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N.Y. Guild presses Daily News campaign

New York — Guild members continued to press their campaign on behalf of their colleagues fired from the New York Daily News.

Union supporters conducted a recent Saturday demonstration outside the home of Mortimer B. Zuckerman, who handed pink slips to a third of Guild-covered workers at the Daily News when he took ownership of the struggling tabloid on Jan. 7.

The New York Guild also has launched a corporate campaign aimed at Zuckerman and his other holdings, including U.S. News & World Report and the Atlantic magazine.

A mass mailing went out to Guild locals and other unions around the country in late January.

In addition, the Guild is calling attention to problems that Zuckerman, a real estate developer, has had with the city of New York over development work.

Local Guild leaders say that more than 40 union leaders have pledged support for the Guild effort, despite opposition to the boycott campaign from the New York Allied Printing Trades Council and the New York central labor body.

Also supporting the Guild are a number of African-American groups concerned over the disproportionate number of minorities on the Zuckerman firing list.

The Guild was the only union at the Daily News that had not reached a collective bargaining agreement with Zuckerman when his $36.3 million purchase of the News was approved by federal bankruptcy court.

Other Daily News unions have criticized the Guild, saying that the boycott campaign could jeopardize the News and the more than 1,500 jobs remaining at the paper. Guild leaders have responded that the goal of the campaign is to secure a contract and to restore Guild-covered employees' job-security rights.

Zuckerman has claimed a free hand in making staff cuts, without

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VDT users need help, Guild says

Silver Spring, Md.— The federal Occupation Safety and Health Administration should move swiftly to adopt an ergonomic standard for VDT operation, The Newspaper Guild has said.

OSHA should form an advisory committee to help the agency develop standards by February 1994, TNG Research & Information Director David Eisen said in comments to OSHA earlier this month. The panel should include representatives from government, labor, industry and academia, Eisen said.

Estimating that more than 35% of Guild members have suffered from Repetitive Strain Injury, Eisen urged OSHA to abandon its August 1992 proposal to hold a series of public meetings before beginning the VDT rulemaking process.

"There will be ample opportunity for public hearings when the proposed standard is issued, and unofficial hearings now will only further delay a process that is already extremely laggard," Eisen said in written comments submitted to OSHA earlier this month.

More than three years have elapsed since OSHA announed that it expected to issue ergonomic guidelines for industry by July 1990, Eisen noted. After two delays, then-Secretary of Labor Elizabeth Dole rejected the guidelines route in favor of the more formal rulemaking process.

More delays followed as OSHA

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LOCAL GUILD OFFICERS GET A GRIEVANCE LESSON
Int'l Representative Bruce Nelson, foreground, plays the publisher's role in a mock grievance meeting during TNG's new officers seminar. Steve Swenson of Bakersfield states the union case as (from left) Beth Horne of Pittsburgh, Larry Sandler of Milwaukee, Mike Sweeney of Twin Cities and Bob Young of Cleveland look on. (More photos, Page 4.)

Class of '93 called 'intense'

Silver Spring, Md. — Forty-one Guild leaders braved an attack of freezing rain at the start of the President's Day weekend here to participate in the 12th annual seminar for new local officers.

TNG President Charles Dale, who welcomed activists from 23 locals at a Friday dinner at the George Meany Center for Labor Studies, praised the participants. "It was probably the most focused, intense group we've had," he said.

The agenda included a Saturday morning finance session lead by TNG Secretary-Treasurer John Edgington. The session offered tips for local treasurers on maintaining membership records, filing reports and other "dues and don'ts."

At the same time, Int'l Representative Bruce Nelson lead a session on leadership for presidents.

Following lunch, William McLeman, director of field operations, and Linda Foley, executive secretary of the contracts committee, conducted a session on collective bargaining.

Also, sessions were held on women's and minority rights, lead by Human Rights Director Anna Padia, and on safety and health, lead by Research and Information Director David Eisen.

Workers fight back at Globe

Boston — Members of the Boston Globe Employees Association continue to investigate affiliation with The Newspaper Guild.

TNG President Charles Dale in late January responded to an invitation from the 1,100-member independent union to address a membership meeting on the subject "where do we go from here?"

The Globe employees have been without a contract for two years in difficult bargaining with management of the 478,000-circulation daily. BGEA leaders have termed the company posture as the "most intensive assault on our bargaining unit" in the union's 47-year history.

After hearing from Dale, the BGEA members voted unanimously to direct their officers to investigate affiliation with TNG. Union members also unanimously approved a non-binding resolution to double their dues in an effort to respond to pressure from the employer.

In his address, his third to the

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Greed, fear combine to douse San Antonio Light

By Linda K. Foley

Linda K. Foley, executive secretary of TNG's contracts committee, participated in the Guild's effort to save the San Antonio Light. This is her first-person account.

AFTER 111 years of publication and almost five months of anger, followed by some hope and then sorrow, the San Antonio Light was snuffed out by a simple statement from the U.S. Department of Justice.

The Department announced Jan. 27 it would not challenge the Hearst Corp.'s closing of the Light and purchase of the rival Express-News from publishing magnate Rupert Murdoch. Hearst paid a reported $185 million for the privilege of operating a newspaper monopoly in San Antonio, the 10th largest city in the United States.

Publisher George Irish informed Light employees the paper was closed at about 12:30 p.m. CST. He sent them home. I was miles away from San Antonio in Silver Spring, Md., when Irish made his announcement, but it felt like I was there.

"Some people actually clapped when the announcement was made. Can you believe that?" 17-year copy editor Ked Mullins said in disbelief.

In a phone call with San Antonio Guild President Tom Honeycutt I tried to be upbeat. "Look, Tom. You stood up for what was right. You almost brought a multi-million-dollar media corporation to its knees." The words sounded hollow. At that moment, they were.

Just after the Hearst Corp. shocked its employees on Oct. 6 when it announced it was buying the Express-News and closing the Light if no buyer were found, TNG President Charles Dale assigned me to "if not put a stop to this, then delay it, get some additional severance pay ... anything to help those people down there who have worked so hard."

What seemed an impossible mission in October ended as one more than four months later.

What happened to the San Antonio Light says volumes about what the newspaper industry has become, what it could be and what we can expect in the future. And it says volumes about our union

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THE SHORT OF IT

PRESIDENT CLINTON has scored early points with organized labor by reversing two Bush Administration executive orders — one banning union-only labor agreements on government contracts and another requiring federal contractors to inform workers of their non-union rights. And Clinton has signaled he may reach farther back into GOP union-bashing history; the president is considering amnesty for air traffic controllers fired by former President Ronald Reagan during a 1981 strike. On the legislative front, Clinton has said he would sign legislation to ban permanent replacement of strikers. Clinton also is backing family and medical leave, worker education and training and infrastructure rebuilding. (See editorial, Page 8).

