Auditorium and University Seating
Machinists (IAM)

Louisiana-Pacific Corp.

—Wood products: L-P Wolmanized, Cedar-tone, Waferwood, Fibre-pine, Oro-Bond, Redex, Sidex, Ketchikan, Pabco, Xonolite
Carpenters (UBC) and Woodworkers (IWA)

Mohawk Liqueur Corp.

—Mohawk label gin, rum, peppermint schnapps and cordials
Distillery Workers (DWIU)

R.J. Reynolds Tobacco Co.

—Cigarettes: Bright, Camel, Century, Doral, More, Now, Real, Salem, Sterling, Vantage, Winston, YSL/Ritz;
—Little cigars: Winchester;
—Pipe tobaccos: Apple, Carter Hall, George Washington, Madeira Mixture, Our Advertiser, Prince Albert, Royal Comfort, Top Bakery, Confectionery & Tobacco Workers (BC&T)

Rome Cable Corp.

—Construction and mining cables
Machinists (IAM)

Shell Oil Co.

—Subsidiary of Royal Dutch Shell, parent of Shell South Africa; petroleum and natural gas products
AFL-CIO

Silo, Inc.

—Retailers of electronic equipment and appliances
Teamsters (IBT)

United States Playing Card Co.

—Playing cards: Bee, Bicycle, Tally Ho, Aviator, Congress
Retail, Wholesale & Dept. Store Union (RWDSU)

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. \$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.

Boycott aim is pact at News-Press

Santa Barbara, Calif.—Frustrated by the Santa Barbara News-Press's refusal in nearly a year of talks to agree to basic arbitration of grievances and company payments for pensions, Los Angeles Guild members at the daily have authorized a circulation boycott of the paper and its owners' flagship, the New York Times.

The first four weekends of Guild members pressing the boycott at area shopping centers and other public and semi-public areas netted more than 600 signed cards authorizing the Guild to cancel customers' subscriptions, Guild leaders reported.

The boycott has been endorsed by the Tri-Counties Labor Council and by several community and religious organizations.

Guild representations to the New York Times Co.'s annual shareholders meeting, April 14 in Wilmington, N.C., elicited pledges that corporate officers would look into the bargaining situation at the News-Press.

The Guild suggested it will find that "local management is engaging in extremist actions that are detrimental to our corporation."

The Guild has represented some 55 editorial employees of the paper since they voted by 10-1 on July 29, 1989, to affiliate their 20-year-old News-Press Employees Assn. with the union. A two-year contract they had ratified three days previously ran out last June 30. Talks for a new pact began last May.

This April 4, the Guild membership voted again by 10-1 to reject what the company had termed its final offer for a new contract and to authorize the boycott.

The company's position has been to maintain the status quo with tiny raises, said Donald Murphy, chairperson of the Guild unit.

In the process, the News-Press and its hired bargainers, a law firm notorious in the state for its anti-union tactics, have adamantly refused Guild attempts to add a standard contract provision that would provide third-party arbitration to settle disputes over discipline and discharges, said Jim Smith, the Guild's administrative officer.

The company also has steadfastly refused to begin making any payments toward Guild-covered employees' pensions. All other employees are in a New York Times Co. plan which the employer supports with about 3.5% of payroll, Smith said.

The Guild's membership authorized the circulation boycott "with great reluctance," a Guild leaflet distributed at the shareholders' meeting said.

The leaflet included messages from professors, lawyers, pastors, leaders of other unions and other community leaders asking fairness from the News-Press toward its Guild-covered employees.

One, from a professor and former county supervisor, asked: "Can it be possible that your financial picture is so bad that you have to play scrooge with long time employees whom the entire community regards with affection? Or are you just playing hard ball for some weird, macho reason?"

Winners Barlett & Steele receive '91 Broun Award at luncheon

Donald L. Barlett and James B. Steele, standing left and center, are presented with the 1991 Heywood Broun Award during luncheon at the National Press Club in Washington May 6. They won the \$2,000 prize for their nine-part series for the Philadelphia Inquirer titled "America: What went wrong?" [Guild Reporter, Jan. 31.] Making the presentation is one of the four judges of award entries: Ron Cohen, executive editor for Gannett News Service. He called the series "the best single piece of public service journalism I've ever seen." While calling the Broun Award "far more important," Cohen expressed amazement that the series was not also honored with a Pulitzer prize. The series documents why the American dream has become a nightmare for so many in the middle and lower classes during the Reagan and Bush administrations. An expanded version published as a paperback has sold more than 100,000 copies.



ANNE MARTENS/Washington-Baltimore Guild

IEB urges updates in VDT safety goals

Silver Spring, Md.—Pointing to technological developments, research into radiation hazards and the continuing proliferation of repetitive strain injuries (RSI) among VDT users, TNG's Int'l Executive Board is recommending extensive revisions and expansion of the union's VDT-safety bargaining goals.

Updating provisions of TNG's Collective Bargaining Program on VDT ergonomics adopted 12 years ago and on radiation added even earlier is essential, the IEB said in its Collective Bargaining report, where most of the proposals are contained. They also are covered in the IEB's Safety & Health report.

As the former points out:

The emphasis in radiation has shifted from testing to shielding, and from x-rays to very low frequency (VLF) and extremely low frequency (ELF) radiation.

Both laboratory and field research has suggested that electric and magnetic emissions from VDTs may be responsible for birth abnormalities and that, along with low-frequency fields, they also may be carcinogenic.

Technology developed by a growing number of computer manufacturers has produced shielding that greatly reduces the radiation reaching VDT operators.

While science still does not know the level of this radiation that can be considered safe, the new shielding has greatly reduced the lowest level technologically achievable.

However, while VDTs with this advanced, protective technology are available, they are far from generally in use, in the news industry or elsewhere. That is where the Guild must turn its attention.

Radiation testing as currently called for in the Bargaining Program is increasingly pointless, except as an adjunct to shielding. If a choice has to be made, it would be far more productive for publishers to invest their money in shielding rather than testing.

Therefore, the IEB is proposing

to strengthen the shielding provision now contained in TNG's Bargaining Recommendations and move it into the higher priority Bargaining Program, combining it with a revised provision on testing.

The spread of RSI, the development of new and more advanced ergonomic equipment and Guild experience in dealing with VDT problems have made it desirable to expand or strengthen other VDT safety goals, as well. Included are those dealing with VDT furniture and equipment, working conditions, and lighting and screen luminance in particular.

The Safety & Health report cautions that while the advent of ergonomic equipment in an increasing number of workplaces is welcome, training in its proper use becomes increasingly important.

Such training, it points out, can take place "through either employer-sponsored programs, in which Guild locals should seek an input, or through union-conducted training."

If the union conducts training, however, locals should make it clear that the "ultimate responsibility for making the VDT workplace injury-free resides with the company and that the union, in providing ergonomic training, cannot

35% feel RSI's bite, IEB estimates

"It is not unreasonable to conclude that at least 35% of Guild members who use VDTs on the job have been victims of repetitive strain injury (RSI) 'to a greater or lesser extent,' according to the Safety & Health section of the Officers Report to TNG's 1992 Convention.

