



The GUILD REPORTER

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IEB recommends \$4.8 million budget for 1993-94

Silver Spring, Md. — The Int'l Executive Board is recommending expenses of \$4,875,738 in a general fund budget for the 1993-94 fiscal year.

The figure represents an increase of \$108,222 in estimated general fund expenses of \$4,767,516 adopted by the IEB one year ago for fiscal 1992-93 and an increase of \$206,685 over the \$4,669,053 actually spent during the fiscal year that concluded March 31.

Maurer wins Service Award 8

The IEB approved its budget recommendations for the 1993 Convention, to be held July 19-31 in Honolulu, after reviewing audit figures that show TNG ending the 1992-93 fiscal year with a \$248,755 general fund surplus.

The brighter-than-expected financial picture — last year's budget anticipated that TNG

would spend \$53,159 less than its income for the year — emerged during a year that saw a decline of 832 in full-time dues paying Guild members, from 27,034 to 26,202.

The IEB Finance & Administration report attributed the budget surplus to a variety of factors, most prominently a reduction in delinquent per capita payments from lo-

cal and improved income on TNG investments.

The amount of delinquent per capita declined from \$339,376 in September 1992 to \$233,856 by the end of March 1993. On the investments side, TNG earned \$591,803 on the 1992-93 fiscal year, an improvement of \$313,888 over last year's investment income

figure.

"We continued to exercise economies in almost every phase of our operations," the Finance & Administration report said. "Unfortunately, those economies had to include the layoffs of four of our employees, two from the professional staff and two from the clerical staff. We also have not filled a vacant International Representative position."

The 1993-94 general fund (Continued on Page 5)

Detroit papers fined

Detroit — Both daily newspapers here have been fined by the state of Michigan for failing to protect employees from work-related injury.

The Detroit Free Press was fined \$4,500 in mid-April by the state Department of Public Health for work stations that expose employees to repetitive strain injury risk factors.

The agency said that at least 10 employees had suffered hand, wrist and shoulder injuries over the past five years and that an additional 150 are at risk.

The Detroit News was fined \$2,025 in March for failing to train photographers in the use of hazardous chemicals and for failing to keep proper records of workplace injuries.

The News was fined an additional \$5,400 in mid-April in connection with a bureau employee's need for surgery to correct a work-related shoulder injury.

The action against both papers came in response to Detroit Guild charges that the newspapers, published under a joint operating agreement, refused to provide a safe workplace for bargaining unit employees.

"This is the first case in which a newspaper has been cited and fined by state or federal (occupational safety and health authorities) for violations leading to RSI and serves notice that publishers cannot continue to ignore elementary ergonomic requirements with impunity," David J. Eisen, TNG research and information director, said of the Free Press case.

In the Free Press case, the state pointed to unadjustable and awkwardly placed desks, computers and keyboards. Management at the Knight-Ridder daily said the Guild's complaint was based on outdated information and that a recent \$1 million renovation provided adjustable chairs for employees.

The Free Press has said it will (Continued on Page 8)



RAY CROWELL/Washington-Baltimore Guild

NEWSDAY REPORTER RECEIVES 1992 BROUN AWARD
Helen Thomas, veteran UPI White House correspondent, presents TNG's 1992 Heywood Broun Award to Roy Gutman. Story Page 4.

Canadian leaders advance autonomy

Silver Spring, Md. — The push toward Canadian autonomy within The Newspaper Guild took a step forward this week as the Int'l Executive Board endorsed continuing discussions on the issue.

The IEB's unanimous voice-vote approval of further talks between TNG and local Guild leaders in Canada followed an April 27 appearance before the board of the top two officers of the Canadian District Council: President Mike Bocking of Vancouver and Vice President Gail Lem of Southern Ontario.

Bocking and Lem outlined the CDC position on autonomy, which has been a subject of ongoing discussions within Guild ranks since the Southern Ontario Newspaper Guild raised the issue at the 1988 Convention in Vancouver.

SONG's autonomy proposals

Guild in a "life or death" battle 5

were voted down when other Canadian leaders said they wanted time to study the autonomy issue.

Canadian Guild leaders passed an autonomy resolution at their October 1992 district council meeting and refined the document at the council's spring session earlier this month.

TNG President Charles Dale told fellow IEB members that he supports some form of Canadian autonomy and hopes that details on an acceptable accord can be ironed out in time for action at the 1993 Convention July 19-23 in Honolulu.

The CDC autonomy document did not come before the IEB for (Continued on Page 5)

Three announce for office

Foley for Sec'y-Treasurer; Norman, Nuttall for Region 3

Silver Spring, Md. — Three Guild activists have told The Guild Reporter that they will be candidates for TNG office at the 1993 Convention in Honolulu from July 19-23.

Linda K. Foley, executive secretary of TNG's contracts committee, has said she is a candidate for Secretary-Treasurer.

And two local leaders — Milwaukee Guild President Jack Norman and former Terre Haute Guild

President Patricia Nuttall — have told The Guild Reporter that they will seek TNG's Region 3 vice presidency.

Foley, a former secretary-treasurer and president of the Lexington Guild, joined TNG's staff in 1984 as collective bargaining and research associate. She became contracts secretary in January 1989.

In Lexington, she worked as a copy editor and reporter at the Herald-Leader Co., where she was

instrumental in bargaining two Guild contracts.

"The Guild is on the brink of a critical and challenging time in which we will encounter problems, decisions and opportunities never faced in our history," Foley said in a statement, adding that her position at TNG gives her a union-wide perspective.

"My years as a member of the Guild's new generation of leaders (Continued on Page 4)

Members show wide support for Guild ... 2
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Local per capita payments to increase by 37 cents

Silver Spring, Md. — Monthly per capita payments by Guild locals to TNG will increase by 37 cents to \$14.02 per member in May. TNG Sec'y-Treasurer John C. Edgington has informed local leaders.

The increase derives from a TNG constitutional formula linking per capita payments to the average reporter top-minimum pay rate at daily newspapers with Guild contracts each April 1.

The average top reporter pay as of April 1, 1993, was \$722.87 per week, an increase of \$19.05 — or slightly more than 2.7% — over the \$703.82 average pay on the same date one year ago.

The increase, coupled with the \$1 per month dues increase for organizing purposes adopted by the 1991 Convention and affirmed by membership referendum, brings to \$15.02 the amount locals will pay to TNG effective May 1.

The per capita increase is 3 cents less than the 40-cent increase — or 3.02% — that went into effect one year ago under the constitutional formula adopted by the 1964 Convention. The per capita increased by 3.19% in May 1991, by 2.56% in May 1990, by 3.47% in 1989 and by 3.33% in 1988.

The record increase under that formula came in the form of a 62-cent per capita hike in 1981.

The per capita increase applies

only to the monthly payments made to TNG. It does not affect members' dues. Locals send roughly one-third of dues collection to TNG in per capita payments.

In an April 2 letter to local leaders, Edgington said that TNG computed the per capita by averaging top reporter pay in 109 separate contracts with newspapers published at least 5 days a week.

(Continued on Page 4)

THE SHORT



OF IT

THE CLINTON ADMINISTRATION has named a 10-member commission to review U.S. labor law and other proposals to change labor/management relations. The Commission on the Future of Worker-Management Relations is headed by John Dunlop, labor secretary during the Ford administration. Other former labor secretaries on the panel are W.J. Usery, who served under Presidents Ford and Carter, and Ray Marshall, a Carter appointee. Other commission members former Commerce secretary Juanita Kreps, Xerox Corp. Chairman Paul Allaire, former UAW President Douglas Fraser and four university professors: Richard Freeman of Harvard, William Gould of Stanford Law School, Tom Kochan of MIT and Paula Voos of the University of Wisconsin. Labor leaders will urge the panel, which is to report back to Labor Secretary Robert Reich and Commerce Secretary Ron Brown by March 1994, to take a look at laws that make organizing more difficult in the United States than virtually all other industrial nations.