Potpourri: **March is Women's History Month, an appropriate time to reflect on the findings of the most recent annual survey of the National Federation of Press Women. During 1990-91, women occupied 18.4 percent of directing editor jobs at daily newspapers and 9.2 percent of top editing jobs at newspapers of more than 250,000 daily circulation. Women hold about 25% of jobs at newspapers under 25,000 circulation. ... March 24 marks the 19th anniversary of the Coalition of Labor Union Women. CLUW now represents more than 20,000 women in more than 60 unions throughout the United States. TNG Human Rights Director Anna Padia is corresponding secretary. ... A University of Michigan study finds that the federal government may be under reporting the number of wordays missed by Americans due to job-related injury or illness. Extrapolating from Michigan data, researchers at the university's School of Public Health estimated in the February American Journal of Industrial Medicine that the U.S. Bureau of Labor Statistics missed 373 million of 421 million missed workdays from 1986 though March 1990.**

Labor beat: American public opinion appears to be growing more sympathetic to unions, a Roper Organization survey finds. Much of the improvement comes among those in traditionally non-union, professional jobs. Roper reports that, since 1981, opposition to union membership has fallen among executives and professionals (from 48% to 38%) and among white-collar workers (37% to 23%). ... Three unions have merged into the fourth largest private-sector union in Canada. The 145,000-member Communications, Energy and Paperworkers Union of Canada was formed from the Canadian Paperworkers Union, the Energy and Chemical Workers Union and the Communications and Electrical Workers of Canada. ... The AFL-CIO Executive Council has committed to support the United Mine Workers in their strike at the Peabody Coal Co. Affiliated unions will support the Mine Workers in similar fashion to that evidenced during the strike at the Pittsburgh Press last year.

Overseas: **The Newspaper Guild has affirmed support of the free-speech rights at stake in a clash between Irish labor activist Larry O'Toole and Radio Tellifis Eirann. The Irish Supreme Court was scheduled to hear arguments in early March in RTE's appeal of a lower court ruling that held the state-sponsored broadcaster violated the law in refusing to broadcast a 1990 interview with O'Toole, a leader in a bakery workers' strike, because O'Toole is a member of Sinn Fein. The Guild statement expresses dismay that RTE would seek restriction of expression. ... TNG also has called for the release of editor U. Win Tin, vice chair of the Burma Writers Association who has served a three-year prison term on charges related to advocacy of civil disobedience. "For the government to continue his detention seems an admission that he is being held on political, not criminal, grounds," President Charles Dale wrote to the government of Myanmar on behalf of the 62-year-old Win Tin.**

Among ourselves: Philadelphia Guild members are mourning the untimely death in early February of Inquirer reporter **Richard Burke,** a member of the bargaining committee in upcoming contract talks. Burke, 41, suffered a heart attack in the New Jersey Statehouse press office while on special assignment in Trenton. ... On an upbeat note in Philadelphia, former local officer **Michael Fagan** has returned as a local representative, primarily to service suburban units at Norristown, Pottstown, Delaware County and Wilmington daily newspapers. Fagan was a member of the local executive board from 1986-89 while an employee in the Philadelphia Newspapers Inc. ad-production department. More recently, he was an organizer and business agent for the Hotel Employees and Restaurant Employees International Union. ... The Int'l Executive Board has affirmed the election of **Bob Young,** a sports reporter with the Canton Repository, as executive secretary of the Cleveland Newspaper Guild. A lengthy appeal in connection with last year's election for the post goes on to the 1993 convention. ... **Guild goes Hollywood:** You can look for the union label — and the Guild in particular — at your local cinema. In the ski adventure "Aspen Extreme," a bunk bed bears a "Union Yes" bumper sticker. And in the true-to-life drama "Lorenzo's Oil" a scene taking place at the Washington Post fuzzily but unmistakenly shows a "The Daily News is Bad News for Its Workers" sticker. A slight time warp emerges, however, in that the film is set in the mid-1980s while the Daily News strike occurred in 1990-91.

IEB convention task force arranges air fare discounts

Silver Spring, Md. — Discount air fare for delegates and guests traveling to the 1993 convention — and reduced hotel rates for some — have been arranged by an Int'l Executive Board task force.

The IEB panel has been working with TNG staff and International Travel Corp., TNG's travel agent, to trim costs of the July 19-23 convention in Honolulu.

Under the air fare program, ITC and Northwest Airlines will offer a 7% discount off normal fares and a 5% discount off the lowest super saver and excursion fares. The discounts will be valid from Canadian and U.S. cities served by Northwest.

The Guild task force is negotiating with other air carriers for similar discounting.

Also, the Sheraton Waikiki, the convention hotel in Honolulu, will make available for financially strapped locals 50 rooms at a daily rate of $90, as opposed to the regular $145 rate.

The IEB task force has decided to offer an undetermined subsidy to single delegates from given locals. The committee — which includes TNG President Charles Dale, Int'l Chairperson Peter McLaughlin and vice presidents Larry Hatfield, Luther Jackson, David Mulcahy and Marie Shellock — is developing criteria for subsidy qualification.

Locals seeking convention assistance, meanwhile, should write to Jackson, task force chair, at 325 Manor Drive, Ann Arbor, MI, 48105-1126.

In another effort to assist small locals, the task force is assembling free airline tickets, frequent flier coupons and cash. ITC and Northwest have agreed to provide TNG with one free ticket for every 35 tickets purchased under the convention program, provided a minimum of 125 tickets are sold.

Locals in a position to donate to the effort are asked to contact Dale at TNG.

Delegates may book discount airline tickets by calling the ITC/TNG convention coordinator at 1-800-368-3187 or at 202-626-3770.

Locals find new approaches helpful in fight against RSI

Silver Spring, Md. — Frequent rest breaks and exercises are known to combat repetitive strain injury among workers who use VDTs.

But Guild members are learning that structural changes — or what Philadelphia Guild leaders call a wholistic approach — are needed to make Guild-represented workplaces ergonomically safe.

Recent experience of the Philadelphia and Twin Cities Guilds, among others, illustrates that Guild/management cooperation can go a long way toward addressing ergonomic hazards in the workplace.

The Guild approach in Philadelphia features several components, including education, diagnosis, readjustment of work stations, physical therapy, exercise in the workplace, monitoring workflow and even reconfiguring job duties.

The Guild has worked with Philadelphia Newspapers, Inc., to develop an early detection system that has reduced the need for surgery and encouraged employees to be more conscious of what they can do to improve their worksites.

Of the Philadelphia Guild unit's 1,100 members, up to 225 have been diagnosed with RSI, including carpal tunnel syndrome. More than 1,000 Guild members have attended a one-hour RSI-prevention workshop, which includes a demonstration of exercises the employee can do to relieve stress and strain.

In Minneapolis, a committee made up of eight Guild members and one manager has focused on ergonomically adjustable furniture as the first major step in attacking RSI.

Committee members last summer took a trip to an office furniture convention in Chicago, paid visits to several corporate offices in the Twin Cities area to view workstations and visited Steelcase, Inc., office furniture manufacturer, in Grand Rapids, Mich.

The committee won management approval to pick the line of Steelcase furniture its members thought best and, armed with survey results from co-workers, set about the task of planning installation of new furniture and, in many cases, redesigning work areas.

Although the Star Tribune committee's goal was to address RSI risk factors, its members see the $1 million-dollar effort as "a first step to creating a much more journalist-friendly newsroom," said Gary Harvey, a member of the committee.

"And, for the first time, most of the decisions are being made by Guild members, the people who will be most affected," Harvey wrote in a recent Twin Cities Guild newsletter.

In Philadelphia, Guild members routinely test new furniture and office equipment at monthly Guild/management committee meetings, said Kitty Caparella, local president.

The company agreed in 1990 to order only ergonomically sound furniture. Some 60 percent of workstations now have new equipment and furniture, Caparella said.

She said that PNI's head of medical services has taken a lead role in referring RSI victims to physicians and in redesigning work stations. "It was refreshing to find someone in management ... who believed as we do in the Guild: that the employee's comfort and well-being should come first, not an interior decorator's idea of what a workplace should look like," Caparella said.

