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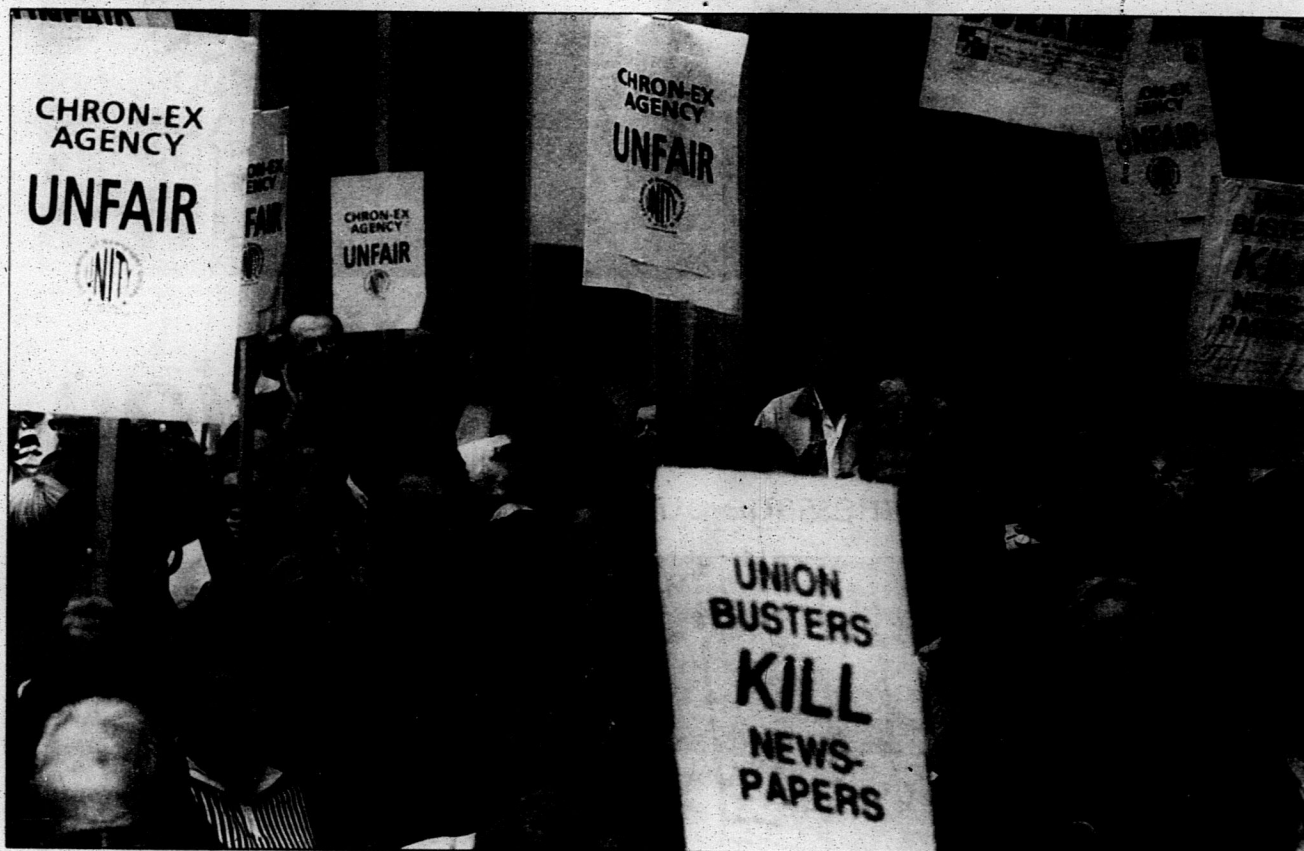
## GUILD Reporter

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The Newspaper Guild

July 29, 1994

# Board to S.F. publishers: Bargain



NANCY WONG/Northern California Guild

Guild and other newspaper union members cheer their victory before the NLRB at a July 15 rally in San Francisco. Related story, Page 4.

**San Francisco**—The National Labor Relations Board has sided with the newspaper unions in their charge that the San Francisco dailies violated the law in unilaterally breaking a 25-year joint bargaining pattern.

The board action, which union leaders learned of by telephone on July 8, paves the way for a push to win new contracts for the 2,600 union-covered workers at the San Francisco Newspaper Agency and the Chronicle and Examiner.

The board has not yet issued a formal complaint but NLRB attorneys communicated the decision to union and company representatives by telephone on July 8.

The Bay Area Conference of Newspaper Unions voted on July 12 to set Aug. 29 as a tentative date to resume joint bargaining on economic issues between the publishers and eight CNU locals, including the Northern California Guild.

CNU leaders, seeking to accelerate the pace of contract talks, said the unions were available immediately to begin bargaining individually on non-economic issues. Any outstanding non-economic issues at the end of August will be taken up in joint bargaining, the unions said.

"This victory before the labor board won't get us a contract but it will get us back to the table," said Doug Cuthbertson, Northern California Guild administrative officer and CNU president. "What the employers do with this opportunity will tell us quickly just how serious they are about negotiating a contract."

The publishers have not reacted publicly but Cuthbertson said management negotiators have met with several CNU locals to discuss non-economic concerns.

Talks halted in April after the company broke its promise to negotiate economic issues jointly with the eight locals. The unions filed NLRB charges that the company was bargaining in bad faith and talks were put on hold pending the outcome of the NLRB investigation.

A decision was delayed when the regional office of the NLRB forwarded the unions' case to Washington, D.C., for a ruling.