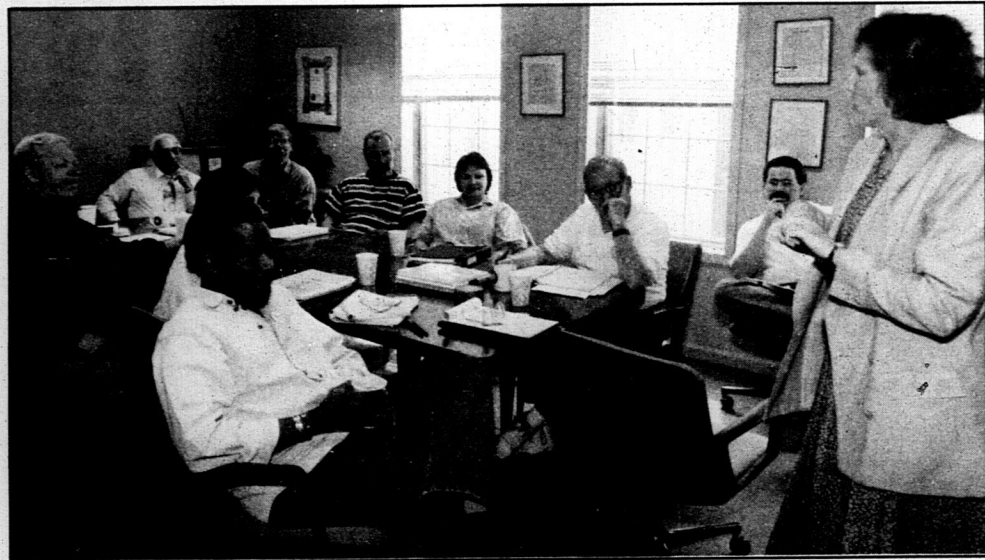
Labor beat: U.S. organized labor has hinted that it might be willing to support a 7% payroll tax and some form of consumption tax to finance health care reform. ALF-CIO President Lane Kirkland was to seek a meeting with Hillary Rodham Clinton to learn details of the emerging White House proposal. ... Members of the Writers Guild, East have ratified a contract with CBS and Capital Cities/ABC that call for 3.5% pay raises in 1993, 3% in 1994 and 3.5% in 1995. The union — not affiliated with TNG — represents news-writers, editors, news assistants, production assistants, promotion writers, graphic artists and researchers at the two networks. ... A bill that could make non-union workers pay a "fair share" of union expenses incurred in collective bargaining and contract enforcement cleared a 6-4 committee vote in the Tennessee House last month. Republican opponents charge that the bill, if it became law, would undermine the state's "right to work" law and devastate the economy.

Abroad: The Center for Independent Media in the Balkans began operations on April 1 in Ljubljakova, Slovenia, under the direction of Damirka Batinic, a television journalist from Bosnia. The center is funded through a joint operation of the International Federation of Journalists and the International Federation of Newspaper Publishers. ... The AFL-CIO has criticized El Salvador President Cristiani's call for unconditional amnesty for military officers implicated in human rights violations as a "travesty of justice." The AFL-CIO joined with Salvadoran labor unions in supporting the United Nations Truth Commission, which cited Salvadoran military officers in human rights abuses during that nation's decade-long civil war. ... The New York-based Committee to Protect Journalists is calling attention to the plight of journalists in Togo, where a military loyal to President Gnassingbe Eyadema has snuffed out dissenting voices. Opposition editor Leopold Ayivi was shot in February and remains in a coma. Others have been forced into exile in the African nation.

Among ourselves: St. Louis Post-Dispatch reporters Michael D. Sorkin and Louis J. Rose have won national honors from Investigative Reporters & Editors for their expose of financial and sexual misconduct of a former St. Louis prosecutor. ... The San Antonio Guild has requested inactive status from TNG, meaning the local can continue to service its members, who lost their jobs with the January folding of the San Antonio Light, and continue operating the Guild Park apartment complex. ... The U.S. Supreme Court has refused to hear the appeal of two former defense contractors convicted in 1991 under federal theft statutes in obtaining Pentagon information in a fraud scandal dubbed "Operation Ill Wind." TNG joined the American Civil Liberties Union and other news industry groups in an amicus curiae brief that argued the government cannot prosecute citizens for acquiring unclassified government information in the absence of a specific statute.



CANADIAN GUILD LEADER MARKS 40 YEARS OF SERVICE
TNG President Charles Dale, right, presents Jerry MacDonald, executive officer of the Canadian Wire Service Guild, with a 40-year pin recently at TNG headquarters.



TRACY FITZPATRICK OF WORK DIRECTIONS, INC., LEADS PANEL DISCUSSION
Discussing the future of the Guild at TNG headquarters on April 24 are, clockwise from front, Planning Committee members Art Joyner, Pat Bell (partially hidden) Richard Brandow, Charles Dale, Ken Crowe, Gerald Minkinen, Gail Lem, David Mulcahy and observer Dave MacGregor of Manchester.

Guild leaders assess future as poll shows wide support

Silver Spring, Md. — Some 72% of Guild members responding to a telephone poll said loss of union representation would leave them worse off.

The random survey, conducted Jan. 21-30 by the Wilson Center as part of the strategic assessment being performed for the Guild by Boston-based Work Directions, Inc., shows that 71% of the membership is satisfied with overall quality of service and that 69% have a positive view of the Guild in general.

The Guild's efforts in contract-related matters won strong approval from members. Seventy one percent like their contract. 70% were positive about Guild success in negotiating the contract benefit most important to them personally and 81% thought the Guild effort in the most recent round of contract negotiations was "good."

The poll was part of the first phase of WDI's study of Guild operations. The initial phase also included one-on-one interviews by WDI principals of TNG staff and delegates to district council meetings as well as a mail survey of local leaders.

The study moved into its second phase in early April when WDI met at TNG headquarters with a Planning Committee consisting of IEB members and eight local leaders.

Although the first weekend meeting was an executive session,

as recommended by WDI, the second Planning Committee meeting on April 23-25 was opened to 10 observers, based on a lottery selection process if more than 10 wished to sit in. Nine observers from Guild locals and TNG staff signed up for the meeting.

The Planning Committee has reviewed poll findings as well as a report based on WDI's interview findings. The committee meets again June 4-6, with observers again permitted, to refine recommendations for the 1993 Convention.

The international received a somewhat lower approval rating, with 62% saying they have a positive view. Some 23% of respondents explained their view of the international by saying they were unfamiliar with it.

The top three contract negotiation priorities listed by members were: wages, 28%; job security, 27%, and health benefits, 20%.

Job security emerges in survey findings as a key concern of Guild members; it was the first or second priority named by 67% of respondents.

Thirty eight percent listed job security as the principle benefit of union membership, and 36% said it was the most important contractual benefit.

Other key findings in the poll: Approximately 86% said they wanted changes or improvements in their jobs. Leading suggestions were: better staffing

(17%) and better management or better management treatment (15%).

Strong pro-union attitudes are not evident among Guild members. Overall, 56% of respondents said they joined the Guild because it was required.

Discrimination of some type — racial, sexual and age — has been experienced 29% of members.

A fourth of respondents said that recruiting of new members is where the Guild most needs to improve. However, a substantial number said they are willing to help sign up new members.

A minority of respondents said Guild dues are not a good value. This view most often was expressed by those earning \$80,000 a year or more in larger locals.

54% said they attend Guild membership meetings "sometimes."

A plurality of Canadian Guild members (37%) said affiliation with a single international union has made little difference. Those Canadians who consider affiliation a benefit outweigh those who feel it has hurt (30% versus 16%). Some 49% of Canadians said the Guild is responsive to their needs while 30% disagreed.

Survey findings are based on interviews with 453 Guild members. The survey sample was balanced according to gender, size of local and country.

Manchester accounting dept. goes Guild

Manchester, N.H. — Accounting Department employees at the Union Leader Corp. voted 17-1 to join the Manchester Newspaper Guild in an April 16 election conducted by the National Labor Relations Board.

The election was a stunning victory, Manchester Guild President Jim Schaufenbil said. "It proves what we've been saying all along: This is one strong, unified group of employees who are tired of the way they've been treated," he said. The Guild already represents about 140 editorial, advertising, circulation and janitorial employ-

ees at the Union Leader. An attempt to organize the accounting employees in the mid-1980s never reached the election stage.

