



The GUILD REPORTER

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Hurdle cleared in Guild complaint in Canada

Regina, Sask.— The wheels of justice turned swiftly here as a publisher argued unsuccessfully a constitutional right to thwart a hearing on the firing of an employee involved in a Guild organizing drive.

A Court of Queen's Bench ruling Feb. 4 upheld the constitutionality of a section of the Saskatchewan Trade Union Act that forbids an employer from using coercion or intimidation, including discharge, to discourage a union organizing drive.

The Leader-Post, an Armadale Co., division, had gone to court earlier in the week in an attempt to have the act declared unconstitutional.

The Queen's Bench ruling, issued by Justice Ian McLellan, allowed the provincial Labor Relations Board to conduct a Feb. 8 unfair labor practices hearing in connection with the daily's Nov. 23 dismissal of Randy Liberet, an advertising salesperson who was involved in a Guild organizing drive at the daily.

The Newspaper Guild filed a complaint with the labor board two days later.

John Bryant, TNG's Canadian director, welcomed McLellan's ruling, saying that labor board action on the Guild's complaint will let Leader-Post employees know where they stand. "We feel firing employees for trying to organize is something done to frighten other employees," Bryant told reporters.

During the board hearing, Janet McMurtry, lawyer for the Guild,

told the board that a Leader-Post executive made an intimidating speech to employees about the Guild drive two days after Liberet was fired.

A company lawyer said Liberet's firing had nothing to do with the organizing drive.

Under questioning by McMurtry, the paper's advertising director testified that he did not give Liberet a reason for his dismissal because he was worried about a defamation lawsuit and because he didn't want to harm

Liberet's job prospects.

Liberet testified that he had never been disciplined in his 6 1/2 years at the paper and said he was shocked when he learned he had been fired.

The publisher claimed in its court challenge that the Trade Union Act is a violation of the company's rights under Canada's Charter of Rights and Freedoms because it puts the burden of proof on the employer to show an employee was discharged for good and sufficient cause.

Librarians win raise at Post

Washington, D.C. — The Guild and Washington Post management have settled another long-running dispute by agreeing to better pay and job status for researchers in the news library.

The Post and the Washington-Baltimore Guild had agreed during contract negotiations in 1989 that new computer-based research skills required of librarians called for an increase in pay and job status.

The two parties agreed at that talks would continue on upgrades for librarians — and that if a settlement was not reached, then the issue would be submitted to an outside arbitrator.

Post management subsequently reneged on that agreement, compelling the Guild to file — and win — a federal suit to force the company to agree to arbitration. The Guild was pursuing third-party arbitration over the "arbitrability" of the librarian upgrade issue when the agreement was reached in December 1993.

It was only after the Post lost in court that the company began to negotiate seriously, said Robert Lyford, Guild steward in the daily's news research center.

The agreement raises the top minimum weekly pay scale for

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Guild activists get a lesson in history ... 2

Murdoch sells Boston Herald to publisher ... 5

Union-Tribune ends long fight over firing ... 6

Canadian Guild local expands to bring in new members



Luc Simard, Canadian Wire Service Guild member from Radio-Canada, makes a point during debate on proposed bylaws changes at the 4,000-member local's "constitutional convention" last month in Toronto, a meeting that brought together a number of

media union activists for the first time since the Guild won a representational election at the Canadian Broadcasting Corp. last summer. Waiting to speak are Colin Perkel, left, of Canadian Press, and Keeble McFarlane of the CBC. Details, Page 4.

BGEA ratifies contract; sets Guild affiliation vote

Boston — Members of the Boston Globe Employees Association overwhelmingly have ratified a new contract, formally ending a three-year battle with management.

The 725-87 vote for the four-year agreement paves the way for a vote on affiliation with The Newspaper Guild.

"The members' ratification does not suggest that they are happy with everything in the contract," said BGEA President Robert Jordan. "Although we did not get what we wanted, and had to make compromises, we nonetheless got more than the company wanted us to have in this contract."

The 1,100-member BGEA, which represents editorial, advertising, circulation and other white- and blue-collar workers, is the largest union at the Globe.

The agreement, retroactive to Jan. 1, 1991, expires at the end of 1994.

Pay raises in the new pact translate into an average of about \$4,000 in back pay to BGEA-covered workers, who rejected two company offers before the tentative pact was reached in December 1993.

The Globe had improved its position by offering an additional \$248,000 in health fund contributions and seniority rights for part-time workers in layoff and recall language.

Jordan said the BGEA Executive Committee and Governing Board would seek a March 10 secret ballot membership vote on Guild affiliation.

"We realize we can no longer remain an independent union," he said.

4 named to judges' panel in 1993 Broun competition

Silver Spring, Md. — Four journalists have been named as judges in TNG's 1993 Heywood Broun Award.

The panel will include:

✓ Linda Diebel, Washington correspondent for the Toronto Star.

✓ Dorothy Gilliam, a Washington Post columnist and president of the National Association of Black Journalists.

✓ Seymour Hersh, an independent investigative reporter best known for uncovering the Mi Lai massacre during the Vietnam War.

✓ Rem Reider, editor of the American Journalism Review magazine.

The panel will meet at TNG headquarters on Feb. 26 to

judge more than 100 entries in the 53rd consecutive year the contest has been held.

The 1993 Broun Award is being chaired by former TNG President Charles A. Perlik Jr. The chairperson does not take part in the judging.

The Broun award is given in honor of Heywood Broun, syndicated columnist for the New York World-Telegram during the 1920s and 30s and founding president of The Newspaper Guild.

The award is intended to honor outstanding reporting on behalf of the under-privileged. Competition is open to print and broadcast journalists, regardless of membership in the Guild, in the United States, Canada or Puerto Rico.

THE SHORT OF IT

SMALL NEWSPAPER publishers have suffered a legal setback in dodging overtime pay for staffers. The 3rd U.S. Circuit Court of Appeals has ruled that Gateway Press Inc., of Monroeville, Pa., owner of 19 community papers in the Pittsburgh area, does not qualify for a small newspaper exemption from overtime provisions of the Fair Labor Standards Act. The court held that the papers' combined circulation exceeds the 4,000-circulation cutoff for overtime exemptions under the 1938 act. Although circulation of a number of Gateway papers is under 4,000, the court found that the papers are "under unified operation and control, for a common publishing purpose." The court also found that Gateway reporters do not qualify for a "professional" exemption from overtime pay.

Potpourri: If you blinked on Jan. 27, you might have missed Corporate Tax Freedom Day in Canada. That's the day that, by B.C. Federation of Labour calculations, most corporations have made enough profit to pay their taxes on the year. The federation started the observance last year in response to a right-wing group that marks a "Tax Freedom Day" each year around June when the average working Canadian has earned enough to pay his or her taxes. The labour federation started the tongue-in-cheek observance to point out that corporations pay 7.5 percent of federal revenue, compared to 50 percent coming from personal income taxes. ... Labor Secretary Robert Reich has signaled support for rapid Congressional action on OSHA reform. In a Jan. 11 letter to U.S. Sen. Edward M. Kennedy, D-Mass., and U.S. Rep. William D. Ford, D-Mich., Reich wrote: "In highly competitive global economy we cannot tolerate the high costs of workplace fatalities, injuries and illnesses."

Labor beats: The National Labor Relations Board has issued an unfair labor practices complaint against Diamond Walnut Growers in California in connection with intimidation and other violations during a 1993 union decertification election. The Teamsters won the election even though some 500 union members have been on strike — and "permanently replaced" — since September 1991. ...



Striking Teamsters demonstrate at Diamond Walnut.

AFL-CIO NEWS

President Clinton has named John Truesdale, National Labor Relations Board executive secretary and a former board member, to a recess appointment on the NLRB, bringing a quorum to the five-member panel. Senate Republicans have held up the nominations of William Guild, a Stanford University professor who would chair the board, and Margaret Browning, a Philadelphia labor attorney. ... The Iowa Federation of Labor has criticized Gov. Terry Brandstad for offering \$73 million in subsidies to entice Ipsco, a Canadian steel-maker, to locate in Iowa. Even though the plant likely would be unionized, as are Ipsco plants in Canada, Federation President James Wengert termed the state's offer "corporate welfare."

Abroad: The AFL-CIO has criticized President Clinton's recent decision to lift the U.S. trade embargo against Vietnam. "Vietnam's rulers continue to hold power by denying citizens even the most basic of rights," President Lane Kirkland said. "They govern through prolonged detention without trial, religious persecution and the crushing of independent organizations. Workers don't have the freedom to organize."

Among ourselves: Frank Swoboda, labor reporter for the Washington Post, joins a group of leaders from business, academia and government in a roundtable discussion of corporate downsizing in the April 29 premier of "On the Issues," a four-part PBS television series on tough issues facing business today. Swoboda, who chairs the Guild's Health Committee at the Post, participates along with Labor Secretary Robert Reich and a host of others in a taped discussion entitled "Job Today, Gone Tomorrow." ... Russ Cain of the San Jose Guild has been re-elected president of the Western District Council. Other council officers are Frank Purdy of Yakima, 1st vice president; Craig Rose of San Diego, 2nd vice president, and Linda Cearley of Northern California, secretary-treasurer.

Council gets history lesson

Toledo, Ohio — Great Lakes District Council delegates got a lesson in Guild history Feb. 12 from Marianne Salcetti, a professor at John Carroll University in Cleveland.

Her message — she covered the pre-Guild history of reporters in unions into the politics of the early Guild — carries power today.

"Labor issues are such basic issues of equity and power that looking at them, studying them and writing about them is very interesting," Salcetti said in an interview with the Guild Reporter. "I love labor history."

Salcetti, a former investigative reporter at newspapers in Ohio, Colorado and Iowa, immersed herself in early Guild history while working on her PhD dissertation at the University of Iowa.

Salcetti developed a passion for both journalism and labor history while studying political philosophy at Ohio State University in the early 1970s.

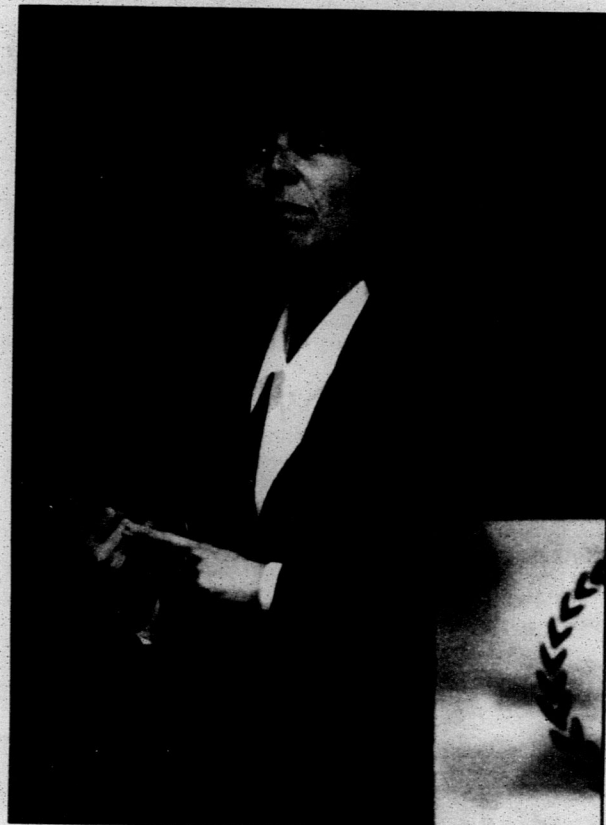
A story she wrote for the Free Press, an alternative paper in Columbus, about an Electrical Workers' wildcat strike had an impact. Salcetti did another piece about the United Farm Workers and became hooked on organized labor.

She went on to get a master's degree in journalism at Ohio State and then to several reporting jobs.

Although she never worked for a Guild paper, Salcetti's passion for labor history moved her to study the Guild.

She spent much of the summer of 1986 researching files at TNG headquarters in preparation for her 1992 dissertation, entitled "Competing for Control of News Workers: Definitional Battles Between The Newspaper Guild and the American Newspapers Publishers Association, 1937-38."

Though she also had spent time researching Guild history in Cleveland, home of TNG's



ALLAN DETRICH/Toledo Guild

Marianne Salcetti makes Guild history come alive in Toledo.

Local 1, Salcetti said it's coincidence — or perhaps "historical serendipity" — that she ended up teaching at a Cleveland university.

Jack Baessler, Toledo Guild president, had read about Salcetti in a newspaper industry trade publication last year. He thought a session on Guild history would be a timely topic for a district council meeting since the Guild appears to be entering into an era of change.

Baessler contacted Salcetti and asked her to send a copy of her dissertation. He read it and decided Salcetti would make a good district council speaker.

"I just thought there was enough material in there about the early contract that we don't

know about but need to know about," Baessler said. "She brings the politics of that period to life in both her dissertation and in her discussion."

Dayton Guild President Rob Modic, for one, said he enjoyed Salcetti's presentation. "She was inspiring," he said. "We're thinking about inviting her to Dayton to talk to our members."

Salcetti plans to continue research into the Guild.

"It's a part of our collective history that isn't being told," she said. "It's a story we need to understand today, for the sake of those who are toiling at newspapers and for students who will be going into the newspaper industry."

LA Guild files for Las Vegas workers

Las Vegas, Nev. — The Los Angeles Guild has asked the National Labor Relations Board to hold a union representation election at the Las Vegas Review-Journal.

The Guild, in a petition filed Feb. 7, seeks bargaining rights on behalf of approximately 175 workers in production and transportation departments at the Donrey Media-owned daily.

Guild leaders say that Donrey retaliated during the organizing drive by firing two workers and suspending another. Charges have been filed with the NLRB.

In the first case, the NLRB found enough evidence to schedule a hearing. Investigation is continuing on other charges filed

in early February.

"Lack of job security, low pay, reductions in benefits and harassment of workers just trying to do their jobs are the main reasons why Review-Journal workers are joining the union," said Guild organizer Yolanda Miranda.

Local Guild leaders estimate Review-Journal profit margins to be between 30 and 40 percent. "Yet, it is paying many of its employees about half as much as do most big city newspapers," said Jim Smith, Los Angeles Guild administrative officer.

Administrative officer

The Cleveland Newspaper Guild, Local 1, seeks applicants for the post of executive secretary. Our next executive secretary will have demonstrated leadership in old-fashioned organizing as well as managing and negotiating long-standing contracts in our four units with more than 500 members. The executive will understand the complexities of modern health care and pension structures. The new executive secretary need not come from the newspaper industry but will demonstrate an understanding of the unique needs of unionized newspaper employees. This is the first year we are choosing an executive secretary in a nationwide search rather than electing from our membership. The negotiable salary of more than \$48,800, tied to local contracts, goes a long way in Cleveland. Apply by March 31 to:

Bill Lammers
Local 1 Search Committee chair
P.O. Box 93841
Cleveland, Ohio 44101-8841
Equal Opportunity Employer

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Memphis contract brings top reporter key to \$792

Guild members at the Commercial Appeal in Memphis, Tenn., have ratified a new three-year agreement that provides for annual three percent pay raises and a 401(k) plan for bargaining unit workers.

The top minimum weekly pay for reporters went up \$23 a week retroactively to January 1993 with another \$23 increase effective Jan. 11 this year. An across-the-board 3 percent increase will be effective in January 1995.

The reporter top key increases from \$726.60 a week in the previous contract to \$792.69 in the final year of the new pact.

Guild members also opted for the corporate-wide Media Choice health care plan in talks with the E.W. Scripps-owned daily. The new contract includes language that protects employees with pre-existing conditions and from future changes in the plan except during open enrollment periods.

The company still is required to make HMO alternatives available to Guild-covered workers.

The year-long bargaining process concluded with a 16-hour session on Dec. 11. Quick ratification allowed members to collect retroactive pay for 1993 without having to have the amount tacked onto their 1994 earnings.

"I think our membership feels good about how things turned out," said Lela Garlington, TNG Region 2 vice president and outgoing Memphis Guild president.

Throughout the year of talks, Memphis Guild members staged informational picketing, handbilled several events and conducted a petition drive that was supported by more than 80 percent of bargaining unit workers.

Also during the talks, building mechanics at the daily returned to the Guild after a nearly 20-year absence. The Guild covers some 440 workers in editorial and commercial departments at the Commercial Appeal.

The contract provides that future advertising sales hires may be paid on a commission basis to be agreed upon between the employee and supervisor.

Current ad sales reps may request to go on commission for a six-month trial basis, Garlington said.

No commission sales person may call on an account assigned to an employee covered by contract pay scales, or vice versa. Under the agreement, no sales rep employed prior to the new contract may be laid off so long as the company employs a commission sales rep.

