



The GUILD REPORTER

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

Vol. 60, No. 8

Silver Spring, MD

August 20, 1993

Guild looks ahead

1993 Convention adopts four-year strategic plan

Honolulu — The 1993 Convention, in a unanimous voice vote, adopted a four-year strategic plan that calls for major changes in the way Guild locals and TNG conduct business.

The plan, ordered by the 1992 Convention and prepared by a Boston-based consulting firm after an extensive eight-month study of Guild operations, contains a seven-part program designed to increase membership involvement in Guild activities, attract new members through stepped-up organizing efforts and position the Guild to be a force for representing workers in a rapidly changing news industry.

The strategic plan was the first order of business taken up by the Convention, following the traditional opening speeches by TNG's top three elected officers.

Strategic plan action began with a suspension of Convention rules to allow for the plan to be taken up without referral to a committee. Delegates then adopted a resolution authorizing TNG to pay incurred study costs over and above the \$50,000 authorized by the 1992 Convention.

To date, TNG has spent some \$147,000 on the study. Sec'y-Treasurer John C. Edgington estimated that that another \$10,000 in outstanding costs could be added to the

final price tag of the study.

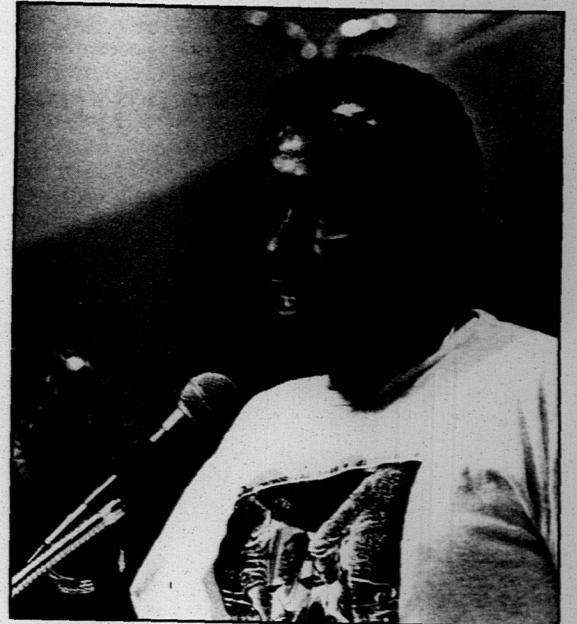
Then followed an explanation of the proposed plan by Tracy Fitzpatrick of Work Directions Inc., the Boston-based firm hired to conduct the study delegates asked a number of explanatory questions. Actual debate was reserved until Fitzpatrick had finished her presentation.

Fitzpatrick was followed to the microphone by Art Joyner, Pacific Northwest Guild delegate and maker of the motion in Chicago last year to commission the study.

Joyner, a member of the Guild's 24-person Planning Committee, moved that the 1993 Convention adopt the completed plan. "This process has resulted in just what I had hoped," he said. "The atmosphere at this convention is noticeably different than the atmosphere of the Chicago convention. For the first time we have a consensus on the factual basis for discussion."

Shortly after debate got under way on Joyner's motion to adopt the plan, there was a roll call vote on whether delegates should discuss the plan section-by-section or as a whole before voting on the entire document. Proponents of the motion — made shortly after the Convention decided to vote on the plan as a whole — argued that debate by sections would be more orderly.

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JOHN TITCHEN/Hawaii Guild

Art Joyner of Pacific Northwest closes debate on the strategic plan at the 1993 Convention. Joyner proposed the plan at the 1992 Convention.

Canadian autonomy passes; Rothman acclaimed

'94 meeting will be start of new era

Honolulu — Canadian Guild members will enjoy a greater degree of autonomy under sweeping changes adopted by the 1993 Convention.

The delegates, by a unanimous voice vote, called for amendments to TNG's Constitution that will allow for an elected Canadian Director who will serve as chief spokesperson for the Guild in Canada and who will join Canada's two regional vice presidents on TNG's Int'l Executive Board.

In addition to Constitutional changes spelling out the election of and role for the new office, the 1993 Convention mandated that the Canadian Director:

- ✓ Be responsible for coordinating collective bargaining efforts.
- ✓ Pursue organizing projects and conduct education programs.
- ✓ Recommend the hiring of direct professional and support staff in Canada. TNG will continue to provide Canadian locals with services, information and research.
- ✓ Recommend contract approval and strike sanction to the IEB.

The Canadian Director also has use of the Canadian Special Organizing Fund for financing organizing projects in Canada. The fund will consist of Canadian contributions to TNG's \$1 per capita organizing tax.

Also, the 1993 Convention reaffirmed that the Guild's Cana-

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JOHN TITCHEN/Hawaii Guild

SEVERAL CANADIAN DELEGATES HUDDLE DURING DEBATE ON STRATEGIC PLAN
Gail Lem of Southern Ontario, back to camera, confers with, from left, Mart Monk of Ottawa, Jan O'Brien of Vancouver, Sharlan Clark of Ottawa, Bob Vaillancourt of Northern Ontario (partially hidden) and Donna Hooper of North Bay during TNG's 1993 Convention.

Phily 'blitzed,' members OK strike

Philadelphia — The Philadelphia Guild has filed a petition with the National Labor Relations Board to be certified as collective bargaining agent for some 200 correspondents and specialists at the Philadelphia Inquirer.

Meanwhile, Guild members at the Philadelphia Inquirer and Daily News voted overwhelmingly Aug. 19 to authorize their leaders to call a strike, said Local 10 President Kitty Caparella.

The Guild and other unions at Philadelphia Newspapers, Inc., face an Aug. 31 contract expiration date in ongoing talks with

Knight Ridder management. One of two Teamsters locals at PNI already had authorized a strike if an agreement is not reached by the expiration date.

The Thursday NLRB filing, also on Aug. 19, came days after a weekend "blitz" in which eight members of TNG's newly formed bench organizing team joined local Guild members in making calls to the correspondents at their homes.

The correspondents and specialists have been trying for years to organize. They formed an independent union — called the

Newspaper Reporters of the Philadelphia Inquirer, District One — in 1988 and petitioned the NLRB for a representation election.

The effort, which had been supported by the Philadelphia Guild, ended in April 1989 when the correspondents determined they lacked the resources to fight management over challenged ballots.

This week's NLRB filing by the Guild represents the first project for TNG's 15-member bench team of local leaders who attended a week-long AFL-CIO training seminar in June.

Election set for president, other top posts

Honolulu — Delegates to the TNG's 60th Annual Convention wrote a new chapter in Guild history as they acclaimed Carol D. Rothman of the Philadelphia Guild as Int'l Chairperson.

Rothman, an at-large TNG vice president and 10-year veteran of the Int'l Executive Board, becomes the first woman to hold a top international Guild office.

She was the only nominee for international chairperson at the 1993 Convention.

Juan Gonzalez, an announced candidate who had lost in a bid to lead an opposition slate of convention delegates from the New York Guild, withdrew his international chairperson bid prior to the July 19-23 Convention here.

Also in the nominating process on the final day of the Convention, delegates set up election contests for TNG president, secretary-treasurer, Region 2 vice president and the six at-large vice presidencies. (Candidates records, Pages 4-5).

The Guild's Int'l Election and Referendum Committee, meeting after the Convention, set a Sept. 30-Oct. 5 voting period for a membership election to decide those offices. The election will be

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Rothman

THE SHORT

OF IT

PRESIDENT CLINTON, emerging from a bruising win in the budget battle, has begun lobbying for his yet-to-be-unveiled health care program. Earlier this week he shared broad outlines of his plan with the National Governors' Association. Organized labor is prepared to support the administration when its health care package is introduced, probably next month, in Congress. Meanwhile, however, the North American Free Trade Agreement looms as a roadblock between Clinton and unions. (See story and photo at right for union sentiment regarding NAFTA.) A resolution adopted by TNG's 1993 Convention pointed out that the proposed NAFTA could infect health care in Canada by allowing profit-driven U.S. corporations to cross the border. The Convention called on the Guild "to join other trade unionists, health care workers, seniors and consumer groups in the fight for a universal, single-payer health care system in the United States." Having won the budget battle by a total of three votes in the House and Senate, President Clinton may not have the muscle to win both NAFTA and real health care reform.