The organizing drive moved swiftly despite intense efforts by management to dissuade the workers from joining the Guild. "They anticipated the company arguments and they rebuffed them themselves," Schaufenbil said. "I've participated in several organizing campaigns but I've never seen a group this solid."

The Guild sought voluntary recognition on Feb. 24. It was denied and the Guild filed an election pe-

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Guild presses Journal to adjust 'Bambi's' schedule

Providence, R.I. — The Providence Journal Co. apparently got the message in a mid-April hearing before the Rhode Island Dept. of Labor.

The company, faced with perhaps being the first employer in the nation to be prosecuted under a law making it easier for an employee to serve as a legislator, agreed to work schedule changes for newly elected state Rep. Bambilyn "Bambi" Cambio.

Cambio, a Guild member and part-time clerk in the Journal's advertising department since 1989, was among a wave of new faces elected to the state House of Representatives in November 1992.

But the Journal told Cambio, a North Providence Democrat, that she would have to take a pay cut

or change her hours in order to accommodate the demands of her legislative duties.

Cambio, who normally works at the Journal on Mondays and Fridays, would have been forced to give up another part-time job which she works on Tuesdays and Thursdays under the Journal's scenario. She had offered unsuccessfully to use vacation time, to work through breaks and give up lunch time in order to do her job at the Journal and still serve in the House.

When Cambio turned to the Guild for help the company refused to allow union representation in discussions about her schedule. The local Guild newsletter cast the clash as one of "Bambi versus Goliath."

"They are taking the point of view that 'nobody tells us how to schedule our workers,'" Tim Schick, Providence Guild administrative officer, said in early April. He became involved when Cambio called the local Guild office to learn what protections she has under the Guild contract with the Journal Co.

The Guild filed a grievance demanding that the company meet with the Guild and that the company adjust Cambio's schedule so that she could serve her constituents without losing pay.

The Guild also called on the state Dept. of Labor to investigate under a 1989 state law that requires employers to provide flexible work schedules so employees can serve in the legislature.

The law, which had been pushed by the AFL-CIO in Rhode Island, carries a penalty of a \$1,000 fine, a year in jail or both. Schick said it is believed that Rhode Island is the only state in the nation with such a law. "This is the first time in Rhode Island that the law has been used," he added.

Upon receiving the Guild complaint, William F. Tammelleo, Rhode Island director of labor, held an informal April 16 hearing in the case.

After hearing both sides of the argument, Tammelleo said he would conduct a formal hearing if the matter was not resolved within a week, Schick said.

The company quickly agreed to revise Cambio's work schedule, Schick said.



State Rep. Bambilyn Cambio

San Jose Guild leads in action against bank

San Jose, Calif. — The Guild here has taken a lead role in a California AFL-CIO appeal to unions to withdraw funds from the Bank of America.

The San Jose Guild, citing the San Francisco-based bank's insensitivity to its employees in reducing work weeks and stripping health care coverage, has withdrawn \$325,000 in local funds.

Local 98 was among the first union locals to respond to a call from Jack Henning, executive secretary-treasurer of the the California Labor Federation. Henning pulled state ALF-CIO funds from the bank in February — and asked others to follow suit — following a San Francisco Chronicle story about the Bank of America's plan to cut health care costs by turning thousands of tellers into half-time workers without benefits.

Various unions and public agencies have responded to Henning's call, which was endorsed unanimously by the state federation's Executive Council.

In a letter to Bank of America's CEO, San Jose Guild Treasurer Frank Sweeney wrote: "We cannot in good conscience permit the treasury of our union members to be used by your institution to further its business. Your bank should not profit from the holdings of working people while at the same time cutting the earnings and all-important health benefits of people who are helpless in the face of corporate power."

Cesnik, a former Twin Cities Guild president, spent 28 years on TNG's staff, the last 20 as Guild Reporter editor.

In addition to the San Jose Guild, the Northern California Guild withdrew a \$1,000 savings account from the bank.

Other unions taking the lead include the San Jose Federation of Teachers and the San Francisco Theatrical Stage Employees, both of which closed out \$100,000.

The San Francisco Board of Education pulled accounts totaling \$5 million. And the Alameda County Board of Supervisors removed \$1 million and set the stage to transfer the county's multi-million dollar pension fund.

Bank of America officials have treated the matter as a public relations gaffe, the California AFL-CIO News has reported. Bank CEO Richard M. Rosenberg has sought meetings with public officials who have expressed concern that bank employees will be forced to turn to already-underfunded and understaffed public clinics for health care.

Subsequent published reports have fanned the flames.

It was reported in the San Francisco Chronicle that bank employees have been pressured to sign a statement acknowledging the bank's right to fire workers "at will" at any time for any reason.

Another Chronicle report uncovered that the Bank of America had moved its entire credit card operation — and its 1,600 jobs — to Arizona, escaping California's strict consumer protection laws.

John Ryan, N.Y. Guild leader

New York — One-time New York Guild activist John F. Ryan, 85, died on April 15 at a Long Island hospital.

Ryan, of Sea Cliff, N.Y., was chief organizer for the New York Guild in the 1930s and was later elected as the local's executive vice president, then the top administrative office of the local.

Amid charges of communism, Ryan and other New York Guild incumbent officers were defeated in 1947 by a conservative slate headed by Thomas J. Murphy, who went on to a long career as

New York Guild executive vice president.

Ryan and seven of his leftist colleagues retained seats on the local Executive Committee but resigned in August 1948, accusing the new administration of turning away from "the militant, constructive trade unionism that characterized every previous administration" of the New York Guild.

Earlier in his career, Ryan worked as a reporter and copy editor at the Long Island Journal-Star and Long Island Daily Press. He was instrumental in organizing a Guild unit at the Daily Press prior to joining the local Guild staff.

Following the Guild leadership struggle, Ryan worked as editor of March of Labor, a labor newspaper, and also worked in public relations.



Ryan in 1947

IT

Montreal Guild says it's sticking with TNG

MONTREAL

Editor:

Lou Mleczo summarizes beautifully the CJR article on the trials and tribulations being forced on The Newspaper Guild by union-busting employers on the one hand, and critical members with no solutions on the other. [GR, March 26, 1993.]

The article was clearly rigged and jiggered to fit a preconceived notion. The cover promotion is more sickening than the article: "The gutless Guild."

SEEMS TO US

Lou asks, "Which side are you on?" CJR asked, "Sticking with the union?" Montreal's answer to Lou is, we're on the side of TNG, and to CJR, yes, we're sticking with the union.

Gail Lem of SONG was quoted extensively. Why? She stated her position clearly: TNG is too small; she wants to take her members to a larger union, all Canadians with her. SONG's long-awaited and never-held referendum on the subject begs the question: is that what the members want?

In Montreal, some top Gazette managers were horrified to learn that MNG was holding cordial

meetings with the GCIU, after an eight-year hiatus. That's the type of message that should be getting out. We should not be airing in public the linen that a small group of constant dissidents are soiling.

Larry McInnis
President
Montreal Newspaper Guild

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue.
Deadline: Friday before publication. (Next deadline: May 21.)

Post unit claims three Pulitzers

Silver Spring, Md. — Several Guild members were among Pulitzer Prize winners announced in mid-April.

At the Washington Post, David Maraniss won for national reporting. George Lardner Jr. won for feature writing and Michael Dirda for criticism.

At the New York Times, Guild member John F. Burns shared the Pulitzer Prize for international reporting with Newsday's Roy Gutman, who also is winner of the The Newspaper Guild's 1992 Heywood Broun Award.

And at the Associated Press, three Guild members were among a group of 10 photographers around the country who shared a Pulitzer for photographs of President Clinton's successful campaign last year. The Wire Service Guild members are: Richard Drew of New York, Lynne Sladky of Miami and Reed Saxon, based in Los Angeles.

The Clinton campaign was the subject of the award-winning series of articles by Maraniss for the Post. Maraniss examined the life and times of the future president.

Dirda, an assistant editor and writer for the Washington Post Book World, was cited by the Pulitzer board for his book reviews on a variety of subjects, including biblical studies, children's literature, thrillers and translations of



CHRIS SWERDA/Washington-Baltimore Times
PULITZER WINNERS CUT THE CAKE IN POST NEWSROOM
The Washington Post's three 1993 Pulitzer Prize winners, all Guild members, celebrate. They are, from left, Michael Dirda, David Maraniss and George Lardner.

the classics.

