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Publishers lean on West Coast Guild locals

Two California Guild locals have launched public campaigns in response to pressure from their respective publishers.

In Long Beach, Calif., the Los Angeles Guild is pursuing an advertising boycott against the Press-Telegram, which posted working conditions on Nov. 15 after Guild members overwhelmingly rejected the company's contract offer.

The company's action has left Guild members at the Knight-Ridder daily without a contract for the first time in 50 years.

In San Francisco, the Northern California Guild and other newspaper unions are participating in a community-wide campaign aimed at King & Ballow, a Tennessee-based anti-union law firm that has been retained by the San Francisco publishers.

More than 400 members of the Guild and the other nine local unions in the Bay Area Conference of Newspaper Unions staged a lunch-hour King & Ballow rally on Nov. 30 in front of the San Francisco Newspaper Agency building.

King & Ballow involvement — as well as top management changes at the agency and the San Francisco Chronicle — have been seen by the unions as a declaration of war against contract bargaining patterns that have been in place since a 1968 Bay Area newspaper strike.

At the time of the rally, Guild negotiators noted that not a single tentative agreement had been reached with the publishers despite months of talks.

King & Ballow has opened a branch office in San Francisco and Bay Area union leaders believe the firm will seek additional clients in the region if it succeeds in gutting the newspaper union contracts.

In Long Beach, the Guild's Press-Telegram campaign has drawn the support of an area business association which wrote to Press-Telegram management urging the company to negotiate with the Guild. Also, the Long Beach City Council unanimously instructed the city manager to review the way the city places legal and other advertising in the Press-Telegram.

The company has demanded a wage freeze and givebacks such as elimination of pension contributions and increased medical care costs to employees.



FLOYD TUCKER/Northern California Guild

Guild and other newspaper workers picket the San Francisco dailies on Nov. 30 to protest King & Ballow involvement in labor relations.



SCOTT GARRITY/LANG



RALPH DE LA CRUZ/LANG

PRESS-TELEGRAM GUILD MEMBERS TAKE CONTRACT FIGHT TO THE STREETS
Guild members march in an informational picket line outside the Press-Telegram building in Long Beach, Calif., on Nov. 26. Shown in photo at left are, from left, Yamil Berard, Local President Sabrina Hockaday and David Levinson. An unidentified youth, at right, was among dozens to pick up a Guild balloon prior to a community Christmas parade on Dec. 4.

Guild wins NLRB case in Massillon

Cleveland — The Cleveland Guild has been restored as collective bargaining agent for 33 employees at the Massillon (Ohio) Independent in a sweeping order issued Dec. 13 by a National Labor Relations Board administrative law judge.

The Independent has been ordered to bargain in good faith with Guild negotiators, to make whole several employees who were subjected to discriminatory discipline and to cease an intense anti-Guild campaign conducted by the publisher over a prolonged period beginning in mid-1991.

ALJ Marion C. Ladwig's 54-page order follows a May 19 U.S. District Court order restoring Guild bargaining rights in Massillon. [GR, May 28, 1993]. That order was sought by the NLRB regional director in Cleveland pending adjudication of a series of board complaints issued against the Independent in 1992 and 1993.

Ladwig found the Independent in violation of the National Labor Relations Act on 11 complaints (Continued on Page 5)

**Nelson
to coordinate
campaign 4**

**The way we were
60 years ago ... 6**

THE SHORT OF IT

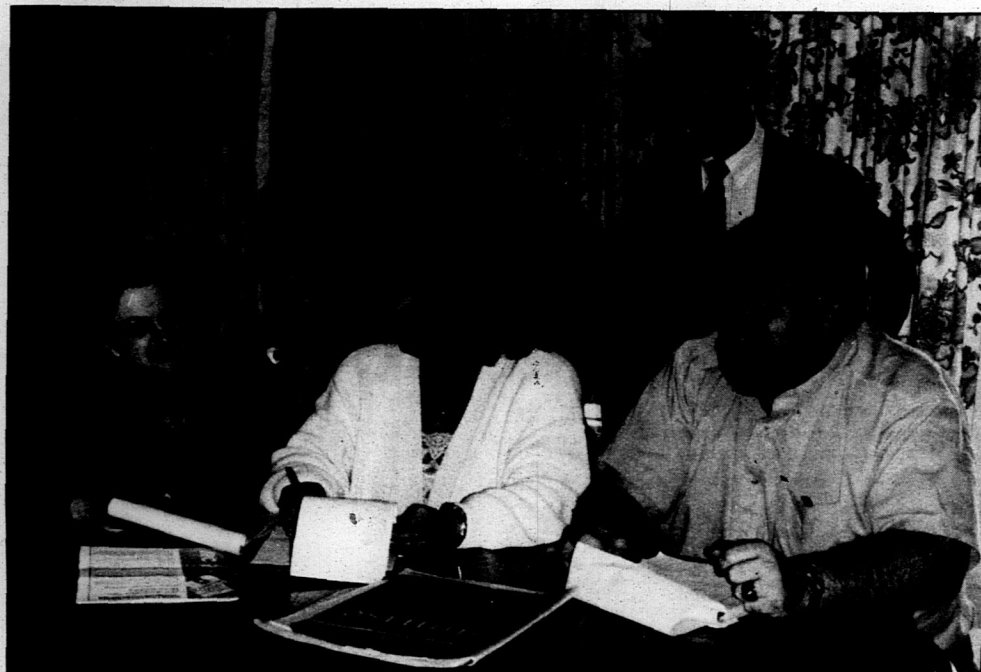
WHEN CONGRESS recessed for the holidays in late November, the future of the National Labor Relations Board was among the unfinished business. The Senate had failed to act on President Clinton's nominee to chair the NLRB, Stanford University law professor William B. Gould IV. Gould, who would be the first black to chair the NLRB, has taken a beating from conservative Republicans who complain about his pro-union academic writings. With the chair and two other seats vacant — a Bush recess appointee went off the board when Congress left town — the five-member NLRB is at this writing without a quorum. The administration is believed to be considering Philadelphia lawyer Margaret A. Browning for a recess appointment. Amid the teeth-gnashing over Gould, Clinton and the GOP have been unable to come to terms on a nominee for a vacant Republican seat. Also vacant, with the Nov. 28 departure of a Bush appointee, is NLRB general counsel. Clinton nominated Frederick L. Feinstein, counsel to a House Education and Labor subcommittee, too late in the session to be confirmed. Filling in as general counsel is Dan Silverman, NLRB regional director from New York.

Potpourri: The U.S. Supreme Court has finally made it clear that sexual harassment in the workplace constitutes job discrimination. In a unanimous opinion written by Justice Sandra Day O'Connor, the court held in early November that an employer can be found in violation of the law if a reasonable person would find sexual improprieties to be hostile and abusive. ... As of October 1993, 10.1 percent of the American workforce was unemployed or underemployed, including 6.2 million people in part-time jobs because they could not find full-time work and another 1.1 million who had given up the search for a job, according to U.S. Commerce Department figures. ... USA Today, the Gannett Co.'s widely read but money-losing daily, is on track to record its first profitable year, the Washington Post has quoted newspaper analysts as saying. A Dean Witter analyst said the 11-year-old daily stayed in the black the first nine months of 1993 and could bring in a 10 percent profit-margin within the next two years. ... Reed Hundt, veteran anti-trust lawyer, has been sworn in as chair of the Federal Communications Commission. In media interviews, the Clinton appointee has distanced himself from the Reagan-era philosophy that broadcasters have no more public responsibility than any other business. ... The U.S. Court of Appeals in Washington has thrown out FCC rules — written at the direction of Congress — prohibiting radio and TV stations from broadcasting "indecent" programming from 6 a.m. to midnight. The ruling by a three-judge panel was seen as a setback to congressional attempts to curb television violence.

Labor beat: The United Mine Workers have ratified a five-year contract that put miners back on the job on Dec. 16, ending a bitter seven-month strike that has affected more than 17,000 workers. The agreement "was won through the sweat and sacrifice and solidarity of UMWA families in coal field towns across America," said union President Richard L. Trumka. He said the pact includes improved wages and pensions, protects health care and also protects union miners from double-breasting. ... Teamsters union members have ratified a four-year national agreement with United Parcel Service that boosts wages by \$2.50 an hour and creates more union jobs. The pact, retroactive to Aug. 1, will not take effect until local issues are resolved.

