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Contract ends Star strike after 31 days

Firing of 12 rescinded in back-to-work pact

Toronto — The Southern Ontario Guild's 1,600-member unit at the Toronto Star ended its strike after 31 days when members by more than 4-1 on July 9 ratified a new three-year contract and a back-to-work agreement in which the Star rescinded its firings of 12 strikers it claims misbehaved on the picket line.

The back-to-work agreement converted the firings to one-month suspensions, with the Guild immediately challenging them in an expedited arbitration procedure. The Guild was to pick up the members' pay for the period. TNG Canadian Director John T. Bryant told the ratification meeting that TNG would share the cost.

Except for the first of the firings and attendant demands by the Star for a free hand to discipline Guild members for strike conduct it found offensive, the strike had appeared headed for settlement two weeks earlier.

Instead, however, unit members voted by more than 3-1 on June 25 to reject a company offer that addressed most of the chief issues that had precipitated the walkout on June 8. Discussion at the meeting centered on the Star's disciplinary demands, which Guild leaders labelled "revenge clauses."

The company wanted a free hand to be prosecutor, judge, jury and executioner, the Guild asserted. Alleged transgressions by the 12 delivery and circulation employees ranged from threatening and interfering with vehicles and the strikebreakers driving them to damaging vehicles.

To that point, principal issue in the strike had been provisions for Guild-covered delivery personnel — drivers, mechanics and loaders/helpers — and cleaners whose

work the company plans to farm out when it opens a new \$350-million plant in a northern suburb late this year. The Guild's previous contract, expired since Dec. 31, did not address contracting out.

The next night, for the first time in the strike — and reportedly in the Star's 100-year history — the paper was unable to publish when Graphic Communications Union press operators and mailers were unable to report to work in the face of mass picketing by more than 600 Guild strikers and supporters.

A company plea for a police escort through the line brought the response that officers were there to keep the peace and were "not going to jeopardize" it "by trying to open that picket line," the Guild reported. The company said in a subsequent court action the shut-down cost it \$520,000 in circulation and advertising revenues.

The unions representing the Star's press operators, mailers and machinists had reached settlements on new contracts shortly before the Guild struck and continued to work under those agreements.

When talks resumed July 6, two 12-hour days of bargaining with

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DAVID SMILEY/Washington-Baltimore Guild

'AUTOGRAPH PARTY' FOLLOWS VOTE TO RATIFY STRIKE-ENDING AGREEMENTS
Toronto Star Guild members' picket signs head for memento shelves as 31-day walkout ends.

Convention orders 'strategic plan study'

Chicago — In its most heavily debated action, the Guild's 1992 Convention directed TNG to have a "strategic planning study" conducted by consultants before next year's convention to help the union develop "long-term policies and priorities" for its future.

Expenditures for the study were "capped at \$50,000."

Bulk of the debate was not on

whether the study should be done, however, but on the timetable for its completion.

Debate centered on an alternative proposal by a majority of the Int'l Executive Board that would have directed that the study be done "as TNG finances permit," rather than mandating its completion before the 1993 convention. It also would have required an in-

terim report to the 1993 convention if the consultants' final report was not available by then. It was defeated in a roll call by more than 2-1. [See table: "... How delegates voted," Page 7.]

The actions came as the convention adopted the report from its Finance Committee, chaired by Arthur Joyner of the Pacific Northwest Guild. Joyner also was principal author of the report's study proposal, including the direction that it be completed in a year.

To provide for the study, the budget adopted by the convention in the same report was increased by \$50,000 from that recommended by the IEB. The increase puts anticipated operating expenditures for the current fiscal year at \$4,817,516. Alongside the income estimate of \$4,820,675

adopted by the convention, as recommended by the IEB, TNG would end the year with a \$3,159 surplus.

Pointing to per-capita payments for employed members having declined to the lowest level in 35 years, and to TNG's resultantly "painful but necessary cost-cutting," the convention said it saw no reasonable expectation for major compensating membership gains "even with the progressive organizing efforts planned and under way."

The strategic planning study is needed, said the Finance Committee's report, "to develop a proactive approach to [the] sweeping changes in the industry" that have had a negative impact on the Guild.

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U.S. law on disabilities seen aiding efforts for opportunity, VDT safety

The Guild's quests for safe and healthy conditions for news industry employees who work on VDTs and for equitable treatment of employees and job applicants with disabilities receive major boosts under the new federal Americans with Disabilities Act (ADA). It was to go into effect July 26 for employers of 25 or more persons.

A pair of TNG advisories to U.S. Guild locals, a trio of reports by TNG's 1992 Convention and presentations by TNG staffers to the convention all addressed the import of the new law.

They pointed particularly to the ADA's broad definition of disability and to its requirement that employers make "reasonable accommodations for the physical or men-

tal limitations of otherwise qualified persons ... who can perform the essential functions of a job...."

The ADA's definition of disability specifically includes, among other things, musculoskeletal disorders such as back problems, repetitive strain injuries (RSI), arthritis, heart conditions, people with HIV, alcoholism and persons recovering from drug addiction, one of TNG's advisories points out.

That means, among other things, that under the ADA employers "can no longer simply dismiss VDT operators" who are disabled by repetitive strain injuries, "even when the disability is permanent and makes it difficult or impossible to use a keyboard," one

section of the advisory says.

Instead, it says, employers must make "reasonable accommodations that may very well ... include voice-activated computers, already in use by RSI victims on a number of newspapers."

In addition, ADA regulations specifically "cite as a reasonable accommodation the provision of special glasses for VDT operators with 'a disabling visual impairment,'" long a Guild bargaining goal, the advisory points out.

Employer-paid eye exams to detect VDT operators' impairment, also a bargaining goal, are not addressed directly by the regulations, however.

"The law may also be reason-
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Convention orders 'strategic study' to aid in charting long-term policies

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The study should include, the report said, "an analysis of the state and future of the industry, the institutional structure of the union, the staff and finances, and the methods of implementation of the resulting policies and priorities."

Joyner told the convention that the study will involve "a critical self-examination" of the union with guidance from a consultant so "we are assured of asking ourselves the right questions" even though they may involve "political baggage."

The consultant is to assist "in making sure the analysis is complete ... and that the right information is gathered so you can seek your own answers," Joyner said.

Advocates of the Finance Committee's recommendation emphasized that they felt the union needs the benefit of a study no later than by next year's convention.

They expressed fears that the proposal to make the study conditional on the availability of TNG finances would result in its never being done or in its being delayed past the time when it could be most useful.

Noting that after the 1993 session TNG conventions will be held every two years, instead of annually, Jerry Minkinen of the Chicago Guild said he is "not willing to risk our future on waiting three years or potentially longer to make critical decisions" based on the study.

Percy Hatfield of the Canadian Wire Service Guild compared the money ticketed for the study to "money for surgery ... to fix the bleeding" that "started when we had to lay people off and cut back on the Guild Reporter," concluding: "If we don't do it now ... we may not be here a year or two from now."

Betsy Pickle of Knoxville

'No politics in vote,' says plan's author

Chicago—Rejection of making a "strategic planning study" of TNG's future course conditional on the availability of financing was "not a vote against anyone" and should not be used for "any kind of political purpose," said the author of the proposal to have the study done by next year's convention.

Art Joyner of the Pacific Northwest Guild, who chaired the convention's Finance Committee, told delegates to this year's convention that "I strongly support the IEB and the administration," which proposed the condition. He said he sees the study as "a consensus building mechanism."

The motion to have the study done and have it done by next year was opposed by people "who had the interests of the Guild at heart, and I respect these people, and I respect their comments," Joyner said following approval of his proposal, adding:

"I hope that when we move forward we all commit ourselves to working hard to do a good analysis and get the answers we have all been searching for for so long."



ART JOYNER, PACIFIC NORTHWEST, STANDING, CHAIRS CONVENTION FINANCE FORUM
Opening day's afternoon was devoted to line-by-line examination of TNG spending in last year. Flanking Joyner are TNG officers and members of Int'l Executive Board's Finance Committee.

suggested that if TNG had had such a study earlier, "we might not have gotten to the point where we had to do the work that we did on the Guild Reporter earlier today," referring to the paper's reduction to monthly publication.

Several delegates questioned whether consultants could do the sort of study anticipated by the Finance Committee majority for as little as \$50,000.

Wayne Cahill of Philadelphia said that he feels that \$50,000 "to do this sort of study ... is like spitting in the ocean." J. Stephen Hatch of Cleveland predicted that the "ultimate cost" will be \$100,000 or \$150,000.

Other delegates expressed the fear that the amount of TNG staff time that could be required for assistance to the consultants might make TNG representatives unavailable to provide services to

locals when they need them.

Some delegates opposed the study under any circumstances, with Jim Schaufenbil of Manchester charging that in approving it "we are guilty of subcontracting our own work out to other individuals."

The convention, on voice votes, rejected a pair of motions by Hatch. One would have made the study conditional on the availability of TNG finances "after the Guild Reporter is restored to 18 issues," and the other would have rejected the recommendation for the study in its entirety.

Other finance-report recommendations adopted by the convention require that "nonperforming loans" by TNG to locals "be footnoted in financial statements and audits after five years of non-payment," and that accrued compensatory time owed TNG officers

and staff "be listed in audits "as a contingent liability."