Lardner, whose great uncle Ring Lardner was also a journalist and author, won for feature stories on the murder of his own daughter by a former boyfriend.

Burns, a Times reporter since

1975, won a Pulitzer for reporting on violence in the former Yugoslavia, as did Gutman. The Pulitzer board cited Burns for "courageous and thorough coverage of the destruction of Sarajevo and the barbarous killings in the war in Bosnia-Herzegovina."

Long byline strike becomes 'lockout' for Salem Guild

Salem, Mass. — A four-year-old byline embargo by Guild members at the Salem Evening News has turned into a byline lockout.

In a gesture of goodwill that Guild leaders hoped would lead both parties back to the bargaining table, reporters agreed to put their bylines on news and sports stories and columns on April 1.

Guild leaders said the bylines would return permanently if the company, which often has expressed a desire to see bylines re-

turn to the News, reciprocated the gesture at the bargaining table.

Instead, the company reciprocated by removing reporters' bylines in the newspaper's production department. Management did not communicate its decision to the copy desk, where bylines were placed on stories throughout the morning, local Guild leaders said.

The byline action began four years ago as a week-long demonstration of Guild dissatisfaction with the company's bargaining

position. The company responded at that time with an edict that only management would determine what stories received bylines.

When it appeared that bylines were being placed discriminatorily, Guild members responded by pulling their bylines until the edict was rescinded.

Guild leaders speculate that the Salem byline action is the longest running of its kind in the history of labor relations in the U.S. newspaper industry. "There are two

people on board who have never had a byline in the paper," said Peter Homan, Salem Guild president.

There has not been a bargaining session between the Guild and the company for more than a year. Homan said, "The mood is pretty grim," he said, adding that Guild members have done some leafletting and are planning for a possible boycott action.

The last contract between the Guild and management expired in

1988. The company declared impasse in 1989 and granted a 4% pay increase.

There have been no pay scale increases since that time. Homan said. More recently, the company has increased employee health care costs and last year imposed a two-week furlough on employees.

The Salem Guild covers 73 workers in the advertising, business, circulation, editorial and maintenance departments at the News.

Per capita up by 37 cents

(Continued from Page 1)

The \$722.87 average was multiplied by 1.939% — as provided by Article XVII, Section 7, of the constitution — and rounded off to arrive at the \$14.02 figure.

The 109 contracts used in calculating this year's top reporter pay average is five fewer than the number of contracts used in last year's computation.

Dropped from the list this year were the Bristol Press (Conn.) and Malden News Mercury, where contracts expired a year ago and no meaningful negotiations are taking place; the Great Falls Tribune and Santa Barbara News-Press, where bargaining rights were lost; the San Antonio Light, which closed; and the Oakland Tribune, acquired in an asset sale by an owner who has refused to recognize the Guild contract.

Added to the list this year is the Hazleton (Pa.) Standard-Speaker.

This year's per capita calculation reflects that TNG locals have:

107 daily newspaper contracts with top reporter minimums

at or above \$400 a week;

99 contracts with minimums of \$500 or more;

84 contracts with top minimums of \$600 or more;

56 contracts with top minimums of \$700 or more.

There were two contracts with top minimums between \$300 and \$399.99 a week and none below \$300. The highest reporter minimum was \$1,187.96 at the New York Times.

Guild Reporter date changed

The publication date for this edition of The Guild Reporter was changed from April 23 to April 30 to accommodate coverage of the Spring meeting of the Int'l Executive Board.

The next Guild Reporter, which will include additional IEB coverage, will be published May 28.

Washington, D.C. — News-

day reporter Roy Gutman delivered his 1992 Broun Award acceptance speech with the same passion that drove his prize-winning stories on atrocities committed against the Muslim population in war-torn Bosnia.

Gutman, Long Island-based Newsday's Eastern European correspondent based in Bonn, Germany, called on his colleagues in the media to work harder to press world leaders to stop the carnage by Serbian forces in Bosnia, part of the former Yugoslavia.

"I thought once exposed the abuses would halt; the civilized world would call a halt," Gutman told the audience at the Broun Award luncheon April 27 at the National Press Club. "But it turns out that I was wrong. This is a time to ask penetrating questions about what we are doing to cover events."

Gutman was selected by a three-member panel of judges for TNG's 1992 Broun Award from more than 140 entrants. It marks the first time since the annual award was started in 1941 that it has gone for foreign reporting.

The award is in honor of Heywood Broun, TNG's founding president whose columns in the 1920s and 30s championed the underdog and spoke on behalf of the

underprivileged.

"I treasure this award and the fact that my peers have singled me out," Gutman said. "But this is no time for self-congratulations."

Gutman related a recent conversation with a Red Cross official, who termed the Serbian assault against the Muslims an act of execution.

"Yes, we can go on writing about warring parties and ancient hatreds," Gutman said. "It gives us a nice emotional distance. It sounds suitably detached, or politically correct. But it is a phony detachment. We have to call things for what they are."

He also blasted the Bush Administration for moving to blunt the impact of his stories and dampen public outcry on Bosnian detention camps when the stories were published in July 1992.

The Broun Award was presented by UPI White House correspondent Helen Thomas, who judged the competition along with retired Philadelphia Inquirer editor Eugene Roberts and Canadian Press Washington correspondent Calvin Woodward.

Also attending the Broun Award luncheon were honorable mention recipients Ten Wendling and Dave Davis of the Plain Dealer of Cleveland and John Lancaster of the Washington Post.

CWSG wages 'life or death' election campaign

Toronto — The Canadian Wire Service Guild is locked in an intense electoral contest with two other unions for bargaining rights of some 3,500 editorial and production employees of the Canadian Broadcasting Corp.

Mail ballots were expected to go out in early May in the winner-take-all election being conducted by the Canadian Labour Board. Results are expected to be in by June.

A precise election timetable had not been set at presstime as the Labour Board gave the three unions additional time to update the list of employees eligible to vote, said Ray Aboud, CWSG president. "It's a life or death battle," he said. "When it's over, one union will represent them."

The stage for the election was set under a Labour Board ruling that the 20 CBC bargaining units be restructured into four large units, with units represented by a single union.

The Guild, which already represents 700 CBC Unit 1 workers, is up against the Alliance of Canadian Cinema, Television & Radio Artists (ACTRA) and the Canadian Union of Public Employees (CUPE) for the right to represent the 3,500 employees in Unit 1. ACTRA and CUPE represent about 750 Unit 1 employees respectively.

The Guild received a boost in mid-April when the leadership of two television producers unions at CBC — Canadian Television Producers' and Directors' Assn. and the Assn. of Television Producers and Directors — decided to join the Guild campaign.

Also the Nat'l Assn. of Broadcasting Employees & Technicians (NABET), a union that represents CBC employees in Unit 2, opted to have its name removed from the Unit 1 ballot, freeing its 150 employees in the bargaining unit to campaign for the union of their choice. The NABET members in

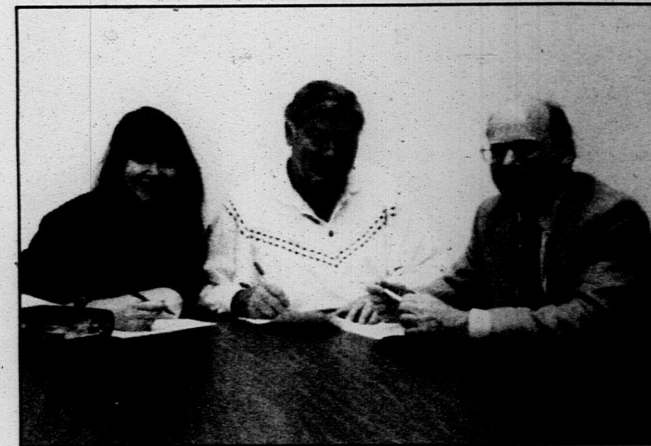
Unit 1 are joining the Guild bandwagon, Aboud said.

Aboud welcomed the television producers' groups and NABET. "This gives us some momentum going into the campaign," he said.