Overseas: The AFL-CIO stepped up its "toycott" against toys made in China in the aftermath of a Nov. 19 fire that killed 81 workers at Zhili Handicrafts, a toy factory in the south China city of Kuoyang that has a direct line to U.S. companies. "As was the case when 240 workers died in Bangkok last May, the Chinese factory was a death trap," said AFL-CIO President Lane Kirkland. "Fire escapes, fire alarms, sprinklers, safety systems and the other bare minimums of decent protection were missing." He said such outrages will continue as long as the United States extends most favored nation trading status to China. ... A National Labor Committee study shows that the U.S. Agency for International Development and the Commerce Department continue to fund a program that helps American corporations set up factories in low-wage Caribbean Basin free trade zones. Despite a 1992 law banning the practice, Charles Kernaghan, executive director of the labor-supported committee, said, "This program is still 100 percent in place."

Among ourselves: Peoria Guild member Bill Knight has authored "R.F.D. Journal," a book about working people in central Illinois. The book, a sequel to Knight's earlier "R.F.D.," features an introduction by populist radio commentator Jim Hightower. ... Tracy Simmons is the new administrative assistant for the Denver Guild. She replaces Dora Abercrombie, who retired this summer after 22 years with the local. ... An arbitrator sided with the San Jose Guild in a dispute with Mercury News management over back pay for two classified clerks who had performed outside sales work with no extra pay. The company disagreed with the Guild's interpretation of an arbitration award earlier this year that the two should receive \$11,000 and \$5,000 respectively.



GUILD ACTIVISTS FORM JOURNAL REGISTER COUNCIL DURING BOSTON MEETING

Forming the Guild's newest corporate council are, seated from left, Denise Perreault of Woonsocket, treasurer; Lesley Phillips of Boston, secretary, and Jim Barron of Pawtucket, vice president. Standing are Mike Holtzman of Woonsocket and Mark Murphy of the Philadelphia Guild's Norristown unit, president. The council was organized at a Nov. 20-21 meeting of Guild district councils.

Locals form corporate councils

Boston — The Guild stepped up its effort to meet corporate attacks last month by forming a Journal-Register Co. council of Guild locals.

The council, organized during a Nov. 20-21 meeting here of three Guild district councils, is in response to the asset sale this is fall of the Norristown, Pa., Times Herald to Journal-Register.

The company, which had refused to meet with Guild leaders until it had taken formal control of the Times Herald, promptly fired 16 Guild-covered workers and slashed wages of remaining workers by as much as \$200 a week. The company also cut health insurance benefits while raising the cost of medical care.

The Norristown Guild unit is part of the Philadelphia Guild. Other Journal-Register council locals include: the Woonsocket Guild, which represents Journal-Register employees at the Woonsocket, R.I., Call; the Pawtucket Guild, which represents workers at the Pawtucket, R.I., Times, and the Boston Guild, which represents workers at the Fall River, Mass., Herald News.

A contributing factor to the formation of the new council, in addition to ongoing attempts to bargain an agreement in Norristown, is lack of bargaining progress between Journal-Register management and Guild negotiators in Woonsocket and Fall River.

Guild leaders adopted a statement of purpose and agreed to

establish a newsletter and to plan joint activities. The council will continue to meet in conjunction with meetings of the New England and Middle Atlantic district councils.

"The purpose of the council is to seek universally beneficial contracts and working conditions for our members who are confronted with an ownership that has demonstrated a total disregard for employees' rights and welfare," the statement of purpose said.

The council also said it seeks "to promote the highest standard of journalism and to ensure a long-term commitment" to communities served by the Trenton, N.J.-based Journal-Register Co.

TNG President Charles Dale and Secretary-Treasurer Linda K. Foley participated in the organization meeting.

Pawtucket pact provides 2.5% raise

Pawtucket, R.I. — Guild members have ratified a two-year contract with the Pawtucket Times that contains one pay raise — a 2.5% raise for all job categories, with the exception of outside advertising sales.

Outside advertising employees remain at old contract levels, with future pay increases based on commissions tied to revenue goals. The new agreement, which the Journal Register Co.-owned Times proposed to the Guild as a final offer, replaces the previous contract which expired in December 1991.

The only improvement in the new contract is an increase in mileage reimbursement from 21 cents to 25 cents per mile, said Gerald Maraghy of the New England Servicing-Organizing Program.

The contract, ratified by a narrow margin of Guild members, became effective in August. The Guild represents 37 employees in the advertising, business, editorial and maintenance departments at the Times.

Vancouver cartoonists win contract rights

Vancouver, B.C. — Capping an 18-month battle, two editorial cartoonists at the Province recently won rights and benefits enjoyed by other Vancouver Guild members at the Pacific Press, Ltd., dailies.

Bob Krieger and Dan Murphy joined the Guild in May 1992, prompting Pacific Press to assert that the two were independent contractors and not entitled to be part of the Guild.

The battle included a three-day

hearing at the then Industrial Relations Council, prolonged bargaining, the layoff and rehiring of Murphy and, finally, a day-and-a-half mediation session before the B.C. Labour Relations Board.

The cartoonists achieved seniority back to their date of hire, severance pay to cover Murphy's layoff, ownership of their original cartoons, Guild membership, modest wage increases, full health and welfare benefits job security provisions of the collective bar-

gaining agreement.

Both received 60 weeks of retroactive pay.

The Guild Reporter (ISSN: 0017-5404) is issued monthly, generally at four week intervals, at 8611 2nd Ave., Silver Spring, Md. 20910-3327. (Next issue, Jan. 21.) \$20 a year. Single copies, \$1.50. Second-class postage paid in Silver Spring, Md., and additional mailing offices. Printed in the U.S.A. Postmaster: Send address changes to: The Guild Reporter, 8611 2nd Ave., Silver Spring, Md. 20910-3327.

Lake Superior Guild fights give-back demands

Guild members at the Duluth, Minn., News-Tribune walk an informational picket line Nov. 17 to protest 11 months of working without a contract at the Knight-Ridder daily. Management is seeking an end to the eight-hour day and, for district managers, an end to the 40-hour work week. The company also wants to more than double the cost of health insurance while offering a .75 percent pay raise. The Guild represents 160 workers in the news, business, advertising, circulation, maintenance, data processing, marketing and art departments at the daily.



Council: OK for papers to print anti-strike ads

Toronto — It is proper for newspapers to run ads criticizing legislation to restrict the use of replacement workers during strikes, the Ontario Press Council has ruled.

The early November ruling came in response to a complaint issued by the Ontario Federation of Labour over ads that had been placed in several Ontario dailies that attacked proposals to amend provincial labour laws to restrict replacement workers and to make it easier for unions to win certification.

The press council, which adjudicates complaints against the content of its member papers, said that newspapers are within their rights to publish ads that reflect their business concerns.

The council said it "is satisfied that responsible newspapers have learned how to operate within a dual environment — maintaining separation between advertising and editorial functions."

The council also said that newspapers "must be allowed to prosper in a business environment or they will disappear."

Gordon Wilson, president of the labour federation, argued that the newspapers had violated a public trust in running the ads and that few readers would be able to distinguish the ads from editorial content.

The ads, run free of charge by many newspapers, were placed by the Canadian Daily Newspaper Association and the Ontario Community Newspaper Association.

Wilson cited a 1977 CDNA statement of principles in which it resolved that "conflicts of interest, and the appearance of conflict of interest, must be avoided."

The council did express concern that some of the papers publishing the ads failed to point out that they were members of the associations.

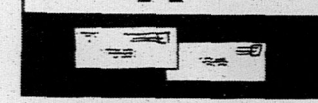
SONG to conduct vote on affiliation

Toronto — Members of the Southern Ontario Newspaper Guild face a vote on whether to seek affiliation with another union.

Paul Pelletier, SONG administrative officer, said a referendum on whether to authorize the local Executive Committee to negotiate with other unions was approved by an overwhelming show-of-hands vote at the local's December membership meeting. The intent is that the Executive Committee would return to the membership with a recommendation whether to leave TNG at a later date, he said.

The Local Election Committee has not set a date for the referendum but Pelletier said the vote is expected to be held in late February or early March. SONG, with some 2,300 members, is the third-largest TNG local.

IT



SEEMS TO US

Inequities still glaring despite pay adjustments

SAN JOSE, CALIF.
Editor: Special thanks to the Guild Reporter for highlighting the pay equity issue on Page 7 of the November 1993 edition, and to Anna Padia, TNG human rights director, in particular for helping Local 98 in San Jose establish its own pay equity committee for the current contract negotiations.

