# The GUILD REPORTER

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

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# Talks continue in Philadelphia as pacts expire

**Philadelphia**—Guild negotiators were prepared to resume talks with Philadelphia Newspapers, Inc., at presstime, subject to a call from a federal mediator.

The Philadelphia Guild, along with other unions in the Philadelphia Council of Newspaper Unions and PNI management agreed to extend talks on a day-to-day basis after the unions' contracts expired at midnight Aug. 31.

Earlier, some Philadelphia newspaper union leaders had hinted their members would strike if agreements were not reached by the expiration date. Guild members in August voted overwhelmingly to authorize their leaders to call a strike.

Although the 3,000 organized workers at PNI remained on the job at presstime, there had been little progress at the bargaining table. PNI had reached agreement with seven of the 10 unity council unions but the Guild and two others remained far apart in talks with PNI on non-economic issues.

TNG President Charles Dale and other members of the Newspaper Industry Coordinating Committee, an umbrella group of international unions with members in the news industry, met in Philadelphia on Sept. 8 to voice support for their locals.

Key issues for the Guild boil down to two areas, said Wayne Cahill, Philadelphia Guild administrative officer. They are:

✓ PNI's desire to shift Guild-covered work to subcontractors and exempt employees.

✓ PNI's proposal to raid the Guild pension fund by eliminating company contributions to the plan.

"The company continues to refuse to recognize the Guild as bargaining agent for non-staff correspondents," Cahill said, adding that a "huge majority" of correspon-

**(Continued on Page 8)**

# *Contract ratified at S&P*

Members of the Standard & Poors Unit of the New York Guild have ratified a new four-year agreement that maintains the highest top minimum salary in Guild jurisdiction.

The new pact provides for a 5% first-year pay increase, retroactive to Jan. 4, and succeeding annual increases of 5%, 4.5% and 4.5%. The percentages apply to all pay categories and step-ups in the 600-member unit.

Health care was a major stumbling block during nine months of difficult negotiations between the Guild and S&P management.

The Guild resisted the company's proposal to eliminate major medical care for retirees after Dec. 31, 1993.

The Guild's counter-proposal, which prevailed, set a termination date of Dec. 31, 1998 for retiree health care. Under the agreement, employees eligible to participate in the S&P Retiree Medical Plan by that date and who retire at age 65 or over may participate in the retiree medical plan at no cost.

Those eligible to participate (age 55 and 10 years of continu-

**(Continued on page 4)**

## *Guild files for 100 in New England*

**Boston—TNG's organizing momentum continued as the Boston Guild on Sept. 9 filed petitions with the National Labor Relations Board to represent some 100 employees of the Cape Cod Publishing Co., based in Orleans, Mass.**

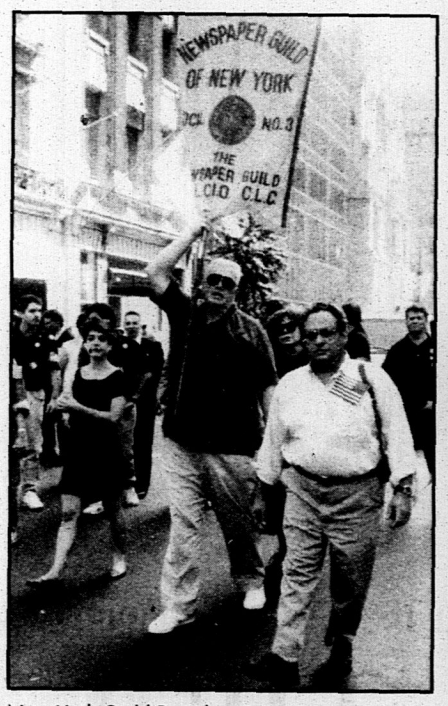
**TNG President Charles Dale commended the local. "This was a good one in terms of the speed with which it got done," he said. The organizing drive was led by Tom Hiltz, administrative officer of the Newspaper Guild of Greater Boston, and a committee of workers at Cape Cod, which publishes a group of weekly and bi-weekly papers.**

**The Guild seeks to become collective bargaining agent for employees from front door to back at the company.**



TNG Int'l Chairperson-elect Carol D. Rothman, right, and daughter Lindsey march in Philadelphia with fellow Guild member Linda Dooling, left, and her son Ryan. They were among 500 union members from Philadelphia Newspapers, Inc., in the Labor Day parade.

## Guild steps out on Labor Day




New York Guild President Barry Lipton and TNG Region 5 Vice President Richard Brandow, with banner, in New York.




In Detroit, Luther Jackson, left, assistant local administrative officer, and Detroit Guild President Lou Mleczko, right, carry the Guild banner through a chilly rain.

# THE SHORT OF IT

THE CLINTON White House has set a Sept. 14 date to publicly kick off the administration's public campaign to promote the North American Free Trade Agreement. The AFL-CIO Executive Council's Committee on Trade will convene the same day. Organized labor plans to continue to call attention to NAFTA's deficiencies as a battle over treaty ratification looms in Congress. Meanwhile, the White House plans to unveil its health care reform package the following week.

***Potpourri:*** **Members of the Boston Globe Employees Association voted 541-363 on Aug. 19 to reject a company final offer. BGEA leaders said it was the highest voter turnout in the independent union's history. After Globe management balked at returning to the bargaining table, the BGEA Governing Board said it may seek a strike authorization vote at a later date and formed a "Committee of 100" to further explore affiliation with TNG, a move the board already has endorsed. ... The Nat'l Lesbian & Gay Journalists Association holds its second annual conference in New York Sept. 10-12, beginning with a reception to be hosted by Arthur Sulzberger Jr., publisher of the New York Times. More than than 500 journalists were expected to attend the conference, which includes what the association describes as its first jobs fair, featuring recruiters from leading publishers and television networks.**

**Labor Beat:** Employees at Hood Furniture in Jackson, Miss., have finally won an initial contract after a high-profile four and a half year battle with management. The AFL-CIO worked with the IUE electronic and furniture workers union on a national boycott of Hood products. ... President Clinton has lifted a ban on hiring air traffic controllers fired by President Ronald Reagan during a strike 12 years ago. The move was welcomed by the National Air Traffic Controllers Association, the new union that replaced the outlawed PATCO.

***Overseas:*** **TNG President Charles Dale has expressed dismay over the July beating of Oleg Panfilov, Moscow representative of the Committee to Protect Journalists, in a letter to the Supreme Council of the Republic of Tadzhikistan. Noting that Panfilov has spent more than a year documenting abuses of press freedom throughout the former Soviet Union, including Tadzhikistan, Dale urged a full investigation. ... The Int'l Federation of Journalists congratulated employees of the Korean Broadcasting System on July 30 as they welcomed back to work 14 union leaders who were jailed in 1990 for leading a strike over the issue of editorial independence at KBS in Seoul.**

**Shoptalk,** the publication of the Twin Cities Guild, has for the second consecutive year won first place from the Int'l Labor Communications Association for general excellence among labor publications with a circulation of 1,000 or less. **Darren Carroll** is editor... **Neil Mackay**, son of Southern Ontario Guild member **Margaret Mackay**, is winner of this year's $500 Canadian District Council scholarship. He is a second-year student in the police education course at Sir Sanford Fleming College in Peterborough, Ont. ... A Toledo Municipal Court judge has dismissed misconduct charges against **Herral Long**, a Blade photographer and member of the Toledo Guild. Long was arrested Dec. 10 while photographing the scene of a double fatal accident. "This proves that the camera lens is mightier than handcuffs," Long was quoted as saying in the Aug. 19 Blade.

# Maurer gives pointers on busting the busters

**Honolulu**— Bakersfield Guild President Tom Maurer, winner of the 1993 Guild Service Award, gave fellow Convention delegates some tips on busting the union-busters.

Maurer, in accepting the annual TNG award to an outstanding local leader, said that when he met his employer's union-busting attorney he asked for a photograph.

Maurer, a reporter at the Californian and three-time local president, said he was preparing for a prison interview with celebrity killer Charles Manson when he met Michael Zinser of Zinser & Domina, a spin off from the anti-union King & Ballow law firm.

"I told him (Zinser) I was going to see Charlie the next day and I thought I'd give Charlie his picture and maybe they could become pen pals," Maurer said to the laughter of the Convention.

The Californian finally fired Zinser & Domina earlier this year, after three years of getting nowhere in an effort to destroy the Bakersfield Guild.

But Maurer said he got in one last dig. He recalled an exchange with Rebecca Domina the last time he saw her, in March, near the end of a long battle over a unit clarification petition.

"We had gone through long hearings and I was very angry — she had accused me of forging documents — and she looked at me and said, 'Don't worry, Tom. It's almost over.'

"And I said, 'It won't be over until your ass is out of town'," Maurer said to much Convention laughter. "And three days later she was gone."

Within two months of Zinser & Domina's departure, the local reached an agreement with management on a new contract to replace the pact that had expired in May 1992.

Maurer thanked all those who helped in the effort to negotiate a new agreement in Bakersfield: TNG President Charles Dale, members of the Int'l Executive Board, friends and co-workers in the Western District Council of Guild locals and Eugene Bryant, international representative.

He also cited Pete Tittl and Jennifer Self, Bakersfield Guild activists who nominated Maurer for the award. He said their letter" was full of typical union propaganda and exaggeration."

Maurer added: "It takes a special person to be a Guild activist because you do put yourself between an angry employer and a frightened and often confused employee, and I consider all of you to be those kinds of special people, and I consider myself proud to be counted among you."



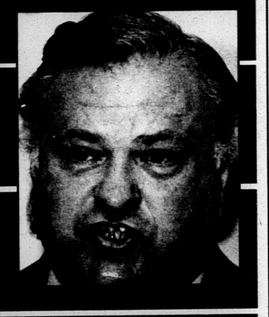
Tom Maurer addresses delegates to the Honolulu Convention.

## Corrections

The home local of Shirley Rajala was misreported in a story on her election to the Int'l Election & Referendum Committee. [GR Aug. 20, 1993.] She is a member of the Brockton Guild.

It was incorrectly reported that the new elected Canadian Director, to be chosen by Canadian Guild members next year, will not be required to live in Ottawa. [GR, Aug. 20, 1993.] The Convention was silent on the issue of Canadian Director residence.


The Guild Needs Pete Mc Laughlin for Secretary-Treasurer



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The Guild Needs Pete Mc Laughlin



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☒ Lela Garlington for Region Two Vice President



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# Albany puts human rights at top of agenda

**Honululu**— A strong human rights program must be a local-wide effort and not simply the work of one committee.

That's the view expressed by Kenneth Crowe of the Albany Guild in accepting the Guild's 1993 Human Rights Achievement Award on behalf of his local. The award was presented by Luther Jackson, TNG's Region 3 vice president.



Locke

"When it comes to human rights ... you have to get down and just do it," Crowe said, borrowing from a philosophy expressed by Harry Tkach of Pittsburgh last year in accepting the 1992 award for his local.

In Albany it hasn't been a one-year effort. It has been a gradual building," Crowe told the 1993 Convention. Albany was runner up to Pittsburgh last year, the first year of the award.