Notes from the Convention: Frank Sweeney of San Jose, John Blecarz of Montreal and Martha McHale of Philadelphia served as tellers, keeping track of the two roll call votes and election of IERC members. ... **Tom Malioneck** of the Translators' Guild, gave fellow delegates a multi-lingual thank you after the Convention collected more than \$1,300 to assist **Matt Hammond**, Translators' Guild vice president who was seriously injured by a hit-and-run driver near his Monterey, Calif., home in early July. ... **John C.K. Fisher**, Cincinnati delegate, carved out time to visit with never-before-seen relatives in Honolulu. Fisher's mother was a native of Hawaii. ... **Stan Souza**, longtime local Guild president and former TNG vice president who now works a management job at the Honolulu dailies, was honored at the Tuesday night Convention banquet for his contributions to the Hawaii Guild. **Roy Kruse**, veteran local administrative officer, also was asked to take a bow. ... **Karin Rasmussen** of Southern Ontario thanked brother and sister Guild members for their support during the 1992 strike at the Toronto Star and passed out strike T-shirts to delegates. ... **Bruce Meachum** of Denver updated delegates with news that the Colorado Supreme Court had affirmed a lower court ruling that a statewide ban on legislation protecting the rights of gays and lesbians, adopted by Colorado voters last year, cannot be put into effect pending a legal challenge to the measure.

Labor beat: Food Lion Inc., the giant North Carolina-based supermarket chain, has agreed to pay \$16 million to settle charges of wage and hour violations. The U.S. Labor Dept. said it is the largest such settlement by a private employer in history. Last November Food Lion was rocked by an ABC "PrimeTime Live" report that the chain routinely repackaged and sold out-of-date meat. ... Elected to the AFL-CIO Executive Council earlier this month were **Gloria Johnson** of the Electronic Workers (IUE) and **Linda Chavez-Thompson**, an AFSCME vice president. ... Major U.S. union contracts negotiated during the second quarter of 1993 provided first-year pay raises of 2.8%, the Bureau of Labor Statistics reported. Although that's down from 3.6% pay increases three years ago, bureau statistics show private sector union members earning an average hourly compensation of \$28.86, a \$6.10 per hour advantage over non-union workers — with union benefits nearly doubling those of non-union workplaces. ... The AFL-CIO has launched LaborNET, a 24-hour information exchange on the CompuServe on-line computer network service.

Overseas: **Han Dongfang**, Chinese trade union leader and recipient of the 1993 AFL-CIO George Meany Human Rights Award, returned to China recently to resume his campaign for workers' rights. Han, a former railroad worker who nearly died in prison before an international campaign won his release, was welcomed back with a beating and then deported to Hong Kong. ... The Int'l Federation of Journalists has joined other new organizations in protesting to the United Nations a ban on local journalists from Bosnia-Herzegovina using the UN transport to get in and out of war-torn Sarajevo. The organizations charged that the ban has made local reporters "hostages in this terrible war."

Among ourselves: The Nat'l Assn. of Black Journalists, meeting in Houston the same week the Guild was in Honolulu, gave a Thumbs Down award to the New York Daily News for firing most of its black staffers in January (see story Page 5). The NABJ also elected new officers, including Guild members **Dorothy Butler Gilliam** of the Washington Post, president; **Vanessa Williams** of the Philadelphia Inquirer, secretary, and **Angelo Henderson** of the Detroit News, parliamentarian. ... The Guild Forum, bi-monthly newsletter of the Washington-Baltimore Guild, won honors in two categories in Int'l Labor Communications Assn. 1992 competition. The Guild Forum, edited by local rep **David Bates**, was second in general excellence and third in use of graphics among local publications under 2,500 in circulation. ... **Bill Hilliard**, editor of the Oregonian in Portland and 1993 president of the American Society of Newspaper Editors, was a member of the now-defunct Portland Guild and played an active role during the Guild's 1959 strike.



ANTI-NAFTA TRADE UNIONISTS GATHER OUTSIDE TIMES BUILDING IN NEW YORK
Members of several unions protest the New York Times' refusal to include opposing points of view in a North American Free Trade Agreement advertisement. NAFTA opponents picketed Times distribution points in seven cities, including Washington and San Francisco, on July 20.

AFL-CIO News

Delegates take aim at NAFTA

Honolulu — The 1993 Convention took a two-pronged approach against the North American Free Trade Agreement: one resolution blasts the NAFTA treaty itself and another criticizes the New York Times for refusing to sell space to opponents in its pro-NAFTA advertisements.

The Convention's NAFTA resolution calls on the Clinton Administration to "save itself from embarrassment, at best, and disaster, at worst, by withdrawing the NAFTA proposal." "It will expand a low-pay zone in Mexico where hundreds of corporations from the U.S., Canada, Japan and other countries already have relocated, taking tens of thousands of manufacturing jobs with them," says the Convention resolution, entitled "Shaft NAFTA."

The NAFTA agreement was

negotiated last year by former President George Bush, former Canadian Prime Minister Brian Mulroney and Mexican President Carlos Salinas de Gortari. President Clinton has said he supports NAFTA pending negotiation of side agreements to satisfy labor and environmental concerns.

Negotiators for the three nations on Aug. 13 announced supplemental accords that would establish commissions to settle environmental and labor disputes related to the trade agreement.

However, the accords were immediately blasted by AFL-CIO President Lane Kirkland. "They do nothing to make NAFTA acceptable to working people," he said.

Congressional critics — most notably U.S. Rep. Richard Gephardt, D-Mo. — also said the

side agreements fell short.

The Convention's other NAFTA-related resolution, entitled "Not Fit to Print," stems from the refusal of the New York Times to sell advertising space to the AFL-CIO and two unions in an April advertisement promoting the trade agreement. The Times also failed to respond to an AFL-CIO request for an anti-NAFTA op-ed piece. [GR, April 30, 1993.]

The Times published a second pro-NAFTA advertisement during Convention week, drawing protesters at Times distribution points around the United States.

The Convention said it was "appalled by the Times' imperious conduct and strongly urges that it never be repeated. Dissident voices should at the very least be allowed to buy access to the public's ear."

Top key hits \$845 in Akron pact

Akron — Guild members at the Akron Beacon Journal — virtually hours from striking at one point in mid-July — have ratified a new contract with the Knight Ridder daily.

The three-year agreement provides for pay sale increases of slightly more than 3% each year — bringing the top reporter key to \$845 — and heads off health care givebacks that had been sought by management.

A tentative agreement came after a nine-hour bargaining session on July 19 that was to have been presided over by a federal mediator.

Although the mediator was unable to attend for personal reasons, both company and Guild negotiators felt they were close enough to an agreement to proceed with talks, said Akron Guild President Mary Grace Poidomani.

Guild members had voted 100-4 to authorize their leaders to call a strike. Members ultimately ratified the pact by a 62-4 vote, with Poidomani abstaining.

Also poised to strike were drivers and mailers, represented by separate Teamsters locals, and engravers and pressmen represented by two GCIU locals. The Akron newspaper unions do not bargain jointly but had been working cooperatively this year under a revived unity council.

The drivers, facing a unit clarification petition, settled in early July, effectively ending the unions' attempt to negotiate a common expiration date for the next round of talks.

Following the drivers' agreement, the other locals reaffirmed their intent to strike and called for mediation in hopes of moving stalled contract talks forward. The mailers, engravers and pressmen quickly settled on the heels of the Guild agreement.

Although the common expiration date eluded the Akron unions, Poidomani said the effort to rebuild unity resulted in better settlements for all the unions.

"Unity does work," she said. "We got things in our contracts

that we couldn't have gotten standing alone."

The new Guild contract calls for annual \$25 increases in the reporter top minimum, or raises of 3.25%, 3.15% and 3.05%. Beacon Journal maintenance workers, also covered by Guild contract, received the same percent pay increases as editorial workers, Poidomani said.

Critical to reaching an agreement was the company's dropping its demand that a Medicare supplement be taken away from Guild retirees. Under the management proposal, retirees would have been left with nothing but a prescription card, Poidomani said.

The Guild Reporter (ISSN: 0017-5404) is issued monthly, generally at four week intervals, at 8611 2nd Ave., Silver Spring, Md. 20910-3327. (Next issue, Sept. 10) \$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.

Edgington announces exit as secretary-treasurer

Honolulu — John C. Edgington, TNG secretary-treasurer since 1987, stunned delegates on the final day of the 1993 Convention with a letter revealing that he had asked not to be nominated for re-election.

The letter, distributed to delegates after the floor had been opened for secretary-treasurer nominations, provided a dramatic twist to what had been shaping up as one of the more difficult decisions facing the Convention.

