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Symposium focuses on women's workplace concerns

Washington, D.C. — Women labor activists won't be left standing on the platform when the Clinton Administration's labor law reform process builds up steam next year.

More than 300 trade unionists and human rights policy-making activists — including TNG Human Rights Director Anna Padia and Larkie Gildersleeve, Northern California Guild admin-

istrative officer — attended an Oct. 14 symposium on the future of women in the workplace sponsored by the Women's Bureau of the U.S. Department of Labor.

"As this administration reflects on the future of employer/worker relations, we need to focus on the impact women will have on the workplace and vice versa," Karen Nussbaum, Women's Bureau director, said in convening the

Bay Area librarians conduct campaign for pay equity..... 7

symposium.

The event featured panel discussions, research papers on women in the workplace and addresses by Labor Secretary Robert Reich and John Dunlop, chair of the Commission on the Future of Worker-Management Relations. The commission was

named earlier this year by Reich and Commerce Secretary Ron Brown to recommend changes in U.S. labor law.

Padia said she was especially heartened when Reich told the symposium that he considers labor reform critical to addressing the wage gap between men and women workers.

The labor secretary also expressed concern that women rep-

resent a disproportionate share of the growing ranks of part-time and contingent workers. He noted that many women are being relegated to the contingent workforce against their will and, as a result, enjoy few benefits and lack access to the protections provided under existing labor law.

Dunlop cautioned that the continuing rise of women in the

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Board brings TNG closer to members

Silver Spring, Md. — The Guild's International Executive Board has adopted changes designed to increase contact between TNG and Guild locals and to bring more rank-and-file members into leadership roles.

The IEB, meeting at TNG headquarters Oct. 25-27 on the heels of a membership election to decide nine of the IEB's 16 members, acted to implement mandates of the Strategic Plan adopted in July by the 1993 Convention.

The board resolved that TNG vice presidents should keep in regular telephone contact with prescribed locals and be prepared to report on the locals at future IEB meetings.

Also, the IEB revised its rules, allowing vice presidents to attend more Guild District Council meetings at TNG's expense. The change is intended to allow IEB members' locals to send other representatives to district council meetings.

The two changes were recommended on Oct. 27 by an ad hoc committee named at the outset of the three-day meeting by TNG President Charles Dale — and headed by International Chairperson Carol D. Rothman — to recommend changes in IEB rules, practices and procedures.

The oath of office was administered to new board members by AFL-CIO President Lane Kirkland on Oct. 25, six days after the International Election and Referendum Committee certified results on the Sept. 30-Oct. 5 membership election for TNG president, secretary-treasurer, Region 2 vice president and the six at-large vice presidents.

Following an hour-long question and answer session with

Kirkland, the IEB organized itself into the traditional nine standing committees — in addition to the Rothman committee — and began discussing ways to implement Strategic Plan mandates.

The IEB's Organizing Committee was augmented by several additional board members to discuss a Strategic Plan recommendation that geographic considerations play a larger role in assigning of TNG international representatives.

"We're better off to get started down the road on these things than we are to try to get them all done now," Dale had advised the IEB before it broke up into committee meetings on Oct. 26. "There's a lot of work to be done and it's important that we get started on it immediately."

In his briefing to the new board — five were attending their first IEB meeting as elected members and women for the first time held two of the three principal IEB offices — Dale outlined some of the challenges facing the Guild.

He said that the IEB should play a more active role in mobilizing the Guild toward achieving Strategic Plan goals of increasing membership involvement as well as membership numbers.

"We have not really made the most effective use of board members; I'm talking about between meetings," Dale said. "You are here representing the interests of the entire membership and not just the parochial interests of your local or district."

Dale charged the Rothman committee to look at the IEB's rules and expenses and at "ways to ensure our locals have greater contact with TNG and have a sense of belonging."

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RAYMOND CROWELL/Washington-Baltimore Guild

KIRKLAND FIELDS QUESTIONS ON LABOR ISSUES FROM GUILD LEADERS

AFL-CIO President Lane Kirkland discussed topics ranging from union solidarity to the North American Free Trade Agreement to labor law reform in an Oct. 25 visit to TNG headquarters to administer the oath of office to the 1993-95 International Executive Board. Pictured with Kirkland are, left, TNG President Charles Dale, International Chairperson Carol D. Rothman, to Kirkland's left, Secretary-Treasurer Linda K. Foley and Debbie Campbell of TNG's staff.

Official returns

Here are official TNG election totals as certified by the International Referendum and Election Committee on Oct. 19 (winners are in boldface):

PRESIDENT

Charles Dale 3,630
Bruce Meachum 2,956

SECRETARY-TREASURER

Linda K. Foley 5,262
Peter E. McLaughlin 1,284

REGION 2

VICE PRESIDENT

Lela Garlington 477
Jose Feliciano 412

AT LARGE

VICE PRESIDENTS (6)

Connie Knox 3,978
Carol Przybyszewski 3,728
Patricia Nuttall 3,367
Dave Mulcahy 3,249
Russ Cain 3,199
Eugene B. Jones 2,971
Dave Krieger 2,901
Ray Aboud 2,847
Ike Lewis 2,490

Official local-by-local vote tabulations appear on Pages 4 and 5. Story on Page 5.

Canadian Convention set for March 20 in Victoria

Ottawa — The Newspaper Guild's special 1994 Canadian Convention has been set for March 20 in Victoria, B.C.

The date and location was set by the Canadian District Council meeting here Oct. 30-31. The Canadian Convention was mandated by the 1993 Convention for purpose of nominating an elected Canadian Director.

The timing of the special Convention sets the stage for a late May Canadian membership election should more than one person be nominated for the post, which was made elective by changes in TNG's Constitution adopted unanimously by the 1993 Convention.

The International Executive Board, at its fall meeting at TNG headquarters, on Oct. 27 agreed to meet via conference call two weeks prior to the Canadian Convention for purposes of appointing a Credentials Committee to seat Convention delegates.

Under TNG's Constitutional formula, Canadian locals must be in good standing on per capita payments though January 1994 in order to have voice and vote at the Convention. The IEB autho-

rized TNG President Charles Dale and Secretary-Treasurer Linda K. Foley to establish an appropriate timetable, for Convention-related deadlines.

The IEB also decided that TNG should be represented at the Convention by Dale, Foley, International Chairperson Carol D. Rothman, Canada East Vice President Pat Bell and Canada West Vice President Georgia Chisholm. Rothman will preside.

The IEB also agreed that a member of the International Election and Referendum Committee should be on hand to draw ballot order and explain election rules to the candidates should there be a contest for the office.

If the Convention nominates only one candidate, then the nominee would be acclaimed and would take office immediately.

By 1993 Convention action, the Canadian Director will be a member of the IEB, will be the Guild's chief political spokesperson in Canada will report to TNG's president and will take guidance and instruction from the Canadian District Council and will take direction from the Canadian District Council.

AFL-CIO
LaborNET
Electronic Information Exchange

Guild links up with bulletin board 6

THE SHORT



OF IT

William Gould IV, President Clinton's choice to chair the National Labor Relations Board, has been recommended by the Senate Labor Committee on a party line vote and the administration is gearing up for a partisan battle on the Senate over the future shape of the NLRB. Republicans are threatening a lengthy debate on the Senate floor over Gould, Sanford University law professor and a former union attorney whose academic writings have argued that the nation's labor laws are outdated. Republican Senators maintain that Gould would not enforce existing law and are threatening to use procedural rules to hold up a floor vote. AFL-CIO President Lane Kirkland has said the Republicans are hoping to influence Clinton's nomination for an open GOP seat on the NLRB. "They want to put a killer in there," Kirkland told TNG's International Executive Board on Oct. 25.