The company already was able to pay ad sales reps on a commission basis under previously negotiated side letters to the contract, Garlington said.

"It gives the company a chance to try out those people (in lower-paying categories) they've been passing over all these years," Garlington said. "If it doesn't work, there's a safety net."

In other recent contract settlements:

Sioux City: The Sioux City Guild has kept six city district persons in the bargaining unit in a settlement with the Sioux City (Iowa) Journal. The November 1993 agreement ended a unit

clarification fight in which the publisher sought to exclude the district persons and chief photographer from the bargaining unit. Under terms of the agreement, the chief photographer position becomes exempt.

Despite clashing over exemptions, the Guild and the publisher agreed to a new three-year pact that provides annual raises of 3, 3.5 and 4 percent. The reporter top minimum goes to \$583.02 a week in the new contract.

York: Pay upgrades for artists and librarians are featured in a new agreement between the York Guild and the York, Pa., Daily Record.

The three-year pact calls for raises of 2 percent, 2 percent and 3 percent. The top reporter key increases from \$566.49 a week under the old contract to \$608 in the final year of the new agreement.

Also, the new pact provides improvement in vacation benefits and a pre-tax health insurance premium plan for Guild-covered workers.

Members ratify extension at Washington Post

Washington, D.C. — Guild members at the Washington Post, acting largely in response to uncertainty over the national health care reform debate, have agreed to a one-year extension on their 1989-94 collective bargaining agreement.

The extension, ratified unanimously, provides for an average 3.4 percent pay increase for the 1,300 Guild-covered employees at the Post effective July 1994, when the old contract would have expired.

In addition to the pay increase, the com-

pany will continue a \$3 weekly diversion to the employees' 401(k) savings plan.

"We are all paying higher medical costs this year and ... we don't know what systems and laws are going to emerge from this year's battle in Congress over health care," Jim Rupert, Post Guild unit chair told members in recommending the extension. "That uncertainty makes this a tough time to negotiate on a good medical plan for the years to come."

An extension had been under considera-

tion since April when Frank Swoboda, chair of the Guild's Health Committee at the Post, recommended the idea to unit leaders.

Guild and company negotiators discussed the concept over the summer and fall before reaching a tentative agreement in early January.

Guild leaders said union negotiators would be better positioned to protect members' interests when bargaining over contract renewal begins in the spring of 1995.

Librarians upgraded

(Continued from Page 1)
assistant librarians by \$43 to \$739.60.

Also seven assistant librarians were promoted to librarian, which pays the same minimum scale as reporters and photographers.

Historically, the librarian classification had been held by only one employee but had been vacant for a long period.

For its part, the Guild agreed to the creation of five exempt positions in the news research department.

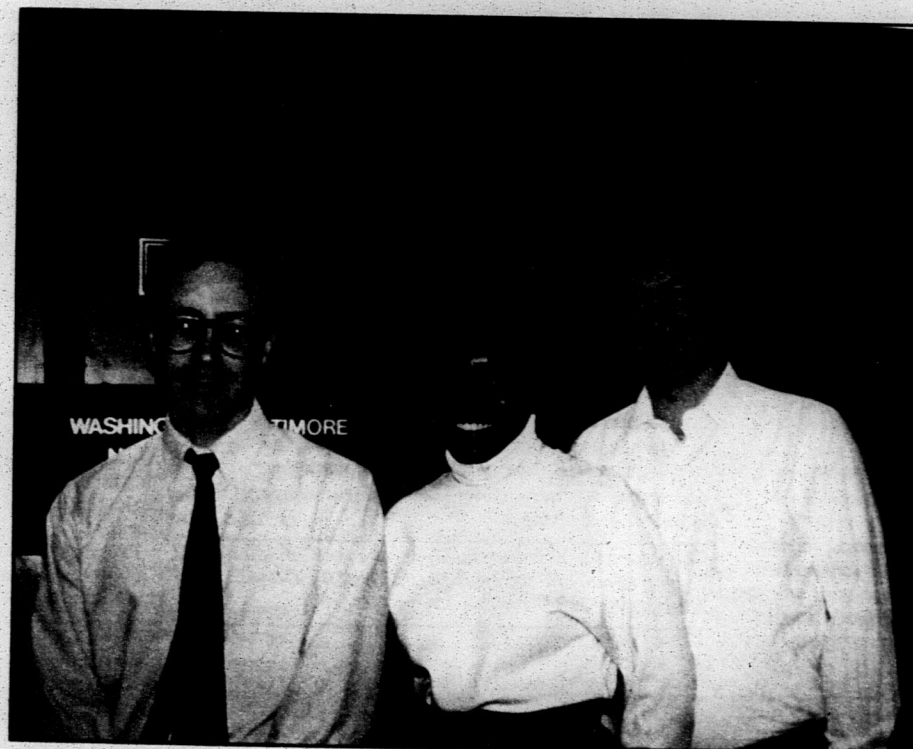
The upgrade settlement represents another development in what local Guild leaders see as a trend of improving labor-management relations that began in October.

At that time the company, facing a trial before the National Labor Relations Board, backed away from a campaign to force the Guild out of the building and agreed to a 22-month settlement that allows Guild representatives to enter the building.

Then the company and the Guild settled on a buyout plan to avoid layoffs in classified advertising.

More recently, the Guild and Post management agreed to a one-year extension of the 1989-94 contract.

Lyford noted that the Guild has achieved improved relations "only by facing down management when it has tried to violate our rights or trample our interests — and by taking it to court when it has violated the law."



Robert Lyford, left, Guild steward in the Washington Post news research department, is joined by colleagues Cassandra Davis and Rob Thomason. All three worked on the effort to win a pay upgrade for research librarians at the Post.

DAVID BATES/Washington-Baltimore Guild

BNA unit opposes subcontracting of work

Washington, D.C. — The Guild has learned, after nearly a year of persistent questioning, that bargaining unit work is being farmed to the Philippines by the Bureau of National Affairs.

Leaders of the Washington-Baltimore Guild's BNA unit have documented that the subcontracting involves work performed by keyers, proofreaders, legal editors, systems analysts, programmers and others.

The subcontracting, which dates back to March 1991, is being moved to arbitration by the Guild, said Michael Mauer, local representative.

The development represents a potential threat to job security and Guild jurisdiction, Mauer said. "It's one aspect of a larger phenomenon that affects even newspapers," he added, saying that some dailies are using 800 telephone numbers to take in classified advertising.

Guild leaders said reasons that management at the employee-owned BNA has given for the subcontracting include assertions that Guild-covered workers do not "have the expertise" and that BNA "did not have the manpower to do this work."

New members get upgrades in NOW pact

Toronto — Guild members at NOW, a weekly magazine in Toronto, have ratified a first contract that provides 4 percent raises retroactively for 1993 and a 3 percent raise for 1994.

The contract, which covers about 100 full- and part-time employees in all departments, also includes wage upgrades for some 27 employees, vacation improvements and a first-ever sick leave policy.

Employees affected by the upgrading will receive raises ranging from 8.4 to 38.8 percent.

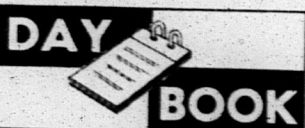
Classified and display salespeople continue to work on a commission basis.

But the new contract sets commission rates for most ad sales and provides protections for weekly minimum earnings. The company may not take an account away from a sales person without just cause.

Among the new minimum rates are \$824 per week for editors, \$15.45 per hour for production artists, \$128.75 per day for drivers and \$12.36 per hour for full-time receptionists.

NOW management also agreed that any layoffs would be based on seniority and also agreed not to contract out work where it would cause layoffs.

The NOW workers were organized two years ago as a unit of the Southern Ontario Newspaper Guild.



Midwest District Council, winter meeting, Feb. 26-27, Denver.
New England District Council, winter meeting, Feb. 26-27, Providence.
Middle Atlantic District Council, winter meeting, March 5-6, Philadelphia.
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, June 13-17, 1995, Sheraton Boston, Boston.
3rd Biennial Convention, summer, 1997, San Juan.



Delegates of the Canadian Wire Service Guild vote on proposed by-law changes that are being decided in a local membership election.

Canadians blaze trail to new era for Guild

By Pat Bell

Toronto — The scene was strangely familiar. Delegates sitting at round tables defined by geography. Guild members standing at microphones waiting to be recognized.

Dozens of copies of orange-covered TNG Constitution books being consulted. Issues of dues structure and whether to hold annual or biennial gatherings being debated.

But this meeting of 130 Guild members in Toronto in January was not a TNG Convention. Rather, it was a meeting of what has become Canada's largest local — second-largest in the Guild — after New York.

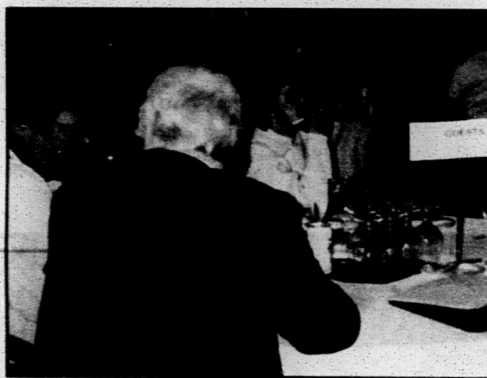
In an election at the Canadian Broadcasting Corp. last spring, the Canadian Wire Service Guild gained members from other unions to increase its membership to about 3,500, displacing the Southern Ontario Newspaper Guild as Canada's largest local.

The Canadian Wire Service Guild is asking TNG to change the local's name to the Canadian Media Guild. In addition to CBC workers, the local also represents employees at Canadian Press, Broadcast News, Reuter and Agence-France Press.

Together, they tackled bylaw changes to reflect the new reality of a local more than three times its former size.

Reporters, producers, production assistants, editors, support staff at radio and television stations of Canada's public broadcasting system came from across the country to debate in English and French and to build a framework to help them address their concerns with a common employer.

Simultaneous translation helped the process and



TNG VP Pat Bell at the guest table.

as the meeting continued it was clear that delegates were listening carefully to diverse points of view.

Fewer than one-third of the delegates were women and even fewer were people of color. That was not lost on members who clearly, effectively and eloquently argued for a position on the local executive of a vice president for women's and equity issues. The proponents succeeded in having this motion passed.

With the energy, enthusiasm and numbers, this local can be a positive influence in the workplace and at the bargaining table. The CBC management is in for some changes.

The writer is TNG vice president from the Canadian Region (East) and a former president of the Ottawa Newspaper Guild.

How meeting came about

The Canadian Wire Service Guild, in its campaign last year to win representation rights for workers who write, edit and produce news programs at the Canadian Broadcasting Corp., promised it would hold a "constitutional convention" to write new local bylaws.

The Guild, which already represented nearly 700 CBC workers, won an overwhelming victory against two other unions in the election mandated by the federal Labour Relations Board to consolidate the numerous CBC bargaining units.

Planning for the convention, which was held in January 1994, began shortly after it was announced in June 1993 that the Guild had won 56 percent of the vote in a contest with two other unions. The victory put local membership at more than 3,500.

The session was conducted much like a TNG Convention. The elected local leadership submitted proposals that were debated and amended on the floor.

The proposed bylaws adopted by the 130 delegates to the January meeting have been put to the membership in a mail ballot. Results will be announced in mid-March.

Proposed changes include a new name — the Canadian Media Guild, a governance structure that includes a council of unit presidents as well as the traditional executive committee and a dues increase.

Proposed changes include a new name — the Canadian Media Guild, a governance structure that includes a council of unit presidents.



Len Carter of CBC Toronto makes a point as Jean Wolff of CBC Vancouver and Marie-Reine Jacques of CBC Ottawa await a turn at the mike.



Local and TNG leaders, from left, Joe Lukach of Reuters; Mike Bernard, CP/BN branch director; Ray Aboud, CWSG president; John Bryant, TNG Canadian director; Dan Zeidler, TNG rep.; Pat Bell, TNG Canada East vice president; William McLeman, TNG field director; TNG Secretary-Treasurer Linda K. Foley; Percy Hatfield, CBC branch director; Lise Loreau, CWSG vice president; Richard Van Abbe, CP/BN vice president; Gabriel Durocher, CWSG secretary, and Bob Fisher, CWSG treasurer.

Publisher buys Boston Herald from Murdoch

Boston — Patrick J. Purcell, publisher of the Boston Herald since 1982, has acquired the daily from media mogul Rupert Murdoch.

Terms of the sale were not disclosed but Purcell said he would resign his other managerial jobs in Murdoch's media empire effective when he assumed control of the Herald on Feb. 14.

Purcell had served as executive vice president of News America Publishing Inc., an arm of Murdoch's Australia-based News Corp. And Purcell was named publisher of the New York Post last spring when Murdoch announced his bid to buy the struggling tabloid.

"One thing we do not have any more are the deep pockets and the safety net of Rupert Murdoch's corporation," Purcell said in announcing the sale at a Feb. 4 press conference in the Herald building. "We are going to have

to make it on our own."

Several days after the sale announcement, Purcell said the Herald would seek to trim its staff. Some 6 to 10 jobs could be lost in the Guild-covered editorial unit.

In a statement, Murdoch said it would "be good for Boston to have a local publisher."

The rival Boston Globe was purchased by the New York Times Co. in October 1993 for \$1.1 billion.

Regarding the intense rivalry between the Herald and Globe, Purcell said, "We know that Boston needs and can support two daily newspapers."

As of September 1993, according to the Audit Bureau of Circulation, the Herald's circulation was 321,715 on weekdays and 213,985 on Sundays. Globe circulation stood at 507,647 on weekdays and 814,036 on Sundays.

Murdoch bought the Herald from the Hearst Corp. in 1982. At the time, Purcell said, the daily was losing \$13 million a year. Labor concessions and increased circulation and advertising caused the Herald to break even by 1986, he said.

"We're in the black," Purcell told the press conference. But he declined to respond to questions regarding the technical aspects of the sale agreement.

There is no indication that the sale will affect relations between Herald management and the Newspaper Guild of Greater Boston.

Separate Guild units in the Herald's commercial and editorial departments have been negotiating for a renewal agreement since July 1992. The 300-Guild covered workers at the Herald work under terms of the expired contract, which contained an evergreen clause as well as successors and

assigns language.

Tom Hiltz, Boston Guild administrative officer, said that a previously scheduled bargaining session was on for Feb. 17. Previously scheduled grievance meetings also were still expected to take place after the change in ownership.

"At least for the moment there has not been a great deal of change," Hiltz said. "Everything seems to be as it was. Hopefully, there will be a certain consistency on management's side."

Hiltz described Purcell as "a very, very tough" negotiator but added that there are no apparent parallels between the Herald situation and the strained talks at the New York Post that led to the firing of Guild members when they went on strike last September as Murdoch brought the tabloid out of bankruptcy.

"We have not seen anything but a desire to get what he wants,"

Hiltz said of Purcell, who has a daughter who is a Guild member in the Guild's Herald commercial unit. "We have not seen a desire to bat up on the Guild."

He said bargaining has been affected by a plant pattern of five-year union contracts and by a number of retrogressions proposed by the company.

Last December, for example, the company changed its proposal from a five-year agreement that would have been retroactive to July 1992 to an agreement that would be effective upon signing.

The sale clears the way for Murdoch to reacquire WFXT-TV in Boston, a Fox station Murdoch was forced to sell in 1989 by the Federal Communications Commission.

Murdoch, who owns a Fox television station in New York, won a waiver of the FCC's cross-ownership rule last year when he purchased the New York Post.

Bosnian Union of Journalists holds first meeting under tough conditions

By Paul Harris

Sarajevo — Since its inception in October 1992, the Bosnian Union of Journalists has scored a series of notable successes. It has secured the release of several journalists from Croatian and Serbian prisons, opened an International Press Centre in besieged Sarajevo and established links with bodies outside the country — such as the International Federation of Journalists.

According to Amra Sokolovic, the general secretary of the Bosnian Union of Journalists, there were around 1,000 members when the union was formed.

"We're not sure how many members we have today," Sokolovic said. "Some have been killed, media have been closed down by war and anyway keeping track in present circumstances has been very difficult."

More than 20 Bosnian journalists have died, along with an indeterminate number of foreign journalists, since the war began in April 1992.

Despite communications difficulties, around 120 Bosnian journalists attended the union's first conference in Sarajevo's Holiday Inn mid-February.

Many had made their tortuous way from war-encircled enclaves such as Maglaj and Tuzla — and

some were in uniform.

The opening of the conference was postponed for a day after guest speaker, IFJ General Secretary Aidan White, was delayed at Ancona Airport en route from Brussels.

