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Dale seeks another term; Meachum opposes

Philadelphia—TNG President Charles Dale and Denver Guild Administrative Officer Bruce Meachum both have announced they will be candidates for president at the July 19-23 Convention in Honolulu.

Dale and Meachum were among 16 candidates to address local Guild leaders at a Saturday night candidates' forum held during a joint meeting of five U.S. district councils in Philadelphia May 22-23.

Also at the forum, John C. Edgington and Peter McLaughlin entered the race for secretary-treasurer, an office Edgington has held since 1987. McLaughlin will be vacating his post as international chairperson, a post he has held since 1987, to make the run against Edgington.

They join Linda K. Foley, who announced for secretary-treasurer in April [GR, April 30]. Foley also addressed the forum, sponsored by the Coalition for Constructive Change, an informal group of local Guild leaders.

Juan Gonzalez, an activist in the New York Guild, announced for international chairperson at the forum. Carol Rothman, a



Dale



Meachum

Philadelphia Guild activist and TNG vice president for 10 years, announced for international chair the following morning. (She had not been present Saturday afternoon when the forum time was

changed from Sunday afternoon to Saturday night.)

In addition, 10 candidates announced for regional and at-large vice president slots on TNG's policy-making Int'l Executive Board. If more than two candidates are nominated for an office the Convention, by roll call vote, will narrow the field to two nominees for a membership election to follow the Convention.

The Convention must narrow the field of candidates for the six at-large vice president slots to 12, also by roll call vote, if more than that number are nominated.

Meachum was an air traffic controller from 1969 to 1981, when he was fired by former President Ronald Reagan along with other PATCO union members during a 1981 strike. He had been a union steward and strike committee chairperson with PATCO.

He joined the Rocky Mountain News in Denver as a circulation district manager in 1985. He served as chief union steward in circulation, News Unit chairperson, local vice president and local organizer. He also has worked on

(Continued on Page 4)

Unions join coalition to protest economic policy in Canada

These activists from the Southern Ontario Newspaper Guild were among Guild members and other unionists joining a 100,000-strong march on the federal government in Ottawa May 15 to protest general economic conditions in Canada. The rally, organized by Action Canada, was to call attention to increasing homelessness and social service cutbacks. Shown are, from left, Greg Petrie, Jeanie Petrie, Carol Quinn, Bill Petrie, SONG local rep; Paul Pelletier, SONG executive officer; Joyce McKerron; Gail Lem, SONG president; Sue Stevens; Andrew Bell; Marian Stinson and Lauri Vanstone.



Southern Ontario Newspaper Guild

Massillon unit wins court fight

Cleveland—A federal judge has ordered Massillon (Ohio) Newspapers, Inc., to cease waging an anti-union campaign among its Guild-covered workers.

U.S. District Judge Paul R. Matia's order reinstates the Cleveland Newspaper Guild as collective bargaining agent for some 33 employees in editorial, advertising, commercial, circulation, janitorial and maintenance departments at the Massillon Independent.

The Guild filed unfair labor practice charges with the National Labor Relations Board in March 1992 after the Independent ran a Page One story declaring that its employees — despite no vote having been taken — no longer wanted to be represented by the Guild.

Seventeen days of hearings in the NLRB case concluded on May 6. A decision from an administrative law judge is pending. Frederick J. Calatrello, regional director of the NLRB in Cleveland, sought the federal court injunction pending a decision on the board's unfair labor practices complaint against the Independent.

Included in Matia's 16-point order, issued May 19, is a reinstatement of tentative agreements reached between the Guild and the company in December 1991. The Guild, which has represented workers at the Independent for nearly 50 years, has been seeking a new contract in Massillon since March 1987. Matia's order restrains the publisher from unlawfully soliciting employees to sign anti-union petitions or other statements regarding their desire for Guild representation.

The Guild last week wrote to the company demanding that bargaining resume and is awaiting a response. There have been no contract talks between the Guild and Independent management for a year and a half.

IEB suggests change in per capita schedule

Silver Spring, Md.— Guild locals would face two per capita payment deadlines in order to have a voice and vote at biennial conventions, under an Int'l Executive Board recommendation.

If the IEB proposal is approved by the 1993 Convention July 19-23 in Honolulu, locals would be required to be in good standing in per capita payments the fourteenth and second months prior to the convention month — or April 1994 and April 1995 in order to

have a voice and vote at the 1995 Convention in Boston.

The IEB adopted the proposal, which would require a change to TNG's Constitution, at its spring meeting in April as a means to maintain TNG's cash flow during even-numbered non-convention years.

Under the biennial convention schedule adopted by a 1990 Guild membership referendum, 1994 will be the first year since its 1933 founding that the Guild has not held an annual convention.

The TNG constitution has long required locals to have paid their per capita tax to TNG for the period up to and including the second month preceding the convention month.

The IEB Finance and Administration Committee recommended the change "in anticipation of the move to biennial Conventions and in order to prevent a significant disruption to TNG's income stream in off years..."

In other finance matters, the

IEB recommended:

✓ Writing off a general fund loan of \$5,700 to the San Antonio Guild and defense fund loans of \$40,013 to San Antonio and \$6,780 to the Great Falls Guild. The San Antonio Guild became inactive earlier this year when the Hearst Corp. folded the San Antonio Light and purchased the rival Express-News. Great Falls, Mont., bargaining unit employees voted to decertify last year.

✓ Standardizing the per capita

(Continued on Page 7)

Wilkes-Barre Independent folds; owner blames unions

Wilkes-Barre, Pa.—The end came suddenly for some 100 employees of the Sunday Independent, including 23 Guild members in the 88-year-old paper's editorial and business departments.

Workers were called out to a loading dock meeting at 4 p.m. on Tuesday, May 11, and told the Sunday-only paper was going out of business. Following the terse announcement, associate publisher Thomas E. "Harp" Heffernan went back into the building, lock-

ing the door behind him.

Employees were allowed back into the plant on Thursday, under supervision, to collect personal belongings, said Wilkes-Barre Guild President Carol Crane.

Even though contract talks with the family-owned Independent had not been going well, Crane said Guild members did not expect the end. "We knew they were hurting," she said. "They had been asking for drastic concessions in salary and health care. They were looking to gut the contract."

In addition to the Guild, the CWA/ITU represents composing room workers at the Independent and the GCIU covers the pressroom. All three union contracts at the Independent had expired on Dec. 31, 1992.

The scene in Wilkes-Barre turned increasingly tense in the days following the company announcement. Composing room union leaders threatened to sue the Independent to block any sale of assets. CWA/ITU members had lifetime job guarantees under

their contract with the Independent.

Richard Pelak, Guild unit chair at the Independent, and Paul Basso, CWA local president, told the company it would be in violation of its contract with the unions by removing photographic and composing room equipment from the building.

The Guild treated the announcement as a lockout and Pelak advised Guild members to apply for unemployment compensation. (Continued on Page 5)

Cincinnati contract raises reporter key

Cincinnati— Guild members have ratified a new three-year contract that brings reporter top minimum pay at the Cincinnati Post and Kentucky Post to \$812.50 a week in January 1996.

The new contract also establishes Martin Luther King Jr. Day as a paid holiday, in exchange for the employee's anniversary date, and includes improvements in pension, vision care and night differential.

The tentative agreement was reached after only two days of talks with management at the E.W. Scripps-owned Post. By contrast, the current collective bargaining agreement, which expires June 30, was reached after two and a half years of often acrimonious talks that forced the Guild to pursue alternative strategies and an unfair labor practices charges before the NLRB.

A federal mediator presided over the talks for the new agreement. The 1990-93 contract between the Guild and the Post was set to expire June 30.

The sole concession agreed to by the Guild calls for an increase in the employee portion of health care insurance. The new contract caps increases in employee contributions at 15% per year for either an Aetna or health maintenance plan available to employees.

Racing Form agreement protects severance pay

Los Angeles— The Guild has reached an agreement on severance terms for Daily Racing Form employees who are being laid off as the employer moves to Arizona.

The agreement calls for three weeks of severance pay for each year of service and fully paid medical benefits for from four to 14 months, depending on length of service. Ex-employees may take up to \$5,100 in cash in lieu of medical coverage.