Potpourri: California Gov. Pete Wilson has signed into law a bill making it illegal for employers to post bogus Cal-OSHA reports. The law stems from the Alameda Newspaper Group's posting of a fictitious notice saying that the state occupational health agency had approved of the Singleton-owned company's steps to curb carpal tunnel syndrome among Guild-represented employees at Alameda's newspapers. ... Vice President Al Gore told the Berkeley Roundtable on International Economics earlier this month that the White House will weigh in on the telecommunications debate with its own bill. Observers had expected that Clinton Administration views on telephone company versus cable competition would be aired in Senate committee hearings on existing legislation. ... U.S. Labor Secretary Robert Reich has announced creation of the Office of the American Workplace, a new federal agency to assist employers and unions in improving the quality of American jobs and the long-term performance of U.S. firms. Martin Manley, a California-based consultant, was named to head the new office. ... It would take the combined income of 447 workers at the federal minimum wage to equal the \$3.8 million pay for the average chief executive of a blue-chip corporation in 1992, according to the AFL-CIO.

Labor beat: The United Mine Workers is asking union families to write senators and representatives asking them to support a bill to outlaw "double breasting" in the coal industry. The practice — setting up non-union subsidiaries to dodge union contract obligations — is a key issue in the ongoing strike of 18,000 UMW members in seven states. ... The Mine Workers are taking their appeal of \$52 million in contempt of court fines in the 1989 strike against the Pittston Co. to the U.S. Supreme Court. The Clinton Justice Department, meanwhile, has filed a friend-of-the-court brief arguing that the fines should be upheld. ... The AFL-CIO has lifted its boycott against Genesco, Inc., the Nashville, Tenn.-based clothing and footwear manufacturer and retailer. The company came off the unions' "don't buy" list after it reached an agreement with the Amalgamated Clothing and Textile Workers Union and withdrew threats to close factories in Virginia and Pennsylvania. ... The United Rubber Workers has called on unions in the United States and Canada to support a boycott of Michelin brand tires. The French-owned company has issued work rule ultimatums to URW locals at four plants — three in the U.S. and one in Canada — acquired from the Uniroyal Goodrich Tire Co. in 1989. The URW urges union members to continue buying Uniroyal and BFGoodrich brand tires.

Overseas: The Newspaper Guild has called upon El Salvador President Alfredo Cristiani to conduct an investigation into the August 1989 disappearance of photojournalist Sara Christina Chan-Chan Medina. A union member, she reportedly was arrested by uniformed personnel and held in a cell at Air Force headquarters. Official efforts to resolve the case have been unsuccessful. ... The Nigerian oil workers union on Sept. 6 ended its 10-day-old strike, which had virtually paralyzed Africa's most populous nation, over the government's refusal to disclose the results of last year's presidential election. Ruling Gen. Ibrahim Babangida sparked the strike by installing an interim civilian government rather than yielding power to Moshood Abiola, publisher and industrialist who is believed to have won the election.

Among ourselves: The Victoria-Vancouver Island Guild has named Deborah Service-Brewster as its first administrative officer. An Ontario native, Service-Brewster has worked at hospitals in Alberta and British Columbia and for the past 10 years has worked for the B.C. Nurses Union. In her new part-time role, she will handle grievances and will be spokesperson in bargaining for the local's three units. ... The San Diego Guild has awarded \$500 scholarships to two children of Guild members: Scott Bruno, son of Andy Bruno and a student at Santa Clara University, and Sara Kahn, daughter of Hal Kahn and a student at UCLA. ... Chelsea Ann Kramer, drama and theater student at the University of Rhode Island, has been awarded a \$4,000 scholarship from the Providence Guild. She is the daughter of Robert Kramer of the Providence Journal news department.

NIOSH investigates deaths at St. Louis Post-Dispatch

St. Louis, Mo. — Five brain-tumor deaths in 10 years in the St. Louis Post-Dispatch newsroom are finally bringing federal investigators to the scene.

The National Institute for Occupational Safety and Health has agreed to a health-hazard evaluation of the St. Louis Guild has been seeking since the tumor cluster surfaced two years ago. There have been eight brain-tumor cases in all.

The five deaths among a newsroom population of 250 massively exceed the national mortality rate for brain-tumor deaths calculated by the National Cancer Institute, according to the Riverfront Times, an area weekly. At the national norm—11,800 deaths a year—only one such death would be expected over 85 years.

Printing and publishing is among several industries with an elevated incidence of brain cancer, according to NIOSH.

The Guild, in seeking a NIOSH inquiry, listed electromagnetic fields (EMFs) as the suspect agent. William Allen, the Post's science writer, tested different work areas and reported high readings of Extremely Low Frequency (ELF) magnetic-field radiation near the photocopying machine, a computer terminal and a power cable running through the newsroom.

Allen, who did a special report on EMFs for the Post-Dispatch in early 1993, recorded readings as high as 80 milligauss (mG) at one point on the floor, 11 milligauss a foot away from the VDT and 20 to 35 mG around the copier. The semi-official Swedish VDT standard, which has become a world-wide guidepost, stipulates a limit

'I've seen my colleagues fall down dead and the only unifying factor is they all worked here on the fifth floor.'

—Joe Pollack



of 2.5 mG for ELF fields.

The Swedish standard is based on what is readily achievable through proper design or shielding, not on demonstrated health hazards. But a 1992 Australian study found that female VDT operators developed brain tumors at five times the expected rate (VDT News, July/August 1992), and the newsletter Microwave News reports that more than a dozen studies have established a connection between high electromagnetic fields and brain tumors.

NIOSH, in a recent report on a brain-cancer cluster in a Congressional office building, said the consensus of scientific opinion is that the evidence is suggestive — though not conclusive — that ELF fields are carcinogenic.

"Clusters of brain tumors as widespread as that in St. Louis must be investigated," TNG Research & Information Director David J. Eisen told NIOSH in urging quick action, "particularly at a site like the Post-Dispatch, where high radiation readings have been recorded."

Dr. Bruce Bernard of NIOSH's Hazard Evaluations Branch said investigators will be here by the end of November to launch the investigation. They will make radiation measurements as well as

probe the nature and extent of the brain-tumor deaths among newsroom employees.

The St. Louis Guild had requested the evaluation last June after futile attempts to involve OSHA and the Missouri Department of Health. OSHA said it couldn't act in the absence of a radiation standard, and the state agency said it couldn't investigate the tumors without management acquiescence.

Management rejected the Guild's request for an investigation in April 1991 after seven deaths had been reported.

The company changed its tune when the fifth death occurred last May but still declined to bring in a government agency. It opted instead for a private investigation by the Washington University School of Medicine.

No official report has been issued by the university, but its research findings reached NIOSH only Nov. 1.

NIOSH has the authority to act without company agreement.

"I've seen my colleagues fall down dead," St. Louis Guild President Joe Pollack told the St. Louis Journalism Review, "and the only unifying factor they all had was they all worked here on the fifth floor."

Concord workers win overtime suit

Concord, N.H. — Workers have won the legal battle for overtime pay in a 12-year-old federal suit brought against the Concord, N.H., Monitor by the U.S. Labor Department.

U.S. District Judge Shane Devine ruled on Nov. 3 that Newspapers of New England, Inc., parent company of the Monitor, must pay nearly \$21,000 to 10 reporters and two photographers.

The Labor Department, which filed in 1981 on behalf of 54 employees, had sought nearly \$90,000 in back wages for overtime worked between 1978 and 1980. The original group included 10 circulation district managers and a number of clerical employees.

Devine narrowed the list to the 12 who actually testified in the 1986 trial. Only one remains a Monitor employee.

The Newspaper Guild, which does not represent Monitor workers, filed a friend-of-the-court brief in 1983 and provided technical expertise in the case.

