



The GUILD REPORTER

Official publication of The Newspaper Guild (AFL-CIO, CLC)

Vol. 60, No. 6

Silver Spring, MD

June 18, 1993

Delegates prepare for '93 TNG Convention

Honolulu — Convention delegates from Guild locals coast to coast are submitting credentials to have a voice and vote at the 60th — and final — Annual Convention here from July 19-23.

At the top of the Convention agenda will be the strategic planning study mandated by the 1992 Convention. Work Directions, Inc., the Boston consulting firm hired to conduct the study, will be on hand to explain its proposals to delegates.

The Convention schedule calls for most of the first day of business to be spent on strategic planning. The traditional Monday afternoon Guild Forum slot, as well as the Monday evening workshop, will be devoted to WDI's recommendations, which touch on virtually every aspect of local and international Guild operations.

In addition, the delegates will nominate candidates for TNG offices. Elections will be held in

September.

At presstime, 67 delegates from 18 locals had returned credentials to TNG headquarters in Silver Spring, Md. Many locals appeared to be taking advantage of the extra time (conventions usually are held in June) to act on delegate selection.

Eleven Guild locals responded to a TNG offer for financial assistance in getting to the Convention. Of those, three asked only for discounted rooms at the

Sheraton Waikiki, the convention hotel here. Those requests were accommodated.

Eight locals asked for complete assistance, including discounted hotel rooms and air fare. At presstime, five of the eight had received air are under a travel credit program arranged with TNG's Washington, D.C., travel agent.

TNG officials anticipate that sufficient numbers of convention air fare tickets will be purchased

by TNG and Guild locals — combined with cash donations to the convention assistance program — to satisfy the needs of the 11 locals.

At presstime, some \$2,315 had been donated to the convention assistance program by Guild district councils, locals and individual TNG officers. The Int'l Executive Board Committee overseeing the convention program has scheduled a June 21 meeting to allocate resources.

Members called key to success

Silver Spring, Md. — The Newspaper Guild's Planning Committee has endorsed a consultant's proposal for a four-year program designed to strengthen membership commitment and involvement throughout the Guild.

Membership support at the local level is the key ingredient for future Guild success, according to Work Directions, Inc., the Boston-based firm that performed a strategic assessment of Guild operations under a 1992 Convention mandate.

WDI's seven-part recommendation, approved by the Planning Committee at its third and final meeting June 4-6 at TNG headquarters, includes new roles for both Guild locals, TNG elected officers and TNG staff.

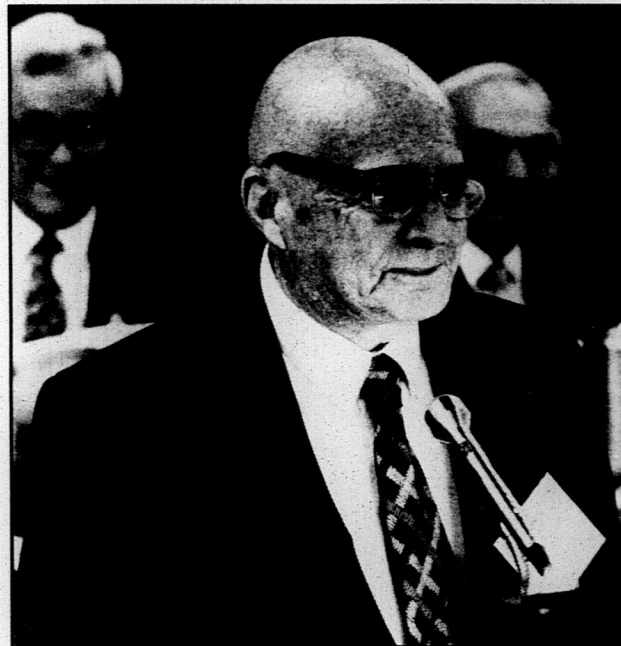
A TNG staff member would work with staff and local leaders in a sweeping program that WDI said would increase Guild membership and strengthen the union's position in the news industry. Other WDI recommendations deal with building community alliances, developing corporate strategies, achieving growth through organizing affiliations and/or merger; strengthening Canadian unity within the Guild; assuring financial stability and improving Guild policy making.

The recommendations will be presented for consideration and action at the 1993 Convention July 19-23 in Honolulu.

The WDI report is the culmination of an intensive nine-month study of the Guild that began after WDI was selected from among three bidders by the Int'l Executive Board in October 1992. WDI principals interviewed 166 Guild leaders and staff members in visits to TNG headquarters and to district council meetings last fall.

Along the way, WDI studied Guild history, surveyed the U.S. and Canadian newspaper industries and analyzed results of a random telephone survey of Guild

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JONATHAN EDDY ADDRESSES TNG'S 1983 CONVENTION
The first elected Guild executive officer, Eddy was the featured speaker at the union's 50th anniversary banquet. He died June 2 at age 91.

Jonathan Eddy, first full-time Guild officer

Silver Spring, Md. — Jonathan Eddy, who served as the first paid officer of the American Newspaper Guild in the 1930s, died while visiting relatives in Houston on June 2.

Eddy, 91, had been among the New York reporters who laid the foundation for what would become The Newspaper Guild in meetings at Heywood Broun's Manhattan apartment during September 1933.

Son of a Hearst Corp. executive and a leading general assignment reporter at the New York Times, Eddy was elected secretary of the New York Guild in October 1933 and secretary of the international at its December 1933 founding Convention in Washington, D.C.

Several months later he left his job at the Times and, taking a cut in pay, became the Guild's full-time executive secretary at

\$75 a week.

Eddy was elected by acclamation to the newly created post of executive vice president — for many years the union's top elected administrative post — at the 1937 Convention in St. Louis.

While Broun, a syndicated columnist at the New York World-Telegram, lent his prestige and commitment to the Guild as its founding president, it was Eddy who supplied the organizational muscle.

Broun, writing for the Guild Reporter in 1934, described Eddy's efforts as ANG secretary while still at the Times. "For months, he took on a job of secretary and gave all his mornings to the Guild. He must have been working at least a 16-hour day during this period, and I rather imagine that when he went to

(Continued on Page 3)

Guild members prepared to strike at New York Post

New York — Guild negotiators at the New York Post were going into contract talks today, armed with a membership strike vote.

Some 200 members of the New York Guild's Post Unit voted unanimously Wednesday night to give local officers authorization to call a strike when and if necessary.

Contract talks bogged down almost as soon as they began on May 27, Guild leaders said.

Management has refused to budge from harsh proposals that affect job security, subcontracting of work and severance pay.

The company also is offering a 2% pay increase but wants to increase the work week from 31 1/2 hours — agreed to in cost-cutting concessions to years ago — to 37 1/2 hours. Guild negotiators say the proposal actually translates into a loss in hourly pay.

In a bulletin to Post Unit Guild members, New York Guild

President Barry Lipton and Unit Chair Harry Leykis said a settlement was not likely unless "talks" actually become talks. "We'll go all weekend if necessary," Leykis said.

The Guild is negotiating with a management team named by Rupert Murdoch, Australian media baron and former Post owner who emerged as would-be Post owner earlier this year after a newsroom revolt at the prospect of the Post being purchased by

parking lot king Abraham Hirschfeld.

Days after Post employees published a scathing attack against Hirschfeld, federal Bankruptcy Court in New York turned management of the Post over to Murdoch, who is running the Post pending Federal Communications Commission approval of his bid to buy the paper.

Murdoch, who owns the Fox Network television station in New

(Continued on Page 2)

Globe leaders approve affiliation with Guild

Boston — The Governing Board of the Boston Globe Employees Association has recommended that the independent union's 1,100 members affiliate with The Newspaper Guild.

The board's Tuesday vote came on the heels of last week's announcement that the Globe is being sold to the New York Times Co. in a \$1.1 billion merger agreement.

Prior to voting on the Guild

affiliation resolution, the more than 20 BGEA Governing Board members affirmed that their top priority is negotiating a contract with Globe management. The board said it would set a membership meeting and set a secret ballot vote on the affiliation issue at a later date.

Robert Jordan, BGEA president, said that his union's leadership talked with several newspaper industry unions before decid-

ing to recommend the Guild. "We decided the Guild was the best match for us," Jordan said after the Governing Board vote. "Our unit is very similar to the Guild unit at the New York Times and other Guild units at major newspapers."

Jordan said the Governing Board would communicate detailed reasons for the affiliation action to BGEA members.