The company also agreed to pay employees for any unused 1993 sick leave and for the 1993 birthday holiday if not already taken. Members of the Los

Angeles Guild's Racing Form unit ratified the agreement by a 33-1 vote. The pact affects 17 employees laid off when the Los Angeles facility closed in early May and also covers those who moved to the new facility.

Two other unions representing Racing Form workers in Los Angeles — the CWA and GCIU — also agreed to severance terms. Jim Smith, Los Angeles Guild administrative officer, said those unions agreed to two and a half weeks of severance pay per year of service and a year of medical benefits; CWA members may opt for three weeks of severance with no medical.

Under the formula, by January 1996 employees would be paying a maximum of \$20.36 a week for family coverage under the Aetna plan and a maximum of \$21.53 a week for the HMP coverage.

The Guild and the company also agreed to set up a joint committee to study health care alternatives.

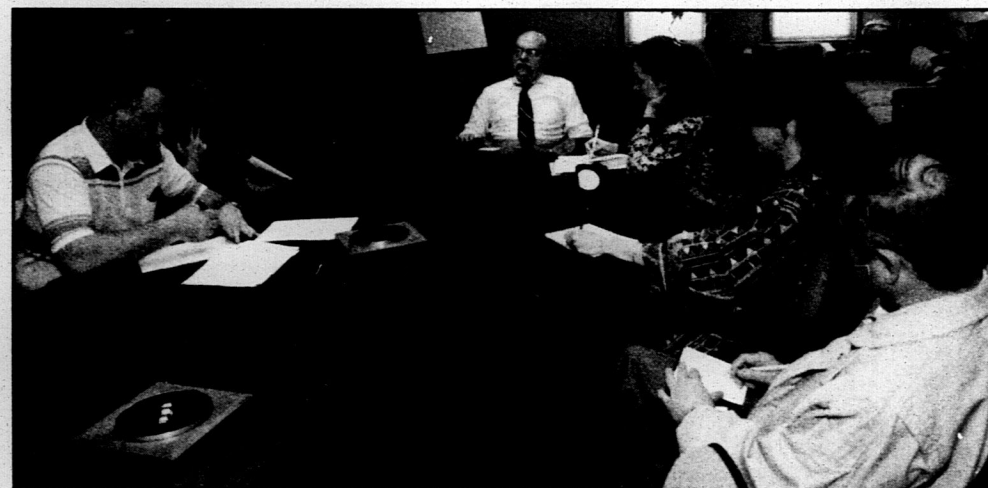
Guild members ratified the new contract in a 46-1 vote, said Local President Paul Long. The contract provides for an immediate increase in the weekly top minimum key for reporters, copy editors, photographers and artists of 12.50, bringing it to \$750. The minimum goes to \$775 in January 1994, \$800 in January 1995 and \$812.50 in January 1996.

Increases for other classifications are as follows:

Assistant editors — From \$775 to \$790 immediately, to \$815 in January 1994, to \$845 in January 1995 and to \$860 in January 1996.

Chief clerks and librarians — From \$487.50 to \$500 immediately, to \$520 January 1994, to \$545 in January 1995 and \$557.50 in January 1996.

Clerks — From \$422.50 to \$435 immediately, to \$450 in January 1994, to \$475 in January 1995, to \$487.50 in January 1996.



RUSSIAN JOURNALISTS GATHER INFORMATION ON U.S. NEWSPAPER INDUSTRY
TNG Research & Information Director David J. Eisen, center, talks union issues with, from left, Vladimir Nadeine, Konstantin Abayev, Natalia Stelmachtchouk, Julia Poger of the Translators' Guild and Yuri Krauze.

Ex-Soviet journalists adjust to changes as freedom comes to Russian press

Silver Spring, Md. — Older Russian journalists — and the Russian public — face difficult times adjusting to cultural changes — since the collapse of the former Soviet Union.

That was the message from Vladimir Nadeine, deputy editor-in-chief of the Russian newspaper *Isvestia* who stopped at TNG headquarters on May 10 with a delegation of journalists from the former Soviet Union.

The four — three from Russia and one from Ukraine — were on a mission to the United States to learn more about the role of trade unions in a democratic society. Their May 9-23 visit was sponsored by the Samuel Gompers Labor Fellows program, supported by the AFL-CIO's Free Trade Union Institute and the U.S. Information Agency.

Nadeine, a former White House correspondent for *Isvestia*, said the role of the journalist under the former Communist Party rule was that of a writer — not a reporter of news.

For example, he described the frustration reporters would feel when they would learn of the death of a top official yet be forbidden to report a word until the ruling Communist Party Politburo had crafted the official obituary.

Russian society is split since

the downfall of one-party rule and the rise of popularly elected President Boris Yeltsin, Nadeine said. Yeltsin supporters demand more free and open reporting of news while supporters of the still Communist-controlled legislature are resistant to change.

Nadeine, a one-time Washington correspondent for *Isvestia*, said he has sought to introduce American-style reporting at his newspaper — but with limited success as both reporters and the reading public come to grips with reforms.

In their visit to TNG, the journalists expressed particular interest in job security and the Guild's minimum salary tables. The delegation questioned TNG Sec'y-Treasurer John C. Edgington at length about the Guild stand at the New York Daily News, where new owner Mortimer Zuckerman fired 182 Guild-covered workers earlier this year without due process or regard for seniority rights.

Edgington explained that the Guild is conducting a corporate campaign aimed at securing a collective bargaining agreement and not at weakening the paper.

Also, Research & Information Director David J. Eisen briefed the delegation on the history of the Guild and its impact on work-

ing conditions in the American newspaper industry.

In the session with Eisen, Nadeine noted that the emerging market-driven economy in the former Soviet Union is expected to spell the death of many of the some 30 national newspapers while local media are expected to thrive.

So in Moscow we will have many unemployed journalists," he said.

Russian journalists have some measure of job security and bargaining power as members of a broad-based cultural union, Nadeine said.

However, newspaper workers are beginning to break away from the cultural union and are forming independent unions. For example, he said a separate union is emerging at *Isvestia*, which is among the several national newspapers expected to weather the coming changes.

With Nadeine were Yuri Krauze, a veteran television journalist; Natalia Stelmachtchouk, correspondent for a labor newspaper in Lviv, Ukraine, and Konstantin Abayev, a commentator for the Central Television Station of Russia.

Julia Poger, a member of the Translators' Guild, accompanied the delegation.

TNG sets seminar for 'bench' organizers

Silver Spring, Md. — Guild locals are invited to submit candidates for a special training session in organizing techniques from June 20-25 at the George Meany Center for Labor Studies here.

William McLeman, TNG director of field operations, said the Guild has been allocated 15 of 30 spots available at the seminar, to be conducted by the AFL-CIO Organizing Department.

"The program will emphasize one-on-one communications, developing a workplace committee and campaign strategy," McLeman said in a memo to local Guild presidents and administrative officers.

TNG leaders hope that the training program will help bolster the Guild's "bench strength" in future organizing drives. The 1992 Convention mandated that TNG invite up to 10 Guild members who have organizing skills to attend a seminar to enhance those

skills. The Convention recommended that candidates be selected on the basis of diverse criteria, including gender, race, age and geographic location.

In addition to willingness to attend the training session, candidates also should be available to take time off from work on short notice to organize, have some knowledge of the Guild and its history and be able to get a leave of absence from their employer.

The Int'l Executive Board put added emphasis on organizing at its spring meeting in April.

"There are indications that the climate of fear that has existed for several years has changed to a climate in which newspaper employees, tired of making sacrifices, want their needs addressed," the IEB's Organizing Committee said in its report. "The number of organizing inquiries by letter and by telephone to TNG and locals

has dramatically increased in recent months."

TNG will pay for the cost of the seminar, lost time and reasonable expenses for those attending the seminar.

The first session in the program begins at 7 p.m. Sunday, June 20. During the week, classes will run from 9 a.m. to 5 p.m. If more than 15 candidates are nominated, McLeman said participants will be selected "to provide the most diverse and talented bench strength possible."

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Contest looms for International Chairperson

Philadelphia— Two Guild activists with ties to the 1985 strike at Philadelphia Newspapers, Inc., are squaring off for a contest for international chairperson, TNG's top volunteer office.