TNG President Charles Dale said the Concord decision, coming on the heels of recent similar court findings, should "put an end, once and for all, to publisher attempts to substitute flattery for pay."

"Reporters and photographers across the land put in long, hard hours for which the overtime

required by law is meager compensation," Dale said. "Publishers who claim they are 'professionals' too talented and educated to receive it are guilty of a shameless deception."

The central question in the case was whether the employees were professionals or hourly employees eligible for overtime pay beyond a 40-hour work week as provided by the federal Fair Labor Standards Act.

The Labor Department argued that the employees are not professionals and that Monitor management pressured workers not to record all the hours they worked.

The Monitor had maintained that the employees should be exempt from the law because they are "artistic professionals" who perform work of a creative nature. The company also said its employees are "learned professionals" whose work requires advance knowledge in a field of study.

However, Ben Bagdikian, dean of the graduate school of journalism at the University of California at Berkeley, testified at the June 1986 trial that newspaper reporters generally rely on "observed reality" more than creativity and that there is no "standard body of knowledge which journalists are required to know."

Devine's ruling comes a month after U.S. District Judge Kathleen A. Roberts ruled in New York that NBC News could not escape

overtime pay to two news writers and a producer by calling them professionals.

In November 1992 a federal judge in Pittsburgh found Gateway Press, Inc., a suburban newspaper group, in violation of the Fair Labor Standards act and ordered the publisher to pay more than \$21,000 to nine reporters who were denied overtime pay.

A decision is pending in a similar case before a U.S. District Court judge in Washington, D.C. Former Washington Post reporter Tom Sherwood is suing the Post for overtime pay. Sherwood and other Post staffers filed the suit in the mid-1980s.

The claim was summarily dismissed in 1988 by U.S. District Judge Gerhard A. Gesell who ruled that Sherwood and 11 other newsroom employees were professionals. The decision was reversed on appeal and the case is awaiting trial.

The Washington-Baltimore Guild is financing the lawsuit against the Post.

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International Executive Board fall meeting

Board explores new role

Silver Spring, Md. — Two ad hoc International Executive Board committees named by TNG President Charles Dale have initiated a process designed to bring the IEB closer to rank-and-file Guild members.

A committee headed by International Chairperson Carol D. Rothman recommended at the IEB's Oct. 25-27 fall meeting to lift a policy restricting IEB members to attending only one district council meeting per year at TNG expense.

And the IEB's standing organizing committee, augmented by several additional IEB members, suggested that the vice presidents pave the way for regionalizing traditional TNG functions — such as education, training and servicing — around the Guild's network of district councils.

Rothman said the change in IEB travel policy, which was adopted unanimously by the board, was designed to reduce TNG vice presidents' trips to district council meetings at their respective locals' expense.

"We're now saying TNG will pay for IEB members so locals can bring more people into governance roles," Rothman said. "Quite frankly, the situation in our union cries out for something like this." IEB travel still will be approved in advance by the president and secretary-treasurer.

In addition to Rothman, the committee includes Region 4 Vice President Larry D. Hatfield, Canada East Vice President Pat Bell and at-large vice presidents Dave Mulcahy, Connie Knox and Russ Cain. The committee will continue to discuss role changes for IEB members and make suggestions at future meetings.

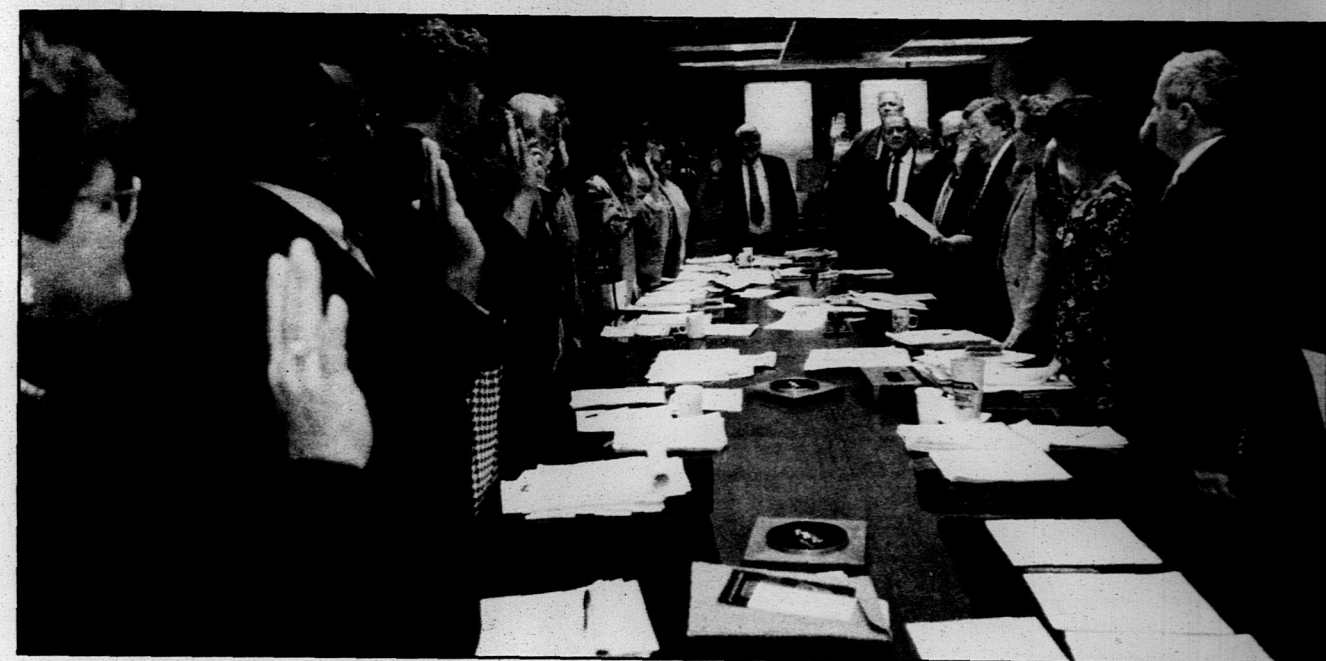
Hatfield, who chairs the IEB's Organizing Committee, also reported that his augmented committee suggested that District Councils play a more active role in education and training of local Guild leaders.

"The consensus of the committee was that the initiative should come from the district councils," Hatfield said. "But it also was the consensus of the committee that that initiative should be sparked by the vice presidents."

He said IEB members would be dispatched to future district council meetings with a list of questions to be presented to district council delegates and that the vice presidents would be asked to follow up with written reports.

"From that, we'll begin to shape a report on regionalization," Hatfield said.

Other members of the IEB Organizing Committee include Bell, Region 5 Vice President Richard Brandow and at-large vice presidents Russ Cain, Eugene B. Jones and Patricia Nuttall. Added to the committee for purposes of studying regionalization were Region 3 Vice President Jack Norman, Region 1 Vice President Tom Thibault and At-Large Vice President Carol Przybyszewski.



RAYMOND CROWELL/Washington-Baltimore Guild
AFL-CIO President Lane Kirkland, center right, administers the oath of office to TNG's 1993-95 International Executive Board on Oct. 25.

Guild lifts South Africa pension investments ban

Silver Spring, Md. — The International Executive Board has dropped its ban on TNG Commingled Pension Fund investments in securities of companies that do business in South Africa.

The action was taken at the IEB's fall meeting in response to a plea from Nelson Mandela, president of the African National Congress, for corporations to reinvest in South Africa as apartheid fades.

Mandela called for an end to economic sanctions against his nation in a Sept. 24 speech before the United Nations. One day earlier, the South African parliament

had taken a historic step toward democracy by establishing an April 27 date for multiracial elections.