Melissa Locke, who chairs the Albany Guild's Human Rights Committee, has been the "spark-plug of our entire effort," Crowe told Convention delegates.

He said the Guild and several other unions at the Albany Times Union have worked with Publisher Tim White on human rights efforts, particularly in the area of sexual harassment.

"We also have received a great deal of support from the international," Crowe said.

"But what we found in Albany is that you can't stop," he added. "Human rights affects all of us, whether you are a white male, a black woman, Hispanic, Asian, whatever — we are all in it together."

In announcing the award, Jackson said that the Albany local has been a leader in New York state on the issue of sexual harassment policies and programs and "has distinguished itself by launching a mobilization campaign to advance pay equity at the Hearst companies."

Jackson said that, as a result, inside classified sales, advertising artists and clerical workers in Albany will receive an additional pay increase this summer that exceeds the 5% increase in other job classifications.

Jackson said that other human rights gains made in Albany include:

A no-discrimination clause in a contract signed last year with the Times Union — and a side letter on child care and job sharing.

Increasing the number of women on the local Executive Board and Representative Assembly.

Coalition building through joining the regional NAACP as well as other organizations.

"Too many times when we talk about human rights we consign it to its own separate area," Jackson said. "I think what makes this local particularly outstanding is that they have integrated human-rights concerns into everything the local does so it's been mainstreamed into local activities."

Crowe said the focus on human rights has allowed the local "to jump on things as they develop." He said, for example, that the local has deployed the Americans with Disabilities Act as a tool in protecting workers.

## *Human Rights by the numbers*

**Honolulu — Juan Espinosa of Pueblo, chair of the 1993 Convention's Human Rights Committee, said that the 12-person panel "was remarkably diverse and at the same time surprisingly devoid of one major constituency of Guild membership."**

**In offering his committee's report to the Convention, Espinosa said 58% of the panel's members were female; 42% male; 33% were African-American; 33% Hispanic; 33% white females and 0% white males.**

**Work Directions Inc., in its strategic assessment of Guild operations said that 40% and 46% of Guild members are women and that some 24% are African-American.**

# IT SEEMS TO US

## Dale, McLaughlin offer Guild best combination

DETROIT

**Editor:**

The challengers for TNG's top two elected officers are saying it's time for a change. But change doesn't necessarily mean for the better — often it's for the worse.

President Charles Dale and secretary-treasurer candidate Peter McLaughlin offer Guild members the best combination of continuity and change.

Dale, a Canadian native, demonstrated his wealth of experience and solid judgment by keeping Canadian locals in the international union with the passage of the autonomy package.

From Detroit's perspective, Dale provided critical financial and staff support in our four-year fight concerning the Joint Operating Agreement.

McLaughlin, as International Chairperson, also supported Detroit in our JOA battles with Knight Ridder and Gannett. His heroic efforts to save the N.Y. Daily News brings a sophisticated Guild professional to the office of secretary-treasurer.

Last year, McLaughlin took time out from a busy schedule to personally visit our Macomb Daily and Royal Oak units and help rally our suburban members in their successful struggle for new contracts.

Dale and McLaughlin, along with the Unity slate of IEB candidates, have consistently supported all our endeavors in Detroit.

A vote for the Unity slate will guarantee that service for all Guild members.

**LOUIS MLECZKO**
**President**
**Detroit Guild**


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## Dale, Unity '93 slate qualified to lead Guild

DETROIT

**Editor:**

While it is with some regret that I leave the Int'l Executive Board after three terms, I am very excited about The Newspaper Guild's future. I base my optimism on the presence of an outstanding team of leaders on this year's IEB ballot.

The Unity '93 candidates — led by President Charles Dale, secretary-treasurer candidate Peter McLaughlin and including IEB candidates Russ Cain, Eugene Jones, Dave Mulcahy, Patricia Nuttall, Carol Przybyszewski and Jose Feliciano — have rung up an impressive string of accomplishments over the last several years.

From the Canadian Wire Service Guild organizing win to the formation of the Translators' Guild to the Canadian autonomy package, the Dale-led team has proven it has the commitment, courage and foresight to steer us through a brutal industry recession. I am particularly proud to endorse Nuttall for vice president at large. She is a smart, thoughtful and dedicated individual who will be a tireless worker for all Guild members.

All of these Unity '93 candidates are uniquely qualified to lead us to a prosperous future.

**LUTHER JACKSON**
**Detroit Guild**
**TNG Region 3 Vice President**

## Foley, Knox, Garlington will keep Guild on track

WASHINGTON, D.C.

**Editor:**

It was heartening to be a part of authentic unity at this year's Newspaper Guild Convention. The strategic plan needed only minor tinkering before winning unanimous acclaim, and the issue of Canadian autonomy was likewise resolved unanimously.

Now that we all seem to be headed in the same direction, this year's election is our opportunity to keep moving on the same track. To that end, three candidates merit our votes:

Linda Foley for secretary-treasurer: Her diligence and vitality as executive secretary of TNG's Contracts Committee give her a wealth of experience crucial to succeeding in our union's number-two paid position.

Connie Knox for at-large vice president: In her first term, she helped shepherd the yearlong strategic plan process through the International Executive Board. The plan our union has now embraced should be sufficient testimony to her skills.

Lela Garlington for Region 2 vice president: As Memphis Guild president, she's been at the forefront of innovative strategies to boost member numbers and morale. She has broad-based support inside and outside the region. Lela will bring a principled even handedness to IEB deliberations.

Vote Foley, Knox and Garlington for the future of our union.

**MARK PATTISON**
**Catholic News Service Unit**
**Washington-Baltimore Guild**

## Member calls Nuttall symbol of solidarity

TERRE HAUTE, IND.

**Editor:**

One of the members of the Terre Haute Guild is running for international office and I am writing to tell you of many contributions Patricia Nuttall has made to our local as well as to the union movement in Wabash County.

Patricia was our Guild president for over a decade and during that time she served the members well. No one ever had to ask a second time for help, she was always there when she was needed and it was never too late in the day to talk about problems. Everyone was important, there was never any I syndrome, just we, so to me and to many others she symbolizes solidarity.

All of her contributions to our local are too numerous to mention, but I believe there could be no one more qualified to seek international office than Patricia. She is a total union person, always looking for new ways to handle old problems with the outcome being better for all concerned.

So when you go to vote, please support Patricia. She will be an asset to any board or group that she is a member of.

**MARGARET LITTLEPAIGE**
**Terre Haute Guild**

## McCracken supports Feliciano in Region 2

MEMPHIS, TENN.

**Editor:**

In Lela Garlington's records in the last Guild Reporter it was stated that she had beat me in a close vote for local president.

That election came shortly after one of our most difficult bargaining settlements. After 12 years as first vice president and president, I needed a rest and should not have agreed to run again. I did not campaign and felt like I would be a winner either way. After all, we are supposed to be on the same side.

Perhaps Lela should successfully negotiate an agreement to succeed the contract that expired last January before criticizing her predecessor.

It was also stated that Garlington had coordinated informational picketing efforts during the late '80s which was a first for the local. I was surprised to learn of this and that she was not aware that informational picketing was almost routine in past negotiations.

I believe the IEB needs Jose (Pepe) Feliciano and his more than 30 years experience in bargaining and organizing. I urge Region 2 members to vote for him.

I also strongly support Chuck Dale for president and the Unity '93 vice presidents at large Carol Przybyszewski, Pat Nuttall, Eugene Jones, Russ Cain and David Mulcahy.

**FAYE McCRACKEN**
**Memphis Guild**
**Region 2 Vice President**

## Nuttall took local reins during difficult period

TERRE HAUTE, IND.

**Editor:**

This letter is in support of Patricia Nuttall for the office of international vice president at large.

Having worked at the Terre Haute Tribune-Star Publishing Co. with Pat for over 10 years prior to my retirement in December 1989, I feel I am qualified to speak in support of Pat — having myself served 14 years as president of the former Stereotypers Local 95 and several years as vice president of Guild Local 46.

Pat took over as president of the Terre Haute Guild Local 46 during a long strike in the early '80s when nobody else wanted anything to do with it. The local was involved in a number of arbitrations as a result of the strike. Pat did a most outstanding job during this most trying time. The Newspaper Guild was victorious in most of these cases. As a result, Pat was re-elected president a number of times, serving over 10 years in that capacity. In all my years as a union member and an officer I have never met a more dedicated and hard-working unionist than Pat.

**GEORGE G. WILKINSON**
**Retired**
**Terre Haute Guild**

**Editor's note:** Candidate biographies appearing in the Aug. 20 GR were written by staff. In providing information for her biography, Lela Garlington told the GR that she coordinated the local's first informational picketing effort in 1985 and that none of the Guild members she contacted at that time had ever participated in informational picketing. The editor is responsible for the choice of words and regrets the implication that the local had never conducted informational picketing.

(Letters continue on Page 9)




# SONG unit wins first contract

**Cambridge, Ont.** —An arbitration board has given Guild members most of what they sought in a first contract at the Thomson-owned Cambridge Reporter.

In a binding ruling issued Aug. 16, the board ordered the daily to begin immediately paying reporters with five years' experience $625 a week, a raise of up to 13.6%.

Other employees at the paper receive raises that range up to37.8%.

In addition, the ruling orders retroactive payments going back to November 1991 — giving a number of employees several thousand dollars — as well as a 3% raise effective this November and another 2% effective in November 1994.

The raises will bring the top minimum reporter rate to $656.53 a week in just over a year.

"This is a smashing victory for employees of the Cambridge Reporter against a greedy and arrogant corporation," said Gail Lem, president of the Southern Ontario Newspaper Guild, which represents about 40 employees at the Reporter.

The Guild signed up employees in the editorial, circulation, advertising and accounting departments of the paper in 1990.

The arbitration board's ruling is a follow up to an Ontario Labour Relations Board decision in February 1992 in which the board ordered that a four-month strike at the Reporter end and that unsettled issues be sent to the arbitration board for a binding ruling.

In hearings before the arbitration board, chaired by independent arbitrator Brian Keller of Ottawa, the Guild asked for the $625 top reporter rate.

Rates ordered for other job classifications are based on the reporter rate. Editors will receive a rate of $705.77 effective November 1994 and senior clerical workers will get $492.40.

Also, the board granted the Guild's request for compulsory union membership for new employees, a severance pay formula and improved vacation, all of which had been opposed by Thomson.

## Post Guild members demand talks

**New York—Talks between the Guild and the executives at the Murdoch-managed New York Post were expected to continue into the weekend after the company met a Guild-imposed deadline on Sept. 9 to either bargain or face a strike.**

**Members of the Post Unit of the New York Guild voted unanimously at a Sept. 8 meeting to strike if the company did not agree to meet with Guild negotiators by 6 p.m. the following day.**

**Company negotiators, after earlier saying they could not meet again until next week, changed their plans and scheduled a bargaining session for Sept. 9. No progress was reported following that meeting but both parties were prepared to meet through the weekend, Guild leaders said.**

## S&P Unit members ratify new contract

**(Continued from Page 1)**

ous service) but retire before age 65 will make contributions to the plan — as already was the case for early retirees — until age 65, at which time retired employees may participate at no cost.