Following the previous Saturday's mortar attack on the Sarajevo market, in which 68 people died and more than 200 were injured, more than 50 journalists, photographers and film crews were gathered at the Turkish airport clamoring for the few available seats on United Nations-sponsored flights into the besieged city.

The IFJ is the world's largest organization for journalists and the members of the audience were clearly delighted by White's arrival. "On behalf of the IFJ and our members in 75 countries I am honored to bring you a message of solidarity from 350,000 journalists all over the world," he began.

White told the delegates that the Bosnian union would be formally admitted to the IFJ in a few weeks' time. "I can understand how you feel isolated but be assured the major journalist union of the world recognizes all your efforts," he said.

The IFJ card will be important for Bosnian journalists because

there is no system of national press accreditation and this will be the only method of impartial identification.

The IFJ leader went on to condemn the world's long-time failure to act in protection of Bosnia.

White also congratulated the Bosnian journalists on their work under the most difficult of conditions and observed how the daily struggle to publish on the part of the journalists of Sarajevo's *Ostobodenje* had received worldwide recognition.

In a veiled reference to the Serbian and Croatian authorities, White called for the defeat of all those in the region who sought to impose censorship and control of the media.

Also, the conference warmly received the news of the recent establishment of the recent establishment of the Coordinating Center for Independent Media in the Balkan Region in the Slovenian capital of Ljubljana. The office is funded in part by the IFJ and a worldwide newspaper publishers group.

The author has worked extensively in the war zones of the former Yugoslavia for newspapers, television and radio. He is a member of the British National Union of Journalists.



The Los Angeles Daily News newsroom after a Jan. 17 earthquake that claimed 56 lives.

L.A. Guild forms quake fund

Los Angeles — Union members from coast to coast have responded to an appeal for assistance to fellow workers and others left homeless by the earthquake that rocked the San Fernando Valley on Jan. 17.

"Again the brothers and sisters of organized labor are responding generously and making life less hectic for workers affected by the earthquake," said Los Angeles County AFL-CIO Executive Secretary-Treasurer James Wood.

"The monetary support has definitely helped, but you can't beat the moral support and volunteerism during times like this."

Meantime, the Los Angeles Guild has set up a separate relief fund to aid workers at the Los Angeles Daily News, which is located in Woodland Hills, several miles from the quake's epicenter in Northridge.

The Western District Council of Guild locals contributed \$1,000 to the local's quake fund at its recent winter meeting in Long Beach, Calif.

Jim Smith, local administrative officer, said additional donations may be made to the fund in care of the Los Angeles Guild office, 619 Pine Ave., Long Beach, Calif. 90802.

Guild seeks action on health concerns

Silver Spring, Md. — The Guild is pressing government agencies for action on two health-related fronts.

The Newspaper Guild of Detroit has 10 asked Michigan OSHA to conduct a survey of Guild-covered employees at the Detroit News to get a more accurate picture of work-related repetitive strain injuries.

Luther Jackson, assistant administrative officer of the Detroit Guild, also asked in a Feb. 10 letter to the agency that the Gannett-owned News be ordered to implement an ergonomics program and to install fully adjustable workstations and chairs for News employees.

Meanwhile, David J. Eisen, TNG's research and information

director, has asked the National Institute for Occupational Safety and Health to reconsider its November 1993 decision not to conduct a health hazard evaluation of a Philadelphia Newspapers Inc. building. Such an evaluation had been requested last fall by Kitty Caparella, former Philadelphia Guild president.

The building, at 440 North Broadway, has been the scene of 34 cancer cases among Guild-covered employees over the past six years, Caparella told the Cincinnati-based NIOSH. The agency responded by saying that an evaluation of the building, which formerly housed the pressroom for the Philadelphia dailies, was not warranted largely because "employees' duration of

work in the building is short in comparison to that usually required for cancer development."

In a Feb. 15 letter to NIOSH official Lawrence J. Fine, Eisen said that known carcinogenic elements are rife in newspaper printing plants.

Eisen added that it cannot be assumed that employees in remote sections of a press building are immune from toxic effects of printing industry chemicals. "In many cases newspaper ventilating systems are so badly designed that ink mist penetrates departments far removed," he said.

In the Detroit case, the Guild pointed to continuing inaccuracies in the News' OSHA log despite a March 1993 citation against the company for log violations.



DAYMON J. HARTLEY/Detroit Guild

Luther Jackson, assistant administrative officer of the Detroit Guild, reports on health-related issues at a Feb. 10 membership meeting. Seated are Bill Bressler, left, local vice president and local President Lou Mlecsko.

Union-Tribune ends long fight over dismissal

San Diego — Guild activist Nancy Tetrault, fired in 1988 during contentious contract negotiations, won a chunk of back pay when the Union-Tribune decided last month not to appeal her reinstatement to the U.S. Supreme Court.

The decision ends a more than five-year legal battle and upholds the San Diego Guild's contention that Tetrault was fired from her circulation district manager's job because of union involvement.

"I tried not to get too excited but it's nice to finally see some light at the end of the tunnel," Tetrault told the Guild Reporter. "My back pay and benefits have got to be a miniscule amount compared to what they've spent the last five and a half years."

The company, represented by the Nashville, Tenn.-based King & Ballow law firm, had fought all the way to the 7th U.S. Circuit Court of Appeals, which affirmed the National Labor Relations Board and ruled that Tetrault had been fired illegally.

Tetrault was rehired in 1991 when an NLRB administrative law judge ruled against the company.

Although Tetrault returned to work, the Union-Tribune did not offer back pay and continued the legal fight even after the full NLRB agreed the dismissal was illegal.

Tetrault, who twice last year was named employee of the month at the Union-Tribune, and the Guild were calculating back pay in what is expected to be a six-figure settlement.

A company spokesperson told the Guild details of a settlement could be reached by early March.

Tetrault was a member of the local Executive Committee and also a bargaining committee member when renewal contract talks got under way in March 1988.

In June of that year Tetrault received a poor performance review. She was transferred to a new district and was told by management that she needed to do better.

When Tetrault withdrew from the bargaining committee to focus on her work, a supervisor told her he was "glad that she had her priorities in the right place."

During the summer of 1988, Tetrault was featured prominently in "The Non-



Nancy Tetrault shares a moment with Kraig Haynes, San Diego Guild treasurer, after learning the Union-Tribune would not fight her NLRB-ordered reinstatement to the U.S. Supreme Court.

Union Tribune," a television documentary produced by college students and aired on San Diego cable TV channels.

The program showed Tetrault delivering a speech to cheering local Guild members and denouncing the Union Tribune and its "carpetbagging" King & Ballow law firm.

Tetrault received another poor review in September 1988 at which time she was suspended for a day for failing to submit route profit breakdown reports on time.

At about that time, Tetrault later testified before an NLRB administrative law judge, a manager informed her that the Guild shop was on its way out at the Union-Tribune and that it "won't exist when we're done with this negotiation."

The company, continuing its investigation of Tetrault, uncovered what it claimed were irregularities in accounting documents, time cards and cash

turn-in sheets.

The company called Tetrault into an Oct. 28 meeting at which time she admitted using collections from prior months to pay newspaper carriers and commingling collections from different routes. She was suspended indefinitely on Nov. 1 and fired effective Nov. 17.

The Guild filed two unfair labor practice charges against the Union-Tribune and sought an explanation for the dismissal. The company responded Jan. 13, 1989, with a 10-page letter listing 82 reasons why Tetrault was fired.

The administrative law judge, who presided over hearings from September 1989 to September 1990, concluded that Tetrault was an "eminently credible individual" and that management's investigation of her alleged misdeeds was a sham undertaken by the company "to rid itself of an ardent union activist."

Locals asked to negotiate family leave

Silver Spring, Md. — Guild locals have been cautioned not to allow employers to implement the Family and Medical Leave Act, which became effective Feb. 5, without bargaining.

The act, signed into law by President Clinton early last year, requires employers to provide up to 12 weeks of unpaid, job-protected leave within "any 12-month period" to eligible employees for certain family and medical reasons.

"We have seen recent employer proposals to 'clarify' the law that undermine our contracts," Human Rights Director Anna Padia and Contracts Committee Executive Secretary Ruthanne Greeley said in a Feb. 3 memo.

Padia and Greeley also said they expect that some employers will "unilaterally post procedures or policy with the same effect while violating our right to bargain on this mandatory subject."

The new law grants Guild members the most favorable provisions, the memo said. Where local or state law is better, the employer must comply with that law.

Where the Guild contract is better, the employer must comply with the contract.

FMLA regulations give the employer a choice among four methods for determining the meaning of "any 12-month period." The options, which must apply to union and non-union employees, are:

- ✓ The calendar year.
- ✓ A fixed year commencing on date of hire or fiscal year.
- ✓ 12 months commencing on the date the employee takes leave.
- ✓ A "rolling" 12-month period measured backwards from the initial day of leave.

Also, each employer must post a notice approved by the Secretary of Labor explaining rights and responsibilities under the FMLA.

Padia sent a packet of information to Guild locals in November 1993 that included guidelines for future bargaining for leave improvements.

The bargaining guidelines include making leave paid rather than unpaid, increasing the amount of time available for leave, extending leave benefits to part-time workers and creation of leave banks.

Locals also have been urged to enforce the FMLA through the grievance and arbitration procedure.

Dayton Guild says 'no' to proposed settlement

Dayton, Ohio — The Dayton Guild has refused to sign off on a proposed settlement agreement of a National Labor Relations Board unfair labor practices complaint against the Cox-owned Dayton Daily News.

The Guild, in a Feb. 1 letter to D. Randall Frye, Region 9 NLRB director in Cincinnati, said that there is no reason the NLRB should favor "the employer over the employees in this case."

The letter, written by Bruce Pence, attorney for the Dayton Guild, said the Guild should receive copies of any correspondence between the NLRB regional office and the employer in advance of the proposed settlement agreement that was unveiled to the Guild on the eve of a scheduled Jan. 11 hearing in the case before an NLRB administrative law judge. [GR, Jan. 24, 1994.]

The King & Ballow legal counsel for the Dayton Guild had already agreed to the regional director's proposed settlement agreement when the Dayton Guild received its copy from Frye's office.

The NLRB complaint against the Daily News, issued in 1991, stemmed from the employer's unilateral decision to cancel dues check off and union security contract provisions when the daily's editorial workers voted in September 1986 to affiliate with the Guild. The workers had been represented by an independent union.

The NLRB complaint also cited the employer's refusal to bargain over regular part-time employees even though a number of workers in that category meet the agreed-to definition of the bargaining unit prior to a second representational vote in 1989 in which the Dayton employees again chose the Guild.

If the Daily News is not required to negotiate on behalf of all employees in the bargaining unit, Pence wrote, "Employers will be permitted to stipulate to any bargaining unit that it feels will help it win the election and then later, if it loses the election, change the bargaining unit by raising representational issues during contract negotiations."

Pence argued that a formal settlement of

the board complaint was needed so that workers and the board would be able to pursue an expedited remedy should alleged violations occur in the future.

Pence also argued that the employer should be required:

- ✓ To bargain in good faith concerning wages and terms and conditions of employment for all bargaining unit employees.
- ✓ To furnish the Guild all requested information necessary for bargaining purposes.
- ✓ To reinstate union security and dues check off provisions for bargaining unit employees.

Pence also took exception to the listing of part-time employees by name in the proposed settlement agreement. "By specifically listing an employee's name, the Regional Office may inadvertently be exposing those employees to questions, innuendoes or other false conclusions," Pence wrote.

A hearing in the case has been delayed by company countercharges.

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Return to:

David Eisen
The Newspaper Guild
8611 Second Ave.
Silver Spring, MD 20910

(Please inclose \$10 for software kit)

Library minimums for dailies, wire services

Contract—Job Title	Minimum—After
New York Times	
Chief Librarian.....	\$1,306.66—6 mo.
Researcher/Librarian.....	1,028.71—4 yrs.
Assistant Reference Librarian.....	835.21—3 yrs.
Morgue Indexer, Morgue Picture Indexer.....	784.94—3 yrs.
Morgue Counter Assistant, Program Documentation Librarian.....	743.41—3 yrs.
Toronto Globe & Mail	
Assistant Librarian.....	1,134.68—4 yrs.
Librarian Assistant.....	887.43—4 yrs.
Clerk.....	621.91—3 yrs.
Vancouver Sun, Province (2)	
Librarian.....	1,108.11—flat
Library Assistant I.....	758.13—flat
Library Assistant II.....	694.73—10 yrs.
Toronto Star	
Librarian.....	1,069.88—5 yrs.
Library Information Specialist, Co-ordinator Documents, Pictures.....	922.68—3 yrs.
Asst. Library Information Specialist.....	851.09—3 yrs.
Assistant Librarian.....	885.59—3 yrs.
Library Assistant.....	744.43—4 yrs.
Library Clerk.....	707.34—3 yrs.
Clerk in Library.....	615.59—3 yrs.
Hamilton Spectator	
Head Librarian.....	1,062.00—flat
Assistant Librarian.....	638.00—2 yrs.
Library Clerk.....	504.00—2 yrs.
Ottawa Citizen	
Librarian.....	991.16—5 yrs.
Assistant Librarian.....	729.19—2 yrs.
St. Paul Pioneer Press	
Head Librarian.....	984.50—flat
Library Assistant.....	571.91—4 yrs.
St. Louis Post-Dispatch	
Head Librarian in Reference Dept.....	933.76—5 yrs.
Assistant Librarian in Reference Dept.....	697.60—5 yrs.
Reference Dept. Librarian.....	540.42—4 yrs.
Buffalo News	
Librarian.....	927.77—flat
Library Assistant.....	464.66—5 yrs.
New York Daily News	
Head Assistant Librarian.....	913.17—3 yrs.
Library Reader, Library Technician.....	664.77—3 yrs.
Assistant Librarian.....	612.47—3 yrs.
Library File Clerk.....	519.33—3 yrs.
Washington Post	
Librarian.....	891.80—2 yrs.
Assistant Librarian, Researcher.....	533.30—3 yrs.
Montreal Gazette	
Librarian.....	889.00—4 yrs.
Assistant Librarian.....	669.00—3 yrs.
Clerk Librarian.....	564.00—3 yrs.
San Francisco Chronicle, Examiner (2)	
Head Librarian.....	887.44—flat
Assistant Head Librarian.....	740.71—2 yrs.
Librarian.....	664.57—4 yrs.
Librarian (Marker) [Examiner].....	586.76—2 yrs.
Denver Rocky Mountain News	
Librarian.....	873.00—5 yrs.
Assistant Librarian.....	496.00—4 yrs.
San Diego Union-Tribune	
Library Supervisor.....	859.01—6 yrs.
Asst. Librarian.....	827.78—6 yrs.
Librarian.....	594.03—6 yrs.
Victoria Times-Colonist	
Assistant Librarian.....	849.09—1 yr.
Library Assistant II (Indexing).....	658.60—flat
Library Assistant I.....	581.22—2 yrs.
Providence Journal-Bulletin	
Assistant Librarian.....	834.50—2 yrs.
Library Assistant.....	509.23—3 yrs.
Boston Herald	
Librarian.....	831.11—1 yr.
Clerk.....	491.96—3 yrs.
Toledo Blade	
Head Librarian.....	824.08—flat
Librarian I.....	571.98—3 yrs.
Librarian II.....	542.01—3 yrs.
Long Beach Press-Telegram	
Head Librarian.....	817.48—flat
Library Clerk.....	534.79—3 yrs.
Santa Rosa Press Democrat	
Head Librarian.....	793.37—6 yrs.
Assistant Librarian.....	531.21—2 yrs.
Manchester Union Leader	
Chief Librarian.....	753.23—1 yr.
Librarian.....	549.53—2 yrs.
Canadian Press	
Librarian.....	750.22—3 yrs.
Library Assistant.....	490.83—2 yrs.
Philadelphia Inquirer, Daily News (2)	
Classifier.....	747.99—4 yrs.
Library Assistant.....	605.13—5 yrs.
Minneapolis Star Tribune	
Library Night Supervisor.....	744.16—flat
Reference Librarian.....	732.00—2 yrs.
Library Classifier & Researcher.....	532.25—3 yrs.
Library Assistant.....	412.00—2 yrs.
San Jose Mercury-News	
Asst. Chief Librarian.....	738.42—3 yrs.
Librarian.....	664.06—4 yrs.

TOP AND FLAT minimum pay rates for a variety of Guild-covered jobs in the libraries of daily newspapers and wire services in the United States, Canada and Puerto Rico as of Dec. 1, 1993, ranged to as much as \$1,306.66 a week (\$67,946 a year), according to information from TNG's Collective Bargaining Department.