Pension fund investments are made by investment managers in accordance with guidelines and objectives established by the IEB.

In other action, the IEB:

✓ Adopted a \$2,553,885 budget for the six months ending March 31, 1994. TNG spent \$2,485,974 the first half of the fiscal year, leaving \$2,430,264 of the Convention-approved \$4,916,238 budget for the 1993-94 fiscal year. The IEB's Finance

& Administration Committee said that TNG would break even on the year if all per capita are paid when due and if 70% of per capita delinquencies are paid up.

The committee said that estimated per capita delinquencies as of Sept. 30 amounted to \$283,523, compared with \$399,376 on the same date one year ago. However, the committee said it "continues to view with alarm the amount of per capita owed by locals to TNG."

✓ Granted a Defense Fund loan of \$20,000 to the Bakersfield Guild for assistance in legal expenses relating, in part, to unit

clarification litigation at the Bakersfield Californian.

✓ Approved a contribution of up to \$15,000 to the Cleveland Guild to help defray legal expenses related to the local's long-standing battle for a contract at the Massillon Independent. Previously, TNG contributed \$25,000 to the effort.

✓ Approved contributions of \$1,000 to the United Farm Workers of America, \$200 to the Labour College of Canada, \$250 to the Alaska Flight Attendant Support Fund and \$100 to the Southern Poverty Law Center's Klanwatch Project.

Brandow cites need for better bankruptcy law

Silver Spring, Md. — Richard Brandow, TNG Region 5 vice president, made a strong plea for legislation to protect the rights of workers whose jobs are lost as a result of asset sales under supervision of federal Bankruptcy Court.

Brandow referred to the plight of 287 Guild members at the New York Post, who lost jobs when their strike failed in early October. (See story Page 6.)

In discussion of merger possibilities during TNG President

Charles Dale's briefing of the new International Executive Board, Brandow said the Guild should examine other unions' sanction procedures regarding the crossing of other unions' picket lines.

Dale said that, despite recent difficulties between the Guild and production unions in New York, the Guild has enjoyed cooperation of union leaders at the international level.

Later, during a question-and-answer session with AFL-CIO

President Lane Kirkland, who administered the oath of office to the IEB, Brandow pointed to the need for stronger protections in bankruptcy law. "Some laws have to be enacted to protect the worker who is not the problem," Brandow said.

Kirkland responded that some improvements were made in the law following job loss at Continental Airlines in the mid-1980s but he acknowledged that the changes do not go far enough.

"We need to change not only the bankruptcy laws but the labor laws," Kirkland said.

On the subject of sanctions against union leaders who fail to support other unions' strikes, Kirkland was less optimistic, saying that local union leaders traditionally have had wide latitude.

"It's a structure that we inherited and it's very likely to continue," he said. "We have more solidarity today than we have had in the past."

Regional perspective urged in organizing, staffing needs

(Continued from Page 1)

Dale also suggested that training programs, organizing and staffing needs be studied from a regional perspective.

The various IEB committees reported back with a variety of ideas to begin implementing the Strategic Plan and other Convention mandates. In response to committee reports, the IEB:

✓ Directed TNG to expedite acquisition of desktop publishing computer equipment for the Guild Reporter. "We're asking that it be done by the end of the year so we can begin the process of updating the Guild Reporter," said Region 1 Vice President Tom Thibault, chair of the GR Committee.

✓ Directed Secretary-Treasurer Linda K. Foley to report at the IEB's spring meeting on the cost of providing translation and interpretation services at the 1995 Convention in Boston. Also, the Human Rights Committee proposed that the IEB study the feasibility of translating the Guild Reporter and other TNG publications into other languages.

✓ Directed the Finance & Administration Committee to examine ways to improve TNG finances, including improved per capita collection and membership tracking. Foley reported that she hoped to expedite the computerization of recordkeeping at TNG headquarters.

IEB committees roster

Silver Spring, Md. — Here are standing committee assignments for the 1993-95 term of TNG's International Executive Board:

Finance: Foley, chair; Hatfield, Mulcahy, Bell, Thibault.

Organizing: Hatfield, chair; Cain, Jones, Bell, Nuttall, Brandow.

Constitution: Mulcahy, chair; Norman, Hatfield, Przybyszewski, Thibault, Chisholm.

Collective Bargaining: Knox, chair; Garlington, Chisholm, Norman, Cain.

Appeals: Hatfield, chair; Mulcahy, Bell.

Guild Reporter: Thibault, chair; Nuttall, Norman, Brandow, Cain.

Research & Information: Cain, chair; Chisholm, Jones, Garlington, Nuttall.

Human Rights: Przybyszewski, chair; Jones, Cain, Knox, Garlington.

Education: Brandow, chair; Norman, Knox, Przybyszewski, Bell.

Official IERC Election Tabulations

Local	Eligible Voters	Ballots Cast	President	Secy-Treasurer	Mulcahy	Nuttall	Lewis
Akron	136	47	28	18	40	4	22
Albany	314	136	27	108	121	13	37
Bakersfield	52	23	2	21	20	3	20
Boston	449	145	38	104	123	22	81
Brockton	127	84	20	62	38	41	68
Buffalo	355	149	140	6	138	10	40
Canadian WSG	1012	251	139	112	190	51	78
Chattanooga	40	24	18	6	24	0	10
Chicago	566	126	21	101	108	12	97
Cincinnati	80	23	13	9	21	1	4
Cleveland	525	143	43	79	121	18	52
Denver	767	261	236	11	219	15	34
Detroit	796	151	50	86	70	70	101
Erie	147	98	5	90	16	79	86
Eugene	88	8	7	1	8	0	1
Gary	65	18	13	3	16	1	5
Harrisburg	51	8	3	5	8	0	5
Hawaii	532	94	24	68	53	28	67
Hazleton	26	25	11	10	17	5	15
Hudson County	55	47					
Indianapolis	74	5	5	0	5	0	2
Kenosha	46	29	25	2	27	0	12
Kingston	51	35	29	5	31	3	18
Knoxville	65	23	18	5	21	2	15
Lake Superior	36	14	8	5	9	4	8
Lansing	29	13	8	5	11	2	7
Lexington	11	8	2	5	8	0	0
Los Angeles	334	123	87	19	93	14	22
Lynn	29	24	4	18	22	2	17
Manchester	140	79	15	61	69	10	51
Memphis	288	92	67	18	69	11	22
Milwaukee	132	82	75	5	79	1	14
Montreal	434	201	37	157	175	20	161
New York	4168	759	253	497	340	419	544
North Bay	78	7	2	2	4	0	2
Northern Calif.	1483	361	48	291	329	19	106
Northern Ontario	47	28	11	17	27	1	11
Ottawa	409	107	56	45	87	12	35
Pacific-NW	938	109	37	4	69	21	45
Pawtucket	28	8	4	0	8	0	6
Peoria	79	35	35	0	33	1	8
Philadelphia	1437	356	128	196	244	87	146
Pittsburgh	241	83	24	55	66	12	61
Portland	289	57	33	10	33	9	23
Providence	422	103	72	25	80	14	41
Pueblo	60	27	24	3	26	1	7
Puerto Rico	676	370	14	285	283	14	284
Salem	65	27	4	22	15	11	22
San Jose	950	270	38	215	214	23	113
Scranton	55	19	8	11	16	3	14
Sheboygan	80	25	23	1	23	1	5
Sioux City	7	6	1	5	6	0	4
Southern Ontario	2302	100	63	18	49	26	36
St. Louis	588	82	35	39	60	13	44
Terre Haute	102	61	6	47	37	15	40
Toledo	343	151	42	103	109	25	89
Translators	145	39	26	11	32	5	12
Twin Cities	804	236	205	26	205	24	49
Utica	6	0					
Vancouver	1212	149	120	13	117	14	29
Victoria	288	96	4	83	81	4	14
Wash-Baltimore	1787	525	316	121	422	25	93
Wilkes-Barre	126	38	6	30	21	16	26
Windsor	135	61	31	28	52	4	21
Wire Service	819	112	23	84	94	11	90
Woonsocket	31	26	22	3	24	1	8
Yakima	20	7	0	7	7	0	7
York	58	19	17	1	19	0	9
Youngstown	158	71	7	64	59	11	43
At Large	1	1	0	1	1	0	1
Totals	28289	7120	2956	3630	5262	1284	3249

1. Hudson County ballots were not counted because of improper reporting.
2. No returns were received from Utica.
3. There were no eligible voters in the following locals: Battle Creek, Dayton, Lehigh Valley, Madison, Rochester, San Antonio and San Diego.