The new contract also calls for annual increases in employee contribution to health insurance.

Effective Sept. 1, single coverage went from $4 per week to $5.40 and will rise to $8.25 in the final year of the contract. Family coverage contribution increased from $10 per week to $15.25 effective Sept. 1 and will increase to $22.50 by 1996.

The contract provides for improved overtime allowaces for overtime of two hours or more. That figure goes from $10.50 under the previous contract to $14 in the final year of the new contract.

Also, the company agreed to a Guild proposal to start a pilot program that calls for a once-a-week teller to assist employees in dealings with the credit union.


**Expertise... Energy... Excellence.**


DAVID MULCAHY
New York At Large


PATRICIA NUTTALL
Terre Haute At Large


EUGENE B. JONES
Philadelphia At Large

**The Unity Coalition's Vice Presidential Candidates**


RUSS CAIN
San Jose At Large


CAROL PRZYBYSZEWSKI
Erie At Large


JOSE FELICIANO
Puerto Rico At Large


## Arbitrator awards severance pay

**Buffalo, N.Y.** — An arbitrator, drawing a clear line between unsatisfactory performance and gross neglect of duty, has ruled that a copy editor fired from the Tonawanda News is entitled to severance pay.

The company had argued that the employee, who was let go in November 1991, was not entitled to severance — as provided in the expired contract between the News and the Buffalo Guild — because she had been warned repeatedly about errors in her work.

The Guild learned of the dismissal in a Dec. 6, 1991, letter from the company advising that the employee had been discharged due to "gross or repeated neglect of duty and for gross misconduct..."

The Guild grieved over the issue of severance for the former employee, who had worked at the News since 1965.

Arbitrator Herbert L. Marx Jr. noted in his July 15 award that the News, while it counseled the fired employee on numerous occasions, had never accused her of "neglect" or "misconduct."

The expired contract provided that employees fired "for proven dishonesty, gross or repeated neglect of duty or gross misconduct" would not be entitled to severance pay — one week's pay for each six months of continuous service.

Marx cited management's "erroneous conviction that any discharge for cause automatically was for one of the exceptions ... this is simply not what the severance provision plainly states."

The News was purchased in December 1989 by the American Publishing Co. The publisher posted working conditions in March 1992 after more than two years of negotiations for a new contract.


**IT'S TIME FOR "ACTION"**
**IKE LEWIS PLANS TO BE**
**A TRUE REPRESENTATIVE OF TNG BY:**

1. Building a union-wide partnership that is responsive to all members. Building a union-wide partnership among locals that cooperate, build consensus and collaborate in identifying and solving member needs.
2. Promoting the empowerment of a coalition that includes all union members to maximize the flow of funds and resources.
3. Endorsing programs to keep members active. Promoting programs that support the education and growth of our members. Advocating programs and principles that foster development of family values and union growth.
4. .Demanding the receipt of a fair share of union member services. Monitoring and holding accountable each elected officer to be responsible for our needs.

**VOTE IKE "ACTION" LEWIS**
**VICE PRESIDENT AT LARGE**




# Convention commends ex-Cleveland leader for dedication to Guild

**Honolulu** — The 60th Annual Guild Convention commended J. Stephen Hatch for his 25 years of service to the Cleveland Guild, the last 14 as the local's elected executive secretary.

Hatch, who was defeated in last year in a hotly contested election, had dropped his appeal to the Convention just days before delegates gathered in Honolulu.


Hatch

The Convention resolution pointed to dramatic moments in Hatch's Guild career, such as the time he was pinned against the wall of the Plain Dealer of Cleveland by mounted police during a 1974 strike.

Recalling Hatch's one-time firing from the Plain Dealer for union activism, the resolution said Hatch "may be the only unionist in North America who had to pay the company to get his job back, after earning more as a meat cutter than he would have for reporting to work" at his PD reporter's job.

Initially, Hatch had prevailed in his January 1992 re-election bid against Bob Young of the Cleveland Guild's Canton unit. Young appealed the election to the Int'l Executive Board's Appeals Committee, which found that there had been some irregularities in the election campaign.

Affirming the committee's findings, the full IEB in July 1992 directed the local to rerun the election. Ballot irregularities were uncovered in the vote and the local set a third election.

Young prevailed in the third contest contest and Hatch appealed to the IEB, which denied Hatch's appeal last January. Young assumed the executive secretary's post earlier this year.

Hatch had indicated he would take his appeal to the 1993 Convention but recently reached a settlement with the local.

Jack Hagan, a Cleveland Guild delegate, praised his former colleague on the Convention floor. "Steve ... saw the local through some tough times," Hagan said, alluding such developments such as a 40% drop in local membership when the Cleveland Press folded in the early 1980s. "Local One is stronger because of him."

Hatch joined the Guild in 1967 when he began his job at the Plain Dealer. He was unit chair from 1968-78 and served as local president in 1977. He was the 1989-90 recipient of the Guild's Leuchter Memorial Scholarship to the Harvard Trade Union Program.


**It's Time!**

*"Bruce Meachum is a bridge builder. He will do for the international what he did for our local; establish inclusion and tolerance as the operating leadership values."*

-- Dave Krieger,
President, Denver Guild

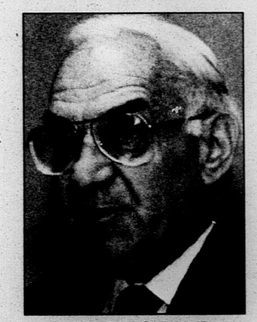
**Bruce Meachum**

**TNG President**



Yes, It's time for a change.....
a **strategic** change

**TNG's UNITY COALITION**

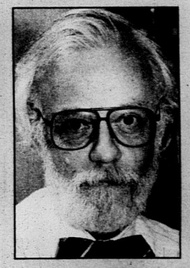

**CHARLES DALE**
**President**

**EXPERTISE...**
**...ENERGY...**
**...EXCELLENCE.**


DAVID MULCAHY
New York At Large


PATRICIA NUTTALL
Terre Haute At Large


EUGENE B. JONES
Philadelphia At Large


RUSS CAIN
San Jose At Large


CAROL PRZYBYSZEWSKI
Erie At Large


JOSE FELICIANO
Puerto Rico Region 2

# Candidates for Guild office state case to voters

**Guild members throughout the United States, Canada and Puerto Rico will vote Sept. 30-Oct. 5 for TNG president, secretary-treasurer and six vice presidents at large. In addition, Guild members in the U.S. South and Puerto Rico will vote for Region 2 vice president.**

**Those elected will serve two-year terms on TNG's 16-member Int'l Executive Board, beginning Oct. 25. Seven positions on the IEB were filled by acclamation at the Guild's Convention in July [GR, August 20.]**

**The statements on this and the following two pages are printed in accordance with TNG's Constitution, which provides that the Guild Reporter provide equal space for a statement by each candidate.**

**Candidates for president and secretary-treasurer were offered space for a statement of up to 350 words. Vice presidential candidates were offered space for up to 250 words. The candidates' statements are printed in the order their names will appear on the ballot.**

## President

### Bruce Meachum
### Denver



A QUICK look at the newspaper in your hands will be all you need to confirm that TNG has been caught in some kind of time warp.

This year's Convention adopted an outside consultant's plan to give the Guild a new identity. It's a beginning, but only that.

Considering past performance, I have no reason to believe that passing the strategic plan will result in the kind of change necessary to bring the Guild into the 21st century.

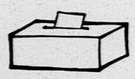
As part of my campaign, I am visiting as many locals in the U.S. and Canada as time and money permit. What I'm finding is that most rank-and-file members are happy with their local, but either have no idea what TNG does, or consider it to be largely irrelevant. They express surprise that someone outside their local would care enough to come and visit them. They have no sense of belonging to, much less ownership of, an international union.

The Guild needs more than a facelift. We must address head on the crucial issues of these times: leading the fight for representation of subcontractors so farming out our jobs is not attractive; winning decent contracts where there is no longer a viable strike threat; organizing in the hostile U.S. environment; dealing fairly and realistically with the legitimate cries for greater Canadian autonomy; more solid advocacy for women and minorities. The list goes on.

In short, we must find ways to represent a membership that doesn't have the luxury of living in the past. They face the realities of change every day, the same realities I have had to face and deal with as administrative officer of the Denver local.

In short, we must find ways to represent a membership that doesn't have the luxury of living in the past. They face the realities of change every day, the same realities I have had to face and deal with as administrative officer of the Denver local.

The Guild needs a leader who won't have to rely on outside consultants to discover what the members want. I believe I am the person who can lead the union out of the past and into the future, and I ask for your support.



### Charles Dale
### Northern California

IN EVERY political campaign, catchy-sounding broad themes and slogans appear with monotonous regularity: "Time for change," "vision," "openness," "independence," "improved communications," etc. You hear 'em even when there's already plenty of those things going around. The tune's being sung in this Guild campaign — but it doesn't play well against the record.

Our industry has changed — but so has our union. Changes have been made with the future in mind. TNG operates today very differently from the Guild of the '80s.

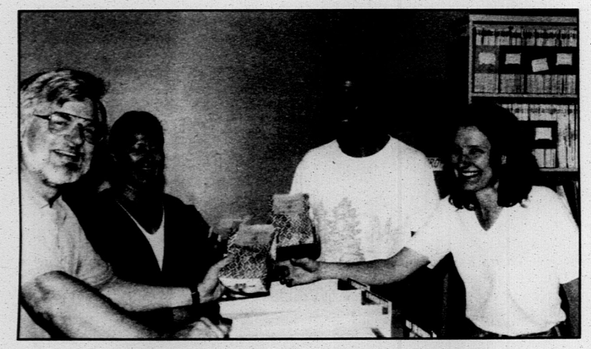


Under my administration we established: the special organizing fund; new organizing apparatuses; a bench strength organizing force; the foundation for one of the most significant organizing victories in our history; additional campaigns that could provide substantially more new members; a long-range program to organize thousands of of translators; a resolution of the Canadian autonomy issue; creative solutions to stem recession-caused job losses; rehabilitation of TNG finances; equity in property for the union instead of collecting rent receipts; open channels for all members and quick, positive responses wherever I was needed.

I initiated and pursued inter-union cooperation in our plants through the Newspaper Industry Coordinating Committee; we shepherded the strategic plan through to its successful conclusion and we pressed continuously for diversity at all leadership levels — a campaign reflected in our Unity '93 slate in this election. We helped blueprint and continued what is arguably the best training program in the labor movement — the New Local Officers seminar. And much more.

There's always more to be done — better solutions to small local bargaining programs, for example — perhaps through regionalized coordination and generating full, enthusiastic commitment by locals to meeting our long-range strategic plan targets.

I'm running for re-election as president because I believe in the Guild and I've been committed to it since I became a member some 40 years ago. And because I believe the job I've done through the years — starting as a local leader in Canada, then as an international representative working throughout TNG, as secretary-treasurer and now as president — makes me the best qualified candidate.



