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Guild records organizing victories

Philadelphia election ends long campaign

Philadelphia — Suburban correspondents at the Philadelphia Inquirer have chosen The Newspaper Guild in an overwhelming 107-37 vote.

The outcome of the Jan. 13 NLRB-supervised election means that Philadelphia Newspapers, Inc., will negotiate with the Philadelphia Guild on terms of a collective bargaining agreement to cover some 170 full- and part-time reporters and photographers who work for lower pay and benefits than their Guild-covered counterparts in the Inquirer's main newsroom.

Management at the Knight-Ridder daily waged an intensive campaign of fear in an effort to thwart the Guild organizing drive, which began in earnest last summer when members of TNG's bench organizing team conducted a weekend "blitz," which resulted in cards being signed by a majority of the correspondents.

"This is a long, hard fight and we finally won," said Philadelphia Guild President Kitty Caparella. "It's a win for part-time employees who are being screwed by corporations."

Wayne Cahill, administrative officer of the Philadelphia Guild, praised the correspondents' organizing committee for its efforts in keeping the ranks informed in the face of the company's anti-Guild campaign.

Management suggested broadly that Guild representation for correspondents would throw the future of the Inquirer's suburban coverage into doubt.

In an "Election Update," Inquirer Editor Maxwell E.P. King told the correspondents that "everything you have now" will be subject to negotiations with the Guild. "In those negotiations, your pay and working conditions can be negotiated up or down, or changed completely," King warned. "There is no way of predicting what will happen."

King also admitted that the company made a mistake when it slashed correspondents' pay in 1992 budget-cutting moves.

"The correspondents didn't buy a bit of it," Cahill said. "They were insulted by the company's material. This is a gutsy bunch of people."

The election win for the Guild culminates a decade-long campaign by the correspondents to win improved working conditions. During the 1980s, they attempted to form an independent union. The correspondents said no to Guild affiliation in a 1988 representation election.

The local organizing campaign was spearheaded by Caparella. Cahill, along with Guild international representatives William Brown and Eric Geist, assisted.

A handful of the correspon-

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LIZ VORHAUER/Philadelphia Guild

VICTORIOUS GUILD ACTIVISTS CELEBRATE ELECTION IN PHILADELPHIA

Joe Hagenmeyer, center, Philadelphia Inquirer suburban correspondent, raises his glass in a toast to his colleagues' 107-37 decision to affiliate with The Newspaper Guild on Jan. 13. Philadelphia Guild President Kitty Caparella, standing left, looks on.

SONG files to represent Thomson unit

Toronto — The Southern Ontario Newspaper Guild has applied to the Ontario Labour Relations Board to represent employees at the Belleville (Ont.) Intelligencer.

The Guild filed on Jan. 17 following a weekend organizing drive to sign up a majority of some 105 full- and part-time employees in all departments at the Thomson-owned daily, said SONG President Gail Lem.

Under provincial labour laws, automatic certification will be granted if the Guild can demonstrate to the labour board that at least 55 percent of the employees support the Guild.

Lem said a decision on certification by the labour board is expected within the next few weeks.

"Employees at the Intelligencer have spoken in overwhelming numbers and said that they want the benefits and protections that a union contract can offer," Lem said.

Once certification is completed, a membership meeting will be called to elect unit leaders and to appoint a bargaining committee, which will survey members before it draws up contract proposals. Proposals will be approved by members before being submitted to the company.

SONG, with about 3,000 members, represents staff at approximately 20 employers at newspapers and magazines, including Thomson-owned papers in Toronto, Oshawa, Cambridge, Guelph, Niagra Falls and Midland.

Star Tribune pact features 8 percent pay raise in '95

Minneapolis — An agreement on a three-year contract extension between the Twin Cities Guild and the Star Tribune provides substantial across-the-board pay increases for Guild-covered workers and and preserves a 20-year history of labor/management cooperation at the daily.

The agreement — ratified by a 270-32 vote in early January — provides for an eight percent pay increase effective Aug. 1, 1995 with three percent raises to follow in August 1996 and in August 1997.

The top minimum weekly pay scale for reporters will be $1,019.75 in the final year of the pact.

Also, Guild-covered employees who work more than 32 hours a week received a $1,000 signing bonus and will receive an additional $1,000 bonus in August 1994.

The new agreement also provides for a "cash-balance" plan for all pension-eligible employees. The company will contribute the equivalent of 2.5 percent of the employee's pay into an account which will be payable to the employee — in addition to an existing 401(k) savings plan — upon retirement or termination of employment.

For its part, the Guild agreed to participate in the redesign and reorganization of bargaining unit work through a committee process and in increased flexibility for the company to assign work in higher pay classifications without premium pay.

An earlier round of talks on renewal of a six-year contract

(Continued on Page 3)

Former TNG President Charles A. Perlik Jr. will serve as chairperson of the 1993 Heywood Broun Award. Story, Page 2.

Call out to Canada locals for nominating Convention

Silver Spring, Md. — The official call for the 1994 Special Canadian Convention has been sent to Canadian Guild locals by TNG Secretary-Treasurer Linda K. Foley.

The one-day Convention, mandated by the Guild's 1993 Convention for the purpose of nominating an elected Canadian Director, will open at 9 a.m. March 20 in the Chateau Victoria in Victoria, B.C.

Representation at the Convention will be based on per capita payments received by TNG from Guild locals in Canada for the 12-month period beginning Dec. 1, 1992, and ending Nov. 30, 1993.

Foley said that, due to the special purpose of the Convention, only two committees will be constituted. The International Executive Board will appoint a Credentials Committee and also will appoint a temporary chairperson of the Convention's Rules Committee.

Carol D. Rothman, TNG international chairperson, will preside over the Convention. In addition, a member of the International Election & Referendum Committee will be on hand to explain election rules should the Convention nominate more than one candidate for Canadian Director.

Under 1993 Convention action, the elected Canadian Director will be a member of the IEB, will take direction from Canadian Guild locals and from the Canadian District Council and will serve as the Guild's chief political spokesperson in Canada.

THE SHORT OF IT

Who was behind the recent high-profile claim of 37 Washington Redskins that they should not have to pay union dues because their team practices in the right-to-work state of Virginia? The ever-vigilant folks at the National Right to Work Committee, of course. An arbitrator had ruled in December that the disgruntled football players had to pay the $5,000 they each owed the National Football League Players Association or face suspension prior to the Redskins' Dec. 31 season-ending game against the Minnesota Vikings. But a judge ruled prior to the game that the 37 could play while the dispute is played out in the courts. Michael Wilbon, Washington Post sports columnist, summed it up when he asked where the dissident players were when the Redskins voted several months earlier to ratify the collective agreement between their union and the National Football League. "I don't know if the current free agency system is as good as the NFLPA could have gotten," Wilbon wrote in his Post column. "But I know that in the past five years the average salary of NFL players has jumped from $200,000 to $645,000. If the Newspaper Guild could produce that kind of leap in cash, I'd have sent the union leaders on a cruise." Wilbon went on to note that "every employee in every union shop in this country pays a larger percentage of his or her paycheck for representation" than do professional football players. Not surprisingly, the Redskins' anti-union posturing didn't help their play on the field as the Vikings, all in good standing with their union, beat Washington 14-9 in a clear win for fans of the union label.

Potpourri: **The Concord Monitor has said it will appeal a federal judge's ruling last November that 12 current and former reporters and photographers are not professionals and thus are entitled to $21,000 in overtime pay. TNG has provided technical assistance to the plaintiffs in the long-standing U.S. Labor Department lawsuit against the Monitor. Also, the Labor Department has appealed the amount of damages. ... Joseph A. Dear, head of the Labor Department's Occupational Safety and Health Administration, has said that illness data released by the Bureau of Labor Statistics shows that job-related illness and injury reached a decade high in 1992. "The increase in the number of musculoskeletal problems in health care workplaces and other industries suggest a need for change," Dear said. "OSHA is committed to addressing this important issue and will develop an expedited proposed rule on ergonomics by the end of September 1994."**

Labor beat: UAL Corp. directors have agreed to a $5 billion deal that gives majority control of United Airlines to the carrier's two main unions. The plan, which would give 53 percent of the company to members of the machinists and pilots unions in exchange for contract concessions, is subject to approval by UAL shareholders and members of the two unions. United could be employee-owned by the summer. ... An agreement in early January on terms of a first union contract to cover 125 employees of Star Dental Products, has brought an end to an AFL-CIO-endorsed boycott of the firm's products. The company was put on the "don't buy" list last year, four years after employees at the company's Lancaster, Pa., plant voted to affiliate with the Machinists union.

