



# The GUILD REPORTER

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## Consultants picked, start strategic study

**Silver Spring, Md.**—TNG's Int'l Executive Board voted unanimously during its Oct. 25-28 meeting to hire Work Directions, Inc. (WDI), a Boston consulting firm, to do the "strategic planning study" of the union ordered by the Guild's 1992 Convention.

The study is needed, the convention said, "to develop a pro-active approach to [the] sweeping changes in the industry" that have had a negative impact on the Guild.

It should include, the convention said, "the institutional structure of the union, the staff and fi-

*IEB reports 6-months deficit, urges locals to 'pay up' .... 4*

nances, and the methods of implementation" of resulting long-term policies and priorities.

A summary of the consultant's findings plus any recommendations that flow from them are to be presented to the Guild's 1993 Convention, scheduled for July 19-23 in Honolulu.

Little more than a week after the IEB's action, WDI launched the first phase of the undertaking when its senior consultant, Tracy

Fitzpatrick, explained the study and interviewed delegates during the fall meeting of the Midwest District Council in Milwaukee Nov. 7-8.

Fitzpatrick and her partner in WDI, Weezy Waldstein, are to be the principals conducting the study. One or both were expected to participate in the joint meeting of the Mid-Atlantic, New England and Southern District Councils Nov. 21-22 in New York City.

The IEB chose WDI after hearing proposals and receiving bids from three organizations — Brody & Weiser of Branford, Conn., and Cornell University's New York State School of Industrial and Labor Relations, in addition to WDI.

WDI's basic bid was \$46,000, plus an estimated \$15,000 for expenses. Brody & Weiser's bid was \$80,000, plus \$33,500 for expenses. Cornell's bid was \$57,600

for consulting and \$13,800 for expenses. WDI put the cost of its services during the first phase of the study, which is projected to run through next March, at \$30,000, plus expenses.

The convention allocated \$50,000 for the undertaking in the budget delegates adopted for the fiscal year that ends next March 31. It was clear from all three bidders' presentations, however,

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## Guild, Zuckerman continue talks as judge okays deal

**New York**—Contract talks continued between the New York Guild and Mortimer B. Zuckerman following a federal bankruptcy judge's approval of his proposal to buy the New York Daily News.

Judge Tina L. Brozman acted Oct. 26 after eight of the other unions that represent News employees reached 13-year agreements with the real-estate developer and publisher of U.S. News & World Report and Atlantic Monthly magazines. The contracts reportedly include no-strike provisions.

Under Zuckerman's proposal, he has until Dec. 31 to complete the purchase. Expressing confidence that an agreement with the Guild would be forthcoming, he told reporters he hoped to do it at least a month earlier.

After four meetings during the first two weeks of November, however, Guild leaders were less optimistic than Zuckerman.

There was but slight progress on issues that kept a Guild-Zuckerman agreement beyond reach before Oct. 26, said Barry Lipton, Guild president and chief bargainer.

They include the number of jobs to be cut from among the 530 employees represented by the Guild, terms for employees who are cut, and the union's right to challenge newsroom discharges before impartial arbitrators, particularly for new hires, after Zuckerman begins operating the paper.

Zuckerman's demands for cuts in Guild-covered employees have bobbed back and forth between 173 and 179, while the Guild has sought to cap the number at about

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TOM HILTZ/Boston Guild

**WEEZY WALDSTEIN, LEFT, AND TRACY FITZPATRICK OF WORK DIRECTIONS, INC.**  
Partners in consulting firm head team that is doing "strategic planning study" for TNG.

## Eisen makes case for ergonomics standard

**Orlando, Fla.**—An enforceable federal standard on workplace ergonomics is needed "for the same reason we need a speed limit" on Interstate Highways, TNG Research & Information Director David J. Eisen told the National Safety Council's symposium on the future direction of workplace ergonomics here.

"Without that standard, much of industry won't even know what the

right thing is" to try to effectively stem the alarming incidence of repetitive strain injuries (RSI) that are afflicting employees in several industries, including newspapers, Eisen said.

Even if industry knows the right thing to do about ergonomics, however, he continued, many managements are "about as likely" to do it as motorists are to observe "55 on an unpatrolled highway."

The absence of a federal standard also has left state workplace safety agencies "free to come down anywhere on ergonomic complaints," sometimes resulting in conflicting settlement terms for complaints that arise from nearly identical situations, he said.

State agencies' actions are "to a great extent dependent on the quality of their ergonomists and the disposition of politically appointed administrators," he observed.

A universal standard also would help employees who now "often are afraid to complain" of RSI symptoms "lest they be branded malingerers or fired," he said.

Eisen was one of two union representatives among 19 persons invited to deliver papers during the Nov. 5-6 symposium, billed as "the first investigative event that focuses on the development of a national ergonomic strategy." The other was Mickey Long of the United Auto Workers. Other presenters were from universities, major manufacturing corporations and federal agencies.

Pointing to a TNG projection that 40% of Guild members who use VDTs are affected by RSI, Eisen said, however, that "news-paper employees are the lucky

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## Block is buying struck Press, if . . .

**Pittsburgh**—Leaders of this city's 10 newspaper unions remained cautiously optimistic Nov. 12 that new contracts will be bargained with the Block chain's Pittsburgh Post-Gazette by Nov. 30, the first deadline in Block's agreement to buy the struck Pittsburgh Press from the E.W. Scripps Co.

A news blackout was imposed on details of the talks after William Block, Sr., chairman of the Post-Gazette and its owner, Blade Communications, Inc., proposed to the unions' joint council Oct. 30 that both sides "get the talks off the tube and onto the table."

After more than a week of talks, Teamsters Local 211 President Joe

Molinero described them as "productive and cordial."

The two chains announced Oct. 29 that Scripps will sell the Press to Block if Block reaches agreements in 30 days with the nine unions that represent Press employees, has financing for the purchase set by Dec. 15 and obtains approval of the purchase from the Justice Dept.'s antitrust division by Jan. 15.

Only one other detail of the sale/purchase agreement was made known: Block will sign over to Scripps its Monterey Herald, according to a memo faxed to the California daily from Block's Toledo headquarters.

The Wall Street Journal reported

that "people close to the situation" put the value of the total transaction at "about \$100 million."

Both Pittsburgh papers, published and distributed by the Press under a joint operating agreement (JOA), have been shut since May 17 when 600-plus Teamsters-represented circulation employees struck the Press in the face of its implementing a new circulation system that would have eliminated more than 70% of the Teamsters' jobs.

Adjudication of a National Labor Relations Board bad-faith bargaining complaint against the Press remains pending.

The Pittsburgh Guild represents

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## Cesnik says '-30-' after 28

**Silver Spring, Md.**—The Guild Reporter's editor for 20 years, James M. (Jim) Cesnik, has notified TNG that he will leave the position early in January and take early retirement, ending 28 years on TNG's staff.

TNG has launched a search for a candidate to become the new editor who can start in December, before Cesnik steps aside. Under TNG's Constitution, the editor is appointed by the Int'l Executive Board. Bulletin board notices were sent to all locals (see Page 6).

Cesnik, 57, has been editor of the Guild Reporter (GR) since January 1973, eight years after he joined TNG's staff as an Int'l Representative. He said he is leaving because it is time, and he wants to give attention to other interests that too long have received short shrift.

TNG President Charles Dale expressed regret but understanding at Cesnik's decision, wished him well and praised his service to the Guild as editor and in other areas in which he has served the union.

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## THE SHORT OF IT

**V**DT NEWS, BIMONTHLY newsletter on VDT health and safety, has published its "Sixth Annual VDT Product Directory," listing nearly 200 companies that market ergonomic accessories, lighting and furniture, low-emissions screens, radiation meters, anti-glare and anti-static products, etc., and consulting services. Cost is \$15 (\$17 outside the U.S.), from Barbara Gerson, circulation director, VDT News, P.O. Box 1799, Grand Central Station, New York 10163. (It's "free" with an \$87 subscription to the newsletter.) ..... TNG notified all locals this summer of a hazard alert by the California Dept. of Health Services on hexavalent chromium, a carcinogenic chemical still used in chromium-yellow newspaper inks across the U.S. and Canada, according to the Graphic Communications Int'l Union, which represents pressroom workers. A substance that also can cause other damage to respiratory systems, skin and eyes, it can be circulated via poor ventilation systems to other parts of the plant, as well. .... After the Cox chain installed new VDT keyboards in the newsroom of its *Austin American-Statesman* in Texas, RSI complaints dropped to zero, a Cox official told a publishers' symposium.

**Potpouri:** The typical 20,000-circulation daily in 1991 had lower ad revenues, page counts, circulation and circulation revenue — but higher profits, according to an *Editor & Publisher* report on a survey by the Inland Daily Press Assn. and the Int'l Newspaper Financial Executives. Before-tax profit margin was up by 1.5%, to 15.5%. The survey covered 360 dailies in the U.S. and Canada. The basic report is available for \$950. The whole thing, for \$1,950. .... The 1992 Lowell Mellett Award for press criticism went to Stephen Klaidman for his book "Health in Headlines." .... The fulltime workforce in the newsrooms of U.S. dailies declined to 54,531 persons, its lowest level since 1986 and down by 2% for the second straight year, according to a census early this year by the American Society of Newspaper Editors. The number of reporters fell by 720, to 26,936, while copy editors increased by 173, to 8,957. .... About half the newspapers published in the U.S. are recovered for recycling, according to the American Paper Institute. In 1991 that came to 6.6 million tons, a 9% gain over 1990.