The NLRB decision was considered a setback for King & Ballow, the union-busting Tennessee

## Guild unit strikes Thomson paper

**Courtenay, B.C.**—A 37-member Guild unit at the Thomson-owned Comox District Free Press went on strike early July 21 after members voted the night before to reject a company final offer in a 10-month-old contract dispute.

Members of a Graphic Communications International Union local at the Free Press honored the Guild picket line.

The Victoria-Vancouver Island Guild represents editorial, sales, photographic and clerical work-

ers at the Free Press, a twice weekly publication that serves several North Island communities. The company also produces the Sunday Island News.

"We've certainly managed to inconvenience the company," said Dave Wilson, Guild unit chair. He said the July 22 Free Press didn't come out until late July 23 and half of the press run sat undelivered on the loading dock. The July 24 Sunday paper also was a day late.

"Next week, they (managers)

are going to have to get out and sell the ads and cover the stories," Wilson said.

The Guild quickly set up a 24-hour picket line outside the plant, with four members at a time working four-hour shifts.

Also, the Guild acquired a travel trailer, equipped with refrigerator, stove and washroom, to serve as strike headquarters.

"Not a single Guild member has crossed the line," Wilson said. "We're a pretty solid unit."

Wilson praised the 85 GCIU

workers who have honored the picket line. The GCIU members took a decisive strike vote of their own on July 23.

The Guild, which is bargaining its second contract at the paper, wants to retain job security language and bring its wages closer to those paid at other Thomson operations on Vancouver Island.

Thomson negotiators are demanding givebacks affecting job security and working conditions at the paper.

## OSHA unveils ergonomic standard

**Washington, D.C.**—The Occupational Safety and Health Administration's long-awaited ergonomic standard will require employee involvement at every step of the compliance process, according to a summary issued by the federal agency.

OSHA describes the draft standard as "a broad performance-oriented rule with specific guidance in certain areas."

There is no section dealing specifically with VDTs, but Barbara Silverstein, special

OSHA assistant heading the drafting team, said many provisions are readily applicable to VDT work.

TNG Research and Information Director David J. Eisen expressed disappointment at the standard's failure to include more concrete VDT regulations but said final judgment should be reserved until the full final draft becomes available.

The standard does contain at least two VDT specifics.

- A provision calling for employer-paid eye examinations and corrective lenses for VDT users working more than four hours a day whose musculoskeletal neck/shoulder disorders are related to visual deficiency.

- An office ergonomic checklist to be used in assessing risk factors.

Improperly corrected vision causing VDT operators to crane their necks is considered one of the factors responsible for

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(Continued on Page 4)



## Herblock wins Medal of Freedom

Herbert Block, Washington Post political cartoonist and a Guild member since 1934, will be among nine Americans selected by President Clinton to receive the Medal of Freedom, the nation's highest civilian honor, at a White House ceremony on Aug. 8. Herblock, as he is known to readers, said the award will not affect his coverage of the Clinton administration. Other noteworthy award winners: AFL-CIO President Lane Kirkland and the late Cesar Chavez, founder of the United Farm Workers.

Three of eight reporters recently named as 1994-95 Knight-Bagehot Fellows in Economics and Business at the Columbia University Graduate School of Journalism are Guild members: Peter Alan Harper of the Associated Press in New York, Doreen Hemlock of the San Juan Star and Cynthia Mayer of the Philadelphia Inquirer's Chicago bureau.

Journalists from around the world are working at several Guild-covered shops July through November under the Alfred Friendly Press Fellowship program. TNG President Charles Dale has urged local leaders at the Boston Globe, Plain Dealer of Cleveland, Detroit News, Philadelphia Inquirer, Time magazine and Washington Post to cooperate with publishers in overcoming any contractual or other problems that might interfere with the program.

The last remaining space at TNG headquarters in Silver Spring, Md., was leased in early July when an existing tenant expanded into a 1,675-square-foot vacant office. TNG occupies roughly half of the 27,000 square-foot building, purchased by TNG in 1988 when the international left Washington, D.C.

Tom Barlet, 64, a news photographer for the Capital Times in Madison, Wis., the Tacoma, Wash., and the Seattle Post-Intelligencer, died July 1 in Bremerton, Wash. Barlet, one-time Madison Guild president known for his quick wit, had been diagnosed with cancer several months earlier.

## BOOK

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.

## Nelson outlines rules that should be broken

Bruce R. Nelson, standing, TNG membership coordinator, gives some 30 St. Louis Guild stewards a few lessons in union leadership in a July 10 training session. Here, Nelson, employing one of his favorite training tools, outlines the so-called Seven Habits of Ineffective Stewards. Also attending the session—and offering advice and encouragement—was TNG Secretary-Treasurer Linda K. Foley.



St. Louis/Southern Illinois Labor Tribune

## Fighting for the union

Guild member takes message public with role in CLUW video

Washington, D.C.—A bumper sticker on the wall in Patty Garcia's office at the Human Resources Development Institute sums up her philosophy: "Fight for my union? You're damn right."

Living by that simple creed has propelled Garcia, vice chair of a fledgling Guild unit at HRDI, into a lead role in a recent Coalition of Labor Union Women organizing video.

And it led to Garcia being named the Washington-Baltimore Guild member of the year at Local 35's Front Page Awards event on June 29.

As president of an independent staff union at the HRDI office at AFL-CIO headquarters, she led a drive to affiliate with the Guild two years ago. Negotiations for the 15-member unit's second Guild contract were wrapped up this summer.

"We're very pleased with the agreement and with the representation we've gotten with the Guild," says Garcia, a program coordinator at HRDI for more than four years.

Garcia has adapted quickly to Guild ways. Elected as a local alternate to the 1993 Convention, she wound up in Honolulu at the last minute when a delegate was forced to cancel.