It explains: "The Guild-wide tally of members reporting RSI symptoms has risen to almost 3,500, up more than 18% from a year ago. This is well over 10% of the Guild's total membership, a figure that significantly understates RSI's impact. It is based on reports from only about half of our locals and must be weighed in light of the fact that almost 40% of our members don't work on VDTs, the epidemic's principal newspaper source."

usurp that responsibility."

"Locals should also beware of companies that seek to short-change employees by instituting ergonomic training without installing ergonomic equipment — equivalent to teaching table manners in a famine," the Safety & Health report says.

The Collective Bargaining report, meanwhile, states that "there is no more important measure to reduce RSI than adequate rest breaks," continuing:

The board is proposing changes to bring the Bargaining Program's rest-break provision — never remotely approached much less achieved in any contract — more

closely into line with recommendations of the National Institute for Occupational Safety & Health (NIOSH). While this is a provision calling in part for breaks of shorter duration — 15 minutes every hour for sustained VDT work and every two hours for less intensive work — it is one better armored for the bargaining table.

Other, more routine changes being recommended include those necessary to reflect the appearance of several non-video display-terminals, such as liquid-crystal and gas-plasma, that eventually may displace VDTs in many cases.

The report also points out that the alternative displays emit little or no VLF radiation, but they currently are of poorer visual quality.

The Safety & Health report summarizes the principal messages contained in the proposed VDT-safety bargaining-goal updates as follows:

✓ Pay attention to the importance of getting terminals effectively shielded;

✓ Take all necessary steps to assure that VDT users receive — and take — adequate rest breaks.

In the latter area, the report adds, the education of members, as well as management, is often required.

The proposed changes also focus on the need for such ergonomic accessories as wrist rests, copy holders and task lighting, in addition to adjustable chairs, desks and foot rests.

BNA recognizes Guild for 2 groups

Washington — The Washington-Baltimore Guild has been voluntarily recognized by the Bureau of National Affairs, Inc., as the union for two more groups of employees totaling more than 30 persons at the special-interest publishing company.

BNA voluntarily recognized the Guild as the two new groups' union after the local demonstrated that a substantial majority had signed membership cards designating the Guild their bargaining representative.

One of the new groups is composed of more than two dozen inside salespersons at the BNA Telecom Services center in suburban Rockville, Md. The other is made

up of about a half dozen editorial employees at the BNA bureau in Sacramento, Calif.

The two new groups bring the total of BNA employees represented by the Guild to nearly 700. Existing contracts cover other reporters, editors, correspondents and salespersons as well as production workers and support personnel, mostly at BNA's Washington headquarters. Talks will begin soon on separate contracts for the new groups, said David Bates, the Guild local's organizer.

BNA publishes newsletters, journals, reports and books on labor-relations and government regulations in a variety of areas, including health and safety.

St. Paul unions march for Mailers at Pioneer Press



BARBARA KUCERA/Twin Cities Guild

Dozens of members of other unions at Knight-Ridder's St. Paul Pioneer Press, including more than 40 from the Twin Cities Guild, carry signs outside the daily's downtown offices in mid-April calling for management to agree to a fair new contract for the paper's 47 full-time mail-room employees, represented by the Teamsters. Their previous pact expired Oct. 31,

1990. Post-demonstration talks produced a company proposal in early May that the union's leadership was submitting to the members. Other unions represented in the April 14 picketing included the Graphic Communications Pressmen, the CWA-Media Workers, Electrical Workers, Machinists, Hotel & Restaurant Employees, and others.

Cut back IEB, too, it votes — twice; no, say 2 councils

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large separately from other offices. The roll call on the Cain motion was 8-3 in favor.

Voting for it were TNG President Charles Dale, Sec'y-Treasurer John C. Edgington, and Vice Presidents Connie Knox, Doug M. Louth, Carol D. Rothman, Marie A. Shellock, Cain and Hatfield.

Voting against it were Int'l Chairperson Peter E. McLaughlin and Vice Presidents Richard J. Brandow and Thomas J. Thibeault.

Absent were Vice Presidents Luther P. Jackson, Faye McCracken, David M. Mulcahy and Carol Przybyszewski.

The earlier roll call was 7-5 in favor of Hatfield's motion. The lineups were the same except Mulcahy was present and voted against it and Shellock voted "no."

The debate was much the same on both motions, as were discussions preceding the two district councils' actions.

Proponents of reducing the IEB's size pointed to the other cutbacks in TNG's operations and said the board could not exclude itself. They also said that delegates from Guild locals would be bringing less palatable proposals to re-

duce the IEB to this year's convention and that "a solid, workable" proposal from the IEB itself was the responsible way to face the issue.

Opponents' argued, among other things, that with TNG going to biennial conventions after the 1993 meeting, reducing the size of the IEB would increase the distance between the membership and administration of the international. They also pointed out that one board meeting a year has been eliminated and said that cutting the IEB's size would lessen the opportunities for members from small locals, women and minorities to be represented.

One of the other recommendations that also will be in the Constitution section of the Officers Report to the convention also was approved by 8-3 in a roll call.

It would reduce to 12, from 18, the minimum number of issues of the Guild Reporter that must be published per year.

Voting for the reduction were Dale, Edgington, Cain, Hatfield, Knox, Louth, Rothman and Shellock.

Voting against it were McLaughlin, Brandow and Thibeault.

Little progress seen for Hispanics in news-room jobs

By Juan Espinosa
Pueblo Guild

Albuquerque, N.M. — Hispanics continue to be under-represented in the nation's news rooms, according to a survey of 62 of the largest-circulation U.S. dailies made public at the convention of the National Assn. of Hispanic Journalists (NAHJ) convention here April 23-25.

In today's job market, that is not like to change soon, concluded panelists in a workshop titled, "After the layoff: Fireproofing your job." Some speakers sought to blame what they called a "union mentality" for today's cut-throat job market.

"Hispanic staff members at the 62 top newspapers ... rose by less than half a percentage point over the previous year, to 3.5%," said

Juan Espinosa is president of the Pueblo Guild. He and Karen Vigil, local secretary, also a reporter for the Pueblo Chieftan, attended the Hispanic Journalists convention as representatives of TNG.

NAHJ President Don Flores in presenting the study. Flores is publisher of Gannett's Iowa City Press-Citizen.

On the brighter side, the 62 newspapers in the study have a higher percentage of Hispanics than the industry as a whole, which is at 2.1%, according to a 1991 report by the American Society of Newspaper Editors.

On a job-by-job basis, Hispanic photographers and artists had the highest representation in the sur-

vey, with 6%. By job, other results included: 4.1% of reporters and writers; 3.2% of copy editors, 2.1% of news room managers.

Among the biggest problems for Hispanics trying to make gains in the news room are the industry's budget cuts and what the report termed "white backlash."

"There are two backlashes," said Richard Kipling, hiring editor for the Los Angeles Times. "One is the white male backlash, and there also is a strong feeling by older employees that young people are being brought in at lower wages to take their place."

Melita Garza, ethnic affairs reporter for the Chicago Tribune, said Hispanics have borne the brunt of white anger at what some perceive as preferential treatment of women and minorities.