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Guild members give strike OK in Akron ... 2

Baltimore pact follows rally ... 6

What if we had trade accord with Europe? ... 7

THE SHORT

OF IT

THE U.S. HOUSE of Representatives has passed a bill that would ban the permanent replacement of strikers. The measure, referred to in labor circles as the workplace fairness bill, goes on to the Senate where action is expected following the Fourth of July break. "The bill would bring some semblance of balance to collective bargaining and protect a basic right of workers," AFL-CIO President Lane Kirkland following the 239-190 House vote on Wednesday. ... In another win for organized labor, the National Labor Relations Board ruled earlier this month that company-dominated workplace committees at a DuPont plant in New Jersey run counter to federal labor law. The case stems from a 1989 complaint by the Chemical Workers Association, an independent union at the plant, that the six safety committees on one fitness committee were "sham" unions in violation of the National Labor Relations Act.

Potpourri: TNG has once again agreed to cooperate with the Alfred Friendly Press Fellowships for foreign journalists, which this year will place reporters and editors from 14 countries at the Plain Dealer of Cleveland, Detroit News, Philadelphia Inquirer, Rocky Mountain News in Denver, San Diego Union-Tribune, Time magazine and the Washington Post — in addition to other, non-Guild papers — from July through November. TNG President Charles Dale has asked Guild leaders to cooperate in overcoming any contractual issues that might interfere with the program. ... Good leaders are hard to find: George Irish, the Hearst Corp. executive who presided over the closing of the San Antonio Light earlier this year when Hearst bought the rival Express-News, has been honored by the Texas Daily Newspaper Association as "Texas Newspaper Leader of the Year."

Labor beat: Gloria T. Johnson, social action director for the International Electronic Workers Union, has been elected president of the Coalition of Labor Union Women. She replaces Joyce D. Miller, who left the Textile Workers Union to become executive director of the Glass Ceiling Commission at the U.S. Department of Labor. ... The United Mine Workers have expanded their strike into four states, West Virginia, Illinois, Indiana and Pennsylvania. Key issue in the strike, which affects 6,200 workers, is loss of jobs to non-union mines opened by operators to avoid agreements with the union. ... Kenneth C. Crowe, veteran labor reporter for Long Island Newsday, has written a book entitled "Collision: How the Rank and File Took Back the Teamsters." Crowe, father of Albany Guild President Kenneth Crowe, sent an autographed copy of the book — published by Charles Scribner's Sons of New York and Maxwell Macmillan Canada of Toronto — to TNG headquarters.

Overseas: Special trade privileges to nine nations should be withdrawn because of worker and human rights abuses, the AFL-CIO has said in a petition to the Clinton Administration. The countries are Costa Rica, Dominican Republic, Haiti, Malaysia, Maldives, Morocco, Pakistan, Paraguay and Peru. Already on the AFL-CIO's trade list are Bahrain, El Salvador, Fiji, Guatemala, Malawi, Oman, Panama and Thailand.

Among ourselves: Detroit News religion writer Kate DeSmet, a former veteran officer of the Detroit Guild, is among 12 journalists awarded a John S. Knight Fellowship at Stanford University for the coming academic year. She plans to do research related to the Holocaust. ... Members of the Chicago Guild recently approved by a 91-61 vote a \$1 per week dues increase to bolster the local defense fund. ... Russell Baker, veteran New York Times columnist and a Guild member, has been elected chairman of the Pulitzer Prize Board. Baker, a two-time Pulitzer winner and a reporter at the Baltimore Sun before joining the Times in 1954, succeeds Claude Sitton, former editor of the News and Observer in Raleigh, N.C., and now a lecturer at Emory University.

To: Mortimer Zuckerman

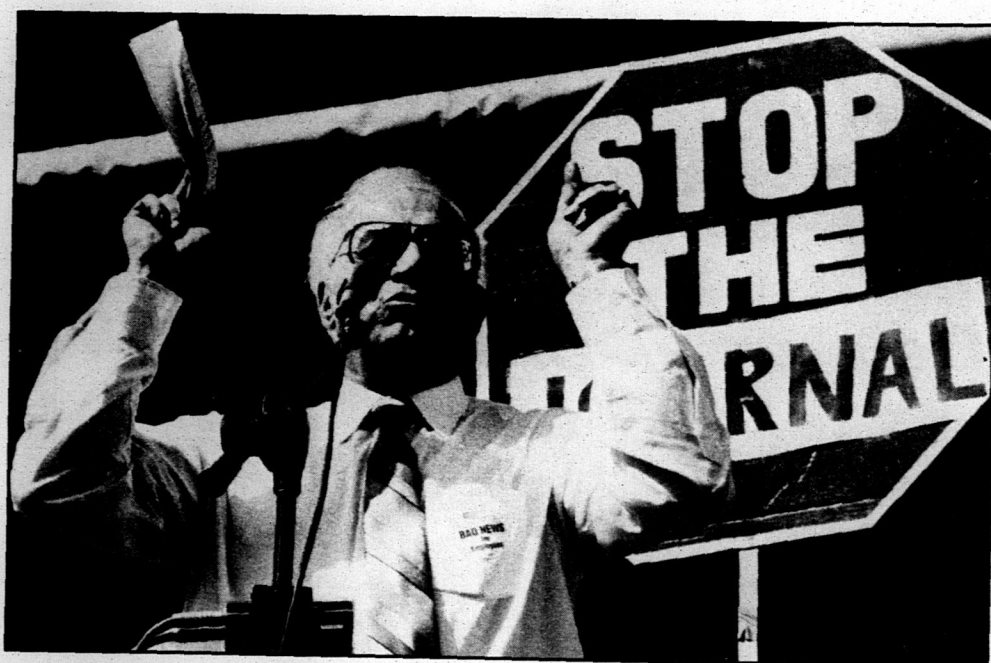
I was disturbed to learn of your treatment of Newspaper Guild members at the New York Daily News. Please explain to me:

- 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 _____



TNG President Charles Dale touts newspaper union unity at May rally in Akron.

Akron Guild gets strike OK

Akron, Ohio — The Guild and three other unions appear to be headed toward a strike at the Akron Beacon Journal.

The Akron Guild, on the strength of a 100-4 membership vote, asked for and received strike authorization from TNG last week.

Mary Grace Poidomani, Akron Guild president, said management of the Knight-Ridder daily has displayed a lack of interest in meaningful negotiation. No further talks had been scheduled at press time.

"We're ready to go back to the table when they are ready to sit down and bargain seriously," Poidomani said. "We don't feel we have a full and complete

response from them on our last proposal. The only thing left for us to do is prepare for a strike."

The Guild has been bargaining with the company for nine months — as have the Teamsters and GCIU locals representing engravers and pressmen. Although the Akron newspaper unions do not bargain jointly, Unity Council solidarity has remained strong through the ordeal.

TNG President Charles Dale and other international union leaders addressed a May 10 Unity Council rally outside the Beacon Journal's downtown building that drew more than 500 union supporters.

Poidomani said differences over wage and health insurance

issues appear to have stalled talks between the Guild and management of the Knight-Ridder daily. The company is proposing a wage package worth less than 3% a year over three years she said.

"At the end of the contract we would not be making what Toledo and Cleveland are making today," Poidomani said, referring to top minimum pay scales in other Northern Ohio Guild contracts. The Guild represents editorial and maintenance workers at the Beacon Journal.

She said the company also is proposing managed health care, at higher cost to employees, and elimination of health benefits for retirees as well as no pension improvements.

Agreement falls through in Bellevue

Bellevue, Wash. — The Pacific Northwest Guild has filed an unfair labor practice charge with the National Labor Relations Board over the refusal of Journal American management to sign an agreement reached on May 20.

The agreement — which came after several months of bargaining over a new agreement — fell apart over pay raises for employees in the yearly step-up pay categories that precede top scale. The Seattle-based Guild local represents 95 employees in the newsroom, circulation, advertising and accounting departments and in the mailroom in Bellevue.

Three days after shaking hands on the deal, JA management noti-

fied Art Joyner, Pacific Northwest Guild administrative officer, that the Guild had "misunderstood" the company's assent to the Guild's last wage proposal and disavowed the agreement.

In a meeting the following day, the company's chief negotiator told Joyner that management had never agreed to continue the wage system as it applies to the yearly steps. The company had proposed to eliminate the step-up categories but that proposal was not discussed at the May 20 session when the agreement was reached, Joyner said.

The company did not dispute the amount of wage increases that

had been agreed to, Joyner said. The five-year agreement called for raises in hourly pay of 15 cents each of the first three years of the contract, 25 cents in the fourth year and 30 cents in the fifth.

Apparently, the company position is that the pay raises apply to individuals on the learning curve in Guild jurisdiction but not to the step up pay scales as they were set in the final year of the 1990-93 contract.