The highest of the rates was for chief librarian at the New York Times. The lowest was \$222.70 at the Terre Haute Tribune Star.

Fifty-eight percent (105) of the 197 rates were \$500 a week or more (\$26,000 a year). Forty-six percent (91) were \$550 a week or more (\$28,000 a year). Thirty-eight percent (74) were \$600 a week or more (\$31,200). Twenty-nine percent (57) were \$650 a week or more (\$33,800) while 21 percent (42) were \$700 a week or more (\$36,400).

Top and flat minimal pay rates are listed for employees at 105 daily newspapers and two wire services. Deferred increases and raises from settlements effective since Dec. 1, such as a recent librarian pay upgrade at the Washington Post, are not reflected in the list.

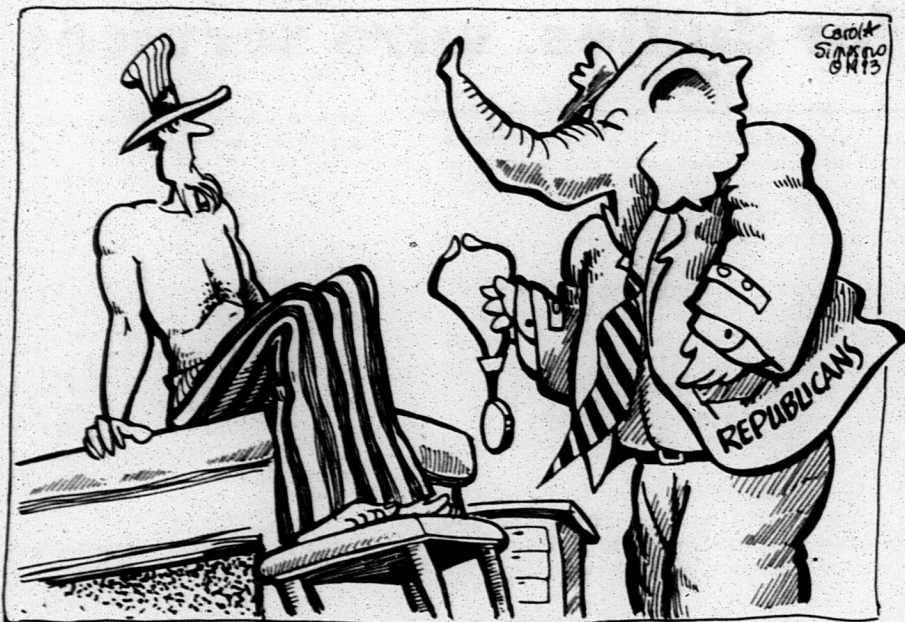
The listings are in currencies of the country in which the affected employees and their employers are located, i.e., U.S. dollars for rates in the United States and Canadian dollars for rates in Canada.

Contract—Job Title	Minimum—After
Denver Post	
Librarian.....	738.00—5 yrs.
Assistant Librarian.....	579.00—3 yrs.
Research Assistant.....	435.00—3 yrs.
Library Tech. III.....	461.00—3 yrs.
Library Tech. II.....	390.00—3 yrs.
Library Tech. I.....	353.00—3 yrs.
Chicago Sun-Times	
Reference Librarian.....	733.38—5 yrs.
Library Classifier.....	622.67—4 yrs.
Library Assistant.....	622.67—4 yrs.
Detroit News	
Degree Librarian.....	695.29—4 yrs.
Reference Clerk.....	463.91—3 yrs.
Albany Times-Union	
Librarian.....	678.22—4 yrs.
Assistant Librarian.....	539.11—3 yrs.
Baltimore Sun, Evening Sun (2)	
Assistant Chief Librarian.....	678.00—5 yrs.
Detroit Free Press	
Librarian.....	670.29—4 yrs.
Library Reference Clerk.....	475.61—4 yrs.
Monterey Herald	
Librarian.....	666.00—4 yrs.
Library Clerk.....	470.00—3 yrs.
Cleveland Plain Dealer	
Librarian.....	663.01—3 yrs.
Library Clerk.....	490.77—3 yrs.
Kitchener-Waterloo Record	
Librarian.....	662.00—2 yrs.
Library Assistant.....	511.00—2 yrs.
Los Angeles Daily News	
Librarian.....	659.75—6 yrs.
Library Clerk.....	375.55—6 yrs.
Jr. Librarian.....	482.12—6 yrs.
Associated Press	
Head Librarian.....	649.31—flat
Librarian.....	587.90—5 yrs.
Pittsburgh Post-Gazette	
Librarian.....	643.00—2 yrs.

Contract—Job Title	Minimum—After
Asst. Librarian.....	579.00—2 yrs.
Library Clerk.....	490.00—3 yrs.
Eugene Register Guard	
Librarian.....	642.57—5 yrs.
Lowell Sun	
Librarian.....	638.00—4 yrs.
Library Aide.....	411.71—3 yrs.
Windsor Star	
Library Asst.....	626.38—3 yrs.
Harrisburg Patriot, News (2)	
Librarian.....	623.75—2 yrs.
Library Clerk.....	346.65—2 yrs.
Seattle Post-Intelligencer	
Asst. Librarian.....	611.28—3 yrs.
Library Indexers.....	546.49—3 yrs.
Library Clerk.....	518.13—3 yrs.
Honolulu Advertiser, Star-Bulletin, Hawaii Newspaper Agency (2)	
Asst. Librarian.....	606.75—2 yrs.
Library Classifier.....	561.15—4 yrs.
Library Clerk.....	518.41—4 yrs.
New York Post	
Librarian.....	604.44—3 yrs.
Assistant Head Librarian.....	601.80—3 yrs.
Library Clerk.....	350.48—3 yrs.
Knoxville News-Sentinel	
Librarian.....	596.25—4 yrs.
Allentown Call	
Librarian.....	596.01—2 yrs.
Library Assistant.....	476.81—2 yrs.
Library Clerk.....	357.60—1 yr.
Lansing State Journal	
Chief Librarian.....	579.86—5 yrs.
Delaware County Times	
Librarian.....	573.86—4 yrs.
Seattle Times	
Indexer.....	558.00—4 yrs.
Library Assistant & Information Clerk.....	529.72—4 yrs.
Sudbury Star	
Librarian.....	557.12—4 yrs.

Contract—Job Title	Minimum—After
San Mateo Times	
Head Librarian.....	551.50—3 yrs.
Librarian.....	541.50—3 yrs.
North Bay Nugget	
Librarian.....	523.69—2 yrs.
Librarian I.....	549.00—5 yrs.
Librarian II.....	519.00—5 yrs.
Cincinnati, Kentucky Post (2)	
Librarian.....	507.50—2 yrs.
Assistant Librarian.....	438.00—3 yrs.
Brantford Expositor	
Librarian.....	501.63—3 yrs.
Waterbury Republican-American	
Librarian.....	500.90—2 yrs.
Assistant Librarian.....	365.35—2 yrs.
Lexington Herald-Leader	
Librarian.....	500.00—4 yrs.
Oshawa Times	
Librarian.....	498.94—2 yrs.
Waterville Sentinel	
Librarian.....	497.00—4 yrs.
Library Assistant.....	317.00—3 yrs.
Waukegan News-Sun	
Librarian.....	491.42—3 yrs.
Assistant Librarian.....	480.76—3 yrs.
Modesto Bee	
Assistant Librarian.....	486.00—4 yrs.
Woodbridge News Tribune	
Chief Librarian.....	481.65—3 yrs.
Asst. Librarian.....	464.77—3 yrs.
New Brunswick Home News	
Chief Librarian.....	480.00—1 yr.
London Free Press	
Library Assistant.....	476.00—2 yrs.
Akron Beacon Journal	
Chief Librarian.....	470.00—2 yrs.
Assistant Librarian.....	424.00—2 yrs.
Sheboygan Press	
Head Librarian.....	466.43—flat
Librarian.....	352.70—3 yrs.
Memphis Commercial Appeal	
Librarian.....	461.95—5 yrs.
Morgue Assistant.....	443.50—5 yrs.
Sacramento Bee	
Assistant Librarian.....	455.49—flat
Clerk I.....	426.94—4 yrs.
Clerk II.....	364.17—3 yrs.
Scranton Times, Tribune (2)	
Assistant Librarian.....	453.65—4 yrs.
Library Clerk.....	385.94—4 yrs.
Norristown Times Herald	
Librarian.....	451.58—4 yrs.
Indianapolis Star	
Library Assistant.....	451.50—3 yrs.
Peoria Journal Star	
Head Librarian.....	450.00—flat
Library Clerk.....	384.00—2 yrs.
Milwaukee Journal, Sentinel (2)	
Group Leader.....	443.00—3 yrs.
Classifier, Photo Group Leader.....	365.00—3 yrs.
Filer.....	305.00—3 yrs.
Microfilmer, Clipper.....	288.00—3 yrs.
Salem News	
Librarian.....	441.56—4 yrs.
Erie News, Times (2)	
Librarian.....	440.83—3 yrs.
San Juan Star	
Librarian.....	440.00—4 yrs.
Assistant Librarian.....	314.00—4 yrs.
Duluth News-Tribune	
Librarian.....	430.51—4 yrs.
Library Clerk.....	274.19—2 yrs.
Lynn Item	
Librarian.....	426.79—3 yrs.
Fresno Bee	
Library Assistant.....	423.84—4 yrs.
Kington Daily Freeman	
Librarian.....	417.46—3 yrs.
Fall River Herald-News	
Librarian.....	409.70—2 yrs.
Portland Press Herald	
Library Assistant.....	409.02—3 yrs.
Mt. Clemens Macomb Daily, Daily Tribune (2)	
Librarian.....	402.36—2 yrs.
Gary Post-Tribune	
Librarian.....	402.20—3 yrs.
Wilkes-Barre Citizens' Voice	
Clerk.....	397.00—2 yrs.
Woonsocket Call	
Librarian.....	395.31—2 yrs.
Brockton Enterprise	
Librarian.....	394.12—4 yrs.
Pawtucket Times	
Librarian.....	371.71—2 yrs.
Pueblo Chieftain	
Librarian.....	366.84—3 yrs.
Kenosha News	
Librarian.....	363.00—5 yrs.
Assistant Librarian.....	330.00—5 yrs.
Canton Repository	
Librarian.....	361.19—3 yrs.
Yakima Herald-Republic	
Librarian.....	353.60—4 yrs.
York Dispatch	
Librarian.....	316.37—4 yrs.
Sioux City Journal	
Librarian-Clerk.....	301.76—2 yrs.
Youngstown Vindicator	
Clerk.....	293.29—2 yrs.
Bristol Press	
Clerk.....	263.32—4 yrs.
Rochester Democrat & Chronicle, Times-Union (2)	
Library Assistant.....	245.00—3 yrs.
Chattanooga Times	
Librarian.....	244.40—3 yrs.
Newport News Daily Press	
Librarian.....	240.00—2 yrs.
Terre Haute Tribune-Star	
Clerk.....	222.70—2 yrs.





"Now take a deep breath and hold it while I go undermine healthcare reform."

AFL-CIO sticks with Clinton plan as health care debate intensifies

Washington, D.C. — The debate over health care reform shifted into high gear after President Clinton warned in his State of the Union message on Jan. 25 that he would veto any legislation that does not provide health coverage for all Americans.

Within days, several major business organizations — including the Business Roundtable and the U.S. Chamber of Commerce — had either distanced themselves from Clinton's proposed Health Security Act or endorsed a rival middle-of-the-road health plan being pushed by U.S. Rep. Jim Cooper, D-Tenn.

Meanwhile, the AFL-CIO remains solidly in favor of the Clinton administration's health care proposal and has played a major role in the Health Care Reform Project, a coalition of unions, medical providers and

consumer groups that is mobilizing grassroots support for the Clinton plan.

AFL-CIO President Lane Kirkland said on Feb. 3 that the Clinton proposal remains "our only real hope of solving the health care crisis."

"Despite these recent pronouncements," Kirkland said of the business group defections, "we still believe the vast majority of employers — large and small — really want to provide the very best health care benefits to their workers. But many of them won't do it until the government levels the playing field and requires their competitors to do the very same thing."

The AFL-CIO criticized the Cooper plan in early January as it began to emerge as the leading alternative in Congress to the Clinton administration's proposed Health Security Act.

In a statement, the AFL-CIO said the Cooper plan, which requires small business to offer health insurance to employees but doesn't require anyone to pay, was "put forth on behalf of the vested interests who got our current system into the mess it's in."

By contrast, the Clinton plan would require employers to pay 80 percent of the average premium for their employees, along with a subsidy for small, low-wage businesses and low-income families and individuals.

The AFL-CIO maintains that the Clinton proposal embodies health care principles long sought by organized labor, including universal coverage, universal access, comprehensive benefits, quality assurance, cost controls and equitable financing.

Features of the Clinton plan include:

- ✓ Guaranteed access to a core package of benefits, and the lifetime security of coverage that can never be taken away.

- ✓ Choice of several plans and the comfort of cost controls to keep the growth of health spending down. An advisory council would advise ways to measure quality and performance, with

information to be available to consumers.

- ✓ Financing would be shared fairly between employers, government, savings from the current system and consumers.

Meanwhile, the health care debate has spilled onto the airwaves as special interests wage a multi-million-dollar battle to defeat the Clinton reforms.

The Health Insurance Association of America is in the midst of a \$3.5 million ad campaign that warns television viewers in 14 states that the Clinton plan would be a bureaucratic nightmare that would limit consumers' choice of doctors and insurers. The group, which represents 270 companies that provide insurance for 55 million people, opposes mandatory health-purchasing alliances envisioned by the Clinton plan.

It has been estimated that opponents of the Clinton plan have spent up to \$14 million.

The Health Care Reform Project which represents 55 million Americans, including members of the Guild and other AFL-CIO unions, is sponsoring a \$1 million ad campaign in support of the Clinton plan.

The group's initial ads were to air in 16 cities. Mass mailings, phone calls and meetings with members of Congress also were planned.

In addition to the ad campaign, the AFL-CIO has been conducting training sessions with union activists around the country. The sessions are designed to familiarize state and local union activists with the various proposals and train activists in the techniques of making certain there is broad-based support for reform throughout the nation.

"The successful enactment of a good health care reform program will affect virtually every issue that affects the country, from the problem of safe streets up to the general health and welfare of the population as a whole and our competitiveness internationally," Kirkland told reporters in January. "Failure ... would be an extraordinary missed opportunity."

As they put it

We know there's a crisis

The following is excerpted from an op-ed piece written by U.S. Sen. Harris Wofford, D-Pa., for the Philadelphia Inquirer. It is reprinted with permission from the Inquirer.

SOME "JUST-say-no" Republicans finally have found a novel idea to contribute to the nation's debate over health-care reform. Their comforting message to Americans is: "There is no health-care crisis, only a little health-care problem."

I suppose we should all feel better now.

No crisis? Americans already rendered their verdict on whether to reform our health-care system. Now that we've finally moved to the question of how to do it, the historic opponents of reform are trying to turn back the clock. Aided by millions of dollars in deceptive advertising from the Health Insurance Association of America and other like-minded groups, they are saying that since there's no real crisis, we need no solution.

Nonsense. No crisis when companies avoid hiring new workers on account of skyrocketing health-care costs? No crisis when some 40 million Americans already are uninsured; when two million more lose their coverage at some point each month; and 100,000 never regain it?

No crisis when 85 percent of the increase in federal entitlement costs is in Medicare and Medicaid?

No crisis when, as I saw during my four years as Pennsylvania's secretary of labor and industry, more and more labor disputes are caused not by the issue of wages, but by a decision over who would pay for health-care benefits? When talented workers stay in unrewarding jobs because a pre-existing condition will keep them from getting coverage if they make a move elsewhere?

No crisis when some lose their health coverage by losing a job, while others lose their insurance by getting a job, and many more lose their coverage by retiring from one.

If recent history and common sense are any guide, these "just-say-no" politicians will find themselves on the sidelines. Elected officials who say the current health-care system is basically fine and needs only some slight tinkering should keep in mind what happened to Dick Thornburgh, my 1991 opponent, and George Bush.

Those chanting the "no crisis" mantra don't seem to realize that health care is a defining issue of our time — and not because of an election or any politician's rhetoric. It's because of the everyday experience of millions of Americans who are seeing their premiums skyrocket and their benefits shrink.

Whipping up fears about any potential change is easy. But I don't believe that most Americans will buy the argument that the status quo isn't so bad after all and that do-nothing solutions are better than real action. Fifty years after Harry S. Truman first called for universal, private health insurance, we finally have a President and a Congress, Democrats and Republicans, ready to go forward. Now is no time to turn back.