Edgington's last-minute withdrawal ended what had been a three-way contest for two secretary-treasurer slots on the membership election ballot. Linda K. Foley, TNG's contracts committee secretary, and Peter McLaughlin, TNG international chairperson, also had announced as candidates for secretary-treasurer.

Edgington's decision headed off a Convention roll call vote to see which of the three would be eliminated. Foley and McLaugh-

lin were nominated by the Convention and will appear on the ballot in the Sept. 30-Oct. 5 election.

"To all of you who have supported my candidacy in the past and have expressed solid support for my re-election, I apologize," Edgington's letter said. "This is a decision over which I have both agonized and vacillated these past few months."

"For nearly forty years I have put the Guild and my job as its officer and volunteer ahead of everything else. It is now time to repay loved ones for the years and precious moments I have stolen, those loved ones who have stood by quietly with unswerving loyalty, wise counsel, affection, respect and support."

Edgington, 55, joined the Guild in 1956 while working as a part-time circulation clerk at the Columbus Dispatch and attending Ohio State University. As a district manager during the late 1950s and early 60s he was trea-

surer and president of the now-defunct Columbus Guild.

He joined TNG's staff as an international representative in 1964 and served until 1969 when he returned to the Dispatch as a district manager.

Edgington was elected an at-large TNG vice president in 1969. He was nominated for re-election in 1971 but withdrew from the race to become administrative officer of the San Diego Guild.

He worked for Local 95 for 16 years before seeking the secretary-treasurer's post in 1987 when incumbent Charles Dale announced as a candidate for TNG president to replace the retiring Charles A. Perlik Jr.

At that time, Dale endorsed Edgington's candidacy. Both were elected by acclamation at the 1987 Convention in San Diego and re-elected without opposition in 1989 and 1991.

Dale praised Edgington following his surprise withdrawal.

"I'm losing not only a friend



Edgington at the 1993 Convention



Edgington during the 1960s.

but an extremely competent technician," Dale told the Convention, noting Edgington's loyalty and propensity for working long hours.

Thomas Thibeault, Manchester delegate and TNG Region 1 vice president, asked Edgington whether he was retiring from the Guild or would continue to be involved with the union.

"You have to do what your

heart tells you to do and I have," Edgington said. "This is a retirement and we won't be seeing each other again."

The Convention delegates gave Edgington a standing ovation.

Edgington, who has attended each Guild Convention as a delegate, staff representative or officer since 1961, will continue to serve until the new IEB takes office in late October.

Era of Canadian autonomy to start with Special Convention

(Continued from Page 1)

dian Region office be located in Ottawa and staffed on a full-time basis by a person trained in research techniques. The Canadian Director will not be required to relocate to Ottawa.

Under Constitutional changes adopted by the delegates, a Special TNG Convention will be held in Canada in the spring of 1994 for the purpose of nominating candidates for Canadian Director. Delegates to the Special Convention will be elected from Canadian Guild locals in the same manner as delegates to regular Guild conventions.

It is expected that the Special Convention will be held sometime

during February, March or April 1994 at a site to be selected later.

If the Special Convention nominates two candidates for Canadian Director, the Int'l Election and Referendum Committee will conduct a special election. In that event, the elected Canadian Director would take office 14 days following IERC certification of the election.

Canadian Guild members in good standing would be eligible to vote.

The Canadian Director elected next year will serve until Oct. 15, 1995. Nominations for a full two-year term for the office will be handled in the same manner as nominations and elections for

other TNG offices at the 1995 Convention set for Boston.

The Canadian Director will be a full-time salaried officer, as are TNG's president and secretary-treasurer.

At present, the Canadian Director is selected by TNG's two Canadian vice presidents in concurrence with the executive boards of Canadian locals and with the concurrence of TNG's president.

The Canadian Director currently is covered by the collective bargaining agreement between TNG and the Federation of Guild Representatives. The elected Canadian Director will not be a member of the FGR; salary and benefits will be set by the IEB at its Oct. 25-27 meeting at TNG Headquarters.

The changes culminated a long series of talks between TNG President Charles Dale and Canadian Guild leaders. The process began in earnest last October 1992 when the Canadian District Council approved a draft

of proposed structural changes to give Canadians more autonomy within the Guild.

In April this year, CDC President Mike Bocking, president of the Vancouver Guild, and Vice President Gail Lem, president of the Southern Ontario Guild, met with the IEB to outline their case for change on an issue that has been debated vigorously since Southern Ontario unsuccessfully pushed for Canadian autonomy at the 1988 Convention in Vancouver.

At the April meeting, the IEB expressed support for continuation of talks between Dale and Canadian leaders in hopes of developing a Canadian autonomy proposal for the 1993 Convention.

Dale and Canadian Guild leaders continued talks into the week prior to the Convention before reaching consensus on major governance issues. The IEB unanimously adopted Dale's Canadian autonomy proposal at its pre-convention meeting at the Sheraton Waikiki, the convention hotel here, and proposed it to the Convention.

Several changes were made by the Convention's Constitution Committee, resulting in a document that stirred virtually no debate when it reached the Convention floor.

"It represents a big step for the union and many compromises by many people," Bocking told fellow Convention delegates on the floor. "It is a significant break from the past but charts an excellent course for the future for both Canadians and Americans."

The Canadian autonomy issue has been divisive at both TNG Conventions and Canadian District Council meetings in recent years as Canadian Guild leaders worked toward a consensus.

"I heartily endorse this document," Dale told the Convention in wrapping up discussion on the issue. "I ask this Convention for a unanimous, enthusiastic vote ... and an absolute determination to make it work."

The Candidates

Here, in ballot order, is the official list of candidates in the Sept. 30-Oct. 5 elections for TNG president, secretary-treasurer, vice president from Region 2 (U.S. South and Puerto Rico) and at large vice president.

President

Bruce Meachum
Charles Dale

Secy Treasurer

Linda Foley
Peter E. McLaughlin

Region 2

Lela Garlington
Jose Feliciano

At Large

David Mulcahy
Patricia Nuttall

Ike Lewis
Eugene Jones
Russ Cain
Carol Przybyszewski
Connie Knox
Dave Krieger
Ray Aboud

Linda Foley

a voice for our future

The Newspaper Guild needs a Secretary-Treasurer dedicated to:

✓ COMMUNICATION

Your voice must be heard and TNG must listen. The establishment of systematic, up-to-date two-way communication between locals and TNG is long overdue.

✓ EFFICIENCY

It's not enough to listen to new ideas and strategic recommendations. Effective implementation requires innovation and imagination. The Guild must improve the way it collects resources and must distribute them more efficiently to maximize our collective bargaining and organizing clout.

✓ LEADERSHIP

You need a voice in your union's future. The needs of all Guild members must be considered when critical decisions are made about changes necessary to successfully meet the challenges of an evolving information industry. Guild leaders must have a fresh, yet experienced, perspective to evaluate and recommend merger or affiliation with another union and other policy directions for the future.

The Newspaper Guild needs a Secretary-Treasurer who will listen and respond to your needs. The Newspaper Guild needs a Secretary-Treasurer who will bring diverse, bold perspectives to the leadership ranks of our union. The Newspaper Guild needs a Secretary-Treasurer familiar with modern computer and communication technology.

The Newspaper Guild needs Linda Foley, a voice for our future.

Donations may be sent to: Linda Foley Campaign, c/o Barbara Nelson, 303 Sycamore St., Falls Church, VA, 22046.



Canadian District Council, fall meeting, Oct. 30-31 (tentative), Ottawa.
Middle Atlantic, New England and Southern District Councils joint fall meeting, Oct. 30-31 (tentative), Boston.
Western District Council, fall meeting, Oct. 30-31, San Diego.
Great Lakes District Council, fall meeting, Nov. 13-14, Terre Haute, Ind.
2nd Biennial Convention, summer 1995, Boston.
3rd Biennial Convention, summer, 1997, San Juan.



Here are TNG candidates and their records...

President

Bruce Meachum Denver

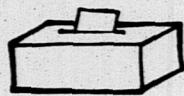
BRUCE MEACHUM, administrative officer of the Denver Newspaper Guild since 1986, was an air traffic controller from 1969-81.

He was a steward and local officer in PATCO — the air traffic controllers union — and was a strike coordinator in Denver when former President Ronald Reagan fired PATCO members for striking in 1981.