At its post-convention meeting, the IEB adopted a budget for the July-September quarter that sees expenditures totaling \$1,244,701, down by \$93,886 from the budget for the fiscal year's April-June first quarter.

The board also approved a \$500 contribution to the Canadian Committee to Protect Journalists, the amount based on the proportion of TNG's membership in Canada. Earlier the board had authorized a \$2,500 contribution to the counterpart U.S. committee.

The board also authorized TNG payment of the \$200 registration fee for a TNG representative to attend the convention of the National Assn. of Black Journalists, in Detroit Aug. 19-23, and designated TNG Vice President Luther P. Jackson of Detroit to attend.

Gazette members forgo raise

Montreal — Acting to avoid economy dismissals of 59 of their number, Montreal Guild members at the Gazette have voted approval of a revised package of concessions that includes waivers of 5% wage increases that were due June 29 and of five days of paid vacation this year.

The Guild's membership at the Southam-chain daily had voted down a similar concessions pack-

HRDI group goes Guild

Washington — Employees of the AFL-CIO's Human Resources Development Institute voted by 8-1 July 17 to merge their unfiliated union into the Washington-Baltimore Guild.

The local's new unit is composed of the 13 HRDI staffers in Washington and other U.S. cities who, working under HRDI contracts with the federal government, develop programs for recruiting, training and enhancing the skills of disabled, displaced, unemployed or lower-income workers.

The group voted about two weeks after expiration of the contract between the AFL-CIO and their former union, the National Union of Human Resources Workers.

age in a mid-June referendum.

Additional talks with the publisher produced a stronger guarantee that there will be no economic layoffs in the coming year and agreement that the company will return the money and vacation surrendered if Gazette revenues exceed forecasts in the coming year, the Guild said.

"It is difficult to make concessions to a contract developed over many years, but these are exceptional times," said Larry McInnis, the Guild's president. "The concessions are short term, but the 59 [full-time] positions saved should be long term." He estimated that another 20-30 part-time jobs also were saved.

The Guild represents more than 450 employees in the daily's advertising, circulation, editorial and maintenance departments. Voting on the concessions, which ended July 7, produced a tally of 82% in favor.

The vote leaves all minimums in the Guild's contract at the levels they reached on July 1, 1991. These include top rates of \$1,086 a week for reporters, photographers, artists, circulation district managers and computer systems technicians with five years' experience.

Following the Guild unit's rejection of the earlier concessions package, the company had said it would cut 32 jobs in the news room, 20 in circulation, six in advertising and one in maintenance.

The company said it was seeking savings of \$1.3 million a year, Canadian Press reported. Publisher David Perks told the news service that the savings were necessary for the paper this year to realize a profit similar to the "few million dollars" it made in 1991.

The Southam chain had losses of \$15.3 million in this year's first three months and lost \$153 million in 1991, but Perks said the cuts at the Gazette were not dictated by Southam and denied the paper was taking the hit for losses elsewhere in the chain, the Globe and Mail reported.

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TNG's '92-93 budget

Chicago—TNG's 1992 Convention adopted a General Fund budget of \$4,817,516 for the 1992-93 fiscal year.

Delegates also approved an income estimate of \$4,820,675, based on monthly per-capita payments for 25,750 members and 700 agency-fee payers.

Together, the budget and income estimate would produce a surplus of \$3,159 in the operations of the General Fund.

Per-capita taxes:

AFL-CIO	\$ 98,268
Industrial Union Dept.	19,440
Canadian Labour Congress	34,980
AFL-CIO Union Label Dept.	2,400
CLC Union Label Dept.	360

Field operations:

Director—Salary	68,105
Expenses	7,000

Organizing & servicing:

International Representatives:	
Salaries	605,179
Expenses	200,000
Miscellaneous servicing	50,000
Special organizing fund	309,000
Organizing	70,000

Collective Bargaining:

Salaries:	
Exec. Sec'y Contracts	60,059
Committee	21,000
Pension Consultant	46,858
Coll. Barg. & Org. Assoc.	61,214
Human Rights Director	6,000
Expenses—Personnel	

Research & Information:

Salary—Director	61,863
Expenses—Personnel	2,000
Books & periodicals:	
Legal & bargaining services ..	4,000
Subscriptions	3,000
Other printed material	3,000
Publications & literature:	
Constitution	10,000
Organizing & other literature ..	1,000

Department of Education:

Director—Salary	11,550
Expenses	750
Publications & literature	1,000
Institutes & seminars	20,000

Guild Reporter:

Salaries—Editor	61,863
Asst. editor	3,505
Expenses:	
Personnel	3,000
Printing	70,500
Postage	65,000
Pictures & special material ..	6,000
Miscellaneous	500

Office management:

Salaries:	
Office manager	42,840
Secretary-stenographers	66,363
Bookkeeping	63,309
General clerical	98,652

Expenses:

Rent & maintenance	336,000
Stationery & supplies	60,000
Equipment & machinery	30,000
Telephone & telegraph	40,000
Repairs & improvements	10,000
Postage	30,000
Auditing	26,000
Insurance & bonding	45,000
Employee pension	307,227
Employee health & welfare ..	262,000
Directly billed transportation ..	250,000
Data processing	20,000
Miscellaneous	10,000

Executives:

President—Salary	78,177
Expenses	12,500
Secretary-Treasurer—	
Salary	71,731
Expenses	7,500

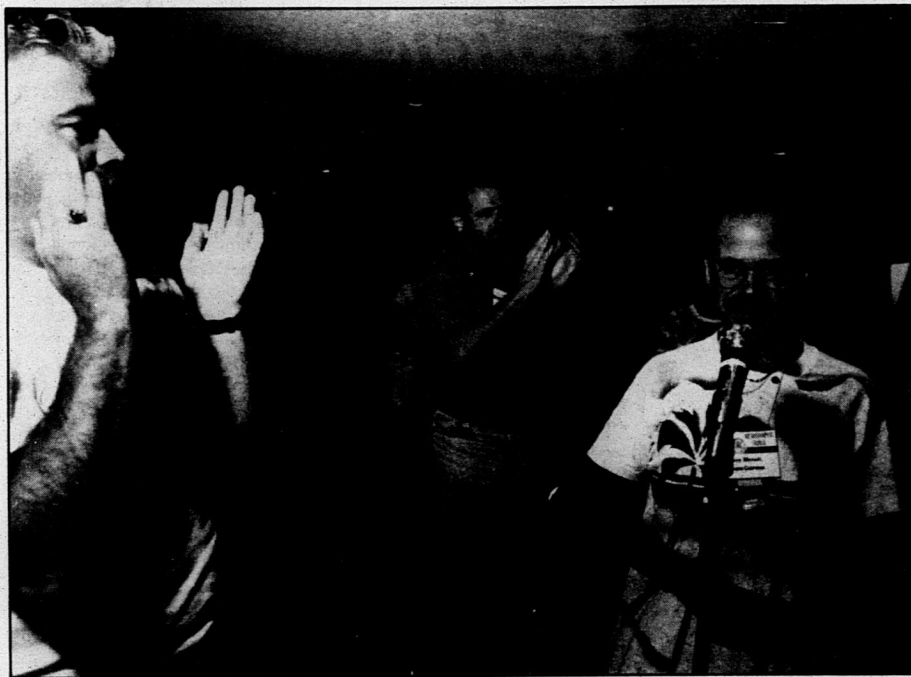
Other expenses:

Legal fees	60,000
Payroll & pers. prop. taxes	120,000
Contributions/tickets	10,000
IEB meetings	70,000
Severance pay provisions	53,823
Convention reserve	160,000
Delegates and committees	20,000
CLC convention	2,000
Defense fund	400,000
Brown Award expenses	5,000
Guild Service Award	2,000
Brown Award	2,000
AFL-CIO-IUD conventions	3,000
Irving Leichter Fund	4,000
Strategic planning study	50,000

Summary:

Per-capita taxes	155,448
Field operations	1,504,415
Administrative operations	328,531
[R&I, Education, Guild Reporter]	
Office management	1,697,391
Executives	169,908
Other expenses	961,823
Grand total	\$4,817,516

Tributes to, from N. California's Steven Michael



Delegates rise in tribute to Steven Michael, right, Northern California Guild treasurer, former president and many-time TNG convention delegate, upon the last-day announcement that the Chicago convention was his last. They thanked him, as Philadelphia Guild President Kitty Caparella put it, "for his dedication ..., for his courage, his wisdom, his humor, ... the wonderful gifts he has given all of us, and for his

untiring service." Michael, who is suffering from the effects of acquired immune deficiency syndrome (AIDS), responded that his "experience in the Guild has been one of the most worthwhile" of his life, adding: "The Guild has given me the opportunity to be of use, and it is my belief that you must be of use; you must use your life," concluding: "Thank you for letting me be possible."

Strikebreaker ban, OSHA reform said still priority aims

Chicago—The Guild's strongest legislative priorities in the United States should continue to be a ban on the hiring of permanent strikebreakers and reform of the federal occupational safety and health law, TNG's 1992 Convention said.

At the same time, delegates said, the Guild also should support reform of the U.S. health-care system and passage of the Equal Remedies Act bill.

The latter, would eliminate the cap on monetary damages available to job discrimination victims who are women, have disabilities or belong to some religious minorities.