Aboud and other Guild campaign leaders — as well as leaders from ACTRA and CUPE — were preparing this week for a coast-to-coast series of meetings with Unit 1 employees. The first meeting was scheduled for Thursday in Winnipeg.

Also, the CWSG was preparing a mailing of brochures to affected employees which will make the case that the Guild is the union best poised to represent their interests.

"I believe we share a community of interests with these people," Aboud said of the Unit 1 workers. "We share a common commitment to journalism and to public broadcasting generally. We believe in the politics of inclusion. We just need to get the message out."



TV PRODUCERS JOIN WITH CANADIAN WIRE SERVICE GUILD
Leaders of two Canadian television producers' unions sign a transitional agreement to support the Canadian Wire Service Guild's bid to win bargaining rights for 3,500 CBC employees. Shown, from left, are Cathy Chilco, president of the Canadian Television Producers' & Directors Assn.; Jerry MacDonald, CWSG executive officer, and Arnold Amber, president of the Assn. of Television Producers & Directors.

Autonomy discussions progress

(Continued from Page 1)

consideration at its meeting this week. The document calls for:

✓ A Canadian Executive Board to be composed of the Canadian director, the two IEB presidents from Canada and presidents of the nine Canadian locals.

✓ The Canadian director, to be elected by the Canadian membership, who will have a seat on the IEB and take direction from a new Canadian Executive Board.

✓ The TNG convention to adopt a "global" budget for Canadian spending.

In the Tuesday meeting, several IEB members questioned Bocking and Lem closely on a number of complex structural issues, such as strike sanction, defense fund and budget issues and responsibilities of an elected Canadian director.

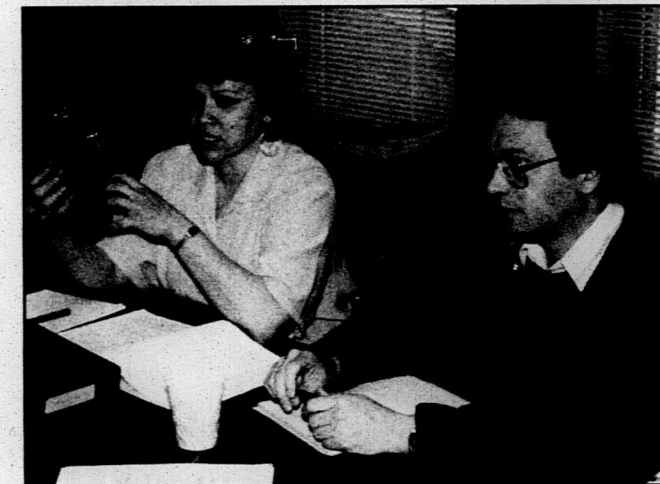
Another sticky issue was whether SONG intends to remain in The Newspaper Guild regardless of what happens with Canadian autonomy at the Honolulu convention.

Lem affirmed that there is strong sentiment among SONG local leaders that the local should begin exploratory talks with Canadian national unions. But she conceded that a membership vote on the issue has not been taken.

Bocking expressed optimism that support for Canadian autonomy from TNG's leadership, and positive action at the convention, would go a long way toward assuring Canadian Guild members that affiliation with TNG is in their best interests.

The text of the IEB resolution, adopted Thursday, reads: "The IEB is encouraged by the initiating and pursuit of dialogue between officers of the Canadian District Council and TNG, on the subject of structural changes in the union to provide a greater degree of Canadian autonomy."

"The Board urges that the dialogue continue and expresses the hope that sufficient progress be made in these talks to enable participants to provide a positive report at the July IEB meeting."



CANADIAN DISTRICT COUNCIL LEADERS MEET IEB
Gail Lem, left, president of SONG, and Mike Bocking, Vancouver Guild president, discuss Canadian autonomy.

Defense fund set at \$6.2 million

(Continued from Page 1)

budget includes funding for an international rep, a collective bargaining associate and a part-time clerical worker during the second half of the fiscal year.

The budget, described as "ultra-conservative" by Sec'y-Treasurer John Edgington, anticipates a year-end surplus of \$14,472.

According to audited 1992-93 figures, compiled by Shulman, Kurtz, Turer & Topaz, certified public accountants, the defense fund dropped \$594,391 during the fiscal year to slightly more than \$6.2 million.

The report describes that figure as a positive development, considering that the defense fund paid out \$881,081 for strikes at the Toronto Star and Oxford University Press in Southern Ontario and \$427,575 to Pittsburgh Guild members, who were locked out during the Teamsters strike against the Pittsburgh Press last year.

The special organizing fund, which consists of the \$1 per capita increase adopted by the 1991 Convention and approved by membership referendum, produced \$331,895 during the 1992-93 fiscal year.

N.Y. Guild continues boycott

New York — Guild members here continue to press the boycott campaign aimed at Daily News owner Mortimer Zuckerman over the firing of 182 of 540 Guild-covered workers when Zuckerman took control of the paper and moved it out of bankruptcy proceedings in January.

Several bargaining sessions have been held but little progress has been made on substantive issues, Guild leaders say.

Initially, the New York Guild hired consultant Ray Rogers to mount a corporate campaign against Zuckerman, who also owns U.S. News & World Report and the Atlantic magazine and is involved in real estate develop-

ments. A Guild committee has since taken over the campaign.

The boycott form next to this story is among the materials that have been sent coast to coast as part of the campaign.

Meanwhile, the New York Guild is not yet negotiating at the New York Post, where media baron Rupert Murdoch continues his bid to reacquire the struggling tabloid he owned in the 1970s.

The Federal Communications Commission last week extended the period for public comment on Murdoch's petition for a waiver of anti-trust provisions blocking ownership of a TV station and daily newspaper in the same market.

To: Mortimer Zuckerman

I was disturbed to learn of your treatment of Newspaper Guild members at the New York Daily News. Please explain to me:

• How can you justify firing three quarters of the African-American reporters at a newspaper that has been trying to reverse a tradition of racial injustice?

• Why were your firings also focused on older workers and union activists?

• Why have you refused to negotiate in good faith with the Guild?

Until I receive satisfactory answers to these questions I will stop buying the Daily News, U.S. News & World Report and The Atlantic.

Mail to:

Mortimer Zuckerman, Publisher
New York Daily News
220 East 42nd Street
New York, NY 10017

Name _____

Address _____

City _____

State _____

Zip _____

Three seek Guild office

(Continued from Page 1)

and activists will allow me to transcend many internal divisions in our union," she said.

"No woman has ever held top office in the Guild," Foley said.

"The fact that I can realistically launch a candidacy for secretary-treasurer is a measure of our union's achievement. To be elected would be not just an honor for me but a tribute to all those in the Guild who

have made it possible."

Region 3 includes Guild locals in the Great Lakes and Midwest district councils.

Norman was instrumental in organizing Local 51 in Milwaukee in 1983-84. He is serving his sixth term as local president.

Norman said that TNG needs to "refocus resources to nurture rank and file activism within locals and

to strengthen interaction at the local-to-local and international levels."

Nuttall has been a Guild member for 14 years, serving 12 years as local president. She is a member of the Terre Haute Guild's Executive Board and chairs the local bylaws revision committee.

She has served eight years as treasurer of the Great Lakes Dis-

Noel Wical, 83, Cleveland leader

Columbus, Ohio — Noel Wical, president of the Cleveland Newspaper Guild at the start of a 129-day strike at the Cleveland Press in 1962 and a former TNG vice president, died April 19 at a hospital here. He was 83.

A Guild leader in Cleveland for nearly 20 years, Wical put his job on the line in meeting Press editor Louis B. Seltzer in a televised debate during the bitter strike, the longest in Local 1 history.

Wical also served as a local vice president from 1963-69. He was chair of the Press unit and once



Norman

Nuttall

district Council and also is secretary-treasurer of the Terre Haute Central Labor Body.

served as chief Guild steward at the Press, which folded in the early 1980s.

Also during the 1960s, Wical served three terms on the Int'l Executive Board as an at-large vice president and one term as Region 3 vice president.

Wical retired from the Press as a copy editor in 1979 after 37 years of service.

He began his career at the Press in 1942 as a reporter. He began covering schools in 1946 and won a number of education reporting awards.