The Guild Reporter



BRIAN WILLIAMS, Editor



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The GUILD REPORTER

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

Vol. 61, No. 3

Silver Spring, Md.

March 25, 1994

Globe workers affiliate with Guild

Boston — Members of the Boston Globe Employees Association have voted 456-334 to affiliate with The Newspaper Guild.

A total of 796 members in the 1,100-member union cast ballots, including six blanks, with nearly 58 percent voting for affiliation in the March 10 election.

"This truly historic vote represents a great victory for the BGEA membership," said BGEA President Robert A. Jordan. "After more than 40 years as an unaffiliated union we now have, as a result of this affiliation, the much-needed strength, resources and expertise of The Newspaper Guild."

"Although Globe management fought our efforts to affiliate with the Guild, we hope that both sides can now focus on developing a positive working relationship between management and labor at the Globe," Jordan added.

TNG officials also saw the af-

filiation as a victory for both the BGEA and the Guild.

"The affiliation vote constitutes a milestone for both The Newspaper Guild and the BGEA," TNG President Charles Dale said. "It gives Globe employees full access to TNG's resources and staff power in bargaining with an in-

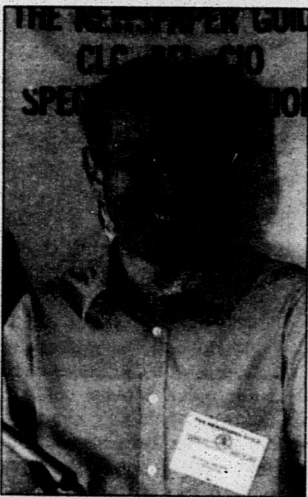
creasingly hostile management.

"We will do everything in our power to vindicate the vote of confidence BGEA members have given us," Dale added.

"We have always believed that the BGEA and the Guild belonged together," Secretary-Treasurer

(Continued on page 5)

Bocking acclaimed Canadian director



New Canadian Director Mike Bocking steps to the microphone.



TNG President Charles Dale fastens a gold TNG service pin to outgoing Canadian Director John T. Bryant for his service to the Guild.

Victoria, B.C. — Vancouver Guild President Mike Bocking was acclaimed TNG's first elected Canadian director at a Special Convention here on March 20.

Bocking, immediate past president of the Canadian District Council of Guild locals, assumed his new office immediately and became, by virtue of TNG Constitution, the Guild's primary spokesperson in Canada.

He will take a seat on TNG's International Executive Board at its spring meeting April 25-27 at TNG headquarters.

The Canadian director was made an elected post under Constitutional changes, adopted by the Guild's 1993 Convention in Honolulu, designed to provide for greater autonomy for Canadian Guild members.

Canadian autonomy, much-de-

bated in Guild circles for decades, had been a divisive issue in recent years at Guild Conventions and CDC meetings. The Constitutional changes adopted last year were the result of a consensus reached among the Guild's nine Canadian locals and talks between CDC leaders and TNG President Charles Dale.

Canadian Guild activists had been prepared, going into the Special Convention, for a membership election to decide the Canadian director.

The International Election & Referendum Committee had envisioned a May 19-24 Canadian membership election in the event that the Special Convention nominated two candidates.

However, an election was averted when Jan O'Brien, Van-

(Continued on page 5)

Local action

Strategic Plan reverts back to power source

By Bruce R. Nelson, TNG membership coordinator

A management acquaintance called the other day and said he heard I had a new job with the Guild. He wanted details.

"I'm helping develop the most powerful weapon you'll ever see at the bargaining table," I said.

"Oh yeah," he said, mustering his best tones of macho sarcasm. "And what might that be?"

"Our members."

There was silence at first. Then he said, "I don't get it."

"You will," I assured him. "You will."

And he will.

Delegates to Guild Conventions don't always agree on everything. As a matter of fact, the motion to adjourn is frequently the solitary source of quick consensus. But last summer in Honolulu, things were different.

Delegates to the 60th Convention of The Newspaper Guild unanimously passed a far-reaching, four-year strategic plan, a shared vision for the future, a plan that takes up 134 pages of print and is responsible for more bullets than Pearl Harbor.

And one sentence in that plan sums the rest of it up. "The key strategic priority is to strengthen member commitment to and participation in the Guild."

The Guild is going back to where it all started, back to the sole reason for its existence, back to the source of all power — Guild members. They are the owners of The Newspaper Guild, and the Strategic Plan is an owner's manual designed to help make the union run more effectively.

The formula is amazingly simple and as old as organized labor itself. Simply place the union squarely in the hands of the mem-

(Continued on page 7)

Albuquerque Tribune reporter wins Broun Award for plutonium series

Silver Spring, Md. — Albuquerque Tribune reporter Eileen Welsome has won the 1993 Heywood Broun Award for her series on "The Plutonium Experiment," an account of radioactive procedures performed on unsuspecting American citizens.

A four-member panel of judges selected Welsome's work from among more than 120 entries for the Broun Award, given annually by TNG in the crusading spirit of Broun, who served as president of the American Newspaper Guild from its founding in 1933 to his death in 1939.

Judging took place at TNG headquarters on Feb. 26.

In a statement, the judges predicted that Welsome's work, published by the Tribune in November 1993, "will become known as an American journalistic classic."

"Single-handedly, and with limited resources — other than her own brilliance and ingenuity — Ms. Welsome uncovered a grotesque series of experiments in which American atomic scientists turned eighteen unsuspecting citizens into human guinea pigs, with tragic results," the judges added.

The judges for the 1993 Broun Award were Linda Diebel, Washington bureau chief for the

'Single-handedly, and with limited resources—other than her own brilliance and ingenuity—Ms. Welsome uncovered a grotesque series of experiments . . .'

Toronto Star; Dorothy Gilliam, columnist for the Washington Post; Seymour Hersh, independent investigative reporter, and Rem Rieder, editor of American Journalism Review.

The judges also commended U.S. Energy Secretary Hazel O'Leary, who had undertaken to make public thousands of previously classified documents in an attempt to set the record straight.

For honorable mention, the judges cited "Race and Risk," a series by Craig Flournoy and Randy Lee Loftis in the Dallas Morning News, and "Medication Errors," by Steve Twedt in the Pittsburgh Post-Gazette.

TNG will present Welsome with a \$2,000 cash award and a citation at an April luncheon at the National Press Club in Washington, D.C. A citation also will be presented to the Tribune, a Scripps Howard daily owned by the Cincinnati-based E.W. Scripps Co.

Chair for the 1993 Broun Award is Charles A. Perlik Jr., who served as TNG President from 1969 until his retirement in 1987. The chair does not participate in judging.

The judges panel said Welsome's work honored the tradition of Broun, who consistently championed the underprivileged in his

(Continued on page 3)

THE SHORT

OF IT

THE NATIONAL LABOR Relations Board is back to full strength with Senate confirmation earlier this month of President Clinton's nominations. By a 58-38 vote, the Senate confirmed Stanford University law professor William Gould IV as chair of the NLRB. The nomination was delayed for months as Senate Republicans and business groups attacked Gould's pro-union academic writings. The deadlock ended with Clinton's nomination of Charles Cohen, a Washington, D.C., management lawyer, for a Republican seat on the NLRB. Following the roll call vote on Gould, Cohen was confirmed by voice vote. Likewise with Margaret Browning, a Philadelphia labor lawyer, to a third open seat on the NLRB and Frederick Feinstein as NLRB general counsel. Five Republican Senators joined 53 Democrats in supporting Gould, a one-time UAW lawyer with 30 years of experience as an arbitrator. He becomes the first African-American to serve as chair of the five-member NLRB. Taking the oath of office in San Francisco on March 9, Gould pledged to "return the board to the center" after more than a decade of pro-business decisions from a Republican-dominated NLRB.

Potpourri: The American TV viewing public was deluged by crime stories during 1993, even though real-life crime did not rise, according to the Center for Media and Public Affairs annual survey of TV news and political jokes. Crime news more than doubled over 1992 while government reports showed no significant increase in either overall crime or violent crime. . . . The number of journalists employed in the newsrooms of U.S. dailies dropped by 1.7 percent the 1993 American Society of Newspaper Editors survey reveals. The 53,601 newsroom jobs represents a 5.8 percent decline since 1990. . . . VDT manufacturers from eight nations — including leading U.S. manufacturers such as IBM — have applied for and received TCO-92 certification, which is based on test methods developed in Sweden. The Stockholm-based TCO, a Swedish municipal employees union, has opened a TCO Information Center in Chicago.

Labor boat: Union membership grew by 208,000 in the United States during 1993, according to the Bureau of Labor Statistics. It was the first increase in 14 years putting union membership at 16.6 million and came despite the slow recovery from the economic recession, the AFL-CIO said. . . . There were 35 major strikes, or worker-initiated stoppages, in the United States in 1993, according to the Bureau of Labor Statistics. It was the second consecutive year for that number — a record low since the data were first collected in 1947. . . . The U.S. Labor Department has filed suit against the American Business and Professional Employees Association, an organization that represented itself as a union and failed to cover more than \$1.1 million in medical claims in some 10 states. Labor Secretary Robert Reich said that "unscrupulous operators are marketing sham health insurance" under federal law that allows some unions to operate self-funded health plans. . . . Northwest Airlines CEO John H. Dasburg agreed to give back a special \$750,000 bonus in the face of a planned Feb. 28 Machinists union rally.

Abroad: The European Parliament has endorsed the inclusion of worker rights protections in the General Agreement on Tariffs and Trade. The U.S. government is expected to address worker rights at a GATT council meeting in April in Morocco. . . . Unionization in Japan has reached a three-decade low, according to the Ministry of Labor. In 1992, 24.4 percent of Japanese workers belonged to a union, compared to 33.9 percent in 1974.

Among ourselves: The St. Louis Guild has presented its annual Guilder of the Year award to Patricia Klein of the local's KSDK-TV unit. Margaret Gillerman, reporter for the St. Louis Post-Dispatch, received the local's Terry Hughes Award for warm, passionate and humorous writing. . . . New Midwest District Council officers are: Jennie Tunkieicz of Kenosha, president; Dave Longerbone of Twin Cities, vice president; Art Peterson of Chicago, secretary, and Wallace Thrower of Gary, treasurer. . . . New Southern District Council officers: Ken May of Washington-Baltimore, president; Candace McRae of Chattanooga, vice president, Mark Pattison of Washington-Baltimore, secretary, and Dawn Liebenrood of Memphis, treasurer. . . . Thomas J. Knightly, vice president of the



Knightly

Gary Guild and 28-year reporter for the Post-Tribune, died of a heart attack on March 21 while on his way to work. Knightly, 59, was an award winning journalist whose calm, fair approach to news and union issues won respect from Guild members and managers. He was a delegate to the 1967 Guild Convention in Ottawa and was Gary Guildsman of the Year in 1970. He served on the bargaining committee for the 1990 contract, the product of four years of bitter negotiations. For more than 20 years he participated in the local's Christmas Neediest Fund and made headlines in 1991 when he rescued a drowning girl from the waters of Lake Michigan near his beach home. . . . John Herling, publisher of the John Herling Labor Letter for more than 30 years and a Guild member, died at age 88 in a Wheaton, Md., nursing home. A New York native, Herling came to Washington, D.C., in 1936 as a correspondent for the Milwaukee Leader and several other newspapers.

'1.3 % won't pay my bills,' Guild members say



Guild steward Bernie Mower, with raised arm, leads colleagues in a Feb. 28 noon-hour rally outside the Bureau of National Affairs in Washington, D.C. The rally, which marked the expiration of the Guild agreement with the

employee-owned BNA, was called to show dissatisfaction with management's contract proposals. The Washington-Baltimore Guild's BNA unit covers more than 850 workers at BNA's home office.

DAVID BATES/Washington-Baltimore Guild

Steward steamed over paper towels

Albany, N.Y. — An enterprising steward in the Albany Guild found a way to deal with management's hot air.

The steward, Lorraine Libudziwski, an advertising artist at the Times-Union, reached for a paper towel in the women's bathroom one day only to discover the hygienic amenities of the workplace had fallen victim to corporate downsizing. The paper towels had been replaced by a blow dryer.

"People were really annoyed," Libudziwski said. "The air wasn't even hot and our hands wouldn't dry."

But Albany Guild members were in good hands, even if they weren't completely dry. Don't chap, said the steward, organize.

Libudziwski went into immediate member mobilization. She produced a leaflet demanding the return of the paper towels. By the end of the day, she and other Guild members had

circulated a petition through the entire floor. And her hands weren't even dry yet.

The petition signers were automatically initiated into a new Guild coalition called Departmental Alliance to Maintain Paper Products, or DAMPP for short.

"What can I say," Libudziwski explained. "I grew up reading MAD Magazine. Sometimes you just have to have fun."

In a subsequent letter to top management, Libudziwski and her DAMPP followers eloquently pled the case for paper towels with arguments like, "A lot of folks brush their teeth every day. Really. We like to wash our faces, and dry them."

She also addressed the cost issue by noting that "people have been seen unrolling yards and yards of toilet tissue so they can dry their hands and faces."

Others, she noted, have been bringing in napkins from the

cafeteria. Her manifesto closed with a clincher, the old rhetorical question: "We wonder whether executive bathrooms have undergone these same changes."

Times-Union executives huddled immediately in a mahogany conference room, attempting to do some quick damage control. By the time the doors opened, a work order had been issued. The paper towel dispenser was returned to the women's bathroom.

But in victory there was no rest for this Guild steward.

Male employees discovered that they, too, had lost their paper towels to the winds of change. And they were not returned, since the DAMPP movement came out of the women's facility.

At publication time, Libudziwski was giving lessons in organizing and agitation to her male co-workers.

No changes, says new Sun-Times owner

Chicago — Guild members at the Chicago Sun-Times won't have to wait long before learning whether a \$180 million sale of the tabloid will affect labor/management relations.

"Bargaining opens in May, so we'll find out real fast what's in store for us," Gerald Minkinen, Chicago Guild executive director, said following the Feb. 28 announcement that a Hollinger, Inc., subsidiary would acquire the Sun-Times.

Hollinger, controlled by Canadian publisher Conrad Black, said it would assume ownership of the Sun-Times effective March 31.

American Publishing, Inc., Hollinger's U.S. subsidiary, said it would honor union contracts at the Sun-Times and also that existing management would remain in place.

Minkinen said Hollinger has indicated it does not plan to re-

duce staff. The Guild represents 265 workers in its editorial-only unit at the Sun-Times.

The Hollinger subsidiary owns 287 U.S. newspapers. The acquisition of the Sun-Times and its suburban weeklies will nearly double the company's current paid circulation of 802,000 in the United States.

The Sun-Times is the eleventh largest U.S. daily with a circulation of 535,793, and a Sunday circulation of 524,475, according to the latest Audit Bureau of Circulation figures.

The Sun-Times was started in 1929 and was owned by the Marshall Field family, also owner of department stores, until the daily was purchased in 1984 by Australian media baron Rupert Murdoch for an estimated \$100 million.

Subsequent changes in management and editorial philosophy at the Sun-Times led to the

departure of some of the tabloid's best-known columnists, including Mike Royko who went to the Chicago Tribune.

Murdoch sold the Sun-Times in 1986 for an estimated \$145 million to an investment group which included Sun-Times management and the New York investment firm of Adler & Shaykin.

The only Guild-covered unit in the Hollinger chain is at the Tonawanda News, a 13,457 circulation daily in western New York.

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, April 22.) \$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.

Unionists campaign for workplace fairness



Officers and staff members from TNG joined more than 1,000 fellow union activists at a March 16 rally at Lafayette Park, across the street from the White House, to call for Senate passage of legislation to ban permanent replacement of strikers. Shown in front here are, from left, Connie Knox, Local 35 president and at-large TNG vice president; Linda K. Foley, TNG secretary-treasurer; Mary

Aldrich-Carroll, TNG office manager; Helen Coleman, assistant to international pension fund trustees; Debbie Thomas, TNG collective bargaining associate, and TNG President Charles Dale. Visible behind Foley are Portia Clare, left, and Malinka Franklin, both OPEIU-covered TNG staff members. The rally was sponsored by the AFL-CIO Industrial Union Department.

RAY CROWELL/Washington-Baltimore Guild

Denver Guild organizer named to TNG field staff

Silver Spring, Md. — Veteran Denver Guild activist Michael R. Burrell has been named a TNG international representative.

Burrell, a member of the Local 74 Executive Board since 1984, had extensive work experience in several departments at the Denver Post before joining the local staff in 1989 as an organizer.