"One guy in my newspaper told me that things are going too far, that the funnel is narrowing so sharply that there's almost no place for white men to go," she said.

At the fire-proofing workshop, Jerry Nachman, former editor of the New York Post, blamed unions for driving up the cost of producing newspapers.

"There's a mentality out there — You're in the union and you're going to have a job for life regardless of whether the publisher's making money," said Nachman. "The best thing that has happened in the shake out is that cost is becoming part of the job description."

Don Fitzpatrick, president of Fitzpatrick Associates in San Francisco, agreed that "silly union behaviour" has been a factor and said that "people who survive are going to be multi-talented good citizens in the newsroom and work their asses off."

Other developments at the convention included:

• Democratic challenger Bill

Clinton decisively won a straw poll of delegates taken minutes after he and President George Bush spoke to the convention via video hookup. Bush was booed and hissed when he ended his comments by saying that he felt doubly blessed because he has three Hispanic grandchildren.

• Diane Alverio, a reporter for a Hartford, Conn., TV station, was elected NAHJ's new president. She has been vice president.

• New York Guild member and Daily News columnist Juan Gonzalez urged delegates to take up the cause of finding those who assassinated Manuel deDios Unanue on March 11 in New York.

A former editor of El Diario La Prensa, the city's largest Spanish-language daily, at the time of his death DeDios was investigating drug dealers, terrorism and corruption in New York, Puerto Rico and Cuba for a new magazine he had started. ["N.Y. Guild offering \$5,000 for killer of former member," Guild Reporter, April 3.]

Vote again, IEB unit tells Cleveland

Silver Spring, Md. — The Appeals Committee of TNG's Int'l Executive Board has ordered a rerun of the Jan. 3-8 election for executive secretary of the Cleveland Guild which saw incumbent J. Stephen Hatch withstand a challenge from Bob Young of the local's Canton unit by a count of 248-197.

The committee acted on an appeal by Young from the Cleveland Guild executive board's adoption of an investigating committee's recommendation that "another election is not necessary."

The IEB Appeals Committee said it found merit in three of the

six allegations of election improprieties.

"Although not intended to violate either law or election rules," the committee said, Hatch's acknowledged use of the local's office equipment to produce and distribute some of his campaign literature did violate the local's election guidelines and the Landrum-Griffin Act.

The committee also said it found merit in allegations that "ballots were not available to all members at all units for the entire voting period" and that there were "inadequate safeguards to protect the ballots after they were cast."



DAVID BATES/Washington-Baltimore Guild

Toasting their new union — the Guild

Inside salesperson at Bureau of National Affairs Telecom Services celebrate their new status at meeting following BNA's voluntary recognition of Washington-Baltimore Guild as their union (story, Page 3). Clockwise from left foreground: Camilla Hirschel, Marilyn Rautio, Sylvia Slicer, Christine Herda, Noreen Halpern, Anne Buffington, Carol Smith, Mark Holloway, Henry Harris, John Hickok.

60% in Hill press corps report sexual harassment

By Mark Pattison

Washington-Baltimore Guild

Washington—An initial survey on sexual harassment of women members of the Congressional press corps showed that 60% of those who responded said they personally had encountered it.

And 80% of the women responding said sexual harassment is a problem for women employed in newsrooms.

"This is the cream of the crop. This is the Washington press corps," said Katherine C. McAdams, a University of Maryland journalism professor who co-authored the study. "If this is happening to these women," she said, "then we can assume that women in less prominent positions are having these kinds of problems, too."

McAdams presented the findings at an April 30 panel discussion during a meeting of the Washington chapter of the Society of Professional Journalists.

Other panelists were TNG Human Rights Director Anna M. Padia and veteran Capitol Hill correspondent Sarah McClendon. Moderator was University of Maryland journalism professor Maurine H. Beasley, the study's other co-author.

The panel offered several grim anecdotes of sexual harassment to buttress the study results.

Padia said she has handled "hundreds of cases" of sexual harassment, and in "90% of the cases" women were the victims.

"They hope that it will go away — and it rarely does," she said, adding that merely telling a harasser to stop "is not enough."

One supervisor showed up at the doorstep of a newspaper woman's home with a bottle of wine in his hand. Another brought his recreational vehicle to work, inviting women to come inside for lunch and "maybe a promotion, if things went the right way," Padia said.

"Women have been bitten on the buttocks," she added. The night shift in one newsroom featured mooning, "leering, ogling and attempted rapes," according to Padia.

She recounted the story of a 42-year-old single mother who was sexually harassed on her Guild-covered job. The supervisor was fired, but in the process Padia learned that the woman had left five other jobs because of sexual harassment.

"Do you know what kind of economic impact harassment has had on her life?" Padia asked.

McClendon, with 48 years on Capitol Hill, recalled that at an American Society of Newspaper Editors meeting one editor invited her to his hotel room and, once inside, told her, "Let's get with it."



MARIANNE KEFFER ZWIG/Washington-Baltimore Guild

SPJ-WASHINGTON PANEL PREPARES TO DISCUSS CAPITOL-HILL HARASSMENT STUDY

From left: Katherine C. McAdams, University of Maryland; Sarah McClendon, veteran reporter; Amy Fickling, SPJ-Washington president; Maureen Beasley, University of Maryland; TNG's Anna Padia.

Another time, "one of the biggest lawyers in Texas" offered her "the biggest story you'll ever have," she said. When she arrived at his home, he "had his pajamas on and the bed covers laid out," she said.

"It took me 27 years to get into this building," she said of the meeting site, the National Press Club, which did not admit women to membership until 1971. "Things are getting better, I suppose," she added, "but there's an awful lot of work to be done."

How much work was demonstrated by the McAdams-Beasley study.

Their survey was mailed to 273 women journalists accredited to the Capitol press galleries. Forty responded within 10 days of the mailing, McAdams said, a sign that those women considered it important.

Before the response deadline, 102 responded, a 37% response, which McAdams called "relatively low" for a mail survey.

Sources of harassment reported were evenly divided: 40% said they had been harassed by a co-worker; 40% said a news source had harassed them; and 20% said they had been harassed by both co-workers and sources.

Among those women who answered "no," they had not experienced harassment, "their 'noes' were not always 'no,'" McAdams said. Some reported that sexual harassment complaints had been made where they worked. One said she did not want sexual harassment to overshadow other needs and wants at her publication. Another said, "it's not as bad as it used to be."

One revelation in the study was that "an amazing number of women want out" of journalism, McAdams said. "They want out and they don't want (to go into) management."

Asked where they see themselves in five years, 19% responded they wanted to change fields, while 6% wanted to join management. In addition, 29% wanted to stay in the same job five years hence, and only 16% after

to be there after 10 years.

McAdams said she did not use the U.S. Equal Employment Opportunity Commission's definition of sexual harassment in the survey because of "readability" problems.

Padia, however, suggested that women encountering on-the-job harassment use the EEOC guidelines to try to help put a stop to it.

"Hey, did you know what you are doing may possibly be illegal?" is the question Padia said victims should direct at harassers.