Juan Gonzalez, now a columnist for the New York Daily News, and Carol D. Rothman, an outside sales person for PNI and a 10-year member of the Int'l Executive Board, have said they will seek nomination for the post being vacated by Peter McLaughlin at the 1993 Convention July 19-23 in Honolulu.

Gonzalez addressed a Saturday night

candidates' forum held during a joint meeting of five U.S. district councils May 22-23. Rothman, who had not learned of a time change in the forum, addressed local leaders prior to the councils' meeting on Sunday.

Gonzalez, a 16-year member of the Guild, said he has never held elective office. He was strike chair in Philadelphia in 1985 and served in the same capacity in New York in 1989-90. He said he is active with Concerned Guild Members, a group of local Guild leaders.

"In CGM we have a radically different

viewpoint as to what is happening to our union," he said, adding that he wants to see a change in the message the Guild sends and rebuild membership involvement from the bottom up.

Rothman said she held every local office, with the exception of president, in the Philadelphia Guild. She was Daily News Unit chair in 1985.

Elected as an at-large TNG president 10 years ago, Rothman said she was among three IEB members who supported a strategic assessment of Guild operations at the 1992 Convention. The study, now

under way, is intended to culminate with recommendations at the Convention in Honolulu.

Rothman said she would be an active international chairperson.

"The role of the international chairperson can be a more important role than it is," she said. "I think that a woman as an international chair will send a message to other unions and the world that the policies we have been formulating we really live by."

The international chairperson presides over TNG conventions and IEB meetings.

Edgington, McLaughlin run for sec'y-treasurer

Philadelphia — Three candidates for TNG secretary-treasurer made presentations at a May 22 candidates forum here.

Two of the candidates — John C. Edgington and Peter McLaughlin — were making their election plans known publicly for the first time. Linda K. Foley had announced previously [GR, April 30]. They will vie for two nomination slots at the 1993 Convention in Honolulu.

Edgington stressed his experience from serving in the post since 1987. "I believe that I've grown in the position," he told the forum audience. "We have gone through some critical times the past two years and we continue to go through critical times."

Edgington, 55, had served for 17 years as administrative officer of the San Diego Guild prior to being elected secretary-treasurer by acclamation at the 1987

Convention. Previously, he was a circulation district manager for the Columbus Dispatch and served as president of the now-defunct Columbus Guild. He was a TNG vice president and worked as an international representative before going to San Diego.

McLaughlin, 55, who has been TNG's international chairperson since 1987, pointed to his years of Guild involvement as a 25-year police beat reporter for the New York Daily News.

"Unfortunately, I was one of 182 people that didn't make the cut several months ago," he said, referring to News owner Mortimer Zuckerman's summary firing of 182 of 540 Guild-covered workers earlier this year. "We're still fighting that."

McLaughlin said the Guild is in need of leadership that communicates with its members. McLaughlin said that he had



Edgington



McLaughlin

planned to seek re-election as international chair but came to believe that the Guild needs new leadership. "I've noticed at the last two conventions that there are an awful lot of people who feel that the Guild has not communicated," he said.

McLaughlin also serves as chairperson of the New York Guild. He served as a shop steward, grievance committee chairperson and unit chairperson at the Daily News.

"The number one problem in the Guild is we don't trust each other anymore," Foley, 38, told the forum audience. "I think we need to start working as a team."

The 1993 Convention from July 19-23 in Honolulu will narrow the field to two candidates for a membership election to follow.

Four IEB members to step down

Silver Spring, Md. — Four TNG vice presidents have said they will not seek office, making 1993 a year that is certain to bring new faces to the Int'l Executive Board.

Three of the seven regional vice presidents — Luther Jackson of Region 3, Douglas Louth of Western Canada and Faye McCracken of Region 2 — have said they will not be candidates for renomination at the 1993 Convention.

And Marie Shellock, a 10 year at-large vice president, also said she is not seeking re-election.

Two additional TNG office holders competing for secretary-treasurer — incumbent John C. Edgington and International Chairperson Peter McLaughlin face a three-way race at the Convention with Linda K. Foley, TNG contracts secretary — assures that at least one additional IEB slot will open up.

Carol D. Rothman, at-large TNG vice president, is running



Jackson



Louth



McCracken



Shellock

for international chairperson, thereby assuring that there will be at least five new vice presidents on the IEB when the new 16-member policy-making body is seated this October. Rothman, of Philadelphia, faces Juan Gonzalez of the New York Guild.

IEB members seeking re-election to the posts they now hold are: TNG President Charles Dale, Region 1 Vice President Thomas Thibault, Region 4 Vice President Larry D. Hatfield, Region 5 Vice President Richard Brandow, Patricia Bell of the Eastern Canada Region and at-large vice presidents David

Mulcahy, Russ Cain, Connie Knox and Carol Przybyszewski.

Jackson, of the Detroit Guild, has been Region 3 vice president since 1987. He is working for the Detroit Guild and is barred from seeking re-election.

Louth, a former president and treasurer of the Vancouver Guild, served four two-year terms on the IEB. McCracken, former Memphis Guild president, has served six terms as regional vice president, five of them consecutive.

In a statement, Shellock thanked all who have supported her over the years.

District councils make candidate endorsements

Philadelphia — The Midwest District Council has voted to endorse Bruce Meachum, Denger Guild administrative officer, for TNG president.

The council, meeting May 23 during the joint meeting of five U.S. district councils, also supported Jack Norman, president of the

Milwaukee Guild, for Region 3 vice president and Dave Krieger, president of the Denver Guild, for at-large vice president.

The New England District Council, meeting the same day, voted to endorse Thomas Thibault in his bid for re-election as Region 1 vice president.

The Western District Council, meeting in late April in Bakersfield, Calif., endorsed Larry D. Hatfield of the Northern California Guild for another term as Region 4 vice president and Russ Cain of the San Jose Guild for re-election as an at-large vice president.

Candidates announce for vice president slots

Philadelphia — Ten Guild activists announced plans to seek vice presidential seats on the Int'l Executive Board at the 1993 Convention from July 19-23 in Honolulu.

Of the 10 appearing at a May 22 candidates' forum here, five are incumbents: Thomas Thibault is running unopposed to date in Region 3 and Russ Cain, Connie Knox, David Mulcahy and Carol Przybyszewski are seeking re-election to at-large seats.

Dave Krieger, president of the Denver Guild, and Ike Lewis, former Toledo Guild president, announced their respective candidacies for at-large seats at the candidates' forum.

With at-large incumbents Carol D. Rothman running for international chairperson and Marie Shellock leaving the IEB, there are as yet no contests to date for the six at-large posts.

Also appearing at the forum were the only two candidates who at this early date face a contest for TNG vice president. Jack Norman, Milwaukee Guild president, and Patricia Nuttall, former Terre Haute Guild president, both are seeking the Region 3 seat being vacated by Luther Jackson. [GR, April 30.]

Memphis Guild President Lela Garlington, seeking the Region 2 slot now held by Faye McCracken, who is retiring, also appeared at the forum.

Nuttall, the first vice president candidate to address the forum, said she was local president for 12 of the 14 years she has been a member of the Terre Haute Guild. "With the four owners we had at that time, we ran the gamut of every kind of situation you can be in," she said.

"I think we need more independent voices on the IEB," said Norman, who added that the Guild should devote more resources on a regional level to develop local leadership.

He became involved with the Guild when the Milwaukee organizing drive began in 1983.

Garlington, Memphis local president for three years, said the Guild is experiencing growing pains and should try new ideas to develop leaders. "I want to be part of the change that's going to take place," she said.

Thibault, past president of the Manchester Guild and chair of the New England Servicing-Organizing Program, said, "We ought to be more open and listen to our constituents," he said. "I think I bring an independence to

the region." Przybyszewski, president of the Erie Guild, outlined her local activism, serving on every bargaining committee since 1971. "I was the top vote getter the last time around and I hope I can be the top vote getter this time around," she said.

Lewis, who has held several local offices in the Toledo Guild, said Guild members are looking for leadership. "I want to fight (newspaper) owners," he said. Mulcahy cited his experience as Standard and Poors Unit chair in the New York Guild and his experience as finance chair for the local and handling of grievances for the New York Guild's Standard & Poor's Unit, which he chairs.

Cain, seeking his second two-year term, said he has been active in San Jose Guild affairs for 20 years. He was involved in organizing the Monterey Unit.