Pay adjustments for some jobs have been achieved in the past but overall pay inequity is as glaring today as ever here at the Mercury News and at most newspapers throughout the country. Mercury News librarians, ad makeup clerks, accounting clerks, customer advocates, inside classified, copy clerks and others ... all jobs dominated by women are underpaid and the staff feels undervalued compared to top job pay categories in editorial and outside sales.

Political conditions are of course different in Canada than in the U.S., but our Canadian sisters and brothers have made great strides in solving the problems of gender-based pay inequity and Newspaper Guilds here must

address this issue as well. We pride ourselves in opposing two-tier pay and benefit systems for old and new workers, but that is exactly what we have for many jobs which have historically been relegated to women in the newspaper industry.

DENNIS UYENO
Vice President
San Jose Guild

It's premature to say GOP lost White House
DONORA, PA.

Editor: You under-estimated the power of President Bill Clinton in the November 12, 1993, editorial "NAFTA fades in the sunset." President Clinton did everything possible, including bringing in former Republican presidents, to win over the House of Representatives to vote for NAFTA.

I, for one, resented the fact that he brought in former Republican presidents to win over the House. I thought Bill Clinton campaigned against the policy of the GOP, and that is why he defeated former President Bush over a year ago. In your editorial you said,

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: Jan. 14.) 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.

FRED HEVIA
Former Chairman
Monessen Unit
Pittsburgh Guild

Plan offered to Canadians

Canadian Guild members soon will receive a letter from TNG outlining a new accident insurance policy under the Member Care Plan, a program similar to Union Privilege program in the United States.

The letter is signed by John C. Edgington, former TNG secretary-treasurer. The letter, sent out by MemberCare, had been set for a fall mailing but was delayed due to Canadian federal elections and other administrative considerations. Edgington left office on Oct. 25 and was succeeded by Linda K. Foley.



ACE Drill Corp.

—Drills, routers and steel bars
Auto Workers (UAW)

Acme Boot Co.

—Western-style boots: Acme, Dan Post, Dingo
Machinists

Alitalia Airlines

—Passenger, freight air transport
Machinists

Brown Corp.

—Motor mounts, brackets, assemblies
Electronic Workers (IUE)

Brown & Sharpe Mfg. Co.

—Measuring, cutting and machine tools
Electronic Workers (IUE)

Bruce Church, Inc.

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

California table grapes

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

Deckers Corp.

—Sandals: Decker, Sensi, Teva
Machinists

Diamond Walnut Co.

—Canned, bagged walnuts
Teamsters

Goody's Family Clothing Inc.

—Retail clothing stores
Textile Workers

Holly Farms

—Chickens and processed poultry
Teamsters (IBT)

Kawasaki Rolling Stock

—Motorcycles
Transport Workers (TWU)

Lakewood Engineering & Mfg. Inc.

—Electric fans, heaters
Teamsters

Louisiana-Pacific Corp.

—Wood products: L.P. Wainmanized, Cedarone, Waterwood, Fibreline, Oro Bond, Redex, Sides, Ketchikan, Pabco, Xonolite

Mohawk Liqueur Corp.

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

R.J. Reynolds Tobacco Co.

Cigarettes: Bright, Camel, Century, Doral, More, Now, Real, Salem, Sterling, Vantage, Winston, YSL/Ritz

Rome Cable Corp.

—Construction and mining cables
Machinists (IAM)

Silo, Inc.

—Retailers of electronic equipment and appliances
Teamsters (IBT)

Southwire Inc.

—Wire, cable: Do-it-yourself brand
Homeware

Star Dental Products

—Dental hand tools
Machinists

F.L. Thorpe & Co.

—Black Hills gold jewelry
Steelworkers

United States Playing Card Co.

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

Union Label & Service Trades Dept., AFL-CIO

Leuchter award goes to Lunzer

Silver Spring, Md. — Bernie Lunzer, executive secretary of the Twin Cities Guild, has been awarded the 1994 Irving Leuchter Memorial Scholarship to the Harvard University Trade Union Program.

The 10-week course, which begins Jan. 3, is designed primarily for full-time union officers and administrative staff. Lunzer will be among two dozen union activists to attend the program, which covers core topics ranging from economic analysis and long-range planning to dispute resolution.

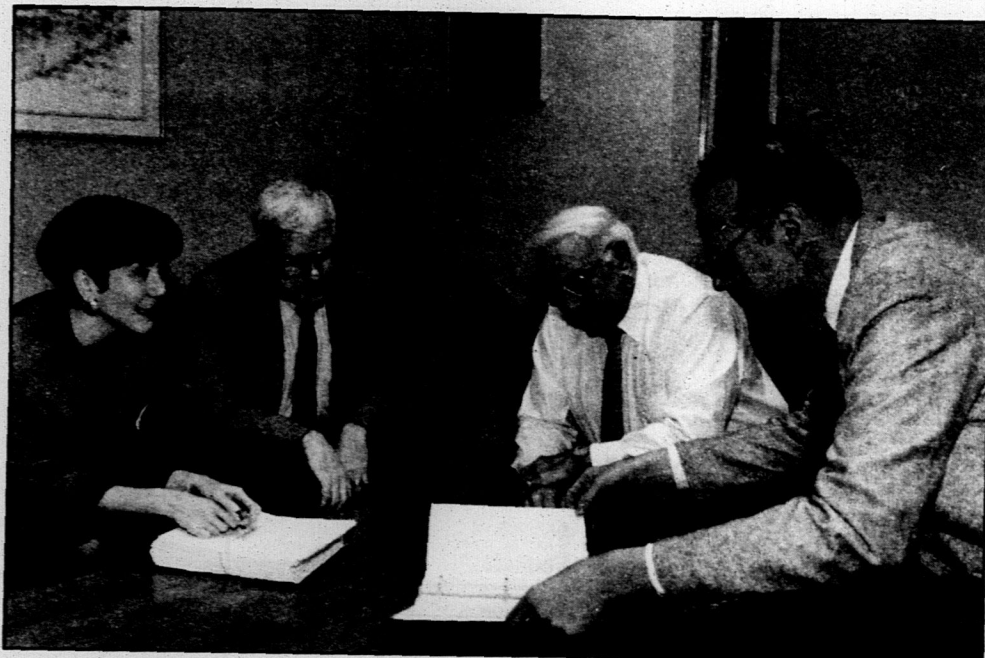
The Leuchter scholarship provides \$7,500 toward tuition, room, board and travel costs. It honors the memory of Irving Leuchter, TNG counsel for 24 years until his death in 1971, and is financed by contributions from TNG and Guild locals.

Lunzer's participation in the Harvard program will be financed in part by a Bush Foundation grant which Lunzer was awarded earlier this year. The foundation, which honors a former executive of the Minneapolis-based 3M Co., provides grants for short-term mid-career education for persons who work in the humanities, arts or other non-profit pursuits.

A one-time shop steward at the St. Paul Pioneer Press, Lunzer has been Twin Cities Guild executive secretary since February 1990. Lunzer will be the 22nd Guild leader to study under the Leuchter scholarship. The scholarship is awarded by Harvard, which evaluates applicants and selects the recipient.



Lunzer



TNG LEADERS DISCUSS ROLE FOR MEMBERSHIP CAMPAIGN COORDINATOR
Making plans for the Guild's four-year membership campaign are, from left, Secretary-Treasurer Linda K. Foley, Field Operations Director William McLeman, President Charles Dale and Bruce Nelson, TNG international representative. The four met at TNG headquarters on Dec. 13.

Nelson appointed to coordinate Guild's membership campaign

Boston — TNG President Charles Dale has named Bruce Nelson, TNG international representative, to spearhead a four-year campaign to increase membership involvement at all levels of Guild activity.

Nelson's appointment was announced at a meeting of three Guild district councils here on Nov. 21.

The Strategic Plan adopted unanimously by the 1993 Convention in Honolulu last July mandates that an IR be designated as membership campaign coordinator.

Nelson, based in St. Paul, Minn., traveled to TNG headquarters on Dec. 13 to begin talks with TNG leaders on how to structure his new assignment. Nelson, a former Twin Cities Guild presi-

dent, joined TNG's staff in January 1984.

The Strategic Plan calls for a membership campaign working committee to propose specific campaign coordinator duties and other organizational changes to the International Executive Board.

In addition to Dale and Nelson, the working committee includes Secretary-Treasurer Linda K. Foley and Field Operations Director William McLeman. Still to be named to the panel, as prescribed by the Strategic Plan, are the Canadian Director and another TNG staff member.