Guild calls for VDT advisory panel

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sought comments from interested parties. In April 1992, then-Labor Secretary Lynn Martin rejected a request from TNG and 30 other unions for adoption of temporary ergonomic guidelines to protect at-risk workers.

OSHA finally in August 1992 issued notice of proposed ergonomic rules, including a round of hearings. A Feb. 1 deadline was set for written comment from interested parties.

Beside taking exception to public hearings prior to rulemaking, Eisen noted that OSHA's August proposal lacks an advisory committee — an idea suggested as early as 1990 by Robert L. Stephens, OSHA director of ergonomic science.

Eisen said the concept should be revived. "The many-sided nature of the proposed standard requires a wealth of diverse input, and the rumblings of opposition already being heard make it clear that the standard will need all the authoritative support it can get," he wrote.

Wilkes-Barre vote appealed

Silver Spring, Md.—The Jan. 9 election for local president in the Wilkes-Barre Guild has been appealed to the Int'l Executive Board Appeals Committee.

A member of the local seeks, in a letter to TNG Secretary-Treasurer John Edgington, to have the election declared null and void by the IEB panel on grounds that notice of the election was not mailed to union members.

The appeal states that 15-day notice of an election is required under federal law.

The appeal originally was rejected by the local Executive Committee on Feb. 13. Local officers said in a separate letter to the IEB Appeals Committee that the election results were upheld and that the election was conducted in the same manner as has been followed for more than two decades.

Edgington said he would investigate, on behalf of the IEB, whether all local remedies have been exhausted in the election dispute before the IEB Appeals Committee takes up the issue.

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Waukegan improves final offer

Waukegan, Ill.—Tenacious bargaining over a three-year period has finally yielded an agreement between the Guild and the Copley-owned News-Sun.

The contract improves on a company "final offer" rejected by Guild members in November 1992, said Gerald Minkkinen, executive director of the Chicago Newspaper Guild.

The 32-member editorial only bargaining unit in Waukegan is part of the Chicago Guild.

The agreement includes a $500 signing bonus and an immediate $22-a-week increase in top reporter minimum pay. Increases of $10 a week in Sept. 6 this year and another $22 a week in February 1994 will bring the top reporter key to $707.56.

Other pay categories — including supervisory editors, copy editors, librarians, clerks and editorial assistants — received similar percentage pay increases.

Top scale for copy editors reaches $713.60 in the final year of the contract. Librarian top weekly pay goes to $532.02, editorial assistant pay to $375.03 and clerk pay to $343.86. Improvements were made in economics and in jurisdictional language after employees rejected the company's offer in November, Minkkinen said.

Other improvements include sick leave and job security language, he added.

"It was a very tough set of negotiations," Minkkinen said. "That group stuck together for three years and fought it out."

Guild members had been working under posted conditions since March 1990. The Guild employed a number of alternative strategies during the talks, including paid ads on local radio and leafletting of advertisers encouraging a boycott of the News-Sun. The Guild effort was supported by the area's AFL-CIO central labor body.

Pay increases in Joliet pact

Joliet, Ill.—Top reporter minimum pay reaches $720 a week in July 1994 under a new three-year contract between the Guild and the Herald-News.

The agreement at the Copley-owned daily, reached after 12 bargaining sessions, contrasts with the three-year battle at another Copley daily in Waukegan.

Guild, other unions remember civil rights leader

Guild members march in front of the Detroit News in downtown Detroit in honor of the late Dr. Martin Luther King Jr. and to protest the refusal of the News, the Detroit Free Press and the Detroit Newspaper Agency to declare King's birthday an employee holiday. Joining in the Guild's fourth consecutive King Day demonstration on Jan. 18 were officers from the Teamsters locals 372 and 2040, GCIU Local 13N and CWA/ITU Local 18. Shown here in the foreground are Glynda Wilks and Steve Jones (holding sign). Behind them are Ron Topping and Bill Hanson (center). In the third row are Marie Hill-Jackson (sunglasses) and Allison Flowers (with hood). All are Local 22 Guild members. Earlier, Guild members conducted 12-hour vigils in front of the News and Free Press buildings.

Newspaper Guild of Detroit

Pueblo bargains reduced health care

Pueblo, Colo. — A new three-year contract between the Pueblo Newspaper Guild and the Star-Journal Publishing Corp. includes across-the-board pay increases and improves health insurance premiums for couples and families.

The contract provides for raises of 3%, 2% and 2% respectively in each year of the agreement, said Bruce Meachum, Denver Guild administrative officer who helped bargain the Peublo agreement. Top weekly minimum pay for reporters, photographers and artists reaches $582.23 in November 1994, the final year of the pact.

The company agreed to pay 65% of health insurance premiums for families of three or more and 80% of premiums for couples. Those figures represent a decrease for both groups, Meachum said. The previous contract provided that affected employees pay set amounts toward medical coverage.

The company continues to pay 100% of health insurance premiums for single persons.

Other improvements include greater mileage reimbursement, a 5% increase in pension benefits and an increase in company-paid life insurance from $15,000 to $20,000.

The Guild bargaining unit at the Star-Journal includes some 100 editorial, circulation district managers, mailroom workers, clerks and inside sales reps.

Guild, AP agree on Puerto Rico pact

San Juan, Puerto Rico—Staffers at the Associated Press here have ratified the first collective bargaining in the bureau's 25-year history.

A settlement was reached in mid-December, some 18 months after AP workers in San Juan voted to affiliate with The Newspaper Guild. The eight employees form a unit of the Puerto Rico Guild local.

Initially, the new Guild members had wanted to be part of the Wire Service Guild, which has a contract that covers AP's domestic bureaus. However, AP management held that the Puerto Rico bureau is an off shore operation and outside Wire Service Guild jurisdiction.

Contract talks picked up steam last fall after TNG President Charles Dale traveled to Puerto Rico for meetings with local Guild officers and AP representatives and subsequent meetings he held in New York with Ronald Thompson, AP's director of labor relations.

Bargaining subsequently moved from San Juan to the Warwick Hotel in New York. Secretary-Treasurer John Edgington and Field Operations Director William McLeman handled negotiations for the Guild after Dale was sidelined in December with an illness.

A tentative agreement was reached after three days of intensive talks in mid-December. Both sides attributed the delay to AP jurisdictional policies as well as legal and cultural differences that came into play during the talks.

The two-year contract sets top minimum pay for newspersons and technicians at $448.20 in the first year and $460.75 in the second.

Leila Andreu, general delegate for the unit, said in a letter to TNG officers that Guild members acknowledged that it would have been risky to continue without a contract.

"It will take some time for everybody in AP to adjust to a new style of work after so many years of company omnipotence, but the prospects are definitely good," Ms. Andreu wrote.

News clerk key minimums are $394.20 the first year and $405.25 in the second. The first-year scales represent pay raises ranging from eight to nearly 15% in some cases.

Although the new Guild members expressed disappointment in the economics — after going three years without pay raises — they were encouraged by language provisions, including grievance and arbitration.

TV staff chooses Guild

San Juan, Puerto Rico—Reporters at Pegasus Broadcastings WAPA-TV have voted by 8-1 for the Puerto Rico Guild to be their union.

The election was conducted under the supervision of the National Labor Relations Board.

The group joins the station's technical and documentary file employees in the union. A collective bargaining agreement covering the latter runs out May 2.

Milwaukee posts gains in new pact

Milwaukee, Wisc. — Top reporter minimum pay increases to $714 a week and worker participation improves under a four-year pact between the Milwaukee Guild and Journal/Sentinel, Inc.