Socially responsible funds get rid of Gannett shares

Silver Spring, Md. — Guild leaders welcome the decision of socially responsible investment funds to sell more than 120,000 shares of Gannett stock because of the company's poor labor relations track record.

The Boston-based U.S. Trust Co., which manages the Calvert Social Investment Fund and a number similar funds, recommended late last year that the participating funds sell their Gannett stock.

U.S. Trust finally sold the funds' Gannett shares last spring after Gannett management failed to respond to concerns that grew out of several years of monitoring the media conglomerate's anti-union policies.

Key findings in the U.S. Trust Gannett investigation:

✓ A 1989 merit pay study by the Rochester Guild that showed

discrimination patterns, with white males taking home top pay.

✓ The failure of Gannett management to agree to a contract with editorial workers at the Cincinnati Enquirer, who voted to affiliate with the Guild in 1984.

✓ The failure of Gannett management at the Burlington, Vt., Free Press to agree to a contract with the Graphic Communications International Union, which organized front-to-back at the Free Press in 1989. Workers have since voted to decertify the GCIU.

✓ Employees at the Stockton, Calif., Record voting to decertify the Guild after working several years without a contract.

"A lot of people have bought the Gannett line about being a fair employer," said Luther Jackson, assistant administrative officer of the Detroit Guild, which repre-

sents workers at the Gannett-owned Detroit News. "It's impressive that U.S. Trust did its homework and looked beyond Gannett's public relations."

"I was heartened by the news," Steve Orr, president of the Rochester Guild, said of the Gannett stock sale.

However, Orr added that the development has not had an effect on current contract talks with Gannett management. The company is refusing, after more than a year of talks, to budge from proposals that would limit paid overtime and restrict third-party arbitration of disputes.

U.S. Trust worked with Gannett corporate managers over the course of the investigation, which culminated with a critical report in September 1992. The recommendation to sell Gannett stock was based on input from

staffers at the socially responsible funds managed by U.S. Trust.

"We actually did work with the company for another five months," said W. Scott Klinger, investment officer with U.S. Trust. "When that didn't go anywhere and the company said 'forget it' when we exercised our options and sold the stock."

Klinger said that, before acting to sell Gannett shares last March, U.S. Trust wrote to two Gannett board members, former first lady Rosalyn Carter and columnist Carl Rowan. However, the board did not see a need to respond, Klinger said.

In a newsletter reporting the sale to investors, Calvert said it had received numerous shareholder inquiries over the years regarding its investment in Gannett and the corporation's history of union-busting.

The newsletter pointed to the U.S. Trust study which expressed concern over pay equity at Gannett workplaces.

Socially responsible investors also have commented on Gannett's anti-competitive practices and product quality and also have expressed environmental concerns, fund managers say.

"In CFIS's opinion, Gannett has particularly aggressive anti-union practices even in the context of an industry known for generally contentious labor relations," the Calvert newsletter said.

Klinger said that the sale of stock by socially responsible investment funds can have a positive impact for workers.

"We liken it to another way of acting as unions act on the picket line or in the board room," he said.

IERC certifies '93 election results

Silver Spring, Md. — TNG President Charles Dale was victorious in his bid for re-election and Linda K. Foley was the winner in the contest for secretary-treasurer, according to the International Election & Referendum Committee's official tally.

The IERC certified results of the Sept. 30-Oct. 5 membership election in an Oct. 19 meeting at TNG headquarters.

Certified as winners were for the six at-large vice presidencies were Connie Knox with 3,978 vote, Carol Przybyszewski with 3,728, Patricia Nuttall with 3,367, Dave Mulcahy with 3,249, Russ Cain with 3,199 and Eugene B. Jones with 2,971.

Dave Krieger of Denver ran a close seventh with 2,901 votes. Ray Aboud of the Canadian

Wire Service Guild received 2,847 and Ike Lewis of Toledo received 2,490.

The IERC certified that 7,120 ballots were cast among 69 Guild locals deemed in good standing by the IERC at its pre-election meeting Sept. 9. The count also included one at-large Guild member.

The turnout for the first contested election for TNG president since 1971 represented slightly more than 25% of the 28,289 eligible voters certified by the IERC.

The IERC did not include Hudson County ballots in its official tally because of a discrepancy between the number of ballots cast, as reported by the local election committee, and the number actually received by the IERC.

Also, no ballots were received from the Utica Guild.

No election protests were brought before the IERC.

To those who voted for me: My heartfelt thanks.

To those who did not support me, but were cordial and friendly in your opposition: My continued respect and friendship.

To those few who are unclear on the concept: Get a dictionary. Opposition is not a synonym for treason. Hell, some people even think it can be healthy.

To all: The election's over, Meachum received 2,965 votes and carried 32 locals.

In the race for secretary-treasurer, Foley received 5,262 votes for an 80% margin over Peter E. McLaughlin.

In the race for vice president from Region 2, which includes the U.S. South and Puerto Rico, Lela Garlington of Memphis was the victor with 477 votes to 412 for Jose Feliciano of Puerto Rico.

New contract ends Salem byline strike

Salem, Mass. — A nearly five-year old byline strike — believed to be the longest running such action in Guild history — has come to an end at the Salem Evening News as Guild members ratified a new agreement by a 33-12 vote on Nov. 9.

Local President Peter Homan said he hoped the new contract, retroactive to the previous contract's 1988 expiration date, will begin a new era of positive labor management relations at the New England daily.

"It puts us back on the road to some sort of normalcy," said Gerald Maraghy, administrative officer of the Guild's New England Servicing-Organizing Program. "The parties have been logjammed in the courts with litigation and counter-litigation."

The contract, which expires in September 1994, provides for a single 2.5% pay increase, Maraghy said, and restores the Guild's ability to arbitrate contract disputes.

Guild members had received a unilaterally imposed 4.4% increase in 1989 when the company posted conditions in 1989. The Guild covers some 70 advertising, business, circulation

and editorial employees at the Evening News.

The Guild had offered to suspend its byline strike for one day last April as a gesture of goodwill intended to bring the company back to the bargaining table.

However, management balked at the offer and instructed editors to remove bylines.

Reich: Look past the bottom line

New York — Labor Secretary Robert Reich is urging institutional investors to consider non-financial criteria in deciding which stocks to buy.

Reich focused on workplace concerns in addressing the Council of Institutional Investors, a trade group that represents corporate and public pension funds.

"I am questioning whether we have gone too far in corporate downsizing," Reich told the Oct. 11 gathering. "Cutting payrolls may not be the most effective way of improving corporate performance."

IT

SEEMS TO US

Krieger sends his best to IEB election winners

DENVER

Editor:
I had a grand time running for international office and met a lot of great Guild folks along the way. To everyone who helped me, I'm grateful.

I congratulate the winners and wish all of them the best in the challenging work ahead of them.