**GUILD MEMBERS TAKE DELIVERY OF LABOR DAY COOKIES**

*San Diego Guild President Ed Jahn, left, and Lea Francisco, local office manager, deliver the goods to Guild members Steve Behrens and Merrie Cline on Labor Day. It is a local tradition to provide cookies to members who work the holiday.*

## Secretary-Treasurer

### Linda K. Foley
### Lexington

THE NEWSPAPER Guild needs a secretary-treasurer who will listen and respond to your needs. It needs a secretary-treasurer who will bring diverse, bold vision to TNG's leadership ranks. It needs a secretary-treasurer who will monitor our finances and use modern computer and communication technology.

Here are some of the projects I envision:



✓ An in-house computer bulletin board, eventually including electronic mail and full-text collective bargaining data base.

✓ A working group of local and international leaders and staff to overhaul TNG's current cumbersome per-capita collection system.

✓ Incorporation of payroll data into our membership database to track free riders.

✓ Using annual audits required of all locals to implement the strategic planning goal of TNG assistance to locals for budgeting and financial management.

✓ More input into the budget process from TNG department heads.

✓ Helping locals make better use of TNG money for innovative strategies and organizing.

✓ Centralize TNG's record-keeping and improve financial monitoring through the use of spreadsheets and the coordination of computer programs.

✓ Maintain communication with former Guild members, including those who have moved to non-Guild employment.

✓ Regular consultation with Canadian leaders to ensure allocation of resources to meet the needs of Canadian members.

✓ Keeping top Guild officers in touch with rank-and-file members as well as local leaders through random surveys, focus groups, conference calls and other formal and informal communications.

✓ Setting goals for merger or affiliation with another union with an eye to the future of the information industry as well as the composition of our membership.

The Guild is at a critical point in its history. We face employers who have become multimedia mega-moguls. We have a strategic plan that, when implemented, will help lead us into the future. The Guild in Canada is at the brink of a new, exciting era.

Today's Guild leaders need experience and imagination.

I will bring both to the office of secretary-treasurer and seek your vote.

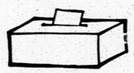
### Peter E. McLaughlin
### New York

THE GUILD is facing tough changes and a brand new beginning in the coming years. Those new changes call for a new type of secretary-treasurer. I believe that while the Guild's finances are the number one priority for the secretary-treasurer, they are not the only priority. We need someone who knows more than just dollars and cents, we need someone with the common sense and strength to be a leader.

What I'm offering as a candidate for secretary-treasurer is strong, experienced, dedicated leadership developed over 36 years as a devoted Guild member. I've spent 30 years as a reporter, fired for union activities at the Daily News. Over the years I have been elected to a variety of Guild leadership positions from unit chairman all the way up to international chairperson. In these years I've dealt closely with just about every problem facing Guild members: bitter strikes, tough contract negotiations, sexual harassment, race and age discrimination and a host of others. I feel this experience has allowed me to develop the leadership we need in a secretary-treasurer.



But the secretary-treasurer must be more than a strong leader, the secretary-treasurer must be a prudent manager. I plan to be just that. As a member of the committee that developed the new strategic plan, I know exactly where we're going and just how to get there. As secretary-treasurer, I intend to see that the membership gets full value for every dollar they pay in per capitas. The computerization and updating of our financial records will be a top priority. We are a small union, our budgets have to be lean and tough in the future not only at the international level but at the local level as well. I pledge to help each local put its finances on firm ground, building a strong union by creating stronger locals. Working together, with a strong experienced leadership listening to the membership, we can make this Guild of ours strong, self-reliant and able to survive and change in the future. We can only do it working together, so let's get to work.



**TNG's Constitution provides that the president shall be the executive officer of TNG and that the secretary-treasurer shall be custodian of the records and funds of the union. The Constitution also provides that the two officers be paid salaries under a formula tied to the average top reporter minimum in Guild contracts.**

**The two serve on TNG's 16-member IEB — along with the international chairperson, seven regional vice presidents and six at-large vice presidents. The policy-making IEB meets three times a year and is empowered to interpret TNG's Constitution between Conventions.**



## At-Large Vice Presidents

### David Mulcahy
### New York

DURING MY eighteen years on the IEB I have concentrated my efforts on the Finance & Administration and Constitution Committees. Your support for continuation of those efforts will be appreciated deeply.

As I have said repeatedly, our union has been good to and for me. Without it, I would not have my current position and take home the salary that I do. I owe The Newspaper Guild!



The best way I know to give back to our union some of the benefits I have received is to serve as an international vice president at large; to bring to the Guild my expertise in the areas of finance and administration and constitution.

As unit chairperson at Standard & Poor's for the past seventeen years, I have been involved in grievance and negotiating activities and settlement of day-to-day gripes and complaints. These experiences have stood me in good stead in understanding and participating in organizing and collective bargaining decisions on the board.

Perhaps my best source of input for board activities has been district council meetings. It has been my pleasure over the years to attend MADC and NEDC meetings and tri-council get-togethers, as well as visiting MDC, GLDC, WDC and SDC sessions. Generally, I average six council meetings a year.

Thank you for your past support. I ask for your continued trust and your vote for my running mates on the Unity '93 team—Chuck Dale, Pat Nuttall, Eugene Jones, Russ Cain, and Carol Przybyszewski—and myself.

### Patricia Nuttall
### Terre Haute

THE BLUEPRINT for the future of the Guild is in place to guide our leaders. As a member of the Strategic Planning Committee, I support the plan wholeheartedly. We need to implement the directives of this plan to insure the Guild will survive these troubled times that are affecting all labor organizations.

Our financial house must be in order and we must be able to support the small locals in protecting the rights of their members.



No local should be without the guidance of an international rep because of lack of finances.

Organizing must certainly be aggressive and merger is a positive aspect. However, it must be pursued carefully and methodically to assure harmony between the Guild and its prospective partner. To lose the identity and prestige of the Guild would be a disaster for all our proud Guild members.

As we enter the era of biennial conventions it is imperative we have leadership with the experience and expertise to guarantee the best possible future for all our members. I feel the Unity committee slate serves those needs... please give extra care when you vote in this election and make it count for a team that feels each and every member is important to achieve the goals set forth at our last Convention.

### Ike Lewis
### Toledo

THE GUILD needs a vice president at large dedicated to the members.

Your voices must be heard and I will listen. We need the establishment of a way for members to communicate between the locals and TNG.



The Guild must improve membership and be more open to member needs. Resources must be distributed more efficiently to maximize our collective bargaining and organizing strength.

You need my voice in our union's future. The needs of all Guild members must be considered. New ideas are great but they must be carried out or the strategic recommendations are no good.

The Guild needs a vice president at large who will listen and respond. The Guild needs a vice president at large who will bring down-to-earth leadership to the ranks of our union.

The Guild needs Ike Lewis.

The Guild needs Ike Lewis, a voice of action.

### Eugene B. Jones
### Philadelphia

THE NEWSPAPER Guild is at a crucial period in its history. The Guild has moved from an annual convention to a biennial convention which will require that the Board more closely monitor the operation of the Guild.

The implementation of the WDI strategic planning study will be a monumental undertaking. This will require people who have experience and understanding of the recommendations, who will work to see them accomplished.



The Canadian autonomy issue was initially dealt with at the Convention but there are other concerns that our Canadian sisters and brothers have about policies. We must be ever vigilant that other unresolved issues are not ignored.

Unity '93 has made a commitment that the Guild be progressive, and I would like to be a part of this movement that will lead the Guild in the future.

As an activist, I am aware that there are many voices and varied ideas and positions in the Guild. There is a need to listen to all of the concerns of our members and make prudent judgments and decisions.

I believe my years of activity and commitment are an asset to the International Executive Board.

I pledge that I will work on the Board in the best interest of the Guild.

I ask your support for myself and Unity '93.

### Russ Cain
### San Jose

THE TIMES have changed. The Guild is not the same union it was a few years back. It's leaner — and, in many ways, meaner. We have a new vitality.

The publishers say the industry is on hard times. They have assaulted their workers with take-back demands, pay cuts and freezes, layoffs and "asset" sales. They say we should be thankful to have jobs as they attempt to gut our contracts.

But the Guild has not surrendered. We have fought back. In my own unit in Monterey, we survived both layoffs and an asset sale in the past year. Faced with new owners and accompanying threats, we bargained a new contract that contains 99% of the protections and provisions of the old one.



Monterey, of course, is not unique. The Guild has responded to new challenges across the continent. We are indeed meaner, even if leaner.

The past Convention was in many ways our finest hour. In the face of adversity, the Guild is moving forward. We adopted a meaningful strategic plan to take us into the future, embraced Canadian autonomy and renewed our determination to organize.

I was fortunate to have had a part in that Convention — and in the strategic plan. Now I want to play a part in the Guild' s future. That is why I am running for a second term. We are, I believe, just beginning.

### Carol Przybyszewski
### Erie

THOSE INVOLVED in union leadership must be people with the dedication and experience necessary to look at all sides of an issue; make sure they understand what the problems are; and act in a way that solves the problems and supports the membership, no matter who else supports or opposes the best solution.

Union leaders need to have the experience necessary to contribute to a decision on steps needed to solve problems and the dedication and commitment to carrying out those decisions.



Current issues facing TNG that I think my experience and interest are of value include:

**STRATEGIC PLAN** — As an IEB member, I will make sure the plan is implemented as intended by the 1993 Convention.

**FINANCES** — During arbitrations, I gained experience in stretching members' dues dollars as far as possible. It's essential TNG attain financial stability and that IEB members make responsible decisions on spending.

**ORGANIZING** — As a member of local grievance and bargaining committees, I know it is important TNG concentrate on making sure contracts are signed where elections are won.

**EDUCATION** — TNG must improve communication between the IEB and locals. RSI shows why education is important.

**PAY EQUITY** — Having worked in inside classified and telemarketing, I am familiar with women being underpaid for the same work their Guild brothers are well paid. TNG must stay in the forefront of the pay equity push.

Please support me and my brothers and sisters on the Unity Committee. Together we can make the Guild a better, stronger union for all.

## Region 2 Vice President

### Lela Garlington
### Memphis

AS PRESIDENT of the Memphis Guild for three years, I've handled virtually every role in our union, from arguing grievances and recruiting new members to participating in grueling contract negotiations. When I first ran for local president I saw a need for revitalization. I see the same need at the international level.

That's why I'm running for the IEB's Region 2 vice presidency.



We need someone who can motivate others and create unity through understanding and cooperation someone who is not afraid to try new ideas, because even if we fail we learn ... someone who is willing to make sure local leaders are getting the information they desperately seek in a timely fashion. We also need somehow to tap into the tremendous amount of talent among our members. These are my aims.

Our leaders must listen and be willing to change. We can learn from other unions' successes in the bargaining and grievance arena to get the contract and working conditions our people deserve. On the IEB I'll work to fully implement our strategic plan. I'll make sure we follow the will of the Convention that TNG provide translation and interpretation services. I'll vote based on what's in our best interest and not on the politics surrounding it.