Abroad: **Six of 11 workers who said they were dismissed from a General Electric factory in Juarez, Mexico, for organizing an independent union will be rehired, according to union officials. The workers' plight was publicized by the United Electrical Workers union in the United States even though the union was not involved in the organizing campaign. The workers were fired just weeks after the U.S. Congress ratified the North American Free Trade Agreement. TNG President Charles Dale sent a Jan. 7 letter to Frank Doyle, GE executive vice president, calling for reinstatement of all affected workers. The company responded that some of the affected workers have accepted severance settlements. Similarly, Dale wrote to Honeywell, Inc., Chairman Michael Bonsignore urging reinstatement of 20 fired union organizers at that company's plant in Chihuahua, Mexico. ... Representatives of journalists' unions from Korea, Hong Kong, Japan and Macau have called for coordinated action by the International Federation of Journalists to confront a growing threat to freedom of expression from China and other newly industrialized nations in Asia.**

Among ourselves: Bakersfield Guild President **Tom Maurer** has decided to leave office in order to attend law school. Maurer, winner of the 1993 Guild Service Award, led his local through difficult contracts talks which culminated last year with a new contract ... Other local presidents stepping down recently include: **Kitty Caparella** of Philadelphia, **Sabrina Hockaday** of Los Angeles, **Michael Holtzman** of Woonsocket and **Emmett Murray** of Pacific Northwest. ... Translators' Guild Vice President **Matt Hammond** is back at work, having recovered from injuries suffered in a hit-and-run accident early last summer. The 1993 Convention raised funds to help defray Hammond's medical bills.

DELEGATES UPDATE CANADIAN WIRE SERVICE GUILD BYLAWS

Some 130 activists of the newly enlarged Canadian Wire Service Guild gathered at a "constitutional convention" in Toronto Jan. 22 to restructure their local. Local President Ray Aboud, seated left, prepares to deliver opening remarks at the session, co-chaired by local Secretary Gabriel Durocher, seated center, and Cathy Chilco, right, former president of the Canadian Television Producers & Directors Association, one of several unions that merged with the Guild following a July 1993 vote of Canadian Broadcasting Corp. employees. The delegates recommend that their 3,500-member local be renamed the Canadian Media Guild.

Los Angeles Guild members dig out after earthquake rocks Daily News

Los Angeles — A number of Guild members at the Los Angeles Daily News are putting their lives back together following the devastating Jan. 17 earthquake in the San Fernando Valley.

Several Guild members were among the hundreds injured in the early morning quake that killed least 55 persons and left thousands homeless, said Jim Smith, Los Angeles Guild administrative officer.

Most seriously hurt among Daily News staffers was Los Angeles Guild President Carmen Ramos Chandler.

Chandler, whose back was injured when she was thrown from her bed, was back at work on Jan. 21, the first day the Daily News building was opened after sustaining heavy damage in the 6.6-magnitude quake.

The roof had caved in at the Daily News building in Woodland Hills, some three miles from the epicenter of the earthquake in the Los Angeles community of Northridge.

Chandler

Guild leaders were monitoring the safety and health status of the Daily News building in the aftermath of the quake.

"The light fixtures are down," said Scott Garrity, Los Angeles Guild organizer. "Some are resting on peoples' desks, some are just hanging in the air."

He added that there was dust in the air from building materials. Most staffers were given filtered masks to wear on their faces and some were wearing hard hats. "It was less than prudent for them to bring people back," Garrity said.

The Guild covers some 162 editorial workers at the Daily News.

Smith said that the earthquake had minimal impact on Guild members at the Long Beach Press-Telegram, which is located to the south of Los Angeles.

In fact, TNG President Charles Dale flew to Los Angeles the day after the quake to participate in talks with Press-Telegram management. Guild members at that Knight-Ridder-owned daily have been working under posted conditions since late last year.

Perlik to chair Heywood Broun Award

Silver Spring, Md. — Former TNG President Charles A. Perlik Jr. will serve as chairperson of the 1993 Heywood Broun Award competition.

Perlik, who retired in 1987 after a 32-year career in international office, will coordinate the Broun Award judging process and introduce the winner at a luncheon meeting during the April meeting of the International Executive Board.

A three-person panel of journalists will be named at a later date to judge award entries, said TNG President Charles Dale. The chairperson does not participate in judging.

The 1993 award will mark the 53rd consecutive year that The Newspaper Guild has made the award for outstanding journalistic achievement in the spirit of Heywood Broun, newspaper columnist who founded the Guild in 1933. Broun served as president until his death in 1939.

The Heywood Broun Award is intended to encourage and recognize individual achievement by a member of the working press, particularly if it helps right a wrong a correct an injustice.

Dozens of entries had been submitted to TNG headquarters by presstime. A Jan. 28 deadline had been set for entries.

Perlik, a one-time Buffalo Guild president, joined TNG as an international representative in the early 1950s. He was elected secretary-treasurer in 1957 and president in 1971.

As president for 18 years, Perlik headed the Guild longer than anyone in the union's history. Also, his 14-year stint as secretary-treasurer represents a record for that office.

LOCAL ELECTIONS

Manchester

Jim Schaufenbil, president; **Tom Thibeault**, vice president (Thibeault 88, John Tucker 45); **Jim Adams**, secretary; **Denis Paiste**, treasurer.

Northern California

Bill Wallace, president; **Linda Cearley**, 1st vice president; **Tim Moran**, secretary; **George Powell**, treasurer; **Doug Cuthbertson**, executive officer.

Pacific Northwest

Mark Higgins, president; **Michelle Matassa-Flores**, vice president; **Elizabeth Brown**, secretary; **Gordy Holt**, treasurer.

San Diego

Craig Rose, president; **Elizabeth Daugherty**, vice president; **Judy Cornelius**, secretary; **Kraig Haynes**, treasurer.

San Jose

Ann Murphy, president; **Dennis Uyeno**, vice president; **Frank Sweeney**, secretary-treasurer.

Translators'

Sally Roberton, president; **Nancy Rocha** and **Matt Hammond**, vice presidents; **Tammy Huck**, secretary; **Azalea Rosholt**, treasurer.

Vancouver

Mike Bocking, president; **Beverly Green**, 1st vice president; **Andrea MacBride**, 2nd vice president; **Jole Warnock**, secretary; **Mike Rand**, treasurer.

Woonsocket

Scott Cole, president; **Denise Perreault**, vice president; **Russ Olivo**, secretary; **Raymond Hurteau**, treasurer.

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Bellevue unit clears decert hurdle, wins new pact

Labor/management relations appear to be on the upswing at the Bellevue Journal American after a bitter 10-month struggle by Guild negotiators for a renewal agreement.

The ordeal included management at the Persis-owned daily unilaterally eliminating a long-standing ESOP, the collapse of a tentative agreement over differences on step-up pay raises for newer employees and an unsuccessful attempt by dissatisfied workers to decertify the Guild in October 1993.

Contract talks took a positive turn after bargaining unit workers decided in a 57-34 NLRB-supervised vote to keep the Guild as their collective bargaining agent, said Curt Milton, who took over as Journal American Guild unit chair earlier this year from Liz Brown, who led the unit through most of the bargaining effort.

The 91-member unit, which covers workers in accounting, advertising, circulation, editorial and other departments at the Bellevue, Wash., daily, is part of the Pacific Northwest Guild.

Milton said the pro-decorate forces portrayed the Guild as an institution that collects dues but is no longer being able to deliver services for its members. "We just said that the Guild is not something from out there," Milton said. "The Guild is us. ... We determine what we want to do and we go out and do it."

In the end, Milton said, Journal American workers realized they had too much to lose in the grievance procedure and other contract protections that would have been lost by decertifying.