When CLUW planned a video to mark its 20th anniversary this year, TNG Human Rights Director Anna Padia recommended Garcia for a speaking part.

Being a member of a union dominated by news industry workers is a new experience for Garcia but she has become accustomed to transition in her union career.

Garcia got hooked on the



RAY CROWELL/Washington-Baltimore Guild

Patty Garcia, Washington-Baltimore Guild member of the year.

union movement while working as an employment development counselor for the Marin County, Calif., Office of Employment and Training. She also served as a county equal employment opportunity officer.

There, as an officer of an independent union of county employees, Garcia led a drive to affiliate her union with the Service Employees International Union.

As president of SEIU Local 949, Garcia was active in a number of Marin County advisory committees ranging from the Affirmative Action Advisory Committee to the Metropolitan Transportation Commission.

From the SEIU, Garcia moved on to full-time union work as a

business representative and organizer for United Food and Commercial Workers Local 1119, where she represented retail workers.

"It was a bit of a shock to find out how badly workers were treated in the private sector," she says. "Corporations have a lot more leeway than public agencies."

In her HRDI job, Garcia assists labor unions in the development of job training, workplace literacy and school-to-work programs around the nation.

Her Marin County government experience makes her a natural for the job at HRDI, an agency that receives federal funding under the Job Training Part-

nership Act to help unions and their members combat job loss due to changing economic conditions and government policies.

But she also gives credit to CLUW and the women trade unionists she has gotten to know over the years.

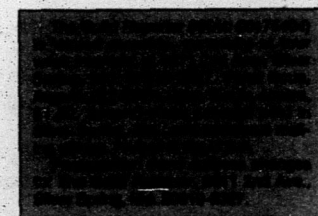
Says Garcia: "I got a lot of inspiration from them to actually get into making this a career, as well as developing my self-confidence in terms of getting up in front of a crowd, making a speech, being assertive in contract negotiations."

Connie Knox, Washington-Baltimore Guild president and TNG at-large vice president, says Garcia's role in developing a local steward training program was a factor in her selection as member of the year.

"She's very active and has a real sense of the labor movement," Knox adds. "I turn to her to bounce ideas off of. She's a real asset."

Garcia also is a member of the Labor Council for Latin American Advancement and the Asian Pacific American Labor Alliance. She serves on the boards of two national non-profit organizations, Literacy Volunteers of America and Wider Opportunities for Women.

She is a graduate of the University of California at Santa Cruz and the Coro Foundation Seminar Program in Public Affairs.





# Kirkland affirms support for health care reform

**Washington, D.C.**—AFL-CIO President Lane Kirkland has reaffirmed organized labor's support for universal health coverage financed through employer mandates.

Kirkland, speaking to reporters on July 20 at the National Press Club, was joined by James Todd, president of the American Medical Association, and Horace Deets, president of the American Association of Retired Persons.

The three leaders—although their organizations differ on health reform details—called the press conference to jointly call for an end to the "misinformation, scare tactics and negative messages" that have drowned out substantive debate on national health care reform.

The session came a day after President Clinton and Senate Minority Leader Robert Dole, R-Kansas, addressed a meeting of the National Governors' Association in Boston. In published reports of his remarks to the governors, Clinton appeared to back away from an earlier threat that he would veto any health reform legislation that did not provide universal coverage.

Kirkland was asked whether he perceived that Clinton was

backing away from the health reform pledge made in his State of the Union address last January.

"I trust not," Kirkland said. "I recall his State of the Union speech when he held up a pen and indicated he would veto any legislation that did not provide universal coverage."

Organized labor continues to back employer-mandated health coverage, Kirkland said.

"I am convinced that the only way short of single-payer (a government-financed system) is expansion of the current system," Kirkland said. "That is the only realistic path."

He added that the AFL-CIO is open to negotiation on how to achieve universal coverage and the length of time required to achieve that goal.

But Kirkland insisted that reform must not tax existing health care benefits or otherwise penalize employers who are providing health insurance, whether unilaterally or through a collective bargaining agreement.

He said working Americans have sacrificed enough in income declines over the past two decades.

"Our greatest concern is that the political process will follow



RAY CROWELL/Washington-Baltimore Guild

**AFL-CIO President Lane Kirkland answers questions. Horace Deets of the American Association of Retired Persons is in the foreground.**

the course of least resistance," Kirkland said. "It's time for Congress to stop bending over backwards to protect employers who don't want to pay their fair share."

Asked whether increased efforts would be made to mobilize the 50 million Americans represented by the three organizations, the three leaders said they want to see what form health care legislation takes when it reaches the floor in the House and Senate. Five different ver-

sions have been passed by committees in both houses.

All three leaders said universal coverage is necessary to control costs and put a stop to cost shifting that occurs under the existing system. And all three said that reform must be enacted this year.

By week's end, however, both administration and congressional leaders indicated that all elements of health care reform—including a method for financing—could be put off until the end of the century.

# Fairness bill fails in Senate

**Washington, D.C.**—Workplace fairness supporters fell seven short of the 60 votes needed to break a Republican Party filibuster that effectively blocked Senate action on a bill to ban permanent replacement of workers involved in strikes over economic issues.

In the aftermath of unsuccessful efforts to break the GOP filibuster on July 12 and 13, supporters vowed not to let the issue die.

U.S. Sen. Howard Metzenbaum, D-Ohio, said he would attach workplace fairness to legislation favored by opponents and suggested that a compromise might win more votes.

"We have not given up," said Sen. Tom Harkin, D-Iowa, who accused the Clinton administration of not lobbying hard enough for the bill, which passed the House last year.