In both Canada and the United States, Guild locals should seek defeat of the emerging U.S.-Canada-Mexico free trade agreement, the convention said, calling it "contrary to the interests of workers in all three countries."

The positions were taken on recommendations from the convention's committees on Human Rights, Research & Information-Safety & Health-Guild Reporter and Resolutions.

In a call for action from the latter committee, chaired by Jan Ravensbergen of Montreal, the convention said the weak enforcement powers now afforded the Occupational Safety & Health Administration often mean that perilous conditions and practices continue "for months, even years" while companies contest citations.

That deficiency and others would be corrected under an OSHA reform bill now in Congress, the convention said. Among other things, it would mandate early adoption of a standard on ergonomics to help curb repetitive strain injuries (RSI) and would mandate joint union-management safety and health committees.

It also would permit employees and their unions to participate in proceedings to settle charges and enforce remedies.

On U.S. health care reform, the convention pointed to AFL-CIO proposals encompassing cost containment, universal access, reduced waste and red tape, quality care and progressive financing.

With more and more publishers trying to shift health-insurance costs onto employees, "it is incumbent on Guild locals to make their voices heard in Congress," the convention said.

On the emerging free trade agreement, the convention said that "the disparity in wages, occupational safety regulations and environmental protection" in Mexico "cannot but damage the living standards of U.S. and Canadian workers, nor do we believe" free trade would "improve the lives of Mexican workers."

Leadership gains told

Women hold 48% of the seats on Guild locals' executive boards and representative assemblies this year and minorities hold 13%, compared with 38% and 11% ten years ago, a TNG survey shows.

With reluctance, delegates 'accept' GR cut

Chicago—Stating that "it runs counter to every instinct" of the Guild membership and that it was doing so "with the greatest reluctance," TNG's 1992 Convention voted to "accept" the Int'l Executive Board's recommendation that the Guild Reporter be cut back to a minimum of 12 issues a year, from a minimum of 18.

Cleveland Guild schedules rerun of election

Cleveland — The Cleveland Guild will rerun last winter's election for its executive secretary July 30-Aug. 4.

The local scheduled the second vote in the contest between incumbent J. Stephen Hatch and challenger Bob Young of the local's Canton unit after TNG's Int'l Executive Board affirmed findings by the IEB Appeals Committee that there were improprieties in the first election, "although [they were] not intended to violate either law or election rules" [Guild Reporter, May 15].

The Guild local had appealed

The action came in the convention's adoption — in a standing vote after vociferous debate — of one of the reports issued by its Research & Information-Safety & Health-Guild Reporter Committee, chaired by Adolphe Bernotas of the Wire Service Guild.

The committee also said that it was its "urgent recommendation

... that as soon as the Guild's fiscal crisis abates, restoration of the Guild Reporter's full staff and full complement of 18 issues be the Guild's first priority."

Reducing the Guild Reporter to monthly publication was one of several cost-cutting moves the IEB recommended to the convention.

Both proponents and opponents of the move called the paper vital for dissemination of what the committee called "up-to-date, accurate information" about Guild-wide activities.

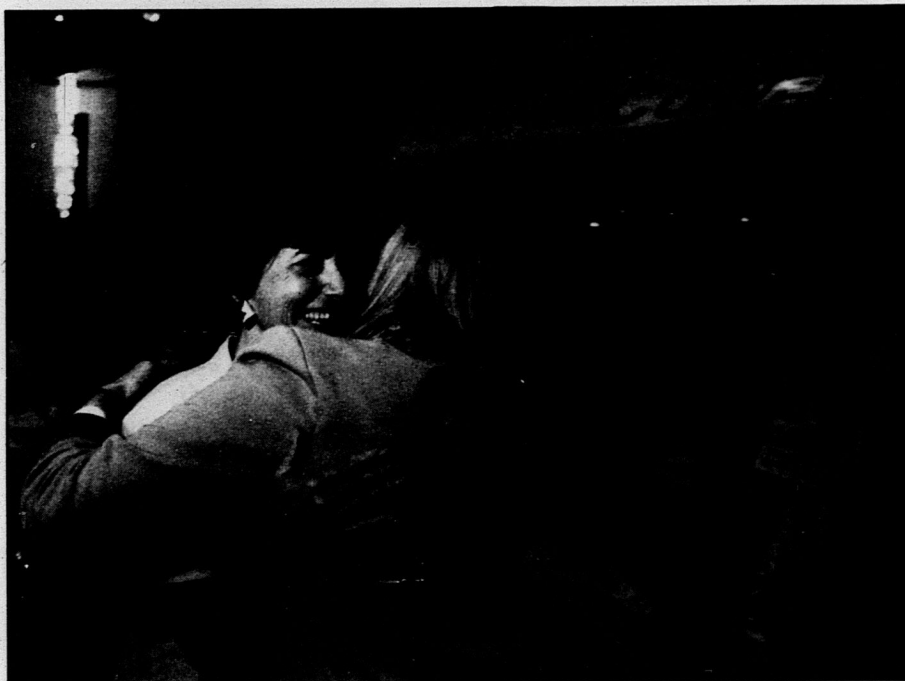
Noting that publication had been reduced from 22 to 18 issues per year in 1989, the committee said it viewed a further cut as "alarm-

ing, at best, particularly ... when publishers ... are sharing information and doing everything in their power to stymie, frustrate and even break unions."

However, the committee said in recommending acceptance of the IEB's proposed reduction, the Guild "cannot blindfold itself to stark fiscal reality."

Opponents of the cutback argued, as Jim Baron of Pawtucket put it, that "TNG should do what it has to do" to put out the Guild Reporter at least 18 times a year. In the face of other cuts in TNG operations, "this is the one thing where we can redeem a whole lot of that lost mileage," he said.

Ottawa's Patricia Bell is acclaimed TNG VP from Eastern Canada



Ottawa Guild President Patricia Bell, left, receives delegates' plaudits on the final day of TNG's 1992 Convention upon being acclaimed to serve the remaining year in the current term of the TNG regional vice presidency from Eastern Canada. Embracing Bell is TNG Vice President Marie A. Shellock of Youngstown. Looking on at right is Rosaire L'Italien of the Canadian Wire Service. Elected immediately when there was no other nominee, Bell was sworn in at the outset of the Int'l Executive Board's post-convention meeting. The 6th woman among TNG's 13 vice presidents, she serves on the IEB's Organizing and Guild Reporter Committees.

WANTED:

Office Clerk TNG HQ

Immediate, full-time opening. Duties include: extensive documents reproduction; in-house mail distribution; outgoing-mail preparation, including bulk, express and international mailings; light typing; errands; weekly filing; monitoring inventories of supplies and literature; etc. Attention to detail and self direction are musts. \$384/wk. to start + excellent benefits. Contact: Mary Aldrich-Carroll, office manager.

Equal Opportunity Employer

Agreements end strike at Star after 31 days

(Continued from Page 1)

the assistance of mediators headed by Vic Pathe, Ontario's assistant deputy minister of labor, produced the settlement that guaranteed no reprisals or discipline, except the contested suspensions, against strikers or members who worked during the strike. Also eliminated was an earlier company demand that the Guild pay reparations for alleged damage to trucks.

The settlement also provides:

- Enhanced severance pay, a 10-weeks-pay "relocation allowance," and enhanced early retirement for delivery, garage and cleaning employees whose jobs are eliminated in the move to the new production plant. In addition, a limited number will be entitled to "bump" into jobs not affected by the move.

- A requirement for 90 days' notice to and talks with the Guild on any contracting out of jobs proposed in the future. The talks are to include considerations of alternatives and examine the soundness of the proposals as business decisions.

Enhanced severance and early retirement, and the right to fill vacancies or bump into other jobs also are guaranteed to be applicable.

- Wage increases of 2% from the date of return to work, 2% next Jan. 1 and 3% on Jan. 1, 1994.

Lump-sum "settlement payments" of \$250 for full-time employees and \$125 for part-timers, in lieu of retroactivity to Dec. 31, when the previous contract ran out.

For 1994, cost-of-living lump-sum payments of \$500 for each 1% or major-fraction increase in the Toronto consumer price index that exceeds 3%, to a maximum payment of \$1,500.

- Updates in the "base year" for calculation of pensions; early retirement improvements in 1994; a 7.5% increase in pensioners' benefits in 1993; and a 1% increase in 1994 in the rate of employee payments into the fund, which currently average about 5%.

- A new joint Guild-manage-

ment committee that will examine the possibility of child care facilities at the Star.

- Computers and software are recognized as "new technology" which triggers the contract's technological change provisions dealing with staff reductions.

- Senior management representatives are committed to meeting with the Guild on health and safety problems.

The increases and new top minimum-pay rates generated by the settlement's terms include:

Reporters, photographers, editorial artists and others — Up by a total of \$75.83, to \$1,134.83 in 1994. Initial increase is \$21.18, putting the rate at \$1,080.18.

Outside ad salespersons, circulation district representatives and others — Up by a total of \$72.48, to \$1,084.71, with an initial raise of \$20.24 putting the rate at \$1,032.47.

Senior computer operators — Up by \$59.12, to \$884.66, with an initial raise of \$16.51 putting the rate at \$842.05.