"People just don't trust management here," he said.

Hannah Jo Rayl, TNG international representative, joined contract talks following the Guild win on decertification.

Milton said she made a difference. "She deserves a lot of credit," he said. "She got things moving where they hadn't been moving for a long time."

The resulting five-year contract, which extends from May 1, 1993 to April, features a 401(k) plan — including a 4 percent company match — an increase in company contribution to health insurance and makes Martin Luther King Jr.'s birthday a paid holiday.

Raises are minimal — the reporter top key increases $6 a week in each of the first three years, $10 in the fourth year and $12 in the fifth — but the contract preserves the step-up pay levels, Milton said.

Other recent Guild contract settlements:

Buffalo: A new three-year agreement with the Buffalo News includes annual raises of 2.25 percent, bringing the top reporter minimum to $922.47 effective August 1995. The first year of increases was "equalized" to provide a $15.72 weekly increase for all pay categories.

The main breakthrough in the agreement, ratified by a 5-1 margin in late November, was improvement of the of the pension plan, said Marian Needham, local representative. Because of caps placed in pension benefits in 1982 negotiations, a number of Guild members faced the prospect of no pension benefits upon retirement, Needham said.

The Guild also re-established 100 percent employer-paid health coverage in the new pact, Needham said.

Eugene: Top weekly minimum pay for reporters climbs to $827 in a new contract with the Register-Guard in Eugene, Ore.

The two and a half-year agreement, which came after 10 months of tough negotiations, includes a compromise in which the Guild agreed to a lower raise for advertising sales staff with an accompanying increase in commission pay. The company had sought to freeze base wages of the sales staff.

"It's not the way we wanted it to go," said Harry Esteve, local vice president and chief negotiator. "Overall, it's a fair deal for the membership."

Guild-covered workers received a 2.5 percent pay increase upon ratification, with a 3.5 percent raise to follow on Oct. 30. Advertising sales staff will receive half that percentage.

Another improvement is an increase in the company's contribution to the 401(k) plan, bringing the company match to 3 percent.

Puerto Rico Guild OKs extension; E.W. Scripps sells San Juan Star

San Juan, Puerto Rico — The E.W. Scripps Co. has sold the San Juan Star, Puerto Rico's only English-language daily, to Santa Rita Acquisitions, Inc., a group of the Puerto Rico publishing executives and anonymous American investors.

The sale was finalized on Dec. 31 in New York, one week after members of the Puerto Rico Guild agreed to a one-year contract extension with the prospective buyers. The new owners took control of the paper on Jan. 1.

The Dec. 22 agreement with the Guild gave the Star's new owner increased flexibility in the sales and circulation departments. In exchange, the Guild was promised job security. And temporary workers performing necessary duties were to become permanent.

The sale price was not disclosed but industry analysts put the probably price tag of the 40,000-circulation daily at from $10 to $14 million. New top management at the Star includes Carlos Lopez Rosario, former controller of the Spanish-language El Nuevo Dia and two other former executives from that daily.

Talks between the Guild and Scripps management on renewal of the pact that expired July 31 had bogged down over the flexibility issue.

"They didn't want to talk to us clearly about what they wanted," San Juan Guild President Jose Feliciano said in describing a pattern that has emerged in some recent contract negotiations at Scripps Howard newspapers. "We didn't want to agree without getting something in exchange."

Vague, all-or-nothing company demands underscored contract talks between Scripps and the Teamsters union at the Pittsburgh Press in 1992. A Teamsters strike shut the Press down for seven months before Scripps finally sold the daily to the Toledo, Ohio-based Blade Communications, Inc., owner of the rival Pittsburgh Post-Gazette.

That sale was contingent upon Blade negotiating agreements with the Teamsters and other production unions. Blade settled contract talks with the unions and went on to win U.S. Justice Department approval to cancel the Pittsburgh Joint Operating Agreement and fold the once-dominant Press.

The San Juan Star, like the Pittsburgh Press, had been historically profitable. However, recent returns had been disappointing to top management at the Cincinnati-based Scripps.

Former Star President Adolfo Comas Bacardi was quoted in a Jan. 2 Star article as saying that the paper had lost money "three or four times" since Scripps purchased the daily from Cowles Communications Inc. in 1970. Comas said the Star stood to lose some $500,000 on revenues of $16.5 million for 1993.

The Pittsburgh Press profit margin had dipped below 10 percent by 1991 and, Scripps executive believed, further decline was inevitable. In talks with the Teamsters, Scripps had sought to impose a new distribution system that would have slashed Teamsters-covered delivery jobs.

In San Juan, Scripps apparently had targeted the Star's distribution system as an area in which the company could realize savings. The existing contract between the Star and the Guild called for a district manager and two employees to be assigned to each of 18 circulation districts.

In both the Pittsburgh and San Juan talks, Scripps was unwilling to compromise with union negotiators in exchange for distribution cost savings.

Puerto Rico Guild President Jose Feliciano explains terms of an agreement with prospective new owners of the San Juan Star. Guild members, meeting in the Star's mailroom on Dec. 22, approved a contract extension by acclamation.

Joining hands after reaching a new three-year agreement between the Puerto Rico Guild and El Vocero de Puerto Rico, from left, are Israel Rodriguez, local secretary-treasurer;TNG Field Operations Director William McLeman; local President Jose Feliciano; Gaspar Roca, president-director of El Vocero; Angel Baez, local executive secretary, and Nestor Soto, local vice president. Members of the Guild's bargaining committee look on.

Joyner leaves Pacific Northwest

Seattle — Art Joyner, citing personal reasons, has resigned as administrative officer of the Pacific Northwest Guild after a five-year stint that has included high-profile involvement in TNG affairs.

Joyner led the fight for a strategic assessment of Guild operations at a divided 1992 Convention.He opened and closed the debate on the Guild's four-year Strategic Plan at the 1993 Convention, which adopted the plan on a unanimous voice vote.

Also at the 1993 Convention, Joyner was elected to the Guild's International Election & Referedum Committee. He was the 1992 recipient of the Guild's Irving Leuchter Memorial Scholarship to the Harvard Trade Union Program.

Mark Higgins, who assumed office as local president on Jan. 5, praised Joyner for his skill in leading the local through difficult times. "When he came to the local there was a lot of work to be done," Higgins said, adding that Joyner restored the local's financial position, set up a steward training program and worked to bolster the Seattle newspaper unions' unity council.

Joyner said he has no immediate plans and is committed to assisting the local in transition at least through the end of February, if needed.

Joyner, a lawyer, joined the Pacific Northwest Guild in October 1988 after two years in private practice. Previously he worked with the Equal Employment Opportunity Commission and the National Labor Relations Board.

DAY BOOK

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.
Midwest District Council, winter meeting, Feb. 26-27, Denver.
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, winter meeting, 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 Juan.

Solidarity nets better contract

(Continued from Page 1)

agreed to in 1989 stalled in March 1993 when the company offered percentage pay increases for A-scale editorial workers only, spurning circulation district managers and other workers.

Talks resumed toward the end of 1993, with a tentative agreement reached in December 1993.

Doug Grow, vice chair of the 350-member Guild unit at the Star Tribune, said solidarity demonstrated by Guild members in rejecting the company offer last March resulted in a better agreement. "I truly think the key to the contract was the union standing together and saying 'No, this isn't right'," Grow said. "I think saying no created a positive atmosphere."

Beside the percentage pay raises for all Guild-covered work, the new agreement increases premium pay for district managers whose districts comprise all or part of "core" — or high turnover — areas from the current 5 percent to 10 percent.

The Guild also agreed to work with the company to develop a method for employees to work with supervisors on flexible schedules. Also under the agreement, the Guild recognizes that the company may assign employees to task groups provided they do not address mandatory subjects of bargaining.

The Guild is to be notified of the creation of any such groups and will be able to designate representatives to attend task group meetings.

OSHA: Free Press should address RSI

Detroit — Michigan OSHA has recommended a multisided program of VDT ergonomic reforms to eliminate risks of Repetitive Strain Injury at the Detroit Free Press.

OSHA, acting on a Detroit Guild complaint, declined to cite the Free Press for safety and health violations on Dec. 20 because the number of diagnosed RSI cases were not high enough. However, the agency found ergonomic conditions at the daily to be anything but ideal.