Put another way, Joyner said, a first-year employee would get the 15-cent raise but then step up to the old contract second-year pay scale upon reaching his or her anniversary date.

N.Y. Guild prepared to bargain all weekend

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York, is seeking a waiver of the FCC's anti-monopoly rule that forced Murdoch to sell the Post to developer Peter Kalikow in 1988. Kalikow later took the Post into bankruptcy.

An FCC decision remains pending as lawyers have bogged down in squabbles over whether Mortimer Zuckerman, owner of the New York Daily News, made a bona fide offer earlier this year to purchase the Post. Zuckerman lawyers have said that Post management, apparently leaning toward Murdoch's bid, declined to provide Post financial data to Zuckerman.

"All of us in the unions want to keep the Post alive and we're doing everything we can to reach an agreement that will allow that to happen," Lipton said.

Meanwhile, bargaining for a new contract continues between the Guild and management at the New York Times. Guild negotiators have broken into subcommittees and are studying management proposals.

Also, progress has not been reported in talks at the Daily News, where Zuckerman fired 182 Guild members when he took ownership of the paper at the start of this year. The Guild is continuing its boycott against the Daily News. (Please detach and send coupon at left.)

The Guild Reporter (ISSN: 00175404) is issued monthly, generally at four week intervals, at 8611 2nd Ave., Silver Spring, Md. 20910-3327. (Next issue, July 14) \$20 a year. Single copies, \$1.50. Second-class postage paid in Silver Spring, Md., and additional mailing offices. Printed in the U.S.A.
Postmaster: Send address changes to: The Guild Reporter, 8611 2nd Ave., Silver Spring, Md. 20910-3327.

Translators' Guild solidifies union ties

Silver Spring, Md. — As Translators' Guild members marked their local's second birthday recently, there was much reflection on how smoothly their fledgling local has fit into The Newspaper Guild program.

The value of Guild affiliation hit home for many when Russ Cain, TNG at-large vice president from the San Jose Guild, told the translators that his unit's new contract with the Monterey Herald includes a provision that the Herald first consult the Translators' Guild when contracting for translation services.

"The translators are quickly coming to appreciate the significance of their TNG affiliation," Local T-100 President Sally Robertson said.

The value of the translators' can work both ways. For example, when Wire Service Guild members did informational picketing at United Press International offices in Washington D.C. recently, three Translators' Guild members joined in.

They provided a valuable service: picket signs in Arabic for consumption by UPI's new Saudi Arabian owners who were in the UPI building during the picketing.

Tom Malioneck, first president of the local and now a vice presi-

dent, told his colleagues at the local birthday party that they must continue to forge bonds with other TNG locals as well as with the labor movement. "If we walk the line with them, they will walk the line with us when we go out and demand job security, fair wages, decent hours and adequate benefits," he said.

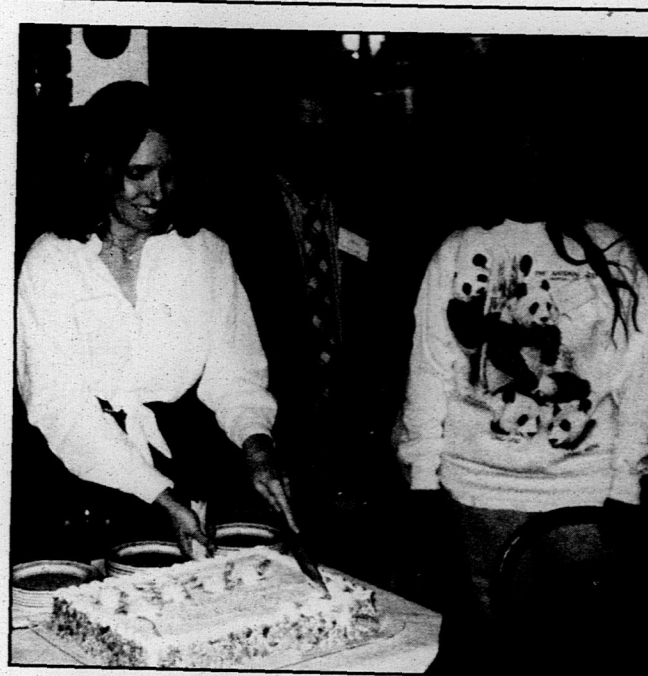
A long struggle for better wages and working conditions is what brought the translators to The Newspaper Guild.

The translation industry has been characterized as one in which practitioners often labor long hours for low wages and no benefits, in an atmosphere of toothless standards, chronic insecurity and a drive for cost over quality, Malioneck said.

Guild affiliation affords translators access to Union Privilege programs for union members and, Robertson said, the local hopes to negotiate a health insurance plan for its membership, which is spread from coast to coast.

A key to the local's success — membership has climbed steadily and now stands at 275 across the United States — is a referral service operated out of the local's office.

Started in August 1992, the service helps the translators, most of



TRANSLATORS' GUILD MARKS TWO YEARS OF GROWTH

Sally Robertson, Local T100 president, cuts the cake at the local's recent birthday party. Looking on are Tom Malioneck, local vice president, and Rita Menjivar, local secretary.

who are freelancers, find work. The alternative is spending large amounts of time and money marketing their services or going through agencies, which often keep the lion's share of the fee and exercise little control over working conditions.

"Through the referral service, Translators' Guild members are in effect pooling their resources to market their services directly to

end users and retain greater control over their work," Robertson said.

Members must undergo a review process to qualify for the service, Robertson said. At present, about 60 Guild members fluent in 30 different languages are participating in the service.

The local is in the process of setting up a separate referral service for interpreters.

Eddy worked long hours to bring Guild together

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sleep he dreamed about the Guild."

Eddy's contribution is documented in "A Union of Individuals," a 1970 book by Daniel J. Leab on the Guild's early history.

Eddy handled correspondence with the local Guilds that sprang up almost overnight the nation in response to Broun's Aug. 7, 1933, column in the New York World Telegram calling for the organization of a newspaper writers' union.

Hundreds of letters to Broun in response to the now famous column were referred to Eddy for reply. Eddy answered questions and made suggestions.

"In the New York Guild as later in the national organization, he (Eddy) labored in Broun's shadow, and, sadly, his unstinting efforts generally were unrecognized," Leab wrote in his book, published by Columbia University Press. "Many people associate Broun with the formation of a national editorial workers' union,

but few remember Eddy, who handled many of the necessary details which led up to the Washington meeting that founded the American Newspaper Guild."

In the early days when few Guild locals had collective bargaining agreements, Eddy often was on his own in advising locals on organizing and bargaining. Under the practice followed during Eddy's two years as executive vice president, the Int'l Executive Board's Employer Relations Committee, made up of elected international officers and staff members, was empowered to act on behalf of the IEB between meetings.

A debate over the authority of executive vice president and Eddy relationship with other Guild officers and staff quickly emerged. Acknowledging that differences had developed over whether constitutional procedures were being followed in the Guild's New York office, Eddy stated his view in a report to the 1939 Convention in San Francisco.

"We shall have to bring clarity to such questions as whether the executive officer shall supervise the administration of policy through other officers and non-elected functionaries, or whether the latter shall supervise the executive officer, serving as their agent," he said.

Eddy proposed that the executive vice president be vested with "undivided authority commensurate with the responsibilities..." and that the IEB have power of removal, if need be, in the best interest of the union.

Eddy's proposal did not clear the convention and he finished third in a field of three in his bid for re-election.

In the contest, Milton Kaufman, another New York Guild activist, received 68 votes. Julius

H. Klyman of St. Louis received 55 votes and Eddy polled six. In keeping with common practice at the time, the unsuccessful candidates withdrew, making Kaufman's election unanimous.

During his tenure, Eddy wrote a frequent Guild Reporter column entitled "Building." In it he addressed pressing concerns of the day, such as the need membership recruitment, for contracts providing for Guild shops to stabilize Guild finances and the value to the benefits of AFL affiliation.

In 1941, Eddy took over management of the Standard News Association, a New York City news service his father owned since 1918. Standard News closed in the early 1950s and Eddy bought a farm on the Chesapeake Bay in Maryland.

He later settled in Spain, where he married third wife, and maintained homes in Barcelona and Dickinson Center, N.Y. While living in Spain, Eddy returned to

a teen-age passion for radio and spent parts of every year as a ship's radio operator until 1981.

Eddy had been in failing health for two years and was staying with a son in Houston at the time of his death.

TNG President Charles Dale commended Eddy in a letter to his sister, Polly Eddy Kline, who was a Guild member at the New York Daily News, where she worked as a reporter for 22 years after Standard News folded.