Details of Nelson's assignment will be fleshed out at future meetings of the committee. Under the Strategic Plan, developed by the Boston-based Work Directions

Inc. consulting firm, the membership coordinator's responsibilities include:

- Coordinating staff training in member mobilization techniques.
- Working with the field operations director to coordinate TNG capabilities to conduct a membership campaign.
- Providing resources, problem solving and ideas to Guild staff and local leaders toward strengthening Guild locals.

In his remarks to local Guild leaders from the New England, Middle Atlantic and Southern district councils, Nelson said the Strategic Plan process — which was mandated by the 1992 Convention — has helped Guild members build "a collective vision of what we want our union to be."

Union Privilege scholarships open to members

Silver Spring, Md. — Guild members with a minimum of one year in good standing are eligible for the Union Privilege 1994-95 scholarship program.

Members of participating unions, spouses and children — including foster children, step children and adopted children — are eligible to participate. Acceptance into an accredited college or university, community college or recognized technical or trade school at the time of the June 1994 awards is required.

The program offers students one-time cash grants of \$1,000 to \$4,000 to help pay the costs of higher education.

Awards are based on academic achievement and potential, character and leadership. Applicants will be judged by a committee of impartial educators.

TNG Secretary-Treasurer Linda K. Foley has mailed scholarship applications, which must be postmarked by March 15, 1994, to Guild locals. Additional applications are available at TNG headquarters.

New officers seminar set for Feb. 18-21

Silver Spring, Md. — TNG's 13th annual weekend seminar for new local officers will be held over the Presidents Day weekend, Feb. 18-21, 1994, at the George Meany Center for Labor Studies here.

TNG has mailed seminar registration forms to local Guild officers. TNG subsidizes toward room, board and travel expenses are available.

Some 565 Guild leaders, most of them representing small locals, have attended the four-day seminar over the past 12 years.

Although the seminar is geared toward new officers, it also is open to local officers with limited experience and other active leaders such as bargaining chairpersons. Graduates of the seminar have figured prominently in Guild leadership roles — including Convention chairpersons and TNG staff — over the past decade.

The seminar is conducted by TNG officers and staff and covers such topics as local administration, collective bargaining, contract enforcement, human rights, safety and health and organizing.

TNG offers travel subsidies ranging from 60 percent for small locals near the Washington, D.C. area to 80 percent for those farther away. Locals have been asked to select the airline with the most advantageous, discounted rates.

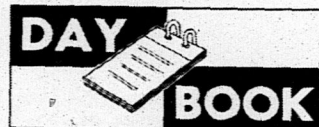
The cost to locals for room and board at the Meany Center, after deduction of the TNG subsidy, will be \$70.12 a day or \$210.36 for the seminar weekend.

The cost to those who are not eligible for the subsidy will be \$175.30 a day or \$525.90 for the weekend.

Locals must cover lost time costs for participants. The seminar is held over a three-day holiday weekend to minimize the cost of lost time.

Registration for the seminar is from 3 p.m. to 6 p.m. Friday, Feb. 18. Checkout is after lunch Monday, Feb. 21.

"Participants should be prepared to stay the full Friday through Monday session," said TNG President Charles Dale. "Although some may be tempted to leave early for scheduling reasons, they will miss an important session on Monday if they do."



1993 Heywood Brown Award, entry deadline, Jan. 28 (Brown Award Committee, c/o TNG, Silver Spring, Md.)
Western District Council, winter meeting, Jan. 29-30, Long Beach, Calif.
Great Lakes District Council, winter meeting, Feb. 12-13, Toledo.
13th Annual TNG Residential Seminar for New Local Officers, Feb. 18-21, George Meany Labor Studies Center, Silver Spring, Md.
Middle Atlantic District Council, winter meeting, Feb. 26-27 (tentative), Philadelphia.
New England District Council, winter meeting, Feb. 26-27, Providence.
Southern District Council, March 12-13, Chattanooga.
Canadian District Council, March 19, Victoria.
Canadian Convention, March 20, Victoria.
Int'l Executive Board, spring meeting, April 25-27, TNG headquarters.
Int'l Executive Board, summer meeting, June 13-15, Victoria.
2nd Biennial Convention, summer 1995, Boston.
3rd Biennial Convention, summer, 1997, San Jose.

Confessed union buster discloses trade secrets

By Bill Knight

MACHIAVELLI'S "THE PRINCE," a primer on amoral manipulation and ruthless political strategy, has been a thief of ideals for centuries. Today, many workers and labor activists should familiarize themselves with the latest in Machiavellian intrigue: Martin Jay Levitt's new book: "Confessions of a Union Buster."

Levitt's 302-page book (published by Crown Books) is a frank guide on ruining people's lives at their workplaces. It is a mean manual on lying, cheating and stealing that exposes the real routine and validates unions' all-too-often discounted complaints about an imbalance in U.S. labor relations.

"Confessions" is captivating reading in a most uncomfortable way — almost like reading the memoirs of a murderer who specialized in particularly gruesome killings.

For Levitt was a killer in some ways. He destroyed peoples' lives and dreams, their dignity and any decent chances for democratic workplaces. His unscrupulous skills are outlined: manipulating managers, filling supervisors with fear and hate, making workers less secure and more vulnerable.

"(The) objective was not to empower the employee, as I pretended, but to shut him up," Levitt writes. "Let him talk, sure, and let him feel he's being heard — in fact, actually listen to him when it suits you."



MARTIN JAY LEVITT

"The golden rule of management control, as I taught it, was 'incorporate dissent.' If you can convince the activists that they'll accomplish more ... without a union, why, then you've won the war."

That profane "golden rule" — which many Guild delegates heard in Levitt's standing-room-only seminar during TNG's 1990 Convention in New York — is remarkably close to another union buster even more familiar to Guild activists. Robert Ballow, the notorious attorney from the Nashville law firm of

King & Ballow, proved himself to be an enemy of workers organizing to achieve workplace influence — especially in the newspaper industry.

In Ballow's honey-soaked, homespun version of Levitt's union-busting golden rule, he's said: "You don't have to do what they're saying. But it's good to listen."

The contemptible Ballow has confessed his manipulation of his own wife as an example.

"For 20 years I was successful (in preventing my wife from building a new house) by sitting and listening to every word she had to say about it, and never disagreeing," Ballow said to a group of newspaper executives. "That completely satisfied her."

But unlike Ballow's wife — or Ballow himself, who remains busy busting unions — Levitt became dissatisfied. He eventually abandoned union busting to become a consultant to labor on organizing.

Levitt concedes that this switch was due in no small part to suffering with the personal and professional consequences of his past actions.

He drank too much and needed rehabilitation. He felt guilty for his deeds and even had nightmares of being haunted by thousands of faceless, gray men — "20 years worth of victims."

Those years — and Levitt's youth — are traced from humble beginnings in Cleveland to shameful actions from

coast to coast, driven by pride, greed and lust for power. Along the way, blue-collar, white-collar and pink-collar workers in service and manufacturing, hospitals and hotels were sacrificed.

Levitt and co-author Terry Conrow revisit some of those people — organizers and activists, managers and owners — and reveal the results of repeated defeats of working Americans. It's a sad picture. Riveting and revolting.

Citizens concerned for workers' rights and economic prosperity, justice on the job and fairness in business should seek out and read this book. While the White House and its policy wonks dwell on cooperation and social programs, cheap promises and expensive betrayals, the questions of balance and power go unasked.

And unanswered.
Until labor law reform is achieved, unions and unorganized workers alike will have to fight union busters by many means. And this book could be an ugly weapon. Maybe it will take a thief to catch a thief.

Bill Knight is an associate member of the Peoria Guild and remains active with Local 86. A columnist, radio writer and journalism teacher, he is also a member of the Communication Workers of America and the American Federation of Teachers.

Publisher ordered to recognize Guild, reinstate workers

(Continued from Page 1)
ranging from coercing employees in an anti-union campaign conducted on company time, forcing the resignation of two employees who had supported the Guild and unilaterally changing working conditions of other Guild supporters.

"It's very complete relief," said George Palda, legal counsel for the Cleveland Guild. "The Guild is fully back in place and the contract is back in force."

Tensions at the Independent reached the boiling point shortly after Guild negotiators, seeking renewal of a contract that had expired in 1987, reached tentative agreement with the Independent on non-economic

issues in December 1991.

As bargaining continued on economic issues, an anti-Guild petition drive reached a fever pitch with Publisher Jack Shores and department supervisors cajoling and threatening employees who declined to sign.

As Shores openly embraced an unsuccessful petition drive mounted by an anti-Guild bargaining unit employee, the company reneged on previous agreements pertaining to Guild shop and dues check off provisions.