The primary risk factor, Michigan OSHA said, "was lack of workstation adjustability, or restrictive adjustability which may cause employees to deviate from a neutral body posture." It also pointed to editing, word-processing and data-entry work requiring 8,000 to 15,000 keystrokes an hour with "forceful exertions of hands and wrists for extended durations."

The report noted that many Free Press VDT users had improvised such adjustments as telephone books to raise screen height, video cassettes to raise keyboard height or angle and wooden boxes for footrests. It termed these "homemade modifications" that should not be encouraged as a long-term solution.

"Fully adjustable workstations," the report said, "are necessary for "a more desirable and effective long-term solution."

In addition to adjustable workstations and other engineering and work-practice controls, the OSHA recommendations include:

✔ A joint employee/management ergonomics committee.

✔ Employee training on the causes, symptoms, prevention and treatment of RSI.

✔ A medical monitoring program including medical personnel with "specific training in occupational ergonomics to ensure early evaluation, diagnosis and treatment" of afflicted employees.

An OSHA questionnaire survey disclosed an RSI incidence rate of 4.1 percent as reasoned by physician-diagnosed cases, but the agency recommended that the Free Press conduct a comprehensive review of employee medical records "to more accurately define" RSI cases over the past five years.

Michigan OSHA returned to the Free Press on a renewed Guild complaint following the state agency's earlier withdrawal of a citation against the Knight-Ridder paper. The citation, which included a $4,500 fine and a corrective order, was retracted because diagnosed injuries did not measure up to a 10 percent yardstick used for such citations.

The Guild responded by citing Michigan OSHA's reliance on limited data to determine the extent of RSI. It urged the agency to conduct a questionnaire survey of Free Press VDT users as a more reliable indicator.

The agency did so and, finding only 14 diagnosed cases among the 156 of 332 employees who responded, decided not to issue a citation "at this time."

Many more employees reported RSI symptoms, Luther Jackson, Detroit Guild assistant administrative officer noted that 15 others had sought treatment for RSI but did not produce doctor's certificates by the survey deadline, and 60 to 70 others had not sought treatment.

OSHA declined to take either of these categories into consideration, but it did fine the Free Press $900, because the company failed to record injuries in its OSHA log in a full and timely fashion.

That violation is more than a technical one, TNG Research & Information Director David J. Eisen pointed out.

"Without an accurate and up-to-date OSHA log," he said, "it is impossible for employees, the company and OSHA to determine the full extent of RSI and take the necessary steps to alleviate it."

Detroit newspaper union members honor King

DAYMON J. HARTLEY/Newspaper Guild of Detroit

Detroit Guild members Cassandra Spratling, left, and Margaret Trimer-Hartley, center, are flanked by Al Cellini, president of the Detroit Typographical Union, in a Jan. 14 protest of the Detroit daily newspapers' refusal to declare Martin Luther King Jr.'s birthday an employee holiday. Some 50 members of Detroit newspaper unity council unions – including Mailers, Pressmen and Teamsters union locals – also braved subzero cold to participate in the silent march.

Correspondents say 'yes' to Guild

(Continued from Page 1)

dents work full time for $520 a week, two weeks of paid vacation and company-paid health insurance. Some 50 others work four days a week for $452 with the remaining correspondents paid per story or photo assignment.

Experienced editorial employees covered by Guild contract at the Philadelphia dailies earn more than $1,000 per week.

PNI treats the correspondents as self-employed contractors and does not withhold taxes or Social Security payments on their behalf.

The petition for the Jan. 13 vote was filed with the NLRB last summer in the midst of contract negotiations between PNI and its unions. The Guild had taken the position that PNI should be willing to negotiate on behalf of the correspondents while contract talks with the Guild and other unions were ongoing.

The Guild revised its position when the company agreed to the Jan. 13 election date. Also at that time the Guild agreed to drop its claim to represent some 30 specialist writers who cover topics such as wine and gardening.

Contract talks continued for the 1,100 existing Guild members at the Inquirer and Philadelphia Daily News. Guild members ratified a new four-year agreement by a 258-25 vote on Oct. 27.

Modesto Bee accepts ruling, rescinds health care hikes

Modesto, Calif. — Guild-covered employees at the Modesto Bee have received more than $10,000 in back premiums under a National Labor Relations Board ruling that the company acted in bad faith when it hiked their health insurance premiums in January 1993.

Management at the McClatchy-owned Bee surprised Guild negotiators when it disclosed at the bargaining table on Dec. 9 that NLRB Administrative Law Judge Richard J. Boyce's ruling would be complied with.

The company rescinded its decision to impose increased health benefit co-payments on employees by from $5 to $25, depending upon number of dependents.

"The members saw it as a real victory," said Ana Sandoval, Northern California Guild administrative officer. "The whole thing is a testament to the people inside."

Guild members in Modesto, negotiating for renewal of an agreement that expired in 1987, have been working under posted conditions since 1990. Members frequently stage job actions such as informational picketing and mass coffee breaks, Sandoval said.

The insurance premiums dispute began in November 1992 when Bee bargainers proposed the increases, offering nothing in return. After two bargaining sessions, the Bee declared that an impasse had been reached on the single issue of health benefits.

The Northern California Guild filed unfair labor practice charges when the company imposed the increases.

Boyce ruled on Dec. 3 that the company was in violation of federal law which provides that a company cannot unilaterally change wages and working conditions short of bargaining for a complete contract. Boyce also found that the company bargained in bad faith.

He ordered the company to bargain in good faith and to repay the increased premiums.

"It really was a surprise," Sandoval said of the company's announcement that it would comply with the ruling.

McClatchy has appealed all the way to the full NLRB Guild victories on the company's imposition of a merit-only pay scheme A ruling is pending on that issue.

The Guild represents 80 workers in the editorial-only unit at Modesto. Guild members also are working under posted conditions at McClatchy papers in Sacramento and Fresno.

Philly Guild seeks TV news show info

Philadelphia — Guild leaders are looking for answers to questions surrounding Knight-Ridder's announced plan to produce a nightly television news program based on content from the Inquirer.

Wayne Cahill, Philadelphia Guild administrative officer, said the company has not yet responded to the Guild's request for a meeting to discuss how the new venture will affect Guild members at the Inquirer.

"This new venture represents a vital step in our evolution from print to full-service information provider," P. Anthony Ridder, president of Knight-Ridder, Inc., said in unveiling plans to air the one-hour newscast from the studios of WPHL-TV, an independent station owned by the Chicago-based Tribune Co.

The program will be produced by KR Video, a new subsidiary formed by Knight-Ridder, and the Inquirer. It is to go on the air this summer.

The contract also provides that Inquirer reporters be compensated for republication of their work.

"Obviously, we represent reporters and I'm sure our position will be in that direction," Cahill said.

2 employees weather RSI — thanks to Guild

Two Guild-covered workers started the New Year with their old jobs — thanks in no small measure to Guild intervention.

Bob Unruh, of the Associated Press Denver bureau, and Laurie Manne, of the St. Paul Pioneer Press classified ad department, both had been long-time sufferers of repetitive strain injury.

And both has been written off by their respective employer.

Unruh, who twice underwent surgery since pain first appeared in 1987, was placed on permanent disability in March 1993. He turned to the Wire Service Guild.

"At that point, we gave AP a number of options," Unruh said. "They did not consider them so we went ahead and filed a grievance. At the same time, I filed an EEOC complaint based on discrimination under the Americans with Disabilities Act."

The EEOC complaint contended that voice-activated computers and software were readily available and constituted "reasonable accommodation" AP was required to make to disabled employees under federal law.

At the same time, the local's national grievance committee pressed Unruh's case in meetings with AP's human resources department.

In September 1993, Wire Service Guild President Kevin Keane informed Unruh that he would be going back to work "regular shifts" at AP. When Unruh reported back to work on Nov. 22 he found himself involved in the setup, testing and use of voice-activated systems at AP.

Unruh was relieved to be back at work but admitted to being "a little bit disturbed" that AP had not been thinking farther ahead in terms of voice-activated technology since it will one day be the preferred way to write.

