

## Commission finds labor relations in 'dismal' state

**Washington, D.C.**—The President's Commission on the Future of Worker-Management Relations has documented the need for comprehensive reforms that will increase economic security for American families, the AFL-CIO has said.

The 10-person panel, known as the Dunlop Commission, said in findings released June 2 that the United States is moving toward a two-tiered society "with an upper tier of high-wage skilled workers and an increasing 'underclass' of low-paid labor."

Although the findings do not

make specific recommendations, the commission also documented the scope of the problem American workers face in trying to organize unions.

"The Dunlop Commission's findings make clear that we can and must do more to promote genuine partnerships, founded on equality and respect, between workers and employers in American workplaces," Thomas Donahue, AFL-CIO secretary-treasurer, said in a press conference following the release of the Dunlop findings.

"At the same time, we as a nation must acknowledge that

many working people are denied even the most basic rights, let alone the opportunity for greater participation in the workplace," Donahue added. "It

*Cooperation:  
The way it is ...  
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is imperative that the basic rights of workers, including the right to representation on the job, be restored."

For workers who want union

representation, the Dunlop findings point to a dangerous trend in which the rights of workers are increasingly violated by employers.

The report finds that in one out of every four union organizing campaigns, at least one worker is illegally discharged. "There is a dismal aspect of American labor relations in which the rights of some individual workers are violated by some employers who resist the effort to organize," the report said.

The finding actually underestimates the problem, the AFL-

CIO said, because it counts only fired workers who are eventually reinstated—and not those who settle for back pay without reinstatement or who cannot prove they were discharged because of union activity.

The report also finds that in one out of every three instances in which workers vote to form a union they never succeed in securing an initial contract.

"Sixty years ago Congress crafted laws for the workplace of the 1930s," Donahue said, referring to the National Labor Relations Act. "Since then, the Amer-

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Newspaper union members marched in San Francisco's June 19 Lesbian/Gay Freedom Day Parade. NANCY WONG/Northern California Guild

## Bay Area unions build unity

**San Francisco**—The Bay Area Conference of Newspaper Unions has stepped up its campaign against union-busting tactics employed by the publishers here.

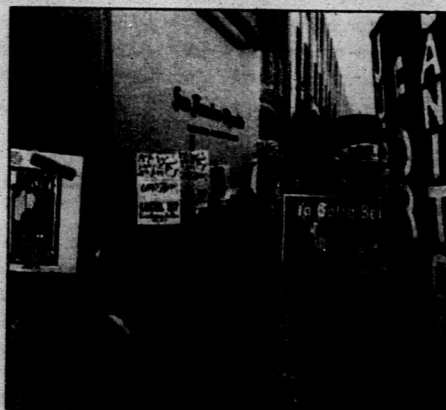
Hundreds of union members have been involved in both inside and outside displays of solidarity as the San Francisco dailies persist with their contract-gutting strategy in bargaining to renew collective agreements that expired in November 1993.

In mid-June, the top officers of unity council unions were named to a joint Strike Steering Committee headed by Doug Cuthbertson, Northern California Guild administrative officer and CNU chair.

A Joint Picket Committee of newspaper union activists has been meeting regularly to plan a public campaign. And a phone bank has been set up to advise Chronicle and Examiner advertisers of the labor dispute at the dailies.

Inside the plant, union members have responded with both deafening silence and tough questions in forced meetings with managers to discuss the company's position at the bargaining table.

In one recent meeting, production workers,



SEIU organizers, battling for recognition at the San Francisco Newspaper Agency's Army Street plant, targeted the agency in its annual Justice for Janitors rally on June 15.

all wearing red ribbons and CNU unity pins, said nothing when the company's chief negotiator opened the floor for questions. The meeting was quietly dismissed.

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## Board supports plan for Canada

**Victoria, B.C.** — The International Executive Board has endorsed in principle a broad outline for "TNG Canada," a blueprint for shifting responsibility for day-to-day operations to Canadian Guild members.

The plan, submitted by a task force made up of Canadian IEB members, would give TNG's Canadian leadership budgetary authority over that portion of per capita payments that fund TNG operations in Canada.

The TNG Canada document also calls for creation of a five-

member National Committee that would consist of the Canadian director, the two Canadian regional vice presidents and two at-large members. The committee's authority would be limited by TNG Constitution, Convention policy and IEB decisions on strike benefits, innovative strategies, investments, purchases and salaries.

"It's an excellent starting document," said TNG President Charles Dale.

Dale recalled that the IEB, at its spring meeting in April, gave its

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## IEB names panel to explore merger

**Victoria, B.C.**—A five-member committee of the International Executive Board will guide talks this summer with the goal of making a recommendation to the IEB this fall on merger or affiliation with another larger union.

The IEB, at its June 12-14 summer meeting here, voted unanimously to authorize the committee to conduct talks with prospective partners and to select a union with which to negotiate merger details.

The committee will consist of TNG President Charles Dale, who already has conducted a number of preliminary discussions with other union leaders, Secretary-Treasurer Linda K. Foley, International Chairperson Carol Rothman, Canadian Director

Mike Bocking and Field Operations Director William McLeman.

A subcommittee consisting of Dale, Foley and McLeman will handle day-to-day affiliation talks in consultation with Rothman and Bocking. In addition, the IEB devised a schedule of conference calls in which all 17 members may keep up to date on the discussions.

The committee was formed in a roll call vote on a motion by Foley—and seconded by At Large Vice President Connie Knox—which essentially formalized a process that had been outlined by Dale in his report to the board on the merger issue.

Dale said that, largely due to scheduling difficulties, he had held only two merger meet-

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## Buy union, members urge

Guild-covered workers at the Kamber Group, a Washington, D.C. public relations firm, have sent an open letter to U.S. labor leaders to consider their employer when in need of communications services. "As union members, we find it particularly gratifying to advance the cause of our union clients," the letter, signed by 35 Washington-Baltimore Guild members, said. "Employees of other firms who do not belong to unions simply cannot advocate labor's position as persuasively as fellow union members can." The sentiments were endorsed by the only other 100 percent union PR shop in the United States, the Guild-covered Union Communications of St. Louis.

Two Guild members are among 12 U.S. journalists awarded John S. Knight Fellowships at Stanford University for the 1994-95 academic year.

- Miranda Ewell, San Francisco bureau reporter for the San Jose Mercury News, will study immigrants and other outsiders in U.S. history. Ewell, along with colleague David Schriberg, was winner of TNG's 1989 Heywood Broun Award for a series on injustices faced by non-English speaking court defendants.

- Jane Gross, San Francisco bureau chief for the New York Times, will study gender issues and education.

- Marsha McFadden, a former Guild member and now city editor of the Monterey Herald, will study public schools in a multicultural society.

**Mark Stewart**, Southern Ontario Guild vice president for organizing, has received SONG's 1993 Fred Jones Memorial Award for his contributions over the past year, particularly organizing new units at Thomson dailies in Belleville, Midland and Chatham as well as a new Metro-land unit in Simcoe County.

**Bob Forbes**, former Detroit Guild president and now a special consultant to the Detroit AFL-CIO, has received the American Red Cross' annual Samuel Gompers Award for outstanding volunteer work.

## BOOK

**New England District Council, summer meeting, July 30-31, Portland, Me.**  
**International Executive Board, fall meeting, Oct. 24-27, TNG headquarters.**  
**Canadian District Council, fall meeting, Oct. 29-30, Montreal.**  
**Western District Council, fall meeting, Oct. 29-30, San Jose, Calif.**  
**Middle Atlantic District Council, fall meeting, Nov. 5-6, New York.**  
**Great Lakes District Council, fall meeting, Nov. 5-6, Akron, Ohio (tentative).**  
**Midwest District Council, fall meeting, Nov. 5-6, Kenosha, Wisc.**  
**2nd Biennial Convention, June 19-23, Sheraton Boston, Boston.**  
**3rd Biennial Convention, summer, 1997, San Juan.**



WILLIAM CAMPBELL/Newsphoto Guild of Pittsburgh

Steve Creedy, left, assistant business editor of the Pittsburgh Post-Gazette and long-time Guild member, shares a laugh with P-G reporter John Bull, formerly of the Press staff and a more recent Pittsburgh Guild member, during Local 61's recent 60th birthday celebration.

## Pittsburgh: Tale of two newsroom cultures

**Pittsburgh**—When a contingent of editorial employees of the defunct Pittsburgh Press joined the staff of the Pittsburgh Post-Gazette in January 1993, everyone was in for a bit of culture shock.

The Pittsburgh Guild instantly grew from 120 members to 190—but with remnants from a non-union Press editorial staff that had voted against Guild affiliation just two years earlier.