Milwaukee Guild President Jack Norman said the new contract includes two long-sought breakthroughs: part-time employees will achieve pay parity with full-timers and a new pay category will cover experienced journalists faced with falling behind newer hires.

Also, the agreement establishes landmark Guild/management committees in three areas: hiring, retention and promotion of women and minorities; job sharing and alternative work schedules and employee assistance.

Norman expressed disappointment that the company failed to improve existing contract language that has allowed for erosion of health and other benefits. However, he said the Guild and other Journal/Sentinel unions will be represented on a committee designed to help shape future health benefits.

The contract, ratified by Milwaukee Guild members in January, provided for accross-the-board raises of 2%, retroactive to January 1992, to every bargaining unit employee. Another 2% increase became effective January this year. Also, discretionary pay will increase at least 1.5% in each of the first three years and 2% in the fourth year.

Employees in several of the lower steps of the pay categories will receive pay increases of 3% and 4% each year.

Part-timers with at least five years experience receive the same hourly pay rate as full-timers in their pay category. In addition, part-timers are now eligible for vacation after six months (instead of the previous two years) and overtime pay after an eight-hour day (instead of after a 40-hour week).

The agreement also improves night differential from 15 cents per hour under the previous contract to 20 cents in 1994 and 25 cents in 1995.

The Guild represents some 370 journalists, editorial assistants, research assistants and clerks at the two newspapers. Under the new agreement, top pay scales in the various classifications will increase as follows: journalist, from $660 a week under the previous contract to $714 in 1995; research assistant, from $443 to $499; editorial assistant, from $384 to $433; clerical from $379 to $426.

Norman said the pact culminated 14 months of talks.

Members of The Newspaper Guild's 1993 Residential Seminar for New Local Officers pause during a break outside the Meany Center for Labor Studies

TNG President Charles Dale joins Pam Brunette and Paul Gaier, both of Sheboygan

TNG seminar Class of '93 roster

Albany — Larry Allen, vice president; Dean Betz, representative assembly; Cathy Clabby, unit scretary treasurer, and Jane Gottlieb, steward. **Bakersfield** — Steve Swenson, vice president.

Brockton — Lachlan Sawdy, vice president. **Chattanooga** — Richard Goins, president. **Cleveland** — Bob Young, executive secretary.

Dayton — Janice Haidet, secretary. **Eugene** — Judy Maljai, treasurer, and Terry Babcock, department representative. **Hudson County** — Mark Weiss, executive board.

Manchester — David Jesperson and John Toole, shop stewards. **Milwaukee** — Larry Sandler, vice president. **Northern California** — George Powell, treasurer.

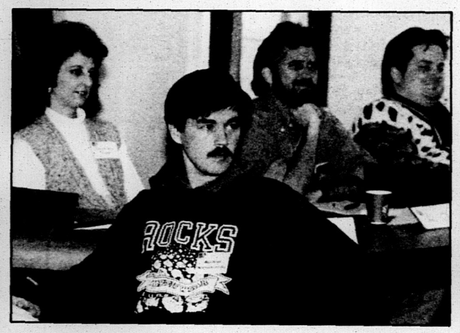
Northern Ontario — Wade Hynse and Ron Udeschini, both stewards. **Philadelphia** — David Johnston, representative assembly chair; Randy Smith, vice president; Jerry Hager, unit chair, and Michael Fagan, local rep.

Pittsburgh W. Mike Buckso, secretary, and Beth Horne. **San Diego** — Henri Character, chief steward. **San Jose** — Terry De Mars, bargaining committee, and Al Olson, representative assembly.

Sheboygan — Paul Gaier, treasurer, and Pam Brunette, vice president. **Terre Haute** — Jim Thomas, president, and Patricia Bryant, secretary-treasurer. **Toledo** — Dianne Harris, Larry Vellequette, Jeffery Cole and Lillian Covarrubias, all executive board members.

Twin Cities — Mike Sweeney, president, and Sharon Emery, representative assembly/steward. **Windsor** — Gail Robertson, president, and Blair Crawford, treasurer. **Yakima** — Karen Troianello, treasurer. **York** — Paul Uttermohlen, 2nd vice president.

Henri Character, San Diego; Paul Uttermohlen, York



Terry Babcock, Eugene; Wade Hynse, Northern Ontario; Al Olson, San Jose; Larry Vellequette, Toledo

Gail Robertson, Windsor

Karen, Troianello, Yakima; Sharon Emery, Twin Cities

Judy Maljai, Eugene; Blair Crawford, Windsor; George Powell, N. California; Michael Fagan, Philadelphia.

Community groups joined in effort to save Light

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and the people we represent.

The death of any newspaper is a sad event but there was something particularly twisted and cruel about the way the San Antonio Light died. You see, the Light didn't lose the newspaper war in San Antonio.

Sure, Light circulation was a few thousand less than the Express-News', and the Hearst paper had suffered financial losses. But it was turning the corner and gaining on its competitor. The company was expecting to break even in '92, Irish told Light employees earlier in the year.

In reality, Murdoch, not Hearst, was forced from the San Antonio market because he couldn't afford to compete anymore. A $70 million press expansion, temporarily abandoned by Murdoch, was again under way by the time the sale announcement was made.

Hearst won the San Antonio newspaper war — but Light employees lost. Once Hearst became the victor, it dumped its foot soldiers.

And here's the really twisted part: Hearst convinced Light employees that Hearst had actually lost the newspaper war. Even though Light employees gave it their best, it just wasn't good enough, Hearst executives said. The Light was a failure; it had to close.

Light employees, for the most part, bought it. If Hearst, with its deep pockets, couldn't compete in San Antonio, who could, they asked.

The employees turned the newsroom desk of a former co-worker into a "Shrine," with mementos and relics of the Light and departed employees. The "Shrine," with its tombstone pinata symbolizing the Mexican tradition of El Dia de los Muertos, received national attention as a testament to Light employees' defiance. In reality, it was a symbol of their grief.

The Guild represented about 190 employees in the news, transportation, business and press maintenance departments of the Light. Employees in the pressroom and mailroom also were unionized. The only collective bargaining agreement at the Express-News was in the pressroom.

The degree of unionization was clearly a factor here, but our lawyers doubted we could make a successful case before the Reagan-Bush NLRB. A challenge under anti-trust law offered us a slim, but better, chance, the lawyers advised. So we pursued both.

As TNG Research & Information Director David Eisen was contacting the Justice Department, U.S. Rep. John Bryant, D-Texas, issued a press release calling on the department to stop the deal. Tom Honeycutt also contacted San Antonio's Democratic U.S. Rep. Henry B. Gonzales.

Gonzales met with Tom several times. I attended one of their breakfast meetings in early December at the Menger Hotel in downtown San Antonio, just down the street from the Alamo. Coincidentally it was the same hotel where Teddy Roosevelt recruited the Rough Riders for the charge up San Juan Hill.

The Congressman (as he is known in San Antonio) talked for four hours over eggs, toast and many cups of coffee. He said he was saddened by the prospect of losing the Light. He told us how his father had published a Spanish language paper in the Southwest United States and Mexico. He told us how he used to deliver the Light when he was a boy. He offered to help, but wasn't sure what he could do.

It became clear early on that the only hope for the Light was San Antonio's Hispanic community. The Light was nationally recognized as a leader among English-language dailies in covering the Hispanic community and its issues. It had the highest percentage of Hispanic reporters among general circulation daily newspapers in the United States.