"I want to ... make sure the company learns how to use this technology and to make sure the company can slap people into a program like this so they still have some ability to type, rather than waiting until it's a catastrophic problem and the doctor says they can never type again."

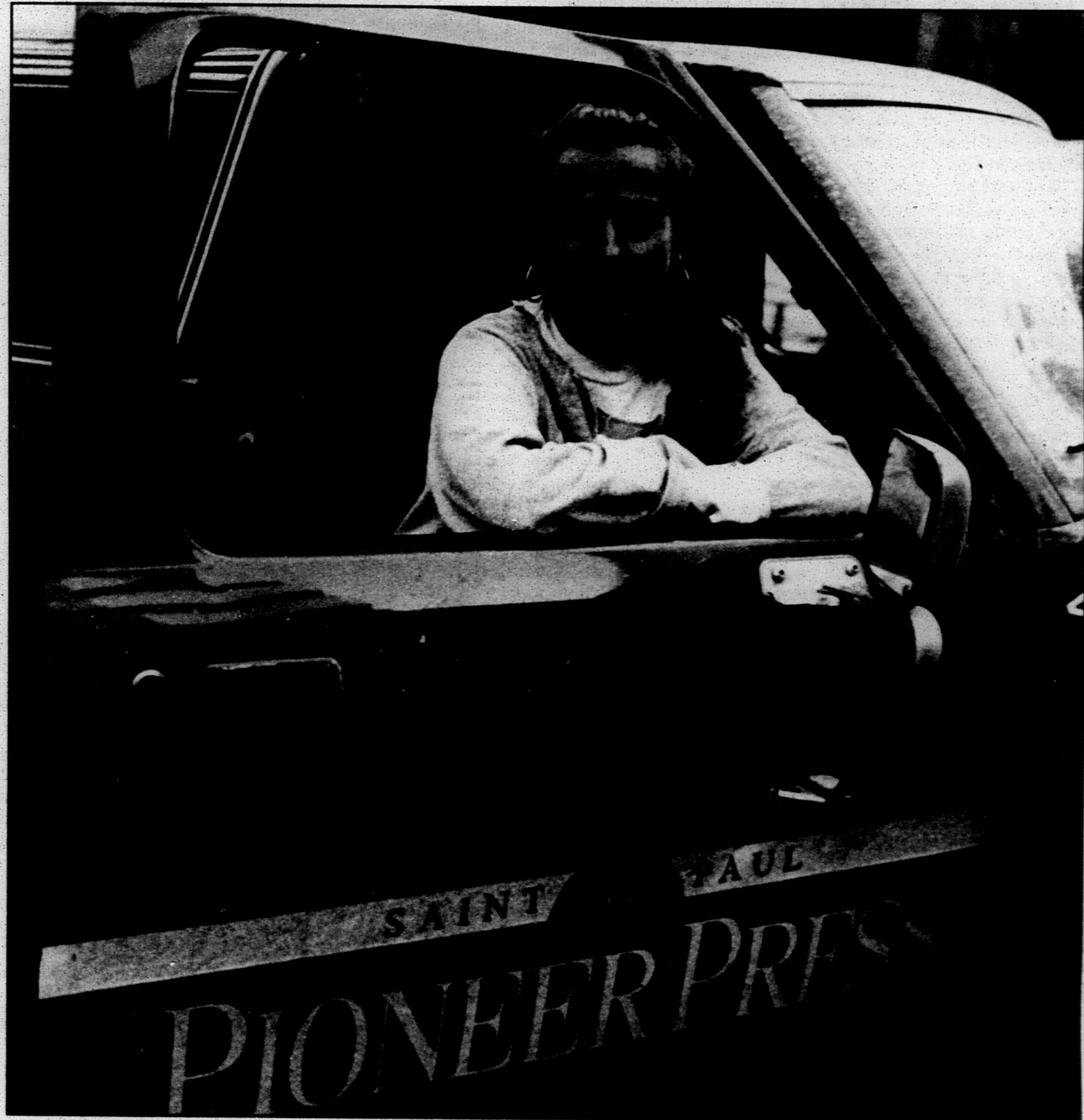
Manne first experienced RSI symptoms in May 1992. The pain became so severe that she could not type more than 10 minutes at a time.

She approached the company about another job that she could perform. Instead, to her dismay, she was fired in October 1993.

When word reached Twin Cities Guild leaders, plans were put in place for a picketing and leafleting campaign designed to embarrass the company into rehiring Mannes. "We had told the company that dismissing Laurie violated the contract — and the law — and we would fight it," said Darren Carroll, local Guild representative. "They were wrong. ... The Americans with Disabilities Act calls for reasonable accommodation for employees with disabilities, as long as it doesn't impose an undue hardship on the company."

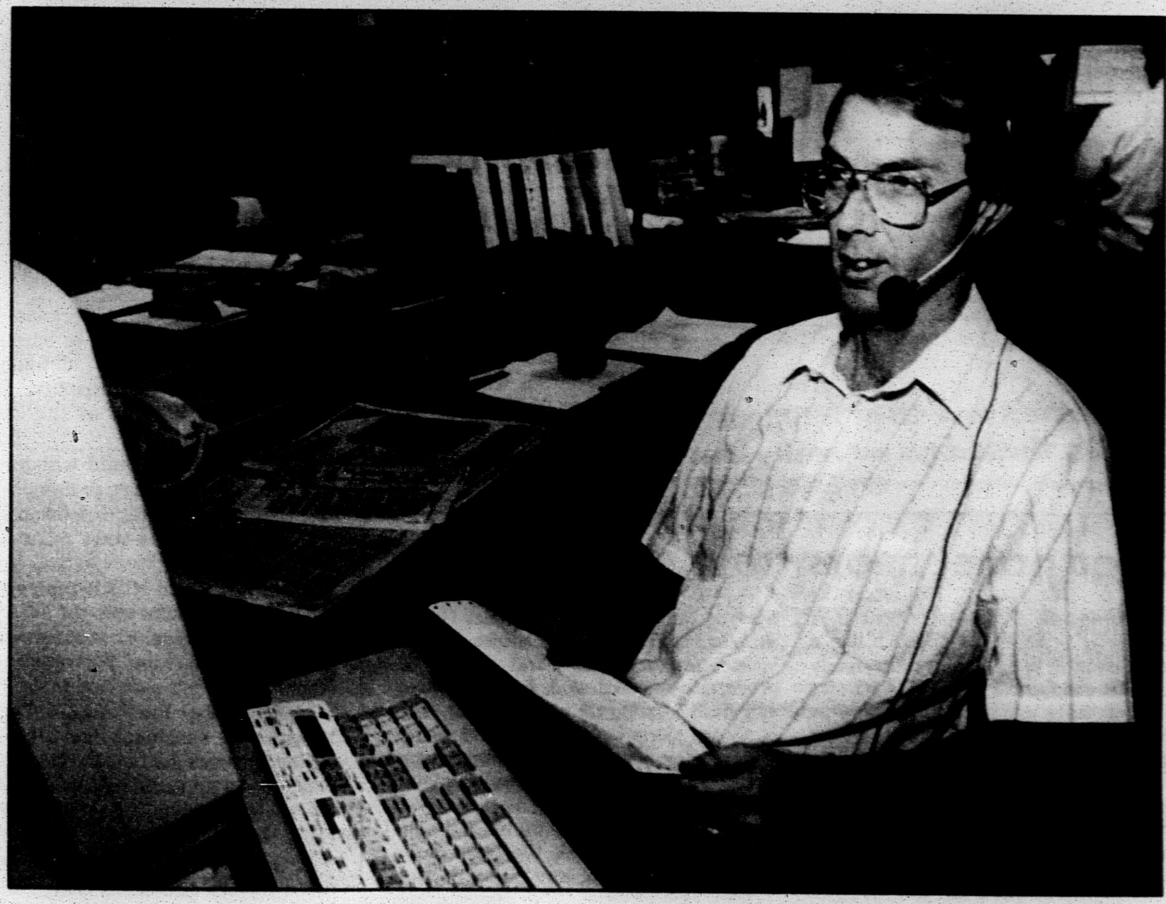
Mannes was hired back the day before the Guild campaign was set to begin. She started work on Nov. 29 as a control room messenger, a position she had inquired about prior to her dismissal.