Library information specialists and others — Up by \$63.51, to \$950.36, with an initial raise of \$17.74 putting their rate at \$904.59.

Advertising telephone salespersons — Up by \$63.92, to \$956.49, with an initial raise of \$17.85 putting their rate at \$910.42.

Senior clerks in several departments — Up by \$51.24, to \$766.76, with the first raise of \$14.31 putting their rate at \$729.83.

Secretary-stenographers in several departments — Up by \$48.69, to \$728.56, with the initial raise of \$13.60 putting their rate at \$693.47.

Plant tour guides — Up by \$45.15, to \$675.64, with a first raise of \$12.61 taking their rate to \$643.10.

While the Star published on all but one day of the strike, the size of the paper was reduced and its delivery by strikebreakers to circulation centers and retail outlets was

consistently late. Its circulation was severely reduced from its usual 500,000-plus copies a day. A Guild representative said the Star admitted losing nearly 30% of its readers.

Early in the strike, the Globe and Mail reported, the Star cut its ad rates by as much as 50%, reducing the discount late in the strike to 25%, when it claimed that delivery was improving.

The City of Toronto and the Ontario government both quit advertising in the paper during the strike, which meant a loss of some \$40,000 a week from the province and \$8,000 a week from the city.

Strikers regularly were bolstered on the picket line by members and leaders of other unions.

When strikers met on June 25 to reject the company's retaliatory settlement proposals, some 20 flight attendants, locked-out by Nationalair eight months earlier, did picket duty at the Star's loading docks so Guild members could attend. Guild strikers returned the favor two weeks later by joining a mass picket of Nationalair at Toronto's Pearson Airport.

Guild members at CBC Radio sent over sandwiches, fruit and juices for the mass picket June 26 that resulted in the Star missing publication.

Earlier, Bob White, new president of the Canadian Labour Congress, and Leo Gerard, Steelwork-

\$4,300 to Toronto, Pittsburgh

Chicago—More than \$4,300 was contributed by delegates, locals and TNG officers and staff at the 1992 Guild Convention to aid Guild members at the Toronto Star and the Pittsburgh Post-Gazette off their jobs because of strikes.

Just over \$3,819 was raised in a collection on the floor of the convention after union leaders from each city addressed delegates. Just over \$1,204 went to Pittsburgh Guild members affected by the Teamsters strike in that city; just over \$1,050 to Guild strikers at the Toronto Star. In addition, locals pledged more than \$14,600 to the latter and more than \$12,000 to the former.

Another \$545 was raised for the Star strikers when eight strike T-shirts were auctioned by the Southern Ontario Guild. Included was \$200 paid for one shirt by TNG Canadian Director John T. Bryant.



Mauro DiCarlo
Toronto Star strike leader
addresses convention delegates.

ers Canadian director, joined strikers on the picket line.

White berated the Star for "these wonderful editorials about the future of labor-management relations, about non-confrontation, about a better future," saying that "you can't do that on one hand and

ignore the demands of your workers on the other."

Gerard called it "pure hypocrisy" for the Star to have opposed the Canada-U.S. free trade agreement editorially and "then treat its workers just like they are in the U.S."

Guild ad disputes Star on strike

Toronto—After the Guild strike at the Toronto Star was over, the daily refused to sell the Southern Ontario Guild a half-page ad thanking supporters of the union during the strike and challenging management's accounts of the Guild's aims and conduct in the walkout.

The Guild ran the ad in the Thomson chain's Globe and Mail instead, on July 13.

Over the name of Star Guild

Unit Chairperson Mauro DiCarlo, the ad said the union sought "only ... the right to be part of the planning process that would enable dedicated employees to keep working as long as the Star had work that needed to be done."

It denied Star claims of violence by strikers.

"There was, at worst, petty vandalism and egg-throwing, and that, too, ended after the first week. Only a handful of pickets were charged, and the most serious charges on the picket line were laid

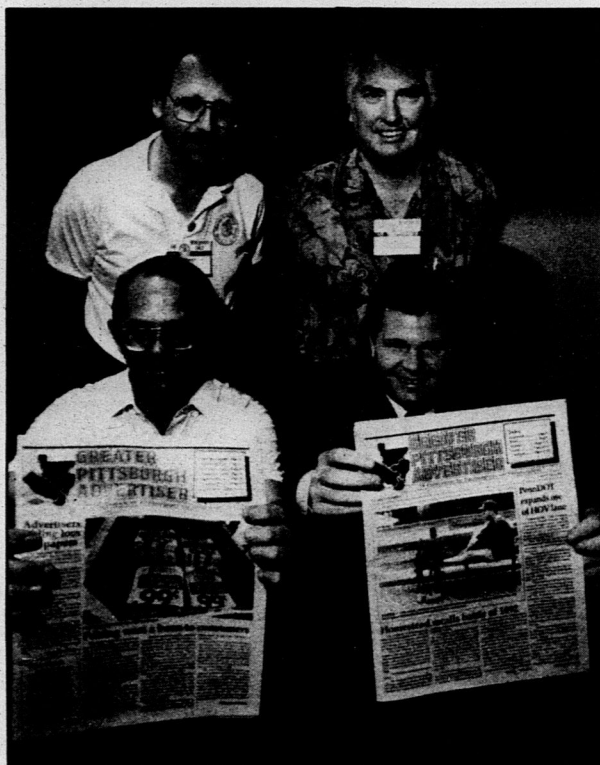
by police against a scab truck driver," the ad said.

In an apparent reference to the Star's demands for the unilateral right to discipline strikers and its firing of 12, the ad also said that "we don't condone violence or vandalism and have stated repeatedly that serious allegations should be dealt with by the courts."

There, the ad continued, "at least an accused is entitled to a fair hearing before punishment, if warranted, is meted out."

Pittsburghers display unions' strike weekly

Leaders of the Pittsburgh Guild and that city's 11-union Newspaper Unity Council pose with copies of the council's weekly strike paper after filling in delegates to TNG's 1992 Convention at the Pittsburgh Press that started May 17 and closed down both the Press and the jointly published Pittsburgh Post-Gazette [Guild Reporter, June 19]. As this issue of the Guild Reporter headed for the press, the publishers were promising to resume publication with strikebreakers. Seated are Pittsburgh Guild President Harry Tkach and Pittsburgh Pressman's President John (Sonny) Shannon. Standing are Guild Treasurer Ken Fisher and TNG Representative Bill Brown.



NLRB accuses Ohio daily of campaign against Guild

Massillon, Ohio—The National Labor Relations Board has cited management of the Massillon Independent for more than two dozen violations of federal labor law in what the Cleveland Guild has characterized as a massive effort by the Goodson chain daily to decertify the union.

The complaint, issued late in June by the NLRB's Cleveland office, enumerates repeated instances starting last December of company representatives illegally soliciting employee signatures on an anti-Guild petition, threatening those who refused to sign and disciplining two employees who supported the Guild.

It also alleges that the publisher, Jack Shores, himself encouraged employees to sign the petition and promised to increase wages if employees did so.

The company's conduct, the NLRB complaint charges, encompassed "arbitrary, evasive, coercive, repressive and obstructive tactics" that had as their "real objectives the avoidance of meaningful negotiations, ... the discourage-

ment of employees from engaging in union ... activities ... and the cessation of recognition of the union."

The Guild has been seeking a contract renewal covering the daily's 32 advertising, business, circulation, editorial and maintenance employees since early in 1987. Terms and conditions of the expired pact continued in force under an "evergreen clause."

Talks this February had resulted in progress, according to Cleveland Guild Executive Secretary J. Stephen Hatch, and Guild leaders were hopeful that a meeting set for March 4 could produce a settlement.

On March 2, however, the company claimed it had evidence the Guild no longer represented a majority of the employees and said it was canceling the March 4 meeting and declaring the contract's terms void.

On March 4, the Guild filed unfair-practices charges.

The NLRB scheduled a hearing on its complaint to begin on Dec. 7.

Separate Canada, U.S. okays required for a merger

Chicago — The 1992 Guild Convention amended TNG's Constitution to require that any proposal for merger of TNG with another union must receive separate votes of approval by members in the United States and by members in Canada.

The amendment is totally prospective, however, since TNG is not now engaged in merger discussions with any other union, has not been for several years, and foresees none before next year's convention, TNG President Charles Dale pointed out. A convention must approve a merger proposal before it goes to a membership vote.

The constitutional amendment came through voice-vote adoption of a minority report from the convention's Constitution Committee.

It was adopted after delegates rejected, also on a voice vote, a substitute that would have excluded Canadian locals as a group from a merger but permitted individual Canadian locals to become part of it if the merger were approved by a majority of U.S. members but rejected by a majority in Canada.

In another action dealing with the possibility of merger, the convention on a roll-call vote shelved a minority report from its Collective Bargaining Committee that would have directed that TNG in the next year convene all unions in the information industry to explore joint activities and merger. [See: "... How delegates voted," Page 7.]

In another roll-call, the convention also rejected a second portion of the majority report of its Constitution Committee.

In doing so it voted down constitutional amendments that would have made it possible for more than two candidates for any elected TNG position to be on referendum ballots in contested elections.

The Constitution Committee, chaired by Louis J. Mleczo of Detroit, reported that it had rejected the merger-vote amendment, but offered no rationale for the action.