AFL-CIO President Lane Kirkland said in a statement that the vote was "another notch on the hired guns of the special interests who benefit from a denial of worker rights."

Six Democrats—including Arkansas Democrats Dale Bumpers and David Pryor—joined with 41 Republicans in the initial 53-47 cloture vote to end the filibuster.

## LABOR BEAT

### Court tosses out fine against UMW

The U.S. Supreme Court has ruled unanimously that a Virginia judge overstepped his powers in slapping a \$52 million civil contempt fine against the United Mine Workers of America during a 1989 strike against the Pittston Coal Co. UMW President Richard Trumka said the decision was "a tremendous victory for the UMW, working Americans and their unions." The high court said that the contempt of court order against the union was overbroad. The fines had been thrown out by a Virginia appeals court but reinstated by the state supreme court.

United Airlines became the largest employee-owned busi-

ness in the United States on July 12 when its 76,000 employees took 55 percent ownership of the company. The deal, ratified by UAL shareholders, was struck during bargaining last year between the company and the machinists and pilots' unions. In exchange, the unions agreed to invest up to \$4.9 billion in wage cuts and productivity changes over the next six years. The new CEO is negotiating with flight attendants in attempt to bring them into the buyout.

Ninety-two trade unionists were slain in 14 countries around the globe during 1993, according to the Brussels-based International Confederation of Free Trade Unions.

## Milwaukee Guild celebrates 10th anniversary



The Milwaukee Guild celebrated its 10th anniversary in June with a picnic and an unprecedented labor/management softball game against a company team. Although the Guild lost the game—steward Neil Rosenberg, above center (back to camera), presents the trophy—Local 51 leaders say the rank and file is motivated to play harder in a rematch tentatively scheduled for next summer. At right, Larry Sandler, 1st vice president, and Kathy Schenck, recording secretary, take it up during the picnic.



## LOCAL ELECTIONS

### BGEA/TNG Local 245

Robert Jordan, president (Jordan 321, James Franklin 221); Leonard Kelley, vice president; Edward Kamp, secretary; James McAuliffe, treasurer.

### Milwaukee

Jack Norman, president; Larry Sandler, 1st vice president; Vince Butler, 2nd vice president; Kathy Schenck, secretary; Bob Helbig, treasurer.

### North Bay

Jim Steffan, president; Al Etches, vice president (production); John Lund, secretary; Kevin Smith, treasurer; Carla Ammerata, member-at-large (non-production).

### Providence

Frank Santafede, president; Denise St.

Germain, vice president; Bob Jagolinzer, secretary; Greg Smith, treasurer.

### Twin Cities

Mike Sweeney, president; Ann Wilhelmy, editorial vice president; Dave Longebone, commercial vice president; Deb Lemay, secretary; Neale Van Ness, treasurer.

### Vancouver-New Westminster

Jan O'Brien, president (O'Brien 334, Georgia Chisholm, 307).

### Windsor

Gail Robertson, president; Vern Nadon, vice president, circulation; Rosemary Glass, vice president, business; Jim Potter, vice president, editorial; Sarah Sacheli, secretary; Blair Crawford, treasurer.



## LOCAL ACTION

## Steward ranks grow by word of mouth

By Bruce R. Nelson  
TNG Membership Coordinator

There is neither mystery nor magic behind the phenomenal growth of the Toledo Guild's steward program.

That became immediately obvious when 15 new steward recruits filed into a classroom on a sunny July Saturday for a day of basic training in the art of front line Guild leadership.

"So," they were asked, "why did you become a steward?"

One by one, they answered with the same three words: "Nancy asked me."

Meet Nancy Mohr, a librarian at the Toledo Blade, a member of the Toledo Newspaper Guild's Executive Board and a woman who has a sure-fire way of getting members involved.

She asks them.

As a result, the cadre of Guild stewards in Toledo has nearly doubled in size over the past few months, from 12 to 22, with projections of many more to come by the end of the year.

All because "Nancy asked." So, who asked Nancy?

"Jack asked me," she said, referring to Toledo Guild President Jack Baessler, who thinks it's time for the local's steward program to go beyond "a few people passing out things."

Mohr returned from TNG's New Officers Seminar last February determined to build a bigger and better steward program.

"At first, I spent a lot of time just watching people," Mohr said. "I found people who could listen, some who were aggressive, people who worked well with others, those who were respected. Then I sat down with them, one by one. I told them I thought they'd make a good steward, and how our power doesn't come from any one leader, that it comes from our connection with each other and how we really need and want them as a steward."

With only one exception, an employee who was related to someone in management, all of Mohr's steward candidates agreed to serve under the terms of an informal contract.

"I told each of them that all they had to do was make a commitment to put in one hour of Guild work a month and try to make two or three union meetings a year," she said. "They all agreed to do that, and everyone of them has been putting in a lot more than one hour a month ever since."

The growth in the Toledo steward program has not been in numbers alone. The role stewards play in the local has also been expanding. Through regular meetings and training in contract enforcement, they have gone from being passive volunteers to active Guild leaders.

"When I first started as a steward several years ago," Mohr explained, "our main job was to tell people about the Guild, keep them informed. We really weren't involved in the day-to-day problems. But we've seen the company change; its attitude has gotten tougher

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## On the firing line in San Francisco

**San Francisco**—It is one of the oldest in the union-buster's black bag of tricks: Identify an activist and harass him or her in hopes that other union members will abandon the cause.

When the Tennessee-based King & Ballow surfaced in San Francisco last spring, the newspaper unions knew it was only a matter of time before someone from among the ranks would face intimidation from the employer.