In that capacity, he has worked to increase Guild membership at both the Post and the Rocky Mountain News. In addition to working with unit organizing committees, Burrell has assisted in prosecuting grievances for the local.

A Guild steward since 1982, Burrell was named to TNG's bench strength organizing team in 1993 and participated in a week-long class in organizing techniques at the George Meany Center for Labor Studies in Silver Spring.

Burrell was president of the Denver Guild in 1987 and has chaired local grievance, contract, human rights and organizing committees. He has been a delegate to several TNG Conventions.

Burrell worked as a pressman at the Post from 1967 to 1983, when he became a buyer for the daily.

He was an advertising customer service representative for the Post from 1987-89.

Burrell will join TNG staff on April 18. He will spend some time at TNG headquarters for orientation and will continue to reside in Denver.



Burrell

DAY

BOOK

Guild Service Award nominations, April 8, TNG headquarters.

Local paid officers/administrators, April 12-13, George Meany Center, Silver Spring, Md.

International Executive Board, spring meeting, April 25-27, TNG headquarters.

Western District Council, spring meeting, April 30-May 1, Yakima, Wash.

New England District Council, spring meeting, May 14-15, Manchester, N.H.

Great Lakes, Midwest, Southern district councils, joint spring meet-

ing, May 21-22, Minneapolis/St. Paul.

International Executive Board, summer meeting, June 13-15, Victoria, B.C.

New England District Council, summer meeting, Portland, Me.

Canadian District Council, fall meeting, Oct. 29-30, Montreal.

Midwest District Council, fall meeting, Kenosha, Wisc.

2nd Biennial Convention, June 11-16, Sheraton Boston, Boston.

3rd Biennial Convention, summer, 1997, San Juan.

Guild Service Award deadline April 8

Silver Spring, Md. — A Friday, April 8, deadline has been set for nominations for TNG's annual Guild Service Award.

The award, for excellence in leadership at the local level, is open to Guild members who serve in an unpaid capacity as officers or in other responsible local positions.

Guild Service Award candidates must be sponsored by their locals and be nominated by the local executive board, representative assembly or a general membership meeting. Individuals may not nominate themselves, nor may a local nominate

a member of another local.

"The importance attached to the award by the Guild is second to no other award," TNG President Charles Dale said in a March 1 memo to Guild locals.

"Its purpose is to recognize and encourage the development of local Guild leadership, and it may be viewed as a counterpart to the Guild's Heywood Broun Award for journalistic achievement," Dale said.

Nominations must include — or be accompanied by — a detailed description of the achievements and qualifications of the candidate.

There are no academic requirements. The award is a scholarship of up to \$2,000 for a course in trade union education. Locals may supplement the scholarship with their own funds to cover additional costs.

Recent winners have attended residential courses at the AFL-CIO's George Meany Labor Studies Center in Silver Spring.

Nominations must be received at TNG headquarters by the April 8 deadline. Nominees will be judged by a committee of TNG vice presidents during the April 25-27 meeting of the International Executive Board.

Plutonium series exposed a government 'web of deceit'

(Continued from page 1)

column for the New York World-Telegram during the 1920s and 30s.

Tim Gallagher, Albuquerque Tribune editor, said in his nominating letter to the Broun judges that Welsome uncovered the names of five plutonium experiment victims "by old-fashioned sleuthing, painstaking research in university archives and even enlisted the help of local genealogists."

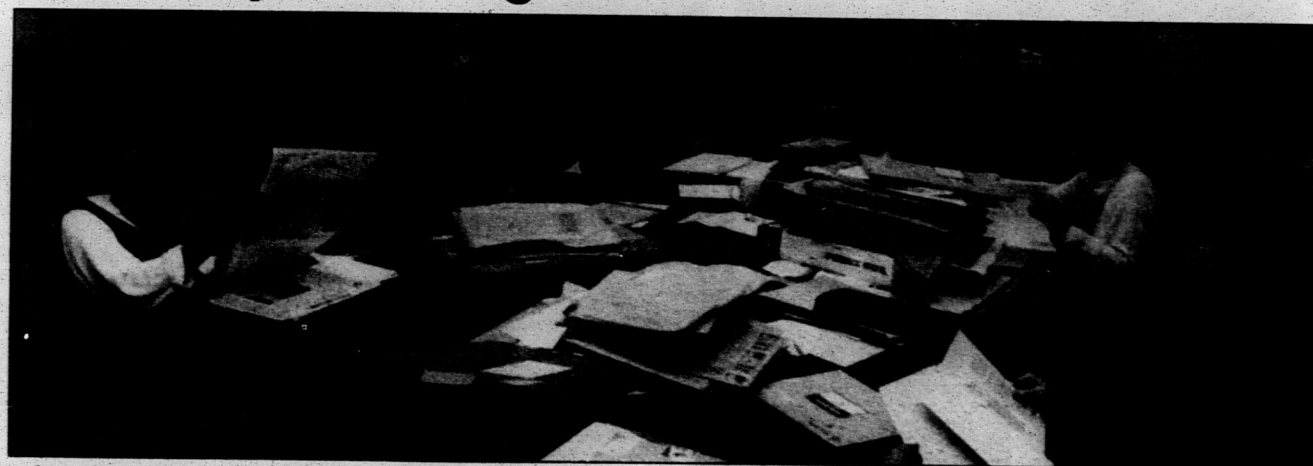
He said the Tribune is still fighting to obtain the names of other victims through a Freedom of Information Act request.

The plutonium experiments had been described in scientific literature and reported in the media as early as 1976. There were additional reports in 1986 when U.S. Rep. Edward Markey, D-Mass., released a report on scores of victims.

However, the government did not disclose names of victims and, Gallagher said, the plutonium experiments remained a story without names or faces... until Welsome.

Gallagher said that the series "unveiled a web of deliberate deceit that dated back to 1945 and a cover-up that had kept the children and the grandchildren of victims in the dark" until they were contacted during the past two years by Welsome.

Welsome began researching the series shortly after joining the Tribune in 1987. She discovered a footnote about the experiments in a declassified report on animal ex-



Judging for the Guild's 1993 Heywood Broun Award took place at TNG headquarters on Feb. 26. Shown are, from left, Dorothy Gilliam of the Washington Post; Rem Rieder of American Journal-

ism Review; former TNG President Charles A. Perlak Jr., Broun Award chair; Linda Diebel of the Toronto Star, and investigative reporter Seymour Hersh.

perimentation at Kirtland Air Force Base.

She gathered information on the experiments from scientific reports and other documents obtained from the Department of Energy.

The push to find victims who were injected with plutonium began in July 1992.

Welsome has won several journalism awards, including a National Headliner Award for a report on exploitation of New Mexico wildlife. She also won an Associated Press Managing Editors Association public service award for a six-part series on an unsuccessful real estate venture by the Public Service Co. of New Mexico.

In 1991, Welsome was a winner of a John S. Knight fellowship to study for a year at Stanford University.

The judges' panel, in selecting the 1993 Broun Award winner, issued the following statement:

We were heartened by the quality — and quantity — of the reporting in the tradition of Heywood Broun that we found among the more than 120 entries for this year's award. We were particularly impressed by the series on "Race and Risk" by Craig Flournoy and Randy Lee Loftis in the Dallas Morning News, and by the "Medication Errors" by Steve Twedt in the Pittsburgh Post-

Gazette. In a normal year, their work would have won the Heywood Broun Award.

But this was not a normal year. One of the entries was simply superlative — a work, in the unanimous view of the judges, that will become known as an American journalistic classic. We present, with respect and pleasure, the 1993 Heywood Broun Award to Eileen Welsome of the Albuquerque Tribune for her series on "The Plutonium Experiment," a harrowing account of inhumanity that we found to be unequalled in significance, originality and professionalism.

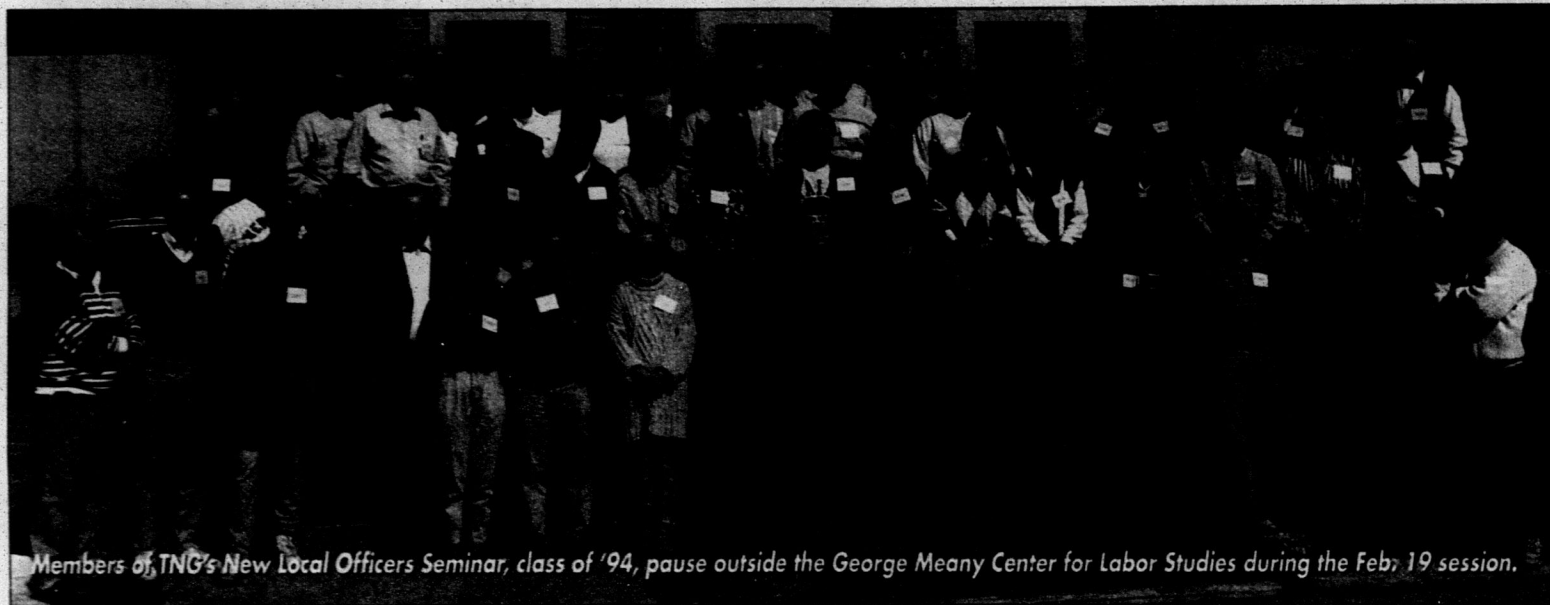
Single-handedly, and with limited resources — other than her

own brilliance and ingenuity — Ms. Welsome uncovered a grotesque series of experiments in which American atomic scientists turned eighteen unsuspecting citizens into human guinea pigs, with tragic results.

Her reporting led to public outcry, and to a commitment by Secretary of Energy Hazel O'Leary to right the wrongs. We also commend Ms. O'Leary, who has undertaken to make public thousands of previously classified documents in an attempt to set the record straight.

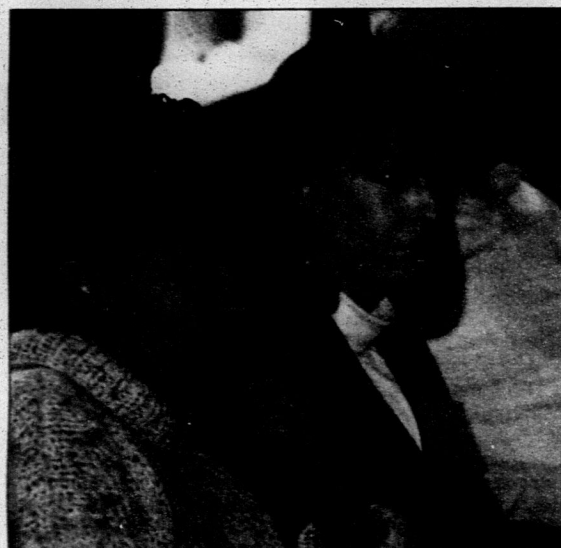
Ms. Welsome's work does honor to the tradition of Heywood Broun.

BILL BURKE/Washington-Baltimore Guild



Members of TNG's New Local Officers Seminar, class of '94, pause outside the George Meany Center for Labor Studies during the Feb. 19 session.

BILL BURKE/Washington-Baltimore Guild



Shown at left are Candace McRae of Chattanooga, left, and Clare Howard and Larry Westbrook, both of Peoria.

Craig Rose of San Diego, below right, discusses local leadership issues as Annie Cieslukowski and Nancy Mohr, both of Toledo, look on.



Bruce Nelson, center, TNG representative, takes a break with Lesley Phillips of Boston, left, and Rob Warner of Windsor.



Joy Hurst of San Jose makes a point.

New officers' Class of '94

Some 51 local Guild leaders from 32 locals attended TNG's 1994 New Local Officers Seminar Feb. 18-21 in Silver Spring, Md. Listed alphabetically by local, they were:

- | | |
|--|---|
| Albany: William Shell, Eric Lewis, James Birdsall and Donald Circe. | Portland: Joe Pickering and Kim Hutchins. |
| Boston: Lesley Phillips. | Salem: Robert Buckley and James Lazar. |
| Buffalo: Tom Dolan, Donna Ryan and Gerry Bernardi. | San Diego: Craig Rose. |
| Chattanooga: Candace McRae. | San Jose: Joy Hurst. |
| Cincinnati: Paul Long and Douglas Bolton. | Scranton: John Murphy and Tom Kahriger. |
| Hudson County: Larry Cutchall and Greg Wilson. | Sheboygan: Mike Knuth. |
| Lake Superior: Anne Bretts. | Sioux City: Bill Zahren. |
| Manchester: Daphne Whitmore. | St. Louis: Tim O'Neil. |
| Memphis: Dawn Liebenrood. | Terre Haute: Margaret Littlepaige and Barbara Alvey. |
| Milwaukee: Vincent Butler. | Toledo: Annie Cieslukowski, Mark Martinez, Marie Rawlins and Nancy Mohr. |
| North Bay: Carla Ammerata. | Translators': Sally Robertson, Nancy Rocha and Ron Wolfe. |
| Northern California: Carl Hall. | Twin Cities: Debbie Lemay. |
| Pacific Northwest: Mark Higgins. | Victoria: John Kovacs. |
| Peoria: Clare Howard and Larry Westbrook. | Washington-Baltimore: Carol Rosenblat. |
| Philadelphia: Elizabeth Vorhauer, Paul Grubb and Eugene Talley. | Windsor: Rob Warner. |
| Pittsburgh: John Schmitz. | Wire Service: Mary Mosquera. |

Bocking acclaimed in Canada

(Continued from page 1)

couver Guild administrative officer and announced candidate for Canadian director, withdrew at the eleventh hour. Both Bocking and O'Brien had appeared at a candidates forum on March 19.

In remarks to Convention delegates, O'Brien congratulated Bocking and said she bowed out because there has been enough division among Canadian Guild members.

"Decisions about Guild matters in Canada will now be made by Canadian Guild leaders and members," Bocking said in a post-Convention interview. "It has been agreed that as we develop experience with this new structure, it can evolve to better meet the needs and concerns of Canadian Guild members."

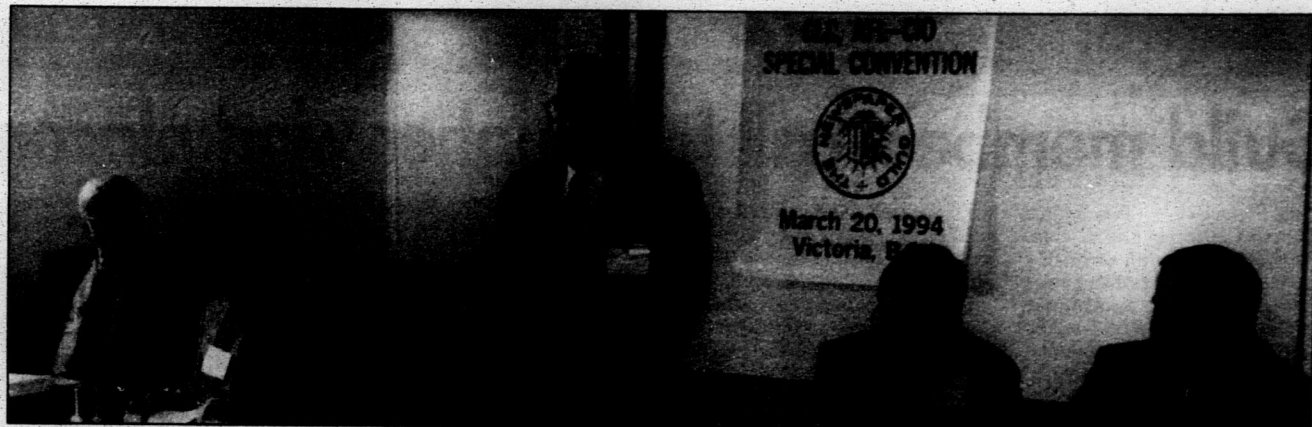
Bocking was nominated on the Convention floor by Georgia Chisholm, TNG regional vice president from Canada (West) and also a Vancouver Guild member.