It also became clear, after several conversations with Justice Department officials, that the Guild should investigate the possiblity of an employee bid to buy the paper. If no buyer for the Light emerged, Hearst would be free to acquire the Express-News and close the paper.

Although we continued to explore various purchase options, we quickly realized that the employees had neither the will nor the wherewithal to buy the paper. Our goal was to flesh out other potential buyers. We didn't want to own a newspaper; we wanted to save one.

So did members of the San Antonio community. Several San Antonians who were concerned about losing the Light formed a Save the Light Coalition consisting of leaders from various social, cultural, religious and labor groups representing thousands of people.

The League of United Latin American Citizens (LULAC) invited me to address its district directors. LULAC quickly passed a unanimous resolution joining the Save the Light Coalition.

Union members, including copy editor Ked Mullins (second from left), picket the Light in the seemingly halcyon days of the '80s.

Other groups followed LULAC's lead. About 80 coalition members held a press conference in front of the Light as the Guild was bargaining a severance pay package inside.

The 680 jobs lost at the Light represented a massive layoff by San Antonio standards. It was second only to the closing of a Levi-Strauss plant there two years ago in which about 1,000 workers, mostly Hispanic women, lost their jobs. Ironically the Light strongly condemned Levi's for closing its plant and sending large numbers of unemployed into the San Antonio community.

The former Levi's employees formed Fuerza Unida (United Force) to draw attention to their plight. At a Fuerza Unida meeting one night around Christmastime in a southwest San Antonio church hall, more than 50 women listened to Irene Reyna report on the interruption of a symbolic fast the women conducted at a downtown church. She read a Light article that described how Fuerza Unida had been turned out by the church because, like the Bible's Mary and Joseph, there was no longer any room for them.

Not all Light employees shared the community groups' desire to see the paper continue. The Guild demanded bargaining over the effects of closure. But the other unions — mailers, represented by the Communications Workers of America, and pressmen, represented by the Graphic Communications International Union — quickly settled.

The Guild was on its own. If that wasn't enough, my second day at the barganing table was punctuated by a petition signed by business office employees encouraging the Guild to settle. While they appreciated the Guild's efforts, it said, they thought the company's offer was fair and they were afraid the company would yank it. The company proposed two weeks' pay for each year of service with a minimum of four weeks' pay for every employee, plus a $1,000 "retention" bonus.

The Guild improved the company's offer, extending it to part-timers and adding improved health-care coverage for six months after closure. In the end, we ended up with a better severance package than any other union.

Our inquiries and prodding of the Justice Department caused Hearst to postpone the closing. A second notice under the Worker Adjustment Retraining and Notification Act (WARN) said the paper would close between Dec. 30 and Jan. 12. The first WARN notice had pegged the closing between Dec. 9 and Dec. 22. "We got them paychecks through Christmas," I thought.

We concluded bargaining on Jan. 7. In order to get a better settlement, the Guild agreed to drop the unfair labor practice charges. The Justice Department was the Light's last hope.

On Jan. 10, when the Hearst Corp. had planned to publish the San Antonio Light's "final edition," the Justice Department asked Guild counsel whether we could provide an affidavit in the event the department filed for a temporary restraining order to halt the Light's closure.

The U.S. Department of Justice was going to enjoin the Express-News acquisition! A Justice official was ready to go to court. Things could change, our lawyer said, "but clearly that's the direction the train is moving."

In the final weeks of 1992, we learned that local businessman Ed Garcia had been bidding on the Light and was repeatedly denied information by Hearst. Apparently it was Hearst's nonchalant treatment of Garcia that prompted the Justice Department to act.

On Monday, Jan. 11, the Hearst Corp. published the San Antonio Light with a total of four display ads. Meanwhile, Hearst was doing its work with the Justice Department.

We were informed late Monday that the department would not go to court afterall. Instead, Garcia would have two weeks to bargain a purchase of the paper while the Light continued to publish.

On Tuesday the Light carried a business page article that reported the Justice Department was "continuing" its investigation of the Express-News acquisition. The story erroneously implied that the Guild would permit Garcia to trade severance pay for employee shares in the company.

Besieged by a mob of employees on Tuesday morning, Tom denied the Guild made any deals with Garcia and tried to assure employees their severance pay was protected. The Guild-exempt business editor who wrote the article admitted it gave the wrong impression. But panic had set in.

Led by another Guild-exempt editor who used company equipment to produce, promote and distribute it, 200 employees signed a petition asking for a quick decision on the Light's fate from the Justice Deparment. At a press conference that evening, Light employees chanted, "Shut us down. Shut us down. We want our severance pay."

When I heard about the press conference, I cried. Hearst had so thoroughly convinced those employees of the futility of the Light's continuance that they now felt compelled to hasten its demise.

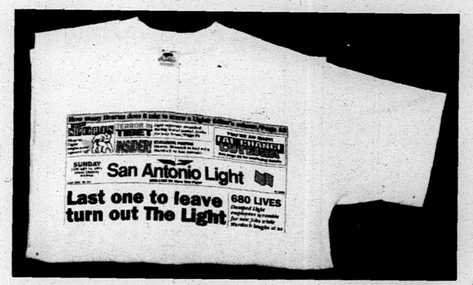
The end finally came on Jan. 27.

In the end, the Guild accomplished what it set out to do. It kept the Light alive six weeks longer than Hearst had planned. Because of the Guild, Light employees not only received a better severance pay package, they took home six more weeks of pay, accumulated six more weeks of benefits and gave San Antonio six more weeks of local news coverage.

Hearst's miscalculations drove the cost of its San Antonio newspaper monopoly far beyond the Express-News purchase price.

The Newspaper Guild kept the Light burning in San Antonio for as long as it could, longer than anyone else would.

San Antonio Guild thanks TNG for help in struggle



Guild members expressed their feelings with this T-shirt during the final days of the San Antonio Light.

San Antonio, Texas — The Newspaper Guild's willingness to fight to the finish for the San Antonio Light has won praise from leaders of the now-defunct Local 25.

The San Antonio Guild's executive board adopted a resolution last month thanking TNG for devoting staff time and financial resources in an effort to save the Light after its owner, the Hearst Corp., announced it proposed to buy the rival Express-News from Rupert Murdoch and fold the Light.

Research and Information Director David Eisen handled contacts with the U.S. Justice Dept. and with members of Congress in an effort to pave the way for alternative ownership of the doomed Light. Linda Foley, executive secretary of TNG's contracts committee, helped local leaders bargain enhanced severance pay and also dealt with the Justice Dept.

Jack Lipson of the Washington law firm of Arnold & Porter was retained to represent the Guild before the Justice Dept. In Texas, attorney Glenda Pittman of Van Os & Owen represented TNG in negotiations with the state attorney general.

Also, TNG turned to financial adviser Randy Barber of the Center for Economic Organizing and to the investment firm of Kailin & Bloom for help in acqusition efforts.

In the end, Justice said it would not challenge Hearst's acqusition of the Express-News under anti-trust laws.

"I doubt many people realize how close the U.S. Justice Dept. was in January to denying Hearst's plan to purchase the Express-News," San Antonio Guild President Tom Honeycutt said in a letter to TNG President Charles Dale.

"But in this is a recommendation to all the other locals: Do your research — know your enemy — so that you will be prepared should something like this arise," Honeycutt said.

Lansing wins arbitration over pay differential

Lansing, Mich.—The Lansing State Journal violated its contract with the Guild in refusing to pay differential for work in a higher classification, an arbitrator has ruled.