Knox, president of the Washington-Baltimore Guild, said she ran for vice president on a platform of change two years ago and worked for 1992 Convention adoption of the strategic planning study. "We have to listen more," she said.

Krieger, six-year president of the Denver Guild, said he negotiated the last contract obtained for editorial workers at the Cincinnati Enquirer as president of the independent union there in the early 1980s. Enquirer employees affiliated with the Guild in 1984, after Krieger moved to Denver, but have been unable to win a first contract.

Bell, Chisholm running for IEB

Patricia Bell, Ottawa Guild activist, has announced she will seek re-election as TNG regional vice president from Eastern Canada.

Bell was elected by acclamation to the vacant IEB seat at the 1992 Convention. "I'm really hopeful that the strategic study will give us some good direction," she said. "I want to be part of building for the future."

Also, Georgia Chisholm, chair of the Pacific Press Unit of the Vancouver Guild, has announced as a candidate for regional vice president from Western Canada. "I think the Guild really needs to focus on the future," Chisholm said.

IT SEEMS TO US

Time to reconsider new boundary lines

Editor:

At the candidates' forum May 22 in Philadelphia, glittering generalities were the common refrain, almost to the exclusion of specific proposals to improve our union.

That makes it especially critical for our members to improve our governing structure in what likely

will be our only opportunity for a long while.

We need to: 1) Redraw regional and district boundaries so they match up, as well as balance off the regions by membership population. 2) Have each region represented by only one IEB member, with that member required to attend district council meetings. 3) Eliminate all at-large IEB positions; they are a luxury we can no longer afford, either economically or politically.

These changes would forge a strong direct link between the IEB and our district councils, and serve to unify our structure and membership for decision-making and action.

Art Peterson
Chicago 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: June 11.)

Pension benefits increase

Silver Spring, Md.—Benefits under The Newspaper Guild International Pension Plan will increase effective June 1.

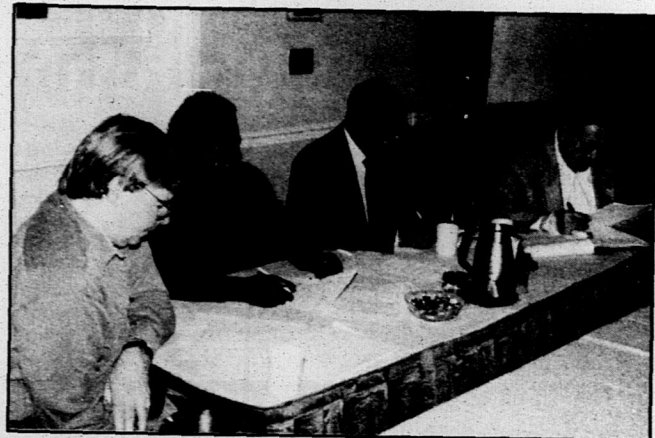
By unanimous vote of the plan's Board of Trustees, the benefit accrual rate for participants in the multi-employer plan will increase from \$1.15 to \$1.16 for each \$1 paid by the employer. That amount is multiplied by the employee's years of service while the employer participated in the plan and added to the benefit calculated for years of service prior to the employer's participation in the plan.

The accrual rate for service time prior to the employer's participation remains at \$1 for each dollar of employer payment times the employee's years of service.

At the same time, the trustees voted to increase benefits to current retirees and beneficiaries by 4%.

Meanwhile, employer co-chairperson David J. Willett, president of Associated Newspapers Inc., announced his resignation as an employer trustee. William J. Dow, chief operating officer of the Daily Racing Form, was elected co-chairperson following Willett's announcement.

TNG President Charles Dale will continue as Guild co-chairperson.



Guild leaders, from left, Ken Crowe of Albany, Clara Bennett of New York, Eugene Jones of Philadelphia and David Mulcahy of New York review results of WDF's study of Guild operations.

District councils hear strategic study update

Philadelphia—More than 100 Guild leaders got a preview of the future at a joint meeting of five U.S. District Councils here May 22-23.

The meeting represented the largest single audience to date in the strategic assessment of Guild operations by Work Directions, Inc., a Boston-based consulting firm. Tracy Fitzpatrick, WDI principal, briefed council delegates on her firm's findings and gathered ideas for final recommendations.

WDI will meet with the Guild's Planning Committee—consisting of members of the Int'l Executive Board and eight local leaders—for one more session June 4-6 before writing a final set of proposals to be presented to the 1993 Convention. The assessment

was mandated by the 1992 Convention.

The Philadelphia meeting—which consisted of the New England, Middle Atlantic, Southern, Great Lakes and Midwest district councils—provided a glimpse at the issues that will be debated by Convention delegates in Honolulu July 19-23.

Fitzpatrick kicked off the Saturday session in Philadelphia by reviewing TNG's Constitutional mandate.

Much of the give and take between Fitzpatrick and Guild leaders in the Saturday and Sunday sessions centered on changes sweeping the newspaper industry and ways in which The Newspaper Guild might position itself to make future gains.

Fitzpatrick said that her assess-



Listening to strategic assessment findings are in foreground, Les Ryshkus and Jennie Tunkieicz, both of the Kenosha Guild. Seated behind them are Wayne Cahill and Martha McHale, both of Philadelphia.

ment of the based on interviews with 166 Guild activists, a random telephone survey of Guild members in January and two previous meetings of the Planning Committee—suggests that the union's traditional source of strength is its tradition of volunteerism.

She said continued membership involvement is key to future success in bargaining and organizing endeavors and that the Guild must find ways to mobilize its members and develop leadership at the local level.

"If there is anything to take home with you today, that is it," Fitzpatrick said. "That is how you build the union."

She pointed out that the telephone poll showed strong support for the Guild and that there is a

link between how members view the Guild and how they rate the effectiveness of their shop stewards and/or local leaders.

Fitzpatrick suggested that the Guild allocate its financial resources and staff in ways that will build local strength.

"We're suggesting some shifts in roles and capacities of staff," she said. She hinted that a TNG staff person assigned to coordinate mobilizing strategies will be high on WDI's list of ideas at the Convention.

She also suggested a shift in focus, with more attention being aid to the information industry as opposed to the newspaper industry. "It is the information age and who is in a better position to take advantage of that?" she said.

Pact restores evergreen clause

Bakersfield, Calif.—Guild members here have ratified a new two-year contract after a year-long struggle with management at the Bakersfield Californian.

While the pact contains only slight pay increases, it features gains in night differential, holiday pay, pension and union security and several other provisions.

The new contract, ratified by Bakersfield Guild members in a 35-25 vote on May 18, also restores an evergreen clause that will keep contract protections in effect should the next negotiations continue past the expiration date.

"Basically, this contract is better than the last contract," said Tom Maurer, Bakersfield Guild president. "We had lost the evergreen clause in the mid-70s and many of us thought we'd never see it again."

The previous contract expired a year ago, Maurer said. For much of the time, the union-busting law firm of Zinser and Domina handled negotiations for management. The Californian fired the law firm two months ago, opening the door for agreement.

The new contract does not include retroactive raises but does

feature a \$500 signing bonus.

The contract calls for 1% pay increases for top scale employees in November 1993 and another 1% in May 1994. Other improvements include another \$1 per week on the company's company's maximum contribution to the 401(k) plan, up to \$14.50 per week, and an increase in mileage reimbursement from 24 to 28 cents per mile.

The contract also frees up a total of \$70,000 in vacation pay that they company had told employees they had lost, Maurer said.

Dale, Meachum announce at forum

(Continued from Page 1)
several organizing campaigns for TNG.

He became local administrative officer in 1986 and was awarded The Newspaper Guild's Leuchter scholarship to the Harvard Trade Union Program in 1987.

At the forum, Meachum, 46, said TNG needs leadership that is more in touch with the values and priorities of persons entering today's news industry workforce.

Meachum said he was among delegates to the 1992 Convention pushing for the ongoing strategic assessment of TNG operations. "We were tired of drifting around aimlessly," he said. He said he would defer on specific proposals pending recommendations from the strategic assessment, which are to be presented at the Convention in Honolulu.

Dale, following Meachum to

the forum podium, said TNG has made substantial preparations for the future during his administration. He cited an organizing forum for local leaders and another session on the future of the Guild as examples.