The nomination was seconded by Ray Aboud, president of the Canadian Wire Service Guild.

Bocking said his immediate concern is bargaining at Pacific Press, where unions have taken a strike vote in difficult talks with the Southam-owned Vancouver dailies. A Vancouver Sun reporter, Bocking has been involved in contract talks with Pacific Press management since last fall.

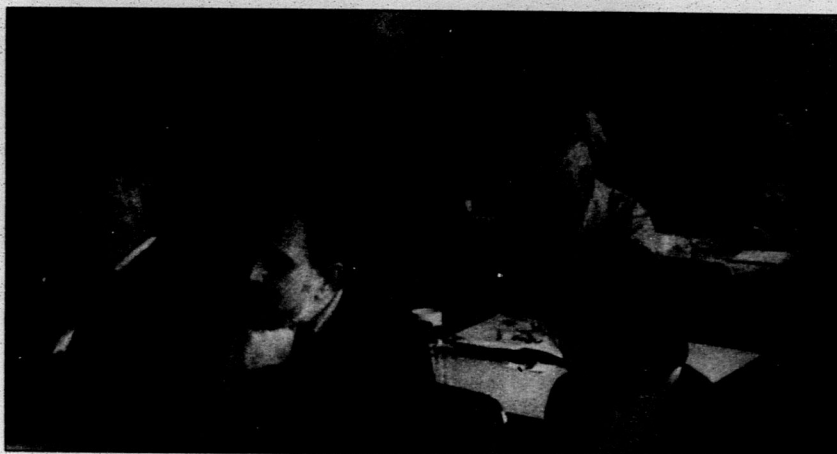
Bocking also plans to meet soon with leaders of the Southern Ontario Guild. SONG members voted overwhelmingly in a Convention-eve referendum to authorize their leaders to pursue affiliation talks with Canadian unions.

Bocking will face a decision



TNG President Charles Dale addresses delegates to the Special Canadian Convention in Victoria, B.C., on March 20. Seated are, from left, William McLeeman, TNG field operations director; TNG

Secretary-Treasurer Linda K. Foley; TNG International Chairperson Carol D. Rothman, and Dennis Nazar, vice president of the host Victoria-Vancouver Island Guild.



Among the 28 Special Convention delegates were Canadian Wire Service Guild members, front from left, Percy Hatfield, Ray Aboud and Lise Lareau. Behind them are John Belcarz and Larry McInnis of Montreal.



Danny Dewan and Teresa Garner, both of the Ottawa Guild, listen to Special Convention proceedings.

whether to seek re-election in 1995, when terms of international offices expire. He plans to remain in Vancouver for the balance of his current term.

Since 1972, the Canadian Director has been named by Canadian local leaders in consultation with the TNG president. John Bryant, who was appointed Cana-

dian director in 1988, remains on TNG staff.

During the Convention, TNG President Charles Dale presented Bryant with a plaque and a Guild service pin for his contributions as Canadian director.

In a CDC meeting on March 19, Percy Hatfield of the Canadian Wire Service Guild was chosen to

replace Bocking as district council president. Other new CDC officers include Andrea MacBride of Vancouver, vice president; Gail Robertson of Windsor, secretary, and Joe Belanger of North Bay, treasurer.

In the SONG vote, conducted March 1-15, members voted yes by 1,500 to 110, or a 93 percent margin, on the question: "Are you

in favour of the Southern Ontario Newspaper Guild leaving the U.S.-based Newspaper Guild and joining a suitable Canadian union?"

SONG President Gail Lem said local leaders will begin talks with several unions to find a merger partner. "Any merger agreement will be submitted for a membership vote," she said.

BGEA retains identity under affiliation agreement with Guild

(Continued from page 1)

Linda K. Foley said.

"The real winners of this vote are the employees of the Boston Globe," Foley added. "The BGEA leadership and membership did a tremendous job in the last round of bargaining with the Globe and the Times Co., but now they have complete access to the Guild's resources as they face this new era at the Globe."

Dale and Foley both spoke to BGEA members on numerous occasions during the past several years as a working relationship between TNG and the BGEA solidified.

Those working on the affiliation campaign for TNG during the past several months include international representatives Janet David, Leo Ducharme, Eric Geist and Dan Zeidler.

In addition, a number of local Guild leaders participated in an information meeting with BGEA members a week prior to the vote. Participating were Barry Lipton, president of the New York Guild; Bernie Lunzer, Twin Cities Guild executive secretary, and Lesley Phillips, president of the Boston Guild, which historically has represented employees at the Boston Herald and other units in the Boston area.

Under terms of the affiliation agreement between the BGEA and TNG, the BGEA will be a sepa-

rate local, retaining the BGEA name and logo.

"This affiliation gives us the best of both worlds," Jordan said. "We will still be the BGEA, with the membership in control of its own destiny. But now, thanks to the BGEA membership, we also will have the full services of The Newspaper Guild available to us — which is crucial both to our working lives and to our future collective bargaining in this new era begun by the New York Times Co.'s pur-

chase of the Boston Globe."

The affiliation vote came about eight weeks after the BGEA ratified a four-year contract, ending three years of the most intense and bitter negotiations in BGEA history.

This marks the second time that the Guild has represented workers at the Globe. In the 1940s, the American Newspaper Guild represented the newsroom staff. Later, under a National Labor Relations Board election, members voted to

replace the Guild unit with the larger BGEA unit to represent both business and editorial employees.

"We want to thank the hard-working BGEA members who made this affiliation possible," Jordan said. "We also want to thank TNG officials and our BGEA counsel, E. David Wanger, and others who helped to make this important milestone for our union a reality."

Dale added, "I particularly want

to compliment Bob Jordan and the other BGEA officers for their determination in bargaining an acceptable contract prior to the affiliation vote and the skill with which they conducted the entire bargaining and affiliation process."

Dale noted that the BGEA vote gives the Guild 1,100 new members at the largest and most prestigious New England daily and raises overall Guild membership gains to more than 4,000 during the past year.

Right from the start, ex-Guild officer savors victory

By William Cash

Boston — Thursday, March 10, 1994, was both a historical and momentous occasion, not only in the Boston Globe Employees Association but for me.

I was privileged to have helped, not as a member of the BGEA but as a worker toward attaining the goal of the BGEA affiliating with The Newspaper Guild.

I worked in the editorial department of the Boston Globe for 43 years, retiring in March 1986. During my newspaper career, in the mid-1940s, I was unit treasurer of the then-American Newspaper Guild, collecting 50 cents each week from ANG members in the editorial department.

Alas, it was a very short exis-

tence for the ANG at the Globe. Management then, as it is now, was vehemently opposed to The Newspaper Guild.

At the time of the ANG's attempts to become the bargaining union for Globe employees, management used similar tactics to those used in opposition to this campaign. We and the ANG just did not have the forces or expertise to wage any kind of battle against the opposition.

The BGEA, a company-organized union, resulted from the demise of the ANG at the Globe.

Over the years, before my retirement, as a member of the BGEA, I watched how the company union — some of its presidents and officers — worked with

management.

During several of those administrations, the need for an outside union with the strength and national prestige, such as The Newspaper Guild, was never more evident than during contract negotiations.

It was heartening that the BGEA Governing Board recommended in June 1993 that the BGEA affiliate with The Newspaper Guild.

The current BGEA Executive Committee has just gone through three years of the most difficult and bitter negotiations in BGEA history. The company appeared determined to weaken the effectiveness and strength of the BGEA.

It was pure ecstasy for me when the BGEA membership voted on March 10 to approve affiliation with TNG despite Globe management's intense and aggressive campaign against affiliation.

With the BGEA-TNG victory, I feel that I and many of my former colleagues in the American Newspaper Guild of years ago have been vindicated.

I won't be with BGEA-TNG as a member in body, because of retirement, but most assuredly will be in spirit.

The writer played a key role in the BGEA's campaign for affiliation with the Guild.

Unions search for a standard

Guild members call for tougher workplace protection

San Francisco — Two injured Northern California Guild members were among an overflow crowd at a public hearing on a proposed ergonomic standard for California workplaces.

The proposed standard, under consideration by the state Occupational Safety and Health Standards Board, is intended to protect workers from cumulative trauma disorders through work site evaluations, training, medical intervention, task design and ergonomically designed equipment and furniture.

Sheri Graves, of the Santa Rosa Press Democrat unit, testified before the board while Lewis Wallace, on disability leave from the Hayward Daily Review, spoke to a noon rally of supporters.

They were among scores of injured workers — and their unions — attending the Feb. 24-25 hearing to urge adoption of a tough standard. Unions represented at the hearing, in addition to the Guild, included the CWA, SEIU, CSEA, AFSME, Teamsters.

Employer representatives, on the other hand, testified to economic pressures of the proposed standard.

For example, California Newspaper Publishers Association legal counsel, Renee C. Allison, told the board that the CNPA supports a statewide standard but that the organization has a number of objections to specifics in the proposal.

The San Francisco hearing was the second of two hearings before the health standards board. The first was in Los Angeles on Jan. 13.

After years of lobbying by the Guild and other unions and organizations, the state legislature ordered the OSHA board to enact a cumulative trauma disorder standard no later than Jan. 1, 1995.

The legislature acted after San Francisco passed an ordinance aimed specifically at safety for

VDT workers. Court subsequently ruled that the state constitution reserves such powers for the state and voided the ordinance.

Larkie Gildersleeve, Northern California Guild administrative officer, said board members were "clearly impressed by stories recounted by individual workers of pain, insensitivity by employers and the medical community and lost jobs."

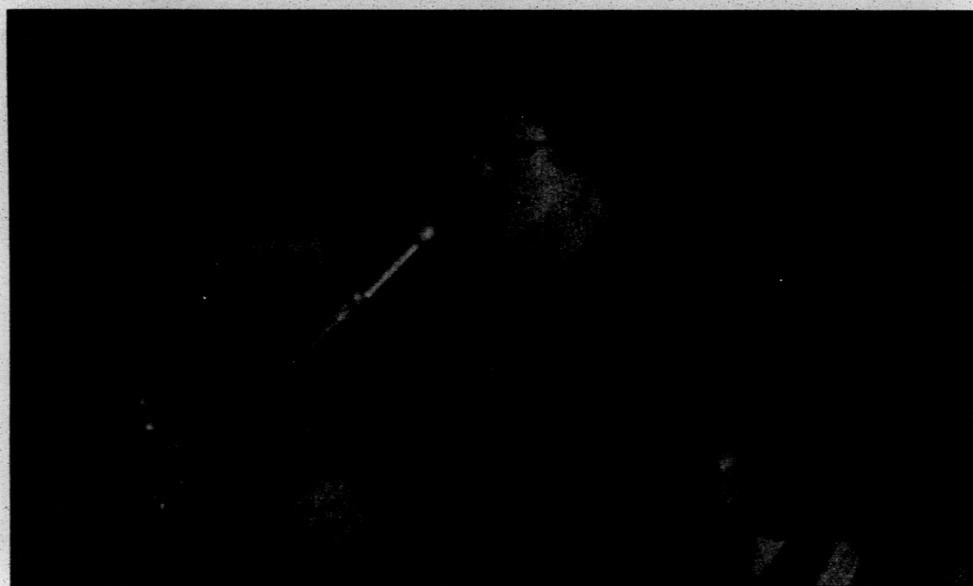
"Even so, it was clear from remarks they made at the conclusion of the hearing that they are very likely to be in favor of erring in the direction of severely limited worker protections," said Gildersleeve, who testified on behalf of the local and also presented a TNG critique of the proposed standard. "Their comments seemed to be directed at the economics of recovering expenses incurred by worker claims."

In its critique, TNG commended California's decision to enact an ergonomic standard but pointed to numerous weaknesses in the proposed standard.

The TNG statement, prepared by Research & Information Director David J. Eisen, noted that the Guild's experience with Cal-OSHA's remedial ergonomic measures has demonstrated Cal-OSHA's "inability to deal with them adequately in the absence of a specific standard."

Appraising other provisions of the draft, TNG:

- Criticized the absence of a requirement that workstations be adjustable for keyboard and monitor height.
- Urged a reduction of the time periods allowed for implementing various sections of the standard.
- Objected to an "undue hardship" provision as vague.
- Called for mandatory work-site analysis of RSI risk in high-risk industries.
- Urged that the standard give



FLOYD TUCKER/Northern California Guild

Northern California Guild member Sheri Graves testifies that she missed three years of work and underwent surgery three times before being able to resume working out of her home in June 1993.

top preference to engineering controls, such as ergonomic workstations, and secondary preference to administrative controls.

- Criticized the standard's med-

ical-management section as inadequate, emphasizing the importance of early detection and treatment of injuries.

- Urged that training in RSI

risk factors and ergonomic measures necessary to control them be required for medical evaluators, supervisors and plant engineers as well as employees.

Guild has pressed for government action

The Guild, along with other unions, has lobbied for years for measures at the state and federal level to protect workers from repetitive strain injury.

The Northern California Guild played a prominent role in pushing for a VDT safety ordinance that was enacted in San Francisco in 1991.

The city ordinance was struck down by the courts but the California General Assembly to direct the state OSHA to develop a cu-

mulative trauma disorders standard by Jan. 1, 1995.

Cal-OSHA, which conducted public hearings in January and February, is well ahead of other states, as well as the federal OSHA, in adopting an ergonomic standard for the workplace.

The Guild has challenged the safety of VDT work at a number of California newspapers — and in some cases is working with employers to address ergonomic issues.

During the past decade, the Guild has sought assistance from the Cal-OSHA at the San Diego Union-Tribune, Fresno Bee and at the Alameda Newspaper Group in Alameda County.

In addition, there are active Guild committees working with management on cumulative trauma issues at the Santa Rosa Press Democrat, the San Francisco Newspaper Agency, as well as the Chronicle and the Examiner, and at the San Jose Mercury News.

Hearing makes for a chaotic day in the life of an RSI victim

By Lisa Petrillo, San Diego Guild

Los Angeles — It was chaos, so patience is required . . . and maybe a copy of War and Peace to kill time.

The entire auditorium was filled with expensive suits and briefcases toted by industry representatives and lobbyists, all prepared to address the 26-page proposed regulations page-by-page, word-by-word.

There were only two victims testifying, myself and a sign language signer.

OSHA repeatedly tried to stop the estimated 15 workers from discussing the overall concept of the regulation, or the general need for RSI regulation.

The workers' presentations were not organized, and were highly anecdotal, and they seemed to totally bore the OSHA board.

On the other hand, the industry statements were highly smarmy. If I heard one more long, kiss-ass, thank-you-for-allowing-us-the-opportunity-to-speak, I was going to scream.

Some industry people actually threatened to move out of state if OSHA moved to protect workers with this regulation. Whenever an industry head took an especially fascist tone against the regulations, it would prompt a big round of applause.

The chaotic hearing did not allow anybody to sign up to speak in turn, first-come-first-serve, or sign up ahead of time for an

Lisa Petrillo, a member of the San Diego Guild, testified at a hearing of the California Occupational Safety and Health Standards Board in Los Angeles on Jan. 13. It was the first of two public hearings on a proposed ergonomic standard for California workplaces. This is Petrillo's account.

organized presentation, like an hour for one side, an hour for the other.

So the workers, feeling intimidated, lined up for a chance at the mike; a long line of us, which annoyed the OSHA board. The authorities repeatedly tried to make us sit down but we refused.

On the other side of the aisle, an occasional suit would stroll up and be allowed to speak without waiting in line. I was the only one who complained.

The newspaper owners were well represented, with the California Newspaper Publishers Association bringing a fleet of lobbyists, about eight it looked like, and they talked up their task force on RSI as an example of solving the problem their own way.

I got to speak at noon, so I had to be brief, getting only two minutes.

I gave my name, my affiliation with the San Diego Guild, explained that it represents 1,000 workers, and that RSI has been so serious in our industry and our plant that it has hit across the board in all depart-

ments, white collar and blue collar, everywhere except management.