Local President Harry Tkach quickly learned he had a problem as the two groups struggled to assimilate.

"Management had this grandiose idea of merging the two staffs without realizing that there were two distinct cultures involved," Tkach said.

Veteran P-G staffers complained that newcomers from the Press were slow to change old habits—like working overtime for nothing more than a pat on the back or a vague assurance of

comp time. Some of the new staffers, who brought with them suspicions about the Guild's role at the Post-Gazette, said they didn't feel welcomed by the union.

There were disagreements and jealousy about salaries, assignments, vacations and seniority, fueled by the ambiguous and conflicting statements from management about the terms and conditions of the two staffs.

And there were deep wounds from the eight-month Teamsters union strike that resulted in the Post-Gazette's absorption of the Press. Most P-G staffers were laid off during the strike, which shut down the Joint Operating Agreement that produced both Pittsburgh dailies. The non-union Press newsroom continued to report to work and get paid throughout the strike.

Some Press staffers had made an unsuccessful bid to buy the Press from the E.W. Scripps Co.

and keep Pittsburgh a two-news-paper town.

"Everyone was a victim in this—one group went without work for eight months and another saw their newspaper die and their co-workers and friends put out of their jobs," Tkach said.

Tensions ran high. After one Guild meeting, two staffers—one from each culture—nearly came to blows in a dispute about adherence to the Guild contract provision requiring time-and-a-half for overtime work.

Thus, a new Guild committee was formed. Initially called the Togetherness Committee, it was made up of four veteran Guild members and four new staffers who had joined the P-G from the defunct Press.

"Rather than seek the company's help, I decided the Guild should tackle this problem," Tkach said. "Management was giving this no attention whatsoever."

The committee held two

clear-the-air sessions for staffers.

The first featured several eruptions, but the second was unexpectedly calm. "During our last 'venting' meeting no one had anything to do," said Sally Kalson, co-chair of the committee.

The Guild also negotiated a four-year contract extension that restored vacation benefits that had been lost by former Press staffers.

"We showed the new people that the Guild takes care of everyone," Tkach said.

The results have been encouraging. Suspensions and disputes have dissipated. And several new members have become active in Guild committees.

"Nothing's perfect but things are better," Kalson said.

"We still have our problems," Tkach added. "But people are joking with each other instead of whispering about each other. I think we all know where we stand and we all know that we have to make this thing work."

## Pacific Northwest names veteran labor activist

**Seattle**—Bill Johnston, 20-year veteran of the labor movement in Washington State, has assumed duties as administrative officer of the Pacific Northwest Guild.

Johnston, who worked briefly in radio news in the early 1970s, has been involved with labor unions since his days as a college student at Western Washington University.

He has worked for the United Food and Commercial Workers, the Service Employees International Union and the American Federation of State, County and Municipal Employees. Johnston also spent three years as a research analyst for the Washington

State Senate.

He replaces Art Joyner, who left Local 82 earlier this year to pursue other goals.

Johnston's experience includes working as an organizing director and district council president for the UFCW—a job that involved primarily political action and education. During the mid-1980s, he worked with former Local 82 President Emmett Murray on a campaign opposing U.S. involvement in Central America.

"I've always known what's going on in the Guild," said



Johnston, whose brother Steve is a Guild member and reporter for the Seattle Times. "The industry is changing dramatically very quickly. There are some real challenges here."

Johnston said priorities established by the local executive committee include organizing and shop steward training.

"If the years I've spent in this business have taught me one thing, it's that unless you've got an involved membership and a strong steward system you're operating with one hand tied behind your back," he said.

He also is an eight-year commentator for National Public

Radio Station KPLU in Seattle and recently won a regional Society of Professional Journalists award for an editorial on the need for organized labor and environmental groups to work together on timber issues.

He has a B.A. degree in political science and journalism and an M.A. in political theory.

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## Stewards talk, listen, to members

By Bruce R. Nelson  
TNG Membership Coordinator

Dave Longerbone just shakes his head in embarrassment whenever anyone suggests that he's been running one of the best steward programs in The Newspaper Guild.

To hear Longerbone talk, it's the most natural thing in the world to have a ratio of one steward for every three members and to involve them in every aspect of decision making.

For the past 12 years, Longerbone has been the ranking officer for circulation district managers at the Minneapolis Star-Tribune unit of the Twin Cities Guild. He recently turned that position over to Karolynn DeLucca because, as he puts it, "you just got to keep involving more people in the leadership."

"I was looking at all this Strategic Plan stuff about involvement and all," Longerbone explained. "And I thought, yeah, one way to involve more people is to take some of the stuff you're doing and give it to someone else. So I talked Karolynn into running for my job."

With a hearty chuckle, he adds, "I'm a mentor now."

He was referring to the frequent use of that term in the Guild's Strategic Plan, which calls for staff and other veteran leaders to play more of a coaching role by teaching their skills to other members. While the word may not come naturally to Longerbone, the process of mentoring does.

Long before "membership involvement" became the mantra of the Strategic Plan, circulation stewards in Minneapolis simply made it a way of life.

There are currently 47 district managers in the unit, spread out over 10 remote zone offices. Each office has at least one steward and some have as many as three or four.

"The problem we have," Longerbone explains, "is that once someone becomes a steward they never want to quit. Say a steward is transferred to another zone office where we've already got a steward; it means we have one more steward in that office. But that's okay. It's one more person talking to people."

And talking—and listening—to members is the heart and soul of this steward operation. Every agreement the local makes with the company contains the stamp of stewards talking and listening to the members in the zone offices.

"It's no big deal," Longerbone says. "All you got to do is talk to each other and keep track of what's going on. We don't make an agreement on anything without knowing where everybody stands. But you have to keep talking to people. And you have to hear what they are saying."

And what Guild members in the Minneapolis circulation department are saying is then passed on by their representatives in regular monthly problem-solving meetings with management.

When you've got a steward program like this one, you can be sure that you will never have spoken for those members without listening to them.

# Technology demand scraps Boston agreement

**Boston**—Computer technology has put a long-sought collective agreement between the Guild and the Boston Herald on hold and has left both parties drawing legal battle lines.

The heart of the matter is a company proposal to create an exempt ad services department that would, if implemented, leave six Guild-covered advertising artists without representation. The company's plan also would exempt union-covered workers in the daily's composing room and engraving department.

The company maintains it has the right to create a new department and argues that technological advances have necessitated consolidation of advertising art and layout work in an exempt department.

Guild leaders, pointing to jurisdiction language in the existing contract, see the move as a first step toward a union-free workplace. The contract also provides that the company discuss new technology with the Guild.

Boston Guild leaders say that the company's proposal to raid Guild jurisdiction is not a mandatory subject of bargaining and have argued that the dispute should not hold up terms of a contract agreed to on April 6.

Both the Guild and management have exchanged a series of tersely-worded advisories on the issue to employees and both have taken their case to the regional director of the National Labor Relations Board.

The Guild conducted a June 16 vote in which members of the commercial and editorial units voted overwhelmingly to ratify the April agreement, without the company's exempt work demand.

"Certainly, the membership has spo-

*"If they get away with this, they'll just keep going. I'm sure they are looking down the road to pagination."*

—LESLEY PHILLIPS



ken," Lesley Phillips, Boston Guild president and an editorial artist, said of the ratification vote in which 98 percent of the membership participated.

Tom Hiltz, Boston Guild administrative officer, advised the company in writing of the ratification vote and asked that bargaining dates be scheduled.

Meanwhile, Phillips said, leaders of the two Guild units are planning a schedule of job actions.

"This could change the scope of the bargaining unit," Phillips said of the company demand. "If they get away with this, they'll just keep going. I'm sure they are looking down the road to pagination."

Earlier this year Phillips suggested that the issue be removed from bargaining and that a labor-management committee be set up to explore ways to implement new technology in a manner that would not erode union contracts.

The company rejected that approach, she said, even though a joint health and safety committee has made substantial progress in recent years.

The Guild filed unfair labor practice charges over the company's refusal to implement the terms of the agreement rati-

fied by members. The regional director declined to issue a complaint and the Guild is appealing that decision to the NLRB general counsel in Washington, D.C.

The company has asked the NLRB to compel the Guild to bargain on the ad services issue. The company also has filed a unit clarification petition before the board.

However, Phillips said, "There was going to be no bargaining as far as the company was concerned. They wanted it the way they wanted it. . . . I think they just want a non-union room."

The company has already begun wiring the proposed new department but Phillips notes that it could take years for the legal dust to settle. She added that the Guild would seek arbitration if the company implements its proposal in the meantime.

The five-year agreement ratified by members calls for four raises—3%, 3.5%, 4% and 4.5%—at 15-month intervals as well as other improvements.

"Why hold the contract hostage?" Phillips asked, adding that Guild members have gone without a raise since January 1992. "They (members) are tired, they're frustrated, they're angry as hell."

## Board issues complaint in Las Vegas election

**Las Vegas, Nev.**—A massive 12-page complaint against the Donrey-owned Review-Journal for election misconduct was issued May 27 by the National Labor Relations Board regional director here.

The Los Angeles Guild filed charges and objections after losing April 1 representation elections in the newspaper's transportation and production departments.

A third election in the daily's ad service warehouse was stopped by the NLRB because of company violations.

The Guild is asking for bargaining orders as the remedy in the belief that it is

impossible to conduct a fair election given the damage already done by Donrey and its union-buster attorney. LANG organizer Yolanda Miranda brought witnesses to the NLRB office every day for three weeks following the elections.

Objections to the election were filed in addition to the charges that resulted in this complaint being issued. The complaint consolidates charges brought in all three bargaining units.

A hearing will be held, beginning Nov. 15, to consider the items in the complaint, including:

- Isolating union supporters and pro-

moting employees out of the bargaining unit;

- Unwarranted written reprimands, withholding raises of union supporters while giving unscheduled raises to others;
- Forcing employees to use drinking cups with anti-union slogans;

- Threatening to eliminate the pension plan, and stopping wage increases, profit sharing and benefit contributions if the Guild was voted in.

The hearing on an earlier complaint issued when the paper fired a supervisor to retaliate against her husband who is a Guild leader will also be held on Nov. 15.

## San Francisco Guild members called 'angry, defiant'

(Continued from Page 1)

At another production department session, at which union members had displayed an "Operation Iceberg" poster, only one worker spoke—to ask if she could go to the restroom.

At yet another meeting, Guild-covered workers pressed the company representatives for answers in the publishers' decision to end a 25-year joint bargaining pattern and pursue a divide-and-conquer strategy in separate talks with unions.

The company's move resulted in talks breaking off two months ago and in the unions' filing of unfair labor practice charges with the National Labor Relations Board.



In a meeting with Guild members—many of whom wore "Have we been nurtured yet?" stickers—a company negotiator said there are no plans to provoke a strike and defended the hiring of a Tennessee-based, union-busting law firm, asserting that the firm has provided "great advice."

"I have never seen the people I work with so angry and defiant," one reporter said. "I wonder if you have toted up the real cost of this strategy."

Other Bay Area unions have followed the lead of the AFL-CIO, which pledged

full support to the newspaper unions in early June. For example, SEIU Local 790, a large public employees union, ordered 8,000 subscriber cancellation pledge cards without prompting.

The newspaper unions have linked up with various community groups.

More than 100 newspaper workers participated in a June 19 Lesbian/Gay Freedom Day parade. And the leader of the Lesbian/Gay Labor Alliance pledged full support for the unions' boycott campaign.

Meanwhile, board charges filed in the dispute have been moved to the NLRB's Washington, D.C., office for consideration after the regional office determined the case was too complex.

# The road to cooperation can have twists and turns

Employee participation is on the rise in the American workplace.

So finds the Commission on the Future of Worker-Management Relations, which issued a report June 2 after months of study and public hearings around the nation.

An entire chapter of the commission report deals with workplace cooperation programs, often described in terms ranging from quality circles to the more traditional joint labor-management committees.

The 10-person commission, appointed by the Clinton administration to recommend changes in labor law, estimated that between 40 and 50 million American workers would like to participate in decisions on their job but lack the opportunity to do so.

The commission also said that interest in participation programs likely will rise as the workforce grows more educated, as technology creates more opportunities to share information and decision-making authority and as competition pressures require improvement in productivity and quality.

The Dunlop finding that workers want to participate in on-the-job decisions comes as no surprise to Guild leaders. Newspaper workers are historically anxious to have a say in decisions and newspaper managers are notorious for muzzling them.

The Guild has a long history in labor-management cooperation efforts with publishers—the modern-day model for cooperation in Guild jurisdiction was pioneered by the Twin Cities Guild in the early 1970s.

Cooperation is alive and well at the Star Tribune despite ups and downs over the years. The effort



was put to the test most recently when the company asked for more work from circulation district managers but balked at a pay increase. The dispute was resolved last year at the bargaining table.

Cooperation in Guild jurisdiction in the United States has been most evident in the area of safety and health. Where the Guild and management have been able to work together on issues such as rest breaks and workplace design—most notably at Philadelphia Newspapers Inc.—the incidence of repetitive strain injury has been stemmed.

But even in such a vital area as safety, cooperation has at times proven elusive. The Detroit newspapers, for example, have fought

Guild leaders tooth and nail over health and safety concerns.

At the Detroit Free Press, for instance, management rebuffed a Guild request for consultation on new furniture and proceeded to buy inadequately adjustable chairs that were worse than the ones they were replacing.

TNG Research & Information Director David J. Eisen has called the contrast between the Knight-Ridder dailies in Philadelphia and Detroit "one of the great cases of corporate schizophrenia."

Guild leaders at a number of locals also have cooperated successfully with managers on diversity programs.

Often, however, true cooperation is tough to come by.

In Toledo, for example, the company agreed with Guild negotiators during contract talks two years ago on language to discuss creating an employee involvement program for the five Guild-covered departments at the Blade.

But the Guild finally suspended talks on the subject last fall after it had become clear that the company viewed the process as little more than a glorified suggestion program.

Toledo Guild President Jack Baessler said problems emerged over the Guild's position that expert training was needed to train managers and workers to deal with one another in a different way.

"We spent a lot of time and energy and we didn't see any good faith on the company's part to agree on a program for training in problem solving techniques," Baessler said. "We just wanted procedures that were taken from a common hymnal, if you will. They wouldn't have anything to do with it."

The cooperation issue has grown more complex in recent times as the result of a 1992 National Labor Relations Board ruling that committees at a workplace facing a union organizing drive constituted a sham union and thus were illegal under federal labor law. Managers have used the ruling to suggest that all joint committees are illegal.

In San Diego, for example, the Union Tribune had announced plans for "action planning committees" that would involve workers in discussions on a variety of workplace issues.

San Diego Guild leaders expressed willingness and enthusiasm to participate. The company, however, proceeded without consulting with the Guild or other unions in the plant.

When a production union leader raised questions, management aborted the effort, saying that joint committees were illegal under the NLRB ruling—even when unions cooperate.

TNG's Collective Bargaining Program includes a recommendation that Guild locals seek contract language that permits the taking up of matters that affect labor/management relations and "provide an avenue for exercising a voice in the product."

Locals facing difficulty in cooperative efforts should contact TNG's Collective Bargaining Department.

## Poll: Public expects firing

An overwhelming majority of Americans feel that workers are likely to suffer negative consequences, including being fired, if they try to form a union in their workplace.

A nationwide survey conducted by the AFL-CIO Industrial Union Department found that 79 percent of Americans believe that workers are either "very likely" (27 percent) or "somewhat likely" (52 percent) to get fired for union organizing.

"These figures clearly show that the average American no longer believes it is possible to participate in forming a union without the most severe consequence," said Elmer Chatak, IUD president.

The poll of 1,000 registered voters was undertaken for the IUD in May by Fingerhut/Granados Opinion Research, a Washington, D.C., polling firm.

## Donahue: Time to bring labor law into the '90s

(Continued from Page 1)  
ican workplace has changed dramatically. It's time to bring the laws that govern America's workplaces into the 1990s."

The Dunlop Commission was appointed last year by Labor Secretary Robert Reich and Commerce Secretary Ron Brown to advise the Clinton administration on needed reforms to enhance workplace cooperation and reduce conflict. The panel is named after its chair, John T. Dunlop, Harvard University professor and labor secretary during the Ford administration.

The commission, which conducted 17 public hearings around the country, is expected to make specific recommendations in November.

The findings released this month employ statistical data to describe changes in the U.S. economy and labor market in recent decades, to assess the state of



BILL BURKE/Washington-Baltimore Guild  
AFL-CIO Secretary-Treasurer Thomas Donahue comments on the Dunlop Commission's findings as four fired union organizers look on.

employee participation in the workplace and to gauge the effectiveness of labor law.

Among the commission's findings:

- The American public generally supports the principle that workers should have the right to join a union and engage in col-

lective bargaining.

- The number of union representation elections and the number of units certified under the NLRA, passed in 1935 and amended in 1947, has declined over the past several decades.

- Representation elections are highly adversarial and the proba-

bility that a worker will be illegally discriminated against for exercising legal rights has increased over time.

- Federal laws governing the workplace have increased dramatically since the 1960s. Workplace litigation in the courts increased by more than 400 percent between 1971 and 1991.

- The American workforce has become more diverse, making it difficult for existing laws and regulations to fit changing circumstances.

- Employee participation in various forms is increasing and, where sustained over time and integrated with other policies and practices, generally improves the employer's economic performance.

- Data suggest that up to 50 million workers would like to participate in on-the-job decisions but lack the opportunity to do so.

# Unions play important role in era of change

By Ruthanne Greeley  
Executive Secretary,  
TNG Contracts Committee

The question was posed early in the Saturday morning session: "What if labor led instead of reacted in the area of technological change?" More than 150 trade unionists from the United States, Canada, Mexico, Australia, Great Britain and France spent the rest of the weekend exploring ways to make that theme a reality.

We were gathered in Minneapolis for LaborTECH '94, April 22-24, an annual conference that brings together union leaders and computer experts to discuss technology issues facing labor unions. The sessions ranged from free-wheeling theoretical debates about labor's direction

on the superhighway to hands-on workshops that gave participants a chance to try out new software.

But it was far from being a collection of union computer nerds trading techno-talk. Instead, the participants came to share ideas about problems confronting us all — including job losses; RSI and other health and safety concerns; family issues such as job sharing, shorter hours and working at home; fears about monitoring and surveillance; jurisdiction over new technology; the increasing trend of employers to contract out work; and training needs.

We didn't leave with all the answers; if anything, the conference raised even more questions. But it did affirm one thing — in a rapidly changing work environment, the traditional role of labor unions be-

comes even more important. If we are to assure that we are more than just interchangeable parts in the workplace of the future, workers must insist on having a voice in designing that workplace.

Like many other industries represented at LaborTECH, the newspaper business is finding itself smack in the middle of the technological revolution. From pagination and digital imaging to the development of "electronic newspapers," computer breakthroughs are bringing dramatic changes to the way we work — changes that present both problems and opportunities.

As Guild members, we can and should be taking part in the process. Employers are planning equipment purchases up to five years in advance, usually without the

input of those employees who will be using the equipment. Scores of RSI sufferers offer a painful reminder of what happens when companies purchase equipment without taking employee needs into consideration.

We need to rethink our strategies. The days of the family-owned hometown paper are nearly gone. Today's newspaper owner is more often a large corporation with other media and communications holdings. This trend was reflected in the conference's most popular new buzzword: "convergence" — the melding of media, communications and computer companies into one giant multi-media industry.

Collective bargaining must address technological change. Charley Richardson, director of the Technology and Work Program at the University of Massachusetts, Lowell, offered an outline for contract language that includes: a definition of technology; provisions for adequate advance notice of new equipment and processes; union access to information about proposed new technology; sufficient resources dedicated to training; a process for negotiating over new technology, such as a joint committee; and protections for employees affected by technological changes.

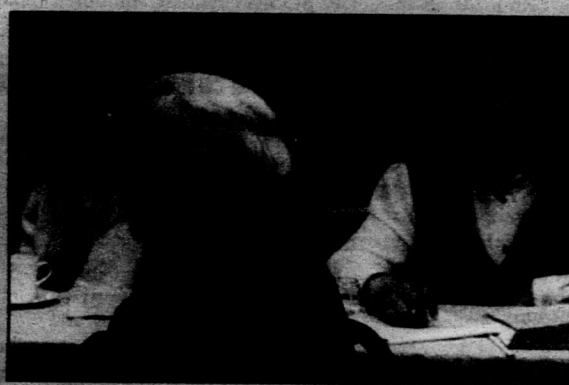
In addition to exploring ways that technology is affecting our jobs, LaborTECH emphasized that unions can use technology to our own benefit. Easily accessible databases provide a wealth of information about employers. Computer bulletin boards facilitate communication among internationals, locals and individual members. Union members are able to share strategy, information and ideas, coordinate bargaining and share support with labor activists around the globe.

In the workplace, Guild members are at the forefront of technological change. It's time to translate our new knowledge into power and use it.

## Guild activists explore technology issues



DAYMON J. HARTLEY/Newspaper Guild of Detroit



Graydon Royce, left, of the Twin Cities Guild Star Tribune unit, discusses technology issues in collective bargaining. Among the more than 50 audience members were, above center, TNG President Charles Dale. Behind Dale are Candace McRae, left, Chattanooga Guild president, and Marian Needham, Buffalo Guild local representative. The session was part of a May 21 meeting of the Midwest, Great Lakes and Southern district councils in Minneapolis.

### IN BRIEF

#### Guild forms team to study technology

The International Executive Board has formed a technology team consisting of Russ Cain, chair of the IEB's Research & Information Committee; Connie Knox, chair of the IEB Collective Bargaining Committee; David J. Eisen, TNG director of Research & Information, and Ruthanne Greeley, TNG Contracts Committee executive secretary. The team will gather information on issues related to new technology and develop model contract language with emphasis on jurisdictional issues, job training, reuse and syndication.

The IEB, in a resolution passed at its June 12-14 meeting in Victoria, B.C., said that "the Guild must be prepared to meet the challenges that the so-called Information Superhighway will pose for news industry workers." Among other tasks, the team was directed to plan a symposium on the impact of technology on the news industry.

TNG President Charles Dale has been named to the AFL-CIO's new National Information Infrastructure Committee. The panel, to be chaired by Communications Workers of America President

Morton Bahr, was formed in early May to keep tabs on the "information superhighway" and to study implications for working people. The first meeting of the 16-member committee, which will make recommendations to the AFL-CIO Executive Council, was scheduled for June 22.

In a report to the IEB in Victoria, At-Large Vice President Russ Cain said that some 54 Guild members from more than 20 Guild locals and TNG headquarters have signed on to the Guild computer bulletin board, which opened earlier this year on AFL-CIO's LaborNET. Cain said that the monthly charge for access to the bulletin board, which runs on the CompuServe network, has come down because of the large number of union activists who have gone on line in recent months. To join, complete the coupon in the lower right corner of this page and return it to TNG.

More than 20 local Guild contracts, as well as the U.S. and Canadian model contracts, have been uploaded on the library section of the Guild's computer bulletin board.

Several locals have uploaded other documents, ranging from sick leave agreements to newsletters. Locals may

upload contracts themselves or send them to TNG on a disc.

Times Mirror Co. and Cox Enterprises, Inc., announced in early June a \$2.3 billion deal to merge their cable systems into Cox Cable Communications, a public company that would be controlled by Cox. However, at least four lawsuits have been filed by Times Mirror shareholders to block the deal, which would create the third largest cable system in the United States. The lawsuits claim the merger would unfairly favor the Chandler family, whose trusts control Times Mirror.

AT&T has denied a June 2 New York Times report that the so-called clipper chip, a device the Clinton administration says will protect the privacy of telephone and computer conversations while allowing law enforcement agents to eavesdrop on suspected criminals, can be overridden by criminals. AT&T said the Times-cited research does not apply to the federal government standard that covers voice, facsimile and low-speed data transmission. The chip was developed by National Security Agency scientists and is being used in civilian government communications. AT&T is among the government's largest suppliers of telecommunications equipment.

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Software preferred: Disk Size:

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Return to:

David Eisen  
The Newspaper Guild  
8611 Second Ave.  
Silver Spring, MD 20910  
FAX: (301) 585-0668

(Please enclose \$10 for software kit)

## TNG's '94-95 budget

**Silver Spring, Md.**—The International Executive Board has adopted a General Fund budget of \$5,009,071 for the 1994-95 fiscal year, which runs through next March 31.

The IEB, at its April 25-27 spring meeting, also approved a General Fund income estimate of \$4,990,660, based on anticipated monthly per capita payments for 26,000 members and 400 agency fee payers.

|                                    |                    |
|------------------------------------|--------------------|
| <b>Per capita taxes</b>            |                    |
| AFL-CIO                            | \$91,575           |
| IUD                                | 17,760             |
| CLC                                | 53,100             |
| ALF-CIO Union Label Dept.          | 2,400              |
| CLC Union Label Dept.              | 360                |
| Int'l Federation of Journalists    | 30,000             |
| <b>Field Operations:</b>           |                    |
| Director—Salary                    | 71,550             |
| Expenses                           | 7,000              |
| <b>Organizing &amp; servicing</b>  |                    |
| International representatives      |                    |
| Salaries                           | 588,909            |
| Expenses                           | 190,000            |
| Miscellaneous servicing            | 120,000            |
| U.S. Special                       |                    |
| Organizing Fund                    | 249,600            |
| Canadian Special                   |                    |
| Organizing                         | 90,000             |
| Organizing                         | 275,000            |
| <b>Collective bargaining:</b>      |                    |
| Salaries:                          |                    |
| Exec. Sec'y Contracts              | 49,577             |
| Comm.                              | 21,000             |
| Pension consultant                 | 38,339             |
| Coll. Barg. & Org. Asst.           | 64,260             |
| Human Rights director              | 10,000             |
| Expenses—personnel                 |                    |
| <b>Research &amp; information:</b> |                    |
| Salary—Director                    | 64,921             |
| Expenses—Personnel                 | 2,000              |
| Books & periodicals                |                    |
| Legal & bargaining services        | 5,000              |
| Subscriptions                      | 3,500              |
| Other printed material             | 3,000              |
| Publications & literature          |                    |
| Constitution                       | 5,800              |
| Organizing & other literature      | 1,000              |
| Department of Education            |                    |
| Mobilization coordinator           |                    |
| Salary                             | 64,260             |
| Training                           | 12,500             |
| Institutes & seminars              | 22,000             |
| <b>Guild Reporter</b>              |                    |
| Salary—editor                      | 63,070             |
| Expenses:                          |                    |
| Personnel                          | 5,000              |
| Printing                           | 61,000             |
| Postage                            | 70,000             |
| Pix & special material             | 6,000              |
| Miscellaneous                      | 1,000              |
| <b>Office management</b>           |                    |
| Salaries:                          |                    |
| Office manager                     | 46,640             |
| Secretary-stenographers            | 62,010             |
| Bookkeeping                        | 64,325             |
| General clerical                   | 113,515            |
| Canadian Researcher                | 20,000             |
| Expenses:                          |                    |
| Rent & maintenance                 | 185,000            |
| Stationery supplies                | 62,000             |
| Equipment & machinery              | 0                  |
| Telephone & telegraph              | 36,000             |
| Repairs & improvements             | 10,000             |
| Postage                            | 25,000             |
| Accounting                         | 25,000             |
| Insurance & bonding                | 45,000             |
| Employee pension                   | 218,360            |
| Employee health & welfare          | 225,000            |
| Directly billed                    |                    |
| transportation                     | 300,000            |
| Data processing                    | 42,000             |
| Miscellaneous                      | 10,000             |
| <b>Executives</b>                  |                    |
| President—Salary                   | 86,131             |
| Expenses                           | 15,000             |
| Secretary-Treasurer—               |                    |
| Salary                             | 86,389             |
| Expenses                           | 10,000             |
| Canadian Director—                 |                    |
| Salary                             | 67,310             |
| Expenses                           | 10,000             |
| <b>Other expenses:</b>             |                    |
| Legal fees                         | 60,000             |
| Payroll & pers. prop. taxes        | 125,000            |
| Contributions/tickets              | 10,000             |
| IEB meetings                       | 90,000             |
| Severance pay provisions           | 108,000            |
| Convention reserve                 | 50,000             |
| Delegates & committees             | 15,000             |
| CLC Convention                     | 3,000              |
| Defense Fund                       | 400,000            |
| Brown Award expenses               | 4,000              |
| Guild Service Award                | 6,000              |
| AFL-CIO-IUD conventions            | 1,000              |
| Irving Leichter Fund               | 4,000              |
| <b>Summary:</b>                    |                    |
| Per capita taxes                   | 195,195            |
| Field operations                   | 1,774,235          |
| Administrative operations          |                    |
| (R&I, Education, GR)               | 397,051            |
| Office management                  | 1,489,760          |
| Executives                         | 274,830            |
| Other expenses                     | 878,000            |
| <b>Grand total</b>                 | <b>\$5,009,071</b> |
| Estimated income                   | \$4,990,660        |
| <b>Deficit</b>                     | <b>\$18,411</b>    |

# IEB says 'no' to SONG request

**Victoria, B.C.**—The International Executive Board will not give its blessing to the Southern Ontario Guild's intention to pull out of TNG.

The IEB, in a 14-3 roll call vote, rebuffed SONG's request that the local be permitted to leave TNG with no fear of the Guild opposing the move before either the Canadian Labour Congress or the Ontario Labour Relations Board.

At the same time, the IEB called on SONG to invite Canadian Director Mike Bocking and Canadian District Council President Percy Hatfield to appear before SONG members and make a case why they would be better off remaining with the Guild.

The board vote came on a motion by Bocking after SONG President Gail Lem made an ap-

peal to the IEB that it respect the outcome of a March referendum in which SONG members voted overwhelmingly to authorize their leaders to seek affiliation with a Canadian national union.

Joining Lem at the IEB's June meeting was Bill Petrie, SONG local representative. Lem and Petrie argued that TNG should allow the local to leave by September of this year.

Lem noted that a 93 percent majority of voting members said they wanted to break from TNG. "They expect us to take some action on the mandate that they have given us," Lem said. Turnout in the referendum represented 63 percent of SONG membership, she said.

TNG President Charles Dale said SONG's request amounted

to "a lose-lose situation" for all concerned.

"It's a very, very tragic situation," Dale said. "This gains absolutely nothing for the members we are elected to represent. The only party that stands to gain here are the newspaper industry employers in Canada."

Lem also said that the IEB's ongoing study of a proposed TNG Canada structure would have no bearing on SONG's position.

"We believe the time to make a decision on our future is now," Lem said. "We are looking at where we have to be strategically to defend ourselves from the employers' attacks. We believe very profoundly that we have to find a home in a Canadian national union to deal with... the media tyrants."

During Lem's presentation,

Bocking questioned whether SONG members would be better off in a national union that does not have a track record of bargaining in the newspaper industry. "TNG has shown time and time again that we are capable of taking on the battles and winning them," he said.

Bocking added that TNG has a responsibility under both Ontario labour relations law and CLC bylaws. "We are bound by, and our members are protected by, the OLRB and the CLC," he said.

Voting no were Canada East Vice President Pat Bell, Region 2 Vice President Lela Garlington and Region 1 Vice President Tom Thibeault.

"I think that if we have a public battle now in Canada, it will not serve anyone well," Bell said.

## Task force envisions Canadian committee

(Continued from Page 1) unanimous support to creating the task force to explore Canadian autonomy proposals that would go beyond the changes adopted by the 1993 Convention. "I would hope that the board's support for this document is also very, very strong," he said.

The board voted unanimously to endorse the TNG Canada document and to authorize the task force to continue refining the TNG Canada concept and make a specific recommendation to the IEB's fall meeting in October.

Meantime, under the IEB action, the TNG Canada document is to be circulated among Guild locals for review and comment.

Action would be required by the 1995 Convention to imple-

ment the Constitutional changes called for in a TNG Canada proposal.

Much needs to be worked out before the concept is ready for formal approval, said Canadian Director Mike Bocking. "It's a first look at the whole thing and it should be looked at in that regard," he said.

Under the blueprint, the IEB would prepare an annual budget that would anticipate a division of per capita income that would enable TNG Canada to provide servicing to Guild locals. The IEB would, in the process, determine which services would be provided by TNG Canada.

The task force estimated that Canadian locals make roughly \$1.5 million annually in per

capita payments to TNG. Under TNG Canada, \$1 million of that amount would remain in Canada with the balance going to TNG headquarters to finance those services that would continue to be provided to all Guild locals.

The dollar figures presented in the document were used as examples of how TNG Canada might work. "The numbers are not carved in stone," Dale said.

A number of existing international services would continue to be provided by TNG headquarters, including collective bargaining advice and assistance in human rights, innovative strategies, research and information, Guild Reporter, pension consultation and bookkeeping, membership record keeping and other

administrative support.

Under the document, TNG Canada would continue to comply with TNG's Collective Bargaining Program. The Canadian Director would approve contract settlements in consultation with the IEB and Canadian locals would continue to send contract settlements to TNG headquarters.

TNG Canada's payment to the defense fund will be the same per-member amount as paid by all Guild locals as determined by defense fund line item in TNG's annual budget.

Use of defense fund money for strikes and innovative strategies in Canada would be governed by regulations established for all Guild locals by the IEB and by conventions.

## Toledo wins rights award

**Victoria, B.C.**—The Toledo Guild has been named winner of TNG's 1994 Local Human Rights Achievement Award.

Local 43, which represents some 350 workers in five departments at the Toledo Blade, was selected by the Human Rights Committee of TNG's International Executive Board.

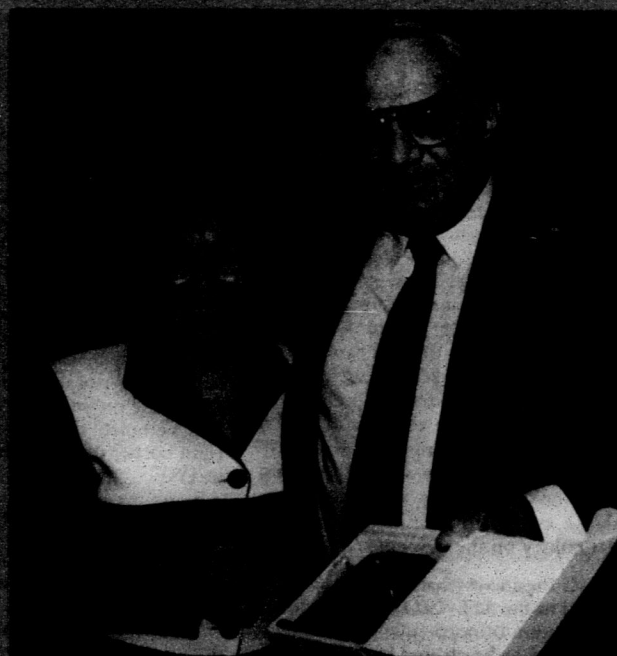
In making a report to the full IEB at its summer meeting here, the committee praised the Toledo Guild for "its quiet and consistent development of diverse leadership in the Guild."

Over the past decade, no less than one third of the local's officers and executive board members have been women. Currently, five of the local's 14 elected board members are women, two are African-American and two are Hispanic.

Previous winners were Pittsburgh and Albany.

## TNG honored for human rights progress

TNG President Charles Dale received an award from the Committee for Labor Union Women at a May 21 luncheon in B.C. Women's Union hall. Dale is seen with TNG Secretary-Treasurer Bill Petrie and Canadian Director Mike Bocking. The award recognizes TNG's progress in promoting the rights of women in the newspaper industry. Dale is seen with TNG Secretary-Treasurer Bill Petrie and Canadian Director Mike Bocking. The award recognizes TNG's progress in promoting the rights of women in the newspaper industry.



# A Look at The Newspaper Guild's 1993-94 fiscal year

Following is the report of TNG's financial standing, including operations of the General Fund, the Defense Fund, the Special Organizing Fund and the Anti-Discrimination Fund for the fiscal year ended March 31, 1994, as compiled by Shulman, Kurtz, Turer & Topaz, certified public accountants.

## GENERAL FUND

### Balance Sheet—March 31, 1994

#### ASSETS

|                                              |                    |
|----------------------------------------------|--------------------|
| Cash in banks and on hand                    | \$ 219,454         |
| Advances receivable                          | 27,363             |
| Loans receivable                             | 48,677             |
| Due from organizing fund                     | -0-                |
| Prepaid expenses and transportation expenses | 33,173             |
| Equipment (net)                              | -0-                |
| Investment in building                       | 3,747,170          |
| <b>Total assets</b>                          | <b>\$4,075,837</b> |

#### LIABILITIES

|                                           |                    |
|-------------------------------------------|--------------------|
| Accounts payable                          | \$ 194,719         |
| Exchanges payable                         | 118,517            |
| Due to Defense Fund—building loan         | 750,000            |
| Due to Special Organizing Fund            | -0-                |
| Due to Defense Fund                       | 332,947            |
| Payroll withholding payable               | 22,284             |
| Bank loan payable—building                | 5,000              |
| Mortgage loan payable—building            | 2,255,557          |
| <b>Total liabilities</b>                  | <b>\$3,679,024</b> |
| <b>Fund balance</b>                       | <b>\$ 396,813</b>  |
| <b>Total liabilities and fund balance</b> | <b>\$4,075,837</b> |

### Revenues & expenses—Year ended March 31, 1994

#### REVENUES

|                                                |                    |
|------------------------------------------------|--------------------|
| Membership revenues—Per capita taxes           | \$4,509,326        |
| Initiation fees                                | 6,836              |
| Reinstatement fees                             | 323                |
| Agency fees                                    | 68,636             |
| Servicing salaries and expenses paid by locals | ( 2,326)           |
| Guild Reporter income                          | 866                |
| Research Department sales                      | 810                |
| Salaries and expenses paid by Defense Fund     | 6,526              |
| Miscellaneous income                           | 9,427              |
| <b>Total revenues</b>                          | <b>\$4,600,424</b> |

#### EXPENSES

|                                                      |                    |
|------------------------------------------------------|--------------------|
| Per capita taxes                                     | \$ 150,500         |
| Field operations                                     | 1,464,525          |
| Administrative operations                            | 364,043            |
| Office management                                    | 1,400,986          |
| Executives                                           | 223,518            |
| Other expenses                                       | 1,071,847          |
| <b>Total expenses</b>                                | <b>\$4,675,419</b> |
| <b>Excess (deficiency) of revenues over expenses</b> | <b>\$ (74,995)</b> |
| Loan written off—San Antonio                         | \$ ( 5,700)        |
| <b>Fund balance—Beginning of year</b>                | <b>\$ 477,508</b>  |
| <b>Fund balance—End of year</b>                      | <b>\$ 396,813</b>  |

### Budget & expenses—Year ended March 31, 1994

|                                 | Expended<br>year<br>ended<br>3/31/94 | Budget<br>year<br>ended<br>3/31/94 | (Over)<br>or<br>under<br>budget |
|---------------------------------|--------------------------------------|------------------------------------|---------------------------------|
| <b>Per capita taxes</b>         |                                      |                                    |                                 |
| AFL-CIO                         | \$ 94,858                            | \$ 101,760                         | \$ 6,902                        |
| Industrial Union Dept.          | 18,899                               | 19,200                             | 301                             |
| Canadian Labour Congress        | 33,983                               | 36,960                             | 2,977                           |
| Int'l Federation of Journalists | -0-                                  | -0-                                | -0-                             |
| AFL-CIO Union Label Dept.       | 2,400                                | 2,400                              | -0-                             |
| CLC Union Label Dept.           | 360                                  | 360                                | -0-                             |
| <b>Total</b>                    | <b>\$150,500</b>                     | <b>\$160,680</b>                   | <b>\$ 10,180</b>                |

|                         |           |           |             |
|-------------------------|-----------|-----------|-------------|
| <b>Field Operations</b> |           |           |             |
| Director—Salary         | \$ 71,710 | \$ 68,105 | \$ ( 3,605) |
| Expenses                | 5,592     | 7,000     | 1,408       |

|                                 |         |         |          |
|---------------------------------|---------|---------|----------|
| <b>Organizing and Servicing</b> |         |         |          |
| IRs' salaries                   | 607,125 | 633,419 | 26,294   |
| IRs' expenses                   | 186,603 | 200,000 | 13,397   |
| Miscellaneous servicing         | 54,411  | 50,000  | ( 4,411) |
| Special Organizing Fund         | 311,515 | 306,000 | ( 5,515) |
| Organizing                      | 53,190  | 250,000 | 196,810  |

|                                                |             |             |           |
|------------------------------------------------|-------------|-------------|-----------|
| <b>Collective Bargaining</b>                   |             |             |           |
| Salaries:                                      |             |             |           |
| Exec. Secy., Contracts                         | 56,763      | 60,059      | 3,296     |
| Committee                                      | 21,000      | 21,000      | -0-       |
| Pension consultant                             | 13,917      | 18,276      | 4,359     |
| Collective bargaining and organizing associate | 64,400      | 61,214      | ( 3,186)  |
| Human Rights Director                          | 18,299      | 7,000       | (11,299)  |
| Expenses—Personnel                             | \$1,464,525 | \$1,682,073 | \$217,548 |

|                                  |          |          |             |
|----------------------------------|----------|----------|-------------|
| <b>Administrative Operations</b> |          |          |             |
| <b>Research and Information</b>  |          |          |             |
| Salaries—Director                | \$65,060 | \$61,863 | \$ ( 3,197) |
| Expenses—personnel               | 1,551    | 1,000    | ( 551)      |
| Books and periodicals            |          |          |             |
| Legal and bargaining services    | 8,570    | 5,000    | ( 3,570)    |
| Subscriptions                    | 5,603    | 3,500    | ( 2,103)    |
| Other printed material           | 2,318    | 3,000    | 682         |
| Publications—literature:         |          |          |             |
| Constitution                     | 5,377    | 7,000    | 1,623       |

|                                 |       |       |          |
|---------------------------------|-------|-------|----------|
| Organizing and other literature | 2,499 | 1,000 | ( 1,499) |
|---------------------------------|-------|-------|----------|

|                                |        |        |          |
|--------------------------------|--------|--------|----------|
| <b>Department of Education</b> |        |        |          |
| Director—Salary                | -0-    | -0-    | -0-      |
| Expenses                       | -0-    | -0-    | -0-      |
| Publications—literature        | -0-    | -0-    | -0-      |
| Institutes—seminars            | 24,743 | 20,000 | ( 4,743) |
| Training                       | 7,822  | 12,500 | 4,678    |

|                               |                   |                   |                     |
|-------------------------------|-------------------|-------------------|---------------------|
| <b>Guild Reporter</b>         |                   |                   |                     |
| Salaries—Editor               | 91,365            | 86,482            | ( 4,883)            |
| Assist. editor                | -0-               | -0-               | -0-                 |
| Expenses                      |                   |                   |                     |
| Personnel                     | 7,809             | 5,000             | ( 2,809)            |
| Printing                      | 56,610            | 65,000            | 8,390               |
| Postage                       | 76,810            | 65,000            | ( 11,810)           |
| Pictures and special material | 5,445             | 6,000             | 555                 |
| Miscellaneous                 | 2,461             | 1,000             | ( 1,461)            |
| <b>Total</b>                  | <b>\$ 364,043</b> | <b>\$ 343,345</b> | <b>\$ ( 20,698)</b> |

|                          |           |           |             |
|--------------------------|-----------|-----------|-------------|
| <b>Office Management</b> |           |           |             |
| Salaries:                |           |           |             |
| Office Manager           | \$ 46,800 | \$ 43,680 | \$ ( 3,120) |
| Secretary-stenographers  | 65,524    | 75,770    | 10,246      |
| Bookkeeping              | 62,981    | 62,310    | ( 671)      |
| General Clerical         | 97,520    | 90,493    | ( 7,027)    |

|                                |                    |                    |                   |
|--------------------------------|--------------------|--------------------|-------------------|
| <b>Expenses:</b>               |                    |                    |                   |
| Rent and maintenance           | 180,333            | 300,000            | 119,667           |
| Utilities                      | -0-                | -0-                | -0-               |
| Stationery and supplies        | 60,602             | 62,000             | 1,398             |
| Equipment and machinery        | 12,310             | 12,310             | -0-               |
| Telephone and telegraph        | 30,342             | 36,000             | 5,658             |
| Repairs and improvements       | 3,450              | 10,000             | 6,550             |
| Postage                        | 21,646             | 25,000             | 3,354             |
| Auditing                       | 24,000             | 25,000             | 1,000             |
| Insurance and bonding          | 45,000             | 45,000             | -0-               |
| Employee pension               | 189,610            | 179,893            | ( 9,717)          |
| Employee health and welfare    | 211,939            | 225,000            | 13,061            |
| Directly billed transportation | 255,338            | 230,000            | ( 25,338)         |
| Data processing                | 79,904             | 70,000             | ( 9,904)          |
| Miscellaneous                  | 13,687             | 10,000             | ( 3,687)          |
| <b>Total</b>                   | <b>\$1,400,986</b> | <b>\$1,502,456</b> | <b>\$ 101,470</b> |

|                    |                   |                   |                  |
|--------------------|-------------------|-------------------|------------------|
| <b>Executives</b>  |                   |                   |                  |
| Officers' salaries | 193,831           | 158,684           | ( 35,147)        |
| Officers' expenses | 29,687            | 20,000            | ( 9,687)         |
| <b>Total</b>       | <b>\$ 223,518</b> | <b>\$ 178,684</b> | <b>\$ 44,834</b> |

|                                     |                    |                    |                     |
|-------------------------------------|--------------------|--------------------|---------------------|
| <b>Other expenses</b>               |                    |                    |                     |
| Legal fees                          | 62,849             | 60,000             | ( 2,849)            |
| Payroll and personal property taxes | 121,050            | 125,000            | 3,950               |
| Contributions and tickets           | 9,218              | 10,000             | 782                 |
| Delegates and committees            | 18,496             | 25,000             | 6,504               |
| IEB meetings                        | 85,392             | 70,000             | ( 15,392)           |
| Severance pay provisions            | 107,589            | 90,000             | ( 17,589)           |
| Convention reserve                  | 160,000            | 160,000            | -0-                 |
| Broun Award                         | 2,000              | 2,000              | -0-                 |
| Broun Award expenses                | 4,301              | 3,000              | ( 1,301)            |
| AFL-CIO-IUD Convention              | 719                | 3,000              | 2,281               |
| Strategic Planning                  | 96,233             | 93,000             | ( 3,233)            |
| CLC Convention                      | -0-                | -0-                | -0-                 |
| Guild Service Award                 | -0-                | 4,000              | 4,000               |
| Irving Leichter Scholarship Fund    | 4,000              | 4,000              | -0-                 |
| Defense Fund                        | 400,000            | 400,000            | -0-                 |
| <b>Total</b>                        | <b>\$1,071,847</b> | <b>\$1,048,000</b> | <b>\$ ( 23,847)</b> |

## DEFENSE FUND

### Balance Sheet—March 31, 1994

#### ASSETS

|                                              |                    |  |
|----------------------------------------------|--------------------|--|
| Cash in banks:                               |                    |  |
| Checking accounts                            | \$ 108,528         |  |
| Savings accounts and certificates of deposit | 1,457,699          |  |
| Investments—at market                        | 3,688,877          |  |
| Loans receivable                             |                    |  |
| Bakersfield Guild                            | 30,250             |  |
| Chicago Guild                                | 12,490             |  |
| Gary Guild                                   | 11,500             |  |
| Northern California Guild                    | 76,922             |  |
| Pacific Northwest Guild                      | 5,000              |  |
| San Diego Guild                              | 25,078             |  |
| Washington-Baltimore Guild—EEOC case         | 37,164             |  |
| Wilkes-Barre Guild                           | 7,150              |  |
| Wire Service Guild                           | 47,497             |  |
| Due from General Fund                        | 332,947            |  |
| Loan receivable—building                     | 750,000            |  |
| Other investments—at market                  | 81,265             |  |
| <b>Total assets</b>                          | <b>\$6,672,367</b> |  |

## LIABILITIES

(The Defense Fund had no liabilities on March 31, 1994)

|                                           |                    |
|-------------------------------------------|--------------------|
| Fund balance                              | \$6,672,376        |
| <b>Total liabilities and fund balance</b> | <b>\$6,672,367</b> |

### Revenues & expenses—Year ended March 31, 1994

#### REVENUES

|                                |                   |
|--------------------------------|-------------------|
| General fund transfers         | \$ 400,000        |
| Interest and investment income | 313,348           |
| <b>Total revenues</b>          | <b>\$ 713,348</b> |

#### EXPENSES

|                                          |                    |
|------------------------------------------|--------------------|
| Auditing                                 | \$ 3,600           |
| Concord Monitor—overtime case            | 8,675              |
| Washington-Baltimore—overtime case       | 11,031             |
| Strike benefits:                         |                    |
| Pittsburgh                               | 3,786              |
| Philadelphia—Norristown unit             | 1,642              |
| New York Post                            | 34,124             |
| Innovative strategies:                   |                    |
| Pacific Northwest—Bellevue Unit          | 2,627              |
| Cleveland—Massillon unit                 | 37,555             |
| Dayton                                   | 2,046              |
| Los Angeles                              | 10,468             |
| Philadelphia—Norristown unit             | 5,244              |
| Puerto Rico                              | 15,366             |
| San Antonio                              | 20,111             |
| Southern Ontario—Cambridge unit          | 39,499             |
| Wilkes-Barre                             | 4,487              |
| Wire Service                             | 3,310              |
| Woonsocket                               | 51                 |
| <b>Total expenses</b>                    | <b>\$ 203,582</b>  |
| <b>Excess of revenue over expenses</b>   | <b>\$ 509,766</b>  |
| <b>Write off of loans at convention:</b> |                    |
| Great Falls                              | \$ ( 6,660)        |
| San Antonio                              | \$ ( 40,011)       |
| <b>Fund balance—beginning of year</b>    | <b>\$6,209,282</b> |
| <b>Fund balance—end of year</b>          | <b>\$6,672,367</b> |

## SPECIAL ORGANIZING FUND

### Balance Sheet—March 31, 1994

#### ASSETS

|                                       |                  |  |
|---------------------------------------|------------------|--|
| Cash in banks:                        |                  |  |
| Savings accounts and checking account | \$ 51,277        |  |
| <b>Total assets</b>                   | <b>\$ 51,277</b> |  |

#### LIABILITIES

|                                           |                  |
|-------------------------------------------|------------------|
| Due to General Fund                       | \$ -0-           |
| <b>Fund balance</b>                       | <b>\$ 51,277</b> |
| <b>Total liabilities and fund balance</b> | <b>\$ 51,277</b> |

### Revenues & expenses—Year ended March 31, 1994

#### REVENUES

|                                |                   |
|--------------------------------|-------------------|
| General Fund transfers         | \$ 311,515        |
| Interest and investment income | 979               |
| <b>Total revenues</b>          | <b>\$ 312,494</b> |

#### EXPENSES

|                                              |                     |
|----------------------------------------------|---------------------|
| Auditing                                     | \$ 3,500            |
| Organizing subsidies:                        |                     |
| Boston Guild                                 | 1,636               |
| Canadian Wire Service Guild                  | 164,386             |
| Chicago Guild                                | 7,800               |
| Denver Guild                                 | 21,402              |
| Los Angeles Guild                            | 23,302              |
| Manchester Guild                             | 946                 |
| Memphis Guild                                | 22,100              |
| Ottawa Guild                                 | 977                 |
| Philadelphia Guild                           | 15,110              |
| Providence Guild                             | 59,253              |
| Puerto Rico Guild                            | 11,255              |
| Southern Ontario Guild                       | 43,320              |
| Translators Guild                            | 14,963              |
| Vancouver-New Westminster Guild              | 6,843               |
| Washington-Baltimore Guild                   | 36,000              |
| <b>Total expenses</b>                        | <b>\$ 432,793</b>   |
| <b>(Deficiency) of revenue over expenses</b> | <b>\$ (120,299)</b> |
| <b>Fund balance—beginning of year</b>        | <b>\$ 171,576</b>   |
| <b>Fund balance—end of year</b>              | <b>\$ 51,277</b>    |

## ANTI-DISCRIMINATION FUND

### Balance Sheet—March 31, 1994

#### ASSETS

|                     |                  |  |
|---------------------|------------------|--|
| Cash in banks:      |                  |  |
| <b>Total assets</b> | <b>\$ 59,845</b> |  |

#### LIABILITIES

(The Anti-Discrimination Fund had no liabilities on March 31.)

|                                           |                  |
|-------------------------------------------|------------------|
| Fund balance                              | \$ 59,845        |
| <b>Total liabilities and fund balance</b> | <b>\$ 59,845</b> |

## Guild members prepare to attend Unity '94 convention

Silver Spring, Md.—Ten Guild locals have been awarded subsidies from TNG to send one delegate each to the Unity '94 convention July 27-31 in Atlanta.

As many as 40 additional Guild members are expected to attend the unprecedented joint

meeting of four organizations of minority newspaper workers: The Asian American Journalists Association, National Association of Black Journalists, National Association of Hispanic Journalists, and Native American Journalists Association.

The locals receiving subsidies under a first-come-first-served program authorized in April by the International Executive Board are (in the order their request was received):

Northern California, Rochester, Wire Service, Pacific Northwest,

Boston Globe Employees Association, Philadelphia, Akron, Cleveland, San Diego and Pittsburgh.

Another five locals qualified for alternate slots should they become available: Chicago, Lexington, Gary, Los Angeles and Indianapolis.

TNG Human Rights Director Anna Padia, who will represent the international at the Unity convention, said Guild members would be staying at the Atlanta Radisson Hotel where they will be able to discuss convention events from a Guild perspective.



BERT HODGE/Philadelphia Guild

Philadelphia Guild AO Wayne Cahill, center, flanked by two managers from the Delaware County Daily Times, confronts Upper Darby, Pa., police officer at the daily's mailroom. Martha McHale, right, Guild unit chair, records the scene on videotape.

## Guild gets boot in safety check attempt

**Primos, Pa.**—Guild leaders were turned away by police in an attempt to conduct a safety check in the mailroom of the Delaware County Daily Times early June 5.

Led by Wayne Cahill, Philadelphia Guild administrative officer, the four-person Guild contingent was met by two members of the daily's management team when they arrived at a previously announced time to inspect conditions in the mailroom, where three of seven Guild-covered employees had received minor injuries the past month.

Management telephoned the police when the Guild pressed its right under contract to inspect the facility, Cahill said.

The company had said that the Guild could tour the plant only in the presence of the pub-

lisher. "Our contract says the company will not unreasonably deny or delay a visit," Cahill said. "The company is trying to restrict Guild access to the building and is trying to monitor us so our members won't want to talk to us."

He said the Guild has filed an NLRB charge. Guild negotiators have been seeking renewal of a contract that expired in late March. Guild proposals include a joint safety and health committee that would, among other things, review new equipment and technology.

Daily Times proposals in the safety and health arena include reduced sick leave benefits and a doctor's note, to be submitted in advance when possible, in the event of illness. Local 10 represents some 95 workers in various departments at the daily.

## NIOSH reconsiders Inquirer decision

**Silver Spring, Md.**—The National Institute for Occupational Safety and Health has agreed to pay a visit to the Philadelphia Inquirer building where a cluster of 34 cancer deaths has aroused Guild members.

Modifying an earlier decision not to make a visit to the site, David Sundin, chief of the NIOSH Hazard Evaluation Branch, notified TNG that the agency is prepared to meet with Guild leaders, employees and management to discuss the train of cancer deaths and the possibility that they are work-related.

Sundin said NIOSH would not do any testing of the workplace environment in connection with the visit, noting that air quality in the building had been tested by private consultants two years ago.

The building in which the cancer deaths occurred was formerly a printing plant. It was converted to office use in 1983, and complaints about air quality began almost immediately.

Twenty of the 34 cancer deaths over a six-year period ending in 1992 occurred among employees working in the advertising department in an area formerly used as a pressroom.

A petition calling for action to eliminate air quality hazards was signed by 156 employees and dis-

patched to NIOSH a year ago by Josephine Birnbaum, a classified employee. The Philadelphia Guild, which had been accumulating data on the cancer deaths, in tandem with TNG asked NIOSH for a health-hazard evaluation in November 1993.

NIOSH originally rejected the request, telling then Local President Kitty Caparella that the varied nature of the cancers involved and the victims' relatively short exposure period of 10 years in the converted plant made it unlikely that the deaths were work-related.

But NIOSH officials agreed to reconsider after TNG Research and Information Director David J. Eisen pointed out that, despite the fact that carcinogenic hazards are widespread in newspaper printing plants, NIOSH had never completed an industry-wide evaluation of printing hazards begun in the 1970s and dropped after 1980. Eisen urged NIOSH to resume the investigation.

NIOSH officials are still considering whether the agency's limited budget can accommodate such a study.

Press operators are the principal victims, Eisen noted. He added, however, "In many cases, newspaper ventilating systems are so badly designed that ink mist penetrates departments far removed."

## IEB forms affiliation committee

(Continued from Page 1)  
ings—one with the Communications Workers of America and another with the International Brotherhood of Teamsters—since the IEB in April called on Dale to submit a merger proposal by June, or no later than October.

Dale also said that he intended to invite Bocking and Rothman to TNG headquarters on a regular basis to keep them updated on the status of merger talks.

In addition, Dale called on Region 4 Vice President Larry D. Hatfield to develop concepts to educate members on how an affiliation agreement might benefit the Guild. Dale also asked Bocking to name a Canadian Guild member to join in the education effort.

Following Dale's report, Foley indicated that she would feel more comfortable participating in a more formal committee structure.

Bocking said his schedule this summer would preclude him from attending many meetings at TNG headquarters but said he felt confident that he could keep an eye on the "broad interests" of Canadian members through telephone reports and periodic meetings with other merger

committee members.

The committee approach to further merger talks essentially follows the intent of a resolution adopted by the Midwest and Southern district councils—and the Buffalo and Cleveland locals of the Great Lakes District Council—during a May 20-21 tri-council meeting in Minneapolis. The resolution called on the IEB to name a committee of at least four members to negotiate a merger proposal.

During the IEB's merger discussion, Bocking suggested that Dale's plan to include Rothman and himself in the merger process complied with the spirit of the tri-council resolution.

Foley agreed and offered the motion to formalize the structure that had been outlined by Dale. "I think it should be a committee that's a consultative, working committee," she said. "I think they (Rothman and Bocking) need to be on the committee and not an adjunct to the committee."

In his report, Dale said it remains essential to present a merger proposal to the IEB at its October meeting in order to have time to fashion a proposal to present to the 1995 Conven-

tion. "The time is rapidly approaching when we are going to have to make a decision on which union we should focus on," he said.

Dale also told the IEB that he is committed to negotiating a proposal that will be acceptable to Guild members in both the United States and Canada. He added that he envisions the TNG Canada concept, being developed by an IEB task force, remaining intact under any affiliation proposal.

One of the seven recommendations in the four-year Strategic Plan adopted at the 1993 Convention calls on Dale to make a merger report to the 1995 Convention.

The Strategic Plan maintains that affiliation with a larger union would enhance Guild power at the bargaining table and provide greater resources for organizing and corporate campaigns.

Under merger provisions of TNG's Constitution, the IEB must submit a proposal to a Convention. Following Convention approval, the proposal must be ratified separately by Guild members in the United States and Canada.



## THE GUILD Reporter

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