"We are beginning to see some positive results," he said. Dale added that the special organizing fund established two years ago is beginning to pay dividends in adding new Guild members.

Dale, elected TNG president by acclamation at the 1987 Convention, is seeking a fourth two-year term. Previously, he served eight years as TNG secretary-treasurer.

Before holding TNG elective office, Dale worked for 24 years as an international representative, organizing and bargaining contracts throughout the United States, Canada and Puerto Rico.

He served as president of the Federation of Guild Representatives, the union that represents TNG's field and administrative staff.

Dale, 63, is a native of Canada. He first joined the Guild while working for the Canadian Press after spending four years in New Zealand and Australia, where he was a member of the Australian journalists' union.

He later joined the Canadian Broadcasting Corp. as a national political editor and helped organize the Guild unit at the CBC. He served as treasurer and president of the Canadian Wire Service Guild before becoming the first Canadian to be named to a full-time position on TNG's staff.

Now an American citizen, Dale is a member of the Northern California Guild.

Squires dreams of good 'ol days that never were

By Bill Knight

THE PROBLEM with "Read All About It!" is that you can't. All of "it" isn't there.

"It" is "The Corporate Takeover of America's Newspapers," as the subtitle says. But soon after that action is exposed, it's explained—if not excused—as an aberration of an otherwise idealistic, ambitious industry.

Written by insider/outsider James D. Squires—the former Chicago Tribune editor and executive and ex-media liaison for independent presidential candidate H. Ross Perot—"Read All About It!" (Times Books/Random House, 1993, \$20) seems to seek some higher ground for constructive discussion. But that's hampered by inadequate background, breadth and depth.

Squires' legitimate concerns range from the blurred line between news and entertainment in a competitive media market increasingly driven by television, to press managers stressing stock dividends for shareholders at the expense of good newspapers for readers, from newspaper corporations' unethical coziness with the power structure to managements' commercial conflicts of interest.

For example, Squires recounts occasions when Tribune executive John Madigan sought and received perks for his position with the company, which itself had overlooked apparent improprieties such as publisher Stanton Cook also serving as president of the Federal Reserve Board's Chicago branch.

However, the 244-page hardback only tells part of the story. It focuses on the here and now—the modern Tribune Co. and its corporate cohorts—at the expense of similar abuses that have exploited workers and readers and excused poor journalism for decades. Its incompleteness also suffers from a flawed premise and faulty logic.

First, Squires displays a curious innocence about newspapers' past, a romantic illusion that implies that in "the good 'ol days" before the relatively recent growth of chains and strength

of the marketing mindset, before monopoly markets and joint operating agreements, the newspaper industry was decent.

"The old journalist-proprietors nourished and cherished journalism as society's most valuable forum for the expression of opinion," he writes.

But it's naive to claim that contemporary newspapers are threatened mainly because past publishers were of a different breed (that is, not corporations). Historically, newspaper publishers were less likely to have been altruistic visionaries than dishonest rascals.

In fact, Squires criticizes Gannett for raiding communities and ruining newspapers such as the Nashville Tennessean and the Louisville Courier-Journal, which he venerates despite scoundrels and scandals in their own company histories.

SQUIRES WRITES that Louisville's Bingham family displayed "commitment" to journalism but he ignores the family's own original effect on the property. Kentucky's Judge Bingham came into a fortune when his ailing wife (herself a widow of a Standard Oil magnate) gave him \$5 million, according to Upton Sinclair in "The Brass Check." The Courier-Journal had been operated by Henry Watterson, a militant Jeffersonian Democrat who targeted robber barons—until he was bought out by Bingham, who turned it into "an organ of venomous reaction," Sinclair wrote.

The Tennessean and its local "rival," the Banner, were actually partners long before the Newspaper Preservation Act legitimized JOAs and monopolies in the name of cooperation and efficiency. Squires recalls his old Tennessee boss, publisher Amon Carter Evans, as independent. But the paper had been owned by local banker Paul Davis, and actually was quite dependent on its erstwhile competitor, the Banner. The Banner was described as an embarrassment to journalism, run by one-time ANPA president James Geddes Stahlman, a Red-baiting union-buster.

In 1938, the Guild said of Stahlman that "in his own paper he publishes contemptible distortions, he traduces the memory of great characters when it serves his ends, and when the truth gets in his way he suppresses it," according to George Seldes' classic "Lords of the Press."

Squires' criticisms and reasoning also seem inconsistent. For example, he argues that there's a tendency for newspapers to give the public what it wants (to serve up the "Least Objectionable Programming," as Ben Bagdikian might say.) But in speeches promoting the book—such as a recent appearance at a Society of Professional Journalists meeting in Chicago—he mentions studies that show the dissatisfaction of American readers with their newspapers.

Which is it? A public that wants entertainment instead of information, or one that wants information but can't find it in the press?

Also disturbing is Squires' apparent admiration for the Tribune's unfair and illegal behavior during the 1989-90 labor dispute at its New York Daily News tabloid. Squires takes readers behind the scenes, including quips by union-busting lawyer Bob Ballow. Ballow, after striker solidarity stopped distribution of the paper, remarked "I came here prepared to fight organized labor. And I ended up fighting organized crime," according to Squires.

Oddly, the self-righteous tone contradicts an earlier passage, in which Squires recalls Tribune owner Robert McCormick's circulation-war defeat of William Randolph Hearst's Chicago paper "by having the local mob muscle necessary to push the other guy's circulating trucks into the Chicago River."

As Squires concedes elsewhere, "one man's 'mob' is simply another man's organization."

Squires' wrongheaded acceptance of the newspaper industry's previous status quo or of its own exciting, albeit illegal, actions demonstrates that Squires has his loyalties. He's been betrayed by the Tribune Co. in particu-

lar and by the industry in general, yet he still seems willing to walk back in and help break a strike, kill a story or sell an ad.

Squires might be sounding some alarm that the newspaper industry is sliding down a slippery slope toward its own death. He sees the clash as one "between the corporate mentality that now runs the press of this country and the resistance to it from journalists."

A contemporary newspaper, Squires continues, is a "business run solely in the interest of the highest level of profitability."

That observation might be admirable but it's hardly a news flash. In fact, it's an alarm that was first sent up in book form in Sinclair's "Brass Check" in 1920, and echoed 18 years later in Seldes' "Lords of the Press," and in every decade since.

"American newspapers as a whole represent private interests and not public interests," Sinclair wrote. "American journalism is a class institution, serving the very rich."

SELDES REMARKED that "as newspapers' interest has become a mercantile or industrial proposition, the dangers of commercial corruption of the press become greater. Ownership without a considerable consideration of public interest is probably going to be decided by the American people to be an archaic hangover from feudalism."

Indeed, U.S. newspapers have been operating in their own interests, not the public's, for more than a century. At its worst, "Read All About It!" is old news. At its best, it might remind that a grass-roots self-examination of the press is still necessary.

Bill Knight is a journalist and teacher who won the 1990 Guild Service Award. A former administrative officer for San Diego Local 95, Knight is a Guild associate member and remains active with Peoria Local 86.

Shutdown sparks war of words

(Continued from Page 1)

At a meeting with union representatives on Thursday, the Heffernan family said there were no plans to sell the paper to a competitor or to file for bankruptcy protection. Executives said the family will sell the plant, presses and other equipment to pay creditors.

William Brown, TNG international representative who participated in the Thursday meeting, said that health care, pension and severance pay issues remain to be resolved. He said the Heffernans told union representatives that the family would be liable for \$2,000 per worker in the event of bankruptcy.

Crane said that some Guild members at the Independent are owed as much as \$54,000 in vaca-

tion and severance pay.

On Saturday, the war of words intensified as Heffernan called a press conference at which he blamed the unions for the Independent's demise. In announcing the closing previously, Heffernan, the fourth generation of his family to run the Independent, had cited economic conditions.

Heffernan said union leaders had refused over the last three years to make changes in their contracts that would allow management more control over working conditions and employment practices.

Guild, CWA and GCIU leaders responded with a statement

that expressed "shock and dismay" at Heffernan's remarks and said that mismanagement was the real culprit in the Independent's demise.

"These are the same three unions that over the years agreed to put out a Thanksgiving edition for free demands on every front," the unions said.