**Labor beat:** Applications for 1993 *Union MasterCard Scholarships* are being sent to U.S. locals by TNG. Open to union members, their spouses and children, the program offers one-time cash grants of \$1,000-\$4,000 toward the cost of college or post-secondary trade or technical school. Application deadline is March 15. Last year \$79,000 went to 43 persons from 17 unions. .... Clerical, professional and technical employees at the Teamsters headquarters in Washington have voted by 103-67 to be represented by Local 2 of the Office & Professional Employees. More than half its 6,000 members work for international unions, including TNG's clerical staff. .... Dec. 28 is the 123rd anniversary of the founding of the Knights of Labor, one of the first U.S. workers' organizations to reach beyond skilled-trades practitioners. .... The Midwest District Council has voted its "heartfelt gratitude" to John Matijevich, assistant majority leader in the Illinois House, for championing workers and their unions the last 26 years in the Illinois legislature. He was redistricted out of re-election this year. .... The AFL-CIO has endorsed a Teamster boycott of Diamond Walnuts, which is using strikebreakers to try to replace its California workers. A book on "Baking Without Walnuts" is available from: Cookbook, 25 Louisiana Ave. NW., Washington 20001.

**Overseas:** The Int'l Federation of Journalists has sent messages of support for striking journalists in Korea and Australia. .... In Seoul, IFJ reports, 1,200 employees of Munhwa Broadcasting Corp. struck over working conditions and for a right to have a say in appointment of editorial executives. Police have stormed the strikers, hauling away 198 journalists and others, including seven union leaders. .... In Melbourne, IFJ reports, some 200 journalists and others have struck the MBS public broadcasting system in protest of a program of dismissals. The Australian Journalists Assn. has called for a full public inquiry of management and for an end to cuts in the government's support of the system.

**Among ourselves:** Charles T. Carter, the first black on the editorial staff of the Pottstown Mercury — three years as a librarian, then 32 years as a reporter — retired from the Goodson-chain daily this summer. Since 1985 he had written a weekly "Bachelor Chef" column. .... Lance Compa, administrative officer of the Washington-Baltimore Guild, is one of five unionists picked for study grants under the Samuel Gompers Union Leadership Program of the City University of New York's Center for Labor-Management Studies. .... The San Jose Guild's two \$500 scholarships for 1992 have gone to Tanya Rusky, a member who works in the Mercury News accounting department and is a senior at San Jose State, and to Joe Trela, son of longtime classified member Carmel Trela. .... Former TNG staffer John K. Sloan, an international representative both at home and abroad in the '60s and '70s, is director of education for the AFL-CIO's Asian-American Free Labor Institute. .... A month before the election, the White House announced that TNG Vice President David M. Mulcahy of New York, the IEB's Republican, was being appointed one of 28 private-sector representatives on the President's Export Council.

## Block, unions bargain against deadlines for Press purchase

(Continued from Page 1)  
the Post-Gazette's 140 editorial employees and, if the sale goes through, will represent any of the Press's 210 editorial employees hired by the Post-Gazette, said Harry Tkach, the Guild's president.

The Post-Gazette began interviewing Press editorial employees the week of Nov. 8-14 after they had received federally required, 60-day notices that Scripps no longer would employ them beginning sometime during the first two weeks of January.

Scripps announced on Oct. 2 that it would sell or close the Press for good. Last ditch talks between Teamsters leaders and Scripps officials at Federal Mediation & Conciliation Service headquarters in Washington had been halted by the FMCS the day before [Guild Reporter, Oct. 16].

The 10-union Pittsburgh Newspaper Unions Unity Council began preparing to put together an employee stock option plan (ESOP), but dropped the move in the face of the Block-Scripps agreement.

Scripps' broker for the sale told

the Wall Street Journal that there had been more than one bid comparable to Block's, but Block's was chosen primarily because of the company's ties to Pittsburgh and its relationships with the unions. The JOA gave Block no preference in the bidding, however.

Blade Communications' William Block, Sr., said he expected to be able to implement a circulation system similar to that the Press had tried to impose, involving switches to a system of central depots and adult carriers, rather than youths.

However, "that doesn't mean we would have to be as draconian as the Press," Block said. "That was, in my estimation, a poor way to go about this."

Block also said he was not prepared to say whether Blade Communications would publish both the morning Post-Gazette (150,000-plus prestrike circulation) and the afternoon Press (208,500 daily, 555,900 Sunday circulation) if the purchase is completed.

Block, 77, who lives in Pitts-

burgh, called the purchase agreement a "window of opportunity" to "restore metropolitan journalism to Pittsburgh and to get the home newspapers rolling."

While Justice Dept. response to the proposal that Block buy out its partner in the Pittsburgh JOA was uncertain, there was speculation that it would not raise objections.

"The issue is unfair restraint of trade," said Erik Devereux, professor at Carnegie Mellon University's H. John Heinz III School of Public Policy and Management, told reporters.

Noting that the Post-Gazette is the junior partner and the smaller paper in the JOA, he called it "very hard to make a standard claim that this is an attempt to restrain trade."

The Pittsburgh Guild's Tkach was more direct: "It's the flea swallowing the elephant."

Meanwhile, at the 35,000-plus-circulation Monterey Herald, the San Jose Guild represents advertising, business, circulation, delivery, maintenance and other employees. Its current contract runs through October 1994.

## N.Y. Guild, Zuckerman continue talks as judge okays News buy

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95. Some 60 of Zuckerman's cuts would be in the newsroom staff.

Lipton expressed frustration at the failure of Zuckerman and his representatives to accede to Guild requests to meet more often.

An agreement with the Guild, the largest union at the News, is "absolutely essential" to "a viable newspaper," Lipton said. He called on Zuckerman and his News-publisher-designate, Fred Drasner, to show the Guild's membership "the same respect they showed the other unions." Drasner is president of U.S. News.

Brozman approved Zuckerman's proposal after rejecting a Guild motion to postpone the action for two weeks.

She also approved a motion by the News that she void lifetime job guarantees for the 167 News printers represented by the New York Typographical Union, Local 6-CWA, the only other union without an agreement with Zuckerman.

## Brockton extends contract to May 1

**Brockton, Mass.**—The Brockton Guild has extended its contract with the recession-plagued Brockton Enterprise through next May 1 in an agreement that provides covered employees with lump-sum payments that range to as much as \$2,100.

The \$2,100 payments were to go to all full-time employees hired before May 2, 1991. Those hired between May 2, 1991, and May 1 this year were to receive \$1,400, and those hired since May 1 were to receive \$700.

Part-time employees in the same hire-date categories were to receive \$1,100, \$733.33 and \$366.67 respectively.

Cost of the lump-sum payments was put at just under \$260,000.

Dubbed "Big Six" when it represented 1,200 hot-metal printers at the paper, the union in 1974 agreed to a wide open door to composing room automation in return for lifetime jobs for 900 of its members then at the paper.

Zuckerman termed the remaining 167 printers "obsolete," and News management said their pay and benefits were costing the paper \$10 million a year. Brozman said the printers now are "superfluous."

Local 6 President James Grotola said the 167 had been "sent to the guillotine" by Brozman's decision, which the union subsequently moved to overturn in other courts.

Zuckerman's agreement to buy the News says he will have contracts with nine of the 10 unions at the News before the deal is closed.

However, he reportedly has the option to go ahead with fewer than nine contracts if he exonerates the paper's current owner — the estate of Robert Maxwell — from re-

sponsibility for any claims by the Guild for severance and other benefits for any of its members who would be let go after Zuckerman took over. Any such Guild claims reportedly could reduce funds available to the News' creditors.

Brozman, however, observed in rejecting the Guild's motion to delay her approval that "not a single creditor has objected to the sale to Zuckerman."

Zuckerman's purchase terms provide that he pay \$18,250,000 in cash, and take responsibility for \$8,250,000 in severance and other employee-benefit obligations and for \$12 million owed to suppliers of newsprint, ink and other production materials.

Meanwhile, the Guild reported that its Daily News unit formed a committee following the bankruptcy court ruling that will explore strategies to build community support for Guild efforts to secure an equitable contract from Zuckerman. Columnist Juan Gonzalez was named to head the committee.







EDITH BRIN/Milwaukee Guild

## MW Council's 'Gender Agenda'

Panelists at Midwest District Council's fall meeting in Milwaukee, from left, at right above: Lois Blinkhorn, Ann Crump and Ellen Bravo. Participating delegates included, at left above: Joe Kenny, St. Louis (foreground); Laura Scher, Bernie Lunzer (standing), Sharon Emery and Neale Van Ness, all of the Twin Cities Guild. Van Ness is council president.

# Women's issues matter to men, too, panel agrees

By Marilyn Marchione  
Milwaukee Guild

**Milwaukee, Wis.** — Women's issues are important to men as well as to women, and unions can be counted on to support women trying to make progress in the workplace, a panel of women's rights activists told a forum here.

"Women historically have had less bargaining power — period," said Ellen Bravo, national director of 9-to-5, an organization that represents mostly women in lower-paying, non-union jobs.

"The best way the Guild can help the image of women in the news and the situation of women in the newsroom is by strengthening the bargaining unit," she said.

Bravo spoke Nov. 7 during a session on "Journalism's Gender Agenda," sponsored by the Milwaukee Guild as part of the fall

meeting of the Midwest District Council of Guild locals.