I'll be fair, I'll listen and I'll bring the challenges posed by Region 2's open-shop climate to the forefront. Already, I have broad-based support. And now I ask for your support. Cast your vote for Lela Garlington.

### Jose (Pepe) Feliciano
### Puerto Rico

WHEN EL MUNDO shut down some 20 years ago and we lost a big chunk of our membership, I said the Puerto Rico Guild is not dead. We have a future.

Look across our commonwealth and you see this is true. The Newspaper Guild has one of the most visible and active presences in the Puerto Rico Federation of Labor.

We have organized not only in the newspaper industry but in other key areas of the communications sector: wire services, radio and television.



As a photographer at the San Juan Star, I know it is important to have a vision of the shot you want to take. As president of our local, it know it's even more important to have a vision of where our union will be in the future.

I am running for the Region 2 vice presidency on our Int'l Executive Board because I have a vision of what is needed in the Guild: diversity, organizing, imaginative thought of where we should be headed, good contracts and service for our members.

In Puerto Rico, we have achieved this. My experience at home, where I have held nearly every local office, tells me we can do this throughout the Southern region and throughout our international, just as our strategic study advocates.

I ask for your support in the upcoming election. When you vote, vote for Jose "Pepe" Feliciano for Region 2 vice president.

### Connie Knox
### Washington-Baltimore

THE FUTURE of our union is being written, in part, in the headlines carried in our nation's newspapers and broadcast over the airwaves.

As courts and laws help erase the lines separating how news, information and advertising can be delivered, newspapers and magazines, radio and television may not arrive in our homes the way they do

(Continued on Page 8)

## At-large Vice President

today. More and more, information lands on people's personal computer screens *instead of their doorsteps.*

So far, such changes have had little impact on our membership (the economy, with its downsizing mentality, has hurt us enough), but these changes may some day have an impact on who does our work, how it is done, and how it is compensated.



The strategic plan adopted at this year's convention recognized *these changes in the industry and set tasks* and goals for how the Guild must build its membership while continuing to effectively represent its members within this new world.

How — and if — we reach those goals depends on all of us, rank-and-file members, local activists recruited and trained, and leaders elected at the international level.

As an early proponent of the plan, I look forward to meeting its challenge to ready our union for tomorrow while taking care of business today.

*In my quest for a second term on the* International Executive Board, I offer experience and a willingness to move the Guild in the direction it needs to go so it can keep its place as a strong union in the new world.

### Dave Krieger
### Denver

IN THE 60-year history of The Newspaper Guild, our union has seldom seen more challenging times.

We have our share of difficulties, to be sure. Our declining membership is now a generation-long trend, and one that forces us to face the fact that print is not the news medium of the future.




But that same realization opens the door to new opportunities. We can begin repositioning ourselves in the information industry so that increasingly we represent those disseminating news and programming electronically.

Such a move would not only provide far greater opportunity for growth than the consolidating newspaper industry, it would allow us to serve as a bridge for media workers from one medium to another. From cable television to the phone companies to the computer industry, those now venturing into the dissemination of news and entertainment will need exactly the *skills our people have.*

There are a variety of ways to get there. The strategic plan approved for our union at the 1993 Convention calls for immediate exploration of merger possibilities. Certainly a partnership with a union already in companies with electronic capabilities would be one way for us to provide our people and their skills to emerging news media.

If we do nothing, we are in big trouble. Our unions will not ride the back of the newspaper industry to recovery. We must chart our own course now. I'd like to be on the IEB to help do it.

### Ray Aboud
### Canadian Wire Service

THREE MONTHS ago, I led the Canadian Wire Service Guild through one of the most successful organizing campaigns in TNG history. We brought 2,600 new, dues-paying members into the Guild. We did it with a sophisticated, hi-tech campaign that set new standards for creativity and efficiency. It underlined our ability to bring diverse groups together. I can help TNG build on the momentum we established. Strength through organizing — creative organizing — is the key to our future.



I've been a senior editor and national affairs reporter for twenty years in newspapers and, more recently, with the Canadian Broadcasting Corporation (CBC). That has given me a strong understanding of both industries. The Strategic Plan adopted in Hawaii recognized the need to expand TNG's organizing capability in the broadcast and cable sectors. I can help us forge a strategy to make that happen.

*As local president,* I'm dedicated to managing change effectively. I'm preparing us to meet challenges posed by new technology, budget cuts and other problems we'll face in future. We're pushing management to make our union part of the decision-making process.

*The Hawaii Convention* was a watershed in the history of TNG. It gave Canadians an historic autonomy package. I'd like to give something back by using my experience and creative skill to help. TNG build a more secure future for all of us. You can help by giving me just one of the six votes you're entitled to cast.



Energetic local president seeks position with IEB as vice president at large. Creative thinker with penchant for organizing. Recently led campaign that brought 2,600 new, dues-paying members into the Canadian Wire Service Guild. Possesses strong leadership abilities. Skilled at managing change. Believes in the "vision thing." Extensive knowledge of newspaper and broadcasting industries. Fond of computer-based communications systems. No offensive habits. References available.

For more information, cast one vote for Ray Aboud. Just one of the six votes you may cast for at-large vice president. One vote for the only Canadian on the ballot. You wont regret it.

**For more information, call**
**the Committee to Elect Ray Aboud**
**DAYS: (613) 598-3702**
**EVENINGS: (613) 747-4808**

# Guild wins arbitration in commission-only job

The Times-Colonist violated its agreement with the Guild in creating a commission-only position for single-sheet advertising sales, an arbitrator has said.

The Victoria-Vancouver Island Guild grieved the basis of compensation when a new employee was hired in August 1992 on a commission basis. The Guild argued that the single-sheet advertising sales is a function of outside sales and should be compensated in accordance with minimum salary scales in the collective bargaining agreement.

The Thomson-owned daily paid the new employee $10 per thousand sheets of letter-sized advertising inserts sold while charging advertisers $59 per thousand with a minimum order of 5,000. The new employee was required to sell a minimum of 40,000 sheets per week for a minimum pay of $500.

The company argued that the program was intended to head off loss of advertising to suburban competitors and that the paperwould lose money on the program if the employee earned outside sales pay.

In his July 16 award, arbitrator Bryan Williams ruled that the commission-only pay scheme was a violation of the contract.

Williams noted the Guild's history of resisting commission-only pay for advertising sales at the Times-Colonist and said a ruling in favor of the company would give it a "foot in the door" to weaken the Guild's future bargaining position.

"If there is to be a 100% commission program for advertising at the Times-Colonist, in my view it is something that has to be won at the bargaining table," Williams wrote.

However, he found that single-sheet advertising sales was not as demanding as display advertising sales — nor as lucrative in terms of revenue — and ordered the company to compensate the new employee on the basis of lower telemarketing pay scales in the Guild contract.

Meanwhile, the local also prevailed in a *separate arbitration case involving a* freelance reporter who covered courts for the Comox District Free Press, a weekly published in Courtenay, B.C., where the Victoria-Vancouver Island Guild has bargaining rights.

The Guild argued that the freelancer was a beat reporter, as opposed to a columnist, and alleged unfair labour practice in the publisher's statement that the freelancer would lose his job if found to be a bargaining unit employee.

Kate Young, vice chair of the British Columbia Labour Relations Board, held on July 26 that the reporter was a bargaining unit employee but dismissed the Guild's unfair labour practicecomplaint.

The freelancer has since left the paper, Hutchinson said, and bargaining unit reporters currently are covering the courts.



*Philadelpha Guild members authorize a strike at an Aug. 18 meeting.*

# Talks continue in Philadelphia

**(Continued from Page 1)**

dents and specialists have signed Guild cards. "The company ought to sit down and bargain terms and conditions with them now in this contract rather than trying to do it later."

A number of correspondents (who cover suburbs) and specialists (who write about areas of interest) signed cards during a weekend blitz in August by members of TNG's bench team of organizers. The Philadelphia Guild filed with the National Labor Relations Board the day after Philadelphia Guild members authorized a strike. [GR, Aug. 20, 1993.]

Meanwhile, the company is pushing a proposal to add up to 22 subcontractors—or sales "agents"—who would be compensated on a commission-only basis to its advertising sales work force, Cahill said. "It's an effort to create a non-union advertising department," he said.

The company has said it would not eliminate Guild-covered advertising jobs if its proposal is agreed to. But company negotiators have hinted that layoffs are possible in the future and that bargaining unit employees could become "agents" if they wished.

"I haven't talked to any body who wants to," Cahill said.

He added that more than 70 Guild members from the PNI advertising department appeared at a recent meeting and gave their unanimous approval to the local bargaining committee's stand against the company proposal.

Guild leaders, who have expressed concern that the word "agent" could be construed to mean an advertising agency as well as an individual—have told the company that its proposal is a strike issue.

On the pension issue, PNI proposes to eliminate a required $14.10 per week per bargaining unit employee contribution to *the Guild pension plan.*

In addition to the fixed amount, PNI also contributes 6% of bargaining unit employees' compensation to the pension fund. Cahill said the company wishes to convert the 6% to a dollar amount based on current wages.

The company welcomed the unions' unanimous decision to extend contracts beyond the Aug. 31 expiration date and has spent considerable time since in off-the-record meetings with union leaders and a federal mediator.

Two Teamsters union locals representing drivers and mailers at PNI are negotiating with the company over staffing levels and other issues.

Negotiations on economic issues with all 10 unions will begin after PNI has resolved the non-economic issues with the Guild and the Teamsters.

Union leaders continue to say that a strike is possible if talks do not yield agreements. Cahill said that no talks were scheduled between the Guild and PNI at presstime but added that could change at a moments notice.



# IT SEEMS TO US

### Buffalo leaders: Foley impressed members

BUFFALO, N.Y.

**Editor:**

For years, the Buffalo Newspaper Guild has relied on the tenacity, creativity and intelligence Linda Foley has shown in her post as executive secretary of the contracts committee. She has always gone the extra mile to help us, and her assistance has resulted in better contracts and grievance settlements for our members. We believe her skills and experience make her well-suited for the job of international secretary-treasurer.

Linda made Buffalo a stop on her campaign trail, and our members were quite impressed with her. She spoke knowledgeably about Buffalo's bargaining history and about bargaining situations at cities throughout North America. She explained elements of the long-term strategic plan and how she envisions the secretary-treasurer's role will evolve as the plan is played out. Equally important, she listened carefully to the concerns raised by our members and challenged them to get involved in developing the solutions.

Buffalo has long demanded the very best this union has to offer, and we believe we'll get it with the election of Linda Foley as secretary-treasurer.

**RICHARD K. SCHROEDER**
**President**
**SINA WILLIAMS**
**Vice President**
**MARIAN V. NEEDHAM**
**Service Representative**
***Buffalo Guild***

### Dale is kind of leader who deserves support

VICTORIA, B.C.

**Editor:**

The Hawaii Convention, in adopting a new course for our union and endorsing merger, has set into motion one of the most challenging periods in our history. We must elect a president with knowledge and experience which includes all facets of the day-to-day internal workings of TNG. As well, the president must understand the internal policies of potential merger partners. Knowing and having worked with many of the leaders within and outside the industry is also a major asset for our leader.