DAVE KRIEGER
President
Denver Guild

Meachum: Let's get on with work of the Guild

DENVER

Editor:

To those who worked for and contributed to my campaign for TNG president: My lasting gratitude. I am honored and deeply moved by your faith in me.

To those who voted for me: My heartfelt thanks.

To Chuck Dale: My sincere congratulations.

To those who did not support me, but were cordial and friendly in your opposition: My continued respect and friendship.

To those few who are unclear on the concept: Get a dictionary. Opposition is not a synonym for treason. Hell, some people even think it can be healthy.

To all: The election's over,

let's get on with our work in the Guild — together.

BRUCE MEACHUM
Administrative Officer
Denver Guild

Dale looks forward to meeting challenges

SILVER SPRING, MD.

Editor:

I would like to take this opportunity to use a bit of Guild Reporter space to say a double thank you now that our biennial election process is over: thanks to those who took the trouble to vote in the election and thanks to those who supported my candidacy for re-election as TNG President.

I would also like to congratulate the winners in the contests for IEB vice presidencies and to express to those whose candidacies weren't successful my commendation for a well-fought, typically clean, fair and honest election.

There are problems and also significant opportunities ahead for the Guild during this new term of office and, with the help of our local leaders and members of our union, I know we can move vigorously to take advantage of those opportunities and solve the problems. I look forward to the challenges.

CHARLES DALE
President
The Newspaper Guild

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

Deadline for letters is the Friday before publication. (Next deadline: Dec. 10.) Letters relating to elections or referrals to appear in the issue immediately preceding distribution of ballots and subsequent issues preceding the official voting period shall contain no new charges.

Guild delegation backs strikers during CLUW Convention

Members of the TNG delegation to the Coalition of Labor Union Women convention in Las Vegas Nov. 5-7 join the picket line of striking Culinary Workers at the nearby Frontier Hotel. Shown are, from left, Linda Cearley of Northern California, Ann Murphy of San Jose, and Larry D. Hatfield and Larkie Gildersleeve, both of Northern California. At right, Murphy presents flowers to Anna Padia, TNG human rights director, upon her nomination for re-election as CLUW's recording secretary. CLUW delegate not pictured: Lois Ann Rosen of the Chicago Guild.



LARKIE GILDERSLEEVE/Northern California Guild

Guild files charges against N.Y. Post

New York — The Guild has filed unfair labor practice charges with the National Labor Relations Board over the firing of 287 striking Guild members at the New York Post in early October.

Recipients of a newly created New York Guild Post Unit Hardship Fund were misidentified in the Oct. 15, 1993, GR. Contributions to health insurance for fired New York Post workers may be made to the Newspaper Guild of New York and sent in care of local President Barry F. Lipton, 133 W. 44th St., New York, N.Y. 10036.

Barry F. Lipton, New York Guild president, said the Guild is alleging that the Rupert Murdoch-owned News America Corp. was not a successor owner in bringing the Post out of federal Bankruptcy Court and thus not entitled to cancel the contract between the Post and the workers who struck from Sept. 27 to Oct. 4 over severance pay and job security.

Meanwhile, Lipton said that at Guild Reporter presstime only some 35 Guild members had been rehired in their former jobs at the tabloid. And, as far as Guild leaders can determine, "very few" non-Guild members have been hired, Lipton added.

For the most part, managers continue to perform work that had been under Guild jurisdiction in the advertising, circulation and editorial departments.

Those workers who have returned to the Post are required to sign personal service contracts and are working from 12 to 15 hours a day with no overtime and no benefits, Lipton said.

"They are operating the place with a skeleton crew," he said. "It's a terrible situation."

By law, the Guild would retain bargaining rights at the Post if more than 50% of the Guild members are rehired.

The Guild maintains, in its NLRB charge, that Murdoch effectively took control of the Post on March 29 when he entered into an agreement with Bankruptcy Court that permitted News Corp. to operate the Post until Murdoch's \$25 million bid to buy the paper was finalized.

"We are saying he had unlimited rights to affect labor policy during that time and was not a successor employer at the time of the strike," Lipton said.

The Guild struck on Sept. 27 over Murdoch's demand for a four-month "free fire" zone during which time Guild members could be dismissed without arbitration rights.

Also, Murdoch refused to assume severance pay obligations for Guild members.

Some veteran staffers would have collected nearly \$100,000 in severance.

Meanwhile, charges were dismissed Nov. 1 against Lipton and two other Guild members who had been charged with disorderly conduct on the picket line at the Post. was represented by Norman Siegel, director of the New York Civil Liberties Union.

Guild wins first pact at Noticias del Mundo

New York — Members of the New York Guild's newest unit have ratified their first contract with Noticias del Mundo, a Spanish-language daily.

Under the contract, the 22 editorial staffers received immediate pay raises ranging from 5% to 22.5%. Weekly wages for reporters now range from a minimum of \$424.46 to \$509.36.

"These people had been appallingly underpaid," said Dona Fowler, local representative who directed the organizing drive and served as chief negotiator. "There had been virtually no recognition in their paychecks of length of service."

The contract calls for a pay increase of as much as 3% in April 1994 should there be a cost-of-living increase between March 1993 and March 1994.

In other recent New York Guild contracts: Guild-covered advertising and editorial workers at the Spanish-language *El Diario/La Prensa* received an immediate 7% bonus. The pact includes a 2% across-the-board wage increase in July 1994 and a 5% across-the-board hike in July 1995. The contract also provides for two bargaining unit employees to sit on the paper's editorial board and participate in decision-making.

Guild members at *Scholastic, Inc.*, will receive pay raises of 5.5%, 4.5% and 4.5% each year in the three-year agreement retroactive to June of this year.

A six-year contract between the Guild and *Consumers Union* improves pension benefits by 86% and provides annual pay raises of 2% the first two years and 2.5% over the next four.

Activists state case for reform

(Continued from Page 1)

workforce will bring increasing disparity between benefits and needs such as child care, health benefits and family leave.

In addition to addresses by Reich and Dunlop, the symposium featured panel discussions and presentation of several research papers on women's workplace issues.

"At least 100 great recommendations came out of the symposium," Padia said. "It was worth 10 years of waiting to finally be in a room with 300 people saying we need labor law reform."

"It was fascinating," Gildersleeve added. "This is the first conference I've attended where there was a hopeful atmosphere. It was a more positive conference than I had hoped it would be."

Padia said there was some initial concern that the Dunlop Commission would amount to "white males talking about traditional union issues."

However, Padia and Gildersleeve agreed the symposium sent a strong message that, even while non-traditional approaches to reform are being considered, labor law must protect unions' ability to represent their members.

Padia said it was clear from the discussion that a number of alternative worker-management models — some of them not necessarily friendly to unions — will be considered before the commission settles on recommendations, expected next spring, for proposed reform.

Paramount in labor law reform, she said, is removing the delay that workers have come to experience when petitioning the National Labor Relations Board.

"A lot of women workers have children to support," Padia said. "They can't afford to wait two or three years to get their job back if they are fired for organizing a union."

While Gildersleeve is hopeful that the Clinton Administration is serious about workplace reform, she added that "it was clear that if we are to gain something more than incremental impact on labor law reform, we will have to mobilize the public and continue to put pressure on the White House."

"It's not all roses; we still have a long way to go," Padia told TNG's International Executive Board in her Oct. 26 report on the symposium.

IMMEDIATE OPENING:

International Representative

There is a vacancy on TNG's field staff for an international representative. The successful applicant will have a background in union organizing and bargaining collective agreements. Contractual minimum weekly wage ranges from \$916.94 to \$1,189.99. Excellent fringe benefits. Submit resume to William H. McLeman, director of field operations, TNG, 8611 Second Ave., Silver Spring, Md., 20910.