Other panelists were Ann Crump, vice president of the Milwaukee Labor Council and president of Communication Workers Local 4600, and Lois Blinkhorn, a Milwaukee Journal reporter and former assistant managing editor.

Carol Guensburg, a member of the Milwaukee Guild executive board and the Journal's food editor, who helped organize the forum, said concerns over title and pay inequities, sex discrimination, women clustered in low-paying jobs and family issues were shared by women in the Guild.

The panelists also said that the way women find themselves portrayed and treated in the media "overlaps with how people are treated in the newsroom," in Bravo's words.

Bravo cited the Journal's coverage of a former Racine, Wis., firefighter's sexual harassment allegations against a mayoral candidate earlier this year. Bravo said she objected after a Page-1 story probed an old complaint filed against the woman but didn't mention that it had been dismissed until the story's jump on an inside page.

"The managing editor of the Journal, who happens to be a male, told me personally" that the woman "looked too good" and her story seemed too pat so that "surely there must be something else" unknown about her background or motives.

After Bravo complained, the newspaper ran another story about why it's so important for a newspaper to probe such cases — self-

justification and "plain old irresponsible journalism," she said.

Turning to the treatment of women in the newsroom, Bravo pointed out that 9-to-5 gave the Journal a "heartless award" a few years ago, after the paper published a series on "the have-nots of health care," editorialized about its importance, "then turned around and told their part-timers that they can't have health insurance."

The company also cut the hourly wage of women returning to work after the birth of children who requested part-time rather than full-time work. Bravo said the corporate message is, "that's how we balance work and family" — by making women pay.

Blinkhorn said the gender composition of the newsroom had

changed little in the last decade. She quoted a friend who described newsroom organization as a dinosaur. She said sometimes the women who move up into management are those "who learn to talk the dinosaur talk."

Crump suggested a tactic for dealing with male managers who treat women in a trivial or sexist manner.

"I like to play tricks, like saying, 'That is the best looking tie!' or 'You have never looked better'," she said. "A compliment is a great trick."

She also urged women to not give up. There's a lot of frustration "because there's so little movement, but we are making progress," she said. "We've got to stop whining and start doing. There's always barriers."

## 3-year contract ends Oxford strike

**Toronto**—The 12 members of the Southern Ontario Guild unit at Oxford University Press of Canada returned to their jobs Nov. 2, 21 days after striking the book distribution firm and three days after ratifying a new three-year contract by a 6-5 vote.

The settlement came when the company improved its wage-increase offer to 3% in each of three years and agreed to add two days to short-term sick leave, putting it at seven days, said Lorne Slotnik, a SONG representative.

The first raise will increase most employees' hourly rate by 37 cents, to \$12.85, retroactive to Sept. 1, with another 39 cents, to \$13.24, next year, and 40 cents, to \$13.64, in 1994.

The ratification vote was close, Slotnik said, because of dissatisfaction over the lack of upgrading in the pay rate of a catalogue printer. The unit also includes warehouse and cafeteria workers.

The contract is the third for the group. Its first, in 1989, also was reached during a strike.

## Portland key top raised to \$680

**Portland, Me.**—Top minimum-pay rate for experienced artists, circulation district managers, outside ad salespersons, photographers and reporters has been increased by \$20 a week, to \$680.60, under a new three-year contract between the Portland Guild and the Press Herald here.

A 3% increase on Oct. 4 also went to all other Guild-covered employees in the Guy Gannett daily's ad, business, circulation, distribution (mail room), editorial and maintenance departments.

Running through Nov. 20,

1993, and reflecting the economic difficulties of the region, the contract provides no increases over its first 22 months.

The contract also provides for the establishment of a 401(k) retirement plan fully supported by participating employees and tax-deferral systems for dependent-care costs and employees' payments toward health insurance premiums. Under the settlement, employees are responsible for 50% of any premium increases, to a maximum payment of \$7 a week. The company continues to pay full existing premiums.

Minimums for four job classifications were upgraded by \$10-\$23 a week before application of the 3% increases.

Other increases and new top-minimum pay rates include: **computer programmer/analysts**, up by \$17.51, to \$601.33; **library assistants**, up by \$12.27, to

\$421.29; **clerk-district**, up by \$35.60, including an upgrading, to \$412.96; and **classified phone sales**, up by \$13.40, to \$460.02.

The Guild and the company were to begin immediate talks on a company proposal to substitute a base-plus-commission pay plan for outside ad salespersons by Jan. 1. While the company proposed a base that would be lower than current minimum rates, current staffers would be guaranteed no less total monthly compensation than they received in 1992.

The contract also sets up lower minimum-pay rates for new hires in the mailroom, reflecting the department's automation, the Guild reported.

Eight new jobs in other departments were added to the contract, including a "senior programmer/analyst" with a \$671.42 top minimum rate, and a "plant maintenance supervisor," at \$709.34.

## IEB, council move on aid for delegates

**Silver Spring, Md.**—A special subcommittee of the Int'l Executive Board has been named to suggest ways that aid might be provided to locals whose finances would prevent their sending a delegate to TNG's 1993 Convention in Hawaii.

Named to the "task force" by

TNG President Charles Dale during the IEB's Oct. 25-28 meeting were TNG Int'l Chairperson Peter E. McLaughlin and Vice Presidents Larry D. Hatfield of Northern California, Luther P. Jackson of Detroit, David M. Mulcahy of New York and Marie A. Shellock of Youngstown.

Dale had announced at the IEB's meeting after the 1992 Convention that the effort would be undertaken in view of the unusual expenses involved in participating in the weeklong Hawaii meeting. The aid must be available without regard to Guild politics and cannot come from TNG, Dale said at the time. TNG's Constitution mandates that "the expenses of delegates shall be borne by the Locals" involved.

Meanwhile, the Midwest District Council of Guild locals at its Nov. 7-8 meeting voted to set up a fund to receive voluntary contributions that would be used to help small locals in the council "which have legitimate financial need" send at least one delegate to the Hawaii convention.

The council's action also provides that no funds will be disbursed until the council establishes criteria to assure that the assistance is provided "in a nondiscriminatory fashion."

The motion, by Bernie Lunzer of the Twin Cities Guild, also provides that the council consider participating in any fund that might be set up by TNG to provide the same sort of assistance.

## First Guild pact in Niagara Falls

**Niagara Falls, Ont.**—The pay rate for experienced composing room employees at the Thomson chain's Niagara Falls Review is increased by 85 cents an hour, to \$16.45, under their first contract since affiliating their union with the Southern Ontario Guild.

The group ratified the pact by 7-1 on Aug. 28.

Fifty cents of the increase is retroactive to Jan. 1, and the remain-

ing 35 cents is effective Jan. 1, 1993. For employees working a full, 37½-hour week the weekly increase totals \$31.87, and puts their scale at \$616.87 a week.

The employees voted to affiliate their 40-year-old union with the SONG in mid-1990 while working under an existing contract that ran through 1991. Their union had been directly chartered by the Canadian Labour Congress.

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# Consultants picked, start strategic plan study

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many members of the board observed, that \$50,000 is unrealistically low for a worthwhile study.

"Do something for \$50,000 and it'll be useless," said Pat Bell, vice president from Eastern Canada.

Board members also seemed agreed that the study is needed and that they did not have the option of not doing it because of the cost.

"I was against the study [when it was proposed at the convention], but now see that we need it," said Thomas J. Thibault, vice president from the U.S. Northeast. "The convention put \$50,000 on it because it thought we could do it for that. Obviously we can't."

After voting to hire WDI, the IEB also voted, by 11-5 in a roll call, to implement WDI's recommendation that a professional firm be retained to poll TNG's membership during the study's first phase at an additional cost WDI estimated at \$18,000. Both actions were moved by Thibault.

Areas to be probed in the poll of 400 or more members include how well they think the Guild rep-

resents them and what they need and expect from the union.

The board also approved creation of a committee of Guild leaders to work with WDI during the study's second phase, another WDI recommendation. The committee is composed of all 16 members of the IEB plus the following eight leaders of locals, proposed by TNG President Charles Dale and approved without dissent:

Art Joyner, Pacific Northwest Guild administrative officer, who was principal author of the study proposal at the convention; Gail Lem, Southern Ontario Guild president; Patricia Nuttal, Terre Haute Guild president; Jerry Minkinen, Chicago Guild executive director.

Also, Ken Crowe, Albany Guild president; Doug Cuthbertson, Northern California Guild executive officer; Barry Lipton, New York Guild president; and Jerry E. MacDonald, Canadian Wire Service Guild executive officer.

TNG Sec'y-Treasurer John C. Edgington estimated that costs of committee meetings will range between \$800 and \$1,100 per par-

ticipant. Two or three meetings may be necessary, Fitzpatrick told the board.

The composition of the local-leader contingent on the committee drew criticism from some delegates at the Midwest District Council meeting, which passed a motion calling on the IEB to reconsider its appointments. The action, moved by Bernie Lunzer, Twin Cities Guild executive secretary, calls for "greater diversity."

Later, in a memo to all IEB members Lunzer said he was speaking of "political diversity," asserting that seven of the eight are "ardent backers of the administration," creating an "extreme polarity" which "does not reflect Guild membership." More diversity would make recommendations that flow from the study more credible, he said.

The disagreement on the IEB over authorizing a professional membership poll was primarily over its projected cost. As alternatives, WDI had listed a combination of membership focus groups and a phone survey of members,

or a survey of locals. Both would have involved less direct cost but would have required TNG staff time.