Finally in March 1992, after securing the 17th signature out of 33 bargaining unit employees in a six-month campaign, Shores declared that the Guild no longer represented a majority of

employees and unilaterally withdrew recognition of the Guild.

"After weighing all the evidence, particularly the company's continuing coercive campaign to get rid of the union, I find that Publisher Shores was using the resumed negotiations as a delaying tactic and that he had no intention of bargaining in good faith and reaching an agreement with the union," Ladwig wrote.

In finding that the company "unlawfully repudiated" its collective bargaining agreement with the Guild, Ladwig said it was not necessary to rule on the Guild's contention that some of the 33 anti-Guild petition signatures were not valid.

"I find the company engaged in unfair labor practices that could have reasonably tended to contribute to employee dissatisfaction from the union and that this unlawful conduct has tainted any assertion by the company of a good faith doubt in the union's majority status," Ladwig wrote.

Among the remedies ordered by Ladwig, the company must:

- Reinstate the December 1991 tentative agreement for purposes of good faith bargaining.
- Offer reinstatement to two circulation employees who resigned under threat of dismissal and make them whole for any loss of earnings or benefits.
- Restore former job duties to two employees who were

reassigned and given extra duties in retaliation for refusal to sign the anti-Guild petition.

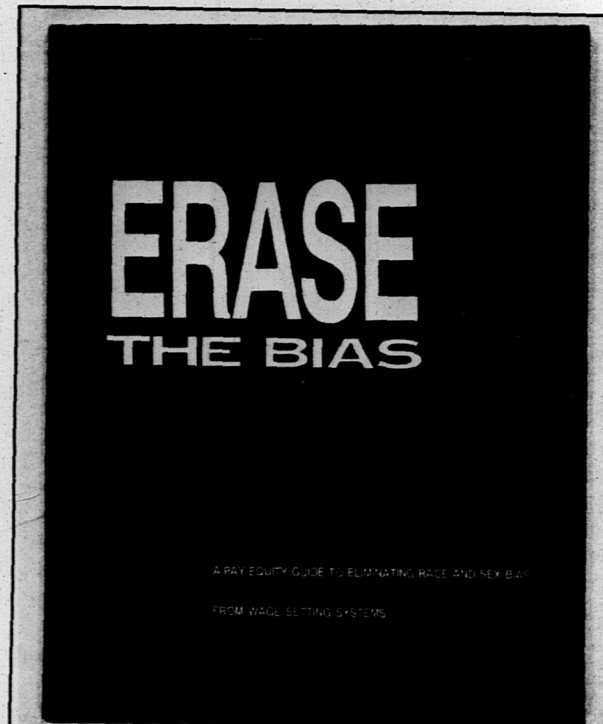
• Grant a merit raise to a reporter who was told he could not receive a raise because of a pending Guild grievance.

• Make whole, plus interest, another reporter who lost extra earnings because his column was canceled in retaliation for Guild activity.

Also, the company must cease from "soliciting, assisting, condoning, or encouraging the circulation or signing of any petition or letter opposing the Cleveland Newspaper Guild." The company also is ordered to refrain from threatening any employee for supporting the Guild.

Pay equity group unveils guide for union leaders

The National Committee on Pay Equity has published "Erase the Bias," a new 76-page guide for personnel officers and union activists on strategies for identifying ways in which the workplace is segregated by sex and race and evaluating whether jobs held by women and people of color are paid less. Guild activists interested in obtaining a copy at a discount price should contact Anna Padia, TNG's director of human rights. The NCPE is a non-profit coalition of labor unions — including TNG — women's and civil rights groups and religious and professional associations.



Guild leaders get an education on confronting sexual harassment



Harry Tkach of Pittsburgh, left, and Celso Rodriguez of Toledo react to pointers from Anna Padia, right, TNG human rights coordinator, at a meeting of the Great Lakes District Council in Terre Haute, Ind., on Nov. 13.



DAYMON J. HARTLEY/Detroit Guild

Greeley, Thomas named to TNG contracts dept.

Silver Spring, Md. — Ruthanne Greeley, former administrative officer of the San Diego Guild, has been named executive secretary of TNG's Contracts Committee. Also, Debbie Thomas, 14-year veteran of TNG's office staff, has been promoted to collective bargaining and research assistant.

The appointments bring TNG's collective bargaining department back to full staff for the first time in more than a year.

Greeley, 36, replaces Linda K. Foley, who was elected TNG secretary-treasurer in the Sept. 30-Oct. 5 membership election. Foley assumed her new post on Oct. 27.

The contracts secretary reviews tentative collective bargaining agreements between Guild locals and their respective employers and also advises locals on contract enforcement matters.

Greeley was a marketing copy writer at the San Diego Union-Tribune when she joined the San Diego Guild in the mid-1980s. She was a member of the local bargaining committee during contentious contract talks from 1988-90 in which the publisher retained the services of the Tennessee-based King & Ballow law firm.

She joined the local staff for a three-month assignment as an organizer and subsequently became administrative officer

when Bill Knight returned to the Peoria Guild in 1991.

Prior to joining the Union-Tribune, Greeley worked in various public relations capacities in San Diego and in her native Kansas City, Mo. She is a 1979 graduate of the University of Kansas, where she majored in journalism.

Thomas, 42, joined TNG's staff in January 1979 and performed data entry and membership tasks. For the past seven years, she has processed 108-C per capita forms from Guild locals and has handled relevant correspondence with local leaders.

For the past 10 years she has been a shop steward with the Office and Professional Employees International Union. In that capacity, she has been involved in collective bargaining talks and contract enforcement issues at TNG.

A native of Washington, D.C., Thomas attended college and worked in computer programming jobs for several accounting firms before she joined TNG.

She replaces Eric Geist, who took a leave of absence from TNG last year to work temporarily with the Philadelphia Guild. Geist became an international representative when he rejoined TNG earlier this year.

Both Greeley and Thomas are covered by the collective agreement between TNG and the Federation of Guild Representatives.



Greeley



Thomas

TNG acquires new computer for Guild Reporter

Silver Spring, Md.—The Newspaper Guild has acquired new computer equipment that provides the Guild Reporter with desktop publishing capability. GR Editor Brian Williams said the development opens the door to both design and content changes.

The new computer, which was purchased Dec. 13, also will enable the GR to access the Guild's new bulletin board on the AFL-CIO LaborNET computer forum as well as to exchange electronic mail with on-line Guild locals.

The move stems from a resolution passed by the International Executive Board in October that called for installation of desktop publishing capability in the GR editor's office by the end of 1993.

Also, TNG has purchased a scanner that will facilitate computerization of Guild contracts and enable the Collective Bargaining Department to build a database that can supply valuable information to local Guild leaders in the future.

Guild locals join bulletin board

Silver Spring, Md.—Eleven locals or their officers have signed on to the Guild's new electronic bulletin board in its initial month of operation.

Locals that have obtained access to the bulletin board are Brockton, Cleveland, Denver, Los Angeles, Montreal, Philadelphia, Providence, St. Louis, San Jose, Sheboygan and Twin Cities. The Translators' Guild has also decided to participate. And TNG itself, of course, has gone online.

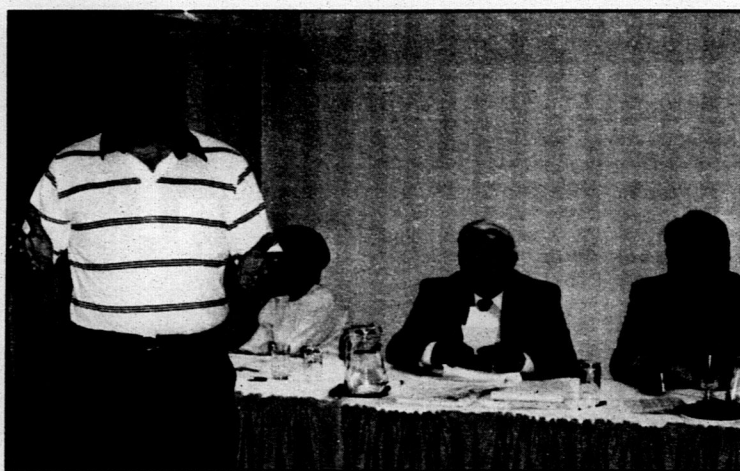
The bulletin board is a part of the AFL-CIO's LaborNET computer forum. The Guild board is a private section of that link, open only to Guild locals and members.

The bulletin board is available for the exchange of information on bargaining, human rights, safety and health and other areas of Guild activity and interest, and can be used for both articles and letters for the Guild Reporter.