Even so, Doraine Vaught, a top-performing sales person for the San Francisco Newspaper Agency, did not think she would be caught in the company's sights.

Vaught, a veteran of more than 12 years, a shop steward and vice chair of the Northern California Guild's agency unit, was fired June 23, a day after the Conference of Newspaper Unions began notifying advertisers in writing of the ongoing labor dispute at the San Francisco dailies. She was accused of dishonesty.

"It's like character assassination," Vaught said of the charges. "I feel it was vindictive."

Meantime, coworkers have circulated petitions and "Justice for Doraine" stickers have appeared.

"The outpouring of support has been overwhelming," she said.

Vaught had a perfect work record as an ad rep at the Wall Street Journal for 10 years and had never had a bad review in her 12 and a half years with the agency, where she is second in seniority among 571 employees.

The Northern California Guild has grieved the dismissal and is prepared to take the case to the National Labor Relations Board.

The agency's campaign against Vaught began in October 1993. She was sus-



NANCY WONG/Northern California Guild

Doraine Vaught talks about her dismissal during a July 15 rally.

pended for two days for "disrupting the workplace" when she photocopied a copy of a company memo outlining plans to slash eight sales positions. A Guild charge over that suspension is pending before the NLRB.

Then, in March 1994, Vaught and two other agency workers were spied having a beer with lunch at a downtown tavern. The employees were suspended for half a day.

Then, in April 1994, Vaught was sus-

pended after allegedly falsifying her time card when she mistakenly included time for which she had reported to work late because of a doctor's appointment.

Managers subsequently combed through Vaught's files looking for anything that might be used against her. They found a two-year-old mileage reimbursement claim for 137 miles. The managers measured a map and said Vaught could have made the trip in 97 miles.

## NLRB agrees with newspaper unions

(Continued from Page 1)

law firm that apparently advised the San Francisco publishers to pursue a divide-and-conquer strategy and insist on bargaining with each local individually on economic issues.

The NLRB action does not affect the San Jose Guild and other CNU unions now in contract talks with the San Jose

Mercury News, which had participated in Bay Area joint bargaining until this year. Cuthbertson said the unions agreed that San Jose contracts could be bargained separately.

Meanwhile, the San Francisco unions, with full backing from the AFL-CIO, mounted an aggressive campaign to build community and labor support.

The unions have staged several rallies and have worked with the San Francisco Youth Employment Coalition to publicize the publishers' attempt to eliminate positions for youth carriers at the papers.

The union leaders also said that CNU locals would stand ready to close ranks around any union that might be the first to wind up in the company's gun sights.

## IN BRIEF

## Pact features raises for new Montreal unit

Pay raises average 3.6 percent—up to 12 percent for some—in a first-time contract covering a new 39-member Guild unit at the Montreal Gazette business office. The one-year pact, ratified by a 76 percent margin, also provides job security and protection from technological and organizational change.

Bargaining lasted more than a year, largely due to employer intransigence. "We have a solid base on which to build our next collective agreement," said Montreal Guild President Larry McInnis. "In the meantime, we have surmounted the barrier to wage increases."

The local is still bargaining on behalf of the "main" Guild unit at the Gazette as well as a separate ad services unit at the Southam-owned daily.

The Southern Ontario Guild was certified in early July as the collective bargaining agent for some 50 advertising employees at the Southam-owned Kitchener-Waterloo Record. And SONG filed with the Ontario Labour Relations Board on July 27 for certification of 25 editorial employees at the Thomson-owned Niagara Falls Review, where SONG already represents composing room workers.

"Newspaper workers were hit hard by the recession," said SONG President Gail Lem. "While managers continued going to fancy retreats for so-called strategic planning sessions, workers kept their eye on the ball and did the trench work. Now that recovery is in sight, these employees are looking to union representation to forward their interests."

Wire Service Guild members, by a vote of 176-130, have approved a bylaw

change designed to bolster the local defense fund. Previously, members paid an extra .5 percent of their normal dues until the defense fund reached \$50 per member. Now the local's 850 members will pay the .5 percent until the fund reaches \$100 per member.

The Pacific Northwest Guild, fearing a positive outcome in Hawaii courts was not likely, has dropped a lawsuit against the Honolulu-based Persis Corp. over that company's 1992 termination of an Employee Stock Option Plan, which had been a major part of compensation for Guild-covered employees at the Bellevue, Wash., Journal-American. The Guild had struck out previously when it took its case to the NLRB. Persis has since sold the Journal-American to the Horvitz family, which sold an Ohio-based chain of small dailies in 1987.



# Study: RSI hits mailroom workers hardest

**Iowa City, Iowa**—Your chances of incurring Repetitive Strain Injury are greater if you work in a newspaper mailroom than if you hold an advertising, news or general office job, according to a University of Iowa study.

The study found that both mailroom and pressroom employees report more RSI symptoms than those who work on VDTs. In all groups, musculoskeletal injuries in the back, neck and hands accounted for a majority of missed work.

The study, which covered the Guild-covered Peoria Journal Star and two Iowa newspapers, was completed in 1992. It was financed in part by a \$40,000 grant from the Newspaper Association of America. The publishers group declined to release it until May.

Commenting on the higher incidence of RSI among production workers, the report noted that their injuries have received less attention because they are often temporary employees, are paid less, "are replaced relatively easily" and have less media accessibility than reporters, columnists and editors.

As a result, the report said, "Attention to ergonomic issues is then directed to the office employees, while production workers may be neglected."

TNG Research and Information Director David J. Eisen, commenting on the study, said it confirmed scattered reports of high injury rates among non-VDT Guild employees in such places as San Diego and Toronto.