Meachum joined the Rocky Mountain News as a circulation district manager in 1985. He became active in the Guild, serving as chief circulation steward, News unit chairperson and local vice president. He worked as a local organizer before becoming administrative officer and has worked on TNG organizing drives.

Meachum is president of the Denver Council of Newspaper Unions and served as co-chair of the Colorado Jobs With Justice Coalition from 1986-93. He is chair of the Newspaper Industry Coordinating Committee's Singleton network.

He has been a Convention delegate from 1986-93 and was chair of the Finance Committee at the 1990 Convention. He was the recipient of the Guild's Leichter Scholarship to the Harvard Trade Union Program in 1987 and is co-founder of the Coalition for Constructive Change.



Charles Dale Northern California

CHARLES DALE has served three two-year terms as TNG president since first elected by acclamation by the 1987 Convention.

Before moving up to the presidency, Dale served four terms as TNG's secretary-treasurer and was for 24 years a key member of the Guild's field staff. Assignments as an international representative took Dale to Guild locals in the United States, Canada and Puerto Rico.

Dale was based on the West Coast for many years and is a member of the Northern California Guild. He helped establish joint bargaining by newspaper unions in a number of locations and played a key role in strike preparations.

Dale, a native of Canada and now a U.S. citizen, first joined the Guild while working for Canadian Press. He joined the Canadian Broadcasting Corp. staff in 1951 and worked as national political editor. He helped organize the Canadian Wire Service Guild unit at CBC and served as local treasurer and president before joining TNG's staff in 1955.

In the late 1970s, Dale helped negotiate a proposed merger between the Guild and the Int'l Typographical Union. The merger was overwhelmingly endorsed by the Guild but defeated by an ITU convention.

Region 2

Lela Garlington Memphis

LELA GARLINGTON, president of the Memphis Guild since 1990, is making her first run for Guild-wide office.

She won her current local office in a close vote when she edged incumbent Faye McCracken by 10 votes in 1990. Re-elected without opposition the past two years, Garlington now seeks to replace the retiring McCracken as TNG's Region 2 vice president.

Garlington is a native of Arkansas and has worked as a reporter at the Commercial Appeal of Memphis for 13 years. Previously she worked for the Arkansas Democrat and People magazine.

Jose Feliciano Puerto Rico

JOSE (PEPE) FELICIANO, in his second stint as president of the Puerto Rico Guild, is making his first run for TNG vice president.

He has been a Guild member at the San Juan Star, where he is a photographer, for 29 years. Previously, he was a member of Guild units at El Mundo and El Imparcial.

Feliciano has been a member of

Here and on Page 5 are the records of the candidates for TNG president, secretary-treasurer, Region 2 vice president and the six vice presidents at large to be elected by Guild members in the United States, Canada and Puerto Rico this fall.

TNG's Constitution provides that contesting nominees' records be published in the first issue of the Guild Reporter following the convention at which they were nominated.

The candidates appear here in the order in which they will be listed on the ballots in the voting, scheduled for Sept. 30-Oct. 5. Those elected will take office at the Int'l Executive Board's fall meeting Oct. 25-27 at TNG headquarters.

Secretary-Treasurer

Linda K. Foley Lexington

LINDA K. FOLEY has been in charge of administering the Guild collective bargaining program since January 1989 when she became executive secretary of the TNG's Contracts Committee.

In that role, she has assisted locals in bargaining and preparation of arbitrations and also has worked on local organizing drives.

She also has been a liaison between Guild locals and the TNG Int'l Pension Plan.

Foley previously was a collective bargaining and research associate at TNG headquarters. She was a reporter and copy editor at the Lexington Herald-Ledger for seven years prior to joining TNG's staff in August 1984. She served as secretary-treasurer of the Lexington Guild from 1977-78 and was local president from 1980-84.

She also was a shop steward and member of the bargaining committee in Lexington.

As a local leader, Foley was a Convention delegate from 1981-84. She also served as secretary of the Southern District Council and secretary of the Knight-Ridder Council. She also has been

member of and convention delegate to the Coalition of Labor Union Women.

Peter E. McLaughlin New York

PETER E. MCLAUGHLIN was elected TNG's Int'l Chairperson in 1987 after having served four years on the IEB as Vice President from Region 5, which consists of the New York area.

Also chairperson of the New York Guild, McLaughlin was a 31-year police beat reporter for the New York Daily News when he was summarily fired, along with 181 other Guild members, as new owner Mortimer Zuckerman brought the Daily News out of bankruptcy earlier this year.

McLaughlin has been a Guild member since age 19 when he joined the Daily News as a copy boy. He served four terms as chair of the Daily News Guild Unit and was involved in contract talks at the paper for most of the last 26 years.

He is in his eleventh term on the New York Guild Executive Committee and was a local delegate to a dozen Guild Conventions prior to being elected to his current post.

As a TNG vice president, McLaughlin served on the IEB's Education, Organizing, Research & Information and Guild Reporter committees. As Int'l Chairperson, he has presided over IEB meetings and six TNG Conventions.

The 60th annual TNG Convention

Honolulu — There were 177 delegates and seven alternates from 55 Guild locals in the United States, Canada and Puerto Rico seated for TNG's 1993 Convention, held here July 19-23 at the Sheraton Waikiki.

The numbers compare with 219 delegates from 59 locals seated for the 1992 Convention in Chicago.

This issue of the Guild Reporter covers the principal actions of the Convention, TNG's 60th and last annual meeting. Additional Convention coverage will appear in the Sept. 10 Guild Reporter.

At Large

David Mulcahy New York

DAVID M. MULCAHY, chairperson of the New York Guild unit at Standard & Poor's since 1974, is seeking his tenth term as an at-large TNG vice president.

Editor of the daily news service of the financial reporting operation, Mulcahy has served on the IEB Finance and Constitution committees and has chaired the Constitution Committee since 1981.

He also has been on the IEB Appeals Committee since 1977, chairing it from 1981-89.

He also is second vice president of the New York Guild and is a delegate from his unit to the local's Representative Assembly. He also chairs the local's finance committee and the unit's job evaluation committee. He has been chairperson of the unit's contract-bargaining committee.

Guild membership in the Standard & Poor's unit increased from some 250 when Mulcahy became unit chair to nearly 700. Recent staff cuts have reduced that number to 650.

Mulcahy is chairman of the local's Daily News Hardship Committee, which distributes funds to defray health care costs for Guild members who were fired from the tabloid earlier this year.

Patricia Nuttall Terre Haute

PATRICIA NUTTALL has been a Guild member for 13 years and served 11 years as president of the Terre Haute Guild. She was one of eight local Guild leaders serving on TNG's Strategic Planning Committee this year.

A district manager at the Tribune-Star, a Terre Haute daily, Nuttall has been a local bargaining committee member for three rounds of contract negotiations and currently is a member of the Local 46 Executive Board and chairs the local by-laws revision committee.

Nuttall is making her first run for Guild-wide office. She is treasurer of the Great Lakes District Council and also is secretary-treasurer of the Wabash Valley Central Labor Council in west-central Indiana. She was elected to TNG's International Election and Referendum Committee at the 1992 Convention.

Nuttall has been active in the Guild's Ingersoll Council and has served as an officer of the small locals caucus. She also is a board member of the Western Indiana Private Industry Council and is a graduate of Leadership Terre Haute.

... More at large candidates and their records

Ike Lewis Toledo

ISAIAH (IKE) LEWIS, a former president of the Toledo Guild and currently its vice president, is making his second full-scale run to be one of TNG's six at-large vice presidents. He was unsuccessful in the 1991 election.

A circulation district manager at the Block-owned Toledo Blade for 10 years, Lewis also unsuccessfully sought one of the two available nominations for the remaining year of a vice presidency vacant because of a resignation in 1990.

Lewis was president of his local in 1987, has served on its grievance and bargaining committees and has been one of its delegates to the Toledo Area AFL-CIO Council.

He has also been one of the Toledo Guild's delegates to the last 10 conventions, serving on the Collective Bargaining, Human Rights and Finance committees.

Before going to work at the Blade 14 years ago, Lewis worked at an auto-body stamping firm where for nine years he served on the executive committee of a UAW local union.

Eugene B. Jones Philadelphia

EUGENE B. JONES, a vice president of the Philadelphia Guild, has been an active union member since he joined the ad control department at Philadelphia Newspapers, Inc., in 1965.