Revised arrangements for signing up were announced by TNG Research & Information Director David J. Eisen.

Windows kits have been added to the IBM and MAC kits previously available. TNG will begin stocking the kits in January, and locals signing on should return the adjoining coupon to TNG with \$10 to cover the kits' cost. Neither the coupons nor the applications should be sent to LaborNET.

LaborNET is a part of the CompuServe network, and the monthly \$11 LaborNET fee and the alternative \$8.95 or \$2.50



Peter McLaughlin accepts accolades. Seated are, from left, Secretary-Treasurer Linda K. Foley, President Charles Dale and Robert Townsend of Brockton, New England District Council president.



John C. Edgington cuts a piece of "chocolate suicide" cake as Foley looks on. Larry Smoot of TNG staff waits for a serving.



Jerry MacDonald, second from left, poses with well-wishers, from left, CWSG Administrative officer Dan Oldfield, Dale and CWSG Vice President Lise Lareau.

Guild says 'thank you' to veterans

The Guild has said farewell to three veteran leaders who collectively have logged nearly a century of activism at the local and international levels.

Former Secretary-Treasurer John C. Edgington was treated to a lunch at TNG headquarters on Nov. 16. Edgington, one-time leader of the Columbus Guild and administrative officer of the San Diego Guild, opted not to seek reelection after serving six years as secretary-treasurer. He remained at TNG for several weeks to help orient his successor, Linda K. Foley, and has since returned to his home in San Diego.

In Boston on Nov. 21, delegates from three district councils honored Peter McLaughlin, who vacated his post as international chairperson this fall to make an unsuccessful bid for secretary-treasurer. McLaughlin, a long-time leader of the New York Guild, served a decade as a regional TNG vice president before being elected international chair in 1987.

Leaders of the Canadian Wire Service Guild threw a Nov. 27 party in Toronto for Jerry MacDonald, who has stepped down as executive officer of the local. MacDonald, who served on the IEB in the 1970s, has served for many years as chair of the International Election & Referendum Committee. MacDonald is staying on as a consultant to the local.

Guild movement swept nation on eve of first convention

THE NEWSPAPER GUILD movement is now under way throughout the United States. From Maine to Florida, from Minnesota to Texas, from California and even from Honolulu has come word of the inception of Guilds.

The impact and scope of the movement, as registered in the temporary clearing house at New York, is unmistakably growing, for the inquiries, reports, pledges, advises and calls for assistance that at first came only from the major cities are now issuing out of cities of all sizes, towns and even sources concerned with state and interstate organization.

By common consent American newspaper men and women have become concerned with the importance to the public and to themselves of an association that can truly represent them among the great, articulate groups of modern society.

General Hugh S. Johnson, the President's Recovery Administrator, has accepted an invitation to address the meeting at the New Willard Hotel in Washington, on December 15, at which time an American Newspaper Guild is to come formally into being.

The powerful Federal agency which he heads has been willing, from the outset, to consult with guild members, as it has consulted with all other groups of employees. But newspaper people will feel that this recognition by the General is a significant token of

December 15 marked the 60th anniversary of The Newspaper Guild's founding Convention in Washington, D.C. This story, excerpted from the Dec. 8, 1933, edition of the Guild Reporter, describes the climate leading into the meeting, at which delegates adopted a Constitution and elected Heywood Brown as the Guild's first president. The story was written by the late Jonathan Eddy who went on to serve as the fledgling union's first executive officer. The Newspaper Guild of New York printed and distributed two editions of the GR prior to the 1933 Convention. The GR was continued in January 1934 under the auspices of the American Newspaper Guild.

their established importance as a body.

General Johnson is to make his address at a luncheon. ... Following this, either a constitution or a working agreement will be adopted. The election of officers will be the final business of the meetings — which may last well into the night. ...

The importance of a plan that will work everywhere is made increasingly evident by the fact that newspapermen in many cities are unable to organize without outside aid and counsel. Whether this may be attributed to a particular timidity or to lack of machinery is not easily to be determined. Whatever the explanation, the enforcement or actual observance of the expected forty-hour week will certainly have to rest, in most cities, upon the efficacy of a national guild.

Just how many delegates will attend the national meeting is not yet known. Some guilds are quick in reporting, some slow. Notification that delegates will be present has come from places as distant

as St. Paul-Minneapolis. Organizations near New York also are sending delegates. ...

Organization has been considerably hampered by lack of funds. The New York guild has spent so much on forwarding national organization that some of its members are complaining — and our dues, at \$1 a month, are higher than in any other guild that we know of.

It has been pointed out, in this connection, that dues in the British Institute of Journalists are about \$12 a year; that it costs some \$44 a year to belong to the Press Club in Washington; that needle workers earning less than \$20 a week pay 40 cents of that to their unions; that the only union of newspapermen in this country exacts more than \$6 a month from its membership. If the guild movement is worth anything it is worth the price of a few cigars a month.

On the general question of national organization there seems to be two schools of thought. One holds that it is possible immedi-

ately — almost offhand as it were — to elect national officers who will satisfactorily perform the tremendous job of bringing about effective and inclusive nationwide organization.

The other is in favor of appointing regional directors of organization, naming a salaried organizer, and holding a final organization meeting six months hence in a middle Western city at

which a constitution satisfactory to all would be adopted and national officers elected.

There is some opposition at present to the payment of salaries to officers — and in any event it is considered highly unlikely that payment of more than one officer will be possible until he has been able to organize the key centers, the largest cities.

—J. EDDY

1993 Broun Award deadline is Jan. 28

A Jan. 28, 1994, deadline has been set for entries for TNG's 1993 Broun Award.

Competition for the 53rd Broun Award, which includes \$2,000 cash and a Guild citation, is open to employees of print and broadcast news outlets in the United States, Canada and Puerto Rico, regardless of membership in the Guild.

Entries covering work done or completed between Jan. 1 and Dec. 31, 1993, will be judged by a Broun Award Committee. Members of the panel will be announced at a later date.

The award, in honor of Heywood Broun, the Guild's founding president and columnist for the New York World-Telegram, is given in the spirit of abiding concern for the underdog and the underprivileged, whose vigorous champion Broun was.

Broun's spirit was expressed, as the New York Times recalled on his death in 1939, "in the qualities that were born in him—in humor, in courage, in endless and painstaking kindness for the poor, the weak and those whom he thought oppressed," and his crusading journalism on their behalf.

Entries should be mailed to the Broun Award Committee c/o TNG, 8611 Second Avenue, Silver Spring, Md. 20910. Entries become the property of the committee and will not be returned except upon specific request.



Broun

Average reporter top minimum passes \$714

AVERAGE TOP-minimum pay-rate for experienced reporters and, in large part, photographers and copy editors at Guild-covered daily and Sunday newspapers and news services in the United States, Canada and Puerto Rico as of April 1 was \$714.72 a week (\$37,165 a year), before overtime.

Listed here are those rates, from more than 120 newspaper and seven news service contracts, as compiled from information from TNG's Collective Bargaining Department. The column headed "After" refers to total experience at the job, with that employer and others.

Just over 46% (59) of the rates topped \$700 a week (\$36,400 a year); 37% (47) exceeded \$750 (\$39,000); 29% (37) were more than \$800 (\$41,600); 15% (19) topped \$900 (\$46,800); and 7.9% (10) exceeded \$1,000 a week.

The list does not reflect deferred increases or raises from settlements reached after April 1. A number of locals have negotiated pay increases since that time. Updated figures will be printed as TNG's Collective Bargaining Department, now back at full staff for the first time in more than a year, gets caught up on the backlog of work.

Rates from contracts in Canada are stated in Canadian dollars; those from U.S. and Puerto Rican contracts, in U.S. dollars.