"Findings such as this make it clear that Guild locals must begin to pay more attention to the ergonomic problems of mailroom and outside circulation employees," he said.

The Iowa report included these other findings:

- The rate of carpal tunnel syndrome at the three newspapers was 1.6 percent, higher than the general population and lower than in other, high-risk industries. But in high-repetition, high-force jobs, the incidence ranged as high as 5.6 percent.

- Ergonomic risk factors reported by employees were "highly predictive" of subsequent injuries recorded on the papers' OSHA logs.

An employee who complained

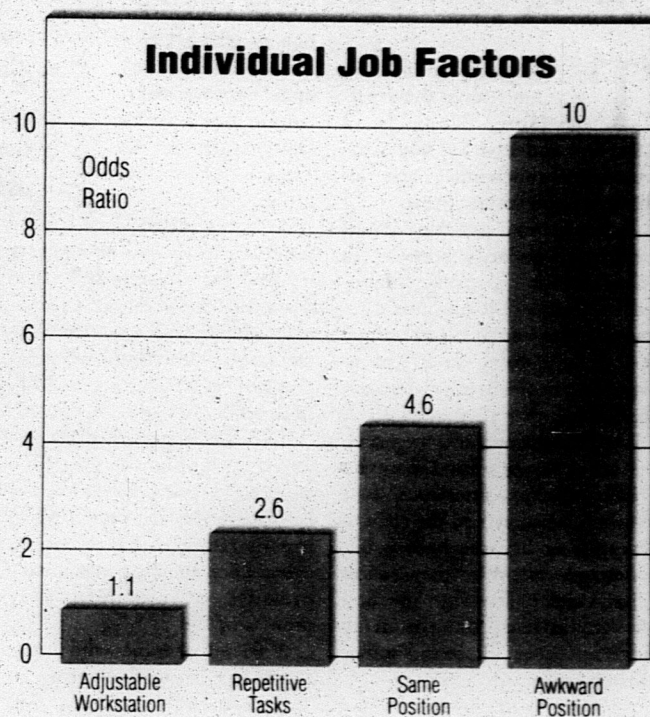
of awkward posture, for example, was 10 times more likely to have a recorded injury over the next year, the authors reported.

When multiple risks were recorded, a bar chart showed, the injury rate was measurably higher, by more than 25 percent when awkward posture was combined with repetition, reaching and hard work.

"Three job factors that workers perceived as contributing most frequently to work-related pain or injury were working in the same position, uncomfortable conditions and repetitive tasks," the report said.

The specific factors varied from department to department, however. In advertising, for example, lack of workstation adjustability combined with working in the same position and uncomfortable conditions; in the mailroom it was awkward postures, fixed positions and uncomfortable positions and in the newsroom, lack of workstation adjustability, repetition, fixed positions and uncomfortable conditions.

In the mailroom, the report said, eight of 15 job factors were considered "a major problem by a



relatively large percentage" of workers.

The study was conducted by three members of the Iowa University Physical Therapy Graduate Program: Dr. Thomas M.

Cook, Dr. John C. Rosecrance and Chris L. Zimmerman. It covered 906 employees at the Cedar Rapids Gazette and the Quad City Times in Davenport as well as the Peoria daily.

## Adjustable workstations, rest breaks offset injury

**Anaheim, Calif.**—In The Newspaper Guild's experience, fully adjustable chairs and workstations on the one hand and adequate rest breaks on the other are the prime factors in controlling repetitive strain injury, an assembly of the nation's industrial hygienists has been advised.

TNG Research & Information Director David J. Eisen told a roundtable at the American Industrial Hygiene Association's

annual conference that while no single measure could eliminate VDT injuries, basic ergonomic equipment and adequate recovery periods are the foundation of any program to reduce them.

Subdued lighting and glare elimination are other major factors, he said.

Eisen said that "compliance with ergonomic principles is spotty and grudging" among newspaper publishers.

"A few have seen the ergonomic light, equipped their offices with adjustable desks and ergonomic chairs, recognized the role of rest breaks and initiated other ergonomic measures," Eisen told the May 25 roundtable on "VDTs and Office Ergonomics."

He cited Knight-Ridder's Philadelphia Inquirer, where management has worked through a joint Guild/employer committee in a widely praised program

of ergonomic and other improvements that have eliminated long-term disabilities.

On the other hand, Eisen added, Knight-Ridder management at the Detroit Free Press has brushed off a Guild request for consultation on new furniture, insisted it didn't need Guild input and proceeded to buy inadequately adjustable chairs.

Eisen called the contract between the Knight-Ridder dailies

in Philadelphia and Detroit "one of the great cases of corporate schizophrenia."

Joining Eisen in the roundtable were David Le Grande, occupational safety and health director of the Communications Workers of America, and Kathi Barr, ergonomics administrator for the Los Angeles Times, where the first major outbreak of RSI in the newspaper industry occurred in the mid-1980s.

## Guild affirms right to name ergonomic committee rep

**Detroit**—The Detroit News has finally agreed that it doesn't have veto power over who will represent the Guild on a new joint ergonomic team mandated by Michigan OSHA.

Management dropped objections to the designation of Luther Jackson, Detroit Guild assistant administrative officer, after the Guild filed a complaint with the National Labor Relations Board.

News Publisher Robert H. Giles objected to Jackson's appointment, asking that a member of the bargaining unit with "first-hand knowledge of the ergonomic situation" be appointed instead.

The Guild's unfair practice

charge accused the News of seeking to "select the person who will act on behalf of Local 22" on the ergonomic team. Two weeks later, company attorney John B. Jaske notified Jackson that the News "never has and does not prohibit you from being on the ergonomic team."