The minority-report amendment, moved by Michael Bocking of Vancouver, was supported in floor debate by delegates from six of the nine Canadian locals: Canadian Wire Service, North Bay, Northern Ontario, Ottawa, South-

ern Ontario and Vancouver. The substitute was moved by John Hutchinson of Victoria-Vancouver Island, and also supported by Montreal.

During debate on the substitute, a move to refer the whole question to the Int'l Executive Board for study and recommendation to the 1993 convention was made, then withdrawn, with both actions coming at Dale's suggestion.

The amendment was necessary, the minority report stated, because "without majority support in both the United States and Canada" a merger agreement would not be viable for TNG, continuing:

"Canadians are asking to be recognized as citizens of a separate country in an international union.

"Americans, at the same time, deserve the right to determine their own future in a merger agreement, regardless of Canadian decisions.

"A requirement for a double majority ... provides this recognition and protection to members in both countries."

Proponents of the amendment also asserted that opponents who objected to the veto contained in the amendment were missing the point. The effect of the amendment is to provide the mechanism "to keep the Guild together in a merger," Bruce Meachum of Denver pointed out.

Proponents of the unsuccessful substitute argued that it would "allow a Canadian solution within an international merger," as Hutchinson put it, but would not in the process thwart U.S. members' favorable vote on a merger that the Canadian membership as a whole had rejected.

Opponents of the substitute charged that it would invite "dismemberment and dislocation" of the Guild in Canada, as Paul Pelletier of the Southern Ontario Guild put it.

The proposal that TNG in the next year call a meeting of all industry unions on merger and other joint activities had been tabled by the Collective Bargaining Committee. At the same time, the committee reasserted "the importance of establishing joint bargaining councils for interunion communications, co-operation and joint or co-ordinated bargaining."

The minority report from the committee that brought the all-un-

ions meeting proposal to the convention floor, moved by Georgia Chilsholm of Vancouver, said its backers sought the action because "while the media chains continue to merge and grow, our unions remain fragmented."

Its supporters also argued that they felt it was time to move beyond plant-wide and city-wide joint union councils.

Opponents argued that TNG policy and practice already advocate interunion activity, that the proposal would pre-empt the strategic plan study the convention had ordered earlier, and that TNG's Constitution designates the Int'l Executive Board as Guild's merger-bargaining committee.

The convention twice rejected the proposal to make it possible to put more than two candidates on ballots for contested TNG offices.

First, in a roll call, delegates voted by 245.07-134.93 against a proposal that any nominee supported by at least 15% of a convention's delegates be on the ballot.

Then, on a voice vote, they soundly rejected a recommendation from the Constitution Committee's majority that would have required only 5% support.

The 15% proposal was offered as a substitute for the 5% recommendation by backers of the latter.

Opponents of the proposals said they are unnecessary in the Guild, which they called "probably the most democratic union in the United States and Canada," as Ken Crowe of Albany put it.

They called the proposals another effort at "fixing things that ain't broke," as Keeble McFarlane of the Canadian Wire Service and Adolphe Bernotas of the (U.S.)



VANCOUVER'S MIKE BOCKING SPEAKS ON MERGER VOTE
Waiting his turn is Peter Desilts of the Northern Ontario Guild.

Wire Service both put it.

Other opponents, including Richard Peery of Cleveland and Michael McNally of Chicago, said the proposals could result in Guild leadership being elected by a minority of voters and then "running around to meetings ... looking for coalitions," as McNally put it.

Proponents, led by Randy Furst of Twin Cities, said both proposals were modelled on rules set by the federal government for the Teamsters which produced that union's new president, Ron Carey, in the Teamsters' first-ever union-wide elections earlier this year.

Under TNG's Constitution, candidates for international offices are nominated at conventions.

If more than two are put forth for international chairperson, president, secretary-treasurer or any of the seven vice presidents elected from regions — or if more than 12 are advanced for the six vice presidents elected at large — convention delegates vote to pare the lists to two each for the first 10 offices; to 12 for the six at-large vice presidencies.

In the last 20 years, there have been three nomination run-offs at conventions — in 1981 and 1990 for at-large vice president nominations and in 1973 for regional vice president from Eastern Canada.

The contestants who emerge from the convention, then go before the members in referendum elections.

IEB, convention both silent on IEB size

Chicago—There was no proposal before TNG's 1992 Convention on reducing the size of the union's Int'l Executive Board.

The IEB in February had set up a subcommittee to develop and bring a proposal to trim the board's size to its pre-convention meeting.

At its April meeting, the IEB voted to recommend cutting its size to 12 members, from 16, before next year's regular Guild-wide elections.

Under the proposal, there would

be four at-large vice presidents (down by two), a president, a secretary-treasurer, and six vice presidents elected from geographic regions (one less than now). The international chairperson would be elected by the board from its own members.

It left it up to the subcommittee to define the vice presidents' regions, except that there would continue to be two in Canada.

Meanwhile, three district councils — New England, Middle At-

lantic and Great Lakes — and at least two locals' memberships voted opposition to all or portions of the IEB-trimming proposal [Guild Reporters, May 15 and June 19].

At its pre-convention meeting, the IEB voted by 11-4 in a roll call to "put itself on record as having no recommendation ... for this year's convention" on the matter.

The 11 were: Int'l Chairperson Peter E. McLaughlin, President Charles Dale, Sec'y-Treasurer John C. Edgington, and Vice Presidents Richard J. Brandow, Russ Cain, Luther P. Jackson, Faye McCracken, David M. Mulcahy, Carol Przybyszewski, Marie A. Shellock and Thomas J. Thibeault.

The 4 were: Vice Presidents Larry D. Hatfield, Connie Knox, Doug M. Louth and Carol D. Rothman.

Santa Barbara members display cancellations of News-Press

Los Angeles Guild members at the Santa Barbara News-Press display more than 2,000 forms signed by area residents authorizing the Guild to cancel their subscriptions to the New York Times-owned daily. Guild launched the boycott in April after members voted down a final offer by the company in which it continued to refuse basic arbitration of grievances and company payments for pensions as it had through nearly a year of contract talks [Guild Reporter, May 15]. The subscription cancellation effort has been endorsed by the Tri-Counties Labor Council and several community and religious groups. Pictured, from left, are: Jim Logan, Edith Inta, Melinda Burns, Jerry Cornfield, Don Murphy, Bill Milton and (kneeling) Dawn Yoshitake.



Local Seeks Representative

The Philadelphia Newspaper Guild has an opening for a local representative. Job requires experience in contract bargaining, grievance handling, organizing and local administration. Computer skills a plus. Salary based on experience; full benefits package. Application deadline: Aug. 30. Resume and letter of interest to:

**Search Committee
Philadelphia Guild
1329 Buttonwood St.
Philadelphia, Pa. 19123**
An equal opportunity employer

York Dispatch pact ratified reluctantly

York, Pa.—York Guild members at the MediaNews chain's York Dispatch have voted by 19-11 to ratify a new three-year contract that will raise all covered employees' pay by 7% over its final two years. It also sets up a procedure to make employees' payments for health insurance tax exempt.

The settlement came after eight months of bargaining that in its later stages saw the membership reject a company proposal for a total pay freeze, authorize local bargainers to call a strike, and take to the streets to protest the Dispatch's bargaining stance [Guild Reporter, April 24].

The membership voted "reluc-

tantly" to ratify the contract, said York Guild President Mike Rossi, but felt that holding out for more progress would be too risky.

Increases under the settlement are to be 3.5% each on Oct. 7 this year and next year. It also provides lump sum payments of \$125 to each employee upon the contract's signing.

Increases in top and flat minimums under the settlement include the following:

Cartoonists, photographers and reporters — Up by \$18.31 this Oct. 7, to \$541.31 a week, then up by \$18.95, to \$560.25, a year later.

Librarians hired before Dec. 30, 1988 — Up first by \$16.20,

to \$479.09, then by \$16.77, to \$495.86; hired since — Up by \$11.07 and \$11.46, to \$338.90.

Copy editors flat minimum — Up first by \$18.73, to \$554.01, then by \$19.39, to \$573.41.

In addition, a joint Guild-company committee is to continue discussions about publisher payments toward dependent health-care premiums.

Also, employees are to be able to "bank" personal days to a maximum of six at the end of the year, and overtime is to be paid for all work on a holiday in excess of 6.5 hours.

Meanwhile, a U.S. Circuit Appeals Court has affirmed a lower court's dismissal of age discrimi-

nation charges against the Dispatch by three former Guild-covered employees who took early retirements after MediaNews bought the paper and began trimming the staff.

SONG gets interim okay at Financial Times

Toronto—The Ontario Labour Relations Board has issued an interim certificate naming the Southern Ontario Guild the union that represents employees in the editorial department of the weekly Financial Times.

Hearings are to be held on company claims that five of the approximately 20 employees involved should be excluded from represen-

tation by the Guild, for a variety of reasons. Three others were excluded because they work in bureaus outside Ontario.

In petitioning the board May 26 the Guild asserted that a large majority of the employees are members of the Guild and have designated it their representative for bargaining with the Thomson publication.