Contract	Minimum—After
New York Times*	\$1187.96—2 yrs
Reuters, Canada	1141.53—5 yrs
Vancouver Sun, Province (2)	1108.11—5 yrs
Toronto Star	1101.78—6 yrs
Montreal Gazette	1086.00—5 yrs
Toronto Globe & Mail*	1076.72—6 yrs
Agence France-Presse, Canada	1038.91—5 yrs
Victoria Times-Colonist	1032.23—5 yrs
Canadian Press	1013.91—5 yrs
New York Daily News	1009.41—6 yrs
Philadelphia Inquirer, Daily News (2)	1000.00—5 yrs
Reuters, U.S.	957.82—6 yrs
Ottawa Citizen	956.19—5 yrs
London, Ont., Free Press	949.00—5 yrs
Windsor, Ont., Star	948.48—5 yrs
Kitchener-Waterloo, Ont., Record	946.00—5 yrs
Chicago Sun-Times	937.16—5 yrs
Hamilton, Ont., Spectator	935.00—4 yrs
St. Louis Post-Dispatch	933.76—5 yrs
Agence France-Presse, U.S.	899.63—7 yrs
Baltimore Sun, Evening Sun (2)	898.00—5 yrs
Washington Post	891.80—4 yrs
Honolulu Advertiser	887.90—5 yrs
Honolulu Star-Bulletin	887.44—6 yrs
San Francisco Chronicle, Examiner (2)	887.44—6 yrs
San Jose Mercury-News	887.44—3 yrs
St. Mateo, Calif., Times	876.00—5 yrs
St. Paul Pioneer Press	870.00—5 yrs
Pittsburgh Post-Gazette*	867.70—5 yrs
Buffalo News	851.47—4 yrs
Cleveland Plain Dealer	839.00—5 yrs
Denver Rocky Mountain News	838.00—5 yrs
Providence Journal-Bulletin	835.19—4 yrs
San Diego Union-Tribune*	832.76—6 yrs
Toledo, Ohio, Blade	824.08—4 yrs
Long Beach, Calif., Press-Telegram	817.48—5 yrs
Monterey, Calif., Herald	796.00—6 yrs
Santa Rosa, Calif., Press Democrat	793.37—6 yrs
Boston Herald	791.63—4 yrs
Brantford, Ont., Expositor*	786.19—4 yrs
Eugene, Or., Register Guard	780.30—5 yrs
Associated Press*†	777.00—5 yrs
Maui, Hawaii, News	772.98—5 yrs
Akron, Ohio, Beacon Journal*	770.00—4 yrs
Delaware County, Pa., Times	766.46—5 yrs
Seattle Times	756.10—5 yrs
Seattle Post-Intelligencer	756.09—4 yrs
Detroit Free Press	749.84—4 yrs
Detroit News	748.84—4 yrs

Contract	Minimum—After
Manchester, N.H., Union Leader	746.23—3 yrs
Indianapolis Star	745.00—6 yrs
Sudbury, Ont., Star	741.94—6 yrs
Denver Post	738.00—5 yrs
Cincinnati, Kentucky Post (2)	737.50—6 yrs
Erie, Pa., News, Times (2)	734.99—5 yrs
North Bay, Ont., Nugget	727.65—5 yrs
Memphis, Tenn., Commercial Appeal	726.60—5 yrs
Oshawa, Ont., Times	721.93—4 yrs
Pottstown, Pa., Mercury	701.05—5 yrs
Allentown, Pa., Call*	700.51—4 yrs
Fall River, Mass., Herald-News	683.71—4 yrs
New York Post*	683.00—5 yrs
Modesto Bee*	682.00—6 yrs
Hilo, Hawaii, Tribune-Herald	680.01—5 yrs
Joliet, Ill., Herald-News	679.00—4 yrs
Portland, Me., Press Herald	666.60—4 yrs
Norristown, Pa., Times Herald	661.93—5 yrs
Dayton, Ohio, Daily News	660.50—5 yrs
Kenosha, Wis., News	660.00—5 yrs
Los Angeles Daily News	659.75—6 yrs
Albany, N.Y., Times-Union	658.47—4 yrs
Scranton, Pa., Times, Tribune (2)	656.09—3 yrs
Fresno Bee	654.77—6 yrs
Waukegan, Ill., News-Sun	653.56—5 yrs
Wilkes-Barre, Pa., Sunday Independent	652.25—4 yrs
Jersey City Jersey Journal*	650.03—4 yrs

*Rate from previous expired contract.

**After six years if hired after 1/1/91.

†Associated Press rate listed applies in 29 cities, including Albany, Cincinnati, Cleveland, Harrisburg, Indianapolis, Providence, Sacramento and San Diego. Rate is \$5 higher (\$782) in 18 cities, including Baltimore, Denver, Detroit, Honolulu, Milwaukee, Minneapolis, Philadelphia, Pittsburgh and Seattle. Rate is \$40 higher (\$817) in Boston; Chicago, Los Angeles and San Francisco, and \$77 higher (\$854) in New York and Washington and at AP Radio/Broadcast News. The rate is \$5 lower (\$772) in 88 cities, including Chattanooga, Dayton, Fresno, Knoxville, Lansing, Memphis, Peoria, San Jose and Yakima.

*Plus 2% after 10 years and at 5-year intervals to max 10% and \$20/week.

*After 3 years for "fully qualified practitioners." Also \$660 for "senior journalists."

**\$630.90 if hired before 11/1/90.

Contract	Minimum—After
Mt. Clemens, Mich., Macomb Daily	649.52—5 yrs
Daily Tribune (2)	649.00—6 yrs
Sacramento Bee*	646.39—5 yrs
Sheboygan, Wis., Press	646.39—5 yrs
Lowell, Mass., Sun*	638.00—4 yrs
Peoria, Ill., Journal Star	629.00—5 yrs
New Brunswick, N.J., Home News*	625.00—4 yrs
Woodbridge, N.J., News Tribune	624.08—4 yrs
Gary, Ind., Post-Tribune	619.59—5 yrs
Pawtucket, R.I., Times	610.00—4 yrs
Brockton, Mass., Enterprise	609.27—4 yrs
Lynn, Mass., Item*	608.00—4 yrs
Youngstown, Ohio, Vindicator*	603.35—5 yrs
Canton, Ohio, Repository	600.09—5 yrs
Duluth, Minn., News-Tribune*	600.07—5 yrs
Knoxville, Tenn., News-Sentinel	596.25—4 yrs
Waterbury Republican-American	590.94—5 yrs
Harrisburg, Pa., Patriot, News (2)*	589.50—4 yrs
Lansing, Mich., State Journal*	579.86—5 yrs
Salem, Mass., News*	568.72—4 yrs
York, Pa., Daily Record*	566.49—4 yrs
Woonsocket, R.I., Call*	560.07—4 yrs
El Diario - La Prensa, NY*	559.84—4 yrs
Kingston, N.Y., Daily Freeman*	557.13—4 yrs
Pueblo, Co., Chieftain*	543.33—5 yrs
Milwaukee Journal, Sentinel (2)*	535.00—4 yrs
Waukegan, Ill., Sentinel	533.00—4 yrs
Sioux City, Iowa, Journal	525.84—4 yrs
York, Pa., Dispatch	523.00—4 yrs
Malden, Mass., Daily News-Mercury*	514.25—3 yrs
Bellevue, Wash., Journal-American	513.40—5 yrs
Hazleton, Pa., Standard-Speaker*	512.71—5 yrs
Bakersfield, Calif., Californian*	509.34—5 yrs
Lexington, Ky., Herald-Leader	500.00—4 yrs
Yakima, Wash., Herald-Republic*	484.29—4 yrs
San Juan Star	484.00—6 yrs
United Press International*	483.07—7 yrs
Tonawanda, N.Y., News*	480.46—4 yrs
Wilkes-Barre, Pa., Citizens' Voice*	479.00—4 yrs
San Juan El Vocero*	470.00—5 yrs
Bristol, Conn., Press*	465.00—5 yrs
Monessen, Pa., Valley Independent*	453.00—4 yrs
Terre Haute, Ind., Tribune-Star	438.02—5 yrs
Massillon, Ohio, Independent*	426.92—4 yrs
Chattanooga, Tenn., Times*	425.00—4 yrs
Rochester, N.Y., Democrat & Chronicle	419.00—4 yrs
Times-Union (2)*	387.50—5 yrs
Utica, N.Y., Observer-Dispatch*	387.00—5 yrs
Battle Creek, Mich., Enquirer*	360.00—5 yrs
Newport News, Va., Daily Press	340.00—2 yrs