"All of us — officers, local leaders, members — everyone who works in our industry, whether a Guild member covered by a Guild contract or an unrepresented newspaper worker whose pay and benefits are impacted by what the Guild has done for its members over the years — owe an enormous debt to your brother," Dale wrote. "We are what we are, in large measure, because of the foundation he quietly laid for this great union."

Eddy recalled Guild's early days

Jonathan Eddy, first executive vice president of the American Newspaper Guild, was the featured speaker at the Guild's 50th anniversary celebration during the 1983 Convention in Cleveland.

Eddy told convention delegates and other key figures from the Guild's early history that Heywood Broun, founding Guild president who died in 1939, was at the convention hall in spirit. "He is here in the very existence and ideals of The Newspaper Guild," Eddy said.

Describing the Guild as a product of the Great the 1930s, Eddy said that more than 80 percent of newspaper workers favored an economically oriented organization but that a much smaller percentage was willing to form a union. "My keenest memories are of the early strikes in Newark, Milwaukee and Seattle," Eddy said. He recalled being interviewed by a former Times colleague for a story during the Guild strike at the Seattle Post-Intelligencer.

"In the interview he asked me solemnly if we were trying to start a revolution. I asked him if he was crazy," Eddy recalled to the laughter and applause of the Convention.

Voting goes down to wire in Canada

Toronto — Canadian Wire Service Guild activists are working the telephones in a down-to-the-wire voter turnout campaign to win bargaining rights for 3,500 Canadian Broadcasting Corp. employees.

The Guild and two other unions — The Alliance of Canadian Cinema, Television & Radio Artists and the Canadian Union of Public Employees — are locked in a winner-take-all mail ballot campaign, conducted by the Canadian Labour Board, that closes Tuesday.

After the ballots are in, labour board will conduct a hearing. "We'll find out then if there is an inordinate amount of tainted ballots and whether the unions and the labor board can agree what to do about it," said Ray Aboud, CWSG president. "If everyone agrees, they will likely count the vote by the end of June."

One of two outcomes can occur: one union will win an outright majority and be certified as the collective bargaining agent for Unit 1 employees or, failing that, the two leading vote getters will meet in a run-off election at a later date.

Two full-time Guild activists — and various volunteers — have been calling local Guild members across the nation to make sure they have mailed their ballots, Aboud said.

The election stems from a labour board decision to reduce the number of bargaining units at CBC.

The Guild already represents 700 Unit 1 workers, with ACTRA and CUPE representing about 750 each.

Unions probe 'sick' building

Toronto — The management/union health and safety committee is investigating symptoms of "sick building syndrome" at the newly opened Canadian Broadcasting Corp. building.

A union spokesman at CBC has said that poor air circulation and synthetic carpet chemicals are prime suspects in employee complaints that began coming in almost as soon as the \$300 million building opened last summer.

Complaints have included dryness in the eyes, headaches and nosebleeds and more serious effects such as chronic fatigue, inability to concentrate and respiratory problems.

And three technicians who installed wiring in the building have applied to the Workers Compensation Board for disability assistance. A lab test in the technicians' case found that carpeting in the building emitted the chemical 4-phenylcyclohexene, a substance linked by some researchers to building-related illnesses.

About 2,000 of the CBC's 3,000 Toronto area employees have moved into the 10-story broadcasting center. Guild-covered CBC employees at have not been widely affected because their portion of the building is not due for occupancy until the fall.



Jonathan Eddy in the 1930s

TNG, locals need to involve members, report says

Silver Spring, Md. — Action should be undertaken at both the local and international levels in order to increase membership involvement in Guild programs, Work Directions Inc. has told Guild leaders.

Strengthening membership support and participation is the key element in WDI's seven-part, 118-page recommendation to the 1993 Guild convention.

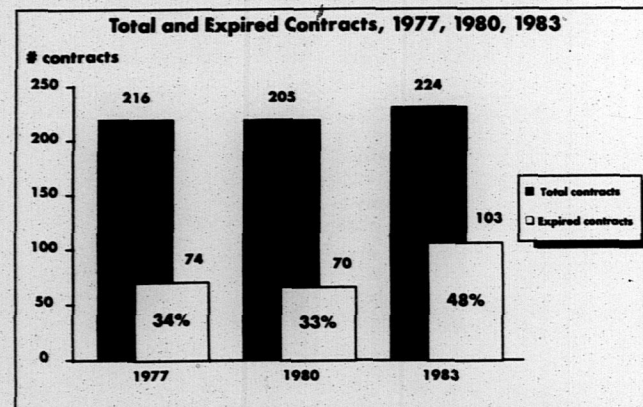
Over the years — as many Guild locals have faced increasing difficulties in negotiating contracts — membership involvement, whether in the form of strikes or alternative strategies, has been the key to successful bargaining, WDI concluded in its survey of Guild history.

WDI's proposed four-year program, adopted earlier this month by TNG's Planning Committee, would call on each local to develop a plan to enhance the level of membership awareness. The process would include assessing current levels of support and involvement, developing goals in priority areas and designing a work plan — with time frames — for achieving local goals.

WDI suggested, as optional recommendations, that by fiscal 1993 locals requesting financial assistance from the international have developed such a plan and that, beginning that year, locals submit their plans annually to TNG.

WDI details a variety of ways the international can support local efforts:

- ✓ Providing advice, guidance and problem solving.
- ✓ Providing leadership and steward training and mentoring.
- ✓ Supporting organizing campaigns of free riders with guid-



The above graphs show by percentage and by number of months the increase in expired Guild contracts from 1977-83.

ance and financial assistance.

✓ Supporting local communications and providing The Guild Reporter as a more effective communications tool.

✓ Developing useful, quality materials that many locals might require.

✓ Sharing experiences of other locals, facilitating communication and coordination among locals.

✓ Providing expertise to local leaders in areas of concern to members, such as collective bargaining, health and safety and human rights.

"Many of these functions are already being performed by the international," the WDI report said. "The question posed by this study is what realistic improvements can be made to strengthen the support from the international to the locals that will assist the locals' efforts to enhance membership support and involvement."

WDI suggests that each Guild local without staff — and those others that request it — be

assigned an international representative to act as a general advisor and to work on membership programs. The IRs should check in by phone on a quarterly basis, WDI said. "The international must retain flexibility to assign IRs based on a variety of factors..." the report said.

The intent is to shift IRs away from crisis response and bargaining and grievance handling to anticipating future crises and teaching elements of expertise to local leaders, WDI said.

A key element in the WDI proposal is the assigning of an IR to a new, four-year position of membership campaign coordinator. The campaign coordinator, who would report to TNG's director of field operations, should be someone with in-depth experience in the Guild, WDI said.

"A person qualified for this position will be adept at problem solving with others, gathering and sharing resources on organizing and education from within and without the Guild and serving as a

mentor to other international and local staff and local leaders around activating members," the WDI report said.

"Without this advocate, it will be too easy to fall back into the 'business as usual' mode, responding to crises but not focusing on building the fundamental base of power on which the Guild must rest: its members' support and involvement," the report said.

Other WDI recommendations for TNG headquarters include:

- ✓ Automate the Guild's collective bargaining data base with the goal of easing the time burden on staff in answering inquiries and producing reports.

✓ Introduce a desktop publishing system for The Guild Reporter, lead an effort to improve the content and look of the GR and assist locals with publication production.

- ✓ Provide resources, advice and training to locals on mobilizing women and members of minority groups and raising awareness of Guild leaders to minority

WDI: Newspaper unions need strong unity councils

Silver Spring, Md. — Stronger ties with other unions and local community alliances are critical to Guild success in the 1990s, WDI has proposed in its report to the Guild.

The Guild should establish a means for promoting inter-union unity and support locals in the development of unity councils, the WDI report said.

At the international level, WDI said that unions in the news and information industries should establish more formal methods to discuss information on employers, legislation, corporate strategies and other common interests.

"During the seventies and eighties, the Guild and other

concerns.

✓ Broaden research on the impact of new technologies on areas such as work design and union jurisdiction.

TNG should spend \$25,000 annually for training of field and administrative staff with a focus on improving skills and developing new ideas on membership mobilizing, organizing techniques and leadership development.

The WDI report also suggested an expanded role for district councils in serving as forums for education and discussion on strategies for involving members.

To monitor implementation of the membership mobilization program, WDI proposed a working committee consisting of TNG's president and secretary-treasurer, field operations director, the membership campaign coordinator and another non-management staff member. The working committee would report to the Int'l Executive Board at its fall meeting on specifics of any necessary organizational changes.