The closing did not leave the daily Wilkes-Barre Times Leader, owned by Capital Cities/ABC Inc., in sole control of the Sunday market. The employee-owned Citizens' Voice, a Wilkes-Barre daily founded as a strike paper during the 1970s, responded to the Independent's closing by starting a Sunday edition.

Crane wins Wilkes-Barre rerun

Wilkes-Barre, Pa.—Carol Crane has been affirmed local president here in a rerun of a January election that had been appealed to the Int'l Executive Board.

Crane defeated veteran incumbent John J. Wallace by a 50-5 tally in the May 7-8 vote. Crane outpolled Wallace by 42-38 in the earlier contest.

That election was appealed to TNG by Suzanna Pavloski, a local Guild member who said improper

notice was given prior to the vote. The only contested election was for local president.

The local Executive Committee, which had maintained that the first election was carried out in the same manner as other local elections had been conducted for more than two decades, subsequently decided to rerun the election.

The IEB did not act on the appeal of the January vote at its April 26-30 meeting.



Sunday Independent employees in Wilkes-Barre, Pa., react to the load-dock announcement that the paper was folding.

NATIONAL BOYCOTTS SANCTIONED BY THE AFL-CIO

Kawasaki Rolling Stock
—Motorcycles
Transport Workers (TWU)

Krueger International, Inc.
—Chairs: Matrix, Poly, Dorsal, Vertebra, Stax, Alfa, Modular, Auditorium and University Seating
Machinists (IAM)

Louisiana-Pacific Corp.
—Wood products: L.P. Wainmanized, Cedarone, Waterwood, Fibrepine, Oro-Bond, Redex, Sidex, Ketchikan, Pabco, Xonolite
Carpenters (UBC) and Woodworkers (IWA)

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

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

Rome Cable Corp.
—Construction and mining cables
Machinists (IAM)

Shell Oil Co.
—Subsidiary of Royal Dutch/Shell, parent of Shell South Africa, petroleum and natural gas products
AFL-CIO

Silo, Inc.
—Retailers of electronic equipment and appliances
Teamsters (IBT)

Star Dental Products
—Dental hand tools
Machinists

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

Ace Drill Corp.
—Drills, routers and steel bars
Auto Workers (UAW)

Austin Cablevision, Inc.
—Cable television
Communications Workers (CWA)

Brown Corp.
—Motor mounts, brackets, assemblies
Electronic Workers (IUE)

Brown & Sharpe Mfg. Co.
—Pumps, measuring, cutting and machine tools
Electronic Workers (IUE)

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

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

Goody's Family Clothing Inc.
—Retail clothing stores
Textile Workers

Holly Farms
—Chickens and processed poultry
Teamsters (IBT)

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

Union Label & Service Trades Dept., AFL-CIO (4-5/92)



Strategic Planning Committee, June 4-6, TNG headquarters
TNG organizing seminar, June 20-25, Silver Spring, Md.
1st Biennial (50th annual) Convention, July 19-23, Sheraton Waikiki, Honolulu
2nd Biennial Convention, summer 1995, Boston.



Newspaper Guild of Greater Boston

Boston unions send message on health care

Members of The Newspaper Guild of Greater Boston and the Boston Globe Employees Association jointly demonstrate outside the Copley Marriott in Boston, site of the 1993 convention of the Newspaper Association of America in late April. Above, Ralph Rinaldi, at left, vice chair of the Guild editorial unit at the Boston Herald, leads Guild members in chants on

the health care issue while President Clinton addresses publishers inside. In the photo at right, members of both unions add their voices to the rally. They are, from left, George Laubenstein of the BGEA; Jim McAuliffe, BGEA treasurer; Robert Jordan, BGEA president; Lesley Phillips, Boston Guild president, and Ren Norton, Herald Unit Guild officer.

Boston unions urge Clinton to push for health reform

Boston— Guild members here, some of whom face \$195 a week in out-of-pocket expense for health coverage, distributed an open letter to President Clinton prior to his recent address to the Newspaper Association of America convention.

Guild members from the Boston Herald were joined by members of the Boston Globe Employees Association in informational picketing outside the convention hotel on April 25.

Following is the text of the letter Guild members handed out to passersby:

"We are 300 employees of the Boston Herald represented by Local 23 of The Newspaper Guild. We produce the news product, sell the advertising, keep the books and maintain the building."

"We are living testimony to the importance of your efforts to develop a National Health Care Plan."

"We think of ourselves as professional in the sense of being responsible for the quality of work we give our employer. We like our jobs and are proud of the newspaper we all work to produce."

"Because of this, we are dumbfounded by our employer's treatment of us with regard to health care. Everyone in management receives one hundred percent paid health care insurance. Despite long and difficult collective bar-

gaining efforts, we receive only a token eight percent contribution from the employer."

"We are middle-America. We invest ourselves in our jobs. Forty years of service time is not unusual for a Boston Herald employee. Yet, our employer steadfastly allows this long-standing health care inequity."

"We will be demonstrating publicly while you address representatives of our employer and their colleagues in the newspaper industry."

"Please tell them the health care crisis in America is very real for us."

Although union members received no reaction during their picketing, Tom Hiltz, administrative officer in the Boston Guild office, said that Boston Globe management subsequently modified its health care stand in talks with the BGEA.

The Guild is in the midst of an organizing drive at the Globe.

IEB recommends plan to increase women, minorities representation

Silver Spring, Md.— The Int'l Executive Board has embraced a multi-faceted approach to assure representation of women and minorities on TNG's policy-making body.

Responding to a 1992 Convention mandate to "generate and maintain at least a minimum of

two people of color or visible minorities and at least a minimum of two women" on the 16-member board, the IEB voted at its spring meeting to recommend the following to the 1993 Convention from July 19-23 in Honolulu:

✓ Political caucuses should consciously mentor and recruit

women and minorities for their election slates.

✓ Guild leaders at all levels should take conscious steps to review, and change when necessary, messages of inclusion and exclusion in the culture of the union.

✓ TNG and locals should continue efforts to monitor and report on progress, support women's and minorities' conferences and training programs and maintain pressure on employers to hire and retain more minorities and women.

The IEB's Subcommittee on Diversity, in a report at the board's April 26-30 meeting, said the approach is in harmony with the Guild's ongoing strategic planning study. "It is designed to achieve more than a statistical goal," the report said.

The subcommittee opted against recommending any TNG Constitutional changes to set aside current IEB slots or create new ones for minorities and women because such an approach is prohibited by U.S. law.

Guild memorializes Cesar Chavez

Delano, Calif.— Larry Hatfield, TNG Region 4 vice president, represented the Guild at the April 29 funeral of Cesar Chavez, president of the United Farm Workers of America.

Chavez, who died in his sleep near Yuma, Ariz., where he was helping prepare a courtroom defense in an agri-business corporation's lawsuit for damages against his union, was a frequent supporter of Guild causes, including a boycott aimed at McClatchy-owned newspapers in California. He also spoke at the 1987 TNG Convention in San Diego.

Hatfield delivered some \$1,500 in funds from TNG as well as several Guild locals and individuals to help pay for Farm Workers field staff members to join thousands of mourners at the funeral.

Hatfield also presented Chavez family members with a memorial plaque from the Int'l Executive Board. "They were more appreciative of that than they were of the checks I presented," Hatfield said.



North Bay pact includes 2% raises

North Bay, Ont.— Guild members ratified a new two-year contract -- containing 2% raises in each year -- just in time, said Donna Hooper, local president.

The pact, which went into effect in April, came ahead of an early retirement program that has swept Southam-owned dailies in Canada, including the Nugget. "The raise was better than what most of us expected," Hooper said. The contract, the second for the North Bay Guild, includes

improvements in job security, vacation, vision care and maternity and bereavement leave, Hooper said. It also includes job sharing options to head off future layoffs and a bumping procedure based on seniority if layoffs occur.

The Guild represents more than 80 workers in all departments at the Nugget. Hooper said that, since the contract was agreed to, some seven Guild members have taken buyouts under the Southam program.

A look at The Newspaper Guild's 1992-93 fiscal year

Following is the report of TNG's financial standing, including operations of the General Fund, the Defense Fund, the Special Organizing Fund and the Anti-Discrimination Fund for the fiscal year ended March 31, 1993, as compiled by Shulman, Kurtz, Turer & Topaz, certified public accountants.