Edgington spoke for the majority on the question when he said he considers the professional poll to be "key to the project" and that "without it we would be wasting \$50,000."

Voting in favor of the poll, in addition to Edgington and Thibault, were Int'l Chairperson Peter E. McLaughlin and Vice Presidents Bell, Larry D. Hatfield, Connie Knox, Doug M. Louth, Faye McCracken, Carol Przybyszewski, Carol D. Rothman and Marie A. Shellock.

Voting against the poll were Dale and Vice Presidents Richard J. Brandow, Russ Cain, Luther P. Jackson and David M. Mulcahy.

Dale and Edgington estimated that the total cost of the study — including both direct and indirect expenditures, including TNG staff time — will exceed \$100,000.

Fitzpatrick has a masters degree in labor studies from the University of Massachusetts, taught at the

Rhode Island Institute for Labor Studies and Research and once was an organizer for a local of the Service Employees Union.

She also is a former legislative aide in the Massachusetts Senate, a former assistant state secretary of labor and has been a consultant for unions and other nonprofit and advocacy groups since 1990.

Waldstein has a masters degree in management from the Sloan School at MIT and was a member of the executive board and safety committee chairperson for a Shipbuilders Union local when she worked as a welder at a shipyard in Quincy, Mass.

Before teaming up with Fitzpatrick in WDI earlier this year, she worked more than four years as a consultant and researcher for unions and other nonprofit agencies.

Other national and international unions for which one or both of them has conducted studies and/or research include the Carpenters, American Radio & Television Artists, Communications Workers, Ladies' Garment Workers and Transport Workers.

## IEB reports 6-months deficit, urges locals to 'pay up'

Silver Spring, Md. — TNG spent \$254,077 less than its operating budget expected it would in the six months that ended Sept. 30, but its revenue during the period still fell \$57,570 short of expenditures, the Int'l Executive Board reported during its fall meeting.

That operating deficit would have been a comfortable surplus, however, except for significant increases both in the number of locals behind in their monthly per-capita payments to TNG and in the aggregate amount of those delinquencies, particularly in the July-September quarter.

Adopting the report of its Finance Committee, the IEB said it viewed the increased delinquencies "with alarm" and it voted to send a letter to all locals reminding their leaders that per-capita payments are TNG's sole source of operating funds. It called for "all locals to become or stay current on per-cap payments."

While noting that most locals are and do stay current, the board asked local leaders to "consider ... what would happen in your household and life if your bosses sporadically delayed giving you your paycheck, even for just a short time. That's what is happening to us," the IEB said in the letter.

Calling late- and non-payments "devastating" to TNG's budgetary processes, the board said that "the

inevitable result is a diminution of services and effectiveness of the International."

"We simply can't buy what we can't pay for, even though we seem to keep trying to do that," the board said in its letter.

Locals' per-capita delinquencies as of Sept. 30 totaled an estimated \$399,376, an increase of \$188,968 in three months and of \$263,071 in the six months since TNG's previous fiscal year ended March 31.

At the same time, the number of locals in arrears increased from 20 on March 31, to 23 as of June 30, and to 30 as of Sept. 30. As it has since 1983, the board listed the delinquent locals and the amounts of their arrearages in a separate report [see below].

While a few of the delinquencies are by locals "in long-term distress, ... the bulk ... are from viable locals, big and small, rich and poor," the board said in its letter.

"If slightly more than half" the delinquencies were paid during the fiscal year's second six months "and all per capitas ... were paid when due, TNG would break even for the year" ending next March 31, the IEB said in its finance report.

While payment of all delinquencies would not solve all of TNG's financial problems, the IEB said in its letter, "that \$399,376 ... would ease our cash flow problems, would help rationalize our

budget-making process, and, fundamentally and most importantly, would improve the functioning and service of the union" to its members and locals.

The IEB adopted an expense budget of \$2,359,184 for the second half of the fiscal year, \$29,973 less than expenditures during the first six-month period and 49% of total expenditures budgeted for the year. Even so, it pointed out, "should per capitas remain at the same low level" as the first six months, TNG would end the year with an operating deficit of more than \$216,000.

TNG's income for the first six months totaled \$2,271,641, the board noted, 47% of the \$4,820,675 estimated for the full year by TNG's 1992 Convention. The convention projected a surplus of \$3,159 in the full year's operations.

April-September spending was under budget in all six of the budget's categories, the board pointed out: per-capita payments to U.S. and Canadian union federations, by \$7,192; field operations, by \$52,303; administrative operations, by \$14,838; office management, \$165,796; full-time officers, \$3,242; and other expenses, \$10,700.

At the same time, accounts payable stood at \$155,616 at the end of September, down by \$76,498 from the \$232,114 listed at the end of March.

The IEB also reported that TNG's Defense Fund had total assets of \$5,890,037 at the end of September, down by \$913,636 from March 31.

Defense fund income totaled \$404,751, with \$200,000 from the general fund and \$204,751 from interest.

Defense fund expenses totaled \$1,318,387, with the largest outlays going for strike benefits to members at the Toronto Star (\$941,321) and at the Cambridge (Ont.) Reporter (\$59,013) and to Pittsburgh Post Gazette members put out of work by the strike against the Pittsburgh Press (\$271,346).

After reviewing audits of TNG strike benefit accounts from South-

ern Ontario Guild strikes at the Toronto Star, Cambridge Reporter, Guelph Mercury and London Free Press, the IEB established a new policy on the return of international defense fund monies advanced to locals for benefit payments.

The audits, dated Oct. 19, showed that the SONG had not yet returned to TNG's Defense Fund a total of \$96,947: \$71,958 from the Star strike, which ended July 9; \$13,777 from the Cambridge strike, which ended Feb. 21; and \$11,212 from the Guelph strike, which ended April 3.

Under the new policy, locals are liable for interest at the prime rate for funds not returned within 90 days of payment of final strike or lockout benefits or within 10 days of notice from TNG's secretary-treasurer of the completion of TNG's audit of benefit accounts from the strike or lockout.

TNG President Charles Dale pointed out that investment earnings on its assets are a key part of the income which keeps the defense fund viable for locals and members that need it throughout the Guild.

Also on recommendation of its Finance Committee, the IEB voted contributions of \$1,000, in two installments, to the First Amendment Congress, \$250 each to the Occupational Health Legal Rights Foundation and the Canadian Centre for Occupational Health & Safety, and \$150 each to the United Way of the National Capital Area (Washington, D.C.) and the United Way Centraide (Ottawa-Carleton, Ont.).

On recommendation of both its Finance and Human Rights Committees, the board also voted \$300 to the National Assn. for the Advancement of Colored People, \$100 each to the Southern Poverty Law Center and the Planned Parenthood Federation of America, and \$50 for a general membership in the Congress of Racial Equality (CORE).

The IEB also reviewed a listing of five years' organizing projects under which \$2.16 million has been committed to Guild locals and \$1.97 million has been spent from TNG's Organizing Fund. At the end of September, the fund's assets stood at \$133,610.

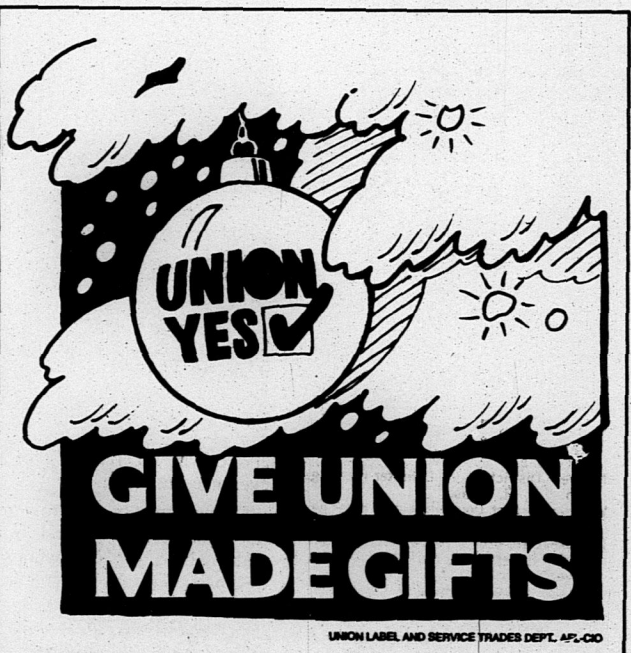
## Per-capita delinquencies are listed

Silver Spring, Md. — In keeping with a directive by TNG's 1983 Convention, the Int'l Executive Board during its fall meeting reported the following locals delinquent in their monthly per-capita payments to TNG as of Sept. 30 (amounts listed are estimates):