"There's absolutely no way on God's earth that I would have got an offer if there had not been the threat of bad publicity," Mannes said. "I know if it wasn't for the union, they wouldn't have offered me a job."



NEALE VAN NESS/Twin Cities Guild

Laurie Manne has found new work after RSI as a control room messenger for the St. Paul Pioneer-Press.



DAVE ZALUBOWSKI

Bob Unruh can dictate a 500-word story in 30 minutes on his voice-activated computer at the Denver AP bureau.

Dayton Guild faces another delay before board

Dayton, Ohio — Guild leaders here face a decision whether to appeal a proposed settlement of a long-standing unfair labor practices complaint or appeal to Washington, D.C.

The Dayton Guild had been set for a Jan. 11 hearing on an unfair labor practices complaint issued against the Cox-owned Dayton Daily News in September 1991 by the Cincinnati office of the National Labor Relations Board.

However, the Guild learned on the eve of the hearing that the NLRB's regional director — who took office after the original complaint was issued — had negotiated a settlement with the Daily News' King & Ballow legal counsel.

The maneuver — it is the third time a scheduled hearing on the NLRB complaint has been called off — dealt yet another setback to the Guild's attempt to compel the company to bargain in good faith over union security, dues check-off and other issues that have stood in the way of an agreement between the Guild and the Daily News since 1986.

Union security and dues check off had been included in an independent editorial employees' union contract with the Daily News since 1968. The company rescinded those features immediately after the workers chose the Guild as their bargaining representative.

The board complaint turned on the company's animosity toward the Guild and also charged that the company had refused to bargain on inclusion of part-time stringers in a new collective bargaining agreement.

Previously scheduled hearings on the complaint were canceled in March 1992 — when the employer filed counter-charges before the board — and in July 1992 — when the Daily News appealed the regional dismissal of its charges to the General Counsel's office.

"We don't understand why we can't get a hearing on our complaint," said Dayton Guild President Rob Modic.

He noted that the terms of the proposed settlement were agreed to between the NLRB regional director and the company's King & Ballow attorney before the Guild was aware that a settlement was in the works.

Modic

Modic criticized the proposed settlement because it falls short of the remedy being sought by the Guild, particularly regarding inclusion of part-time workers who had been paid as independent contractors but treated as employees.

Under the terms of the proposed agreement, the company would agree to include nine stringers in the bargaining unit. However, Modic said the Guild believes at least 18 stringers are treated as employees.

The agreement also calls on the company to negotiate union security and dues checkoff with the Guild but imposes no sanctions if it fails to do so.

The latest development adds another chapter to what has become, in the eyes of Guild leaders, a case study on the failure of existing labor law to protect the interests of modern workers in the United States.

The Dayton Guild has been locked in a game of legal charge versus counter-charge with Cox management since editorial staffers at the Daily News voted in September 1986 to affiliate with the Guild.

TNG President Charles Dale outlined the plight of the Dayton Guild in an Oct. 21, 1993, letter to John Dunlop, chair of the Clinton Administration's Commission on the future of Labor-Management Relations. In the letter, Dale asked that the commission, which is charged with studying and recommending labor law reform, hold a public hearing in Dayton.

"We are hardly so optimistic as to believe such a hearing would change the stand of a company that has been indifferent to a consumer boycott that has cost it 20,000 copies in circulation," Dale wrote. "But it will air the defects in labor law and the antagonistic management attitudes toward unions that impair the atmosphere of cooperation and employee participation towards which the Commission's efforts are devoted."

Dunlop has not responded to the letter.

"It's an outrageous example of a Bush appointee showing total disregard for employee rights," Dale said of the proposed settlement and the circumstances surrounding it.

Expressing frustration over the continuing delay that the Dayton Guild has experienced before the regional NLRB office, Dale added, "Our members are being discriminated against for no other reason than because they exercised their lawful right to choose to be represented by The Newspaper Guild."

The settlement process represented a departure from normal NLRB procedure, said Bruce Pence, attorney for the Dayton Guild. "Generally, the board will circulate a draft among all parties," he said. "This was a little bit different in that we didn't see anything until the company had signed off on the agreement."

Pence said he received a copy of the agreement from the NLRB on Jan. 10, the day before the NLRB trial had been scheduled.

Modic said that local Guild leaders, along with local legal counsel, had been called to a meeting with Regional Director D. Randall Frye in Cincinnati last August. Modic said that the five-minute meeting consisted of Frye informing the Guild that he was proceeding with the case and that a quick hearing would be sought.

Modic said NLRB counsel in the case contacted the parties in December and indicated she was making preparations to try the complaint. "We heard nothing over the holidays," Modic said. "Then Guild counsel got a call the week prior to the hearing and was told that a settlement had been negotiated with the company's lawyers."

Modic described the development as an "outrage" and said the Guild will continue to seek more than standard NLRB remedy in the case.

"Some of us didn't receive notice of the cancellation until the day before the hearing," added Gail Latham, 1st vice president of the Dayton Guild. "To many of us here the NLRB has become very ineffective and very inefficient."

Labor panel hears from union leaders

Washington, D.C. — Current U.S. labor law is so badly out of touch that it doesn't even define "employer" properly for 1990s conditions, two AFL-CIO vice presidents have told the Commission on the Future of Worker-Management Relations.

In too many cases, labor witnesses testified in a Dec. 15 hearing, the law defines the person who really calls the shots in the workplace a "neutral" with whom employees are not allowed to deal. Or worse, the law intervenes against workers, restraining actions against the actual owner as a "secondary boycott," or otherwise illegal.

John J. Sweeney, president of the Service Employees International Union, said the National Labor Relations Act was written for the 1930s world of a stable, production-oriented work force employed at a fixed location for one employer. That is not the world of the 1990s with a large and growing contingent work force, temp agencies, service contractors and employee leasing, he said.

The construction industry has the same problem, said Robert A. Georgine of the AFL-CIO Building and Construction Trades Department. "The construction industry is the prototype of the contingent work force that in recent years has infected other industries," he said.

Long and winding road leads nowhere in Dayton

Dayton, Ohio — Following is a chronology of events since 128 full-time editorial workers at the Dayton Daily News affiliated with the Guild:

✔ Sept. 12, 1986: Members of the News Employees Association of Dayton ratify a three-year contract with the Cox-owned daily by a 57-49 vote. They immediately vote to affiliate with TNG by a 56-49 margin.

✔ Sept. 19, 1986: Employer refuses to recognize Guild and implements NEAD pact except for arbitration, checkoff and Guild shop.

✔ Sept. 22, 1986: Guild files charge with NLRB over company's refusal to bargain.

✔ December 1988: A decision on the Guild's 1986 refusal to bargain complaint appears to be indefinitely delayed when the administrative law judge loses a portion of the case record.

✔ January 1989: Guild withdraws 1986 unfair labor practice complaint and files representation petition for 165 full- and part-time editorial employees.

✔ May 1989: In NLRB-supervised election, 97 workers vote for NEAD-TNG representation, 41 vote for independent affiliation and 23 vote for no union.

✔ September 1989: Guild, Daily News begin contract talks. King & Ballow emerges as company counsel.

✔ May 1990: Guild launches innovative strategies campaign against Daily News.

✔ April 1991: Guild launches boycott campaign against the Daily News.

✔ June 1991: Guild files NLRB complaint against Daily News for failing to provide requested information necessary for collective bargaining.

✔ September 1991: NLRB files charge against Daily News for refusing to bargain over part-time stringers and withholding union security and dues checkoff because of animosity toward the union.

✔ November 1991: Daily News files NLRB counter complaint against Guild for failing to provide information and for trying to expand the bargaining unit with independent contractors.

✔ Dec. 8, 1991: Guild members authorize leaders to call an unfair labor practices strike by 83-16 vote. Four days later, employer unilaterally grants $50 weekly pay raise to full- and part-time employees — but not contested stringers — after Guild members authorize a strike.