He was elected to the Local 10 Representative Assembly in 1966 and has served as Inquirer/Daily News Unit chairperson, vice chairperson and secretary. He has served on the local's grievance and search committees and

has participated in every round of contract talks since 1974.

He served several terms as local president and held that office during a 1977 strike against the Philadelphia dailies.

Jones is making his third run for Guild-wide office. He was elected TNG's Region 1 vice president in 1975 but was defeated in a re-election bid two years later.

Jones, president of the Middle Atlantic District Council, he has been a delegate to every Guild Convention since 1972.

Russ Cain San Jose

RUSS CAIN, a former president and long a leader of the San Jose Guild and its Monterey unit, is making his seeking his second term at an at-large TNG vice president.

Now chief photographer at the E.W. Scripps-owned Monterey Peninsula Herald, Cain has been a Guild member since 1973 when he signed the first card in an organizing drive at the paper.

President of the San Jose Guild in 1984 and 1985 after being local vice president, Cain also has been a member of the local's representative assembly every year but his first in the Guild. He is president of the Western District Council of Guild locals.

He was chairperson of the Monterey unit for a dozen years and has chaired its grievance committee since the first Guild contract was won at the Peninsula Herald in 1974.

Winner of TNG's Guild Service Award in 1976, he has been a delegate to TNG conventions every year but two since 1974,

serving often, including this year, on the Constitution Committee.

Cain also has assisted in organizing efforts at several other dailies in California.

Carol Przybyszewski Erie

CAROL PRZYBYSZEWSKI, president of the Erie Guild and a local officer for more than 20 years, is running for her second full term as an at-large vice president.

An advertising "telesales" person at the Erie (Pa.) Times and News, Przybyszewski was elected in 1990 to the remaining year of a term then open via resignation. On the IEB, she serves on the Organizing, Constitution and Human Rights committees.

Formerly secretary of the Great Lakes District Council of Guild locals, she has been a delegate to the last 17 TNG conventions, where she has chaired the Rules, Resolutions and Education-Political Action committees.

Przybyszewski has been on her local's bargaining and grievance committees since 1972 and co-ordinated the local's successful challenge before the National Labor Relations Board in 1988-89 of the Erie dailies' attempt to unilaterally institute drug testing.

She helped revive the Erie council of newspaper unions and has been a leader in her local's gaining pay equity for editorial, advertising and maintenance employees.

Connie Knox Washington-Baltimore

CONNIE KNOX, in her fifth year as president of the Washington-Baltimore Guild, is seeking re-election to a second term as

an at-large TNG vice president. Slot person on the Baltimore Sun features copy desk, Knox first ran for TNG office in 1989 when she unsuccessfully challenged Faye McCracken for vice president from Region 2, the U.S. South and Puerto Rico.

She has been president and vice president of the Southern District Council. The Guild's 1990 Convention elected her an alternate on TNG's Int'l Election & Referendum Committee.

Before becoming local president, Knox served as local vice president, Sunpapers unit chair, unit vice chair and shop steward.

She has been a delegate to eight of the last nine TNG conventions, missing the 1987 meeting to oversee implementation of a strike settlement reached by the Guild at the Sunpapers two days before the convention opened.

Knox first became active in the Guild in 1968 when she went to work at the Waterbury (Conn.) Republican-American in the midst of a Guild re-organizing campaign.

Dave Krieger Denver

DAVE KRIEGER, a 12-year reporter for the E.W. Scripps-owned Rocky Mountain News in Denver, has been president of Local 74 since 1988. He is making his first run for Guild-wide office.

He joined the Denver Guild at the first opportunity after joining the News in October 1981 as a political writer. Now a sports-writer, Keiger served as News unit chair of the Denver Guild in

1987. Prior to joining the News, Krieger was a reporter for the Cincinnati Enquirer, where he was president of the Enquirer Editorial Employees Professional Association, an editorial shop union.

Krieger has been a delegate to five TNG conventions and has served on the Finance and Constitution committees.

In 1980 Krieger negotiated the last contract between newsroom workers and Gannett management at the Enquirer.

The Guild won bargaining rights at the Enquirer newsroom in 1984 but has not negotiated an initial contract.

Ray Aboud CWSG

RAY ABOUD, in his second term as president of the Canadian Wire Service Guild, is making his first run for TNG office.

He has been a national affairs reporter for more than 20 years, the past 18 in radio and television with the Canadian Broadcasting Corp.

Aboud was a shop steward and unit chairperson before running for local president as part of a "renewal" slate of candidates.

Earlier this year he led a successful organizing drive that netted nearly 2,600 new Guild members at CBC.

He has served as CWSG representative to the Canadian District Council and has been a local delegate to Guild Conventions in 1987, 1992 and 1993.

Aboud is a former railway worker and was active with the Canadian Brotherhood of Railway, Transport and General Workers.

Fired Daily News staffers file charges with EEOC

New York — More than 20 employees fired by the New York Daily News last January have filed racial discrimination charges in the district office of the U.S. Equal Employment Opportunity Commission here.

The charges focus on a discriminatory evaluation process and retaliation against employees who complained about the Daily News' promotion policies and hostile work environment under owner Mortimer Zuckerman, who fired 182 Guild members when he brought the tabloid daily out of Bankruptcy Court.

The firing list, drawn up after the court approved Zuckerman's request to throw out the Guild contract at the paper, included all six African-American reporters.

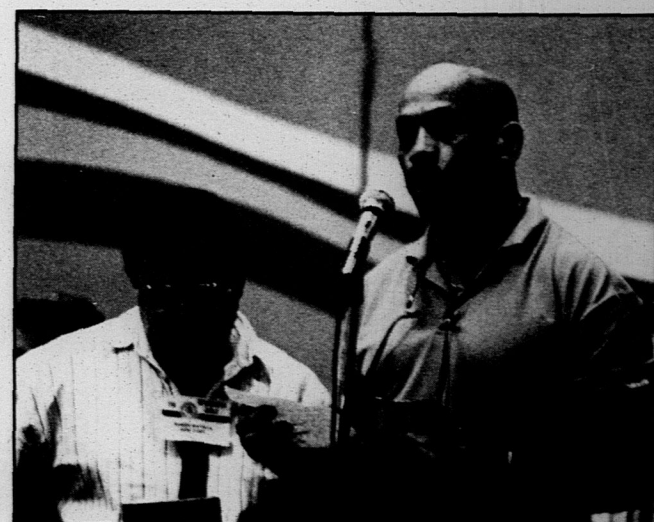
Since January, the News reportedly has hired six black reporters

and 19 white reporters. About 60% of the minority hires are temporary and/or part-timers who are paid less than their white counterparts and receive no medical benefits, Guild leaders say.

"These token hirings merely compound a policy of racial inequity at the News as do the January terminations," said Bruce Jett, Guild unit chairperson at the Daily News.

Of the 21 complainants in the EEOC charge, 15 are African-American, four are Hispanic and two are Asian. The separate complaints charge that, in firing the workers, Zuckerman perpetuated a history of racially biased evaluations at the Daily News.

Meanwhile, there has been little progress in continuing efforts to conclude an agreement with Zuckerman.



JOHN TITCHEN/Hawaii Guild

GUILD CONVENTION ADOPTS TRANSLATION SERVICES
Angel Baez of Puerto Rico, right, proposes that translation services be made available upon request at future Guild functions. The 1993 Convention adopted the motion, made as an amendment to the Human Rights Committee report, in a unanimous voice vote. Ruben Batista of New York, left, translates Baez' motion into English.

Rothman acclaimed Guild's first woman chair

(Continued from Page 1)
conducted under IERC supervision.

In addition to Rothman, six Guild activists — two of them newcomers — were elected by acclamation to the IEB.

Incumbents returning to the IEB are Thomas Thibault of the Manchester Guild (Region 1), Larry D. Hatfield of Northern California (Region 4), Richard Brandom of New York (Region 5) and Pat Bell of Ottawa (Canada East).

New vice presidents elected without opposition to the 16-member IEB were Georgia Chisholm of the Vancouver Guild (Canada West) and Jack Norman of Milwaukee (Region 3).

Of this year's 11 vice president candidates, nine had announced prior to the Convention.

Two others jumped into the race during convention week: Ray Aboud of the Canadian Wire Service Guild is seeking an at-large seat and Jose Feliciano of Puerto Rico is running in Region 2.

At-large incumbents seeking re-election are: Russ Cain of the

San Jose Guild, Connie Knox of Washington-Baltimore, David Mulcahy of New York and Carol Przybyszewski of Erie.