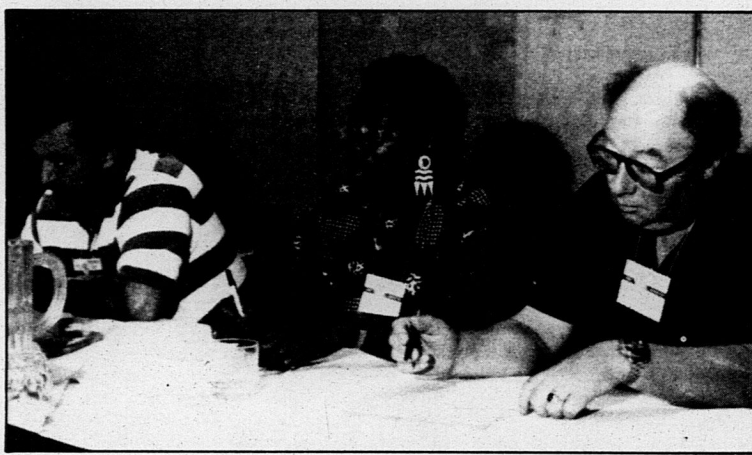
How convention elected the election committee

Chicago—Three incumbents and two new members were elected to TNG's five-member Int'l Election & Referendum Committee for the next two years in the first of five roll-call votes taken during TNG's 1992 Convention. The roll call was mandated by convention rules when eight members were nominated for the IERC.

The convention's second roll call resolved a three-way race for the two IERC alternate positions.

Elected to the IERC for the first time were Patricia Nuttal of the Terre Haute Guild and Shirley Rajala of the Pawtucket Guild, with 235.93 and 214.66 votes respectively.

Incumbents re-elected were: Joe Steele of the New York Guild (258.85 votes), Jerry E. MacDonald of the Canadian Wire Service Guild (246.02 votes), and William Buchanan of the Erie Guild



TELLERS TALLY ROLL-CALL VOTE FOR ELECTION COMMITTEE
John Belcarz, Montreal; Clara Bennett, New York; Joe Pollack, St. Louis.

(214.44 votes).

Losing, in order of finish, were: Sabrina Hockaday of the Los Angeles Guild (182.87 votes), Sharlan Clark of the Ottawa Guild (169.43 votes), and Tim Schick of the Providence Guild (159.39).

Winners in the race for alternate seats on the IERC were Alice Busby of the Vancouver Guild (199.16 votes), and Ken May of the Washington-Baltimore Guild (251.81 votes). Liz McConnell of the Twin Cities Guild had 129.69 votes.

The IERC supervises and conducts all other contested TNG elections and referendums, deciding any questions or disagreements that arise. In the process it also rules on voter eligibility and gathers, tabulates and certifies the results of the voting.

All the candidates except Rajala were convention delegates.

Local (Votes)	Int'l Election & Referendum Committee (5 elected)								Alternates (2 elected)		
	MacDonald	Buchanan	Steele	Nuttal	Rajala	Schick	Clark	Hockaday	Busby	May	McConnell
Akron (3 votes)	—	3.00	—	—	3.00	3.00	3.00	3.00	—	—	3.00
Albany (5)	3.75	2.50	5.00	1.25	3.75	1.25	1.25	3.75	5.00	3.75	1.25
Bakersfield (3)	3.00	3.00	3.00	3.00	3.00	—	—	—	3.00	3.00	—
Boston (6)	6.00	6.00	6.00	6.00	6.00	—	—	—	6.00	6.00	—
Brockton (3)	3.00	—	3.00	3.00	3.00	3.00	—	—	3.00	3.00	—
Buffalo (6)	—	1.5	—	1.5	—	6.00	6.00	6.00	—	—	6.00
Canadian Wire Service (11)	11.00	4.00	5.00	6.00	4.00	6.00	7.00	7.00	8.00	5.00	5.00
Chicago (7)	7.00	7.00	7.00	7.00	7.00	—	—	—	3.50	7.00	3.50
Cincinnati (3)	—	—	3.00	—	—	3.00	3.00	3.00	—	—	3.00
Cleveland (7)	7.00	7.00	7.00	7.00	5.00	—	—	2.00	6.00	7.00	1.00
Denver (10)	—	—	—	—	—	10.00	10.00	10.00	—	—	10.00
Detroit (9)	9.00	9.00	9.00	9.00	9.00	—	—	—	9.00	9.00	—
Erie (4)	4.00	4.00	4.00	4.00	4.00	—	—	—	4.00	4.00	—
Gary (2)	—	—	2.00	—	—	2.00	2.00	2.00	—	—	2.00
Harrisburg (2)	—	2.00	2.00	2.00	2.00	2.00	—	—	2.00	2.00	—
Hawaii (7)	7.00	7.00	7.00	7.00	7.00	—	—	—	7.00	7.00	—
Hudson County (2)	2.00	—	2.00	—	—	2.00	2.00	2.00	—	—	2.00
Kenosha (2)	—	2.00	—	—	—	2.00	2.00	2.00	—	—	2.00
Kingston (2)	—	—	—	—	—	2.00	2.00	2.00	—	—	2.00
Knoxville (2)	2.00	—	2.00	2.00	—	2.00	2.00	2.00	2.00	2.00	—
Lake Superior (2)	—	—	—	—	—	2.00	2.00	2.00	—	—	2.00
Los Angeles (6)	—	—	6.00	—	—	6.00	6.00	6.00	—	—	6.00
Lynn (2)	—	2.00	2.00	2.00	2.00	2.00	—	—	2.00	2.00	—
Manchester (3)	—	3.00	3.00	3.00	3.00	3.00	—	—	3.00	—	3.00
Memphis (5)	1.00	1.00	1.00	1.00	1.00	4.00	4.00	4.00	1.00	4.00	4.00
Milwaukee (3)	—	—	—	—	—	3.00	3.00	3.00	—	—	3.00
Montreal (7)	7.00	7.00	7.00	7.00	7.00	—	—	—	7.00	7.00	—
New York (49)	49.00	49.00	49.00	44.74	46.87	—	—	6.39	49.00	49.00	—
North Bay (2)	2.00	—	—	—	—	—	2.00	2.00	2.00	—	2.00
Northern California (18)	18.00	4.00	16.00	16.00	6.00	—	10.00	16.00	18.00	18.00	—
Northern Ontario (2)	2.00	—	—	—	—	2.00	2.00	2.00	—	—	—
Ottawa (6)	—	—	—	—	—	6.00	6.00	6.00	—	—	6.00
Pacific Northwest (12)	12.00	12.00	12.00	12.00	12.00	—	—	—	12.00	12.00	—
Pawtucket (2)	2.00	—	2.00	2.00	2.00	2.00	—	—	2.00	2.00	—
Peoria (3)	—	—	—	—	—	3.00	3.00	3.00	—	—	3.00
Philadelphia (17)	11.32	11.32	14.15	11.32	8.49	2.83	—	5.66	17.00	17.00	—
Pittsburgh (4)	4.00	4.00	4.00	4.00	4.00	—	—	—	4.00	4.00	—
Portland (5)	—	—	—	—	—	5.00	5.00	5.00	—	—	5.00
Providence (6)	—	—	—	—	6.00	6.00	6.00	6.00	—	—	6.00
Pueblo (2)	—	—	—	—	—	2.00	2.00	2.00	—	—	2.00
San Antonio (2)	2.00	2.00	2.00	2.00	2.00	—	—	—	2.00	2.00	—
San Jose (11)	7.86	7.86	7.86	7.86	7.86	—	—	3.14	11.00	11.00	—
Scranton (2)	2.00	2.00	2.00	2.00	2.00	—	—	—	2.00	2.00	—
Sheboygan (3)	3.00	—	3.00	3.00	—	3.00	3.00	—	3.00	—	3.00
Sioux City (1)	1.00	1.00	1.00	1.00	—	1.00	—	—	1.00	—	1.00
Southern Ontario (27)	—	—	—	—	—	27.00	27.00	27.00	27.00	—	27.00
St. Louis (8)	—	—	8.00	8.00	—	8.00	8.00	8.00	8.00	8.00	—
Terre Haute (3)	3.00	3.00	3.00	3.00	3.00	—	—	—	3.00	3.00	—
Toledo (6)	4.80	3.60	4.80	3.60	2.40	3.60	3.60	3.60	6.00	2.40	3.60
Twin Cities (10)	1.66	1.66	1.66	1.66	1.66	8.34	8.34	8.34	1.66	1.66	8.34
Vancouver (13)	1.63	1.63	1.63	1.63	1.63	11.37	11.37	11.37	13.00	—	—
Victoria-Vancouver Island (4)	4.00	4.00	4.00	4.00	—	—	4.00	—	4.00	4.00	—
Washington-Baltimore (21)	21.00	18.37	15.75	18.37	21.00	—	7.87	2.62	21.00	21.00	—
Wilkes-Barre (3)	3.00	3.00	3.00	3.00	3.00	—	—	—	3.00	3.00	—
Windsor (3)	3.00	—	—	—	—	—	3.00	1.00	3.00	—	—
Wire Service (11)	11.00	11.00	11.00	11.00	11.00	—	—	—	11.00	11.00	—
Yakima (1)	—	—	—	—	—	1.00	1.00	1.00	—	—	1.00
York (3)	—	—	3.00	—	—	3.00	3.00	3.00	—	3.00	3.00
Youngstown (4)	4.00	4.00	4.00	4.00	4.00	—	—	—	4.00	4.00	—
Totals (winning tallies in boldface)	246.02	214.44	258.85	235.93	214.66	159.39	169.43	182.87	299.16	251.81	129.69

ADA is aid on safety, equity

(Continued from Page 1)

ably interpreted as requiring employers to provide essential ergonomic equipment to those afflicted with RSI," the advisory notes, pointing out that the law also should be used to obtain ergonomic equipment for all VDT users, "to prevent RSI and other disabilities."