Early talks run into roadblock at Star Tribune

Minneapolis — The Star Tribune's refusal to agree to pay scale increases for circulation district managers and support staff has scuttled early contract talks and dealt a blow to a tradition of Guild/management cooperation.

The district managers, who pioneered the Star Tribune team approach more than 20 years ago, had voted in December 1992 to rescind participation in the company's new team concept unless their pay concerns were addressed.

The Guild had sought to address those concerns — and other issues — in early contract talks with the company.

For its part, the company sought Guild participation in newsroom reorganization and was willing to grant immediate pay increases to editorial workers in exchange. But management stood firm on no increases for district managers and support staff.

Talks broke off in mid-March at the offices of the Federal Media-

tion and Conciliation Service in Minneapolis. Star Tribune Guild members in late March accepted their bargaining committee's recommendation and defeated the company proposal in a 195-94 vote.

The development left both sides without agreement on changes to the current contract, which expires in July 1995, or on terms of an extension.

In addition to Guild cooperation in reorganization plans for the editorial and circulation departments, the company sought concessions such as elimination of the company car program and of a contract clause that mandates royalty payments to Guild members whose work is resold.

Management had offered 3% pay increases for all wage scales in 1995, '96 and '97 in a contract that would have expired July 31, 1998. Also on the table: a scale differential on Aug. 1 this year of 5% for editorial A-scale employ-

ees; cash bonuses totalling \$5,000 over the term of the contract for those not receiving the differential and a new "cash balance plan" to supplement the Guild pension plan.

The differential was patterned after a similar increase negotiated for Star Tribune copy editors in a May 1992 reorganization agreement between the company and the Guild.

That agreement stemmed from the work of a Guild/company committee, formed during negotiations for the current contract, that had studied copy desk problems.

By contrast, the company's reorganization proposal for circulation was laced with bitterness.

During one heated session in March, a company executive accused the Guild-covered district managers of assuming only easy duties.

The company countered a Guild proposal to increase pay scales for district managers and support

staff, such as news assistants, by asserting that those employees' pay already is "market priced" and not in need of adjustment.

The Guild bargaining committee, in recommending a "no" vote to the membership, said Star Tribune district managers and support staff pay already trails comparable rates at the Pioneer Press in St. Paul. "The company's proposal guarantees that support staff and DM wages can never catch up. It widens a basic inequity that we could not accept through 1998," the bargaining committee said.

The committee said that the company proposal sought to divide the Guild, failed to pay for "new culture" involvement already provided by the district managers and ignored basic fairness and equity for most members.

The company had proposed that, effective Aug. 1, all A-scale employees — reporters, artists and photographers — receive a dif-

ferential equal to one-half of the supervisory H-scale. The proposal, predicated on the company's position that all A-scale employees would be expected to do some H-scale work, would have amounted to a \$43 weekly increase.

A-scale copy editors already receive the differential under the 1992 agreement.

The Guild bargaining committee said the A-scale increase was offered as a "carrot" for restructuring that did not recognize how dramatically A-scale wages at the Star Tribune have dropped.

"It was frustrating," Bernie Lunzer, Twin Cities Guild executive secretary, said of the talks. "The problem was that it (the company offer) was too unequal in the way it treated different groups."

"It's a big blow to the team concept," he said. "The company will try to go ahead anyway and we'll file grievances. It really hurts their ability to go forward."

Reporter top key hits \$1,000 a week in Pittsburgh pact

Pittsburgh — Top minimum pay for reporters reaches \$1,000 a week in 1997 under an early agreement between the Guild and the Pittsburgh Post-Gazette.

The four-year contract gives the Pittsburgh Guild the same expiration date as other unions at the Block family-owned daily, said Harry Tkach, Pittsburgh Guild president.

The contract expiration date will mark the first time the Guild and other newspaper unions will be bargaining together since the Pittsburgh Joint Operating Agreement came into being in the early 1960s, he said.

The JOA ceased in January this year when the Block family purchased the Pulitzer Prize-winning Pittsburgh Press, which had been the dominant partner in the JOA, from the E.W. Scripps Co. The Cincinnati-based Scripps had put the paper up for sale last fall after a mid-May strike by Teamsters drivers sidelined both Pittsburgh dailies for the balance of 1992.

The Blocks' company, Toledo-based Blade Communications Inc., promptly negotiated pacts in November 1992 with the Teamsters and craft unions at the Press, then won U.S. Justice Department anti-trust approval to fold the Press and continue publishing the Post-Gazette.

The Post-Gazette hired some 80 newsroom employees from the Press editorial department, which had been unorganized, when the Blocks resumed publication and inaugurated a Sunday paper.

The new hires increased Guild membership ranks to 200 in the editorial-only Post-Gazette unit, Tkach said. There were 179 Guild members at the Post-Gazette prior to the strike but many of those employees retired or left for other jobs before the presses rolled again.

Under the new agreement, ratified by a 12-to-1 margin, former Press employees now with the Post-Gazette will receive three weeks of vacation in 1993 or two

Pittsburgh JOA made '91 profit

The Pittsburgh Joint Operating Agreement recorded in a profit margin of 9.3% for 1991, the last full year of publication for the two dailies, according to the E.W. Scripps Co.

Scripps, owner of the Pittsburgh Press and manager of the JOA until the Press was sold to the Pittsburgh Post-Gazette last year and folded, told Editor & Publisher magazine that the JOA earned \$17 million in profit on revenues of \$183.2 million.

weeks plus a lump sum of between \$525 and \$860 from a vacation pool of \$105,000.

"This is a one-shot deal," Tkach said. "Next year all people from the Press will be made whole for vacation purposes."

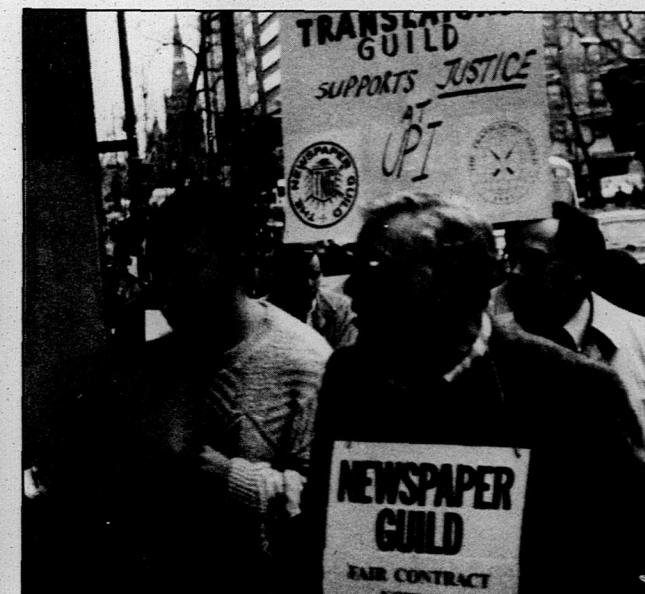
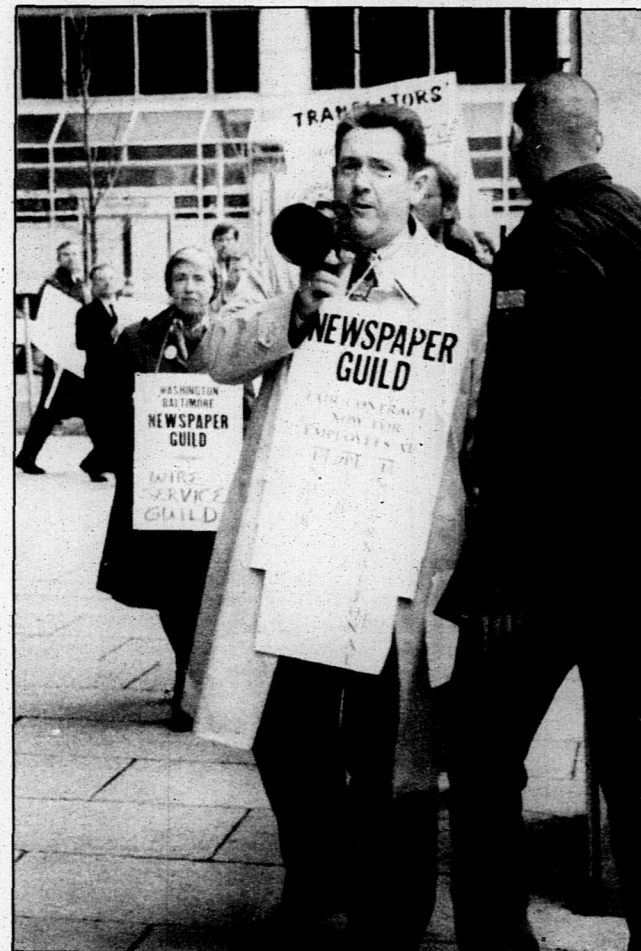
The agreement also gives employees hired in 1993 two personal holidays after six months of service.