Charles Dale, having worked for TNG since 1955, and having been our president since 1987, has all that plus more. As TNG president, his efforts helped Canadian Guild members forge a new reality for Canadian autonomy which saw, for the first time in Canada, nine out of nine Canadian locals unanimously agreeing — no easy task, I can assure you. That's the kind of president who deserves our support.

I also urge support for Linda Foley's candidacy for secretary-treasurer. I'm sure Chuck and Linda will be a winning combination, leading us into one of the most exciting periods in our history.

Further, I believe the following at-large candidates have the qualities and experience necessary to lead us into our future: Connie Knox, Russ Cain, Ray Aboud, Dave Krieger, Eugene Jones and Pat Nuttall.

**JOHN HUTCHINSON**
**President**
**Victoria-Vancouver Island Guild**

### New York leader backs Dale, McLaughlin bids

NEW YORK

**Editor:**

Our great union and its members have had the good fortune of having Chuck Dale serve as president for the last six years, and as secretary-treasurer for eight years before that. He has consistently provided strong, capable and honest leadership and has been innovative and effective in dealing with our problems. No one else can do a better job for us.

Peter McLaughlin has served the Guild with great distinction for over 30 years in a wide range of unit, local and international positions. His sense of fairness, commitment to women and minorities and vast experience in Guild finances, bargaining and contract enforcement cannot be matched.

I urge the election of Chuck Dale as president and Peter McLaughlin as secretary-treasurer.

**BARRY F. LIPTON**
**President**
**New York Guild**

### Dale can bring factions within TNG together

PHILADELPHIA

**Editor**

I'm going to vote for Chuck Dale for president. I hope you will to.

Chuck is the one who can best implement the change TNG Convention delegates mandated this summer by passing the strategic plan developed during the past year. Chuck is the one who can bring the various factions within TNG together. We need him.

He is my friend and has been for the best part of two decades. But I'm a relative newcomer; he's been the friend of TNG members and leaders for a lot longer than that. He knows the locals; he helped organize many of them. He knows how to organize; we need him.

But we won't get him unless enough Guild members take the time to vote. Please do that as soon as you get your ballot.

**WAYNE E. CAHILL**
**Administrative Officer**
**Philadelphia Guild**

### Why support Dale? He's been there for us

DETROIT

**Editor:**

Why am I enthusiastically supporting President Charles Dale and the Unity '93 candidates? It's simple. Whenever Detroit needs help, Dale and company deliver.

Whether it's been the JOA, our organizing drives or our recent 16-month Independent unit contract campaign, Dale's team has not failed us. Based on what I've seen in Detroit and around the Guild, I'm pleased to endorse: Dale, McLaughlin, Cain, Jones, Mulcahy, Nuttall, Przybyszewski and Feliciano.

**DON KUMMER**
**Administrative Officer**
**Detroit Guild**


# RE-ELECT CHUCK DALE

**Expertise...**

**...Energy**

**....Excellence**



**CHARLES DALE**
**President**

***SERVICING:***
**He's done it.**

***ORGANIZING:***
**Who did it better?**

***HUMAN RIGHTS:***
**He was before his time.**

***MERGER:***
**Only Chuck can do it.**


# *TNG clears building cost hurdle*

**Silver Spring, Md.**— The Newspaper Guild Building has finally reached the point at which it is paying for its own upkeep.

John C. Edgington, TNG secretary-treasurer, said he was informed earlier this week that, effective Oct. 1, the Guild no longer will owe an $11,350 monthly payment to its building manager to cover fixed costs — insurance, property taxes and routine maintenance on TNG headquarters here.

Edgington said the payment no longer will be necessary primarily because the *largest tenant in the Guild's seven-year-old* building will begin paying full rent on Oct. 1.

The Commercial Condominium Management Co., which manages the building under a service contract with TNG, said that there is some $70,000 in a money market account the company set up to pay building costs. The account derives from the monthly fee, which has been in addition to mortgage payments.

Future rental income from building tenants and draw-down on the money market account is expected to cover fixed building costs through the life of the building's mortgage, which runs until June 2012, Edgington said.

Edgington said the development assures that building costs will remain under budget through the remainder of the mortgage.

There are three commercial tenants in the building in addition to the Guild, which occupies the third floor and part of the second floor in the three-story building.

TNG purchased the building in 1988 after a history of renting office space in Washington, D.C. Initially, there was difficulty finding tenants and rent breaks were offered to attract tenants. Only a 1,600-square-foot space remains vacant.


# JOSE *(PEPE)* FELICIANO
## For Region 2 Vice President

**BARGAINER.....**

**ORGANIZING....**

**HARD WORKER..**



JOSE FELICIANO
Puerto Rico Region 2

# IT SEEMS TO US

### Aboud would be valued addition to Guild's IEB

VANCOUVER, B.C.

**Editor:**

Ray Aboud has proven himself a capable and patient mediator in the sometimes troubled issue of Canadian autonomy within the Guild, as the last Convention clearly showed.

His leadership on that issue as well as the Canadian Wire Service Guild's resounding success in the CBC certification drive demonstrate that Aboud would be a valuable addition to the IEB. I urge Guild members to mark an X beside Ray Aboud's name on the ballot this fall.

**MICHAEL BERNARD**
**Canadian Press**
**Canadian Wire Service Guild**

### Hatfield: Dale qualified to assure Guild's future

SAN FRANCISCO

**Editor:**

One of the key provisions of the forward-looking strategic plan overwhelmingly supported by the Convention calls on the president of the Guild to explore possible merger with one or more other unions to insure our future.

I can think of no one I would rather have conducting that exploration than President Chuck Dale. I am confident that in his hands, whatever the outcome of it, the Guild's identity, strength and future will be maintained and enhanced. The Guild also needs Chuck's continued leadership in battling the escalating assaults on workers' rights by profit-hungry, morality-starving publishers and their union-busting lawyer henchmen. For those and other reasons, I urge you to join me in re-electing Chuck Dale.

To help him, I also urge fellow Guild members to return Connie Knox of Washington-Baltimore to the IEB. She is a strong, courageous and independent voice on a board that sorely needs such voices. She deserves overwhelming re-election. That progressive independence on the IEB can be expanded by also electing at-large candidates Dave Krieger and Ray Aboud. I commend them all to you.

**LARRY D. HATFIELD**
**Northern California Guild**
**TNG Region 4 Vice President**

### Foley has knowledge, respect of other unions

SAN FRANCISCO

**Editor:**

I am writing in support of the candidacy of Linda Foley for secretary-treasurer of The Newspaper Guild.

Through her work she has gained first-hand knowledge of our union, its locals and our membership throughout Canada and the U.S. and has solid working relationships with us all. An additional asset that she will bring to the office is the respect of the international leadership of many unions with which we work such as the CWA and the Teamsters.

Foley's service as executive secretary of the contracts committee has given her not only her expertise and integrity but also by the energy, responsiveness and creativity she brings to each and every inquiry from local officers.

She is pledged to support and implement the strategic plan approved at this summer's convention, and has the ability to do it. Her tenure as secretary-treasurer will be noteworthy for her accessibility and her ability to organize the office (including immediate and sorely needed changes to reporting procedures).

Foley has done an outstanding job, she is the better qualified candidate and she will make an outstanding contribution as our chief fiscal officer. I am happy to join Guild members who are otherwise of diverse philosophies in their unity and support of Linda Foley for secretary-treasurer.

**LARKIE GILDERSLEEVE**
**Administrative Officer**
**Northern California Guild**

### Dale has proven ability, deserves re-election

TORONTO

**Editor:**

I am urging all Guild members, and particularly Canadians, to support Charles Dale for re-election as TNG president. His devotion to his union, his decades of tireless work and his ability to guide his union through some of its toughest times have proven he is more than worthy of the office.

Chuck Dale is a former president of my union, the Canadian Wire Service Guild. He played a major role in an 11-year campaign that eventually resulted in 2,800 new members joining the Guild at the Canadian Broadcasting Corp. Chuck Dale also played a significant role in developing a new four-year strategic plan for TNG.

At the last International Convention, significant changes were passed to The Newspaper Guild's Constitution that will give Canadians significant autonomy over affairs in this country. The unanimous approval of these changes brought to a conclusion negotiations that began more than a year ago with President Dale.

Charles Dale has proven his ability to lead. He has earned our support and deserves to be re-elected.

**DAN OLDFIELD**
**Administrative Officer**
**Canadian Wire Service Guild**

### Knox brings experience, independence to IEB

MILWAUKEE

**Editor:**

Connie Knox well deserves re-election to an at-large vice presidency of The Newspaper Guild. She brings experience, independence and thoughtfulness to the Executive Board.

Connie is in her fifth year as president of the Washington-Baltimore local, one of the largest in the Guild. She has been president of the Southern District Council. And she currently is an at-large vice president.

She is unpredictable when it comes to taking positions on the issues, in the good sense in which ing the pro's and con's of an issue in order to decide what to do, rather than simply following the political winds. She is a bridge between factions within the Guild.

For an independent, thoughtful and experienced voice on the Int'l Executive Board, please support Connie Knox.

**JACK NORMAN**
**President**
**Milwaukee Guild**
**TNG Region 3 vice pres.-elect**

### Dale offers leadership that can get job done

HONOLULU

**Editor:**

I congratulate the Guild Convention for bringing us into the 21st century, our future is what we make of it and who we select to lead us to these goals.

In selecting our leadership for the future we must consider those in the Guild who have made the difference, leadership that will get the job done — and that job has not changed, it is still getting better contracts, organize more and build a stronger membership. WE MUST ELECT PEOPLE WHO WE TRUST TO ATTAIN THESE GOALS.

There is only one person who is qualified to be our president, one person who can put out the fires, one person who can lead us to our newly selected goals; he is Chuck Dale.

We must also elect vice presidents who have paid their dues, people who we can trust to make the correct decisions for our future.

If you love the Guild as I do, if you want to move into the future with a brighter opportunity of success, then you must elect the people who will work for you and not only themselves.

Please vote for Chuck Dale, Russ Cain, Eugene Jones, Connie Knox, Dave Mulcahy, Pat Nuttall and Carol Przybyszewski.

**ROY C. KRUSE**
**Administrative Officer**
**Hawaii Guild**

### Dale gives Guild solid, experienced leadership

MONTREAL

**Editor:**

It is a curious election facing Guild members: a former air traffic controller is challenging a former newsman for the presidency of a union devoted to people in the news industry. (As a former pilot, I have respect for controllers — in their field of expertise.)

Chuck Dale deserves the support of all Guild members this October. He has been a super-efficient ground controller: he has kept the small Guild operating as a highly efficient entity, with no immediate need to blindly seek a merger with some other entity with which we may not have a common interest — other than just unionism.

I don't listen to the cries that we must seek alliances with others or we are doomed, or damned. I'll be damned if I'll ever recommend merger for merger's sake. we must consider it, but I'd rather have Chuck Dale to do my negotiating.

"Time for change" without reasons why, "out with the old, in with the new" without reasons why — that's all a crock, and all Guild members should recognize that.