The EEOC defines sexual harassment this way:

- ✓ Requests for sexual favors made explicitly or implicitly as a condition of employment;

- ✓ Dismissal because of refusing sexual favors;

- ✓ Creating a "hostile environment" through remarks or actions that have the purpose or effect of interfering with an individual's work performance.

Padia pointed to a 1987 case in which the Detroit Free Press, a Knight-Ridder paper, paid \$159,000 to individuals due to an "hostile environment."

Harassers "are posing a tremendous liability to a company," Padia said.

Pointing out 93% of all Guild contracts have fair employment clauses that offer a defense against sexual harassment, Padia said that "we believe that the newspaper is responsible" for keeping harassment out of the work place. Additionally, she said, "individuals are responsible for their own behaviours."

Padia said that while 42% of all Guild members are women, "most local Guild leadership is male." Part of her job, she said, is helping local and unit leaders understand the sexual harassment issue.

"It's not about sex. It is about abuse of power. It is a part of the continuum of sexual violence against women," she said.

BYLINE 'STRIKE/EMBARGO' IN 4TH YEAR

Salem Guild starts boycott sign-up

From correspondents' dispatches

Salem, Mass.—For members of the Salem Guild, April 18 marked the third anniversary of one of the longest-running job actions in TNG in recent years — a byline/credit line "strike/embargo" at the Salem Evening News — and there's no end in sight.

At the strike/embargo's center are News management's demands — and the 75-member Guild unit's refusal to agree — that key job security protections of the Guild's most recent contract be eliminated.

That contract, covering the 35,000-circulation daily's advertising, business, circulation, editorial and maintenance employees — ran out Sept. 30, 1988, more than 3½ years ago.

To mark the strike/embargo's anniversary and, more importantly, to demonstrate once more the Guild's continuing determination to resist the management demands, the Guild announced it is launching a second action — a circulation boycott.

Members volunteered during an early-April meeting to serve on committees to speak to other area unions and union federations and to prepare and mail materials enlisting support for the effort to gather signed cards authorizing the Guild to cancel residents' subscriptions to the News.

Guild leaders said they recommended the boycott reluctantly and only after concluding that management would not respond seriously to employees' needs unless its economic interests were threatened.

They were not deterred by a pre-meeting letter from News Vice President Kenneth Newbegin accusing the Guild of false statements.

The strike/embargo started in 1989 as a one-week protest by the paper's reporters and photographers against a "final offer" by the News for a new contract.

It proposed annual raises of 4%, 4% and 4.5%, but also demanded elimination of a longstanding requirement that all job vacancies be filled within 90 days, unless waivers are agreed to by the Guild, and of a requirement for severance pay if the News were to be sold, whether or not employees were retained by the new owner. It then appeared the paper soon would be put on the block.

The day the byline/credit line "strike" was to end, the News' managing editor posted a notice that from then on bylines would be used totally at the discretion of newsroom management.

The reporters and photographers unanimously agreed to continue withholding their names from their work indefinitely.

Ever since, stories by staff reporters are identified only as "A News staff report." Those from unrepresented "stringers," however, carry a byline most of the time.

That June, the Guild mounted an informational picket in front of the News building that drew an estimated 100 marchers from both the Guild and other unions. For months after, the publisher, Cyrus Newbegin, refused even to speak to Guild members who had participated.

In October 1989, the company declared an impasse, put into effect the second year of its wage offer and began leaving Guild-covered jobs vacant as employees left. Seventeen have gone unfilled since.

The company, however, has increased its vice presidents to three, from one. Two are sons of the publisher.

In October 1990, in another "final offer" to the Guild the company withdrew its severance-pay demand, explaining it was moot because the paper was not for sale.

This January, the company unilaterally imposed higher health insurance premiums on employees, effectively cutting their pay. For those with family coverage, it's a \$30 a week cut.

The Guild has appealed to the National Labor Relations Board in Washington from the NLRB regional director's refusal to issue a complaint on unfair-practices charges by the Guild.

More recently, the News said it expects each Guild-covered employee to take two weeks off without pay, unless the Guild can suggest another way to reduce the News' costs for those employees by \$86,000.

All that, and more, has put Guild-covered employees' morale at rock bottom and convinced them and Guild leaders to undertake the boycott in one more effort to persuade management to return to the bargaining table to work out an equitable new contract.



Boston

Lesley Phillips, president; Norm Quick, vice president; Philip Serafino, secretary; Patricia Driscoll, treasurer.

Great Falls

Rich Ecke, president; Tom Johnson, vice president; Dave Fenner, secretary-treasurer; Barb Mittal, assistant secretary.

Pawtucket

James Baron, president; Craig Cotten, 1st vice president; Andrea Barry, 2nd vice president; Douglas Hadden, secretary; Dale King, treasurer; Michelle Folco, ass't treasurer.

Twin Cities

Mike Sweeney, president; Ann Wilhelmy, editorial vice president; Dave Longbone, commercial vice president (Longbone, 314; Terry McKey, 109); Debby Lemay, secretary; Neale Van Ness, treasurer.

Board sees black in proposed budget for fiscal 1992-93

(Continued from Page 1)

The income projection assumes monthly per-capita payments by locals for 25,750 regular employed members, off by nearly 1,300 from such payments last year and down by just over 4,500 from the record high set in fiscal 1987.

The IEB's proposed operating budget for fiscal 1992-93 estimates expenses of \$4,767,516, down by \$46,959 from the \$4,814,475 paid out in 1991-92.

The year-end general fund surplus was the second in the last five years, the IEB report noted, pointing out that it was achieved despite starting the year with projections of a \$97,755 operating deficit and in the face of "the lowest level of full-dues-paying membership in 35 years."

The IEB report laid the membership drop to the "sour economies of both the United States and Canada" and the accompanying "economic softness" of the news industry in both nations.

The Guild is "facing Bush-Mulroney expenses with Eisenhower-Diefenbaker incomes — an economic deadend that works no better for TNG than it is working for the economies and peoples of the U.S. and Canada," the report said.

"Last year's Hobson's Choice — increased income or serious cutbacks in TNG operations — has been made. We chose both," the board reported. "The membership's approval of the 'organizing dollar' allowed us to continue efforts vital to our survival in widespread areas of both countries; the painful but necessary cost-cutting by the IEB has brought us closer to living within our means."

The "organizing dollar," a \$1 dues increase for TNG's Organizing Fund effective last August, produced \$186,464 during the latter part of the fiscal year, the board reported. It is expected to provide \$309,000 during the full current year. The board is proposing that another \$70,000 be ticketed for organizing from other general fund income.

Organizing fund expenditures for the year totaled \$367,743, nearly all in subsidies to locals. The fund's year-end balance was \$205,728, including \$7,286 due from the general fund. As of March 31, 1991, the general fund had owed the organizing fund \$354,089.