Also, employers no longer may inquire about a job applicant's worker's compensation history or screen out those with records of work-related injuries.

Workers' comp inquiries are permitted only as part of a medical examination or inquiry required of all applicants after they have received conditional job offers, and then only to determine their ability to perform a job's essential functions, the advisory says.

TNG's other advisory to locals, prepared by its counsel, David S. Barr, points out that "because accommodations for an employee with a disability will usually affect the terms and conditions of work, Guild locals are entitled to an active role in formulating changes re-

quired."

The Equal Employment Opportunity Commission, which is charged with the ADA's enforcement, also points out that "since both the employer and the union are covered by the ADA's requirements... the employer should consult with the union..."

Both advisories point out that if a newspaper is following the advice of the Newspaper Assn. of America (formerly the ANPA) and writing or rewriting job descriptions to state "essential job functions," Guild locals should be involved since job descriptions are a mandatory subject for bargaining.

Locals also should know about physical changes needed and/or planned or underway in work places. These might involve barriers in such places as lobbies, cafeterias, conference rooms, libraries, elevators, rest rooms, and the like.

Locals were warned against accepting broad, blanket proposals by an employer to amend contracts to allow accommodations for per-

sons with disabilities, whether needed immediately or not.

Locals also were warned against publisher proposals for "stringent, substantive and serious amendments" to contracts that go "beyond what is necessary or normal to accommodate" disabled persons and which could result in the publisher's "claiming undue hardship when we reject the proposal."

"Locals presented with employer proposals that purport to comply with the ADA... should contact TNG immediately" for advice, the convention said in a report from its Collective Bargaining Committee, chaired by Patricia Nuttal of Terre Haute.

Locals also were urged to train shop stewards about the ADA and to inform members of their rights under the law and under their contracts. The call came in a report from the convention's Human Rights Committee.

Additionally, the human rights report called on TNG and locals to comply with the new law "by assuring physical access to people

with disabilities at all Newspaper Guild functions and in their hiring and promotional opportunities."

In a memo accompanying the TNG advisories to locals, TNG President Charles Dale said that TNG has produced a new workshop on the ADA for presentation to locals and district councils.

TNG Human Rights Director Anna M. Padia told the convention that she considers the ADA the "most important civil rights act that's been adopted in the U.S. since the Civil Rights Act of 1964, which addressed race and sex discrimination."

It is up to Guild representatives to seek to assure that the news industry that employs the union's members complies with the new law so that the law "fulfills its promise" to those it aims to help, Padia said.

TNG Research & Information Director David J. Eisen told the convention that while voice-activated computers are at an early stage of development, they are improving rapidly and locals with members on permanent disability due to RSI should "go to your publishers and demand that this kind of accommodation be made."

Eisen, who oversees TNG's

Sex harassment policy reaffirmed

Chicago — TNG's and its locals' commitment to eliminating sexual harassment and to the education of members and officers about its causes and cures was reaffirmed by TNG's 1992 Convention.

"Our constitution, convention policies and human rights program have been consistent and clear: Sexual harassment in the workplace or in the union is unacceptable and will not be tolerated," it said in adopting a report of its Human Rights Committee, chaired by Joe Steele of New York.

VDT-safety program, also said that he considers it to be "by no means out of order to ask an employer to buy several of these so they are available for people with temporary disability."

With the machines available, they will not be forced back to work "when their disability is really not healed and suffer, in many cases, more acute damage."

Three roll calls on policy—How delegates voted

Chicago—Below, in order of occurrence, are the official tabulations of the three roll-call votes on policy questions by TNG's 1992 Convention.

The first, headed "Substitute on strategic plan study," would have directed the Int'l Executive Board to undertake the "strategic planning study" called for in the convention's Finance Committee report "as TNG finances permit." It also would have required an interim report to the 1993 convention "if a final report is not available from the consultants" in time for the convention, scheduled for next July 19-23. The substitute was defeated by a vote of 257.65 to 126.22. (Story, Page 1.)

The second roll call, headed "Defer action on all-union conference," indefinitely postponed action on a minority report from the convention's Collective Bargaining Committee that would have directed TNG to invite "all national or international unions in the media or information industry" in the U.S. and Canada to a conference to explore "the possibilities of joint work and/or merger." It also would have directed that the conference be held "during the next 12 months." Indefinite postponement was approved by 258.8 to 126.0 (Story, Page 5.)



WASHINGTON-BALTIMORE HUDDLES TO APPORTION ITS VOTES
Clockwise, from left: Joseph L. Queen, Michael Maurer, Connie Knox, Mark Pattison, Jerry Gottlick, Keith Sinzinger, Lance Compa, Ken May.

The third roll call, headed "Amendment to nomination requirements," would have amended a convention Constitution Committee recommendation which itself subsequently was defeated on a voice vote. The recommendation

would have made it possible for more than two candidates for each office to be on referendum ballots in contested elections for TNG officers and vice presidents, so long as the candidates' nominations were supported by at least "5% of

the voting strength of the convention" or, for regional vice presidents, by 5% of the voting strength of the nominee's region. The amendment would have increased the required support level to 15% and, for Guild-wide offices, also required nominations by delegates from at least five locals. The amendment was defeated by 245.07 to 134.93. (Story, Page 5.)

Convention rules mandate a roll call on motion of not fewer than 12 delegates from at least five locals.

Each local casts its full voting strength (based on membership) in a roll call, regardless of the number of the local's delegates.

Decimalized votes occur when a local has fewer delegates than votes, apportionment of the votes among the local's delegates does not produce whole numbers, and the local's delegates disagree on the question being decided in the roll call.

For example: A local has five votes and three delegates. Each is entitled to cast 1.67 of the local's five votes. If two are on one side of a question and one on the other, the local's vote in the roll call would be 3.33 to 1.67. Another rule requires that decimalized votes be rounded to two places.

Local	Votes	Substitute on strategic plan study		Defer action on all-union conference		Amendment to nomination requirements		Local	Votes	Substitute on strategic plan study		Defer action on all-union conference		Amendment to nomination requirements	
		Yes	No	Yes	No	Yes	No			Yes	No	Yes	No	Yes	No
Akron	3	—	3.00	3.00	—	—	3.00	Pacific Northwest	12	—	12.00	12.00	—	—	12.00
Albany	5	—	5.00	5.00	—	—	5.00	Pawtucket	2	2.00	—	2.00	—	—	—
Bakersfield	3	—	3.00	3.00	—	—	3.00	Peoria	3	—	3.00	—	3.00	3.00	—
Boston	6	6.00	—	6.00	—	—	6.00	Philadelphia	17	8.50	8.50	11.34	5.66	—	17.00
Brockton	3	3.00	—	3.00	—	—	3.00	Pittsburgh	4	—	4.00	4.00	—	—	4.00
Buffalo	6	—	6.00	6.00	—	—	6.00	Portland	5	—	5.00	—	5.00	—	5.00
Canadian Wire Service	11	—	11.00	—	11.00	9.78	1.22	Providence	6	—	6.00	—	6.00	3.00	3.00
Chicago	7	—	7.00	7.00	—	—	7.00	Pueblo	2	—	2.00	—	2.00	—	2.00
Cincinnati	3	—	3.00	3.00	—	3.00	—	San Antonio	2	—	2.00	—	—	2.00	—
Cleveland	7	6.00	1.00	7.00	—	3.00	4.00	San Jose	11	6.29	4.71	11.00	—	—	11.00
Denver	10	—	10.00	—	10.00	—	10.00	Scranton	2	2.00	—	2.00	—	—	—
Detroit	9	9.00	—	9.00	—	—	9.00	Sheboygan	3	—	3.00	3.00	—	—	3.00
Erie	4	4.00	—	4.00	—	—	4.00	Sioux City	1	—	1.00	1.00	—	—	1.00
Gary	2	—	2.00	2.00	—	2.00	—	Southern Ontario	27	—	27.00	—	27.00	27.00	—
Harrisburg	2	—	2.00	—	2.00	2.00	—	St. Louis	8	8.00	—	8.00	—	8.00	—
Hawaii	7	7.00	—	7.00	—	7.00	—	Terre Haute	3	3.00	—	3.00	—	—	3.00
Hudson County	2	—	2.00	2.00	—	2.00	—	Toledo	6	1.20	4.80	#4.80	#—	2.40	3.60
Kenosha	2	—	2.00	2.00	—	—	2.00	Twin Cities	10	—	10.00	1.66	8.34	5.00	5.00
Kingston	2	—	2.00	—	2.00	—	2.00	Vancouver	13	—	13.00	—	13.00	13.00	—
Knoxville	2	—	2.00	—	2.00	—	2.00	Victoria-Vancouver Island	4	—	4.00	—	4.00	4.00	—
Lake Superior	2	—	2.00	—	2.00	—	2.00	Washington-Baltimore	21	2.62	18.38	21.00	—	—	21.00
Los Angeles	6	—	6.00	—	6.00	6.00	—	Wilkes-Barre	3	3.00	—	3.00	—	—	3.00
Lynn	2	—	—	—	—	—	2.00	Windsor	3	—	3.00	—	3.00	3.00	—
Manchester	3	3.00	—	3.00	—	—	3.00	Wire Service (U.S.)	11	—	11.00	11.00	—	—	11.00
Memphis	5	5.00	—	5.00	—	2.00	3.00	Yakima	1	—	1.00	—	1.00	—	—
Milwaukee	3	—	3.00	3.00	—	—	3.00	Youngstown	4	4.00	—	4.00	—	—	4.00
Montreal	7	—	7.00	7.00	—	—	7.00	York	3	—	3.00	—	3.00	—	—
New York	49	*42.61	*4.26	49.00	—	—	49.00	Totals	388	*126.22	*257.65	#258.8	#126.0	134.93	245.07
North Bay	2	—	2.00	—	2.00	2.00	—								
Northern California	18	—	18.00	18.00	—	15.75	2.25								
Northern Ontario	2	—	2.00	—	2.00	2.00	—								
Ottawa	6	—	6.00	—	6.00	6.00	—								

* 2.13 votes abstain.
1.2 votes abstain.