"The problem is that management doesn't suffer any of this because they have someone else to type their memos and lift their bundles and do that kind of work," I explained.

I told OSHA that I have won many awards, including awards from the erstwhile industry group, the CNPA, that I was good at my job and that I was not simply a rusty tool to be thrown out — nor were any of my fellow RSI victims.

I offered to show my surgery scars and told them I would spare them the long story of my injury but what they needed to know was that the whole medical mess was a long and drawn-out nightmare.

(I blew it not telling them that all these medical problems, and the money spent on fixing them, could be solved with early intervention. I also blew it by saying that I can't pick up my child without pain. They obviously didn't see any money in that.)

My main complaint with the proposed regulations, I told them, was the vague lan-

guage that lets management weasel out of its responsibilities.

Specifically flawed were phrases like "timely manner."

When I started working for the Union-Tribune, Ronald Reagan was president but we were working on computers that were bought when Richard Nixon was president.

"Updating equipment is crucial because the improved models are more designed with safety in mind," I testified. "Yet our newspaper was working under an OSHA Special Order and it still took three and a half years to get new computers after management had told OSHA it would be getting those computers soon."

The other problem is the phrase "undue hardship."

I told the OSHA board that I work in an industry that, until the recession, was making a 35 percent profit margin. "I work for a paper owned by one of the richest women in the world," I told the board. "And even under the threat of a special order, they claimed it would be an 'undue hardship' to buy the equipment needed to improve worker safety."

I apologized for breaking the rules and addressing issues later in the document. I explained that, unlike most of the people in the room, I wasn't paid to be there and I had to catch a train and get back to work.

Then I missed my train.

Safety and health update

Detroit News agrees to ergonomic improvements

Detroit — The Detroit News must provide a voice-activated computer, ergonomically adjustable furniture and a repetitive strain injury training program for employees, under a settlement agreement between the Gannett-owned daily and the Michigan Department of Public Health.

The settlement is in response to the Detroit Guild's November 1992 complaint against the News. The Guild claimed that poorly de-

signed furniture and lax safety policies had led to repetitive strain injuries.

The state OSHA fined the News \$5,400 in April 1993 and directed the paper to make safety changes. The News appealed the OSHA action.

Under terms of the settlement, reached March 4, the state agreed to drop the citation and fine and the News agreed to:

- Establish a joint ergonomics

team with the Guild.

- Start a training program to inform employees about repetitive strain injuries and how to avoid them.

- Provide ergonomically designed and fully adjustable chairs and workstations.

- Set up a voice-activated computer pilot program.

- Establish a medical management program to identify and properly treat RSI.

The state's original citation marked the first time in the United States that a state or federal OSHA had cited and fined a newspaper for ergonomic violations.

In a related action, the Michigan Department of Public Health said it would not proceed on the Guild's latest health and safety complaint against the News. A state official said there were not enough injuries at the paper to

warrant another investigation.

"We obviously disagree with the state's action," said Don Kummer, Detroit Guild administrative officer. "While the state feels there must be an army of injured workers before it can take action, we believe that one injury is intolerable."

The Guild's Feb. 10, 1994, complaint had asked the state to survey News employees for health and safety ailments.

NIOSH: Emissions, deaths not linked

St. Louis — Investigators from the National Institute for Occupational Safety and Health found elevated emission levels in the St. Louis Post-Dispatch newsroom but said the levels were too low to produce the cluster of brain tumors that prompted the inquiry.

NIOSH, in a report on the findings of a December visit, said only two of seven cancer deaths reported at the Post-Dispatch could be blamed on primary brain tumors. In a third case, the cause of death could not be determined.

The NIOSH health-hazard evaluation had been requested by the St. Louis Guild after the latest deaths sent alarm through the newsroom.

NIOSH's radiation detection team found magnetic field levels ranging from 3.23 to 9.79 milligauss (mG) down the middle of the newsroom — more than three

times the range at either end.

NIOSH said a conduit under the floor appeared to be responsible. A reading as high as 77.1 mG was recorded in one spot.

However, NIOSH said its findings "provide no basis for concluding that the cases of cancer among (Post-Dispatch) editorial office employees are related to the physical environment of the . . . building."

"Although some studies suggest that brain cancer may be related to exposure to ELF (Extremely Low Frequency) electric and magnetic fields, the report added, "the body of evidence is inconclusive."

But TNG Research & Information Director David J. Eisen noted that there is an accumulation of scientific research strongly suggesting that "magnetic fields as low or lower" than those recorded at the Post-Dispatch "are associ-

ated with elevated cancer risks."

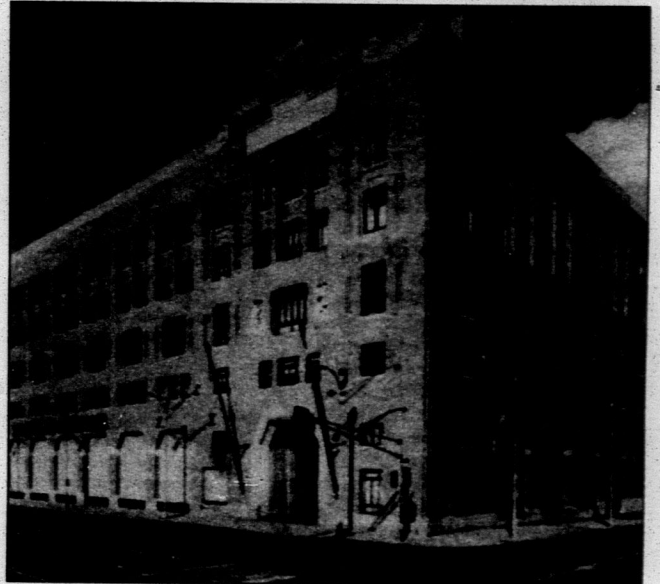
Eisen said the Post-Dispatch findings should not be ignored.

In an advisory letter to the St. Louis Guild, Eisen said the local should insist that the conduit emissions be traced to their source and eliminated, as suggested by NIOSH.

He also recommended that new VDTs at the Post-Dispatch be tested to confirm management's claim of reduced emissions.

NIOSH, noting that brain cancer is relatively rare, listed printing and publishing among major industries in which the disease has been associated with the use of chemicals.

Recently, NIOSH added, "reports of elevated brain cancer among workers in various electrical occupations . . . suggest a link between brain cancer and exposure to electromagnetic fields."



Deaths at the St. Louis Post-Dispatch can't be blamed on the building, NIOSH says.

Labor planning rallies to push for federal OSHA reform

Silver Spring, Md. — Workers Memorial Day observances planned by the AFL-CIO throughout the United States on April 28 will focus on the campaign for reform of the 23-year-old Occupational Health and Safety Act.

TNG President Charles Dale has asked Guild locals to contact central labor bodies in their respective communities and to take part in Workers Memorial Day observances that will highlight local

safety and health concerns.

OSHA reform is among the AFL-CIO's top legislative priorities before the 103rd Congress. Pending legislation in both the House and Senate would provide for joint safety and health committees, tougher enforcement and early adoption of an ergonomic standard that would curb repetitive strain injuries.

Labor Secretary Robert B. Reich, in testimony before the

Senate on Feb. 9, reaffirmed Clinton administration support for both OSHA reform bills. "OSHA's experience of more than two decades has shown us that most workplace injuries and illnesses are not unavoidable accidents," Reich said.

Meanwhile, organized labor has joined the Coalition for Safe Jobs, a broad coalition of more than 50 groups — including public health, environmental, women's, con-

sumer, civil rights and other organizations — formed in February to press Congress for OSHA reform.

"We are appalled at the terrible death toll that continues to plague the American workplace," AFL-CIO President Lane Kirkland said. "We are disturbed by the millions more who are maimed and injured each year. We believe there is a solution to this tragic problem — strengthen the law and give working people themselves a voice in

protecting their safety and health on the job."

Organized labor is placing special emphasis on getting members to send letters and postcards to their legislators in support of OSHA reform.

Dale's March 3 memo to local leaders included an order form for locals to obtain printed postcards to members of Congress. Guild support for OSHA reform was reaffirmed by the 1993 Convention.

Strategic Plan: Owners' manual for members

(Continued from page 1)

bers, teach them some skills, then stand back and let them feel the energy and excitement that comes from acting together to make a difference.

And it's already starting to happen, even as locals are just beginning to put their plans for membership involvement together. The sounds of mobilization can already be heard, far and wide. For example:

(In Toronto, 130 Guild members from the Canadian Wire Service Guild met to literally give birth to their new union, resulting from the local's election victory at the Canadian Broadcasting Corp. last June. They came from all parts of Canada, represented more than 100 job classifications and debated in French and English. Yet they shared the common excitement of building their own union.

(In Albany, drivers for Hearst's

Times Union didn't just get a union but may have discovered what a difference they can make when they get involved with one that's been there for 60 years. The drivers in the Albany Guild, led by John Ropelewski, a driver who was just elected local vice president, have built a model steward program, with one Guild representative for every nine members.

The local sent two of the new stewards, Bill Shell and Eric Lewis, to TNG's New Officers Seminar last month. Best of all, those stewards are solving problems every day.

(In Seattle, Pacific Northwest Guild President Mark Higgins has ended the practice of having the local's office staff mail kits to new employees. From now on, the Guild will have its own Welcome Wagon with stewards and other unit officers making personal introductions to the newspaper and to the Guild.

(In Toledo, they wore the green on March 22 instead of March 17 this year. That marks one year until the contract expires and green ribbons, matching the color of the contract, were prepared for all members.

It was an idea that steward Nancy Mohr brought back from the New Officers Seminar. She picked it up from Daphne Whitmore, a seminar classmate out of the new Guild accounting department unit in Manchester, where they staged a similar campaign for an initial contract by wearing orange ribbons.

The Toledo folks added a twist of their own. They made "involvement badges" for all officers, stewards and Guild committee members, demonstrating the collective impact of member involvement. There are 326 Guild members in Toledo and more than 40 of them wore badges identifying their union position as they circu-

lated throughout the plant talking to other members.

Those are just a few of the many new sounds of member involvement. The movement is growing every day.

My plan is to collect examples of membership involvement and mobilization projects and share them with everyone else in this space. Or course, involvement is needed in order to do it. Let me know what you're doing to get members involved in your local.

And while you're at it, please put me on your newsletter mailing list. (If you don't have a newsletter, you now have one more idea of how to get some involvement.)

My address is 111 E. Kellogg Blvd, Apt. #2804, St. Paul, MN 55101 and my phone number is (612) 291-8941. My CompuServe/Labor Net address: 71112.400.

That weapon the Guild is building is going to be awesome.

Local staffers to meet on Plan

Silver Spring, Md. — TNG President Charles Dale has invited Guild locals with paid officers and/or staff members to an April 12-13 meeting at the George Meany Center here to explore ways to implement the Guild's four-year Strategic Plan.

Dale said the meeting is "to draw on the wealth of experience of local staff, so that we can find some specific ways of achieving the membership involvement goals of the Strategic Plan, as they relate to the larger locals with paid staff."

Meanwhile, in accordance with the plan, TNG Field Operations Director William McLellan has directed international representatives to telephone leaders of all Guild locals on a regular basis in an effort to determine local needs.



If newspapers printed "NO HELP WANTED" ads . . .

CWA faces division among locals over affiliation issue in Canada

Washington, D.C. — Leaders of the Communication Workers of America face a decision over a split among the union's Canadian ranks.

Members of Canadian locals that joined the CWA in the 1986 CWA-ITU merger took part in a fall 1993 vote on the question of whether to leave the U.S.-based international union.

The result — a 51 to 49 percent margin in favor of a split — left no clear mandate for separation and has opened up a division between large and small CWA locals in Canada.

The vote tally showed 1,626 in favor of a split with 1,563 wishing to remain in the CWA. The 63-vote margin coupled with the turnout — 3,192 out of an eligible 5,284 members cast ballots — has fueled small local leaders' argu-

ment that the vote was not valid.

A majority of members in seven mostly large locals voted to leave the 650,000-member CWA while a majority of those in 29 small to mid-sized locals voted to stay.

Prior to the referendum, CWA President Morton Bahr had pledged to abide by the results. However, he expressed disappointment following the December vote count that "the referendum was not a mandate, either way."

After the dust settled on the initial vote, leaders of the seven larger locals began making plans for local elections this spring to decide whether to affiliate with the Communications, Energy & Paperworkers Union of Canada (CEP), formed in 1992 by the merger of three national unions with membership totalling more than 140,000.

Leaders of the smaller locals, meanwhile, have mounted a challenge to the 1993 vote.

The pro-CWA leaders wrote a Jan. 6 letter to Bahr saying that the election did not produce a mandate for separation and charging that the Canadian Conference of CWA Locals "is in the hands of those who are proponents of disaffiliation."

The Peterborough Typographical Union formally challenged the authority of the CWA Executive Board to hold the 1993 referendum.

The leaders of the small CWA locals in Canada, in their letter to Bahr, called for the CWA to "work toward merger with other unions within the media industry who have members in Canada" in order "to ensure representation of our members in the future by a strong international union."

TNG encourages locals to participate in Unity '94

Silver Spring, Md. — TNG is encouraging Guild locals to send representatives to Unity '94, an unprecedented joint meeting of four minority journalism groups July 27-31 in Atlanta.

More than 5,000 journalists are expected to participate in the meeting to mount a collective challenge to the news industry on diversity issues. Groups participating in Unity '94 are the Native American Journalists Association, the National Association of Black Journalists, the National Association of Hispanic Journalists and the Asian American Journalists Association.

In a memo to local leaders, TNG President Charles Dale said TNG will subsidize pre-registration fees for the first 10 Guild locals to send a copy of the check and completed convention regis-

tration form to TNG.

The International Executive Board, at its October 1993 meeting, urged locals to send at least one journalist of color to the Unity convention.

"This is an extraordinary opportunity for Guild members to meet and to network with others, to learn, teach and shape the diversity issues and recommendations that will affect the industry and our union," Dale said in his March 24 memo.

Dale urged locals to register as soon as possible. Copies of checks and registration forms should be sent to Dale at TNG headquarters, 8611 Second Ave., Silver Spring, MD 20910.

Inquiries about the convention may be directed to TNG Human Rights Director Anna Padia at TNG headquarters.

Editorial

Clinton passes NLRB test

It was suggested in this space some 14 months ago that appointments to the National Labor Relations Board would be a quick test of the newly inaugurated President Clinton's commitment to the issues that are important to working people in the United States.

The president did not act as quickly as we had hoped on the NLRB vacancies he inherited from the Bush administration — and Clinton's zeal in hawking the North American Free Trade Agreement last year certainly contributed to rendering the NLRB to the backburner.

Of course, pro-business Republican senators worked overtime to delay action on Clinton's nomination of William Gould IV to chair the NLRB. Nonetheless, the Senate finally has confirmed Gould along with other Clinton nominees to the labor board and NLRB general counsel.

It can now be said with confidence that Clinton has passed the NLRB test. We now have a labor board that will work to remedy the anti-union excesses experienced under former presidents Ronald Reagan and George Bush.

It was heartening to read some of the words Gould spoke after he took the oath of office on March 8. Gould, a former UAW lawyer and strong proponent of unions, said he would address what he called "the polarization" between labor and management and that he would "return the board to the center."

Gould captured precisely what unions expect from the labor board. Now organized labor must focus its attention on other issues that were addressed in our January 1993 editorial.

President Clinton has made good on most of them. He has signed into law the Family and Medical Leave Act — after it had withered under the Bush veto pen — and is pushing for universal health care, OSHA reform and a ban on the permanent replacement of strikers.

Getting the job done on unfinished legislative business is going to be difficult.

The Senate Republicans are certain to use the filibuster rule to block the workplace fairness bill that would halt permanent replacement of strikers. Rounding up the needed 60 votes to stop the talk and put workplace fairness to a vote will be difficult, especially considering that 58 senators voted with Clinton on the Gould nomination.

On health care reform, unions will do whatever they can to support the president, despite last year's battle over NAFTA. Vice President Al Gore paid a post-NAFTA fence-mending visit in February to the AFL-CIO executive council, which pledged to spend at least \$10 million — the most U.S. labor has ever spent on a single cause — in the no-holds-barred health care fight.

The Clinton-appointed Dunlop Commission is pursuing its study of labor law reform but is not expected to issue a report until after the November mid-term elections.

So the reality is that, despite Clinton's support on many of the key labor issues, unions still must mobilize public support in order to convince members of Congress that labor's agenda must be taken seriously. The positive side is that the Reagan era taught unions that they had to go public to survive. We know what we have to do and we know how to do it.

The Guild Reporter



BRIAN WILLIAMS, Editor



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