IEB reports per-capita delinquencies

Silver Spring, Md. — In keeping with a directive by TNG's 1983 Convention, the Int'l Executive Board during its spring meeting reported the following locals delinquent in their monthly per-capita payments to TNG as of March 31:

Local	Months	Amount
Bakersfield	1	\$1,855
Battle Creek	12	2,385
Boston	1	5,843
Chattanooga	1	557
Chicago	1	6,840
Cincinnati	1	1,127
Detroit	1	8,613
Eugene	1	1,020
Great Falls	2	456
Lexington	1	133
Los Angeles	3	1,402
Milwaukee	2	3,100
North Bay	2	2,138
Northern Ontario	4	1,856
Ottawa	1	5,035
Puerto Rico	2	12,084
Rochester	5	2,650

Board hopes cut in GR temporary

Stating that it can see "no alternative but to reduce the number of issues" of the Guild Reporter "for the time being" in light of the union's financial condition, TNG's Int'l Executive Board has committed itself to restoring the publication's frequency and staffing as soon as conditions warrant.

In its Guild Reporter report to TNG's 1992 convention, the IEB also calls upon that body to restate an earlier commitment to increasing the paper's pages and restoring its frequency as conditions permit.

Largest organizing subsidies during the year went to the Southern Ontario Guild (\$125,582), the Philadelphia Guild (\$57,661), the Denver Guild (\$26,902), the Translators' Guild (\$25,117), the Washington-Baltimore Guild (\$22,000), the Wire Service Guild (\$20,739), the Chicago Guild (\$19,500), the Los Angeles Guild (\$19,000), the Canadian Wire Service Guild (\$17,540), and the Vancouver Guild (\$10,003).

TNG's Defense Fund, meantime, ended the fiscal year with assets totaling \$6,803,673, up by \$115,042 from the previous year's \$6,688,631.

Defense fund revenues totaled \$709,246, with \$400,000 from the general fund and the balance from interest and investments.

Defense fund expenses totaled \$594,204, including \$143,303 for benefits to Southern Ontario Guild members who struck the Thomson chain's Cambridge Reporter and Guelph Mercury for initial contracts. Most of the rest went for "innovative strategies" aimed at securing contracts without strikes in several locals.

In other actions taken on recommendation of its Finance Committee, the IEB:

- Approved the following contributions: \$2,000 (in quarterly installments of \$500) to the Reporters Committee for Freedom of the Press; \$250 to the Occupational Health Foundation; \$200 to the Labour College of Canada; and \$500 to the United Farm Workers to help defray its costs in a judg-

TNG, council honor AIDS-stricken local leader

Steven Michael, Northern California Guild treasurer and former president, left and inset, is embraced by TNG President Charles Dale during tribute at the Western District Council's spring meeting to the long and exemplary Guild service by Michael and activist Jan Jansen, Michael's domestic partner. Both are suffering the effects of acquired immune deficiency syndrome (AIDS). Michael was hailed for service to his local, the council and TNG as a convention delegate and human rights committee chair; Jansen for long years of unsung performance of what Dale referred to as the volunteer "scut work" that enables the Guild to function effectively. To the applause of delegates to the meeting in San Francisco, each was presented a citation and special membership pin.



RUSS CAIN/San Jose Guild

ment won by a California grower that now totals more than \$2.4 million. The board expressed regret that circumstances prevented more aid to the Farm Workers.

- Also, in concurrence with its Human Rights Committee, approved contributions of \$400 to the National Committee on Pay Equity, \$100 to the Southern Christian Leadership Conference, and \$1,000 (in quarterly installments of \$250) to the Leadership Conference on Civil Rights.

- Wrote off expense advances to two former IEB members in the amounts of \$2,276 and \$930 that have not been accounted for since they left the board in 1983.

- Amended its policy on expense advances to current board members to prohibit them to those who have not filed expense reports "within 60 days of their most recent advance."

- Wrote off a \$5,000 defense fund loan to the Pacific Northwest Guild in 1990 for a case that involved the termination of an agency fee payer who refused to pay the equivalent of dues. The case potentially had Guild-wide impact, the IEB said.

- Reduced to semi-annually, from quarterly, the frequency of audits of TNG's financial records, specifying that they be done as of each Sept. 30 and March 31, the end of TNG's fiscal year. It also changed the annual "Beck audit" to Sept. 30, from Dec. 31. As reflected in the proposed 1992-93 budget, the actions will save TNG more than \$5,000 a year in auditor's fees.

- Voted to continue the policy of not paying dues and other costs connected with participation in the Int'l Federation of Journalists so long as "the basic reason for that situation — TNG's serious and continuing financial crisis — remains."

TNG budgeted for and paid \$28,455 in per-capita dues in 1991-92 to the Brussels-based secretariat for unions that represent journalists around the world. It budgeted and paid nothing for participation expenses, however. In each of the previous two years it paid more than \$50,000 in dues, while in 1990-91 it incurred \$11,086 and in 1989-90, \$3,525 in expenses for participation in IFJ meetings and other activities.

TNG President Charles Dale

noted with regret that TNG can not afford to be represented at the first IFJ World Congress (convention) ever held in North America, scheduled for June 8-12 in Montreal.

The elimination of IFJ dues is but one of the sizeable reductions from 1991-92 expenditures contained in the budget the IEB is recommending to the convention.

Savings of more than \$145,500 are projected in "administrative operations," including nearly \$50,000 from elimination of the Dept. of Education, including its director.

More than \$50,000 savings in printing and distribution costs is scheduled from reducing the Guild Reporter's frequency to monthly. A saving of more than \$60,000 in salary and benefits is projected from cutting out the assistant editor position.

Savings of some \$36,000 in legal fees is projected, as is some \$44,000 in "office management" salaries from the layoffs of the two clerical employees.

Some \$105,000 less is projected for international representatives' salaries, along with \$12,000 less for their expenses, reflecting staff reductions that have taken place

through attrition. A savings of more than \$11,000 is projected in transportation costs.

However, total spending for "field operations" — bargaining, organizing and servicing — are projected at \$98,000-plus higher than last fiscal year's expenditures, the result of the amounts anticipated for the organizing and organizing fund line items.

Other areas in which higher amounts are projected for the current year than was spent last year include payments for employee pensions, severance pay and health and welfare.

The pension and severance increases, respectively \$89,000-plus and \$19,000-plus, result mainly from TNG's staff reduction agreements with the Federation of Guild Representatives and the Office & Professional Employees Union.

The budget and income projection recommendations were passed on a voice vote on the fourth and last day of the IEB meeting. One member of the board, Vice President Doug M. Louth of Vancouver, said he was voting against the budget because he felt it did not contain enough cuts in light of TNG's "huge liabilities."

McCormick, Kadis leave TNG's staff in cost-cutting

Harry L. McCormick, one of TNG's international representatives for more than 22 years, and Phillip M. Kadis, the union's education director since 1985, have left TNG's professional staff under a staff-cut agreement between TNG and the Federation of Guild Representatives (FGR).

Under the same agreement, John R. Small, assistant editor of the Guild Reporter since early 1989, has transferred to TNG's field staff where he is an international representative.

TNG and the FGR reached agreement on the staff cuts five weeks after TNG President Charles Dale notified Kadis and Small that their jobs were being cut for economy reasons and that they would be severed unless TNG and the FGR worked out alternatives to cut TNG staff costs by at least \$250,000.