The Lansing Guild grieved in June 1992 after the company found a "differential discrepancy" in a check of payroll records and ceased paying shift differential to an assistant editor who had acted as wire editor five days a week over a five-year period.

The human resources director for the Gannett-owned State Journal told the Guild that the wire editor position had been eliminated in 1987 and that employees performing wire editor duties were not entitled to differential pay.

An assistant editor who had been wire editor until being reassigned in 1987 — and who continued to perform wire editor duties twice a week since that time — had not sought differential pay, the company noted.

While the company said it would not take back differential that had been paid since 1987, management said that differential would not be paid in the future for what was termed a routine part of an assistant editor's job.

Arbitrator C. Keith Groty found that the wire editor position was established in the company's collective bargaining agreement with the Guild and that the company had failed to give the Guild notice of intent to eliminate the position.

Groty rejected the company's argument that pay differential derives from substituting for an individual and not for performing higher-level duties. "When an employee at a lower classification level substitutes in a higher classification level by doing the duties and responsibilities, it is not necessary that there be an incumbent in the position," Groty wrote.

The company also argued unsuccessfully that computer technology provides widespread access among staffers to news wires and that there no longer is need for a wire editor.

The arbitrator's award for back pay of differential was retroactive only to May 1992, when the company discerned that the differential was being paid.

The Guild had sought back pay for all employees who performed wire editor duties since 1987, including the employee who once held the job and continued performing the duties twice a week without seeking differential pay.

TNG President Charles Dale speaks to members of the Boston Globe Employees Association. At left is Robert Jordan, BGEA president. Seated behind Dale are Charles Dugan, president of the Boston Newspaper Unity Council, and Genia McDonough, BGEA vice president.

TNG backs Boston Globe union

(Continued from Page 1)

group in recent months. Dale encouraged BGEA to adhere to its stand at the bargaining table and spoke largely about the Guild's experience at the New York Daily News. He described expertise the Guild has developed at the local and international levels in dealing with tough bargaining tactics.

The group invited Dale specifically to address the New York issue. Rumors have circulated in Boston for some time that changes in ownership structure are in the offing at the Globe.

Dale emphasized the tough stand the Guild has taken on seniority rights at the Daily News, where Guild-covered employees were fired earlier this year by a new owner.

"We're making a great deal of progress in the affiliation move," said TNG Int'l Representative Leo Ducharme, who is assigned to the Globe organizing effort. Also working on the campaign is Tom Hiltz, administrative officer of the Boston Guild, which has a unit that includes editorial, advertising and circulation employees at the Boston Herald.

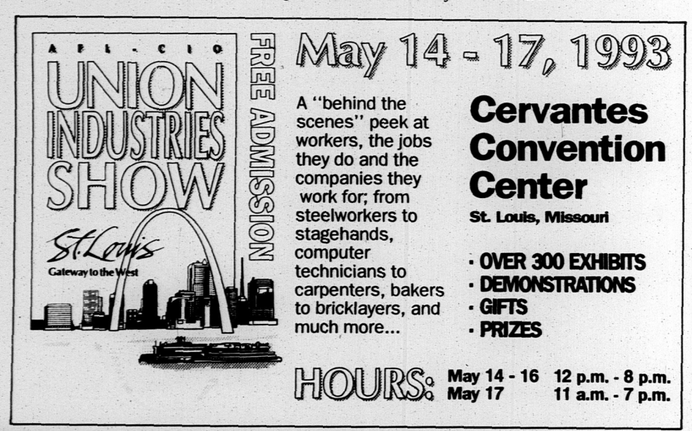
The Globe employees also are considering affiliation with other international unions.

The BGEA has been resisting management efforts to force major concessions, including a two-tier wage system. Other unresolved issues include health care, job security, pension, sick leave and family leave, part-timer benefits and new technology.

In September, BGEA members voted no to a company "final offer" by a 14-1 margin.

In his speech, Dale reiterated a previous pledge to offer Guild support to the BGEA in its struggle for a contract, regardless of its decision regarding affiliation.

Also at the meeting, Charles Dugan, president of the Boston Council of Newspaper Unions, pledged unity council support for the BGEA.



May 14 - 17, 1993

A "behind the scenes" peek at workers, the jobs they do and the companies they work for; from steelworkers to stagehands, computer technicians to carpenters, bakers to bricklayers, and much more...

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- GIFTS
- PRIZES

HOURS: May 14 - 16 12 p.m. - 8 p.m.
May 17 11 a.m. - 7 p.m.

Publishers join IFJ to ease flow of news from Balkans region

Brussels — The crisis in the former Yugoslavia has prompted the International Federation of Journalists and the International Federation of Newspaper Publishers to meet for the first time.

Unionists and publishers have agreed to establish a coordinating center in Ljubjlana, Slovenia, to support independent news media reporting in the troubled Balkan region.

"This cooperation between publishers and journalists indicates that much more can and must be done to defend independent media in this war-torn region," IFJ General Secretary Aidan White said in a memo to the organization's member unions.

The center, which was to be opened in mid-February, is designed to create a regional communications network that will:

- Improve the flow of communication between media in the Balkan region and the rest of the world.
- Monitor violations of freedom of expression.
- Inform the world of obstacles to independent and pluralistic media in the Balkans.
- Provide economic and technical assistance toward development of professionalism and freedom in the regional media.

Also supporting the effort are UNESCO, the Council of Europe and the Slovene Society of Journalists.

At the IFJ-publisher's federation meeting, a group of journalists from the Balkan region said that media reports from the territories of the former Yugoslavia were being systematically suppressed by governments.

The organizations agreed to appoint a regional coordinator and to supply bullet-proof jackets to journalists in Bosnia. "Independent media in this region and throughout the Balkans, are essential to the process of peaceful reconciliation," the two organizations said in a joint statement.

The IFJ consists of 87 media trade unions in 70 nations. The publisher's group represents 44 newspaper publisher associations in 40 nations.

Little progress reported in talks with Daily News

(Continued from Page 1)

regard for seniority, and has insisted that there be no arbitration over dismissals in Guild-covered departments, including advertising, business, circulation and editorial.

At least two bargaining sessions have been held between the Guild and Daily News management in recent weeks but little progress has been reported.

Meantime, a measure of stability has returned to the New York Post with the appointment of Post columnist Pete Hamill as editor.

Hamill's ascendancy followed a month-long roller coaster ride for Guild members at the Post.

Union members were told in late January that the 192-year-old Post would fold if its unions did not take a 20% pay cut.

Then, Steven Hoffenberg, a controversial financier, emerged as a potential buyer. Hoffenberg, whose Towers Financial Corp. debt collection company is being sued by the Securities and Exchange Commission, has taken control of the Post and has been working on final purchase details with current owner Peter Kalikow.

The prospect of new ownership prompted several top editors to defect from the Post to the Daily News, the Post's competing tabloid.

It was reported that Hamill took the editorship on the condition that the 20% pay cuts be restored. There was no official word on the status of the cuts at presstime.

N.Y. local sets up a hardship fund

New York—The New York Guild is seeking contributions to enable it to provide short-term aid to jobless members from the Daily News.

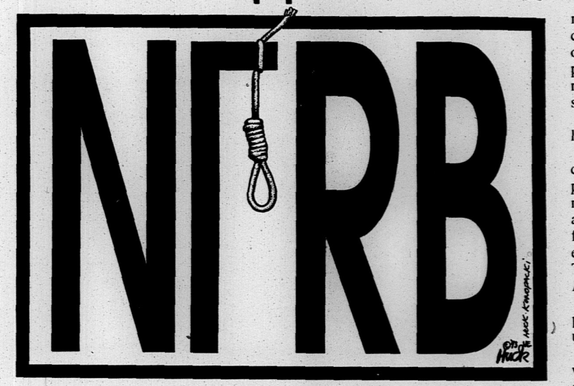
Contributions, designated for that purpose, can be sent to: The Newspaper Guild of New York, 133 W. 44th St., New York, N.Y. 10036.