GENERAL FUND			
Balance Sheet—March 31, 1993			
ASSETS			
Cash in banks and on hand	\$ 311,885		
Advances receivable	31,674		
Loans receivable	34,277		
Due from organizing fund	38,120		
Prepaid expenses and transportation expenses	14,895		
Equipment (net)	12,310		
Investment in building	3,747,170		
Total assets	\$4,190,331		
LIABILITIES			
Exchanges payable	\$ 58,230		
Bank loan payable—building	105,000		
Due to Defense Fund—building loan	750,000		
Due to Special Organizing Fund	-0-		
Accounts payable	135,345		
Payroll withholding payable	15,052		
Due to Defense Fund	354,465		
Mortgage payable—building	2,294,731		
Total liabilities	\$3,712,823		
Fund balance	\$ 477,508		
Total liabilities and fund balance	\$4,190,331		
Revenues & expenses—Year ended March 31, 1993			
REVENUES			
Membership revenues—Per-capita taxes	\$4,721,085		
Initiation fees	9,213		
Reinstatement fees	499		
Agency fees	90,380		
Servicing salaries and expenses paid by locals	17,275		
Guild Reporter income	689		
Research Department sales	2,423		
Salaries and expenses paid by Defense Fund	67,666		
Miscellaneous income	8,598		
Total Revenues	\$4,917,808		
EXPENSES			
Per-capita taxes	\$ 155,137		
Field operations	1,408,637		
Administrative operations	331,687		
Office management	1,627,300		
Executives	168,479		
Other expenses	977,813		
Total expenses	\$4,669,053		
Excess of revenues over expenses	\$ 248,755		
Fund balance—Beginning of year	\$ 228,753		
Fund balance—End of year	\$ 477,508		

Budget & expenses—Year ended March 31, 1993			
	Expended year ended 3/31/93	Budget year ended 3/31/93	(Over) or under Budget
1. Per-capita taxes			
AFL-CIO	\$ 96,918	\$ 98,268	\$ 1,350
Industrial Union Dept.	20,209	19,440	(769)
Canadian Labour Congress	35,250	34,980	(270)
Int'l Federation of Journalists	-0-	-0-	-0-
AFL-CIO Union Label Dept.	2,400	2,400	-0-
CLC Union Label Dept.	360	360	-0-
Total	\$ 155,137	\$ 155,448	\$ 311
2. Field Operations			
Director—Salary	\$ 68,105	\$ 68,105	\$ -0-
Expenses	5,492	7,000	1,508
Organizing and Servicing			
IR's salaries	619,016	605,179	(13,837)
IR's expenses	173,333	200,000	26,667
Miscellaneous servicing	29,263	50,000	20,737
Special Organizing Fund	331,895	309,000	(22,895)
Organizing	8,129	70,000	61,871
Collective Bargaining			
Salaries:			
Exec. Secy. Contracts Committee	60,059	60,059	-0-
Pension consultant	21,000	21,000	-0-
Collective bargaining and organizing associate	23,194	46,858	23,664
Human Rights Director	61,214	61,214	-0-
Expenses—personnel	7,937	6,000	(1,937)
Total	\$1,408,637	\$1,504,415	\$ 95,778
3. Administrative Operations			
Research and Information			
Salaries—Director	\$ 61,863	\$ 61,863	\$ -0-
Expenses—personnel	568	2,000	1,432
Books and periodicals			
Legal and bargaining services	4,574	4,000	(574)
Subscriptions	3,471	3,000	(471)
Other printed material	5,161	3,000	(2,161)
Publications and literature: Constitution	4,935	10,000	5,065

	Expended year ended 3/31/93	Budget year ended 3/31/93	(Over) or under budget
Organizing and other literature	2,208	1,000	(1,208)
Department of Education			
Director—Salary	\$ 10,857	\$ 11,550	\$ 693
Expenses	-0-	750	750
Publications—literature	-0-	1,000	1,000
Institutes—seminars	15,715	20,000	4,285
Guild Reporter			
Salaries—Editor	69,156	61,863	(7,293)
Asst. editor	9,735	3,505	(6,230)
Expenses:			
Personnel	7,834	3,000	(4,834)
Printing	56,470	70,500	14,030
Postage	72,286	65,000	(7,286)
Pictures and special material	5,459	6,000	541
Miscellaneous	1,395	500	(895)
Total	\$ 331,687	\$ 328,531	\$ 3,156
4. Office Management			
Salaries:			
Office manager	\$ 42,840	\$ 42,840	\$ -0-
Secretary-stenographers	63,096	66,363	3,267
Bookkeeping	61,418	63,309	1,891
General clerical	95,968	98,652	2,684
Expenses:			
Rent and maintenance	281,665	336,000	54,335
Utilities	-0-	-0-	-0-
Stationery and supplies	61,334	60,000	(1,334)
Equipment	30,000	30,000	-0-
Telephone and telegraph	34,861	40,000	5,139
Repairs and improvements	-0-	10,000	10,000
Postage	19,923	30,000	10,077
Auditing	24,000	26,000	2,000
Insurance and bonding	45,000	45,000	-0-
Employee pension	322,446	307,227	(15,219)
Employee health and welfare	268,943	262,000	(6,943)
Directly billed transportation	207,899	250,000	42,101
Data processing	55,872	20,000	(35,872)
Miscellaneous	12,035	10,000	(2,035)
Total	\$1,627,300	\$1,697,391	\$ 70,091
5. Executives			
Officers' salaries	\$ 149,908	\$ 149,908	\$ -0-
Officers' expenses	18,571	20,000	1,429
Total	\$ 168,479	\$ 169,908	\$ 1,429
6. Other Expenses			
Legal	\$ 63,051	\$ 60,000	\$ 3,051
Payroll and personal property taxes	120,319	120,000	(319)
Contributions and tickets	8,902	10,000	1,098
Delegates and committees	2,833	20,000	17,167
IEB meetings	71,701	70,000	(1,701)
Severance pay provisions	73,920	53,820	(20,097)
Convention reserve	160,000	160,000	-0-
Brown Award	2,000	2,000	-0-
Brown Award expenses	2,806	5,000	2,194
AFL-CIO-IUD Convention	1,397	3,000	1,603
Strategic Planning	64,999	50,000	(14,999)
CLC Convention	1,885	2,000	115
IFJ meetings	-0-	-0-	-0-
Guild Service Award	-0-	2,000	2,000
Irving Leichter Scholarship	4,000	4,000	-0-
Defense Fund	400,000	400,000	-0-
Totals	\$4,669,053	\$4,817,516	\$148,463

DEFENSE FUND			
Balance Sheet—March 31, 1993			
ASSETS			
Cash in banks:			
Checking accounts	\$ 124,812		
Savings accounts and certificates of deposit	890,238		
Investments—at market	3,700,485		
Loans receivable			
Albany Guild	6,686		
Bakersfield Guild	14,000		
Chicago Guild	12,490		
Gary Guild	14,000		
Great Falls Guild	6,780		
Northern California Guild	88,922		
Pacific Northwest Guild	5,000		
Puerto Rico Guild	2,000		
San Antonio Guild	40,013		
San Diego Guild	25,078		
Washington-Baltimore Guild—EEOC Case	37,164		
Wilkes-Barre Guild	9,500		
Wire Service Guild	47,497		
Due from General Fund	354,465		
Loan receivable—building	750,000		
Other investments—at market	80,152		
Total assets	\$6,209,282		

LIABILITIES	
(The Defense Fund had no liabilities on March 31, 1993.)	
Fund balance	\$6,209,282
Total liabilities and fund balance	\$6,209,282
Revenues & expenses—Year ended March 31, 1993	
REVENUES	
General Fund transfers	\$ 400,000
Interest and investment income	588,585
Total revenues	\$ 988,585
EXPENSES	
Auditing	\$ 3,450
Contributions—United Farm Workers	500
Washington-Baltimore—overtime case	5,728
Union dues case	36,298
Strike benefits:	
Pittsburgh Guild	427,575
Southern Ontario—Oxford University unit	10,000
—London Free Press unit	(15,784)
—Cambridge unit	(13,777)
—Guelph unit	(9,777)
—Toronto Star unit	871,081
Innovative Strategies:	
Akron	5,000
Cincinnati	7,247
Dayton	17,357
McClatchy units	14,890
New York Daily News	50,552
Pacific Northwest	9,428
Puerto Rico	25,458
San Antonio	52,044
Southern Ontario-Cambridge unit	60,827
Wire Service	12,183
Per capita for striking members receiving benefits	12,696
Total expenses	\$1,582,978
(Deficiency) of revenues over expenses	(\$ 594,391)
Fund balance—Beginning of year	\$6,803,673
Fund balance—End of year	\$6,209,282