Giles served notice in a letter to Jackson that same day that the News plans to form an employee task force "to help in the design and recommendations for workstations and furniture."

Guild Administrative Officer Don Kummer replied that while the Guild had assumed that would be the function of the ergonomic team, an expanded employee task force would be fine—as long as the employee representatives are "determined by the employees themselves."





# Hong Kong takes to streets to protect freedom

By Robert A. Senser

There I was, a non-Asian marching down the streets of Hong Kong in a demonstration with 2,000 Chinese men and women, and delighted to be among them.

I never quite got the hang of singing "Solidarity Forever" in Chinese but I gradually mimicked a couple of the group's Chinese chants, which I later learned called for nothing more controversial than freedom of the press in China.

A quarter hour into the march a man at my side handed me his cardboard sign, either because he thought I had earned the right to carry it or because he was becoming weary. What the Chinese characters of the sign meant I never did learn but the many identical ones all around somehow reassured me.

Although dragging my feet much of the hour-long march, I kept going largely because the frequent singing of the English-language favorite of the marchers, "We Shall Overcome," pumped adrenaline into my system. My throat helped its words reverberate many times through the cavernous streets of Hong Kong's main business section and finally in front of the headquarters building of the Chinese News Agency, the de facto provincial office of the People's Republic of China, where the police permitted us to stage a noisy sit-down.

It was purely by chance that my visit to Hong Kong in mid-April occurred just after a People's Court in Beijing issued a final ruling that provoked the

protest demonstration in which I participated. The court upheld a lower court sentence of a Hong Kong journalist, Xi Yang, to 12 years in prison.

Xi Yang's misfortune was to be too energetic a reporter for someone still a national of China. He upset Chinese officials with a by-line article based on economic information not yet released to the Chinese public.

The harsh punishment inflicted on him in a secret trial—and the 15-year prison term for his source—stirred public opinion in Hong Kong as has no event since Beijing's brutal suppression of pro-democracy protests in 1989.

A friend of mine who heads the Hong Kong Federation of Trade Unions, Lee Cheuk Yan, invited me to attend a Sunday afternoon rally that preceded the protest march. Since I had nothing pressing to do, I took the easy subway trip from my hotel in Kowloon to the rally point on Hong Kong island.

When I arrived, my friend Lee was already up on a platform addressing a large crowd, leading the chants and the singing.

Joining the march took no courage on my part but I had to admire the risk taken by the Hong Kong demonstrators. In China, such conduct would land them in prison or a labor camp as criminals guilty of "counterrevolutionary" activities. Even in Hong Kong they face an insecure future as Beijing's 1997 takeover comes closer and closer and pres-

**The big difference is that Hong Kong, in spite of its shortcomings, is still blessed with the underpinnings necessary for democracy: the rule of law, freedom of association and freedom of the press.**

sures from Beijing on the British governor of Hong Kong, Chris Patten, become more and more intense.

For Patten's proposal to allow more of Hong Kong's six million citizens to vote for the local parliament, Beijing has called him a serpent, a deceiver and a whore.

Along the march route, an amazing number of cameras recorded our every move, with some photographers coming in close for portraits. How much of that videotape and film was destined for the dossiers of Beijing's security police?

Beijing representatives often warn Hong Kong in plain Chinese: China is watching. Poor Xi Yang. According to colleagues, the secret police in China watched Xi so closely that they apparently wanted him to know that he was under surveillance.

But he didn't heed the warnings. So, in the opinion of some China-watchers, Beijing decided to target Xi Yang not so much to punish him as an individual but mainly to teach a lesson or two. A lesson for the media "to turn watchdogs into lapdogs," as the title of a Hong Kong newspaper column put it.

But also a lesson for others who ignore, or might be tempted to ignore, Beijing's rigid rules.

According to a report in Hong Kong's leading English-language

daily, the South China Morning Post, Xi Yan's punishment delivered a message that "frightens" even Hong Kong lawyers, accountants and other professionals who do regular business in China.

Under the circumstances, it was surprising that so many people of Hong Kong publicly joined a march demanding Xi Yan's freedom. Give credit to the advanced state of Hong Kong's "civil society." Most of the marchers were not isolated individuals but leaders and members of a network of private organizations concerned about the future of Hong Kong.

Hong Kong is still a colony, true, but its governors, operating under a rule of law monitored by an independent judiciary and a democratic parliament in London, have permitted the establishment of non-government organizations, including trade unions, alongside a free press.

Moreover, in defiance of Beijing, Hong Kong has so far permitted a founder of China's first free trade union, Han Gongfang, to live and work there in enforced exile, awaiting the day when Beijing permits him to return home.

In short, despite certain restrictions built into colonial law, despite a powerful business elite sympathetic to Beijing's ways and critical of Patten's, Hong Kong is a southeast Asian island of freedom that stands in especially sharp contrast to the People's Republic of China. The big dif-

ference is not in impressive skyscrapers or in bustling urban centers (China has them) nor in welcoming foreign investors and traders (China does that too, and feverishly) nor even in the role of legislative bodies (Hong Kong's Legislative Council, now largely appointed by the British, has little more power than the National People's Congress in China.)

No, the big difference is that Hong Kong, in spite of its shortcomings, is still blessed with the underpinnings necessary for democracy: the rule of law, freedom of association and freedom of the press. But for how long? My co-marchers were demonstrating not just for Xi Yang's freedom but for their own.

In the aftermath of the Xi Yang case, even the Far Eastern Economic Review, whose pages usually pulsate with lyrical optimism about reforms in China, suddenly sang a different tune. The weekly magazine's editorial of April 28 titled "Truth and Consequences" characterized China as "sometimes totalitarian, sometimes authoritarian, always unpredictable," and went on to explain: "Everybody knows that the Communist Party authority always takes precedence over any rule of law. The upshot is that no one in China—not just newsmen—can ever be sure his own luck will not someday run out."