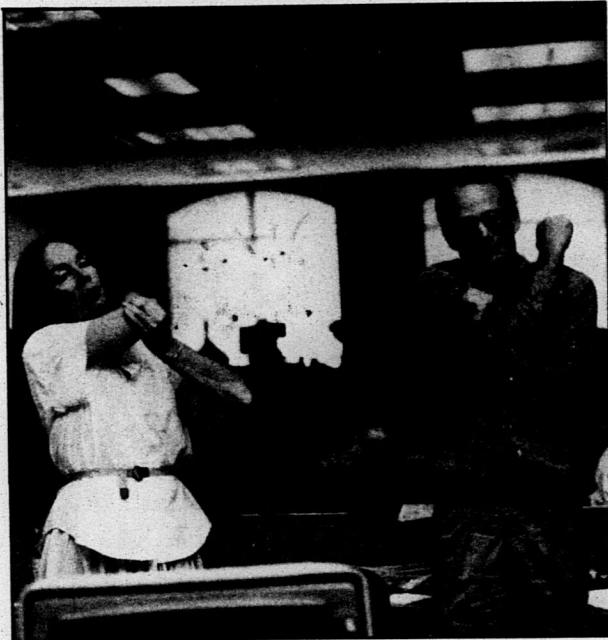
| Local                 | Months | Amount   |
|-----------------------|--------|----------|
| Albany                | 1      | \$ 4,029 |
| Bakersfield           | 2      | 3,047    |
| Battle Creek          | 18     | 3,956    |
| Boston                | 1      | 6,226    |
| Canadian Wire Service | 1      | 13,551   |
| Chattanooga           | 3      | 1,890    |
| Chicago               | 3      | 21,536   |
| Detroit               | 1      | 9,522    |
| Eugene                | 1      | 1,172    |
| Great Falls           | 4      | 1,172    |
| Kingston              | 3      | 2,022    |
| Knoxville             | 1      | 952      |

| Local                | Months | Amount  |
|----------------------|--------|---------|
| Lake Superior        | 1      | 1,245   |
| Los Angeles          | 4      | 19,045  |
| Lynn                 | 1      | 440     |
| Memphis              | 2      | 7,325   |
| Milwaukee            | 3      | 4,395   |
| North Bay            | 1      | 1,143   |
| Peoria               | 4      | 9,376   |
| Puerto Rico          | 4      | 26,722  |
| Rochester            | 11     | 10,475  |
| St. Louis            | 1      | 8,424   |
| San Diego            | 20     | 103,722 |
| Sheboygan            | 1      | 557     |
| Southern Ontario     | 2      | 73,250  |
| Utica                | 2      | 176     |
| Vancouver            | 2      | 28,275  |
| Washington-Baltimore | 1      | 23,088  |
| Wire Service         | 1      | 12,160  |
| Woonsocket           | 1      | 483     |

Receipts in early October from Boston, Puerto Rico and Utica eliminated or reduced those locals' Sept. 30 delinquencies.







## S.F. Chronicle desk breaks for stress flex

Stress-relieving muscle-flexing drills have been introduced during work breaks by staffers in the San Francisco Chronicle's news room, reports "Chronicle Insider," newsletter of the Northern California Guild unit at the daily. Started in the business-news section by Sabin Russell, a trustee of the Guild-run health-insurance fund, the practice has been picked up on the main copy desk. That's where these photos were taken for "Ralph," the Guild local's publication. In mid-flex to the beat of music from a cassette player are, at left, Jackie Pels and Scott Wilson; at right, Margo Freistadt and Bonnie Lemons.



# TNG's Eisen makes case for ergonomics standard

(Continued from Page 1)  
ones," citing U.S. agency studies showing a prevalence rate of 51% among supermarket cashiers and 62% among meatpackers.

"A few" big newspapers "with the heaviest [RSI] casualties" now are filling their offices with adjustable furniture and introducing other ergonomic measures, Eisen noted.

Others, however, he continued, are violating "the most elementary ergonomic principles" while taking steps they say are for the benefit of their VDT-user employees.

He pointed to the Detroit Free Press' recent purchase of new furniture "en masse" that includes "totally unadjustable desks, worse than the ones it was replacing, and chairs that fail to meet the minimum requirements of user adjustability."

Because it must "fit the diverse needs of employees from auto workers to zoo keepers," a federal standard must "for most purposes [be] a generic standard," though in areas such as VDTs and meatpacking there is enough knowledge of problems and effective controls "to permit more specific provisions," Eisen said.

He listed the following additional ingredients for a standard:

- ✓ Mandatory "systematic evaluation of the workplace wherever" an RSI "risk is evident."

- ✓ "Evident," he said, means RSI symptoms or diagnoses, or the presence of a known RSI hazard. Information from employees in this process is essential.

- ✓ "Hazard evaluation should not await surgery reports, splinted arms or the appearance of equipment or tasks carrying a known risk," he said, adding:

"We are, after all, talking about prevention, not just intervention, and new devices and work processes should be evaluated for such risks before they become cemented into the workplace."

- ✓ A medical-reporting procedure "that encourages employees to report both symptoms and risks, without fear of discrimination or reprisals."

"That means not only clear protection against outright dismissal, but safeguards against downgrading in jobs or pay upon an injured employee's return to work," he said.

He cited an employee at a nonunion daily being "summarily fired after taking a second disability leave for RSI" and three others who were denied workers' compensation when they were disabled by RSI. "If you worked [there] ..., how quick would you be to report your pain?" Eisen asked.

- ✓ A worksite education program on RSI that encompasses employees, supervisors, plant engineers, managers and health-care providers "and others responsible for the conditions under which employees work." There should be annual retraining, as well.

A 1990 agreement at the McClatchy chain's Bee newspapers provides "not a bad model," Eisen said.

It required that new and current VDT users be trained in mulculo-

skeletal problems associated with improper VDT use, the importance of appropriately timed work breaks, and the proper adjustment of work station components, "including hands-on training."

- ✓ Engineering and administrative controls.

"Ergonomically correct equipment is available for many if not most of the jobs responsible" for RSI, and it "should be required wherever the nature of the work, judged either by ergonomic principles or the GNP — Gross National Pain," makes the development of RSI "likely," Eisen said.

The standard for equipment should address such principles as adjustability, elimination of constrained positions and excessive exertion, and the reduction of excessive repetitive motion, he said.

Most important administrative control is adequate rest breaks, he added. The breaks' frequency and duration would be determined by "the intensity of the work."

- ✓ "A medical-management component" that addresses occupational stress as a contributor to RSI.

This part of the standard should include appropriate education of company medical staffs.

- ✓ Joint committees of management and employee representatives charged with developing, implementing, monitoring and evaluating the program.

## Unions clear way for Tribune sale

**Oakland, Calif.**— Current owners of the Oakland Tribune and the unions that represent its employees, including the Northern California Guild, have reached agreements on severance pay and other benefits for those employees when the daily's principal assets are sold to the Singleton chain's Alameda Newspaper Group.

Only remaining barrier to completion of the Nov. 30 transaction was the absence of agreements with Tribune's "trade creditors," said Doug Cuthbertson, the Guild's executive officer.

Tribune owner and publisher Robert C. Maynard announced Oct. 15 that he was selling the debt-strapped paper's name, subscription lists and limited other assets to the Alameda group, which publishes four smaller East Bay area dailies. The Tribune also is to be published from its offices and printing plant in Hayward beginning Dec. 1.

About 50 of the 110 members of the Guild's editorial-only unit

in Oakland had been hired to follow the paper to the Alameda group as of Nov. 12, said Craig Staats, chairperson of the unit. Others, he said, were looking for newspaper jobs elsewhere and several were exploring retraining for other careers under a program put together by the California State AFL-CIO.

He said he did not know how many of the paper's 520 other employees might have been hired. Alameda management had said it might hire as many as 250.

Only alternative to the sale was bankruptcy, said Maynard, the only black owner of a major U.S. metropolitan daily. He bought the paper from the Gannett chain in 1983.

Members of the Guild and other unions at the Tribune took 11% pay cuts nearly two years ago in an effort to help restore the daily to profitability. Current reporter top minimum is \$602 a week.

Under terms of the unions' agreements all employees will be paid by Oakland Tribune, Inc. (OTI), through Dec. 15. All also will receive full payment for unused vacation credits for this year and next. Guild members with at least six years' service, about 60%, are to receive full contractual severance, while those with less service will receive 36% of the severance due them.

The agreements also provide for the unions' pension funds to be made whole for payments that have been deferred in recent years to a total of \$1.68 million or more over three years. Union dues that have been withheld from

paychecks of Guild and Teamsters members also are to be paid to the unions, with Guild receiving more than \$25,000 in two installments and a Teamsters local nearly \$22,000.

The payments are to be made from the \$8 million the Alameda Group is to pay Maynard for the Tribune in five annual installments, beginning with \$4.5 million this year.

Maynard's obligations to the employees also are to get precedence over OTI stockholders receiving any portion of any profits from sale of OTI's remaining assets, including its printing machinery and buildings.

## 15% raises in early Peoria settlement

**Peoria, Ill.**—A new three-year Peoria Guild contract with the Journal Star raises minimum and over-minimum pay rates by as much as 15.7% over its term and has provided all covered employees with an extra week's pay as a "signing bonus."

The product of three days' talks between management and Guild leaders, assisted by TNG Representative Bruce R. Nelson, the wage settlement was effective Oct. 27, 19 days before the previous contract ran out. Members ratified it the same day by a vote of 69-1.

The 15.7% increases occur in the minimum-rates for lower paid job classifications via compounded increases of 6% on Oct. 27, 5% next Nov. 14 and 4% on Nov. 14, 1994.

The higher-paid key news and circulation classifications are increased a total of 10.3% compounded, in increments of 4%, 3% and 3% on the same dates.

Total increase in the top minimum for the classification for reporters, photographers, artists, copy editors and rewrite is \$62.52, to \$667.52 a week. Initial increase is \$24.20, to \$629.20.

Top minimum for circulation district managers is raised by a total of \$62, to \$662 a week. Initial increase is \$24, to \$624.

Among the lower-paid classifications, highest total raise is \$79.39, taking the top minimum for circulation "swing man" to \$583.39 a week. Initial increase is \$30.24, to \$534.24.