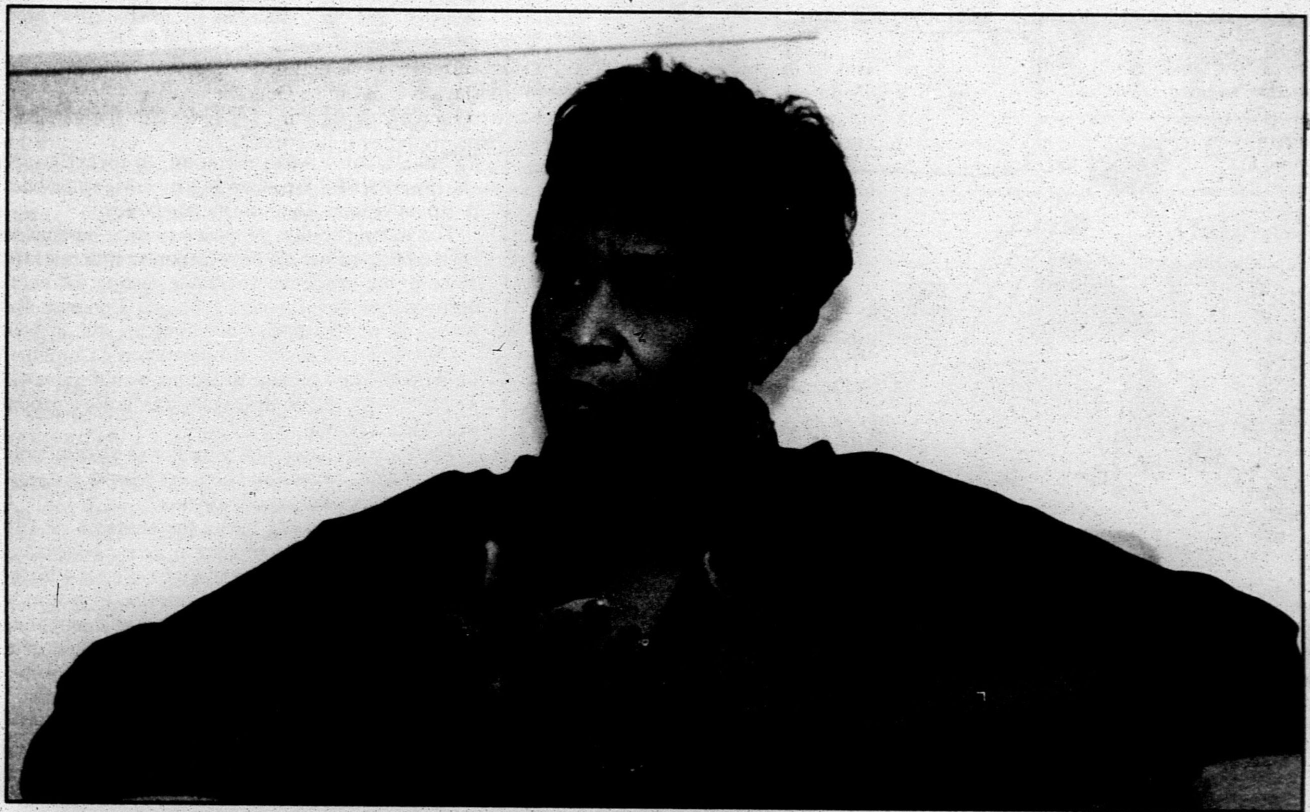
✔ Dec. 15, 1991: Guild votes to accept raise, reaffirms strike vote.

✔ March 1992: A hearing on the September 1991 NLRB complaint is delayed while NLRB staff reviews a Daily News charge against the Guild.

✔ July 1992: A second scheduled hearing on the 1991 complaint is delayed while the Daily News appeals NLRB regional office decision against its complaint.

✔ December 1993: NLRB General Counsel denies the Daily News' appeal.

✔ Jan. 10, 1994: Guild receives a proposed settlement from the NLRB regional office. The third scheduled hearing in the case is canceled.



RAYMOND CROWELL/Washington-Baltimore Guild

Dorothy Gilliam: *'When you have a paper that fires every African-American male ... that paper is going to be severely handicapped.'*

Pushing for greater diversity in the news industry

Washington, D.C. — The National Association of Black Journalists is growing more aggressive in its efforts to include more African-Americans at decision-making levels in the news industry.

Dorothy Gilliam, Washington Post columnist and president of the NABJ, believes progress has been made but that there is ample room for improvement.

The NABJ's strong condemnation last summer of the New York Daily News is consistent with the organization's mission, Gilliam said in a Dec. 21 interview with the Guild Reporter. The action, which was taken at the organization's July convention in Houston, paralleled complaints raised by the New York Guild when 182 staffers, including all African-American male reporters, were fired when a new Daily News owner brought the tabloid out of bankruptcy in January 1993.

"When you have a paper that fires every African-American male, that tells me that that paper is going to be severely handicapped in assessing the news as it portrays African-American males," said Gilliam, a long-time Guild member who was elected to a two-year term as NABJ president at the organization's July 1993 convention in Houston.

The NABJ's scope extends beyond Guild-covered newspapers. The organization, which includes a large number of broadcast journalists, was equally critical last year when a CBS News executive described a Somali factional leader as an "educated jungle bunny" in a meeting of producers.

"Had there been a person of color at that meeting, they would have been able to have a discussion about the appropriateness of that kind of remark," Gilliam said.

"I make a big distinction. I'm not talking about balanced 'news'," she said. "Crime is a serious issue, for example. ... I'm talking about balance in covering all aspects of the African-American community. To do that, you have to have newsrooms that reflect society.

"I look at newspapers as a mirror of society and they can even be the glue that holds society together," she said. "And you start with who puts out the news."

Gilliam said the part of the NABJ's mission is to change the way African-Americans are portrayed in the news media.

"The way that portrayal is changed is through the inclusion of African-Americans in the decision-making process," said Gilliam, a longtime Guild member. "That's the only way to get African-Americans involved in the flow of the news."

Gilliam acknowledged that publishers' organizations, such as the Newspaper Association of America, have put a high priority on hiring African-Americans and that minorities are accounting for an increased percentage of new hires in newspaper editorial departments.

But she also notes that 45 percent of daily newspapers in the United States — albeit mostly smaller papers — have no newsroom diversity at all. "What we have here is a serious crisis of credibility,' she said." I think we have to make the shift from the paradigm of diversity as a liability to diversity as an asset."

Gilliam pointed last year's survey of NABJ members — a first for the organization — which showed that most members don't buy white managers' claims that diversity has been achieved.

"A third of our members are afraid to speak up about race in the newsroom for fear it will hurt their chances for advancement," Gilliam said the survey revealed. "The industry is shooting itself in the foot. It's the gap between talking the talk and walking the walk. ... Walking the walk is important to NABJ members."

Asked if Guild-covered NABJ members felt more comfortable speaking out on the subject of race, Gilliam said the survey did not make a distinction between union and non-union work environments. But she said many NABJ activists are union members, owing in large part to the membership being concentrated among larger dailies.

"I know I am comfortable being a member of a union," she said.

Making certain minority journalists aren't left behind on the emerging information superhighway, as it might affect the news industry, is another NABJ priority, Gilliam said. "Newspapers are in the midst of tremendous technological change," Gilliam said, adding that publishers are not doing enough to train employees in application of technology.

Gilliam is particularly excited about the Unity '94 convention, a meeting of delegates from the NABJ as well as associations representing Asian, Hispanic and Gay and Lesbian journalists set for July 27-31 in Atlanta.

"It's just a very, very important event," she said. "The four associations will be talking about issues such as their survival in the business, issues pertaining to portrayal, issues pertaining to access. ... I just hope that Guild members from all over the country will come to Atlanta in July and be part of it."

BGEA, Globe reach tentative contract

Boston — The Boston Globe Employees Association and Globe management have reached a tentative agreement after three years of the most difficult negotiations in the independent union's history.

The four-year pact, if ratified by BGEA members, would open the door to a vote on affiliation of the 1,100-member union with The Newspaper Guild.

BGEA President Robert A. Jordan said membership solidarity helped union negotiators beat back what he called "major concessions" that had been sought by Globe management.