At-large challengers, in addition to Aboud, are Eugene Jones of the Philadelphia Guild, Dave Krieger of Denver, Ike Lewis of Toledo and Patricia Nuttall of Terre Haute.

Aboud, Krieger and Nuttall are making their first run for TNG office. Jones served a term on the IEB during the 1970s as a regional vice president and Lewis made an unsuccessful run for at-large vice president in 1991.

In the Region 2 campaign, Feliciano faces off against Lela Garlington of the Memphis Guild who also is a newcomer IEB candidate. Both candidates are making their first run for TNG office. They seek to replace Faye McCracken of Memphis, who is retiring.

In the contests for the top offices, six-year incumbent TNG President Charles Dale is being challenged by Bruce Meachum, administrative officer of the Denver Newspaper Guild. Meachum is making his first run

for TNG office.

And Linda K. Foley and Peter McLaughlin are running for the secretary-treasurer's post left open when incumbent John C. Edgington said he would not seek another term.

Edgington's withdrawal — he had announced for re-election in May — averted a need for a Convention roll call vote to narrow the field to two candidates for the membership election.

Foley is making her first bid for TNG office while McLaughlin is a 10-year veteran of the IEB.

Dale was nominated by Doug Cuthbertson, executive officer of the Northern California Guild, which is Dale's home local. Seconding speeches were made by Dan Oldfield, administrative officer of the Canadian Wire Service Guild (in which Dale served as treasurer and president in the 1950s), by New York Guild President Barry Lipton and by Roy Kruse, administrative officer of the Hawaii Newspaper Guild.

Meachum was nominated by Krieger, president of the Denver Guild. Seconding speeches were made by Bernard Lunzer, execu-

tive secretary of the Twin Cities Guild, Pueblo Guild President Juan Espinosa and Canada East Vice President Bell.

Foley was nominated by Rita Gatton, president of the Lexington Guild, Foley's home local. Seconding speeches were made by Region 4 Vice President Hatfield, Tom Hiltz, administrative officer of the Boston Guild, and Bell.

McLaughlin was nominated by Albany Guild President Kenneth Crowe. Seconding speeches were made by TNG Vice President Przybyszewski, Ike Lewis of the Toledo Guild and Lipton.

The IERC will mail ballots to Guild locals on Sept. 9.

The IERC set Oct. 6-7 as dates for local election committees to count ballots. The deadline for locals to postmark official election returns is midnight, Oct. 9. The IERC will open and tabulate the official returns on Oct. 19 at TNG headquarters in Silver Spring, Md.

Those elected will be seated at the IEB's fall meeting scheduled to begin Oct. 25.

TNG's '93-94 budget

Honolulu—TNG's 1993 Convention adopted a General Fund budget of \$4,875,738 for the 1993-94 fiscal year, which runs through next March 31.

Delegates also approved a General Fund income estimate of \$4,890,210, based on monthly per capita payments for 25,500 members and 600 agency fee-payers.

Together, the budget and income estimate would produce a surplus of \$14,472 in the operations of the General Fund for the fiscal year.

Per-capita taxes:
AFL-CIO \$ 101,760
Industrial Union Dept. 19,200
Canadian Labour Congress .. 36,960
AFL-CIO Union Label Dept. 2,400
CLC Union Label Dept. 360
Int'l Federation of Journalists .. 0

Field operations:
Director—Salary 68,105
Expenses 7,000

Organizing & servicing:
International Representatives:
Salaries 633,419
Expenses 200,000
Miscellaneous servicing 50,000
Special organizing fund 306,000
Organizing 250,000

Collective Bargaining:
Salaries:
Exec. Sec'y Contracts 60,059
Comm. 21,000
Pension Consultant 18,276
Cal. Barg. & Org. Assoc. 61,214
Human Rights Director 7,000
Expenses—Personnel 1,000

Research & Information:
Salary—Director 61,863
Expenses—Personnel 1,000
Books & periodicals:
Legal & bargaining services 5,000
Subscriptions 3,500
Other printed material 3,000
Publications & literature:
Constitution 7,000
Organizing & other literature 1,000

Department of Education:
Director—Salary 0
Expenses 0
Publications & literature 0
Institutes & seminars 20,000

Guild Reporter:
Salaries—Editor 86,482
Asst. editor 0
Expenses:
Personnel 5,000
Printing 65,000
Postage 65,000
Pictures & special material 6,000
Miscellaneous 1,000

Office management:
Salaries:
Office manager 43,680
Secretary-stenographers 75,770
Bookkeeping 62,310
General clerical 90,493
Expenses:
Rent & maintenance 300,000
Stationery & supplies 62,000
Equipment & machinery 12,310
Telephone & telegraph 36,000
Repairs & improvements 10,000
Postage 25,000
Accounting 25,000
Insurance & bonding 45,000
Employee pension 179,893
Employee health & welfare 225,000
Directly billed transportation 230,000
Data processing 70,000
Miscellaneous 10,000

Executive:
President—Salary 82,754
Expenses 14,000
Secretary-Treasurer—
Salary 75,830
Expenses 6,000
Other expenses:
Legal fees 60,000
Payroll & pers. prop. taxes 125,000
Contributions/tickets 10,000
IEB meetings 70,000
Severance pay provisions 90,000
Convention reserve 160,000
Delegates and committees 25,000
CLC convention 0
Defense fund 400,000
Brown Award expenses 3,000
Guild Service Award 4,000
Brown Award 2,000
AFL-CIO-IUD conventions 3,000
Irving Leichter Fund 4,000

Summary:
Per-capita taxes 160,680
Field operations 1,682,073
Administrative operations 330,845
(R&I, Education, Guild Reporter)
Office management 1,502,456
Executives 178,684
Other expenses 1,021,000
Grand total \$ 4,875,738
Estimated income \$ 4,890,210
Surplus \$ 14,472

'93 Convention adopts plan

(Continued from Page 1)

After the Convention decided by a vote of 207.56 to 161.22 to consider the plan as a whole, several proposed amendments were offered — with some adopted and others rejected all on voice votes.

The plan emerged from the Convention largely as it had been drafted by WDI in consultation with TNG's Planning Committee, which consisted of all 16 Int'l Executive Board members and eight local leaders. Planning Committee members sat on the dais of the Convention hall during Fitzpatrick's presentation and debate on the floor.

The most hotly debated issue was a plan provision that calls upon each Guild local "to develop a plan to enhance the level of membership awareness, commitment and involvement. ... Failure to demonstrate that a plan has been developed is grounds for refusal of financial assistance from the International."

Tim Schick of Providence moved that the financial assistance sanction be deleted. He said the language was overbroad and could result in Guild members losing strike benefits if their local had not produced a plan.

"To have a gun to the head of a local is not right," Schick said.

Joyner said that the language was aimed at TNG subsidies to locals and not at strike benefits.

"You have no call on the resources of the international if you do not live up to your responsibility," he said.

But at least a half dozen delegates voiced support for the amendment.

"This language says if you don't mobilize you will be penalized," said Jim Smith of Los Angeles. "I don't think that's the best way to mobilize."

"It's too hard to recruit (new members) as it is," added John C.K. Fisher of Cincinnati. "I think this will be a wrong message to send to the locals."

Larry D. Hatfield, Region 4 vice president and Northern California delegate, said he had been convinced by arguments from the floor and voiced his support for removing the provision.

After several minutes of procedural haggling over a calling of the question, the delegates adopted Schick's amendment in a voice vote. At that point, the Convention was recessed until the following morning.

The Tuesday morning strategic plan debate was orderly in comparison with Monday's action.

Jan O'Brien of Vancouver moved that the Canadian director be added to a provision of the plan which provided that TNG's president, secretary-treasurer and field director, under direction with the IEB and in consultation with locals, continue to decide on grants to locals from TNG's Special Organizing Fund.

The motion carried by a unanimous voice vote.

Another successful amendment

was made by Andrew Zajac of Akron, who took exception to a plan provision, added by the IEB at its pre-convention meeting, to alter the U.S. regional vice president boundary lines for this year's officer elections.

The proposal to create a new region that would consist of Midwestern locals carved out of the existing Region 3 was described by Gerald Minkinen of Chicago, a Planning Committee member who participated in IEB Constitution Committee deliberation on regional changes after the Planning Committee rejected a WDI governance proposal.

The IEB proposal also moved the Buffalo, Erie and Pittsburgh Guilds from Region 1 to Region 3 and reduced the number of at-large vice president seats from six to five.