Under the April 23 agreements, which include a new FGR-TNG

contract that freezes wages for a year, Kadis and Small were given first options to resign with enhanced severance pay (seven weeks in addition to the contractual two weeks per year of service) plus an additional five years' service and age credit in the TNG-FGR pension plan.

If either or both declined, the same enhancements were available by seniority to a maximum of two other FGR-covered employees, except for three specified headquarters staffers. If any field staffers took the buyout, Kadis and Small could fill the resultant vacancy.

Kadis took the buyout, as did McCormick when Small declined to take it.

Dale said the staff cut notices went to Small and Kadis because TNG has eliminated the education department and because it is proposing to reduce the Guild Reporter to 12 issues a year, from 18.

TNG's 1991-92 fiscal year—By the numbers

Following is the report of TNG's financial standing, including operations of the General Fund, the Defense Fund, the Special Organizing Fund and the Anti-Discrimination Fund for the fiscal year ended March 31, 1992, as compiled by Shulman, Kurtz, Turer & Topaz, certified public accountants.

GENERAL FUND

Balance Sheet—March 31, 1992

ASSETS	
Cash in banks and on hand	\$ 134,551
Advances receivable	45,576
Loans receivable	39,236
Prepaid expenses and transportation expenses	37,991
Equipment (net)	42,021
Investment in building	3,747,170
Total assets	\$4,046,545
LIABILITIES	
Exchanges payable	\$ 22,183
Bank loan payable—building	52,500
Due to Defense Fund—building loan	750,000
Due to Special Organizing Fund	7,286
Accounts payable	232,114
Payroll withholding payable	25,816
Due to Defense Fund	397,701
Mortgage payable—building	2,330,192
Total liabilities	\$3,817,792
Fund balance	\$ 228,753
Total liabilities and fund balance	\$4,046,545

Revenues & expenses—Year ended March 31, 1992

REVENUES	
Membership revenues—Per-capita taxes	\$4,562,412
Initiation fees	7,665
Reinstatement fees	1,007
Agency fees	109,901
Servicing salaries and expenses paid by locals	(4,082)
Guild Reporter income	1,754
Research Department sales	3,229
Salaries and expenses paid by Defense Fund	158,497
Miscellaneous income	9,292
Total Revenues	\$4,849,675
EXPENSES	
Per-capita taxes	\$ 180,836
Field operations	1,406,051
Administrative operations	474,062
Office management	1,648,129
Executives	170,826
Other expenses	934,571
Total expenses	\$4,814,475
Excess of revenues over expenses	\$ 35,200
Fund balance—Beginning of year	\$ 193,553
Fund balance—End of year	\$ 228,753

Budget & expenses—Year ended March 31, 1992

	Expended year ended 3/31/92	Budget year ended 3/31/92	(Over) or under budget
1. Per-capita taxes			
AFL-CIO	\$ 95,285	\$ 94,710	(\$ 575)
Industrial Union Dept.	21,482	20,400	(1,082)
Canadian Labour Congress	32,854	33,000	146
Int'l Federation of Journalists	28,455	28,566	111
AFL-CIO Union Label Dept.	2,400	2,400	-
CLC Union Label Dept.	360	360	-
Total	\$ 180,836	\$ 179,436	(\$ 1,400)
2. Field Operations			
Director—Salary	\$ 68,105	\$ 68,105	\$ -
Expenses	6,717	7,000	283
Organizing and Servicing			
IRs' salaries	710,945	706,689	(4,256)
IRs' expenses	212,399	250,000	37,601
Miscellaneous servicing	24,034	60,000	35,966
Organizing	186,464	160,500	(25,964)
Collective Bargaining			
Salaries			
Exec. Secy. Contracts			
Committee	60,409	60,409	-
Pension consultant	21,000	21,000	-
Collective bargaining and organizing associate	47,415	46,324	(1,091)
Human Rights Director	60,409	60,409	-
Expenses—personnel	8,154	6,000	(2,154)
Total	\$1,406,051	\$1,446,436	\$ 40,385
3. Administrative Operations			
Research and Information			
Salaries—Director	\$ 62,213	\$ 62,213	\$ -
Expenses—personnel	1,768	2,000	232
Books and periodicals			
Legal and bargaining services	8,435	4,000	(4,435)
Subscriptions	3,817	6,000	2,183
Other printed material	3,558	5,000	1,442
Publications and literature:			
Constitution	7,733	14,500	6,767
Organizing and other literature	500	1,500	1,000
Miscellaneous	10	-	(10)

Department of Education

	Expended year ended 3/31/92	Budget year ended 3/31/92	(Over) or under budget
Director—Salary	\$ 60,409	\$ 60,409	\$ -
Expenses	307	1,000	693
Publications—literature	2,419	500	(1,919)
Institutes—seminars	19,902	20,000	98
Guild Reporter			
Salaries—Editor	62,213	62,213	-
Asst. editor	45,914	45,914	-
Expenses:			
Personnel	4,126	5,000	874
Printing	80,975	95,000	14,025
Postage	99,800	90,000	(9,800)
Pictures and special material	9,281	8,000	(1,281)
Miscellaneous	682	1,500	818
Total	\$ 474,062	\$ 484,749	\$ 10,687

4. Office Management

	Expended year ended 3/31/92	Budget year ended 3/31/92	(Over) or under budget
Salaries:			
Office manager	\$ 44,520	\$ 43,680	(\$ 840)
Secretary-stenographers	88,572	89,580	1,018
Bookkeeping	62,700	63,169	469
General clerical	120,468	120,297	(171)
Expenses:			
Rent and maintenance	328,404	360,000	31,596
Utilities	286	16,000	15,714
Stationery and supplies	65,670	60,000	(5,670)
Equipment	30,000	30,000	-
Telephone and telegraph	38,068	40,000	1,932
Repairs and improvements	9,063	10,000	937
Postage	26,995	30,000	3,005
Auditing	31,359	34,000	2,641
Insurance and bonding	60,000	40,000	(20,000)
Employee pension	217,739	206,548	(11,191)
Employee health and welfare	221,495	220,000	(1,495)
Directly billed transportation	261,884	300,000	38,116
Data processing	28,885	40,000	11,115
Miscellaneous	12,021	15,000	2,979
Total	\$1,648,129	\$1,718,284	\$ 70,155

5. Executives

	Expended year ended 3/31/92	Budget year ended 3/31/92	(Over) or under budget
Officers' salaries	\$ 149,908	\$ 149,908	\$ -
Officers' expenses	20,918	25,000	4,082
Total	\$ 170,826	\$ 174,908	\$ 4,082

6. Other Expenses

	Expended year ended 3/31/92	Budget year ended 3/31/92	(Over) or under budget
Legal			
Payroll and personal property taxes	131,217	125,000	(6,217)
Contributions and tickets	8,238	15,000	6,762
Delegates and committees	32,287	25,000	(7,287)
IEB meetings	68,813	70,000	1,187
Severance pay provisions	34,131	25,000	(9,131)
Convention reserve	150,000	150,000	-
Broun Award	2,000	2,000	-
Broun Award expenses	5,547	5,000	(547)
AFL-CIO-IUD Convention	-	3,000	3,000
CLC Convention	-	-	-
IFJ meetings	-	-	-
Guild Service Award	2,000	2,000	-
Irving Leichter Scholarship	-	-	-
Fund	4,000	4,000	-
Defense Fund	400,000	400,000	-
Total	\$ 934,571	\$ 886,000	(\$ 48,571)
Totals	\$4,814,475	\$4,889,813	\$ 75,338