SPECIAL ORGANIZING FUND			
Balance Sheet—March 31, 1993			
ASSETS			
Cash in banks:			
Savings accounts and checking account	\$ 209,696		
Due from General Fund	-0-		
Total assets	\$ 209,696		
LIABILITIES			
Due to General Fund	\$ 38,120		
Fund balance	\$ 171,576		
Total liabilities and fund balance	\$ 209,696		

Revenues & expenses—Year ended March 31, 1993	
REVENUES	
General Fund transfers	\$ 331,895
Interest income	1,726
Donations	-0-
Total revenues	\$ 333,621
EXPENSES	
Auditing	\$ 3,325
Donation—Los Angeles-Orange County Organizing Committee	150
Organizing subsidies:	
Canadian Wire Service Guild	24,541
Denver Guild	31,278
Detroit Guild	18,775
Los Angeles Guild	23,100
Memphis Guild	25,400
New York Guild	80,000
Ottawa Guild	7,540
Philadelphia Guild	23,132
Providence Guild	29,115
Puerto Rico Guild	6,919
San Antonio Guild	2,550
Southern Ontario Guild	36,802
Translators Guild	7,356
Vancouver-New Westminster Guild	17,790
Washington-Baltimore Guild	30,000
Total expenses	\$ 367,773
(Deficit) of revenues over expenses	\$ 34,158
Fund balance—Beginning of year	\$ 205,228
Fund balance—End of year	\$ 171,576

Question: WHAT IS THE DEFINITION OF A "TEMPORARY"?



Answer: A WORKER WHO IS PERMANENTLY LOOKING FOR A DECENT JOB.

KEN PACKI
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HUCK/KONOPACKI LABOR CARTOONS

Guild calls for legislation to control U.S. newspaper industry monopolies

Silver Spring, Md.— The Newspaper Guild is reviving a push to lobby Congress for newspaper industry anti-trust legislation.

The Int'l Executive Board, at its spring meeting in April, directed the TNG research & information department to step up anti-monopoly efforts in the face of negative effects stemming from the growing concentration of news-industry ownership.

The closing of Heart's San Antonio Light earlier this year following the chain's purchase of Rupert Murdoch's rival Express-News has rekindled interest in legislation to curb both local monopolies and media industry chains, according to a report by the IEB's Research & Information Committee.

In other political action matters, the IEB urged U.S. Guild locals to focus on striker-replacement leg-

islation and Occupational Safety and Health Administration reform as the Guild's top legislative priorities.

The IEB also urged U.S. locals to lobby at the grassroots level for health care reform and called on both U.S. and Canadian locals to seek defeat of the North American Free Trade Agreement as contrary to the interests of workers in both countries and in Mexico.

In response to increasing newspaper shutdowns at the hands of media monopolies, TNG has drafted a bill in consultation with media analyst and author Ben Bagdikian to restrict anti-competitive actions by metropolitan dailies against suburban competitors.

TNG's proposed chains bill, drafted during the mid-1980s, would limit newspaper chains to ownership of 30 newspapers and 3% of average daily newspaper circulation.

U.S. Rep. John Bryant, D-Texas, said he would look into the possibility of sponsoring anti-chain legislation after the U.S. Justice Department approval in January allowed Hearst to close the San Antonio Light. Bryant was among lawmakers who worked with TNG in an unsuccessful effort to keep the Light alive.

The Justice Department postponed the Light closing for sever-

al weeks but eventually allowed the deal to go through by determining that the San Antonio newspaper ownership switch did not violate U.S. anti-trust law.

Meantime, while the nation awaits the Clinton Administration's health care reform proposal, the Guild is working with the AFL-CIO in laying the groundwork for a campaign to build popular support for the Clinton program, should it be acceptable to organized labor.

The health care task force headed by Hillary Rodham Clinton was scheduled to complete its work on a proposed reform package by the end of May. The administration was reported to be considering a mid-June date for sending health care to Congress.

On the bargaining front, the IEB urged locals to resist employer efforts to shift health-care costs to employees and to focus on contract proposals that contain health care costs and provide managed care and other cost-saving alternatives.

"U.S. locals should mobilize members to press both Congress and the White House for much needed national health-care reform and should encourage members to do the same," the IEB's Collective Bargaining Committee said in its report to the board.

Arts inspire labor movement

Silver Spring, Md.— The Great Labor Arts Exchange marks its 15th anniversary with a June 27-29 conference at the George Meany Labor Studies Center here.

The event, which began in 1978 when a handful of labor singers got together in Washington, D.C., to swap songs, is designed to build solidarity through music, drama and the arts.

"When working people get together to write songs and tell stories, a kind of magic takes place," said Joanne "Rocky" Delaplaine, co-director of the Labor Heritage Foundation, non-

profit organization that sponsors the event. "Whether its writing a rap song, painting a mural or creating a skit about the health care crisis, these cultural expressions have the power to inspire and rally us to fight for a better way of life."

The event, which features workshops for artists to trade experience and expertise, culminates with a free public concert at 8 p.m. on June 29 at the Meany Center.

Registration fee is \$45. Housing and meals are available at the Meany Center. For more information, contact Delaplaine at (202) 842-7880.

Michigan retreats from citation against Detroit Free Press

Detroit— In an abrupt about-face, Michigan OSHA May 12 withdrew an RSI citation it had issued only a month earlier against the Detroit Free Press, ruling there weren't enough cases to support an order for ergonomic abatement.

A similar citation for ergonomic violations at a suburban bureau of the Detroit News was upheld on appeal, but the fine was pared from \$5,400 to \$2,650.

TNG Research & Information Director David J. Eisen charged that the state OSHA yardstick for judging the sufficiency of RSI cases was both inappropriate and misapplied at the Free Press and said that TNG is considering filing a complaint against the state plan with federal OSHA.

Michigan OSHA (MiOSHA), granting a Free Press appeal to withdraw the abatement order and a \$4,500 fine, said 12 officially logged RSI cases over five years in the Free Press newsroom didn't meet its criteria for an RSI violation.

Luther Jackson, the Detroit Guild's assistant administrative officer, said a MiOSHA official cited a 10% RSI rate set forth as a job-evaluation trigger in draft federal instructions for meatpacking inspections.

Jackson noted that MiOSHA, in calculating the incidence rate, limited itself to injuries reported on the Free Press's official OSHA Log plus several cases confirmed by the Guild, despite the fact that many more employees have reported RSI symptoms. He said MiOSHA failed to con-

duct any survey to determine the true extent of injuries.

In the case of the News, Jackson said, MiOSHA cited its Western Wayne bureau because one of three staffers has a severe case of RSI, thus exceeding the 10% guideline. Ergonomic conditions at the bureau are essentially no different than those in the paper's main newsroom, where ergonomic recommendations but no citation were issued.

MiOSHA's withdrawal action at the Free Press pulled back a whole series of ergonomic requirements, including adjustable workstations, administrative controls, ergonomic training, workstation analysis and a medical RSI detection program. Eisen, in reporting plans for an official complaint against the state plan, said MiOSHA's 10% incidence yardstick was totally inappropriate. Its application by federal OSHA, he noted, was only to determine which meatpacking jobs and workstations should receive immediate evaluation as most likely to present serious hazards. It is geared to specific jobs and workstations, not entire departments, he pointed out, and is not an enforcement trigger. In addition, he said, the draft OSHA document includes in its yardstick all employees "experiencing CTDs (Cumulative Trauma Disorders, another term for RSI), not just those whose injuries have been recorded on the OSHA Log.

Complaints against state OSHA plans can be filed with OSHA if the state agency's enforcement procedures and standards do not meet federal requirements.

The Guild Reporter



BRIAN WILLIAMS, Editor

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