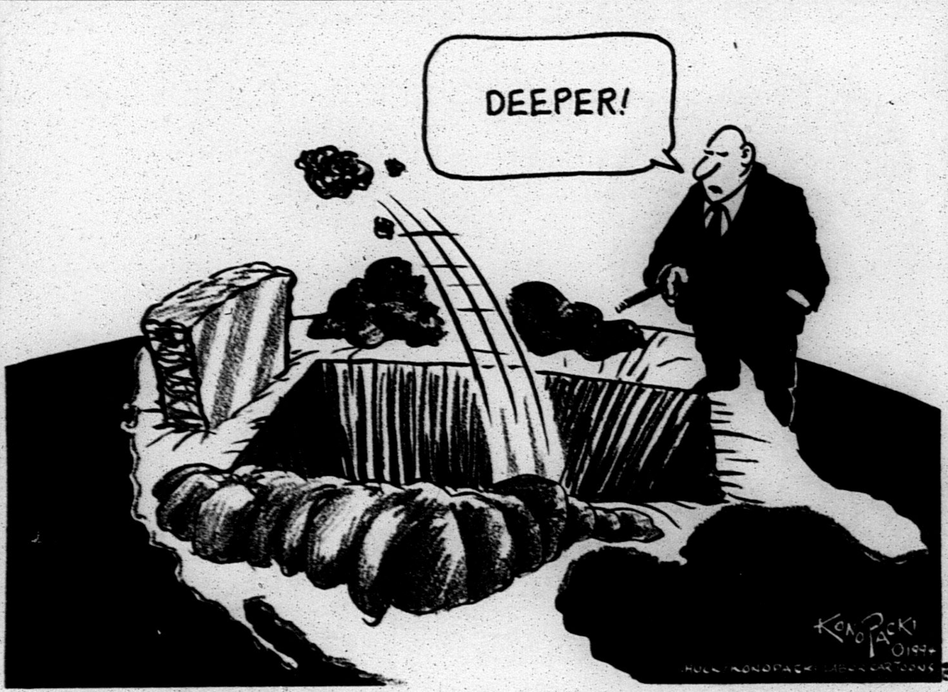
Jordan also credited TNG for assistance it provided to the BGEA during the negotiations.

"If the membership ratifies the contract, we must then begin to prepare for our next important and vital struggle - affiliation with The Newspaper Guild," Jordan told BGEA members. "We received much help from the Guild during these negotiations and we will need its resources as we prepare for our future under the Globe's new owner, the New York Times."

BGEA leaders voted last year to recommend affiliation with the Guild. However, the leaders decided to conclude contract talks with Globe management before pursuing affiliation.

The tentative agreement, which runs from January 1991 to December 1994, includes a lifetime job guarantee for full-time workers hired before Jan. 1, 1992, and increases company contributions to health care. The pact also provides for annual wage increases of 3 percent, 2.4 percent, 3.3 percent and 3.2 percent. Workers would receive retroactive pay upon ratification.

A secret ballot ratification vote will be conducted in late January or early February, Jordan said.



CORPORATE DOWNSIZING

World governments, news industry must protect reporters, IFJ says

Brussels, Belgium —Journalism remains one of the world's most dangerous occupations, according to the International Federation of Journalists, which has released figures showing that at least 75 reporters, editors and broadcasters were killed in 1993.

The IFJ, which represents more than 320,000 unionized journalists in 75 nations, said it is investigating a further 18 killings.

"1993 has been one of the bloodiest years on record," said Aidan White, IFJ general secretary. "As the power of the media to circulate information faster and more widely grows, it is clear that journalists are more and more at risk."

He said that more than 50 of the killings stemmed from coverage of the attempted coup in Russia and of regional conflicts in Bosnia, Somalia, Georgia and Turkey. Journalists also have been gunned down in Algeria, Colombia and Italy, he said.

"Wherever the big news story has broken in 1993 journalists have been on the firing line," White said.

The IFJ said that journalists, news organizations and governments all must act to halt the killings. The federation suggested that:

✓ Journalists be better informed and better equipped before going into potentially dangerous areas.

✓ News organizations provide better insurance and social protection for staff and freelancers. "The rush to get the news first is leading to dangerous risk-taking particularly involving freelance journalists, many of whom are hired in war zones and used without proper social protection," the IFJ said.

✓ Governments crack down on military and other officials who put undue pressure on journalists.

The IFJ has launched a worldwide campaign to organize training sessions on the hazards of reporting in areas of conflict and also is supporting a conference on journalists' safety to be called by the International Red Cross later this year.

"With all the talk of 'new world orders' it is appalling that governments are turning a blind eye to harassment and victimization of journalists," the IFJ said. "The time has come to recognize that the problem of journalists' safety is getting worse."

Editorial

Workers need reform, too

THE CLINTON Administration, in recently unveiling legislative proposals for the emerging superhighway, has demonstrated that it can move speedily to formulate policy.

The administration proposes to ease burdensome, 1930s regulations as they affect the new corporate structures that are coming into place in the telephone and cable sectors. Of course, many of these corporations already were lobbying Congress for regulatory relief before the administration got on board with its own position.

Our hope is that the administration's Commission on the Future of Worker-Management Relations would move as rapidly and decisively as the telecommunications policy group headed by Vice President Al Gore.

The need for labor law reform was evident well before last year's spate of cable/telephone company merger proposals gave life to talk of deregulating the superhighway.

America's workers, under the shackles of 1930s labor law, are just as badly in need of reform as are telecommunications executives. And U.S. unions certainly have been telling Congress that our outdated labor laws no longer function to protect workers.

In our own Guild jurisdiction, there is ample evidence that existing U.S. labor law is inadequate. The plight of the Dayton Guild, detailed elsewhere in this edition, illustrates the dilemma that so often confronts unions in the United States today.

Union workers at the Dayton Daily News, owned by one of the key corporate players in the telecommunications business, have been unable to achieve some of the same basic protections they once enjoyed because their employer apparently does not wish to deal with The Newspaper Guild. To add insult to injury, Dayton Guild members cannot get a hearing on their National Labor Relations Board complaint, the only apparent reason being that their employer doesn't wish for them to get a hearing.

The sort of NLRB win experienced in December by the Modesto unit of the Northern California Guild — also reported elsewhere in this issue — has become a rare exception in unions' dealings with the NLRB.

There is no question that the need for union protection in traditional Guild jurisdiction is as strong today as it ever has been. Newspaper workers continue to turn to the Guild for help in solving workplace problems, as is evidenced by recent election wins in Worcester, Mass., Philadelphia and by the decision of Boston Globe union leaders to recommend Guild affiliation. In Bellevue, Wash., Guild members recently turned back a decertification attempt. And Guild organizing proceeds full steam ahead in Canada.

Perhaps it is noble that the administration wants to facilitate the wiring of America by asking Congress for telecommunications reform. We hope that the Dunlop Commission, as labor law study panel is known, will show the same passion for protecting the workers of America when it releases its findings later this year.

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IT SEEMS TO US

Gannett dailies underwrite USA Today staff costs

DEADWOOD, ORE.

Editor:

Especially interesting to me was a note in "The Short of It" in the Dec. 17 issue about the projected profitability of USA Today. If it ever claims it's making a profit, keep Gannett's creative bookkeeping in mind.

My last newspaper job before I retired in 1987 was on the Statesman-Journal, the Gannett paper in Salem, Ore. (where, incidentally, Gannett broke a young Guild unit shortly after taking over the then separate Capital Journal and Oregon Statesman in about 1975). When the unspeakable Al Neuharth began USA Today, he required nearly every Gannett daily to have one staffer on duty at USA Today at all times: four-month assignments, three a year. Each staffer was on the local's payroll, and the local paper also paid transportation to and from the D.C. area. Each paper's budget contained all these expenditures, limiting by that much the paper's ability to hire staff, and to pay decent salaries. USA Today's contribution was accommodation in D.C. and a living allowance.

If this practice still persists, any "profit" claimed by USA Today will be at the expense of its local outlets.

JIM ESTES
Northern California Guild
Retired

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: Feb. 11.)

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.

The Guild Reporter

CALM ACPS

ILCA International Labor Communications Association AFL-CIO/CLC

BRIAN WILLIAMS, Editor

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