WDI: Newspaper unions need strong unity councils

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At the international level, WDI said that unions in the news and information industries should establish more formal methods to discuss information on employers, legislation, corporate strategies and other common interests.

"During the seventies and eighties, the Guild and other

newspaper unions worked together to motivate and assist locals in building strong unity councils where needed," the WDI report said. "This type of concerted, inter-union effort is needed again."

Unity councils in a number of Guild locals have deteriorated through inattention or contentious situations, WDI said.

Each member of the Newspaper Industry Coordinating Council — an organization of newspaper industry unions, including TNG — should assign a senior staff member to work on unity efforts, WDI said. The consultants report said TNG's president should lead the Guild's effort in alliances with other unions.



Tracy Fitzpatrick, WDI principal, explains proposals at a meeting of Guild leaders in Philadelphia last month.

Panel would develop corporate strategies

Silver Spring, Md. — The Guild should establish a working committee to develop corporate strategies, WDI said in its report to the Guild.

"The fact that the Guild now bargains with sophisticated corporate employers requires the union to develop enhanced coordination at the corporate level for the purposes of sharing information, coordinating strategy and maximizing union influence," the WDI report said.

WDI said components of a Guild corporate campaign should include: membership and leader-

ship education about corporate owners, common activities among locals to demonstrate coordination, common bargaining demands among locals, shared research and coordinated strategy for stockholders meetings.

TNG should assign staff to each corporate council of Guild locals to coordinate activities and liaison with TNG. WDI said the Guild can enhance its corporate campaign capabilities by "training staff, tapping into existing corporate research networks, coordinating with other unions working with the same employers and

acquiring knowledge of successful and failed corporate campaigns."

• The Guild's corporate campaign working committee should include TNG's president, field operations director, contracts committee secretary and a staff member from a Guild corporate council, WDI said.

WDI said the Guild should weigh the opportunities, costs and advantages of conducting a comprehensive corporate campaign against one of its more anti-union employers for the purpose of increasing bargaining gains.

Proposal calls for new regional boundary lines

Silver Spring, Md. — The Guild should improve policy making at the Int'l Executive Board level by realigning boundaries for regional vice presidents, WDI has recommended.

The WDI proposal to the Guild would bring the regional districts more in line with the district council boundary lines. The WDI proposal would increase the number of regional seats from seven to eight, thus eliminating one of the six at-large posts.

The WDI plan would put New York into the Middle Atlantic District Council for regional election purposes, thus eliminating the New York area region as now defined by the TNG Constitution.

"The Guild would bring elections of regional representatives in line with the way active members and local leaders identify regionally which is more along district council lines," the WDI report said. "It will give representation to those, especially in the

Midwest council, who now feel disenfranchised."

At present, none of the IEB members is from the Midwest.

Under the WDI proposal, Region 1 would consist of portions of the Middle Atlantic, Great Lakes and New England district councils; Region 3 would consist of the Midwest and a portion of the Great Lakes and Region 5 would consist of portions of Middle Atlantic and New England.

The Southern District Council would remain unchanged as Region 2 as would the Western District Council as Region 4. The eastern and western regions of Canada also would remain the same.

In another governance-related proposal, WDI said the IEB should focus on policy and tracking overall measures of achievement toward Guild goals.

"IEB members must determine what measures of success to

watch: What are the measures that Guild leaders can agree are the important measures to use to evaluate Guild progress toward strategic goals?" the WDI report said.

The Guild also should implement an orientation process for new IEB members, WDI proposed, including an overview of Guild finances and background on current union policy issues, and Guild operations and the procedures of the IEB and its committees.

Guild should evaluate need for new revenue

Silver Spring, Md. — TNG's secretary-treasurer would play a key role in evaluating both international and local financial systems, under WDI's recommendations to the Guild.

On TNG finances, the secretary-treasurer would oversee a process that would focus on:

- ✓ Evaluating the Guild's revenue stream to reduce fluctuations and non-payments of per capitas by locals.

✓ Developing managerially useful reports that would allow tracking actual budgetary expenses.

✓ Reviewing the mechanisms by which defense fund needs are determined and by which the fund is replenished.

✓ Evaluating the Guild's need for new revenues.

In its analysis of Guild finances, WDI noted that TNG responded to the 1989-91 economic recession by controlling costs in the face of increasing budget deficits. In its report, WDI said that total international assets are higher today than they were during the late 1970s and that some locals show an increasing membership trend.

However, WDI added, the Guild must still address the issue of cash flow to the international to ensure that the Guild can properly

fund programs needed to achieve union strategies.

Noting that many Guild locals are not raising enough revenue to cover costs, WDI said the secretary-treasurer should evaluate the viability of locals that appear most financially vulnerable.

WDI said the Guild should identify economies of scale in staffing and programs in order to make the most effective use of resources.

Of the 40 locals responding to a WDI financial survey, 20 reported operating deficits in the most recent year, the WDI report said.

The WDI report shows that the eight staffed Guild locals with 800 or more members generally report an operating surplus and show a positive revenue trends.

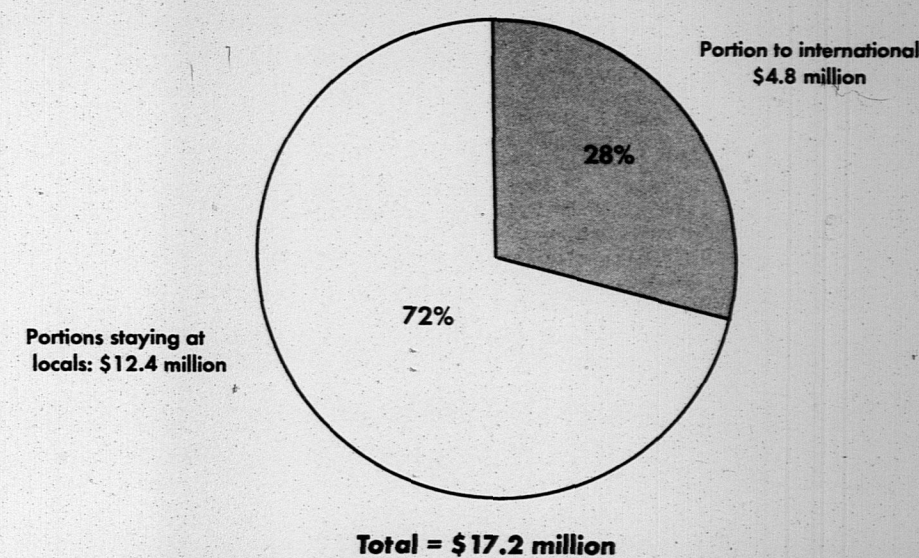
Meanwhile, understaffed locals of fewer than 100 members tend to be hampered by deficits and downward revenue trends.

Of 15 locals with fewer than 100 members responding, 10 showed declining membership revenue while only two reported increasing revenue.

On the other hand, larger locals with their own staff make use of economies of scale to hold expenses per member at moderately higher levels than locals without staff, WDI said.

According to the WDI report,

Total Unionwide Revenue from Members



The above chart shows the percentage of Guild revenues that go to TNG.

locals without staff and smaller locals with staff are unable to cover expenses with present membership revenues.

The WDI report says that approximately 58% of international resources go toward direct support of locals, either in the form of subsidies or field staff support, leaving approximately \$2 million per year for all other international activities.

WDI said that of current unionwide assets of approximately \$28

\$28.4 million, one third — or \$9.3 million — are assets of the international with the remaining assets spread among locals.

The proposed financial review of locals would be conducted in collaboration with local leadership with the goal of achieving self-sufficiency and financial health, the WDI report said.

WDI said that possible ways to save on local expenses would include regionalization of expenses or the international providing

centralized services to groups of locals with similar needs.

The secretary-treasurer would report to the IEB a work plan and time schedule for implementing a plan to strengthen Guild financial viability. On international finances, the review process would include consultation with the TNG president, the IEB Finance Committee, the TNG office manager and staff who work on finance and administrative systems, the WDI report says.

Members relate to Guild at local level

(Continued from Page 1)
members conducted in January by the Washington, D.C.-based Wilson Center.

At WDI's request, TNG President Charles Dale named a Planning Committee made up of all 16 IEB members and activists from eight Guild locals.

WDI met with the Planning Committee twice in April and took preliminary findings back to district council leaders in late April and May — and met with TNG staff — before presenting a final report to the Planning Committee earlier this month.

Membership involvement emerged as a key issue early in WDI's process. The Wilson Center poll revealed a reservoir of support for the Guild among the membership, with many respondents saying they would be willing to work harder to help recruit members for their union. [GR, April 30, 1993.]