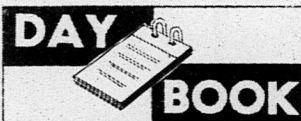
The top for news assistants goes

up by a total of \$69.31, to \$509.31. Initial raise is \$26.40, to \$466.40.

The stenographer top-minimum is increased by \$58.44, to \$429.44, with the initial raise of \$22.26 putting it at \$393.26. The library clerk top goes up by \$54.35, to \$399.35, with an initial \$20.70 putting it at \$365.70.

In addition, the minimum differential for sub-editors covered by the contract is changed to 5% above the reporter top minimum, from a flat rate of \$14. Initial effect is a raise of \$41.66 a week, to \$660.66.

Previous contracts' 6% differential for all shifts that start after noon is continued, as is the publisher's payment of 100% of health insurance premiums.



Middle-Atlantic, New England and Southern District Councils, joint fall meeting, Nov. 21-22, New York.  
Midwest District Council, winter meeting, Feb. 6-7, St. Louis.  
Western District Council, winter meeting, Feb. 27-28, Seattle.  
Int'l executive Board, spring meeting, April 26-30 (tentatively), TNG Headquarter, Silver Spring.  
1st Biennial (60th annual) Convention, July 19-23, 1993, Sheraton Waikiki Hotel, Honolulu.  
2nd Biennial Convention, summer 1995, Boston.





'81: Cesnik presents honorary labor-press membership card to outgoing U.S. Secretary of Labor Ray Marshall.



'71: Speaks to TNG conference on employment of minorities.



'84: Oversees makeup of last Guild Reporter set in hot type, with help from Barbara E. Nelson, then assistant editor.

## TNG seeks a new GR editor as Cesnik moves for retirement

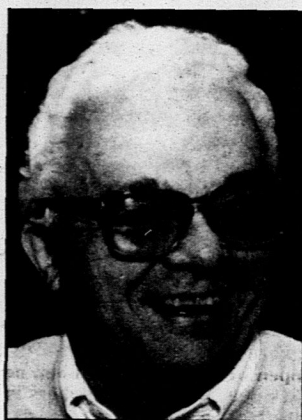
(Continued from Page 1)

During his tenure as editor, the longest in TNG history, the Guild Reporter several times was cited as one of the top union publications in North America by the Int'l Labor Communications Assn.

During his first 14 years as editor, Cesnik served on the executive council of the ILCA, including 1980-81 as president and 1984-87 as secretary-treasurer.

Cesnik came to TNG headquarters after a year on the field staff, during which he assisted locals with organizing and/or bargaining in New York, Baltimore, San Antonio, Great Falls, Mont., Madison, Wis., Hazelton, Pa., and elsewhere, and assisted newspaper staffs in attempts to organize in Dallas, International Falls, Minn., and elsewhere.

In his first seven years at TNG headquarters he worked first as Associate Director of Research & Information, then R&I Director, doubling the latter with being GR editor from 1973 into 1975.



'92: At 59th TNG Convention.

In the R&I positions, in addition to assisting with membership and leadership education, he represented TNG on Capitol Hill, beginning in 1967, and was responsible for TNG's human rights activities, including development and conduct of Guild-wide conferences on women's issues, in 1970, and on minority employment, in 1971.

The conferences were one of the products, Cesnik recalled, of "a sort of 'strategic planning study'" he helped Ellis T. Baker, then

TNG's administrative operations director, conduct through a series of meetings at district councils and elsewhere with emerging leaders of Guild locals and units across the U.S. and Canada.

Also flowing from that exploration of "The Guild in a Changing Society" was expansion of TNG's bargaining goals into such areas as "employee voice" in the product, affirmative action and protection against forced disclosure of sources and information.

During the push for U.S. labor law reform in 1977-78, Cesnik was one of several staffers of AFL-CIO affiliates detached by invitation to assist the federation's legislative staff in advocating the legislative measures' passage to members of the House and Senate. (It passed the House, but died under a filibuster in the Senate.)

In 1972, he played a key role in an initiative by TNG that saw formation of a joint committee of publishing and broadcasting industry organizations that sought federal legislation to recognize reporters' and editors' right to refuse to disclose sources and other confidential information.

Through most of his tenure with TNG he has been an officer of the Federation of Guild Representa-

## Dale lauds Cesnik for his service

TNG President Charles Dale said this about the impending retirement of Guild Reporter editor James M. Cesnik:

Over the past 20 years, Jim Cesnik has performed the seemingly impossible job of producing TNG's official publication with a trouble-free record of maintaining and enhancing its reputation for openness, fairness and political restraint and objectivity. He has chronicled a lot of our history and, indeed, has been part of it, an important part.

As the GR editor, Jim has demonstrated skill, ingenuity and dedication. As a Guild member, activist and employee, he has evidenced the same admirable traits.

And, as a veteran colleague in this great union, he has been a valued and valuable friend, a wise and persistent counselor.

His job will be filled — but his contributions to this union will not be equalled and his absence will be noted and felt intently and broadly.

On behalf of the Guild, and personally, I wish him well on whatever paths he elects to follow after his retirement from TNG.

tives, the staff union, serving as treasurer since the early '70s. For nearly as long, he has been chair of the trustees of the TNG-FGR pension plan.

Cesnik joined TNG's staff after six-plus years as a reporter, copy, layout and makeup editor on the staffs of the two dailies that were then published in Minneapolis, the Minneapolis Tribune and the Minneapolis Star. Previously he was a reporter for the Rice Lake (Wis.) Chronotype, where he also wrote and broadcast a daily local radio news program.

While working in Minneapolis, he was active in the Twin Cities Guild, serving as its president in 1963-64.

In 1964, he was recipient of TNG's annual Guild Service Award for meritorious local leadership. He was the first Twin Cities member to receive the award that had been established 10 years earlier in memory of Wilbur E. Bade, a former executive secretary of the local and a former TNG organizing director and Guild Reporter editor.

That June Cesnik wrote his first story for the Guild Reporter, a short feature on the three weeks he spent under the Bade Award bursary at the United Auto Workers' Leadership Studies Center, then in its first year and housed in a mansion that once belonged to the Chrysler family.

### WANTED:

#### GR Editor

TNG has an immediate opening in the position of Editor of the Guild Reporter, TNG's official publication. Under the union's constitution, the paper is mandated "to promote in every legitimate way the policies of TNG as established in Convention or in a referendum and to confine its editorial policies to that specific program."

TNG's Constitution also provides that the editor is appointed by the Int'l Executive Board and works under its supervision.

The editor is responsible for all phases of production of the paper, and is the sole TNG staffer assigned to it.

Duties include reporting, writing, copy editing, proof reading, photo editing and sizing, caption writing, page layout, and oversight of page makeup. Familiarity with the union's structure, procedures, policies, etc., is a necessity. Facility for translating corporate reports and bureaucratic obfuscation is a plus.

Contractual minimum weekly wage ranges from \$889.97 to \$1,154.99. Good fringes.

Contact: TNG President Charles Dale.

Equal Opportunity Employer

## Twin Cities unit sets welcoming program

GUILD MEMBERS at the Star Tribune in Minneapolis have created a membership committee to welcome new employees and ensure that their first contact with the Guild is a positive one.

The committee was born out of criticism that the Guild welcome sometimes consisted of a letter warning, as one relatively new employee noted, "that if you don't join, we're going to hassle you."

Some suggested the Guild could do better.

That letter has been revised, but the committee will recommend several other changes to stewards as well. They include the following:

- Committee members or others would contact each new hire before she or he arrives at the newspaper. This would be more of a social call than a Guild call, with a friendly welcome and an offer of assistance from stewards or others.

- The committee would be responsible for tracking the arrival of new hires and making arrangements for stewards or

*This article is adapted from the Twin Cities Guild newsletter, Shoptalk. It was written by Chris Ison, a Star Tribune reporter who is a Guild steward and on the membership committee.*

others to contact them when they arrive in the Twin Cities. They also would follow up to make sure that the contact is made.

- The committee would conduct a brief training session for stewards at least once a year to explain the new-member program.

- Stewards would deliver a new-member kit with a welcome, a copy of the Guild contract, information about the Guild and the newspaper, and material about issues of particular interest to the Guild, such as repetitive strain injuries and other health issues. The current new member kit is being revised accordingly.

- Stewards or others would be responsible for taking new members to lunch or

for coffee shortly after their arrival to answer questions and talk about the Guild.

The committee is considering a recommendation for a once-a-year social event for new members.

One of the contacts should include information about pay, benefits, work rights and Guild dues, which have confused new members in the past.

Some have suggested that stewards or others should take the time to offer a brief history of the Guild's victories and defeats and its relationship with management. The point, however, is to inform, not to instill an "us versus them" mentality in new members.

"The point," said committee member Jeff Peters, "is to let people know from their first day here that the Guild is on their side and exists to help make their jobs more rewarding. And to make sure that they always are treated fairly by the company. We haven't always done so well at that."



# Early okay urged on bill to restrict telephone monitors

**Silver Spring, Md.**—The new U.S. Congress should give "unhesitating approval" to legislation to severely limit employers' ability to eavesdrop on employees' on-the-job telephone conversations, TNG's Int'l Executive said during its fall meeting.

The IEB urged quick action on a measure like the bill that was approved by the House Education and Labor Committee late in the last session, where it carried the designation H.R. 1218. The bill actually emerged from the committee stronger than when it went in 18 months earlier, the IEB noted.