Equal Opportunity Employer

Bay Area librarians seek equity

Campaign mobilizes support among Guild members

San Francisco — Guild-covered research librarians at the San Francisco Chronicle grew weary of watching their job duties increase while their pay lagged farther behind editorial scales with each passing year.

Two years ago the librarians, along with their colleagues at the San Francisco Examiner, undertook a campaign to do achieve pay equity.

Building on models that already had been pioneered by human rights activists at TNG and at other Guild locals — and using their formidable research skills — the librarians mobilized support of fellow Guild members for pay equity in this year's round of contract talks.

The librarians' effort culminated when their proposal, and a packet of supporting information, was submitted to company negotiators at the bargaining table on Sept. 7.

"We packed the negotiating room, not only with librarians but with Guild representatives from all departments," said Kathleen Rhodes, a Chronicle librarian and secretary of the Guild's Chronicle unit. "It was really great fun."

"Editors and reporters pointed out that the work we do is very helpful," she said. "One reporter said that it was like having a second reporter on the story."

The librarians were not surprised by what they had learned from their research: Already reeling from historic pay discrimination patterns, the newspaper librarians were falling even farther behind workers with comparable skills.

At present, librarians' pay is \$222.37 per week behind editorial pay at the Chronicle, compared to a \$184.92 difference in 1986.

Guild attempts to bring librarians up to A scale — top minimum pay for experienced reporters, editors, photographers and artists — the previous two rounds of contract talks were unsuccessful.

This time, the librarians worked with fellow Guild members to build membership support for a proposal to bring librarians up to A scale at both the Chronicle and Examiner, which are published under a Joint Operating Agreement.

The Guild librarians started by forming their own five-person bargaining preparation committee, which conducted research into librarian pay levels at other major metropolitan newspapers and also compensation at Bay Area corporate, public and academic libraries.

The committee produced a 26-page report — complete with charts and graphics — to back up the librarians' quest for pay equity.

The librarians also wrote an article for October 1992 Chronicle Insider, publication of the Northern California Guild's Chronicle unit, which described how their jobs had changed since 1985 with the introduction of an electronic database.

At that time, the Chronicle began requiring that newly hired librarians hold a Master's Degree in Library Science. It's the only department at the Chronicle that



CHRIS ORR/Northern California Guild

Librarians Robert Britton, left, and Kathleen Rhodes work the request desk at the San Francisco Chronicle.

requires an advanced degree for employment.

"News librarians play a substantial role in providing and assuring the accuracy of the information contained in the newspaper," the librarians' wrote. "We take the Chronicle's information and give it life beyond the actual newspaper by 'translating' into necessary electronic formats."

The librarians supply Chronicle content to four online services and two CD-ROM vendors — enabling the Chronicle Publishing Co. to collect royalties.

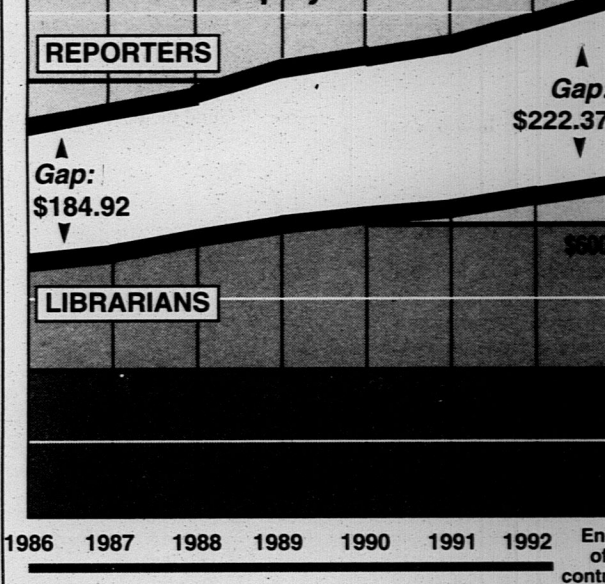
More recently, the librarians have had to be trained to reformat charts and graphs and to learn new hardware and software for digital photographs.

The Insider story noted that the Chronicle's 16-member library staff is 75% female (down from 100% in the 1970s), 25% black and at least 12% gay/lesbian — diversity numbers that well outpace the rest of the Chronicle staff.

The librarians said they "can't help but wonder just how much our lack of parity has to do with the large percentage (relatively speaking) of women and minorities in our department."

THE GROWING WAGE GAP

Based on weekly wages for full-time employees



SOURCE: San Francisco Chronicle Librarians

STEVEN A. LEE/Washington-Baltimore Guild

TNG linking up with LaborNET

Silver Spring, Md. — An electronic bulletin board for Guild locals and members will be up and running by the end of the year on the AFL-CIO's new LaborNET computer forum.

The bulletin board ultimately will grow into a private Guild network that will have up to 18 sections — on issues ranging from collective bargaining to grievances to human rights — and allow members to write letters and stories for the Guild Reporter and to exchange messages with other members, Guild locals and TNG officers and department heads.

Initially, the Guild bulletin board will operate as a section of LaborNET on the CompuServe computer network. "Ultimately, we plan to expand it into a comprehensive, private forum on CompuServe," TNG Research & Information Director David J. Eisen advised in a Nov. 5 memo to Guild locals.

Bulletin board details were ironed out when TNG Secretary-Treasurer Linda Foley, TNG Vice President Russ Cain and Eisen met with AFL-CIO officials on Oct. 28 to explore LaborNET.

The bulletin board will be a local phone call away for most Guild locals.

Eisen has mailed a LaborNET brochure, which includes a sign-up coupon, to Guild locals. Locals may contact TNG for addi-

Sign me up... I want to join

AFL-CIO LaborNET
Electronic Information Exchange

NAME _____

ADDRESS _____

PHONE _____

AFFILIATION _____

PERSONAL COMPUTER: ☐ IBM or IBM-compatible ☐ 1 printer

☐ MAC ☐ 3 1/4" disks

☐ Other _____ ☐ 3 1/2" disks

Return to:
Blair Calton
AFL-CIO
815 16th Street, NW, Room 703
Washington, DC 20006

The LaborNET coupon is reprinted here for use by Guild members. The coupon should be returned to Eisen at TNG.

A subscription to LaborNET and its Guild section will cost \$11 a month. In addition, subscribers may choose one of two CompuServe options, costing \$2.50 a

Accounting clerk: 'Wages not upgraded for years and years'

San Jose, Calif. — Pay equity is not the same as equal pay for equal work.

According to the National Committee on Pay Equity, it "includes equal pay for equal work but goes further."

"Pay equity means that an employer cannot discriminate on the basis of sex or race when wages are set for different as well as for similar jobs. Pay equity eliminates wage discrimination between as well as within job categories."

Bill Russell, inside classified sales, says the results of those studies directly apply to his department. Noting that the vast majority of "inside" reps are women, he says the \$192 per week disparity between inside and outside sales cannot be explained otherwise.

"We do essentially the same

work. If all of us were men, you better believe we would have better wages," Russell says. "You still hear people refer to 'the girls in classified.' It's a mind-set that keeps being perpetuated. They're not getting the pay they deserve for one reason: sexism."

Kathy Wood, a senior accounting clerk in finance, also has noticed a certain passivity. And she says there's a very understandable reason.

"Most of the accounting clerks are single parents or single women. When we get to the point in our contract talks that an agreement looks shaky, these women are visibly upset."

Yet, Wood contends, they deserve better.

While workload and responsibility have increased, "wages have not been upgraded for years and years," Wood says. Average

pay for accounting clerks is \$306 per week below the top contract pay rates and \$132 below inside classified.

Judy Norton is one of six customer service advocates who work in branch offices attached to the circulation department. They are part of a team working directly with district managers to provide service to subscribers.