"The single most important determinant of Guild member opinion is the quality of representation that members perceive they get from stewards," the WDI report said of the poll findings. "Improving steward systems will

strengthen membership loyalty and support to their organization."

Poll results also suggest that improved communications between locals and members and increased focus on members' priorities — job security, wages, health insurance, working conditions and the impact of new technologies — are among ways the Guild can increase membership involvement, WDI said.

Membership involvement is seen by WDI as a way to reverse a trend that has eroded Guild influence within the newspaper industry beginning in the 1970s. "The Newspaper Guild lost bargaining leverage during the '70s and '80s," WDI said. "Traditionally, some Guild members have worked for short periods under expired contracts. In recent years, members work for longer periods without a current contract."

Guild membership levels have been relatively constant since 1957, the WDI reports said. But membership in the United States has declined while it has increased in Canada.

In analyzing external pressures faced by the Guild, WDI said that U.S. industry trends — including

increasingly diversified media corporations and expanded variety of advertising alternatives — have resulted in an erosion of Guild power. "Driven by the pursuit of high returns, employers have vigorously pursued union avoidance and cost cutting strategies," the report said. "U.S. employers have taken advantage of weakened union rights."

In addition, WDI said the Guild has been affected in recent years by internal pressures, including loss of membership and financial strains on many locals and TNG, altered lifestyles and attitudes of members, Canadian concerns and lack of consensus on strategies.

Corporatization of the newspaper industry and the impact of the 1989 recession have combined to make for permanent change in the Guild's environment, WDI said. "Changes occurred and will continue to occur in every aspect of newspaper publishing: markets, product, production, distribution, levels of employment and even in the very definition of the industry," the report said. "The newspaper industry is not dying; it is consolidating and restructuring as part of an evolving information industry."

Report supports Canada dialogue

Silver Spring, Md. — WDI has endorsed the dialogue taking place between Canadian and international Guild leaders on issue of Canadian autonomy within the Guild.

In its report to the Guild, WDI cited telephone poll findings that suggest a majority Canadian Guild members do not support separation from the international but do support reforms.

"Conditions for Guild members in Canada are sufficiently different that the union must tailor strategies, structures and use of resources to fit the needs of Canadian members," the WDI report said.

WDI says resolution of the Canadian autonomy issue will require:

- ✓ Enhanced ability of Canadian Guild members to develop and articulate a Canadian perspective within the Guild.
- ✓ Increased control and accountability of Canadian-based staff by Canadians.
- ✓ Enhanced Guild expertise on Canadian laws and issues.
- ✓ Increased sensitivity of all Guild leaders to the unique environment of the Canadian labor movement.

In its study of the Guild, WDI found that Canadian locals have accounted for an increasingly higher percentage of total Guild membership over the past decade.

In 1982, 13.6% of 32,169 Guild members were in Canada. In 1987, Canada accounted for 15% of 34,399 total Guild members. By 1992, 19.2% of 31,233 total Guild members were in the nine Canadian locals.

WDI said the Guild has not lost as much bargaining leverage in Canada primarily because Canadian newspaper markets are not declining as rapidly as U.S. markets and because provincial labor laws are more supportive of union rights in organizing and collective bargaining than are U.S. laws.

The Canadian District Council passed an autonomy resolution in October 1992. District council leaders met with the IEB in April to lay the groundwork for drafting an autonomy proposal for the 1993 Convention.

Baltimore contract follows noon rally of Guild members

Baltimore — A new three-year contract at the Baltimore Sun raises the top reporter minimum to \$958 per week.

The accord was ratified by some 300 Guild members at a late-night meeting June 9 as Guild negotiators met a company-imposed deadline to ratify or lose a one-time early signing bonus that averages \$753 — or the rough equivalent of one week's pay.

The Guild negotiating committee recommended the agreement "with reluctance," citing the disappointing average of slightly more than 7% in base pay increases over the life of the contract and the signing bonus instead of larger increases in base pay.

The agreement maintains existing health insurance, with no reductions in benefits or increases in employee contributions; employees pay 11.5% of monthly health premiums.

The new contract for the first time makes long term disability insurance available to bargaining unit employees, provided 75% of employees sign up.

The Guild fended off several concessions sought by the company, including a demand for an "open shop" and an absolute "no strike" clause.

Sun management also sought to take jobs out of Guild jurisdiction, to limit personal leaves of absence, to tighten tuition reimbursement and to eliminate the employee's choice of "the pay or

the day" for a holiday that occurs during his or her vacation.

Movement on these issues occurred in bargaining on the afternoon of the day of ratification — following a noon hour rally of hundreds of Sun employees outside the daily's main building.

In addition to the increase in the top reporter minimum, the new contract brings copy editors to \$988 a week and assistant editors to \$1,118.

The contract features the reversal of a 10-year injustice, pushing advertising artists ahead four full pay groups from a top minimum of \$616 to \$714.

Actual pay increases are by fixed dollar amounts distributed across salary brackets, with the weekly salary increase for jobs at the low end of the pay structure — from \$350 to \$425 per week — pegged at \$10 the first year and \$11 in the second and third years.

Increases for high end jobs — or more than \$700 per week — will receive raises of \$18, \$21 and \$21.

Dozens of employees in the building department and circulation, classified and other business offices, as well as many newsroom jobs below the reporter scale, move into a higher pay bracket.

Also, a new senior title was created for advertising departments with affected employees earning a \$15 differential.

UPI offers severance pay to all Guild-covered workers

Washington, D.C. — United Press International has offered a voluntary severance plan to all Guild-covered employees.

The UPI proposal includes a number of improvements over an earlier severance offer, which was rejected by the Wire Service Guild because the program was aimed only at employees aged 58 and older.

The Guild had proposed in early May that the plan be extended to all of UPI's Guild-covered workers.

The new plan, negotiated by the Guild and UPI in early June, calls for a minimum of one week's pay for each year of ser-

vice plus an additional week's pay for each year of service after 25 years. All employees are eligible, without regard to age or seniority.

UPI explained the plan in letters sent to Guild-covered employees last week. Employee responses must be received by the company no later than July 16.

The company will accept applications for the buyout offer on a first-come, first-served basis and has the right to limit the number of acceptances, the Guild said.

Meanwhile, long-delayed contract talks between the Guild and UPI management were scheduled to resume this week.

Globe union's board endorses Guild

(Continued from Page 1)

"The caliber of BGEA leadership is very impressive and we are very pleased that the Governing Board decided that The Newspaper Guild is the place for them to go," said TNG President Charles Dale. "We will be delighted when the final affiliation vote is taken."

The relationship between the Guild and the BGEA has evolved for more than two years, since BGEA members joined a Guild informational picket line at a Boston appearance of union-busting lawyer Robert Ballow following the 1991 strike at the New York Daily News, where Ballow

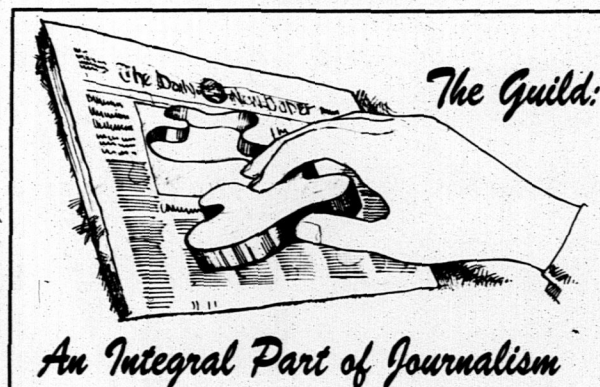
had been a key figure in an unsuccessful attempt to bust the unions.

Jordan said BGEA members sensed that an era of labor peace at the family-owned Globe was at an end in September 1990, when the company filed a unit clarification petition with the National Labor Relations Board.

The BGEA, which represents workers in the newsroom and a number of business departments at the Globe, has been attempting to negotiate a new collective bargaining agreement since December 1990.

The merger agreement with the Times provides that the Taylor family, which has run the Globe

Role of the Guild in the newspaper industry



By CHARLES DALE, President

The fact that newspaper editors and owners are genial folk should hardly stand in the way of the organization of a newspaper writers' union. There should be one. Beginning at 9 o'clock on the morning of October 1, I am going to do the best I can to help in getting one up.

—HEYWOOD BROWN, Aug. 7, 1933

A union for newspaper reporters? Publishers, generally speaking, greeted the idea as they would the Four Horsemen of the Apocalypse when it suddenly burst over the horizon, in the shape of The Newspaper Guild, in 1933.

Most vowed they would be carried out on their First Amendment shields before they would countenance dealing with their journalistic hands in battle formation arrayed.