Minkinen moved that the IEB's proposal for regional change be adopted and amended to the strategic plan. The IEB-backed amendment would have taken effect this year, prompting Bruce Meachum of Denver to question the rationale of changing regional lines when a contest was shaping up for Region 3 in this year's elections.

After Minkinen answered that the current campaign was not a factor in the decision, Zajac offered an amendment that would delay implementation until 1995. He argued that potential vice president candidates who might be encouraged by new regional lines



ANDREW ZAJAC OF AKRON MAKES CASE ON REGIONS

The 1993 Convention, acting on Zajac's motion, made new regional boundaries — which will assure for a TNG vice president from the Midwest — effective for the 1995 elections, rather than for this year as proposed by the IEB. Foreground, Bill Wallace and Linda Frediani, both of Northern California, examine TNG's proposed strategic plan.

would be at a disadvantage to previously announced candidates.

"Anyone who is going to jump in at this point would not be on a level playing field," Zajac said.

The IEB's regional change, if implemented immediately, would have headed off a contested contest for Region 3 in which two candidates, Jack Norman of Milwaukee and Pat Nuttall of Terre Haute, had already announced. [GR, May 28, 1993.]

With Region 6 being split off from Region 3, Norman and Nuttall would have been left uncontested in separate regions. (Nuttall subsequently switched to the at-large race, leaving Norman uncontested in Region 3.)

Also, Percy Hatfield, a Canadian Wire Service Guild delegate, pointed out that the reduction in at-large seats would reduce Canadian Guild members' ability to influence the makeup of the next IEB.

"Please don't rush it through without thinking of the other side of the Great Lakes," he said.

Zajac's motion carried by a roll call vote of 222.38 to 144.64.

The Minkinen motion on the regional change, now carrying a 1995 effective date, was then adopted in a voice vote.

Unsuccessful strategic plan amendments from the floor included proposals to:

✓ Delete language calling on TNG to explore merger possibilities with other unions.

✓ Add corporate ownership as a consideration in making future international representative assignments.

✓ Strengthen language to assign IRs on a regional basis.

✓ Base TNG review of local finances upon request rather than upon need.

"This plan changes the way the Guild does business," Joyner said in closing the debate, adding that it helps move the Guild away from an us versus them dialogue that has grown in recent years. "Everyone who worked on this plan found that they agreed with each other more than they disagreed."

Following Joyner's remarks, the delegates adopted the plan, as amended, in a unanimous voice vote.

"This is one of those occasions when we can feel a great sense of pride in ourselves," TNG President Charles Dale said following the vote. At his behest, the Convention gave the WDI principals who worked on the plan a standing ovation.

"This is such a great thing to be a part of," Fitzpatrick told the delegates. "This is a great moment for the Guild. We wish you all the best."

Here's how Convention voted in IERC race

Honolulu — Three incumbents and two newcomers were elected to TNG's Int'l Election and Referendum Committee in a roll-call vote taken during the 1993 Convention.

Joining the IERC for the first time are Art Joyner of the Pacific Northwest Guild and Bernard Lunzer of the Twin Cities Guild.

They received 231.87 and 208.49 votes respectively in a roll call vote mandated when seven were nominated

for the five-person committee.

Incumbents re-elected were Jerry E. MacDonald of the Canadian Wire Service Guild (252.10 votes), William Buchanan of the Erie Guild (204.71 votes) and Shirley Rajala of the Pawtucket Guild (187.36 votes).

Losing were James Sollitto of the New York Guild (184.36 votes) and Sharlan Clark of the Ottawa Guild (163.76 votes).

The IERC supervises and conducts

contested TNG elections and referendums, deciding any questions or disagreements that arise. It rules on voter eligibility and gathers, tabulates and certifies the results of the voting.

The two IERC alternates are Ken May of the Washington-Baltimore Guild and Adolphe Bernotas of the Wire Service Guild. There was not a roll call for alternates because May, an incumbent alternate, and Bernotas were the only candidates nominated.

Local (Votes)	MacDonald	Joyner	Lunzer	Buchanan	Rajala	Sollitto	Clark
Akron (3 votes)	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Albany (5)	5.00	5.00	5.00	5.00	5.00	5.00	5.00
Bakersfield (3)	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Boston (6)	6.00	6.00	6.00	6.00	6.00	6.00	6.00
Brooklyn (3)	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Buffalo (6)	6.00	6.00	6.00	6.00	6.00	6.00	6.00
Canadian Wire Service (10)	10.00	10.00	10.00	10.00	10.00	10.00	10.00
Chicago (7)	7.00	7.00	7.00	7.00	7.00	7.00	7.00
Cincinnati (3)	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Cleveland (7)	7.00	7.00	7.00	7.00	7.00	7.00	7.00
Denver (10)	10.00	10.00	10.00	10.00	10.00	10.00	10.00
Detroit	9.00	9.00	9.00	9.00	9.00	9.00	9.00
Erie (4)	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Gary (2)	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Harrisburg (2)	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Hawaii (7)	7.00	7.00	7.00	7.00	7.00	7.00	7.00
Hudson County (2)	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Kenosha (2)	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Kingston (1)	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Knoxville (2)	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Lexington (2)	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Los Angeles (5)	5.00	5.00	5.00	5.00	5.00	5.00	5.00
Lynn (2)	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Manchester (3)	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Memphis (5)	5.00	5.00	5.00	5.00	5.00	5.00	5.00
Milwaukee (3)	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Montreal (7)	7.00	7.00	7.00	7.00	7.00	7.00	7.00
New York (47)	44.24	47.00	2.76	47.00	47.00	47.00	47.00
North Bay (2)	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Northern California (18)	18.00	18.00	18.00	18.00	18.00	18.00	18.00
Northern Ontario (2)	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Ottawa (6)	6.00	6.00	6.00	6.00	6.00	6.00	6.00
Pacific Northwest (12)	12.00	12.00	12.00	12.00	12.00	12.00	12.00
Pawtucket (2)	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Peoria (3)	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Philadelphia (17)	17.00	12.15	9.72	14.58	12.15	12.15	4.00
Pittsburgh (4)	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Portland (5)	5.00	5.00	5.00	5.00	5.00	5.00	5.00
Providence (6)	6.00	6.00	6.00	6.00	6.00	6.00	6.00
Pueblo (2)	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Puerto Rico (8)	8.00	8.00	8.00	8.00	8.00	8.00	8.00
Salem (2)	2.00	2.00	2.00	2.00	2.00	2.00	2.00
San Jose (11)	7.86	7.86	4.71	9.43	7.86	7.86	3.00
Sheboygan (3)	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Southern Ontario (28)	28.00	28.00	28.00	28.00	28.00	28.00	28.00
St. Louis (7)	7.00	7.00	7.00	7.00	7.00	7.00	7.00
Terre Haute (3)	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Toledo (5)	5.00	5.00	5.00	5.00	5.00	5.00	5.00
Translators (1)	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Twin Cities (10)	10.00	10.00	10.00	10.00	10.00	10.00	10.00
Vancouver (13)	13.00	13.00	13.00	13.00	13.00	13.00	13.00
Victoria-Vancouver Island (4)	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Washington-Baltimore (19)	19.00	17.20	15.48	12.04	3.44	3.44	3.44
Wire Service (10)	10.00	10.00	10.00	10.00	10.00	10.00	10.00
York (2)	2.00	2.00	2.00	2.00	2.00	2.00	2.00
Youngstown (3)	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Totals (winning tallies in boldface)	252.10	231.87	208.49	204.71	187.36	184.36	163.76

Here's how delegates decided roll call votes

BELOW, in order of occurrence, are official tabulations of the three roll-call votes on policy questions by TNG's 1993 Convention in Honolulu.

The first, headed "Consider strategic plan by sections," would have directed the delegates to debate the seven-part strategic plan section by section. The motion, made on the first day of the convention as debate on the plan was getting under way, was defeated by a vote of 207.56 to 161.44. (See story, Page One.)

Had the motion passed, the plan still would have been

voted on as a whole. Sabrina Hockaday of Los Angeles, maker of the motion, said the intent was to simplify the debate process. The motion failed on a voice vote and Gail Lem of Southern Ontario called for the roll call.

IT SEEMS

TO US

Guild has candidates who can achieve goals

NEW YORK

Editor:

Rank and file members have called on our union to make dramatic changes and delegates at the 1993 Convention have adopted a strategic plan to do just that.