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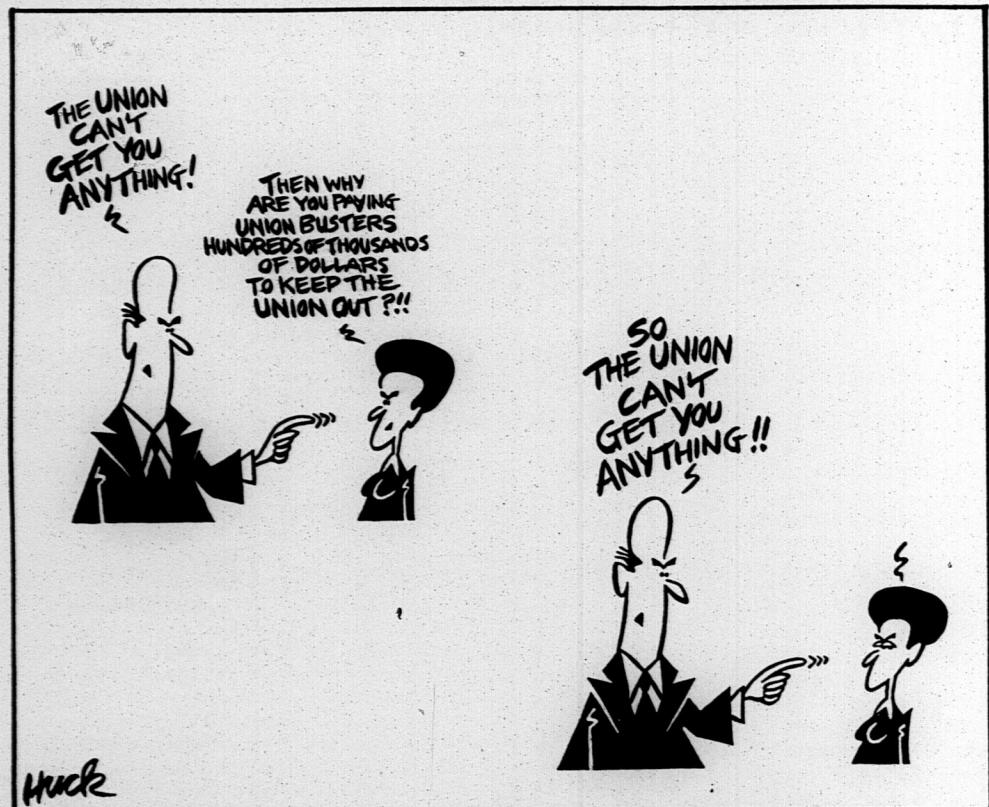
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Phone (____) _____
Local _____

Software preferred: Disk Size:
☐ DOS ☐ 5 1/4" Disks
☐ Windows ☐ 3 1/2" Disks
☐ MAC

Return to:

David Eisen
The Newspaper Guild
8611 Second Ave.
Silver Spring, MD 20910
FAX: (301) 495-4788

(Please inclose \$10 for software kit)



Philadelphia Guild asks for probe of cancer cases among members

Philadelphia — The National Institute for Occupational Safety and Health has been asked to investigate a high incidence of cancer at the Philadelphia Inquirer.

The request, made by Philadelphia Guild President Kitty Caparella, comes on the heels of a similar Guild request for a NIOSH probe of cancer deaths at the St. Louis Post-Dispatch.

In her letter to NIOSH, Caparella said that the Philadelphia Guild has experienced more than 34 incidents of cancer among a population of 1,100 Guild-covered workers at PNI, publisher of the Philadelphia Inquirer and Daily News.

The highest incidence of cancer has been in the advertising and art

departments, both located on the third floor of the 440 Building, which was once used as a pressroom.

Some 20 of the 230 employees who work on the third floor contracted cancer over a six-year period, Caparella told NIOSH in a Nov. 3 letter.

Caparella also said that there have been air quality complaints from employees in the "phone room," an area on the third floor where more than 100 workers take ads over the telephone.

The request to NIOSH, which was accompanied by a petitioned signed by 150 Inquirer employees who have experienced respiratory and other health problems, was accompanied by a letter by David J. Eisen, TNG research & information director.

In his letter, Eisen noted that the NIOSH hazard evaluation branch already is investigating five brain tumor-related deaths — and three other brain tumors — among Guild-covered workers in St. Louis. He also recalled that there were 20 cancer cases among employees at the San Jose Mercury News some five years ago.

"The pattern appears disturbing, despite the fact that the suspected carcinogens are electromagnetic fields in St. Louis and toxic chemicals in Philadelphia," Eisen wrote to NIOSH. "The fact is that there is no firm evidence of the guilty agent in either case, as well as San Jose, and determining the likely culprit is ... the principal purpose of the NIOSH investigations we have requested."

VDT maker files for bankruptcy

Philadelphia — A major VDT manufacturer is headed for bankruptcy and threatens to take any delayed claims by RSI victims down with it.

Systems Integrators Inc., manufacturer of Coyote VDT terminals, has filed for bankruptcy in U.S. District Court at Wilmington, Del. Jan. 14 is the deadline for filing any proof of claims against the company.

Alaine S. Williams, attorney

for the Philadelphia Guild, said any RSI victims who fail to meet the deadline will be permanently barred from claiming compensation for repetitive strain injuries.

Hundreds of RSI victims who have filed suits against SII. Williams warned that other injured SII users must move quickly if they contemplate legal action.

She said she can be contacted at (215) 656-3630.

LOCAL ELECTIONS

Cincinnati

Paul Long, president; Janet Graham, vice president; Doris Roetting, secretary; Doug Bolton, treasurer.

Cleveland

Joe Frolik, president; Maria Fox, 1st vice president; Dick Peery, 2nd vice president; Gloria Millner, 3rd vice president; Zina Vishnevsky, 4th vice president; Jim Lawless, treasurer.

St. Louis

Joe Pollack, president; Tim O'Neill, 1st vice president; Rich Hughes, 2nd vice president; Ed Kirgan, secretary; Roger Kaufhold, treasurer.

Terre Haute

Jim Thomas, president (Thomas 29, Patricia Nuttall 24); Chuck Mitchell, vice president (Mitchell 35, Tom Reck 19); Maggie Littlepaige, secretary-treasurer.

Los Angeles

Carmen Ramos Chandler, president; Sharon Stewart, 1st vice president; Neil Strassman, secretary; Sabrina Hockaday, treasurer.

Pittsburgh

Harry Tkach, president; Sally Kelson, 1st vice president; Darrell Sapp, 2nd vice president; Jon Schmitz, 3rd vice president; Mike Bucsko, secretary; Ken Fisher, treasurer.

Editorial

NAFTA makes a comeback

AS THE Guild Reporter went to press last month, anti-NAFTA forces in the U.S. House of Representatives were confident they had the votes to defeat the trade pact between the United States, Canada and Mexico.

It turned out that they were wrong. President Clinton's eleventh-hour labor-bashing gambit spawned a White House-Republican Party coalition that produced enough votes to put the North American Free Trade Agreement over the top.

Clinton's complaint about labor's "roughshod, muscle-bound" lobbying tactics so angered AFL-CIO President Lane Kirkland that he accused Clinton, who had promised political cover to Republicans who supported NAFTA, of abdicating his role as leader of the Democratic Party.

Following the Nov. 17 House vote, Kirkland called the NAFTA win "a bitter disappointment and a defeat for millions of working Americans."

"Working people, or course, were the only ones whose interests were not taken into account," Kirkland said. "Amid all the planes, trains and bridges — and all the protections for citrus, peanuts, sugar and wheat — there was not one word about the rights of workers on both sides of the border to obtain decent wages and safe working conditions or to defend themselves from gross exploitation."

Fortunately, the White House did not wait long to move back toward the center on labor issues. On Nov. 22, Clinton announced that he had persuaded both sides in the American Airlines strike to take their differences to arbitration.

The presidential intervention was, at least for the time being, a victory for the Association of Professional Flight Attendants. The 21,000-member union, without the support of American pilots, had staged a bold Thanksgiving-eve strike that threatened to take American out of the airline industry's busiest weekend.

The president's action certainly was a welcome development, particularly after 12 years of Republican presidents siding with the employer — or sitting on their hands — during labor disputes.

Nevertheless, political directors of AFL-CIO unions decided earlier this month to impose a three-month moratorium on support for Democratic Party campaign committees. The policy will be reviewed by AFL-CIO executive council members at their Feb. 21 meeting in Bal Harbour, Fla.

A healing process of sorts began with a Dec. 10 meeting between Kirkland and Clinton. Kirkland emerged saying that labor would continue to support the president on health care reform and other issues of interest to working people.

Health will be at the top of everyone's agenda in 1994. But there are other issues that bear watching: striker replacement, OSHA reform, the composition of the National Labor Relations Board, to name a few.

The Guild Reporter

CALM
ACPS

BRIAN WILLIAMS, Editor



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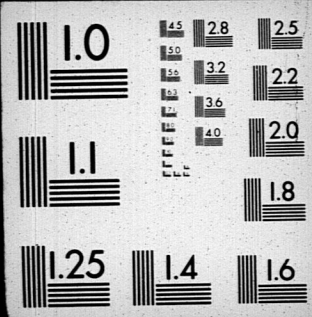
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