A union? That might be tolerable—if not exactly desirable—for miners, steel workers, even newspaper printers. But reporters? How unseemly, how totally improper, could you get? Reporters might not be paid as well as the

not, in fact, in the case of cubs, be paid at all. But crassness must know its bounds.

Reporters were knights of the typewriter, bearers of the First Amendment torch. Their was the quest for daily truth, not daily bread. Or, in the words of the appropriately named Chester Lord, managing editor of the New York Sun, "Our young man must look beyond mere pecuniary gains for the rewards of journalism."

But some publishers, in moments of sobriety and candor, showed they knew better.

"If I were a newspaperman, as I used to be," said one, J.M. Patterson of the New York Daily News, "I would belong to the Guild myself."

"If I were a young reporter, just starting in the newspaper business, I would become a member of the Guild," echoed Joseph Pulitzer, 2nd, of the St. Louis Post-Dispatch.

Why? Harry Hindmarsh, president of the Toronto Star, explained:

"The Guild is the best thing that ever happened to the Star. In the old days, men [and a few women] worked 12 hours a day, and willingly. Now they work just as willingly, and

Hillary Clinton gives union leaders glimpse at health care reform plan

Washington, D.C. — The Clinton Administration is contemplating a health care reform package that will "take as little new financing as possible," Hillary Rodham Clinton told a group of union leaders who gathered June 3 to get an advance look at the plan.

Clinton said the proposed health system would be either premium-based or payroll-based, which she said she personally favors because it's more progressive. Either way, she said, the administration will propose a health care system financed through an employer-based mechanism, with Medicare and Medicaid picking up the slack.

The savings realized from the efficiencies of over-all health care reform will produce substantial savings, thus helping to finance reforms, she said. The first lady headed up the Clinton Administration's health care reform task force, which completed its work last month.

The administration has said it will introduce health care reform legislation in Congress later this summer.

Other than to require a mini-

mum level of participation by employers, the government's role will be to mandate a comprehensive package of benefits, Clinton told union leaders assembled at the headquarters of the American Federation of State, County and Municipal Employees.

She said the package will emphasize primary and preventative care.

Although the new plan may be better or worse than any given existing plan, Clinton stressed that the main selling point will be security. "When someone moves or loses a job, they won't lose their health care," Clinton said. She said all Americans would be covered regardless of employment status or pre-existing conditions.

She said the plan would empower consumers by offering a

comprehensive package rather than being forced to accept the plan or plans offered by employers.

Clinton said she hopes unions could generate payroll savings from health care reform into improved wages. She said the administration is considering ways to help unions accomplish that transfer.

She said the administration plans to launch an intensive educational effort that would last from the end of June through much of August. Congressional lobbying efforts would begin after Labor Day with a goal of enacting health care reform into law by the end of the year.

Linda Foley of TNG's collective bargaining department attended the meeting with Clinton.



Canada autonomy issue far from being resolved MONTREAL

Editor:

The May issue of the Concerned Guild Members' "voice" said that the presidents of Canadian locals met in Ottawa to refine a resolution passed by the CDC on Canadian autonomy.

I, as the Montreal president, wasn't there; John Hutchinson, president of the Victoria local, wasn't there. Neither local is presently affiliated with the Canadian District Council.

The autonomy issue is as fuzzy as it ever was. The so-called Canadian Executive Board "will hire and direct professional and support staff in Canada." Will it? It won't have any say in Montreal's staff situation, I can assure you.

A form of blackmail that has failed in Canadian politics and will fail in union politics is "being used: the resolution is a SONG minimum precondition" for SONG staying in the Guild. Quebec has tried that tactic for decades to gain more power in Canada — without success.

Will SONG members support separation? Let it be put to the test.

Larry McInnis President

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: July 9.)

Why not negotiate a free trade agreement with Europe?

By Lane Kirkland

PRESIDENT CLINTON is in a quandary over his predecessor's North American Free Trade Agreement. While hoping to make NAFTA more palatable to its critics by negotiating side agreements on labor and environmental standards, he also knows that any truly effective and enforceable standards will be labeled "protectionist" by business supporters and will cause them to jump ship.

Fortunately, there is a way out — a credible alternative that will expand America's trade opportunities without forcing down the wages and working conditions of U.S. and Canadian workers.

Instead of trying to fix a North American Free Trade Agreement, the administration should boldly propose a North Atlantic Free Trade Agreement.

A NAFTA negotiated with the 12 nations of the \$6 trillion European Economic Community would link the U.S. and Canada to a trading bloc accounting for \$13 trillion in gross domestic product. It would create a single market of more than 600 million consumers.

Unlike a NAFTA agreement with Mexico, a North Atlantic Free Trade Agreement would benefit — not harm — U.S. and Canadian workers. It would tie us to countries with high wages, strong consumer purchasing power and high standards of living. It also would enable American workers to benefit from a European Social Charter that sets standards on vocational training, equal pay for equal work, freedom of association and the right to collective bargaining.

Instead of setting off a cutthroat competition with Mexico's underpaid workers, a North Atlantic Free Trade Agreement with Europe would create a rational trading partnership with countries where workers enjoy a similar living standard. It would cement a trading relationship that also could ease and open up mutually beneficial investment within the



world's largest bloc of capital. A new Atlantic NAFTA could resolve escalating U.S.-European trade tensions by opening up markets for American farmers, could lead to cooperative relationships designed to improve high-tech industries and could help reverse a process of deindustrialization that has brought the number of high-paying manufacturing jobs down to only 16.8% of our work force.

A North Atlantic Free Trade bloc would have the clout with which to negotiate balanced trade with Japan and China. For example, America's steel and auto workers would be glad to see our country adopt Europe's industrial and trade policies, which include limits

on Japanese and Asian steel imports and tough quotas on Japanese auto imports.

As for Mexican workers, they would fare much better if Mexico were eventually brought into a North Atlantic trade agreement than they would under the current plan for a North American pact. For example, while the current version of NAFTA would have a depressing effect on U.S. jobs and markets, Mexican workers would benefit from a stronger U.S. economy that would result from the new North Atlantic bloc. They would also have a chance to improve their own fortunes under the North Atlantic bloc's Social Charter, rather than having to face the prospect of ever-lower wages and conditions under a

NAFTA that has no effective or enforceable standards.

Real free traders wouldn't object. After all, what free would oppose creating a trade zone for one half of the world's GNP? Such an agreement would also deserve the support of workers and their unions both here and in Europe — as long as the Social Charter continues to be part of the deal.

The new NAFTA would anchor the U.S. in Europe in the post-Cold War era, acting as a compelling antidote for isolationist voices that have been a persistent and dangerous undercurrent in American political life. Permanent U.S. cooperation with Europe — economic rather than military — would help ensure that continent of America's longstanding commitment to a region that has been at the center of two world wars.

So why has no one proposed this already? The answer is simple. The financial elites pushing the current NAFTA aren't really interested in uplifting standards in either Mexico or the United States but in making a quick profit by exploiting Mexico's low wages and poor enforcement of environmental and labor laws. In their shortsighted view, linking our economy with Europe defeats this purpose.

It's time for President Clinton and Congress to look at shaping a new kind of NAFTA — a North Atlantic Free Trade Agreement — that would put us on an upward path of hope and progress rather than on a downward spiral of exploitation and folly.

The writer is president of the AFL-CIO, which opposes NAFTA as negotiated by former President George Bush. Representatives from the United States, Canada and Mexico are negotiating over side agreements on labor and environmental protections, which President Clinton has said are a precondition for his seeking ratification of the treaty by the U.S. Senate.

Twin Cities Guild: Turn off KARE-11



Twin Cities Guild activists Randy Furst, a member of the local Representative Assembly, and Bernie Lunzer, local administrative officer, joined union and community activists at a May rally in support of 90 IBEW-represented photographers, editors, engineers and other employees of KARE-TV, Channel 11. The Gannett-owned station, seeking to bust the IBEW unit, has declared impasse and posted conditions. Also pictured are Lunzer's children Emily and John.

Montreal Guild wins arbitration over layoffs

Montreal — A Quebec labor department arbitrator has voided a reorganization of the Gazette's outside newspaper sales department and ordered the company to recall 21 laid off employees.

The award came in response to two grievances following the company's March notice to the Guild on reorganization plans and resulting layoffs of 10 district managers and 11 relief drivers who work weekends.

Meanwhile, the Guild is preparing for difficult negotiations with the Southam-owned daily on the main contract which covers some 450 editorial, sales and building service employees at the Southam-owned daily. The contract expires this month.