The House bill not only would have required management to inform employees that their telephones are monitored but also would limit individual monitoring to the first 60 days of employment. Monitoring on a group basis could occur until employees have five years' service. The only exception would be suspected criminal activity.

Such a measure would end the

"long-standing practice of routinely tapping telephones of classified-advertising employees, newcomers and veterans alike," the IEB noted.

The measure also would curb monitoring of computer operators for keystroke productivity, restroom breaks and similar purposes, except for "telecommuting employees," the IEB noted.

Employees could be monitored as a group, but not for more than two hours a week, and those with five years' service could not be monitored at all.

There was a similar bill in the Senate, introduced by Sen. Paul Simon (D-Ill.).

Both telephone and computer monitoring are "demeaning and stressful, loading additional tension on employees who are already under high stress," the IEB said.

It pointed to recent research by the National Institute for Occupational Safety & Health (NIOSH) showing that high stress is a major contributor to repetitive strain injury.

## IEB endorses Sandy Nelson effort

**Silver Spring, Md.**—TNG's Int'l Executive Board has endorsed the efforts of a committee that is seeking return of a Tacoma News Tribune employee to the reporting job from which she was transferred after campaigning publicly for a ballot measure to protect the job and housing rights of lesbians and gays.

Sandy Nelson, an award-win-

ning education reporter and a Guild and community activist, was transferred to the copy desk by the McClatchy-chain daily in 1990 when she refused to drop her off-hours involvement in efforts on behalf of women's and minorities' rights.

In its endorsement of the Sandy Nelson Defense Committee's efforts, the IEB pointed out that

## Great Lakes Council hears Padia on disabilities law



JACK HANRAHAN/Erie Guild

TNG Human Rights Director Anna M. Padia, right foreground, conducts workshop on the federal Americans With Disabilities Act during the Great Lakes District Council's fall meeting in Erie, Pa., Nov. 7-8. Delegates who participated in the workshop included, seated from

left: TNG Vice President Luther P. Jackson, of the Detroit Guild; Claudia Pearce, council secretary, also of the Detroit Guild; and Belen (cq) Rankin of the Toledo Guild. The council's winter meeting will be in February in Pittsburgh or Terre Haute, delegates decided.

"there are no exemptions from the First Amendment," though "publishers continue to insist that reporters put their First Amendment rights into permanent cold storage."

"Publishers used to expect, before the Guild, that reporters take an oath of poverty on entering journalism," the board said. "Now they expect an oath of chastity — political chastity."

An unfair labor practice charge by the Pacific Northwest Guild challenging the News Tribune's right to transfer Nelson was dismissed by the National Labor Relations Board late in 1990. The local was decertified at the News Tribune in August 1991.

## NGLJA's Aarons meets with IEB

**Silver Spring, Md.**—The Guild and the National Gay & Lesbian Journalists Assn. "have a strong confluence of interest" in their goals for industry employees, Leroy F. Aarons, the association's founding president, told TNG's Int'l Executive Board during the IEB's fall meeting.

A member of the Washington-Baltimore Guild when he was a reporter at the Washington Post, Aarons was elected president of the association at its first national conference June 25-27.

Expressing deep interest in TNG's contract goals that aim to guarantee that news industry jobs and employment benefits are open without discrimination, he told the board that NGLJA now has more than 600 members in publishing and broadcasting in the U.S. and Canada, chapters in 11 U.S. cities and a quarterly newsletter.

Aarons and TNG President Charles Dale said they hope the NGLJA and TNG establish a mutually beneficial relationship.

## Beginning reporter average is up by 2.2%, to \$454

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

Put together from information compiled by TNG's Collective Bargaining Dept., the table includes rates from current and expired contracts at 131 newspapers and at seven news services.

Average of all the rates is \$454.90 a week (\$23,654.80 annualized), before overtime, up by 2.2% from Aug. 1, 1991. Median of the rates is \$426.40 (\$22,172.80 a year), up by 2.5%.

Average of the rates in Canada is \$578.30 a week (\$30,071.60 a year), up by 3.5%. Average of the rates in the U.S. is \$436.82, up by 2%.

Sixty-one percent of the rates (77) were \$400 a week or more; 40% (51) were \$450 or more a week; 30% (38) were \$500 or more a week; and 13% (16) were \$600 or more a week.

The list does not reflect deferred increases effective or raises from settlements reached since Aug. 1. Rates from contracts in Canada are stated in Canadian dollars, those from U.S. contracts, in U.S. currency.

| Contract(s)                                                   | Minimum    | Contract(s)                           | Minimum | Contract(s)                         | Minimum |
|---------------------------------------------------------------|------------|---------------------------------------|---------|-------------------------------------|---------|
| New York Times*                                               | \$1,158.96 | St. Paul Pioneer Press                | 463.56  | Albany Times-Union                  | 362.15  |
| New York Daily News                                           | 937.54     | Portland (Me.) Press Herald*          | 460.29  | Youngstown (Ohio) Vindicator*       | 361.90  |
| Reuters (U.S.)                                                | 764.15     | Buffalo News                          | 457.83  | Kingston (N.Y.) Daily Freeman*      | 357.72  |
| Washington Post                                               | 721.20     | New Brunswick (N.J.) Home News*       | 448.50  | Tonawanda (N.Y.) News*              | 357.37  |
| Toronto Star                                                  | 700.27     | Minneapolis Star Tribune              | 447.00  | York (Pa.) Dispatch                 | 354.51  |
| Toronto Gazette                                               | 686.00     | Jersey City: Jersey Journal*          | 445.17  | Harrisburg (Pa.) Patriot and News*  | 353.75  |
| Victoria Times-Colonist                                       | 684.13     | Brantford (Ont.) Expositor*           | 443.24  | Dayton Daily News*                  | 351.00  |
| Vancouver Sun and Province                                    | 661.57     | Milwaukee Journal and Sentinel*       | 443.00  | Yakima (Wash.) Herald-Republic*     | 349.90  |
| Ottawa Citizen                                                | 658.30     | Memphis Commercial Appeal             | 441.40  | Peoria Journal Star*                | 347.00  |
| Honolulu Advertiser                                           | 653.45     | North Bay (Ont.) Nugget               | 441.00  | Oakland Tribune*                    | 344.18  |
| Honolulu Star-Bulletin                                        | 653.45     | San Diego Union-Tribune*              | 433.95  | Gary (Ind.) Post-Tribune            | 339.87  |
| Boston Herald*                                                | 640.55     | Long Beach Press-Telegram             | 432.81  | Great Falls (Mont.) Tribune*        | 338.63  |
| Reuters (Canada)                                              | 637.83     | Fall River (Mass.) Herald-News        | 431.84  | Wilkes-Barre (Pa.) Citizens' Voice* | 338.00  |
| Hamilton (Ont.) Spectator                                     | 633.00     | Denver Post                           | 430.00  | Lexington (Ky.) Herald-Leader*      | 330.00  |
| Toronto Globe & Mail*                                         | 621.18     | Norristown (Pa.) Times Herald         | 429.92  | Brockton (Mass.) Enterprise*        | 328.21  |
| Agence France-Presse (Canada)*                                | 619.62     | Woonsocket (R.I.) Call*               | 426.40  | Monessen (Pa.) Valley Independent*  | 319.00  |
| Chicago Sun-Times                                             | 610.75     | New York: El Diario-La Prensa*        | 425.03  | Hazleton (Pa.) Standard-Speaker*    | 318.90  |
| Hilo: Hawaii Tribune-Herald                                   | 595.54     | Indianapolis Star                     | 425.00  | Scranton (Pa.) Times and Tribune*   | 317.55  |
| Canadian Press/Broadcast News                                 | 588.85     | Oshawa (Ont.) Times                   | 423.53  | Rochester Democrat & Chronicle      | 304.00  |
| Windsor (Ont.) Star                                           | 585.69     | Lowell (Mass.) Sun*                   | 420.47  | and Times-Union*                    | 300.00  |
| Philadelphia Inquirer and Daily News                          | 573.22     | York (Pa.) Daily Record               | 415.33  | Chattanooga Times*                  | 297.06  |
| Maui (Hawaii) News                                            | 568.72     | Joliet (Ill.) Herald-News*            | 412.92  | United Press Int'l*                 | 290.00  |
| St. Louis Post-Dispatch                                       | 567.34     | Woodbridge (N.J.) News Tribune*       | 411.79  | Lansing State Journal*              | 289.95  |
| London (Ont.) Free Press                                      | 564.00     | Sudbury (Ont.) Star                   | 409.81  | San Antonio Light                   | 286.18  |
| Pittsburgh Post-Gazette                                       | 564.00     | Pottstown (Pa.) Mercury*              | 409.24  | Pueblo (Colo.) Chieftain*           | 272.83  |
| New York Post*                                                | 559.98     | Modesto Bee*                          | 407.00  | Duluth News-Tribune                 | 272.55  |
| San Mateo (Calif.) Times                                      | 531.11     | Bakersfield Californian*              | 405.55  | Bristol (Conn.) Press*              | 265.30  |
| San Francisco Chronicle and Examiner                          | 530.81     | Sacramento Bee*                       | 400.18  | Terre Haute (Ind.) Tribune-Star*    | 263.88  |
| Detroit News                                                  | 529.84     | Akron Beacon Journal*                 | 400.00  | Massillon (Ohio) Independent*       | 262.09  |
| Wilkes-Barre (Pa.) Sunday                                     | 529.65     | Fresno Bee*                           | 398.79  | Utica (N.Y.) Observer-Dispatch*     | 245.00  |
| Independent                                                   | 529.14     | Waterbury (Conn.) Republican-American | 396.19  | Battle Creek (Mich.) Enquirer*      | 184.00  |
| Detroit Free Press                                            | 526.97     | Kenosha (Wis.) News                   | 395.11  |                                     |         |
| Manchester (N.H.) Union Leader*                               | 520.15     | Erie (Pa.) News and Times             | 395.00  |                                     |         |
| Seattle Post-Intelligencer                                    | 514.33     | San Juan: El Vocero*                  | 393.37  |                                     |         |
| San Jose Mercury-News                                         | 512.37     | Canton (Ohio) Repository              | 392.46  |                                     |         |
| Cleveland Plain Dealer                                        | 508.53     | Malden (Mass.) Daily News-Mercury*    | 391.41  |                                     |         |
| Agence France-Presse (U.S.)                                   | 505.92     | Lynn (Mass.) Item*                    | 388.34  |                                     |         |
| Toledo Blade                                                  | 504.00     | Allentown (Pa.) Call                  | 387.59  |                                     |         |
| Monterey (Calif.) Herald                                      | 499.01     | Shelbytown (Wis.) Press               | 381.82  |                                     |         |
| Seattle Times                                                 | 497.60     | Pawtucket (R.I.) Times*               | 380.00  |                                     |         |
| Eugene (Ore.) Register Guard                                  | 486.60     | Cincinnati and Kentucky Post          | 378.91  |                                     |         |
| Santa Rosa (Calif.) Press Democrat                            | 480.00     | Waukegan (Ill.) News-Sun*             | 374.17  |                                     |         |
| Mt. Clemens, Mich.: Macomb Daily and Royal Oak Daily Tribune* | 477.00     | Salem (Mass.) News*                   | 373.75  |                                     |         |
| Denver: Rocky Mountain News                                   | 475.00     | Knoxville News-Sentinel*              | 372.39  |                                     |         |
| Los Angeles Daily News                                        | 473.00     | Bellevue (Wash.) Journal-American     | 370.00  |                                     |         |
| Kitchener-Waterloo (Ont.) Record                              | 472.25     | Baltimore Sun and Evening Sun         | 369.69  |                                     |         |
| Associated Press+                                             | 472.16     | San Juan Star                         | 364.00  |                                     |         |
| Delaware County (Pa.) Times                                   | 464.53     | Sioux City (Iowa) Journal             |         |                                     |         |
| Providence Journal-Bulletin                                   |            | Waterville (Me.) Sentinel             |         |                                     |         |