DEFENSE FUND

Balance Sheet—March 31, 1992

ASSETS	
Cash in banks:	
Checking accounts	\$ 121,365
Savings accounts and certificates of deposit	847,702
Investments—at market	4,313,975
Loans receivable:	
Albany Guild	19,686
Gary Guild	14,125
Great Falls Guild	6,880
Northern California Guild	92,422
Pacific Northwest Guild	5,000
Puerto Rico Guild	8,000
San Antonio Guild	40,013
San Diego Guild	25,078
Terre Haute Guild	8,700
Washington-Baltimore Guild—EEOC Case	37,164
Wire Service Guild	47,497
Due from General Fund	397,701
Loan receivable—building	750,000
Other investments—at market	68,365
Total assets	\$6,803,673
LIABILITIES	
(The Defense Fund had no liabilities on March 31, 1992.)	
Fund balance	\$6,803,673
Total liabilities and fund balance	\$6,803,673

Revenues & expenses—Year ended March 31, 1992

REVENUES	
General Fund transfers	\$ 400,000
Interest and investment income	309,246
Total revenues	\$ 709,246
EXPENSES	
Auditing	\$ 3,000
Contribution—Greyhound strikers	500
Washington-Baltimore—overtime case	15,480
Union dues case	25,534
Strike benefits:	
Southern Ontario—Oxford University unit	529
—Spectator unit	(17,543)
—Maclean's unit	529
—Cambridge unit	81,651
—Guelph Mercury unit	61,652
Innovative Strategies:	
Akron	9,384
Wilmington, Del.	10,091
Bellevue, Wash.	825
Cleveland	12,358
New York Daily News	85,884
Waukegan, Ill.	17,000
Massillon, Ohio	4,301
Pittsburgh	7,001
San Diego	7,417
Wire Service	35,926
Dayton, Ohio	84,720
Vancouver	4,242
Monterey, Calif.	3,505
Macomb, Mich.	600
Tacoma, Wash.	1,926
McClatchy units	52,932
Washington-Baltimore	4,813
San Antonio	52,056
Norwalk, Conn.	6,890
Per capita for striking members receiving benefits	21,001
Total expenses	\$ 594,204
Excess of revenues over expenses	\$ 115,042
Fund balance—Beginning of year	\$6,688,631
Fund balance—End of year	\$6,803,673

SPECIAL ORGANIZING FUND

Balance Sheet—March 31, 1992

ASSETS	
Cash in banks:	
Savings accounts and checking account	\$ 198,442
Due from General Fund	7,286
Total assets	\$ 205,728
LIABILITIES	
(The Special Organizing Fund had no liabilities on March 31, 1992.)	
Fund balance	\$ 205,728
Total liabilities and fund balance	\$ 205,728

Revenues & expenses—Year ended March 31, 1992

REVENUES	
General Fund transfers	\$ 186,464
Interest income	2,667
Donations	2,100
Total revenues	\$ 191,231

EXPENSES	
Auditing	\$ 2,800
Donation—Los Angeles-Orange County	
Organizing Committee	150
Organizing subsidies:	
Albany Guild	3,200
Canadian Wire Service Guild	17,540
Chicago Guild	19,500
Denver Guild	26,902
Memphis Guild	7,275
Los Angeles Guild	19,000
Great Falls Guild	1,000
Philadelphia Guild	57,661
Pittsburgh Guild	3,457
Southern Ontario Guild	125,582
Vancouver-New Westminster Guild	10,003
Washington-Baltimore Guild	22,000
Wire Service Guild	20,739
Translators Guild	25,117
Windsor Guild	5,776
Alberta	41
Total expenses	\$ 367,743
(Deficiency) of revenues over expenses	(\$ 176,512)
Fund balance—Beginning of year	\$ 382,240
Fund balance—End of year	\$ 205,728

ANTI-DISCRIMINATION FUND

Balance Sheet—March 31, 1992

ASSETS	
Cash in banks	\$ 57,041
Total assets	\$ 57,041
LIABILITIES	
(The Anti-Discrimination Fund had no liabilities on March 31, 1992.)	
Fund balance	\$ 57,041
Total liabilities and fund balance	\$ 57,041

SONG hosts other unions on 'common future'

Toronto—The Southern Ontario Guild (SONG) is hosting a conference of representatives of selected media-industry unions May 22 to discuss the "common future" of such unions in Canada, whether in a new Canadian union or in "finding a home in another Canadian national union."

"Our concern is that several of the unions representing workers in our industry are looking to the future, but that little is being done to break down the barriers between our unions and to prevent further fragmentation," said SONG President Gail Lem in an April 6 invitation to Doug Grey, Canadian director of the Communications Workers of America (CWA).

"We believe we have an historic opportunity to bring the media industry unions together, if we act soon," Lem wrote.

Invitations, however, were issued selectively and Lem declined to identify others expected to participate or the location of the meeting for the Guild Reporter. "The people invited will be advised of the venue," she said.

In her letter to Grey, she said SONG leaders also were inviting "certain CWA locals" and "certain locals and/or representatives" of the Graphic Communications Union (GCIU) and the National Assn. of Broadcast Employees & Technicians, and that "our friends in NABET" were asked to

invite "appropriate representatives" of other broadcasting unions.

"Our only criteria," Lem wrote, "is that such representatives be truly interested in discussing whether we can forge a common future," continuing:

"We are not, for example, inviting Canadian Guild locals whose interest lies only in reforming the internal structure of The Newspaper Guild."

She told the Guild Reporter that while representatives of some Guild locals were invited, it was done selectively because "there is no desire to enact on a national stage" the debate that has occurred within the Guild on Canadian au-

tonomy. She said she could not say whether or how many from other Guild locals would attend.

She also could not say how many representatives from other unions were expected, nor from which unions they were expected. "SONG is not the only organization inviting people," she said.

Lem said she sees the meeting

as a logical extension of the practice in some places of locals of the Guild and other unions working together in joint councils on common problems.

The meeting is set for the day before the annual conference of the Canadian Federation of Printing and Communications Unions, a 40-year-old group that has been seeking to promote co-operation and exchange of information by unions in the industry.

IEB names three for CLC convention

Silver Spring, Md. — TNG Vice President Doug M. Louth, of the Vancouver Guild, TNG Canadian Director John T. Bryant and Int'l Representative Dan Zeidler have been named TNG's delegates to the Canadian Labour Congress

1992 Convention scheduled to be in Vancouver June 8-12.

They were appointed on recommendation of TNG President Charles Dale during the spring meeting of TNG's Int'l Executive Board here May 4-8.

Suburban pact nets \$77,14%

Primos, Pa. — Philadelphia Guild members at the Delaware County Daily Times here have overwhelmingly ratified a new three-year contract with the Goodson-chain paper that increases minimum and over-minimum pay rates by as much as \$77 and up to 14.88% a week over its term.