What we need is solid, experienced leadership. It is my deep conviction that Guild members will get that with Charles Dale.

**LARRY McINNIS**
**President**
**Montreal Guild**

### Foley demonstrates dedication, creativity

BROOKLINE, MASS.

**Editor:**

Everybody at Cheers in Boston may know my name but it doesn't count for much when you are a new local president up to your ears in grievances, negotiations and need help.

For the past three years Linda Foley has known my name at TNG and, believe me, it has counted a lot.

She has demonstrated extraordinary dedication and creative energy in helping us solve some very complex problems.

I'm voting for Linda for international secretary-treasurer and will urge all Local 32 members to do the same. Pass the word!

**LESLEY PHILLIPS**
**President**
**Boston Guild**

### Dale has strong record in fight for human rights

PITTSBURGH

**Editor:**

Long before it was politically correct, Chuck Dale was a leader in the fight for human rights. His TNG service in Los Angeles, Hawaii and Puerto Rico will attest to his devotion to human rights.

Some may question if Chuck Dale is always politically correct, but no one can question his dedication to the Human Rights Movement.

And we in Pittsburgh, the winner of TNG's first-ever Human Rights Award, recognize a person who fights for human rights.

**CARMEN LEE**
**Human Rights Chair**
**Pittsburgh Guild**

### Foley, Garlington, Knox will move Guild forward

FALLS CHURCH, VA.

**Editor:**

Linda Foley is the kind of Guild leader that TNG needs to keep the spirit and purpose of the union alive among the employees of the news industry today and tomorrow.

Her dedication and talent are unmatched. Her enthusiasm is infectious. Her experience as a TNG staff member since 1984 and as a leader of the Guild's Lexington local uniquely qualify her for the office of TNG secretary-treasurer.

The interests of all Guild members will be well-served by electing her in September.

Election of Lela Garlington of Memphis to the Region 2 vice presidency and re-election of Connie Knox of Washington-Baltimore as an at-large vice president also will be important steps to ensure that the union keeps moving forward.

**BARBARA NELSON**
**Executive Council**
**Washington-Baltimore Guild**

### Dale is responsible for a more open Guild

CHICAGO

**Editor:**

In an election year where platitudes seem to come more easily than substance, I'd like to say a few words on behalf of a candidate who is responsible for more positive change in our union than anyone else I know.

That candidate is none other than President Chuck Dale.

It wasn't that long ago in our union when the entire political and decision-making process was so tightly controlled that disagreement with an administration position was simply not tolerated nor allowed. Anyone who had the temerity to dissent was treated as an enemy.

Under Chuck Dale's leadership, the Guild has become open to new approaches and ideas, no matter where they originate. To be sure, we still have disagreements, as we always will, but Chuck has the ability to recognize open debate as a sign of health in our union.

He has the commitment and the experience to enter critical bargaining situations and to assist locals. Chuck has always been there with help, support and resources when the chips were down. We know we are only one of many locals to receive Chuck's valuable support.

We need to keep Chuck's steady hand at the wheel.

**JERRY MINKKINEN**
**Executive Director**
**Chicago Guild**

### Foley will build Guild by bringing in new leaders

WASHINGTON, D.C.

**Editor:**

I am supporting Linda Foley for the office of secretary-treasurer of TNG. She is the candidate that will bring a new generation of Guild leaders into top offices and build the union for the future.

I am also supporting Lela Garlington of Memphis for IEB member from Region 2 and Connie Knox of Washington-Baltimore for at-large IEB.

**CAROL OBERDORFER**
**Co-Chair, BNA Unit**
**Washington-Baltimore Guild**

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

**Deadline for letters is the Friday before publication. (Next deadline: Oct. 8)**

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



IT SEEMS TO US

### Only Dale can lead Guild into Brave New World

FALLS CHURCH, VA.

**Editor:**

If Al Ostrowski, retired, [GR, July 14] wants company in the Guild's dust bin of history he should pick on candidates other than Chuck Dale.

Only someone with Dale's track record, his gut-busting, wrenching experiences in Guild wars near and far can safely lead this union into and through the Brave New World fashioned by delegates in Hawaii. No one, especially his opponent, can match his service record, his contacts in the industry, the respect held for him on both sides of the bargaining table. Everyone who has watched Chuck Dale's remarkable career take shape over the 37 years he's worked — full time and more —for the Guild understands why, when the going gets tough in local after local, the cry goes out, "Send for Dale!"

Why would anyone think of dumping that candidacy for one that includes less than a year's employment in the news industry and who can count only eight years — yes, eight —of Guild membership, whose experience, at best, is insular and regional?

And who ever said a 46-year-old was part of the "youth" movement?

**CHARLES A. PERLIK, JR.**
**Past President**
**The Newspaper Guild**

**P.S.** And since I'm still under my 200-word limit, I'd toss in a vote for Linda Foley, too.

### Knox works for change; will see plan through

OTTAWA

**Editor:**

Connie Knox works for change. She was one of the earliest supporters on the IEB of the strategic plan and she will see it through.

Guild members did the right thing in 1991 when we voted for Connie Knox as one of the vice presidents at large.

Let's do it again!

**PAT BELL**
**Ottawa Guild**
**TNG Canada East vice president**

### Cain deserves support; Dale has credentials

SAN JOSE, CALIF.

**Editor:**

I've had the pleasure of watching Russ Cain in action over nearly two decades, first from afar on the East Coast and now up close and personal as a San Jose member. I have never ceased to be impressed by his honesty, integrity, intelligence, dedication and seemingly boundless energy. I urge Guild members everywhere to send him back for another term on the IEB.

Our union is at a crossroads and needs someone with experience, courage and brains to steer it through difficult waters. It's this simple. Nobody can negotiate a better deal for us with another union than Chuck Dale and we all know merger is critical to our survival. When you compare his credentials and AFL-CIO contacts to those of his opponent, there's simply no contest.

But Chuck can't do it alone. He needs the brainpower, enthusiasm and commitment of Linda Foley as secretary-treasurer to help him get the job done. Eugene Jones, David Mulcahy, Patricia Nuttall and Carol Przybyszewski have all earned your vote, too. Please join me in supporting this talented group of proven Guild leaders.

**DIANNE MARTINO**
**San Jose Guild**
**Ex-TNG At Large**
**Vice President**

### Phila. looks to Jones for direction, innovation

PHILADELPHIA

**Editor:**

In Philadelphia we depend on Eugene B. Jones for direction, historical perspective, continuity, level-headedness and innovative ideas. He always lives up to our expectations.

The qualities of leadership he displays will compliment the Int'l Executive Board. Jones' candidacy offers a rare opportunity to add to the IEB an at-large vice president who faces the prospect of the Guild of the future with the experience of service in the Guild of the past.

For our IEB to best serve the interests of our members it must reflect the diversity of our members. Vote for the Unity '93 candidates: Chuck Dale for president; Jose (Pepe) Feliciano for Region 2 vice president and Russ Cain, Eugene B. Jones, Dave Mulcahy, Pat Nuttall and Carol Przybyszewski.

There is one candidate for vice president at large whose name does not appear on any slate. This is a reflection of the independence and individuality Connie Knox exhibited in her first term on the IEB. Knox's refreshing curiosity, relentless pursuit of the issues and rigorous questioning of the establishment are qualities we need to return to the board during this period of challenge and change facing the Guild. Join me in casting a vote to return Connie Knox to the IEB.

**CAROL D. ROTHMAN**
**Philadelphia Guild**
**TNG Vice President At Large**
**TNG Int'l Chairperson-elect**

### No more dynamic team than Dale, Unity slate

DETROIT

**Editor:**

As unit chairpersons in the Detroit local, we are keenly aware of the importance of an international union that pays attention to the concerns of rank-and-file members. With this in mind, we could not ask for a more dynamic team of leaders than President Charles Dale, secretary-treasurer candidate Pete McLaughlin and the Unity '93 IEB vice presidential candidates.

Whenever the Detroit local has needed help, President Dale and his Unity leaders have chipped in with their time, experience and true devotion. Our independent unit might not have survived a union-busting onslaught had President Dale not helped forge a unified counter-attack which drove Michael Zinser back to Nashville.

And we cannot overstate the importance of Pete McLaughlin coming to suburban Detroit to motivate our Independent unit members with a stirring message of unity and hope. We're urging our Canadian and U.S. sisters and brothers to help insure a vibrant Guild for years to come. Vote for Dale, McLaughlin, Cain, Jones, Mulcahy, Nuttall, Przybyszewski and Feliciano.

**AUDREY LASATER**
**Independent Unit Chair**
**DIA PEARCE**
**News Unit Chair**
**Detroit Guild**

### Nuttall: Loyal unionist, dedicated local leader

TERRE HAUTE, IND.

**Editor:**

They saw it is lonely at the top. Well, Patricia Nuttall knows this all too well. For the past 13 years that she has been associated with Local 46, eleven of those years was spent serving as our president. Negotiating contracts, settling arbitrations, enforcing the contract — sometimes standing alone to preserve the local.

When I look at Patricia I see a loyal unionist — a person who won't quit when the going gets tough, when she knows she's right. She has always been available when the international calls, most recently serving on the Strategic Planning Committee.

With Patricia's experience I can see her being a very strong vice president at large, making contributions on the local and international levels. With Patricia in this position we will be a stronger union. I urge our fellow members across this great union to support her in this endeavor.

**JIM THOMAS**
**President**
**CHARLES MITCHELL**
**Vice President**
**PATTY BRYANT**
**Secretary-Treasurer**
**Terre Haute Guild**

### No one better than Dale to lead Guild into future

SEATTLE

**Editor:**

The Guild took two giant steps into the future with the adoption of our strategic plan and the Canadian autonomy package at the 1993 Convention. We have begun an ambitious journey toward a brighter future. But, like my daddy always said, "You don't get wants with wishes." The road between "where we are" and "where we want to be" is teeming with challenges, detours and hard work.

In today's environment, leading our sometimes fractious union and making the tough decisions necessary to reach our goals is a difficult job. Chuck Dale is the one person in the Guild who has demonstrated the ability and leadership we need. He has earned the respect of both publishers and union leaders.

Chuck has led the resolution of several difficult strikes, made necessary and painful budget cuts and forged the consensus that led to the accomplishments of the 1993 Convention. He has been the catalyst in the formation and success of the Newspaper Industry Coordinating Committee, led TNG to its biggest single membership gain and worked to include women and minorities in leadership positions throughout the Guild.

There is no better person to lead our union into the future.

**ART JOYNER**
**Administrative Officer**
**Pacific Northwest Guild**

### Garlington's leadership has changed Local 91

MEMPHIS, TENN.

**Editor:**

Three years ago, when Lela Garlington said she wanted to run for president of Local 91, I supported her. I felt then that she had the dedication, drive and heart that our local needed. I was happier still when she ran for re-election. By then, changes had begun to come about.

Under Lela's administration we conducted successful organizing efforts, including adding the building mechanics unit after two decades of being out of the Guild; revived the local newsletter; held meetings close to the newspaper and created a telephone "hot line" during negotiations.