Robert A. Senser, a Reston, Va.-based freelance writer and an associate Guild member, wrote this account following a trip to China last spring. He is a former member of the Chicago and Washington-Baltimore Guilds.

## Guild members attend Unity '94

Atlanta—Guild members were in evidence among the thousands of journalists here for the historic Unity '94, a gathering of four major U.S. organizations of minority journalists.

At presstime, TNG Human Rights Director Anna Padia was connecting with Guild members from 10 Guild locals that received TNG subsidies to send delegates to the July 27-30 meeting of the National Association of Black Journalists, the National Association of Hispanic Journalists, the Asian-American Journalists Association and the Native American Journalists Association.

In addition, Padia estimated more than 100 Guild members were among the 5,000 expected to attend.

Among them was Angela Chatman, Cleveland Guild member and real estate writer for the Plain Dealer.

"I had hoped it would be a

fantastic experience and so far it has been," Chatman said in a telephone interview.

"I wanted to see what some of the other minority journalists had to say," said Chatman, who has been active in the NABJ for more than a decade, dating back to her days as an officer in the Pittsburgh Guild.

Chatman believes the Guild, with its emphasis on collective action, provides a vehicle for addressing cultural differences in

the workplace.

"I think the workplace is shifting and issues are shifting but we still need representation," she said. "There are an awful lot of people who think that unions have nothing to offer them and I think that's wrong. Working collectively is the way to go."

Padia said that numerous Guild employers were in evidence at Unity '94, operating booths, participating in seminars and sponsoring receptions.

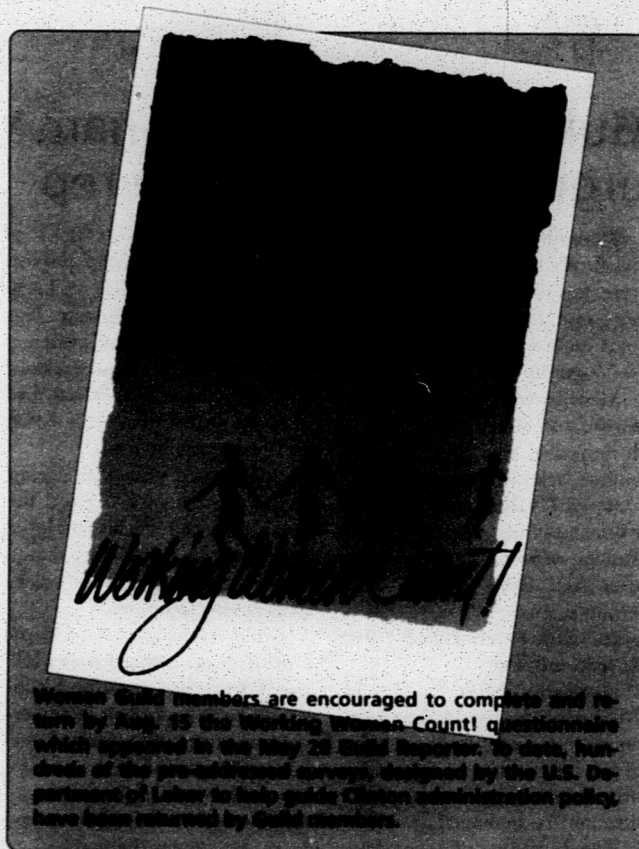
## Toledo steward program grows

(Continued from Page 4) and we've got more problems and more grievances. So now we need stewards who can go from being people who answer questions to people who can solve problems."

As the local prepares for negotiating a new contract with the Blade next year, it will be building on the momentum of its

new and improved steward program in expanding the base of member involvement.

Larry Vellequette, co-chair of the Guild negotiating committee, explained that a Labor Action Committee of between 30 and 40 members is being formed to take over many of the duties previously carried out by Guild negotiators.



Women Guild members are encouraged to complete and return by Aug. 15 the Working Women Count! questionnaire which appeared in the May 28 Guild Reporter. To date, hundreds of the pre-addressed surveys, designed by the U.S. Department of Labor to help guide Clinton administration policy, have been returned by Guild members.



# Tables list inside and outside ad sales rates

**M**INIMUM PAY rates/weekly guarantees for experienced outside display and classified advertising salespersons under Guild contracts on June 1 are listed at right and below. The listings are adapted from tables produced by TNG's Collective Bargaining Department and distributed to all locals.

Eighty-six percent of 58 contracts that cover both inside and outside sales jobs provide minimum pay parity, a long-standing Guild bargaining goal.

The lists do not reflect deferred increases nor raises from settlements since June 1. Rates from Canadian contracts are stated in Canadian dollars, and those from US contracts in US dollars.

| Newspapers                                                      | Display   | Classified | Exp.      | Newspapers                                          | Display | Classified | Exp.  |
|-----------------------------------------------------------------|-----------|------------|-----------|-----------------------------------------------------|---------|------------|-------|
| New York Times                                                  | \$1269.00 | a          | 2 yrs     | Mt. Clemens, Mich., Macomb Daily, Daily Tribune (2) | 656.30  | 656.30     | 5 yrs |
| Vancouver Sun, Province (2)                                     | 1108.11   | 1108.11    | 5 yrs     | Duluth, Minn., News-Tribune <sup>1</sup>            | 655.71  | 655.71     | 5 yrs |
| Toronto Star                                                    | 1084.72   | 1084.72    | 3 yrs     | