

Women asked to give views

TNG is helping to distribute a U.S. Labor Department Women's Bureau survey that will reach some 9 million women during the coming weeks.

Women Guild members are asked to complete the survey, which appears on Pages 5 and 6 of this issue, clip it out and send the pre-addressed form to the AFL-CIO.

The survey is designed to help formulate Clinton administration policy but TNG leaders see it also as a useful way to gauge the attitudes of Guild members.

Women Guild members in Canada also are asked to complete the survey. The AFL-CIO has agreed to separate surveys postmarked in Canada so they may be analyzed by TNG's Human Rights Department.

IEB calls for merger proposal

Silver Spring, Md.—The International Executive Board has directed TNG President Charles Dale to submit a proposal as early as next month—or no later than October—to merge with another union.

The IEB directive, passed by a 15-1 roll call vote during the board's April 25-27 meeting, followed a report by Dale on the status of his talks to date with other unions.

Dale said he has conducted preliminary merger talks with four unions—the Communication Workers of America, the Graphic Communications International Union, the International Brotherhood of Teamsters and the United Steelworkers of America—since the board's fall

meeting in October 1993.

Merger discussion stems from the four-year Strategic Plan adopted by the Guild's 1993 Convention. One of the seven recommendations in the plan calls on Dale to submit a report on merger by the 1995 Convention.

The IEB's April 26 action, which came on

a motion by Region 4 Vice President Larry D. Hatfield, sets a timetable for the merger process. In arguing for the motion, Hatfield said the Guild cannot afford to wait because of the bargaining climate faced by many locals.

"If we don't act, it's going to say on our tombstone that we're

dead but we were very careful about it," Hatfield said.

Under merger provisions in Article XXIII of TNG's Constitution, the IEB submits a merger proposal to a Convention. If approved by the Convention, the merger proposal would then be submitted to TNG membership in a referendum election.

Guild members would vote separately in Canada and the United States. A merger proposal requires approval in both countries in order to be ratified.

In his report on merger, Dale distributed to board members a written proposal he had received from the CWA. Dale said that

CWA President Morton Bahr had disclosed in a recent speech that the CWA had held merger talks with the Guild and that Bahr had affirmed to a Bureau of National Affairs reporter that the CWA had made a written proposal to the Guild.

Dale said he had not solicited the proposal and said he would continue to work from his own list of "essential ingredients" in future affiliation talks with the CWA and other unions.

At the top of Dale's list is retention of TNG's identity and character through establishment of a division.

"I do not envision Guild members voting to become members of another union," Dale

(Continued on Page 6)

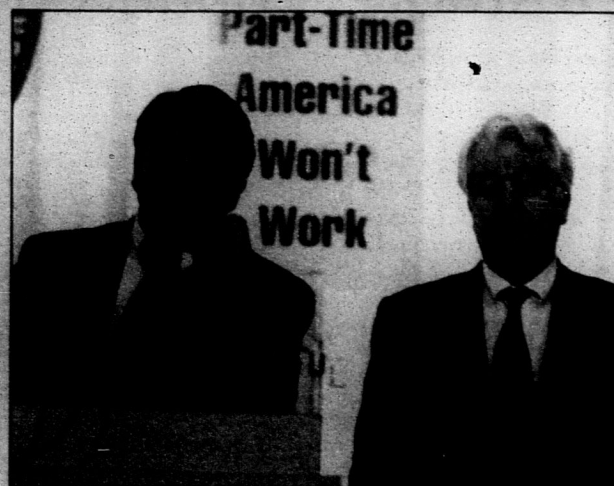
More IEB coverage
Pages 4 & 5



NANCY WONG/Northern California Guild

Tensions mount in San Francisco

Some 150 San Francisco newspaper union members and their supporters, above photo, angry over lack of progress in contract talks, picket the opening session of the Newspaper Association of America convention on April 24 at the Fairmont Hotel in San Francisco. Although police kept most union members behind barricades, some workers handed out fliers at hotel entrances. On May 6, United Mine Workers President Richard Trumka, right photo, pledges full AFL-CIO support for the Bay Area Conference of Newspaper Unions in the struggle for new agreements to replace contracts that expired in November 1993. Doug Cuthbertson, Northern California Guild AO and unity council president, looks on during the Washington, D.C., press conference. Story, additional photos, Page 3.



BILL BURKE/Washington-Baltimore Guild

Advancing Canadian autonomy

Silver Spring, Md.—The International Executive Board is studying Canadian autonomy measures that would expand on Constitutional changes adopted by the Guild's 1993 Convention.

The IEB, at its April 25-27 spring meeting, created a task force made up of the three IEB members from Canada to survey Canadian local Guild leaders and return with recommendations for what TNG President Charles Dale termed "TNG Canada."

The task force is to report at the IEB June 12-15 summer meeting. Proposals likely would call for additional Constitutional changes that would require Convention action.

The unanimous decision was made on a motion by Canadian Director Mike Bocking to develop a plan "to further advance toward the goal of Canadian autonomy through establishment of an autonomous Canadian division and that a special Canadian task force ... produce specific proposals for presentation to the IEB in June."

Bocking suggested the concept as the IEB weighed a response to an anticipated move by the Southern Ontario Guild to leave TNG and affiliate with a Canadian union.

SONG members voted overwhelmingly in March to authorize local leaders to pursue affiliation talks with Canadian unions. SONG leaders, who have

(Continued on Page 2)

BRIEF

Local president back downtown

Detroit Guild President Lou Mleczo is back in the main newsroom four days a week, a year after Detroit News management banished him to the Gannett daily's Macomb bureau in retaliation for Guild action over the paper's poor safety practices. In an agreement with the company, the Guild dropped its grievance, NLRB charge and lawsuit alleging violation of Michigan's Whistle-blower Act. The agreement also allows Mleczo to handle grievances on company time. "Having Lou back downtown is a great boost for our members' morale," said Don Kummer, Detroit Guild AO.

St. Louis Guild members attended a Pulitzer Co. shareholders meeting May 11 to do some handbilling and to find out what happened to the once-peaceful labor/management relations at the St. Louis Post-Dispatch. "They assured us the company is serious about moving toward an agreement in the near future," said local AO Herb Goodrick. "We'll see what that means." Meantime, a 100-member local mobilizing committee has planned a heavy summer docket of activities to focus attention on difficulty in bargaining a new contract.

Four Guild members are among 12 U.S. journalists who have been named University of Michigan Journalism Fellows for the 1994-95 academic year. Guild members and their areas of study are:

- Ronald Fitten, Seattle Times, the effects of riots on communities.
- Ulysses Torassa, Plain Dealer of Cleveland, legal affairs.
- Anastasia Toufexis, Time magazine, the effects of crime news on crime.
- Michael Vitez, Philadelphia Inquirer, the short story.

LABOR BEAT

The Teamsters reached a tentative agreement April 28, ending a nearly four-week strike that idled 70,000 workers at 20 trucking firms. The agreement provides pay increases and restricts use of part-timers.

The National Association of Broadcast Employees and Technicians took out full-page newspaper ads in early May urging viewers to boycott NBC programs during the May "sweep" ratings period.

DAYBOOK

Steward training, June 11, Cleveland Guild.
International Executive Board, summer meeting, June 12-15, Victoria, B.C.
Steward training, July 10, St. Louis Guild.
New England District Council, summer meeting, Portland, Me.
Canadian District Council, fall meeting, Oct. 29-30, Montreal.
Middle Atlantic District Council, fall meeting, Nov. 5-6, New York.
Midwest District Council, fall meeting, Kenosha, Wisc.
2nd Biennial Convention, June 19-23, Sheraton Boston, Boston.
3rd Biennial Convention, summer, 1997, San Juan.



Eileen Welsome, left, receives the 1993 Heywood Broun Award from Rem Rieder, editor of American Journalism Review. Looking on are former TNG President Charles A. Perlik Jr. and International Chairperson Carol D. Rothman.

Broun Award winner describes 'abuse, deceit'

Washington, D.C. — Albuquerque Tribune reporter Eileen Welsome, in accepting the 1993 Heywood Broun Award, gave a chilling account of her investigation of federal government radiation experiments during the 1940s.

"The abuse, deceit, the coverup and the callous disregard that an elite group of government-funded scientists displayed toward a handful of vulnerable people simply took my breath away," Welsome told a luncheon audience at the National Press Club on April 25.

Welsome—also winner of a Pulitzer Prize and a George Polk Award for "The Plutonium Experiment"—was chosen for the Broun Award by a four-person panel of judges that reviewed more than 120 entries at TNG headquarters in February.

The Broun certificate and \$2,000 cash award were presented to Welsome by Rem Rieder, editor of the American Journalism Review and a member of the judges' panel. The 1993 Broun Award was chaired by Charles A. Perlik Jr., former TNG president.

Welsome told the 50-person audience that she unknowingly followed the advice of Heywood Broun, New York World-Tribune columnist in the 1920s and '30s and founding president of the American Newspaper

Guild, in her six-year effort to uncover identities of plutonium experiment victims and to find their loved ones.

"I didn't know it at the time but I was actually following a piece of advice that Mr. Broun tossed out when he was engaged in a pitched battle with the New York World over the Sacco and Vanzetti case," Welsome said.

"He said, 'The editorial strategy of the World seemingly rested upon the theory that in a desperate cause it is well to ask a little less than you hope to get. I think you should ask more.' I think so too."

Ironically, Welsome works for a Scripps Howard paper, as did Broun. The Tribune, owned by the Cincinnati-based E.W. Scripps Co., published her three-part series in November 1993.

Welsome said that government officials continued to deny that the experiments took place, even after they were revealed in a report issued by U.S. Rep. Edward Markey in the mid-1980s.

"The denials, the stonewalling, the inference that we, a small newspaper in the West and our Freedom of Information request, could be safely ignored outraged me," Welsome said. "It gave me the steam to keep going."

In his luncheon remarks, Perlik said he has

traveled extensively since his 1987 retirement and that he makes a practice of buying a local paper wherever he stops. "And believe me, what I buy is mostly unmitigated junk," Perlik said. "It is appalling what we turn out along our highways and biways."

"In such a state of affairs, how can the spirit of Heywood Broun survive," Perlik asked. "Reform was needed then (in Broun's day) and it is needed now."

He said his involvement with the Broun Award this year and the quality of the entries "helped dispel some of the gloom."

Rieder, speaking for the judges, also remarked on the excellence of entries. "There was a lot of stuff there and some of it was very, very good," he said. "But our winner today did something special. She invested an awful lot of her time to pursue the story."

Also on hand at the luncheon was Steve Twedt, a Pittsburgh Post-Gazette reporter who won honorable mention for his series entitled "Medication Errors."

He said the series provides evidence that Pittsburgh newspaper readers will continue to enjoy aggressive reporting despite the 1992 demise of the Pittsburgh Press following a strike by the Teamsters and the sale of the Press to the Post-Gazette.

IEB studies enhanced Canadian autonomy

(Continued from Page 1)

argued that Canadian autonomy measures adopted by the 1993 Convention did not go far enough, have said there will be a second membership vote on a specific proposal to merge SONG with another union.

Bocking, attending his first IEB meeting as an elected TNG official after being acclaimed to the Canadian Director's post in a March 20 Special Convention, outlined three possible approaches in responding to the SONG initiative:

- Block SONG's departure from the Guild through legal means.

- Actively participate in the coming local referendum to persuade SONG members they are better off in the Guild.

- Actively look at a much bolder approach to Canadian autonomy than the Constitutional changes that were adopted by the 1993 Convention.

SONG possibly could be drawn into pursuit of greater Canadian autonomy within the Guild, Bocking speculated.

Even if SONG does not remain with TNG, Bocking said the approach could stem what he described as a potential "domino effect" of other Canadian locals splitting from TNG.

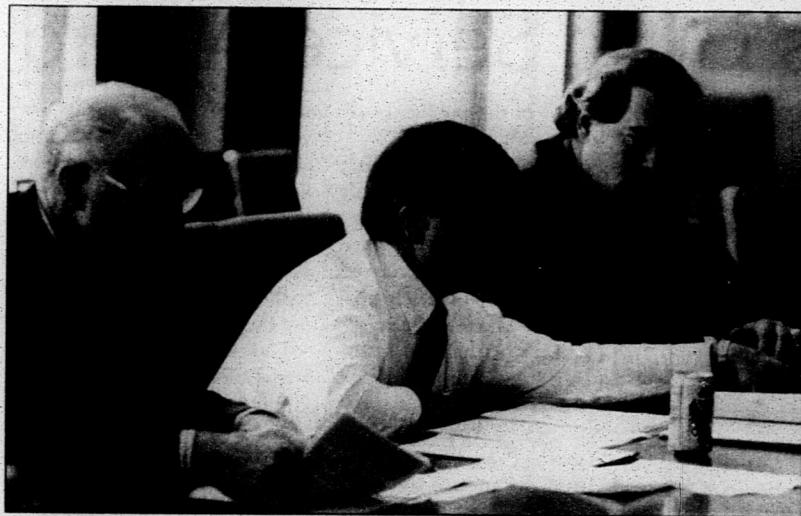
By unanimous voice vote, the IEB named Bocking, Canada East Vice President Pat Bell and Canada West Vice President Georgia Chisholm to the Canadian autonomy task force.

Speaking of the motion to study a Canadian division of TNG, Bocking said, "I think this is where we get to the heart of

how we approach SONG successfully."

Bell suggested that the process include participation from Canadian Guild locals. "It's one way to get Canadian locals to talk to SONG members," she said.

The Guild Reporter (ISSN: 00175404) is issued monthly, generally at four week intervals, at 8611 2nd Ave., Silver Spring, Md. 20910-3327. (Next issue, June 24.) \$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.



UMW President Richard Trumka, center, conducts a May 6 meeting with San Francisco newspaper union leaders. At left is Thomas Donahue, AFL-CIO secretary-treasurer. At right, William Boorman, president of the CWA/ITU Printing Sector.



TNG President Charles Dale outlines San Francisco bargaining issues. Joining Dale are Larry D. Hatfield, left, TNG Region 4 vice president, and William McLeman, center, TNG director of field operations.

AFL-CIO backs Bay Area newspaper unions

Washington, D.C.—The AFL-CIO has pledged its full support to the Guild and other unions at the San Francisco Newspaper Agency in their struggle for fair contracts.

"We are now serving notice that the entire labor movement is on the side of the San Francisco newspaper workers at this critical juncture," Richard Trumka, AFL-CIO vice president and president of the United Mine Workers, said at a May 6 press conference. "Whatever course is taken by the union members at the San Francisco newspapers to gain a fair collective bargaining agreement, they can count on us."

All 10 unions at the two San Francisco dailies face company proposals to gut their contracts, which expired last November. Also, the Guild and other unions at the nearby San Jose Mercury-News, owned by Knight-Ridder, face an uphill battle in contract talks.

But union leaders consider San Francisco the hot spot because the San Francisco Newspaper Agency, which publishes the family-owned Chronicle and Hearst-owned Examiner under a Joint Operating Agreement, has broken a joint bargaining pattern—

which had been in place since a 1968 strike—and is negotiating separately with the unions.

Trumka, chair of the AFL-CIO's Strategic Approaches Committee, was joined at the May 6 press conference by Doug Cuthbertson, Northern California Guild administrative officer and president of the Bay Area Conference of Newspaper Unions. The unity council unions represent 4,600 workers at the Bay Area dailies.

Also on May 6, local and international Guild leaders—along with their counterparts from the other major Bay Area unions—met with Trumka's committee to discuss strategy.

Trumka said the AFL-CIO has assigned field rep George Curtin, veteran of labor/management battles at the New York Daily News in 1990-91 and the Pittsburgh Press in 1992-93, to work with the San Francisco newspaper unions. Curtin will be joined by two additional AFL-CIO reps who will handle research and coordination with the Bay Area religious community.

"Union busting is clearly the purpose behind the stonewalling by management of the two San Francisco dailies," Trumka said.



Tom McGrath, above left, head of the Teamsters' newspaper division, makes a point as Andy Cirkelis, Teamsters Local 921 secretary-treasurer listens. At right, Charles Ellington, GCU vice president.

"The tense situation turned sour when management brought in an outside consultant which has a reputation for attempting underhanded, union-busting tactics at newspapers in cities across the country."

Local and international union leaders held a series of meetings on May 5 to plan strategy and set the stage for the AFL-CIO meeting the following day. Groundwork for the meetings was performed by TNG officials along with the other member unions of the Newspaper Industry Coordinating Committee—the Communication Workers of

America, the Graphic Communications International Union and the International Brotherhood of Teamsters.

Joining Cuthbertson from the Northern California Guild were Larry D. Hatfield, TNG Region 4 vice president, and Bill Wallace, local president. Bill Davis, San Jose Guild AO, also participated. Representing TNG were President Charles Dale and Field Operations Director Bill McLeman.

The various San Francisco locals have taken strike votes in recent weeks—Northern California Guild members authorized their leaders to call a strike in a

361-9 vote on May 11—but union leaders are holding out hope for a breakthrough at the bargaining table while at the same time making strike preparations.

Union leaders are proceeding cautiously, out of concern that a strike could cripple the Examiner, which has weathered steep circulation declines since the JOA was formed in 1965.

Trumka added that his committee, which was formed in 1986 to help the Steelworkers in a strike against USX, "is gearing up for a full demonstration of all the tools solidarity can bring to bear on the situation."

Deadline set for rights nominations

Silver Spring, Md.—A June 6 deadline has been set for nominations for TNG's 1994 Human Rights Award.

The annual award goes to a Guild local that has increased the number of women and minorities in local leadership positions or improved the status of women and minority group members in the workplace through bargaining or contract enforcement.

Any Guild local or Guild member may nominate a local by sending the name of the local along with a statement and any documentation on why the local should receive the award.

Nominations should be sent to Anna Padia, TNG human rights director.

Guild members ratify contract with New York Times

Guild members from the New York Times listen as Barry Lipton, New York Guild president, describes a tentative agreement between Guild negotiators and Times management that, among other things, provides for pay increases and preserves meaningful job security. Members ratified the seven-year agreement by a vote of 577 to 88 in an April 29 election. At Lipton's left is Tom Keenan, chair of the Guild's Times unit. Also at the head table are Tom Pennacchio, local secretary-treasurer, center, and Bill Shelley, Times unit grievance chair.



STEVE MILLER/New York Guild

IN BRIEF

Name change for Translators

The Translators' Guild was one of two locals to secure a name change during the IEB's spring meeting.

The nearly three-year-old local is now the Translators and Interpreters Guild. The change, initially approved in a December 1993 membership referendum, not only drops the often-overlooked apostrophe but also reflects the diversity of members' language skills.

The decision to split the Special Organizing Fund into separate line items for the U.S. and Canada in the 1994-95 budget ran into a quick test when the IEB took up an outstanding \$35,000 bill for Southern Ontario Guild organizing that threatened to wipe out a third of Canada's budget for the coming year. "It seems unfair to give the Canadian Director \$90,000, then take a third of it away," Canadian Director Mike Bocking observed.

Under a compromise floated by Russ Cain, at large VP, \$17,000 will come from the Canadian Special Organizing Fund and the balance from the \$275,000 organizing line item in the General Fund budget.

IEB members received a letter from Jim Griffin, former international rep who parted company with the Guild earlier this year when TNG declined to grant a last-minute request for a one-year extension to a leave of absence and Griffin declined to report to work. The Federation of Guild Representatives' grieved the matter and conducted an investigation. FGR officers decided not to pursue arbitration.

Griffin, an eight-year TNG veteran and one-time Lexington Guild activist, told the IEB in the April 25 letter that he has decided not to pursue the matter. "Departing is my loss," wrote Griffin, who took leave to do consulting work. "The Guild gave me more than I could possibly repay. I hope our paths cross again and that once more I can be of service to The Newspaper Guild, the finest people I've had the pleasure to know and love."

The IEB designated three TNG delegates to the Canadian Labour Congress biennial convention, scheduled to begin May 16 in Toronto. Guild representatives are: Bocking, Percy Hatfield, Canadian District Council president, and John Bryant, former appointed Canadian Director and now a TNG staffer.

Guild locals that have not already done so were urged, through an IEB resolution, to sign onto the Guild's electronic bulletin board, which opened in December 1993 on the AFL-CIO LaborNET. Information is available from TNG's research & information department.

Caparella wins Guild Service Award

Silver Spring, Md.—Veteran Philadelphia Guild activist Kitty Caparella is the winner of the 1994 Guild Service Award.

Caparella, a four-term local president who stepped down at the end of 1993, was selected by a panel of three TNG vice presidents during the spring meeting of the International Executive Board.

"Her involvement and dedication have resulted in remarkable progress and many accomplishments for her local," the vice presidents said in announcing Caparella's selection to the IEB. "Kitty is a builder of consensus who has the ability to take a group of diverse individuals and mold them into a well-functioning team."

The IEB Guild Service Award panel consisted of Russ Cain, Georgia Chisholm and Jack Norman. The full IEB does not vote on the committee's decision.



Caparella at the 1992 Convention

Other nominees who were commended by the IEB committee were:

• Marla Fox, chair of the Cleveland Guild's Massillon unit, for her six-year effort to preserve Guild bargaining rights at the Massillon Evening Independent

in the face of the publisher's effort to decertify the Guild.

• Frank Santafede, Providence Guild president, "who not only mobilized his members long before the strategic study but then spent a year leading a successful organizing drive" at the Telegram & Gazette in Worcester, Mass.

• Lise Lareau, Canadian Media Guild vice president, "whose work was crucial in the organizing victory at the Canadian Broadcasting Corp."

In naming Caparella, the panel cited her efforts in leading the battle against repetitive strain injury, supervising construction of the local's renovated union hall, and spearheading the local's successful organizing effort last year on behalf of suburban correspondents at the Philadelphia Inquirer.

"It really feels good to be honored by your colleagues and by

your peers," Caparella said. "It's a very hard struggle to hold a job and continue to act on your beliefs and I feel like that was acknowledged."

She added that the award "is really not for me. It goes to the local, to the many people that help carry out the jobs that we do."

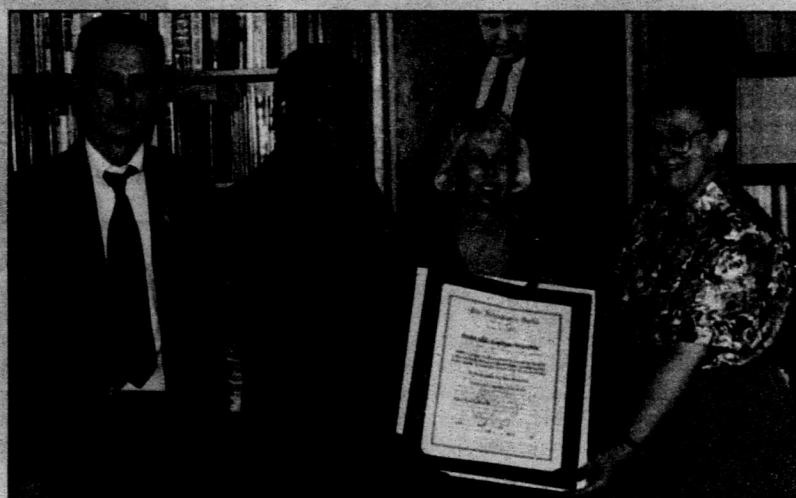
Caparella, a Philadelphia Daily News reporter, has been a Guild member since 1972. She was a local vice president for five years before becoming local president.

She continues as a delegate to the local Representative Assembly, serves as a shop steward and chairs the local Safety and Health Committee.

The Guild Service Award is given annually to a local Guild leader based on nominations from locals. The award carries a scholarship for a course in labor studies.

Boston Globe officers receive Guild charter

Officers of the Boston Globe Employees Association picked up their local's new TNG charter during the IEB's spring meeting. The 1,100-member union affiliated with the Guild in a 456-334 vote on March 10. Shown here are, from left, Mark L. Anastas, a BGEA Executive Committee member; BGEA President Robert A. Jordan; Genia M. McDonough, BGEA vice president, and Carol D. Rothman, TNG international chairperson. The BGEA becomes TNG Local 245. The three local officers expressed thanks for TNG support during difficult contract talks that concluded prior to the affiliation vote.



RAY CROWELL/Washington-Baltimore Guild

Canadian Media Guild: New name, structure

Silver Spring, Md.—The Canadian Wire Service Guild is now the Canadian Media Guild.

The name change, ratified by members in a nationwide local referendum earlier this year, was formally approved by the International Executive Board at its April 25-27 spring meeting.

Local President Ray Aboud, addressing the IEB, said the new name reflects membership diversity in the aftermath of the Guild's win over two other unions in a June 1993 election to determine representation for an expanded bargaining unit at the Canadian Broadcasting Corp.

The victory added some 2,800 radio, television and production employees to the Guild editorial unit that had been organized at the CBC in the early 1950s. Aboud said local membership now stands at nearly 4,000, making the Canadian Media Guild TNG's second largest local as



Canadian Media Guild President Ray Aboud describes his local's new structure to the IEB as Dan Oldfield, local senior AO, looks on.

well as largest in Canada.

The new name is among a number of sweeping changes adopted by a local "constitutional convention" in February and subsequently ratified by a mem-

bership referendum.

In addition to six regional vice presidents, the newly constituted local has vice presidencies for equity and for French-speaking members.

While maintaining its traditional steward system, the local also is adding full-time executives at the regional level and is returning 5 percent of dues to the regions to pick up the cost.

"It's a unique local structure," Aboud said. "The costs are slightly higher but we recognize the price of democracy."

Among other changes:

• A council of presidents will meet annually to review policy.

• Another council will be formed to identify bargaining goals.

• Three elected trustees will act as watchdogs over local spending.

• A budget line item that allocates 7.5 percent of dues income to the local defense fund.

"We know we're in for some very interesting battles in the future," Aboud said, pointing to political pressure facing Canada's Liberal Party federal government to make cuts in CBC funding.

IEB adopts \$5 million '94-95 budget

Silver Spring, Md.—The International Executive Board has adopted a slightly more than \$5 million general fund budget for fiscal year 1994-95.

The new budget includes, for the first time, a line item for organizing in Canada and restores funding for renewed TNG participation in the International Federation of Journalists, a worldwide umbrella group of news media unions.

The budget, approved at the IEB spring meeting, comes on the heels of a \$75,000 general fund shortfall for the 1993-94 fiscal year, which ended March 31.

Secretary-Treasurer Linda K. Foley said per capita collected from locals last year reflected a recession-fueled decline in the average number of Guild members in good standing.

Income for the fiscal year was slightly more than \$4.6 million based on 24,365 full-time regular members.

However, TNG entered the 1994-95 fiscal year on a more positive note, having experienced one of the best single organizing years in Guild history.

The 1994-95 budget anticipates income of more than \$4.9 million in per capita income based on a projection of 26,000 full-time members in good standing.

The new budget projects a general fund deficit of \$18,411 at the March 31, 1995, fiscal year end.

In addition to a \$90,000 Special Organizing Fund appropriation for Canada, the IEB budgeted more than \$77,000 for salary and expenses for the newly elected Canadian Director and \$20,000 in salary for a Canadian research staffer to be named later in the year.

The budget anticipates \$249,600 for the U.S. Special Organizing Fund and includes a separate \$275,000 line item for organizing.

The \$30,000 budgeted for the IFJ represents the first time in three years that TNG has appropriated funds for the media unions' organization. TNG had made per capita payments to the IFJ since its founding but ceased participating three years ago in cost cutting measures as the economic recession took a toll on Guild membership.

1994-95 budget details and TNG's 1993-94 audit will appear in the June 24 Guild Reporter.

Editor's note: The survey form which appears in this space and on the following page is being distributed by the U.S. Labor Department Women's Bureau and is a key element in a Clinton administration effort to elicit women's views about their jobs. The Newspaper Guild is among some 250 organizations—including other unions, women's groups, newspapers, magazines and employers—that have agreed to help circulate the survey.

The survey is designed so that it may be clipped from the paper and folded over to letter-envelope size and mailed to the the AFL-CIO Union Privilege Department, which will tabulate responses from union members and send the results on to the Women's Bureau. The Women's Bureau hopes to receive more than 9 million completed surveys by the Aug. 31 deadline.

Union Privilege also will separate responses from Canadian Guild members and forward them to TNG.

Questions regarding the survey may be directed to Anna Padia, TNG Human Rights director, at TNG headquarters.

WORKING WOMEN COUNT! A NATIONAL QUESTIONNAIRE

Sponsored by the Women's Bureau of the U.S. Department of Labor and The Newspaper Guild

Today, 58 million women hold paid jobs in America. This is the largest number of working women in our history—and the number continues to grow.

If you're one of these women, the Women's Bureau at the U.S. Department of Labor wants to know what you think about your job—how to make it better.

Please answer this questionnaire and return it to the address at right. We'll give the results right to the President and Congress so they'll know what issues are important to you.

As a working woman, your voice counts!
Thanks for your help.



U.S. DEPARTMENT OF LABOR
Robert B. Reich, Secretary
Karen Nussbaum, Director, Women's Bureau

1. Would you describe your main work for pay as:

- ☐ Clerical/support (secretary, receptionist, clerical supervisor, computer operator, stock clerk, insurance investigator)
- ☐ Craft/repair (mechanic, electrical/electronic repair, plumber, painter)
- ☐ Executive or manager (financial manager, buyer, marketing manager, accountant, auditor)
- ☐ Farming, forestry, or fishing
- ☐ Homemaker
- ☐ Operator/fabricator (machine operator, packaging machine operator)
- ☐ Professional (teacher, lawyer, computer scientist, doctor, RN)
- ☐ Sales (sales supervisor, cashier, sales representative)
- ☐ Service (security, childcare, food service, health aid, hair-dresser)
- ☐ Technical (LPN, computer programmer, legal assistant, dental hygienist)
- ☐ Transportation (motor vehicle operator, truck or tractor operator)

2. How many paid jobs do you have? _____

3. How many hours a week do you work for pay? _____

4. The things you like most about your job are (check up to 3):

- ☐ I get paid well
- ☐ I have good benefits
- ☐ My hours are flexible
- ☐ I have job training opportunities
- ☐ I have the authority I need to get the job done
- ☐ My job is secure
- ☐ I am productive
- ☐ I enjoy the company of my co-workers
- ☐ I learn new things
- ☐ I like what I do
- ☐ I like working as part of a team

Other: _____

5. Are any of the following issues a problem for you at work? (If so, check off how serious a problem it is. If not, check DOESN'T APPLY):

	One of the most serious	very serious	somewhat serious	not very serious	not at all serious	DOESN'T APPLY
I don't get paid what I think my job is worth	_____	_____	_____	_____	_____	_____
I need better benefits	_____	_____	_____	_____	_____	_____
I work too many hours	_____	_____	_____	_____	_____	_____
I worry about losing my job	_____	_____	_____	_____	_____	_____
I don't have the flexibility to meet family responsibilities	_____	_____	_____	_____	_____	_____
I am under too much stress	_____	_____	_____	_____	_____	_____
I do not have the skills to get a better job	_____	_____	_____	_____	_____	_____
It's hard to find quality child or elder care that I can afford	_____	_____	_____	_____	_____	_____
I have lost a job or a promotion because of my race or sex	_____	_____	_____	_____	_____	_____
I know someone who lost a job or promotion because of race or sex	_____	_____	_____	_____	_____	_____
I suffer other problems at my job (please explain below):	_____	_____	_____	_____	_____	_____

AFL-CIO Union Privilege Department
18-101
P.O. Box 28581
Washington, D.C. 20032

Name (optional)
Address (optional)
City/State/Zip

(PLEASE FOLD
AND RETURN)

6. How do you feel about your job overall?

☐ I love it
☐ I like it
☐ It's OK
☐ I dislike it
☐ It's totally miserable

7. Please rate the following aspects of your job:

	Excellent	good	fair	poor	none	DOESN'T APPLY
Pay						
Flexible schedule						
Health care benefits						
Pension/Retirement benefits						
Vacation						
Sick leave						
Ability to advance						
Challenging and interesting						
Job security						
Training						
Support for family responsibilities						

8. Here's a list of changes that might provide you with a better workplace. Please let us know how important each item is to you by rating each one from 0 (not important to you) to 10 (very important to you). You may use any number more than once:

_____ More flexible work hours
_____ Information about or support for child or dependent care
_____ Improving equal opportunity in the workplace
_____ Paid leave to care for members or seriously ill relatives
_____ On-the-job training opportunities to learn new skills
_____ Student loans for courses that would give me new job skills
_____ Giving employees more responsibility for how they do their jobs
_____ Health care insurance for all employees
_____ Improving pay scales
_____ Other: _____

9. If you could tell President Clinton one thing about what it's like to be a working woman, what would it be?

10. What is your age?

11. What is the highest level of education you have completed?

☐ less than high school
☐ high school diploma or GED
☐ some college or technical school
☐ college degree (e.g. associate or bachelor)
☐ postgraduate degree (e.g. medical, law, MS, MA, PhD)

12. How much do you earn each year before taxes?

☐ less than \$3,999
☐ \$10,000-\$24,999
☐ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

13. What is your total household income before taxes?

☐ less than \$3,999
☐ \$10,000-\$24,999
☐ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

14. Are you:

☐ living with someone
☐ married
☐ single, divorced, separated or widowed

15. Do you have children under the age of 18 living at home?

☐ yes (how many: _____ age of youngest: _____)
☐ no

16. What state do you live in?

17. Just to make sure we're hearing from people of all races, could you indicate your racial designation:

☐ White
☐ Black
☐ Asian
☐ Native American
☐ Other

18. What is your ethnic origin:

☐ Hispanic
☐ Other

19. Where did you get this questionnaire?

☐ Your employer
☐ A friend
☐ An organization: _____

IEB calls for Dale to report on merger

(Continued from Page 1)

said following the IEB meeting. "I see Guild members voting, in essence, to affiliate with another union and remain an autonomous entity within that union."

During discussion of Dale's report to the IEB, some board members offered suggestions regarding further merger talks between the Guild and other unions.

Referring to an October 1993 executive session on merger at the IEB's October 1993 meeting, At Large Vice President Connie Knox and Region 2 Vice President Lela Garlington said they thought that Dale would hold discussions with more than four unions.

"There is an unresolved issue as to what our marching orders are in 1994 and '95," added Region 3 Vice President Jack Norman. "We have never come up with a clear process we go through other than having you go out and get information from other unions."

Norman's suggestion prompted Hatfield's motion. "I think the president's marching orders are very clear," Hatfield said, adding that the intent of his motion was for the board "to be presented in black and white with a merger proposal."

Region 1 Vice President Thomas Thibault supported the Hatfield motion. "I didn't see any real discussion against merger at the Convention," he said. "The time is now."

"I think we have a responsibility," David Mulcahy, at large vice president, said. "I don't want to see The Newspaper Guild disintegrate and disappear. I don't feel we can wait any longer."

Canadian Director Mike Bocking also supported the Hatfield motion. "In terms of delaying or getting on with it, I think it's important to get on with it," he said. "I really do think that dragging the process on will create more disharmony."

"We can do that," Dale responded to suggestions that the IEB spend more time discussing the merger issue. "But we aren't going to have a merger agreement by 1995 and that was the clear intent of the 1993 Convention."

When the roll was called, Secretary-Treasurer Linda K. Foley cast the sole no vote. "I think the timing of this is much to quick," Foley said, adding that she is not opposed to exploring merger in 1995. "We are boxing ourselves in when we don't really have to."

International Chairperson Carol D. Rothman was called back to Philadelphia for personal reasons and did not take part in the vote.

SAFETY & HEALTH

IN BRIEF

Letter to House describes RSI

TNG President Charles Dale has sent an "open letter" to U.S. House members asking for support of pending OSHA reform legislation. Dale told the lawmakers that between 35 and 40 percent of Guild members who work on VDTs are reporting repetitive strain injury symptoms.

"A number have been permanently crippled," Dale wrote. "They can't drive. They can't open soup cans. They can't lift their children. And some can't stay in the careers they've dedicated their lives to."

Dale noted that the proposed legislation would mandate OSHA to produce an ergonomic standard that would be "a job saver—for our members and the millions more who work at highly repetitive, stressful tasks known to court injury."

Other features mandated employee/management safety committees, safety and health training for workers, and employees' right to challenge weak OSHA citations and/or weak settlements with employers.

Labor Secretary Robert Reich has slapped \$7.5 million in civil penalties on an Oklahoma-based division of Bridgestone/Firestone Inc. for willful safety violations that resulted in the October 1993 death of a worker who suffered severe head injuries when a tire assembly machine he was servicing began operating.

It is the third-largest penalty ever issued by the federal OSHA. "I find this case particularly outrageous and the actions of Bridgestone offensive and unjustifiable," Reich said.

The Detroit Free Press continues to keep a "secret" corporate health and safety report under wraps, despite pleas from unions and an order from the National Labor Relations Board. The Detroit Newspaper Agency refused to release the report, which stems from an environmental audit conducted at the daily in 1992 by parent company Knight-Ridder, Inc., when requested last summer by a Free Press reporter working on a safety article about the paper. The Detroit Guild filed an NLRB complaint after the company refused to release the report to the Metropolitan Council of Newspaper Unions.

Guild leaders have been asked by TNG to complete a questionnaire designed to measure the extent to which Guild-covered workplaces have adopted policies on smoking. Guild policy, set by Convention action, calls for a ban in working areas and establishment of smoking rooms vented outdoors. TNG and other unions are seeking feedback from locals in order to formulate a labor policy on smoking prior to a July 12 hearing on the federal OSHA's proposed indoor air pollution standard that would ban smoking in all workplaces.



Three Guild members, all victims of repetitive strain injury, prepare to join in the Workers Memorial Day program at AFL-CIO headquarters on April 28. Shown are, from left, Gayle Sims of Philadelphia, Barbara McClellan of Detroit, Iris Morton of Washington-Baltimore and Morton Bahr, president of the Communication Workers of America and chair of the AFL-CIO Health & Safety Committee.

Guild joins call for OSHA reform

Washington, D.C.—Three Guild members joined some 60 victims of workplace hazards for an AFL-CIO observance on April 28 to focus attention on the need for safety and health reform.

Workers Memorial Day was marked here by a daylong itinerary that included an electronic town meeting featuring U.S. Labor Secretary Robert Reich, a memorial service for workers who have been killed on the job and personal visits to Congress, where legislation to reform the 1971 Occupational Safety and Health Act is pending in both the House and Senate.

Also on April 28, labor bodies throughout the United States held observances calling for OSHA reform.

And in Canada, trade unionists from coast to coast observed the national Day of Mourning for slain workers and pressed local governments to enact legislation to guarantee safer workplaces.

Guild members participating in the AFL-CIO program here were Barbara McClellan of the Detroit Guild, Iris Morton of the Washington-Baltimore Guild and Gayle Sims of the Philadelphia Guild. All three have missed substantial amounts of work time while undergoing treatment for employment-related RSI.

Morton has been unable to return to her advertising sales job at the Washington Post.

McClellan, a Detroit News reporter, and Sims, a Philadelphia Inquirer layout editor, have returned to work and are learning to use voice-activated computers.

Although Sims and McClellan expressed uneasiness about approaching lawmakers because of their role as editorial employees, both said they were motivated by a desire to protect other workers from suffering a fate similar to theirs.

The three Guild members were in the audience during Reich's televised question and answer session at AFL-CIO headquarters and also participated in the memorial service which followed.

Reich, in the telecast and again in his memorial service remarks, signaled the Clinton administration's support for OSHA reform.

Also addressing the service were U.S. Sen. Edward M.

Kennedy, D-Mass., and U.S. Rep. William Ford, D-Mich., both supporters of the original OSHA legislation and key figures in the current push for reform.

During a luncheon session on Capitol Hill, the union members heard U.S. Sen. Howard Metzenbaum, D-Ohio, another ardent supporter of OSHA reform.

Following lunch, union members visited with staff aides of lawmakers from their home states.

Each of the Guild members, in their visits, stressed that their injuries could have been avoided had they known to seek treatment when pain first appeared.

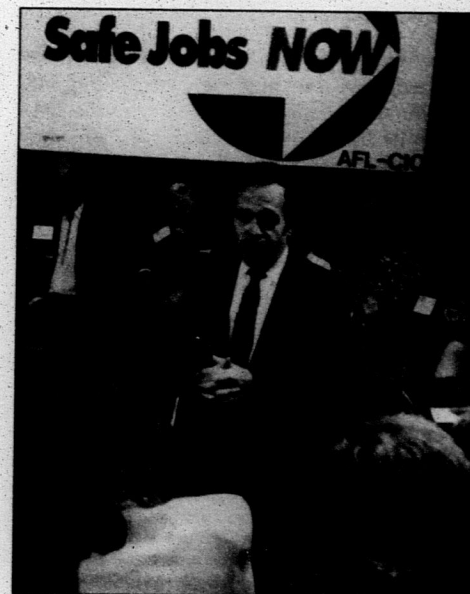
While visiting the office of U.S. Rep. Margorie Margolies-

Mezvinsky, D-Pa., Sims was asked to evaluate the workstation of a two staffers, one of whom had experienced pain.

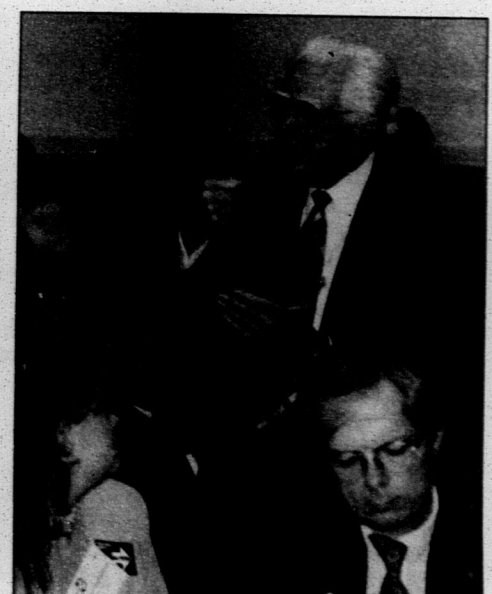
Sims pronounced the stations terrible and reeled off a list of suggested improvements.

"The joint committee works very effectively at the Inquirer," Sims told the staffers. "But most newspapers don't have one, and that's why the legislation is needed."

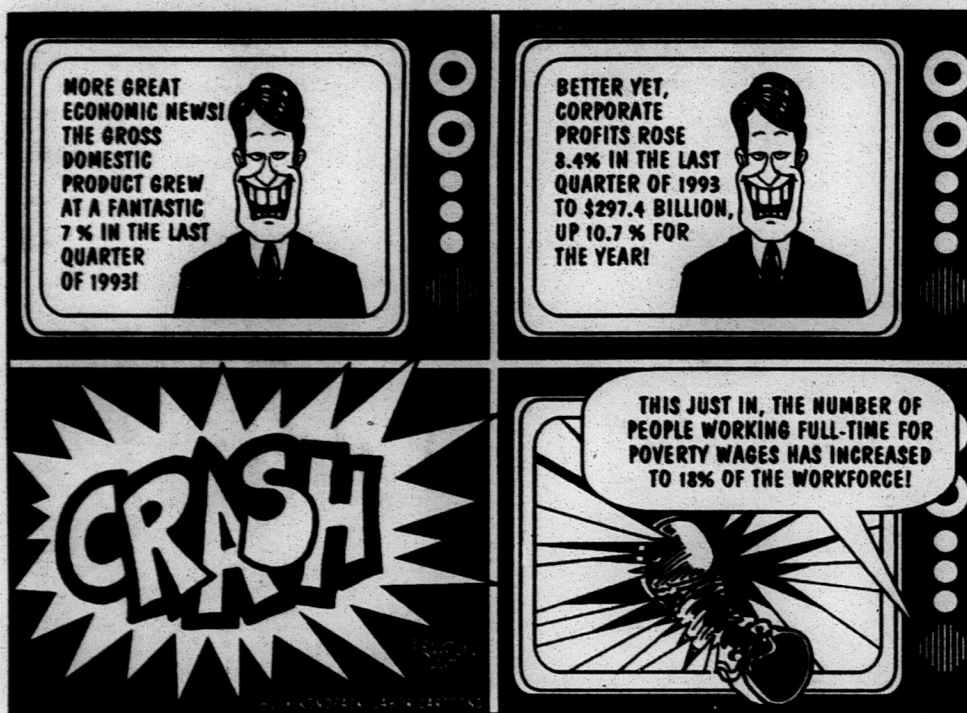
Joining in the visits to Congressional offices were David J. Eisen, TNG research & information director; Carol Rosenblatt, Washington-Baltimore Guild administrative officer and Brian Williams, Guild Reporter editor.



LABOR SECRETARY ROBERT REICH talks with victims of workplace hazards during an AFL-CIO "town meeting" on Workers Memorial Day.



U.S. SEN. HOWARD METZENBAUM, D-OHIO, exhorts workplace victims to push for OSHA reform in a luncheon speech.



AFL-CIO conducts campaign to bring striker replacement bill to Senate vote

Silver Spring, Md.—TNG President Charles Dale has asked U.S. Guild locals to contact their respective senators and ask them to vote against an anticipated Republican filibuster to block a roll call vote on a bill that would ban the permanent replacement of strikers.

Dale said that the AFL-CIO and its Industrial Union Department has been conducting an intensive campaign to gain the 60 votes needed for cloture to end the filibuster.

"If cloture fails, as it did last year, our members and millions more will continue to risk their jobs whenever they go on strike," Dale said in the May 11 memo to local presidents and administrators.

The striker replacement bill is expected to be brought up for

action on the Senate floor shortly after lawmakers return from the Memorial Day holiday. The most recent head count of senators shows 56 solid votes for cloture, two more votes likely and several others deemed possible.

The AFL-CIO's grass roots strategy consists of a letter writing campaign, telephone calls and legislative visits.

Dale reminded that even many senators who have pledged to support the bill need reinforcement from constituents in the face of an intense opposition campaign being waged by business interests under the "Alliance

to Keep Americans Working."

In asking senators to vote for cloture, Dale said local leaders should "emphasize that a vote against the filibuster is a vote against legislative gridlock, and that democracy requires that those who represent us be given the opportunity to vote on the laws affecting our lives."

Striker replacement legislation passed the House of Representatives last June.

Permanent replacement of striking workers has been the law of the land since a U.S. Supreme Court decision allowed the practice in 1938.

However, permanent replacements for striking workers was not a widespread practice until former President Ronald Reagan fired and replaced striking air traffic controllers in 1981.

LETTERS

Cornell's elegant words inspiring to Guild leader

CONCORD, N.H.

Editor:

How delightful to see in The Guild Reporter George Cornell's essay on the reasons for joining the union!

In my years in the Wire Service Guild, I often have been volunteered to write or edit or otherwise assemble organizing materials. I've found pithy and profound pronouncements from John F. Kennedy to Helen Thomas.

But none has been as elegant and moving as George Cornell's few short paragraphs.

Leave it to George to quote St. Paul as his reason for being "one of another," that joining the union is the human and right thing to do.

Although George has retired as the AP's venerable religion writer, his work and words continue to be an inspiration in the Wire Service Guild.

ADOLPHE BERNOTAS
AP National Committee
Chair
Wire Service Guild

Imagine this: Fat cat opposing health reform

SOUTHAMPTON, N.J.

Editor:

A cartoon, in my view, is a great way to get across a point on an issue and The Guild Reporter does a fine job of using that technique.

Here is a cartoon I visualize: A fat-cat person labeled "health care profiteer" with \$100 bills protruding from every pocket. He is looking down on senior

citizens with a huge bag of long care and prescription drug bills weighing them down and a family with a huge bag of medical bills weighing them down and a canceled health care insurance policy in their hand.

Out there is health care finance reform legislation and the fat cat person is saying "just say no."

DON SINGER
Retired
Philadelphia Guild

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

Deadline: Friday before publication.
(Next deadline: June 17.)

EDITORIAL

New look for the Guild Reporter

Much has happened with The Newspaper Guild in the nearly two years since the 1992 Convention mandated that the Guild Reporter be redesigned.

The same Convention also mandated for the Guild a sweeping Strategic Plan, and that valuable process occupied a great deal of time and energy on the part of everyone involved with TNG.

The four-year plan, adopted by the 1993 Convention, speaks directly to GR redesign. Also in 1993, there was a watershed election in which the TNG presidency was contested for the first time in more than two decades—and in which women ascended to two of the three principal TNG elected offices for the first time ever. Canadian autonomy measures were enacted and that the dialog on Canadian autonomy continues.

Meantime, there was in early 1993 a changing of the guard in the GR editor's office.

Through it all, the mandate to redesign the GR was not forgotten. But it takes much more than Convention action to affect change.

Two significant factors contributed mightily to making possible the new look unveiled in this issue of the GR.

First, the International Executive Board that took office in October 1993 made GR redesign a top priority by directing that state-of-the-art computer equipment—already budgeted—be purchased by year's end. The obsolete computer that had been in place for a number of years simply was not of use in today's high-tech world.

Secondly, the subcontractor that had performed typesetting for the GR for two decades filed for bankruptcy protection and closed its doors at the end of February. The development obviously was a hardship for three CWA/ITU-covered workers but—as so often times happens with change—opened new doors for the Guild.

TNG subsequently established a relationship with a new CWA/ITU-covered shop with a longer history in computerized publishing technology as well as substantial design expertise. The new typesetter has in fact functioned as a consultant in GR redesign.

The nameplate represents the most noticeable change. Many other signs and headers throughout the paper have changed as well. But some of the historic phrases, such as "Among ourselves" (from "The short of it" column) and "It seems to us" (the letters to the editor sig borrowed from founding President Heywood Brown's column), remain in the new GR as a tribute to our union's proud history.

Times have changed and times will change some more. The Guild Reporter's mission, however, will not change. It will be the Guild's official publication for many years to come.



THE GUILD Reporter

Official publication of The Newspaper Guild

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Volume 61, Number 5
May 20, 1994

Published monthly by The Newspaper Guild (AFL-CIO, CLC), generally at four-week intervals. (Next issue, June 24.) \$20 per year. Single copies, \$1.50.

Guild Reporter deadlines at TNG headquarters: News, Monday before publication (June 20); features and letters, Friday before publication (June 17). Letters limited to 200 words by TNG Convention action.

POSTMASTER—Send address changes to: The Guild Reporter
8611 2nd Ave., Silver Spring, MD
20910-3327

Publication #231580 ISSN: 0017-5404