The previous contract, agreed to in 1990, was set to expire in December this year. Under that agreement, the top reporter key goes to \$884 a week on July 1.

The new agreement provides for a \$14 increase on Jan. 1, 1994. Pay scale increases are set at six-month intervals through the duration of the agreement, reaching \$1,000 on July 1, 1997.



Night-Rider Council, May 13-14, Miami. Middle Atlantic, Midwest, New England, Great Lakes and Southern District Councils, spring meeting, May 22-23, Philadelphia. 1st Biennial (60th annual) Convention, July 19-23, Sheraton Waikiki, Honolulu. 2nd Biennial Convention, summer 1995, Boston.



Washington-Baltimore Guild

Guild marches for contract at United Press International

John Edgington, TNG secretary-treasurer, left photo, leads Guild members from three different locals in an informational picket line at the Washington, D.C., office of United Press International on March 25. The action was to call attention to stalled contract talks between UPI and the Wire Service Guild. The windbreaker-clad gentleman to Edgington's left is seeking to move the Guild line away from the UPI building. Behind Edgington

is Jane Huffman, chief commercial steward at the Washington-Baltimore Guild's Post unit. In center photo, Wire Service Guild members Jerry Kronenberg, left, and Leon Daniel are followed by Tom Malione, vice president of the Translators' Guild. At right, John Latin of the Guild unit at the AFL-CIO carries a special message for UPI management. Guild members staged similar demonstrations on April 15 in Chicago and New York.

SONG opposes entry level pay for veterans

Toronto — The Southern Ontario Newspaper Guild is grieving the use of temporary editorial employees at the Toronto Star, where recent layoffs have put a dent in the Guild bargaining unit.

At least two veteran copy editors at the Star — both laid off effective April 4 — were told by management that they could return on May 3 as temporary employees at entry-level pay with no benefits in the Star's summer vacation program.

"We're arguing that that work is bargaining unit work and should be offered on an on-call basis," said Bill Petrie, SONG local representative. "They are offering work at the starting rate while most of the layoffs have been at the top rate."

The two copy editors were among more than 50 Star employees affected by layoffs, announced in January, in the advertising, circulation and editorial departments.

Meantime, SONG is preparing to challenge more recent planned layoffs in the Star delivery department, Petrie said.

The company has notified the Guild that it intends to lay off 175 part-time Guild-covered drivers

later this year.

Petrie said most of the drivers work 15 to 20 hours a week delivering papers to satellite drop off points around the Toronto area. The Guild maintains that the layoffs are not based on sound business reasons.

Those layoffs, which likely would be effective later in the summer, are in addition to the loss of 208 Guild-covered circulation jobs at the Star.

In settling a strike at the Star last year, the Guild agreed to allow the company to contract out delivery work at the Star's new production plant.

Of the 208, 60 delivery workers remained on the payroll in mid-April as the transition to the new facility continues. Petrie said the agreed-to layoffs will be completed in June.

Through negotiations and voluntary resignations, the Guild was able to blunt the effect of the editorial, advertising and circulation layoffs, Petrie said.

In January, the company issued 75 layoff notices, to be effective April 4, in the three departments, Petrie said. That number was re-

duced from nearly 100 jobs the company had targeted last fall.

When the layoffs finally came in early April, fewer than 55 workers were let go, Petrie said. The Guild represents more than 1,400 Star employees.

Of 30 editorial jobs on the January layoff list — including 8 temporary positions — 14 permanent workers ended up losing their jobs, including the two copy editors invited back as entry-level temporaries.

Eight of the 22 targeted permanent editorial jobs were saved because of voluntary resignations, leaves of absence and some voluntary reduction in work time, Petrie said.

Also through voluntary resignations, all five advertising department jobs on the layoffs list were preserved, he said.

The layoffs hit hardest in the circulation department, where some 30 workers lost jobs even though five employees agreed to voluntary resignation.

All workers resigning voluntarily received severance pay, Petrie said.

The Guild argues that the same

Vancouver layoffs arbitration set

Vancouver, B.C. — A late April arbitration hearing date was set on the Vancouver Guild's grievance over 96 announced bargaining unit layoffs at Pacific Press, Inc.

The Guild maintains that the layoffs are reorganizational in nature because they are aimed disproportionately at the circulation department, where the company proposes to eliminate 80 Guild-covered jobs at the two dailies here. The remaining layoffs are spread over other departments.

The Guild contract at the Pacific Press-owned Province and Sun provides for worker retraining in the event of reorganizational layoffs. Employees who do not work out in new jobs are entitled to accelerated severance pay.

The Guild had taken its case to the British Columbia Supreme Court in late March but the court decided that it lacked jurisdiction in the layoffs case. "They didn't rule on the merits at all," said Georgia Chisholm, chair of the Vancouver Guild's Pacific Press Unit. "We think we have a very good case."

She said the company has agreed to expedited arbitration. The case was to be heard April 28-30.

recall provisions should apply to the vacation replacement program in the editorial department, Petrie said. He said the two copy editors would suffer \$300-a-week pay cuts under the company's offer in addition to lost benefits.

Eight temporary editorial workers laid off in April also have been

offered entry-level work under the summer program, which would extend through mid-September.

The summer program differs from past practice at the Star, Petrie said. Previously, the company granted experience credit for workers in the program and adjusted pay accordingly.

Impact of VDTs got 'little thought'

Now it can be told: "... VDTs were deployed so quickly and, in some cases, with so little thought for their impact on employees and jobs that problems were bound to occur."

This comes from a promotional letter for a newsletter of the Center for Office Technology, whose members include major computer manufacturers and the Newspaper Association of America, the newspaper publishers' organization.

and a misuse of information by the media, unions, professional groups and others.

Research in Australia also has found that CTDs may be the result of psychological factors and not physical factors, the NAA said.

"Australian studies found that many of the jobs reporting the highest incidence of CTD were those characterized by low earnings and status, monotony, lack of challenge, and no opportunity for advancement," the NAA said.

The NAA said OSHA should evaluate the Australian experience before promulgating a U.S. ergonomic standard for VDT use.

risk factors that might contribute to cumulative trauma disorders — or CTDs.

The Newspaper Guild has proposed that OSHA move promptly to issue a temporary standard to protect VDT workers from the effects of repetitive strain injury.

The NAA said that the proposed rulemaking process, announced in August 1992, departs from OSHA practice in that it addresses not the workplace condition but the result of it. For example, OSHA adopted a standard to protect workers for exposure to asbestos — not a standard for asbestosis, the NAA said.

The proposed ergonomic safety

Guild strike affirms jurisdiction

Chicago — Guild-covered support staff members at the Illinois Federation of Teachers headquarters have a new contract following a three-day strike in March.

The 17-member Guild unit walked out over a jurisdictional question involving the use of temporary employees. The issue was resolved when the IFT agreed that temporary workers employed beyond 60 days are covered by the Guild contract.

Guild members regard the agreement as a compromise because the new contract allows for limited use of temporary employees. "We have jurisdiction lan-

guage now," said Nancy Garcia, co-chair of the IFT Unit of the Chicago Guild. "We didn't have anything before."

The three-year contract provides average pay increases of more than 10% the first two years and more than 7% the third year.

Gerald Minkinen, executive director of the Chicago Newspaper Guild, assisted the IFT unit in bargaining.

When the Guild members returned to work, they were treated to a cake inscribed with the words, "Welcome back."

The next day, the Guild workers received a memo from Jacqueline

B. Vaughn, president of the 70,000-member IFT, that said in part, "Congratulations on your victory and your determination for Union solidarity. The Illinois Federation of Teachers pledges its continued support of your efforts to preserve and protect the sanctity of your contract."