DAY BOOK

Middle-Atlantic District Council, winter meeting, Feb. 27-28.
Western District Council, winter meeting, Feb. 27-28, Executive Inn, Seattle.
Int'l executive Board, spring meeting, April 26-30 (tentative), TNG Headquarter, Silver Spring.
1st Biennial (60th annual) Convention, July 19-23, Sheraton Waikiki, Honolulu.
2nd Biennial Convention, summer 1995, Boston.

What if NLRB rules applied to White House?

By Richard Bensinger



IMAGINE WAKING UP the morning after the Bill Clinton victory parties, and reading the following headlines:

"Clinton wins—Bush files objections to the conduct of the election. A decision from the courts is expected within 2-5 years. Bush to hold office pending outcome of litigation."

Sounds bizarre, but that is the fate that awaits many of the tens of thousands of workers who vote each year to join unions under the National Labor Relations Act.

If you think electoral politics is dirty, then union representation elections are a mudslide.

What would it say about our democracy if electoral politics were played under the rules of the National Labor Relations Board (NLRB)? Imagine if president-elect Clinton had to run under the same campaign rules that American workers face during a union representation election. Here are some examples.

1. Bush has unlimited television time, including several hours a day of compulsory viewing. Clinton is restricted to door-to-door campaigning.

During a union campaign, employers have a captive audience for eight hours a day, while union organizers have no access to the worksite. For example at Nissan, the employee fought the United Auto Workers by placing TV monitors at every work station so workers could view daily anti-union messages. During every union campaign, workers are bombarded with speeches and one-on-one arm twisting by supervisors in an attempt to get them to vote against the union.

2. Avowed Clinton supporters risk losing their jobs. Bush decides to fire one Clinton activist in every precinct to send a message to the voters.

UNION SUPPORTERS face the constant fear that they will lose their jobs if they campaign to form a union. One out of ten union activists is fired, according to Harvard Law Professor Paul Weiler. The purpose of such firings is not only to get rid of one vote, but to spread a message of terror in the rest of the workplace. The only penalty for filing union supporters is back pay and reinstatement long after the election is over.

3. Bush campaign officials caught threatening Clinton supporters face the maximum penalty of having to sign a letter promising not to do it again.

The penalty for employer's threatening workers with such things as losing their job, taking away their health insurance, or moving the plant to Mexico, is to post notice (long after the election is over) promising to be good.

4. Since time is on the side of the President, Bush decides to delay the election for a few months.

DELAY IS A readily available weapon for employers. Even when an overwhelming majority of employees support the union, the employer can use NLRB procedures to delay the election for months, even years.

5. Once outspoken Clinton supporters are identified, they are prevented from going to any meetings or rallies so as not to be able to persuade other voters.

A typical employer tactic is to remove and isolate union supporters, preventing them from attending employer anti-union meetings. These meetings then present a completely one-sided biased view of unions.

6. Bush supporters are encouraged to wear buttons. Clinton supporters know that wearing a Clinton button means the risk of losing their job. They keep their support quiet to avoid any personal retaliation.

Wearing a union button in a union campaign can easily cost you your job. Often union supporters are intimidated, so their views are not heard.

7. The election is at Bush headquarters, and voters file past prominent Republican officials.

Union elections are held on company premises, under the noses of company officials. The impression is that the employer has the upper hand, and that the union is the weaker party.

8. Local newspapers predict precincts that vote for Clinton will have their economy devastated.

Threats of plant closings are standard. One company lined the entrance with gravestones identifying the names of union companies which closed. A current organizing campaign by the Clothing and Textile Workers Union in Louisiana features not only company threats, but threats by the independent Development Board that the plant will move to China if unionized.

9. Clinton wins, Bush refuses to accept the results of the election. During a lengthy appeals process, Bush stays in office. Finally after years, the litigation ends and Clinton takes office.

EMPLOYERS ROUTINELY challenge the results of elections when the union wins, no matter what the margin of victory. The NLRB will spend months, even years, investigating minor and completely frivolous charges. By the time the company is ordered to bargain, many union supporters have quit or been fired, and new hires have been screened for union sympathy.

You are probably wondering how a law could be designed so unfairly.

The intent of the law is to encourage collective bargaining. But the relative power and access of the employer never allowed for a truly free choice, and consultants and lawyers have further undermined the process by exploiting every loophole in the law. They make Mary Matlin and Roger Ailes look like amateurs.

Weak and non-existent enforcement procedures mean outright violations go unpunished.

The results of the gradual erosion of workers protections and the destruction of the right to organize is that elections are down from 12,000 a year to 3,000 a year, while popular approval of unions has been steady. Unions represent only 10 percent of the private sector workforce.

Commentators who mourn the decline of the middle class, and the inability of this generation to achieve the economic status of their parents, need look no further than the union-busting climate which has dominated government and industry since the mid-70s and earlier.

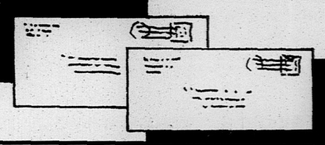
The United States stands as a beacon of democracy for the world. We push for free and fair elections and we strongly support the rights of workers to organize throughout the world (as in Poland in the 1980's and more recently in Central America).

It's now time to turn our national sense of justice and fair play to the right to organize unions in our own country.

Thanks to our political democracy, Clinton's victory is secure. Let's give everyday people the same chance to have their voices heard.

This story is reprinted by permission. The author is the director of the AFL-CIO sponsored Organizing Institute. The Institute was started as part of labor's response to the decline in union membership and the changed environment for labor which emerged in the past two decades.

IT SEEMS TO US



Filmmaker seeking George Seldes contacts

BERKELEY, CALIF.

Editor:

I would like to communicate with Guild members about a feature-length video documentary I am producing on muckraker George Seldes, now 102 years old. Though Seldes is not well-known today (as he made many enemies and was marginalized by mainstream journalism), his contributions are formidible.

After twenty years asd a working reporter, Seldes became a prominent press critic in the 1930s, with best-selling books such as Freedom of the Press and Lords of the Press.

From 1940-50 Seldes published In fact, a weekly gadfly newsletter. He focused on America's press coverage of the political and social issues of the day, which often included labor struggles. A typical In fact headline: "Strongest Strikebreaking Force: The Press."

Seldes credited as among his sources, "over 200 reporters and members of the Guild." I am currently looking for people with strong recollections of In fact, especially anyone who (1) knew Seldes personally or professionally, or (2) may have been the source of any In fact stories. If you fit the bill, or think you can help out in any way with information, please contact me at Goldsmith Productions, 2600 Tenth Street, #104, Berkeley, CA 94710, (510) 849-3225.

Rick Goldsmith

Study committee should keep meeting door open

DENVER

Editor:

The January 25 memo from Work Directions, Inc. contained a disturbing notice:

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue.

Deadline: Friday before publication. (Next deadline: March 19.)

"In order for the Planning Committee to conduct its work efficiently and expeditiously, their meetings with WDI will be attended by Planning Committee members only..."