Guild contract talks have been delayed while the company has been preoccupied in recent weeks in negotiations with the composing room union at the Gazette. The company is seeking agreement to allow for the transfer of some of the daily's 70 composing room workers, who have lifetime job guarantees, to other departments.

The Guild already has been bogged down in difficult talks with the Gazette on behalf of 43 newly organized employees in the

Gazette's business office. The provincial labor board certified the new Guild members late last year and contract talks began in March.

However, little progress has been made, said Larry McInnis, Montreal Guild president.

One provision being sought by management for the business office employees would allow the company to hire vacation replacements at "the most economical rate," McInnis said. If temporary help is not to be found at the company's preferred rate, then Guild-covered employees would be forced to relinquish one week of vacation.

On the outside sales award, the Guild did not grieve the reorganization itself but rather the way in which it was handled, McInnis said.

The arbitrator agreed with the Guild position that the reorganization was not conducted in a proper manner and ordered the company to rehire the laid off workers. The award held that the Gazette should have found work for the full-time DMs so it would not be necessary to lay them off — then proceed with layoffs in other classifications if necessary.



Journal American Guild leaders stand up to bargaining horrors

By Elizabeth Brown
Pacific Northwest Guild

WHEN I was re-elected chairwoman of the JA's Guild unit this year, I knew I'd have a place on the team that negotiated a new contract with the company. This should be interesting, I thought at the time.

It's been interesting, all right. Negotiating is unlike anything I've ever done before. And some days, I'm sure I never want to do it again.

I'm a wreck. The raging caffeine addiction I'd almost kicked has returned with a vengeance. I don't sleep well when I sleep. My stomach won't settle down, so I've lost several pounds. My husband says we might have to redo our wedding because he's almost forgotten we're married.

The other members of the negotiating team have their own horror stories of stress to tell. The employees on the team feel a fair amount of tension just from the strange position we find ourselves in.

It's not exactly relaxing to face your employers across the bargaining table and challenge what they say. Because of that, we kept quiet during the first few sessions and let our union's administrative officer, Art Joyner, do the talking.

But with each session, we four employees speak up more and

more, asking questions and telling the company negotiators how their policies affect the 100 workers we represent.

We started with a straightforward approach. We went into negotiations with a list of problems we wanted to solve — low wages; uncertain retirement benefits; a repressive, morale-sapping sick leave policy, troubles with overtime; skyrocketing medical insurance costs and inadequate reimbursement for expenses.

There's no denying that many employees at the JA barely make it on their meager wages. We put out the Eastside's community newspaper but most of us can't afford to join the community. Our salaries lose ground every year to the rising costs of medical insurance and the cost of living in expensive Puget Sound.

Negotiating isn't always about justice; it's about power. And Northwest Media Inc. wants us to think we don't have any.

To me, the most memorable exchange in negotiations occurred one day when the company's chief negotiator got upset with the way we were "demanding" things for our members. He told us that we, the employees, don't have any power. We're powerless? The last time I checked, we were the ones doing most of the work at the Journal American. We sell

the ads, shoot the photos, bill the accounts, stuff the inserts, write the stories and respond to customer queries.

In return, we ask for a livable wage and decent benefits. We ask for respect.

Personally, I don't believe we are powerless. When you stand alone, it's intimidating to face your bosses and demand more money, better benefits. But when we speak with one voice, we can accomplish more.

We witnessed the results of our collective power at the table one day. The day before, the company had proposed a change in the contract language on holiday pay for the mailers. When the mailers heard about it, they saw it as an attempt to strip them of some pay. They went ballistic.

The next day, the company yanked the proposal from the table and admitted the mailers' reaction was the reason.

Think about that.

This piece is reprinted from an eight-page special May edition of the Pacific Northwest Guild's Bulletin. The entire issue dealt with difficulties the Journal American Guild Unit had encountered in bargaining a contract with Northwest Media Inc., owned by Persis Corp.

Denver clerk wins arbitration

Denver — A part-time clerk at the Rocky Mountain News has been awarded back pay for work that was taken away when he elected to return to his previous classification after working briefly last year as a lead clerk.

Under an arbitrator's award, the grievant was awarded back pay for an extra 20 to 25 hours a week he worked as a "verifier" of bills that were returned to the News' circulation department for insufficient or outdated address.

In early March 1992, the clerk accepted a full-time position as lead clerk in the paper's billing services operation. He continued to perform the verifier duties fol-

lowing the promotion.

By the end of the month, the grievant's supervisor had concluded his performance was unsatisfactory and the grievant agreed to return to his previous position as a part-time clerk.

However, the verifier duties were assigned to another employee upon the grievant's return to part-time status.

Harry L. MacLean, an independent arbitrator, concluded that the verifier duties — even though temporary — were part of the grievant's old job and that the loss of the work constituted a penalty as a result of the temporary promotion.

Editorial

Challenges then and now

WE NOTE with irony that the issues facing The Newspaper Guild today are much like those with which our union's founders struggled.

Reflecting on the death earlier this month of Jonathan Eddy, the Guild's first elected executive vice president and the activist most responsible for building the structural foundation our union rests upon, we are reminded that newspaper publishers are as hostile today as they were in the 1930s to a union for their white collar workers.

During Eddy's time, publishers resisted in every conceivable manner the extension of Newspaper Recovery Act provisions to newspapers. The NRA was President Franklin Roosevelt's prescription for offsetting the effects of the Great Depression on working conditions for Americans. Industry groups were to live by a voluntary code that provided, among other things, a five-day work week.

No one could argue in 1933 that the economy needed a boost. Unemployment lines were growing. Those who held jobs were subject to longer work weeks and shrinking paychecks. Indeed, many newspapers supported the NRA on their editorial pages. But publishers were virtually unanimous that the NRA should not apply to their workers.

It was publishers' intransigence in the face of a concerted government effort to improve working conditions that gave rise to The Newspaper Guild. Editorial workers around the country expected to benefit from the Roosevelt initiative.

While publishers lobbied to keep the NRA away from their door, the Guild movement swept the nation like a brush fire. The Guild has achieved success in many locals by working in concert with other newspaper industry unions and with the labor movement in general. The decision of Guild members to affiliate with the AFL during in 1934 was a controversial one; it caused some members to leave the Guild.

But, as history teaches, it worked. We know the Guild has succeeded not only because our union has negotiated fair wages and working conditions but because publishers are still squirming.

At the Newspaper Association of America convention in Boston last April, industry labor lawyer Sandra P. Zemm held up Mortimer B. Zuckerman, owner of the New York Daily News, as today's model Guild-busting publisher. Addressing the publishers, Zemm described how Zuckerman made pacts with production unions then demanded concessions from the New York Guild, ultimately firing 182 of the paper's editorial and commercial workers.

Zemm's message to the publishers was that they can profit by isolating the Guild.

When Guild delegates assemble at the 1993 Convention next month in Honolulu, they will be acting upon the most comprehensive proposal for change that our union has considered since the days of Heywood Brown and Jonathan Eddy and other Guild founders who debated, often hotly, how to build the Guild.

There will be much debate in Honolulu over the direction the Guild should take in the future. But we know our history and we know that our number one problem now, as then, is an employer who seeks to maximize profits at our expense.

The Guild Reporter



BRIAN WILLIAMS, Editor

Published monthly by the Newspaper Guild (AFL-CIO, CLC), generally at four-week intervals. (Next issue, July 14.) \$20.00 per year. Single copies, \$1.50.

Guild Reporter deadlines at TNG headquarters: News, Monday before publication (July 12); features and letters, Friday before publication (July 9). Letters limited to 200 words by TNG convention action.

POSTMASTER: Send address changes to:
The Guild Reporter, 8611 2nd Ave.,
Silver Spring, Md 20910-3327

Publication #231580

ISSN: 0017-5404

Vol. 60, No. 6

June 18, 1993

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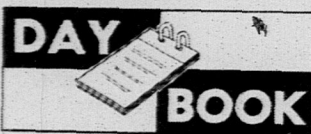
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TNG organizing seminar, June 20-25, Silver Spring, Md.
Int'l Executive Board, pre-convention meeting, July 16-17, Sheraton Waikiki, Honolulu.
Int'l Executive Board, post-convention meeting, one hour after adjournment, July 23, Sheraton Waikiki.
Conference of District Councils, annual meeting, noon, July 18, Sheraton Waikiki.
Advertising, Circulation, Editorial Panels, 1 p.m., July 18, Sheraton Waikiki.
New Delegate Forum, 3 p.m., July 18, Sheraton Waikiki.
1st Biennial (60th annual) Convention, July 19-23, Sheraton Waikiki.
2nd Biennial Convention, summer 1995, Boston.

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