\* Rate from previous/expired contract.

+ Associated Press rate listed applies in 29 cities, including Albany, N.Y., Cincinnati, Cleveland, Harrisburg, Indianapolis, Providence, Sacramento and San Diego. Rate is \$5 higher (\$477.25) in 18 cities, including Baltimore, Denver, Detroit, Honolulu, Milwaukee, Minneapolis, Philadelphia, Pittsburgh and Seattle. Rate is \$40 higher (\$517.25) in Boston, Chicago, Los Angeles and San Francisco, and \$77 higher (\$549.25) in New York and Washington and at AP Radio/Broadcast News. The rate is \$5 lower (\$467.25) in 88 cities, including Chattanooga, Dayton, Fresno, Knoxville, Lansing, Memphis, Peoria, San Jose and Yakima. The AP contract runs through Nov. 30. Talks are underway.



# Canadian Council drafts proposals on autonomy, alliance

**Vancouver**—The fall meeting of the Canadian District Council (CDC) here Oct. 17-18 "approved in principal" a document its president described as "a rough draft" of a proposal to restructure the Guild in Canada to give it more autonomy within TNG.

At the same time, the council approved a proposal for creation of a "media alliance" of unions in Canada that CDC President Mike Bocking of the Vancouver Guild compared to the Newspaper Industry Co-ordinating Committee (NICC) of international union leaders that functions in the United States.

The autonomy draft was approved in principal because several council delegates felt "more work and discussion is necessary" on several of its aspects, Bocking said.

The draft, he said, is to be refined by presidents of Guild locals in the council after they sound out other leaders and members of their locals over the next two to three months.

It then will be presented to the council's spring meeting for additional work and approval before being presented to the Int'l Executive Board at its spring meeting in April by Bocking, possibly accompanied by one or more other officers of the CDC, he said.

The IEB traditionally fashions its recommendations to TNG's summer conventions at its spring meetings.

The autonomy draft's provisions mirror and go beyond some of the proposals brought to TNG's 1988 Convention by the Southern Ontario Guild. They were voted down there after Canadian delegates said they wanted to study and act on them themselves.

A subsequent meeting of the CDC rejected the proposals. Several locals later withdrew from the council in protest of advocates'

continuing to bring them before the council. All but three of the locals — Montreal, Victoria-Vancouver Island and Windsor — had returned to the council by the October meeting, and Windsor sent an observer to the session.

Under the autonomy draft:

✓ TNG's Canadian director would be elected by the Canadian membership as a fulltime, paid officer, would have a seat on the IEB, would direct Guild staff in Canada, would chair the CDC and take direction from it and a new Canadian Executive Board.

✓ The Canadian Executive Board would be composed of the director, the two TNG vice presidents elected from Canada and the presidents of all Guild locals in Canada.

It would give strike sanction to Canadian locals, approve defense fund and other expenditures within a budget, approve contracts and hire staff.

✓ TNG's conventions would approve a "global figure for spending in Canada" and the CDC would approve a detailed budget, "including contributions to TNG operations and services."

The issue of greater autonomy has been discussed actively since the 1988 convention, Bocking said, and the current council believes it has to be dealt with in a positive manner. Locals in the council now represent 85% of Guild members in Canada, he said.

At the IEB's fall meeting in Washington a week later, TNG Vice President Pat Bell of Ottawa, who represented her local at the CDC meeting, said that the draft was recommended unanimously to the CDC by a committee of local presidents that met in advance of the CDC session.

She called it the "beginning of an outline for a new structure for Canada inside TNG," and later referred to it as "a first stance in bargaining."

She suggested that the subject might be made part of the strategic planning study of the union that the IEB approved earlier in the meeting.

The "media alliance" proposal, Bocking said, is a response to several years' discussions about the need for more co-operation and coordination among the various unions that represent newspaper and broadcasting employees in Canada.

The proposal also was approved by a meeting of Canadian leaders

## TNG's Padia receives first 'Glass Ceiling Award'

TNG Human Rights Director Anna M. Padia, right, poses with Lawrence Kenney, Washington State Labor Council president, after Padia was presented with the first "Glass Ceiling Award for Union Women." The award was made jointly by the council and the U.S. Labor Dept. in recognition of Padia's long and unflagging championing of the cause of women in the workplaces of the newspaper industry and beyond and in the union movement, in the Guild and beyond. It was presented during sessions of the council's women's committee on how to achieve leadership positions within unions. Padia, a former president of the Pacific Northwest Guild, was guest speaker.



of locals of the Communications Workers of America (CWA) that took place the same weekend in the same hotel, Bocking said.

The CDC and the CWA conference held a joint session and jointly sponsored hospitality rooms. Southam and Thompson chain councils of both unions also met jointly and CWA Canadian Director Doug Grey spoke to a session of the CDC.

The media alliance measure, described by Bocking as "a statement of intent," proposes:

✓ A founding meeting be held before Christmas provided "at least three large media and/or cultural unions/organizations" agree to attend.

✓ The alliance's "prime function" would be as a "central media and cultural labor body" that would "fully respect that individual members will have different priorities, concerns and degrees of satisfaction within their own organization."

✓ One of its purposes would be to serve its direct affiliates and others in organizing, bargaining, lobbying, education "and other resources."

✓ It would "actively pursue an eventual merger of its affiliates

into one union in the media industry."

✓ It would be funded by its affiliates, who also would provide staff and other resources as needed.

The merger statement is a goal, Bocking said.

Other unions that were to be approached about the alliance, in addition to the CWA, included Canadian locals of the Graphic Com-

munications Pressmen, the Canadian Assn. of Broadcast Employees and Technicians (NABET), and the Alliance of Canadian Television & Radio Artists (ACTRA), Bocking said. He doubted there would be time to put the meeting together before Christmas, however.

The Canadian Wire Service Guild abstained on the CDC's alliance vote.

### NEW ADDRESS?

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## Ontario Fed files complaint on ads

**Toronto**—The Ontario Federation of Labour (OFL) has filed a complaint with the Ontario Press Council against all the daily and weekly newspapers that ran any of a series of six ads that attacked labor-backed changes in the province's labor law.

The complaint charges that the ads violated the ban in the Canadian Daily Newspaper Assn.'s code of ethics on conflicts of interest or the appearance of conflicts of interest.

The ads were prepared by the CDNA and distributed province-wide early in September by the CDNA and the Ontario Commu-

nity Newspaper Assn. They began appearing in papers across Ontario on Sept. 11, drawing protests from leaders of the Guild and the labor movement in the province [Guild Reporter Sept. 18].

The ads included predictions that business investors would shun the province if the changes were enacted, carrying headlines such as "Say goodbye to you rights," "Adding to violence," and "295,000 lost jobs?"

OFL President Gord Wilson called the ads an abuse of power, comparing them to a baseball World Series final where the umpire works for one of the teams.

## The Guild Reporter

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LABOR COMMUNICATIONS  
ASSOCIATION

JAMES M. CESNIK, Editor

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