"We knew we were in a unique position, being a union striking another union," Garcia said. "They said they didn't realize it was a strike issue for us."

Also, the Guild negotiated, without striking, a new contract for 22 field representatives in the IFT unit, Minkinen said.

First Amendment video guide released

Denver, Colo. — The First Amendment Congress has completed a video and video guide to accompany the organization's curriculum for grades K-12.

Also being offered by the First Amendment Congress — a coalition of 16 national communications groups, including The Newspaper Guild — is a pilot teacher-training program that will enable

teachers to use the curriculum to best help students learn their rights and responsibilities as citizens.

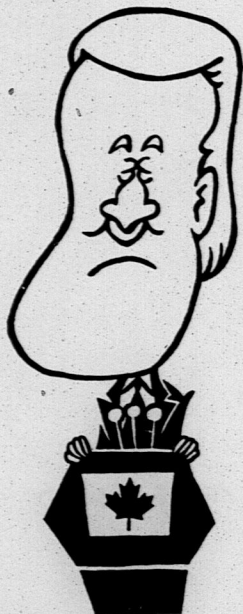
The organization's Education for Freedom curriculum was designed by experts working with an advisory board composed of educators and directors of the Denver-based First Amendment Congress.

The curriculum was developed with grants from the Knight Foun-

dation and the Star Tribune/Cowles Media Co. The video project was funded by a grant from the Freedom Forum.

The video and accompanying guide is designed to be used to acquaint teachers with the curriculum as part of an interactive workshop and offers strategies for introducing controversial issues in the classroom.

"NAFTA WILL ELIMINATE
SOME JOBS..."



"...BUT CREATE OTHERS..."
EX-CANADIAN PRIME MINISTER BRIAN MULRONEY



Huck
Huck

DATELINE: OTTAWA

Mulroney made his mark by bowing to Washington

By Hugh Windsor, Southern Ontario Guild



WITHIN A FEW weeks, Canadian journalists won't have Prime Minister Brian Mulroney to kick around any more.

Not only will his departure after a leadership convention of the Progressive Conservative Party in June mean the loss of a favorite target of the media but it will also bring to an end an extraordinary period of U.S.-Canada relations built around the close personal ties Mr. Mulroney pursued and achieved with both U.S. Presidents Ronald Reagan and George Bush.

Indeed, those close ties contributed to the steady decline of Mr. Mulroney's political standing, which by the time he announced his intention to retire had plummeted to the lowest level for a Canadian prime minister since the Gallup organization began public opinion polling in Canada shortly after World War II.

AS AN EDITORIAL in the Sherbrooke Record put it recently, "like the worst of car salesmen, when it came to the crunch, Mulroney always seemed to consult The Boss before making his final offer. Unfortunately, Mr. Mulroney's bosses too often seemed to be presidents Reagan and Bush."

Mr. Mulroney's apparent servility to Washington or Kennebunkport began in early 1985, a few months after he was elected, when he hosted President Reagan at what was dubbed the Shamrock Summit in Quebec City.

After leading a chorus of "When Irish Eyes Are Smiling," Mr. Mul-

roney announced he and Reagan had agreed to negotiate a Canada-U.S. free trade agreement (which forms the basis for the current NAFTA negotiations, even though Mexico has received the bulk of U.S. press attention).

It was only short months before, during the election campaign, when Mr. Mulroney had said that Canada-U.S. free trade would be a disaster for Canada.

FOUR YEARS AFTER the Canada-U.S. treaty was implemented, controversy is still raging about its impact. The Canadian Labour Congress argues that it has been an unmitigated disaster that has resulted in the loss of 450,000 Canadian jobs as the branch plants of U.S. multinationals closed up shop here and decided to serve Canadian markets from their U.S. factories. (This job loss is much larger on a per capita basis in Canada than the job loss in the United States during the recession.)

Mr. Mulroney and his trade and finance ministers, however, argue the Free Trade Agreement has been the salvation of the Canadian economy during the recession and point to dramatic increases in exports to the United States as proof the deal is working.

The increases in exports are almost equally matched by increases in imports as Canadians are now buying from the United States products formerly manufactured here.

It will be left to the economic historians to sort out whether the

principles about greater trade benefiting all parties is borne out.

But a new blockbuster book on the subject entitled "Pledge of Allegiance," written by Lawrence Martin, the Globe and Mail's former correspondent in Washington, argues that the pro-American policies pursued by Mr. Mulroney and his "border boys" (cabinet ministers and business supporters who favor more Canada-United States economic integration) has locked Canada into the American destiny.

While the jury may still be out on Mr. Mulroney and the pro-American policies he pursued among some sectors of the Canadian public, there is no ambiguity about the negative light in which he was viewed by Canadian journalists.

THE MULRONEY GOVERNMENT was also perceived as having sold out Canadian cultural industries in its desire to implement the FTA. Although the treaty doesn't have specific trans-border implications, the government's cuts in funding for the Canadian Broadcasting Corp. have also often been interpreted as punishment for the CBC's often critical coverage of the Tories.

Mr. Mulroney has not had access to the pursestrings to punish his journalistic critics in the private sector but he is in the habit of calling their publishers or editors and bad-mouthing them.

Neither of the leading candidates to replace Mr. Mulroney — Environment Minister Jean Charest or Defence Minister Kim Campbell — have strong U.S. connections nor have they said much about the kind of relationships they would like to pursue.

Both were also sufficiently minor players within the Mulroney government that they, at least until recently, haven't become heroes or villains yet among the Canadian media.

Maurer's efforts merit Guild Service Award

Silver Spring, Md. — Tom Maurer, president of the Bakersfield Newspaper Guild, is winner of the 1993 Guild Service Award.

Maurer was chosen unanimously by the Int'l Executive Board Thursday from among a field of nine candidates nominated by Guild locals. The IEB cited Maurer's leadership in driving the union-busting law firm of Zinser and Domina from the bargaining table in Bakersfield.

The Tennessee-based firm had been an obstacle in continuing contract talks between the Guild and the Californian in Bakersfield since December 1989.

Maurer, a reporter for the Californian and three-term local president, led the Guild fight against a unit clarification petition and was instrumental in re-establishing the council of newspaper unions in Bakersfield.

He also has held the local membership together in the face of other company tactics, such as a letter

telling employees how to resign from their union. Through the ordeal, Maurer has been able to sign up new Guild members, including some hold-out free riders.

"Our members are lucky to have him at the helm," the local's nominating letter said. "With more people like Tom Maurer in The Newspaper Guild, our future would be very bright indeed."

Other award nominees included Ralph Zahorik of Chicago, Marla Fox of Cleveland, Audrey Lasater of Detroit, Kitty Caparella of Philadelphia, C. Eugene Emery of Providence, Ed Jahn and Henri Character of San Diego and Mauro DiCarlo of Southern Ontario.

The award, TNG's annual recognition of excellence in local leadership, will be presented at the 1993 Convention.



Maurer in 1984

Call goes out for '93 Convention

Silver Spring Md. — TNG Sec'y-Treasurer John C. Edgington has issued the official call to Guild locals for the 1993 Convention.

By constitution, convention representation is based on the average of the monthly per capita payments from locals to TNG for members in good standing from March 1, 1992, to Feb. 28, 1993.

Edgington reminded locals in the April 7 call that both the TNG convention and federal law require secret ballot elections of convention delegates when there is a contest.

June 30 is the postmark deadline by which locals must be in good standing with per capita payments for their delegates to have a voice at the convention, which will be held July 19-23 at the Sheraton Waikiki Hotel in Honolulu.

The Int'l Executive Board has formed a task force to provide financial assistance to small locals in getting to the convention. Locals in need of assistance should contact Luther Jackson, TNG Region 3 vice president.

The Guild Reporter



BRIAN WILLIAMS, Editor

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Guild complaint results in citations

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appeal.

The Guild also had complained about work station design at the News, although the state did not cite the Gannett-owned daily for that reason.

Though the state did not cite the News' main building for ergonomic violations, Detroit Guild Administrative Officer Don Kummer said the News is actually less safe than the Free Press.