At the Midwest District Council meeting in St. Louis on February 20-21, Secretary/Treasurer John Edgington was asked about that policy. He defended the closed-door concept, but said that a final decision had not been made on the matter.

I urge the IEB to keep the door open.

The strategic planning study was commissioned by the convention to identify the problems that have put our union in crisis. The planning committee will review the results of the study and, working with the consultants, will make recommendations for constructive change. The committee's deliberations may have a profound impact on our future and on the future of our union. We should not be barred from observing them. Silent spectators will not impede the committee's efficient and expeditious progress.

While we work to rebuild a sound structure for the Guild, we cannot ignore the condition of its foundation. Openness and democracy are two components of that foundation which must be protected.

Bruce Meachum
Administrative Officer
Denver Newspaper Guild

CONGRESSIONAL STAFF BRIEFED ON WOMEN'S JOB TRAINING AGENDA

TNG Human Rights Director Anna Padia, left, outlines training provisions in the Guild collective bargaining program at a recent session to press for legislation to provide job training for women. Joining Padia on the nine-member panel are, from left, Irene Shaicki, Coalition on Human Needs; Cindy Marano, Wider Opportunities for Women; Lauren Jacobs, the Center for Law and Education, Kathy Patrick, National Displaced Homemakers Network; Diana Pearce, Women and Poverty Project and Mary DeGonia, Capital Perspectives.

KRI agrees to secret ballot

Akron, Ohio—Knight-Ridder, Inc., executives, under pressure from Guild leaders, have agreed to support confidential voting for shareholders.

As a result, Akron Guild President Jane Snow has withdrawn her November 1992 proposal to put secret-ballot voting before shareholders at their annual meeting in Miami.

The move came after John C. Fontaine, Knight-Ridder senior vice president and general counsel, assured Snow in writing that the corporation's board of directors would adopt a confidential shareholder voting policy.

Fontaine's letter followed a conversation between Snow and Knight-Ridder CEO James Batten in which Batten assured Snow that the board is willing to protect shareholder confidentiality.

Snow's proposal was sponsored by the Newspaper Industry Coordinating Committee, umbrella group of newspaper unions that includes the Guild.

Union leaders have argued that confidential voting would protect the integrity of corporate elections and reinvigorate Knight-Ridder governance by promoting shareholder activism. "It is our belief that enhancement of the proxy voting process would change the system where too often shareholders vote "with their feet' not with a ballot," Snow said in describing Guild leaders' position.

A similar proposal was defeated at Miami-based Knight-Ridder's annual shareholders meeting last year. The proposal, offered by Akron Pressmen's Union member Robert Berdis, received 35% of the vote in the face of management opposition. At the time, union leaders said confidential voting was supported by nearly half of shareholders not associated with management or with the company's founding families.

Meantime, another Guild-sponsored resolution — one seeking to limit executive pay — is on track to come before Knight Ridder shareholders.

William Phillips, member of the San Jose Guild representative assembly and former local president, has submitted another NICC-sponsored proposal to direct the Knight-Ridder board to consider a cap on total pay and other compensation of corporate executives at no more than 20 times that of the average Knight-Ridder employee.

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LOCAL ELECTIONS

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Ken Crowe, president; **Carol DeMare,** secretary; **Theresa LaPoint,** treasurer; **Melissa Locke,** unit chair; **Larry Allen,** 1st vice president; **Tim O'Brien,** 2nd vice president; **Lynette Berben,** 3rd vice president.

Buffalo

Richard Schroeder, president; **Sina Williams,** vice president; **James Madore,** secretary; **Bob Snyder,** treasurer.

Canadian Wire Service

Ray Aboud, president (Aboud 446, Ken McCreath, 141); **Lise Lareau,** vice president, CBC; **Richard Van Abbe** vice president, CP-BN; **Joe Lukach,** vice president, Reuter; **Gabriel Durocher,** secretary; **Bob Fisher,** treasurer (Fisher 348, Alfie Scenna 213).

Chicago

Art Peterson, president; **Michael McNally,** 1st vice president; **Nick Reiher,** 2nd vice president; **Cynthia Cheski,** 3rd vice president; **Frank Burgos,** secretary; **Dan Lehmann,** treasurer.

Cincinnati

Paul Long, president; **Howard Wilkinson,** vice president; **Doris Roetting,** secretary; **Douglas Bolton,** treasurer.

Cleveland

Betsy Sullivan, president; **Edd Pritchard,** 1st vice president; **Dick Peery,** 2nd vice president; **Gloria Millner,** 3rd vice president; **Zina Vishnevsky,** 4th vice president; **Bob Young,** executive secretary; **Jim Lawless,** treasurer.

Eugene

Ron Kangail, president; **Harry Esteve,** vice president; **Sue Boyd,** secretary; **Judy Maljai,** treasurer.

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Toledo

Jack Baessler, president (Baessler 159; Ike Lewis, 79; Terri O'Connor, 1; **Deborah Grimes,** vice president (Grimes, 133; Beverlyann Morris, 95); **Celso Rodriguez,** secretary; **Robert Dailey,** treasurer.

Washington-Baltimore

Connie Knox, president; **Kenneth May,** vice president; **Mary Esslinger,** secretary; **Diane Yamini,** treasurer.

Editorial

Clinton wins labor friends

PRESIDENT CLINTON has won the support of U.S. organized labor with an economic program designed to stimulate the economy and reduce the federal budget deficit.

On Feb. 18, the day after Clinton delivered his first State of the Union message to Congress, the AFL-CIO Executive Council issued a statement calling Clinton's program "right for America."

The AFL-CIO praised Clinton for seeking to restore equity to the American tax system by increasing the top rate for federal income taxes from 31 to 36%, imposing a surtax on incomes more than $250,000 a year and closing loopholes.

"In changing the tax system and in reordering priorities, the President's plan asks for contributions from all the American people," the AFL-CIO said. "Working Americans are ready to do their part. They recognize that by doing so they benefit their children and their children's children."

Organized labor is mindful that working Americans have been doing their part all along. Middle-class income declined while corporate profits and executive salaries soared during the so-called Reagan revolution of the 1980s.

Not uncoincidentally, union influence declined throughout the Reagan-Bush years. The Labor Department reported in early February that union membership declined to 15.8% of wage and salary workers after holding at 16.1% in 1990 and 1991. And the 35 reported work stoppages during 1992 marked a new low.

No small wonder, considering the beating unions have taken before the National Labor Relations Board and the federal courts during the past 12 years.

In all likelihood, working Americans will continue to endure economic pain as the nation struggles to pay the bill for the excesses of the '80s. Clinton's proposed energy tax is a regressive measure that will hit the middle class.

At least now, for the first time in more than a decade, affluent Americans and businesses that profit from moving jobs overseas are being asked by the White House to join in the pain.

Clinton has shored up union friendships by reversing two Bush era executive orders designed to discourage unionism among federal contractors. Labor Secretary Robert Reich pledged, in a recent meeting with ALC-CIO executive council members, to press for a legislative ban on hiring permanent replacement of strikers, to seek a minimum wage increase and to review U.S. labor laws. And the Labor Department has said it will end Bush-mandated accounting nightmares for unions.

But there is more to be done. Health care reform is at the top of organized labor's legislative agenda and union leaders are hoping for a Clinton health proposal that provides for universal coverage and also controls costs.

If Clinton can, at the very least, restore the same sense of balance to labor/management relations that he proposes for the tax code, the collective bargaining process will work to restore economic vitality.

The Guild Reporter

CALM ACPS

BRIAN WILLIAMS, Editor

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