Advocates, Norton says, share responsibility for service and customer retention — yet are paid nearly \$300 a week less than district managers who are mostly male. The advocates are all women and are paid as general clerks, the second lowest contract classification.

Makeup clerks, also predominantly women, trail top contract pay by \$242 per week — yet their responsibilities have changed vastly over the years.

Helen Duenkel and Karen Behle explain that not only must they be skilled at computer work, they also must be up to speed with statistics and color specifications.

"Years ago, we simply would do the overall paper," says Duenkel. "Now, every section has to have a certain-size news hole. And each section is different. Percentages (advertising versus news) change every day."

Finally, take a look at librarians, whose pay trails the newsroom by \$223 a week. There are eight at the Mercury News, compared to 17 at the Chronicle and nine at the Examiner (San Francisco's two dailies).

Since 1978, the Mercury News has hired only professional research librarians — generally requiring a master's degree in library science.

Would the wages of white males be reduced if pay equity were implemented? No. Federal law prohibits reducing pay for any employee to remedy discrimination.

And, male workers in female-dominated jobs benefit when sex discrimination is eliminated, as do white workers in minority-dominated jobs. Pay equity is an idea that time has come.

This article was adapted from *The Guild's Paper*, the official newsletter of the San Jose Guild. Written jointly by a group of Guild members that began meeting informally to discuss the pay equity issue, it calls attention to not only to pay inequities but to the increasing level of stress that has been visited on the workplace by the technological revolution.



DATELINE: OTTAWA

Election finds labor losing clout to growing tide of regionalism

By Hugh Windsor, Southern Ontario Guild



MANY CANADIANS ARE still in shock over the recent Canadian election and the new power structure it has put in place, primarily because of the spectacle in which the Conservative Party, which had governed the country for the past nine years, self-destructed in a 47-day election campaign.

But hardly noticed and barely commented upon was another disappearance from the campaign and its aftermath — the labor vote and labor-driven issues.

The statistics tell part of the story. The New Democratic Party, which is formally affiliated with the Canadian Labor Congress and has traditionally raised a substantial portion of its funding through dues checkoffs from affiliated locals, went from 43 Members of Parliament in the 1988 election to nine in the Oct. 25 election.

In 1988, the NDP drew 20% of the national popular vote. Five years later it was reduced to 7%, most of that in just two provinces, Saskatchewan and British Columbia. The NDP's popular vote in Ontario — the most populous, most industrialized and most unionized province — was even lower.

After 50 years as an important but minority player in the Canadian Parliament, the left has declined so low that it no longer

qualifies for status as a recognized party in Parliament, which requires 12 of the 295 seats for official status.

BUT EVEN MORE revealing is what happened to labor's principal issue, opposition to the new North American Free Trade Agreement and a demand that the U.S.-Canada Free Trade Agreement in place since 1989 be abrogated.

It is organized labor, especially in the manufacturing sector, which has taken the biggest hit from the FTA. The Canadian Labor Congress' research indicates that about 400,000 jobs have been lost attributable to the agreement.

NDP leader Audrey McLaughlin plaintively raised the NAFTA deal in almost every campaign speech and she did get reported — but all of the other parties, including the victorious Liberals, virtually ignored her.

What the election results show is that class, which has never been a dominant factor in Canadian politics, has been even more diminished this time around by regional and linguistic considerations. The new Reform Party got most of its support from right-of-centre Western Canadians who believed their region had been shortchanged by Ottawa.

The new Bloc Quebecois, with its massive strength in Quebec, again drew its support from the collective grudge which French-speaking Quebecers are nursing against the country.

What are the implications of this for Canadian journalism? In the direct working sense, for those covering national politics, the outcome of the election will have minimal impact.

In the first instance, Canadian journalists have always been leary of direct political affiliation and have never followed The Newspaper Guild in the United States with its endorsement of Democratic Party presidential candidates. So there is very little collective solidarity or whatever with the NDP when it comes to the mainstream press, as different from the small labor press.

IN TERMS OF government involvement regarding working conditions and labor law, the Liberals have always been middle-of-the-road or leftish on these questions and there is no indication they would move on an anti-labor agenda.

But the federal government is not very important in this sphere since labor is primarily a provincial responsibility and the legal framework affecting most Canadian journalists is in provincial jurisdiction.

When it comes to professional considerations, the new political landscape presents both a major challenge and an opportunity.

The new power structure, which includes two new opposition parties with radically different agendas, will throw the political spotlight onto Parliament and away from the executive side of government.

Editorial

NAFTA fades in the sunset

THE DEBATE over the North American Free Trade Agreement has intensified as the House of Representatives nears the scheduled Nov. 17 vote on the pact that would turn the United States, Canada and Mexico into a free trade zone.

The Clinton Administration clearly does not have the votes, as of this writing, to get NAFTA through the House and has been showing signs of desperation. President Clinton said he would not favor reopening talks on the proposed trade pact even though Jean Chretien, head of the overwhelmingly victorious Liberal Party in Canada's Oct. 25 federal elections, said he wanted stronger protections for Canadian interests.

After dismissing Chretien as not being serious, the administration assailed U.S. organized labor for its strong opposition to NAFTA. Appearing on NBC's "Meet the Press" on Nov. 7, Clinton complained about labor's "roughshod, muscle-bound" anti-NAFTA campaign. (Presumably, Clinton will lean on the AFL-CIO's muscle-bound lobbying arm in the coming health care reform debate.)

Next, Clinton assigned Vice President Al Gore to do an end run around serious NAFTA opposition and ride roughshod over NAFTA antagonist Ross Perot in a nationally televised debate on CNN's "Larry King Live" show on Nov. 9.

Gore clobbered Perot but found few convincing words of praise for NAFTA. At one point, he asserted that the United States and Canada have benefited from the 1989 trade agreement between the two nations. It simply isn't true — Canada has lost hundreds of thousands of manufacturing jobs and its federal deficit has soared.

Gore referred to NAFTA as "an historic opportunity" and, went so far as to compare the pact to Thomas Jefferson's 1803 Louisiana Purchase. More sadly, the vice president, echoing a warning issued earlier by his boss in a speech to the U.S. Chamber of Commerce, stepped into the fear zone by warning that the Japanese are poised to grab "the deal" with Mexico.

Reaganism lives in Washington D.C.

Voters in the United States and Canada know better. Republicans no longer occupy the White House and Conservatives no longer rule in Ottawa because free trade agreements negotiated by pro-business politicians, are in serious conflict with fundamental democratic values.

As it is structured, NAFTA assures continued economic decline for workers in the United States and Canada and continued economic oppression for workers in Mexico. That concern was underscored Oct. 25 when five Roman Catholic bishops in Mexico, in the absence of organized opposition to one-party rule, said that NAFTA would widen "the breach between rich and poor: the rich Mexicans have become richer while the poor are made poorer."

We hope that Congress sends the leaders of the three nations back to the negotiating table to come up with a trade agreement that is acceptable to North Americans who work for a living.

The Guild Reporter



BRIAN WILLIAMS, Editor

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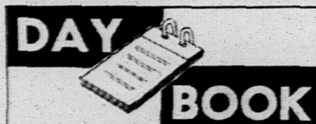
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Great Lakes District Council, fall meeting, Nov. 13-14, Terre Haute, Ind.
Middle Atlantic, New England and Southern District Councils joint fall meeting, Nov. 20-21, Boston.
Int'l Executive Board, spring meeting, April 25-27, TNG headquarters.
Int'l Executive Board, summer meeting, June 13-15, Victoria, B.C.
2nd Biennial Convention, summer 1995, Boston.
3rd Biennial Convention, summer, 1997, San Juan.



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