The settlement also cuts employees' share of payments for health insurance (including dental and vision) to \$5 each per week, from as much as \$24 per week, and provides that any future increases will be shared equally by employees and the company, with a maximum \$9-a-week increase for employees.

Ratified by 61-6 on April 27, the settlement was reached three days earlier in talks led by the Guild local's administrative officer, Wayne Cahill, and TNG Int'l Representative William M. Brown.

The previous pact had run out May 31 and talks over the ensuing 11 months had been punctuated by informational picketing, a byline/credit-line "strike," and an open-ended strike-authority vote by the unit's membership. The Guild represents nearly 100 employees in the daily's advertising, business, circulation, editorial, maintenance and mailroom departments.

The contract is retroactive to last June 1 and all fulltime employees

Pawtucket members' message parodies Times' promotion slogan



RICHARD DUGAS/Pawtucket Guild

With contract talks stalled more than four months by "pages and pages" of management demands for take-backs, Pawtucket Guild members at the Times hold up placards spelling out a message to the daily's managers and owners parodying the paper's own promotion slogan: "Wake up with The Times." A week earlier employees were "pulled out of the building" by management to hold up placards that spelled out the company slogan. "We

figured turn-about was fair play" during a recess in a bargaining session, said Guild President James F. Baron. Company representatives refused to resume the meeting. The publisher, Raymond Lacaille, peered at the demonstrators from a window beside a second-floor "The Times" sign. Formerly part of the Ingersoll chain, the Times now is owned by the Journal Register Group, headed by former Ingersoll executive Robert M. Jelenic.

there for the full intervening period receive a retroactive payment of \$1,219.92, with part-timers and new hires getting prorated payments. The retroactivity is based on across-the-board increases of \$21 a week in each classification. There is a second across-the-board increase on June 1, 1993, of \$25.28.

Increases in top minimums under the settlement include the following:

Outside ad salesperson, photographers, reporters—Up

by a total of \$72.91 a week (10.14%), including \$26.63 this June 1, to \$766.46. Next June 1, it goes to \$791.74.

Circulation supervisors—Up by a total of \$71.62 a week (10.48%), including \$25.34 this June 1, to \$729.33. Next June 1, it goes to \$754.61.

Mailers—Up by a total of \$67.11 (12.03%), including \$20.83 this June 1, to \$599.36. Next June 1, it goes to \$624.64.

Telephone ad solicitors—Up by \$65.40 (12.81%), including \$19.12 this June 1, to \$550.32.

Next June 1, it goes to \$575.60.

Clerk typists—Up by \$64.26 (13.42%), including \$17.98 this June 1, to \$517.51. Next June 1, it goes to \$542.79.

Maintenance employees—Up by \$63.88 (13.65%), including \$17.60 this June 1, to \$506.49. Next June 1, it goes to \$531.77.

Office/copypersons—Up by \$62.04 (14.88%), including \$15.76 this June 1, to \$453.43. Next June 1, it goes to \$478.71.

Highest increase over the term goes to a group of department and desk editors. It totals \$77.05 (10.15%), including \$30.77 this June 1, to \$810.64. Next June 1, it goes to \$835.92.

The base mileage rate for regular auto users is increased this June 1 by 3 cents, to 26 cents, and by

2 cents more next June 1, to 28 cents. The base guarantee for occasional car users is raised by \$1, to \$4 per day. Their mileage rate remains 28 cents a mile. A mileage escalator provision also is continued.

The company also agreed to provide training in the safe use of equipment and pledged to seek and consider recommendations from the VDT-CRT Safety Committee before buying any new equipment. The company's payment for eye exams is increased by \$10, to \$50.

In addition, if the company requires a doctor's note to verify that an employee has been ill, it now will pay the full cost of the visit to a doctor to obtain the note. The reimbursement had been limited to \$25.

Canada Council urges merger review

Toronto—TNG's 1992 Convention should review the international union's position on merger of TNG with another union with a view to making it a higher priority goal, the Canadian District Council said during its spring meeting here April 25-26.

Consensus of the delegates was that as beneficial as some of the

co-operative efforts of the Guild and other industry unions are, more needs to be done toward making the unions' unity a reality, said Mike Bocking of Vancouver, elected president of the council at the meeting's outset.

Some things the Guild has held up as absolutely necessary conditions for a merger may not be, Bocking said.

TNG's financial difficulties also are "causing some of us to question" if the size of TNG's membership is sufficient to make us continue to be a viable union, he said.

Also elected officers of the council were: Gail Lem of Southern Ontario, vice president; Donna Hooper of North Bay, secretary; and Sharlan Clark of Ottawa, treasurer.

The council also called for amendment of TNG's Constitution

to provide for "a separate Canadian vote" on any merger proposal. "It would have to be worked out" if approval would have to be Canada-wide or local by local, Bocking said.

The council also revived a committee of member-local presidents authorized in 1990 to study proposals for greater Canadian autonomy advanced then by the SONG. "The committee never was constituted," Bocking said.

Five of the nine Canadian Guild locals participate in the council, the four represented by its officers plus Northern Ontario (Sudbury). The other four — Canadian Wire Service, Montreal, Victoria and Windsor — withdrew in 1990 protesting that the council's agenda was being monopolized by autonomy proposals from the SONG. A vice president of Canadian Wire Service participated in the spring meeting as an observer.



Int'l Executive Board, pre-convention meeting, June 26-27, Congress Hotel (Grant Park room), Chicago.
Conference of District Councils, annual meeting, June 28, noon, Congress Hotel (Alcove room).
Advertising (Lake Shore), Circulation (Grant Park), Editorial (Plaza) Panels June 28, 1 p.m., Congress Hotel.
New Delegate Forum, June 28, 3 p.m., Congress Hotel.
59th Annual Convention, June 29-July 3, Congress Hotel.
Int'l Executive Board, post-convention meeting, one hour after adjournment, July 3, Congress Hotel.
Int'l Executive Board, fall meeting, Oct. 25-28, TNG headquarters, Silver Spring.
Midwest District Council, fall meeting, Nov. 7-8, Milwaukee.
Middle-Atlantic District Council, fall meeting, Nov. 21-22, New York.

Next Reporter to be June 19

Next issue of the **Guild Reporter** will be published on **June 19**, and the subsequent issue will be on **July 17**.

The change in schedule is part of the paper's preparation for the eventuality that TNG's convention, June 29-July 3, approves the Int'l Executive Board recommendation that for reasons of economy the paper's publishing frequency be reduced to monthly, from 18 times a year.

The Guild Reporter



JAMES M. CESNIK, Editor

Published by The Newspaper Guild (AFL-CIO, CLC) 18 times per year, generally at three-week intervals. \$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, June 12.) Letters limited to 200 words by TNG convention action.

POSTMASTER: Send address changes to:
The Guild Reporter, 8611 2nd Ave.,
Silver Spring, Md. 20910-3327
Publication #231580
ISSN: 0017-5404

Vol. 59, No. 7

May 15, 1992

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