Pittsburgh gets TNG's 1st local human rights award

Chicago — Contract enforcement that extends to age and race discrimination and "no-nonsense action in stopping workplace harassment against a gay member," saw the Pittsburgh Guild presented TNG's first annual "Local Human Rights Achievement Award" during the 1992 Guild Convention.

At the same time, the judges — the six-member Human Rights Committee of the Int'l Executive Board — also cited the other two Guild locals nominated for the award, Albany and Los Angeles, for the "impressive achievements" of their human rights activities.

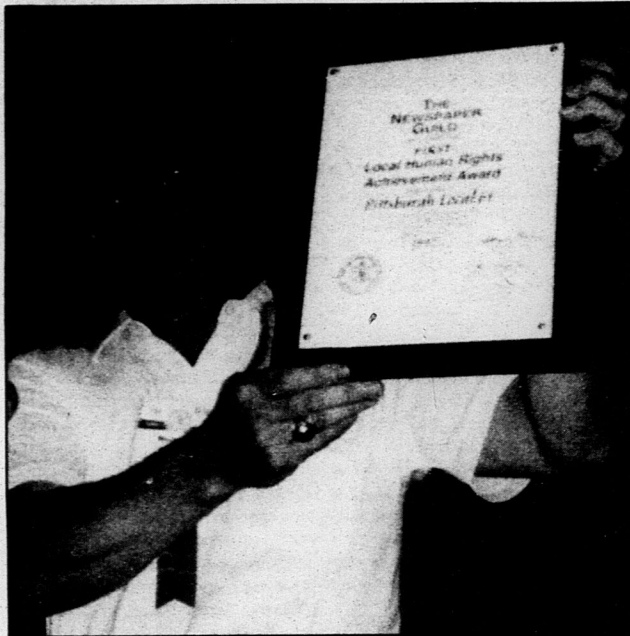
The scales were tipped to Pittsburgh for the award, however, by the "vigilance and breadth of reach" of the local's efforts, the judges said, adding:

"We were particularly impressed by Pittsburgh's assertive 'just-do-it' approach to tackling human rights issues. Its leadership has gone beyond discussion and debate by:

- Forming diverse local committees, including a bargaining team referred to as 'Harry's Rainbow Coalition';

- Striking out vigorously against co-workers who placed offensive literature in a gay member's mailbox by making it publicly clear that the local does not and will not tolerate such harassment;

- Continuing to challenge the Post-Gazette to improve its minority hiring;



MARK PATTISON/Washington-Baltimore Guild

PITTSBURGH GUILD LEADER DISPLAYS RIGHTS AWARD
"Stop talking ... Do it!" President Harry Tkach told delegates in accepting TNG's first "Local Human Rights Achievement Award."

"Bargaining benefits for members with family responsibilities, including extending funeral leave to members who have 'a spousal relationship' with another person."

The judges' statement concluded: "In all of its work this local has responded to the real life, contemporary family and work conflicts and needs of its members,

not just the family values which exist only in Dan Quayle's imagination."

Pittsburgh Guild President Harry Tkach, in accepting the award for the local, told the convention that while he could take credit for appointing "the people who made this local win this award," he deeply regretted that Carmen Lee, the local's human

rights chairperson, could not attend because of the Pittsburgh strike.

Professing that "I am not a politically correct person," Tkach said that he made the appointments "not because of race or religious preference or sexual preference. My criterion was 'good Guild'."

"My advice to the convention is, 'stop talking about human rights. Do it!'," he said, suggesting that human rights chairs also serve on grievance committees. "It has worked. Try it."

The award judges, headed by TNG Vice President Luther P. Jackson of Detroit, cited the Albany Guild for "extraordinary work" in combatting sexual harassment at Hearst-chain's Times Union.

The judges pointed to Albany's creating a harassment committee, surveying its members and training its shop stewards, and to its central role in developing a joint union-management committee which includes all unions at the paper. This resulted in a new sexual harassment policy and procedure and in mandatory training for the entire work force.

The 59th annual TNG convention

New York—There were 219 delegates and 5 alternates from 59 Guild locals in the United States and Canada seated for TNG's 1992 Convention, held here June 29-July 3 at the Congress Hotel.

This issue of the Guild Reporter reports on the principal actions of the meeting.

In addition, the local was one of just three unions invited to testify in public hearings by the New York governor's task force on sexual harassment, the judges noted.

The Los Angeles Guild was cited as "exemplary in its extensive coalition work" with such groups as the Chicano News Media Assn., the Asian Pacific American Labor Alliance, the Women and Minorities Action Group at Knight-Ridder's Long Beach Press-Telegram, and its picket support of the Radio Korea employees' strike in Los Angeles.

Organizers' 'bench' is authorized

Chicago—The budget adopted by the 1992 Guild Convention includes a total \$379,000 for organizing during the 12-month period that ends next March 31.

A \$70,000 item, labelled simply "organizing," includes some \$20,000 that is ticketed for a week-long session to "improve and enhance" the organizing skills of 10 members with "recognized organizing skills" who will provide "talented bench strength" for TNG and local staffers.

The training program, proposed by the IEB, was approved on recommendation of the convention's Organizing Committee, chaired by Jan O'Brien of Vancouver. The trainees are to be selected "on the basis of diverse criteria, including gender, race, occupation and geographic location," the report says.

The other \$309,000 is for TNG's Special Organizing Fund and is provided through the \$1 dues increase approved by TNG's membership last December.

Mid-East TV network buys UPI, talks start on new Guild contract

More than 18 months of living from week to week are over for employees of United Press Int'l, but the long-term future remains unclear under the wire service's new ownership, the Middle East Broadcasting Centre Ltd., a London-based, Saudi-owned television network.

MBC became the latest in a string of UPI owners June 28 after outbidding New York attorney Leon Charney at a federal bankruptcy court auction under Judge Francis G. Conrad, who observed that UPI employees have been "living in a Dante's hell" for several months.

MBC is an Arabic-language television network, currently beaming nine hours of news and entertainment from London to the Middle East. Its managers claim a rapidly growing audience, which they attribute to the network's delivery of "western-style" news and features programming to people accustomed to government-run propaganda machines.

Robert Kennedy, MBC's deputy chief executive and the man overseeing the takeover of UPI, said the wire service would remain independent and international. Though a full business plan would not be ready until next month, he said he expected UPI would focus on serving broadcasters and cable operators while continuing to pro-

duce copy for print clients.

"We don't have any great altruistic motives," Kennedy told UPI's Washington staff. "The investors will not be pouring money into UPI to continue a service just because it is good public service. They will put money into it because we intend to make it a good business."

MBC offered employment to all those who were working for UPI at the time of the sale, and it immediately recognized the Wire Service Guild as the employees' union. However, it did not adopt the Guild-UPI contract and offered only minimal provisions for vacation, sick leave, holidays and insurance, while maintaining wages at 80% of levels called for in the Guild contract.

Wire Service Guild members accepted a series of wage reductions of up to 35% in 1984 and again starting in November 1990 in order to keep the company going. Wages have been at the 80% level since July 1991.

Talks for a new Guild contract began July 16 in Washington, but UPI's new owners said they would not be available to continue them until Aug. 24. Some employees were concerned about the uncertainty created by the delay.

"I'm still somewhat optimistic, although I am a little impatient," said Los Angeles UPI Business Writer Dave McNary. "There should be more of an effort to recognize the sacrifices we made to keep the company afloat."

McNary said the pay cuts had been "financially devastating" to many UPI workers.

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Int'l Executive Board, fall meeting, Oct. 25-28, TNG headquarters, Silver Spring.

Midwest District Council, fall meeting, Nov. 7-8, Milwaukee.

Middle-Atlantic New England and Southern District Councils, joint fall meeting, Nov. 21-22, New York.

1st Biennial Convention, July 19-23, 1993, Sheraton Waikiki Hotel, Honolulu.

2nd Biennial Convention, summer 1995, Boston.

The Guild Reporter



JAMES M. CESNIK, Editor

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