But more important was that the Guild began to pull together under Lela's leadership, after years in which we often were our own worst enemy (egged on, of course, by the company and its divide-and-conquer tactics). We haven't solved all our problems but we're working together, thanks in large part to Lela Garlington.

I know Lela will bring the same level of leadership and dedication to the Int'l Executive Board and I urge all members in Region 2 to join me and other members of Local 91 in voting for her.

**BROWN ALAN FLYNN**
**Former President**
**Memphis Guild**

### Przybyszewski offers experience, integrity

ERIE, PA.

**Editor:**

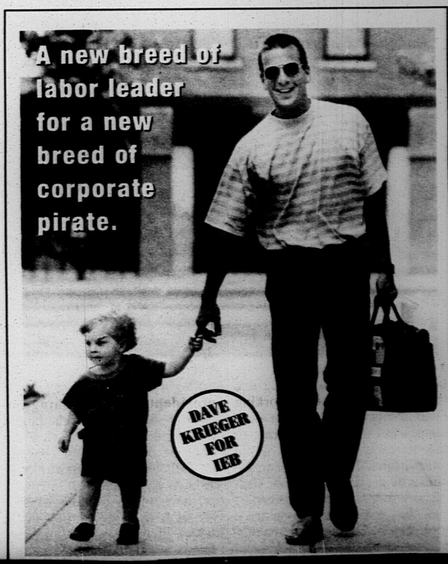
Carol Przybyszewski, the president of our local, is running for her second full term as international at-large vice president. As someone who has been active in the Guild with her for the past 17 years, I wholeheartedly endorse her candidacy.

If experience counts, anyone who looks at Carol's record of involvement and leadership over the years has to be impressed. As to her personal qualities, those who have worked with her at council meetings and conventions know what a warm and caring human being Carol is. In these challenging times for organized labor and the Guild in particular, we need union leaders with both the experience and personal integrity that Carol Przybyszewski has in abundance.

**BRIAN KINAL**
**Editorial Steward**
**Erie Guild**

**DAY BOOK**

**Membership election for TNG offices, Sept. 30-Oct. 5.**
**Canadian District Council, fall meeting, Oct. 30-31, Ottawa.**
**Western District Council, fall meeting, Oct. 30-31, San Diego.**
**Great Lakes District Council, fall meeting, Nov. 13-14, Terre Haute, Ind.**
**Middle Atlantic, New England and Southern District Councils joint fall meeting, Nov. 20-21 (tentative), Boston.**
**2nd Biennial Convention, summer 1995, Boston.**
**3rd Biennial Convention, summer, 1997, San Juan.**



# IT SEEMS TO US

## McLaughlin possesses experience Guild needs

NEW YORK

**Editor:**

I write to voice my support for Pete McLaughlin for Newspaper Guild secretary-treasurer. Over the years Pete's leadership as TNG international chairperson, New York Guild chairperson, IEB Region 5 vice president and Daily News unit chair has been characterized by commitment to the Guild and the ideals this union espouses.

In my judgment, what sets Pete apart from many well-meaning aspirants for high office in our union is that he doesn't just talk about the ideals of unionism but acts on them. Consistently.

Long before issues such as women's rights and diversity became popular causes, Pete was battling sexism and racism, both in the union and at the bargaining table. I know what he did because I saw him do it.

So, at a time when the Guild is under attack from ruthless publishers and their technocrats, I urge my fellow union members to vote for McLaughlin. He has the kind of compassion and experience the Guild needs. Pete is not a fair-weather candidate — but a man who genuinely cares about ALL of us.

**DAVID W. HARDY**
**New York Guild**

## Garlington offers Guild enthusiasm, fresh ideas

WASHINGTON, D.C.

**Editor:**

I know Lela Garlington, candidate for TNG's Region 2 vice presidency, and I am extremely impressed with her enthusiasm and her fresh ideas. As the current Memphis Guild president, she appears to have displayed some unique talents in dealing with problems that our fellow brothers and sisters there face—past, present and future! Lela's voice and actions have already proven her to be an exceptional Guild leader.

Lela has been endorsed by the Washington-Baltimore Guild's Executive Council and the Memphis Guild's Executive Council — all unanimously. She's also been endorsed by the Southern District Council, among others.

I give my wholehearted support for Lela Garlington as TNG's Region 2 vice president and urge my fellow Guild members to vote for her in our important upcoming election.

**DIANE YAMINI**
**Treasurer**
**Washington-Baltimore Guild**

## Guild must not settle for less than the best

SAN JOSE, CALIF.

**Editor:**

Guild members face a clear choice when they vote for the top union officers this year.

They can elect people whose experience, knowledge, ability and commitment to the Guild show they will be strong leaders as our union carries out the strategic plan adopted by the Convention in July.

Or they can settle for less.

We need the best. That's why I support Chuck Dale for re-election as TNG president. I ask Guild members to vote for Russ Cain of our local's Monterey unit for at-large vice president. And I ask you, brothers and sisters, to vote for the other Unity '93 at-large candidates — Eugene Jones, Dave Mulcahy, Patricia Nuttall and Carol Przybyszewski.

In these difficult times of unsatiated employer greed and growing anti-union philosophy we need proven leadership. These folks have what it takes.

The strategic plan sets difficult goals, ranging from increasing membership involvement and rebuilding our numbers to seeking merger with a larger union that will give us more bargaining clout.

Dale can lead us to success. He needs the support of hard-working, dedicated people on the IEB to help us achieve the Convention's mandate, to reach our goals.

**FRANK SWEENEY**
**Secretary-Treasurer**
**San Jose Guild**

## Providence local leaders back Meachum, Foley

PROVIDENCE, R.I.

**Editor:**

The Executive Committee of the Providence Newspaper Guild endorses Bruce Meachum for president and Linda Foley for secretary-treasurer of the Guild.

Both have proven they are willing to take the time to listen and respond to the concerns of rank and file members.

Each has conveyed a vision of the future and that includes an active and involved membership and a willingness to try out new ideas.

**FRANK SANTAFEDE**
**President**
**ANDY DUEHRING**
**Vice President**
**ROBERT JAGOLINZER**
**Secretary**
**GREG SMITH**
**Treasurer**
**TIM SCHICK**
**Administrator**
**Providence Guild**

## Knox will give time, energy to IEB work

VANCOUVER, B.C.

**Editor:**

I would like to offer this letter as support for Connie Knox in her bid for a position as an international vice president at large on The Newspaper Guild's Int'l Executive Board.

Connie is seeking her second term as an independent board member. Her history with the Guild includes her leadership in her own local, Washington-Baltimore, Local 35, and at the international level. During the past nine years she has served as both president and vice president of the Southern District Council. During the 1990 international Convention, she was chairperson of the Rules Committee.

I have known Connie for several years. A trade union issue that she takes very seriously is equality for women, both in the workplace and in the union. I know that she will take a very active role in implementing the strategic plan as adopted at the Hawaii Convention, if she is re-elected as an international vice president at large.

Connie will give you the time, energy and experience needed to contribute positively and cooperatively to the work on the IEB. I urge you to vote for Connie Knox.

**DOUG LOUTH**
**Vancouver Guild**
**TNG Canada West**
**Vice President**

## When it comes to ability, no one can touch Dale

SAN JOSE, CALIF.

**Editor:**

Never has the Guild needed Charles Dale at its helm more than it will the next two years.

The "strategic plan" directs the president to actively explore merger and bring a recommendation to the 1995 Convention. That really means: Find a home in a larger union and negotiate the terms.

No one in our union comes even close to being as prepared for that task as Dale — a print and electronic newsman who has spent more than 40 years in Guild trenches administering and servicing locals, bargaining contracts, conducting strikes and negotiating with other newspaper unions — not to mention running our international.

The choice for TNG's chief bargainer is between a proven leader with four decades of professional Guild experience and an air traffic controller who joined the Guild only eight years ago.

It's not a tough choice.

With our future at stake, the ally Dale needs most is incumbent Vice President Russ Cain of Monterey who has earned a Guild-wide reputation for talent, dedication and integrity.

It is imperative that Charles Dale and Russ Cain be returned to office and that they be joined by at-large candidates Eugene Jones, David Mulcahy, Patricia Nuttall and Carol Przybyszewski.

**BILL DAVIS**
**Executive Officer**
**San Jose Guild**

## Foley: A strong voice for Guild since 1984

MINNEAPOLIS

**Editor:**

If you have ever questioned whether The Newspaper Guild is an international union worth your dues money, take heart and cast your vote for Linda K. Foley for secretary-treasurer. She has been a strong voice — a conscience — at the international since 1984.

It's hard work, trying to change a democratic organization without holding elected office. Now we can help Foley by giving her the power she'll need to make the Guild the kind of union we deserve: one that listens to its members from Canada to Puerto Rico and all points in between, and acts to answer our needs.

Foley has excellent relationships with administrative officers and elected leaders. I've seen her make the most of council meetings and conventions by listening more than she talks.

With Linda Foley as secretary-treasurer, I think my dues will be spent responsibly on organizing, bargaining, educating and communicating. And all that can help the Guild survive into the 21st century.

**LIZ McCONNELL**
**Representative Assembly**
**Twin Cities Guild**

## Erie Guild leaders support Przybyszewski

ERIE, PA.

**Editor:**

Delegates to the 1993 TNG Convention faced up to their responsibilities and made courageous decisions that brought about major changes in the way The Newspaper Guild is organized and operates.

From Canadian autonomy to strategic planning, delegates did what was necessary to give the rank and file the best possible Guild for the foreseeable future.

Now we need the same kind of courageous leadership to make sure the goals embodied in those changes will be met.

We urge all members of the Guild to elect our Local 187 Sister, Carol Przybyszewski, to another term as international vice president at large, and to put in office with her all the members of the Unity '93 team: president, Charles Dale; secretary-treasurer, Pete McLaughlin; and vice presidents at-large, Pat Nuttall of Terre Haute, Eugene Jones of Philadelphia, David Mulcahy of New York and Russ Cain of San Jose.

Carol has been a leader in Local 187 for more than two decades and we know she will always work to protect the rights of all members of the Guild. We're glad to have her and all the other experienced Guild leaders who make up the Unity '93 team as candidates for the IEB.

**PAT HOWARD**
**Vice President**
**JERRY TRAMBLEY**
**Sec'y-Treasurer**
**DAN FOLGA**
**Secretary**
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**BILL DIETZ**
**Trial Board Chair**
**JOHN BARTLETT**
**Collective Bargaining Chair**
**Erie Guild**

## Baker: I know Dale; Meachum is no Dale

WASHINGTON, D.C.

**Editor:**

I served with Chuck Dale. I know Chuck Dale. Chuck Dale is a friend of mine. And Brother Meachum — to paraphrase Lloyd Benson's famous putdown of Dan Quayle — you're no Chuck Dale.

**ELLIS T. BAKER**
**Retired**
**Former TNG Director**
**of Administrative Operations**


# The Guild Reporter

CALM ACPS

ILCA — International Labor Communications Association — AFL-CIO/CLC

**BRIAN WILLIAMS, Editor**

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