Acting as mentors with the primary emphasis on organizing new members and revitalizing grassroots activity, our leaders will be challenged with meeting our goals.

We are fortunate to have able candidates to lead us through those changes and we urge you to elect:

President: Charles Dale; secretary-treasurer: Linda Foley; vice presidents: Russ Cain, Eugene Jones, David Mulcahy, Carol Przybyszewski, Patricia Nuttall and Connie Knox.

KEVIN KEANE,
MARTHA HODEL,
PAUL REILLY,
JIMMY RYAN
CHUCK MOODY
Executive Committee
Wire Service Guild
ADOLPHE BERNOTAS,
LES KJOS, JAY JORDEN,
LOUINN LOTA,
LINDSEY PARK,
BILL RYAN,
TONY WINTON,
DAVE McNARY,
CHARLES GANS,
JAMIE FRIAR
Representative Assembly
Wire Service Guild

Guild leaders support Foley's bid for office

SAN FRANCISCO

Editor:

We urge our fellow Guild members to join us in vigorously supporting — and voting for — Linda Foley for secretary-treasurer of the Guild.

As past and present members of the Int'l Executive Board, and as leaders in our own locals, we have worked closely for many years with Linda in her capacity

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 for letters is the Friday before publication. (Next deadline: Sept. 3.)

Letters relating to elections or referendum to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the official voting period shall contain no new charges.

as executive secretary of the contracts committee.

Linda has turned that vital department into a super-efficient, timely, helpful and member-friendly operation, giving both the IEB and locals important and necessary help on collective bargaining issues.

We are confident that the same dedication and intelligence she has exhibited as head of the collective bargaining department, and before that as a leader in her own local in Lexington, will prevail when Linda Foley is the Guild's new secretary-treasurer.

On the eve of a new century, her progressive views, her vigor and her absolute dedication to the membership are needed. A vote for Foley is a vote for the Guild's future. The time has come — vote Foley.

LARRY D. HATFIELD
Northern California Guild
Region 4 Vice President
MARIE SHELLOCK
Youngstown Guild
At-Large Vice President
CONNIE KNOX
Washington-Baltimore Guild
At-Large Vice President
DOUG LOUTH
Vancouver Guild
Canada West Vice President
TOM HILTZ
Boston Guild
ex-Region 1 Vice President
FAYE McCracken
Memphis Guild
Region 2 Vice President
PAT BELL
Ottawa Guild
Canada East Vice President
CAROL D. ROTHMAN
Philadelphia Guild
At-Large Vice President
Int'l Chairperson-elect

Puerto Rico leaders back Dale for president

SAN JUAN, PUERTO RICO

Editor:

The Upagra (Puerto Rico Guild) Representative Assembly on July 9 unanimously decided to fully support, without reservation, Charles Dale for president of The Newspaper Guild.

Our endorsement is premised in recognition of the hard work and total dedication of Brother Dale to the well being of the union and all of its members.

We urge you all to join with us in support of Charles Dale for the presidency of our union.

JOSE (PEPE) FELICIANO
President
ANGEL BAEZ
Executive Secretary
Puerto Rico Guild

Foley's will to fight reinvigorated local

SAN ANTONIO, TEXAS

Editor:

By now, most everyone in The Newspaper Guild is aware of the low blow to labor that came with the January closing of the San Antonio Light. Hearst Corp. purchased its long-time rival, the Murdoch-owned Express-News, and, to the horror of 700 loyal Light employees, sacrificed its own to control the San Antonio newspaper market.

Without hesitation, TNG contributed valuable monetary and strategic support during our fight for decent severance benefits. In our favor was the assignment of Linda Foley, executive secretary of the contracts committee.

Our assigned international rep was tied up with other duties, so she jumped in as lead negotiator and chief irritant to Hearst's high-dollar minions.

Her willingness to fight, and fight smart, reinvigorated my colleagues to pressure Hearst to give more than the minimum in severance and health benefits.

After it was over, our local could return little but a resolution commending the Guild and Foley for their efforts. But then again, it is word and deed that made the Guild, and word and deed that will carry its members forward.

THOMAS D. MONEYCUTT
President
San Antonio Guild

Mulcahy always there for S&P Guild members

NEW YORK

Editor:

On August 11, the Unit Council at Standard & Poor's endorsed unanimously Dave Mulcahy for re-election as international vice president at large and Charles Dale for re-election as president.

The council also endorsed unanimously the other four candidates of the Unity '93 team for international vice presidencies: Pat Nuttall of Terre Haute, Eugene Jones of Philadelphia, Russ Cain of San Jose and Carol Przybyszewski of Erie.

The council also endorsed unanimously the candidacy of Peter McLaughlin for secretary-treasurer.

The council stated: "Dave has been our Unit Chairman for more than 15 years. He chaired our negotiating committee that will be recommending unanimously to our membership on August 16 a four-year contract that includes

salary increases of 5%, 5%, 4.5% and 4.5%. As a result, S&P probably will still have the highest minimum salary in the Guild — more than \$1,800 for our Associate Managers and our Senior Industry Analysts.

Dave is always there when we need him. He has a long history of protecting every member's rights, never hesitating to advocate for any member when a dumb manager 'inadvertently' violates our contract."

We ask everyone to support Dave, the rest of the Unity '93 slate and Pete McLaughlin for secretary-treasurer.

LUREA VAN HORNE
Secretary
Standard & Poors Unit
New York Guild

Experience, credibility are Foley's strengths

MINNEAPOLIS

I am writing to express my strong support for Linda Foley for secretary-treasurer of The Newspaper Guild. Linda brings strong experience and credibility to her bid for the number two position in this union.

Importantly, Linda will be a bridge between different groups in the Guild. We need her because she will listen to all members and treat them with respect. If I could do just one thing to improve the Guild, it would be casting a vote for Linda Foley.

Bernard J. Lunzer
Executive Secretary
Twin Cities Guild

Foley has keen insight into Guild's fiscal needs

SAN FRANCISCO

Editor:

Now that the Guild has adopted a strategic plan designed to carry it into the next century, it needs a secretary-treasurer able and willing to implement it. We believe Linda Foley is the most qualified candidate.

Foley has the knowledge to get the job done. As the Guild's chief contract officer, she has worked extensively with union members across the U.S. and Canada, in the process gaining a keen insight into the financial needs and problems of locals throughout the international.

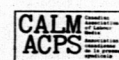
She is accessible, smart and capable. She has pledged to bring Guild finances into the computer age, and to improve communications between Silver Spring and locals all over North America. Needless to say, her election will also make the leadership of the Guild more closely reflect the diversity of its membership.

As the executive secretary of the Guild's contracts committee, Foley has given excellent service to our international. We think she will be an even greater asset as our union's top fiscal officer.

We enthusiastically endorse Linda Foley for TNG secretary-treasurer.

BILL WALLACE
President
LINDA CEARLEY
1st Vice President
Northern California Guild

The Guild Reporter



BRIAN WILLIAMS, Editor

Published monthly by the Newspaper Guild (AFL-CIO, CLC), generally at four-week intervals. (Next issue, Sept. 10.) \$20.00 per year. Single copies, \$1.50.
Guild Reporter deadlines at TNG headquarters: News, Monday before publication (Sept. 6); features and letters, Friday before publication (Sept. 3). 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. 8

Aug. 20, 1993

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Gerald Goldberg, Los Angeles leader

Los Angeles — Gerald "Jerry" Goldberg, president of the Los Angeles Guild in 1966-67 and visible Local 69 leader during the strike and lockout against the Los Angeles Herald-Examiner, has died at age 66.

A Los Angeles native, Goldberg worked for newspapers in California and Illinois and was a reporter for the Hollywood Citizen-News until it ceased publication.

Goldberg founded the Pacific West News Service and was editor of the Capitol News Service, serving as chief correspondent in Sacramento. He was editor of the Los Angeles Free Press in the 1970s and also was editor of the Orange County News.

A retired member of the Los Angeles Guild and a speaker at the local's 55th anniversary party in 1991, Goldberg recalled the strike that ultimately resulted in

the closing of the Herald-Examiner by the Hearst Corp.

"I have always placed the blame for the Her-Ex strike squarely on the desk of George Hearst," Goldberg said. "He refused to bargain."

Goldberg was returning from a family reunion at Sacramento on July 5 when he suffered a fatal heart attack near Button Willow, Calif. Services were held in Pasadena.

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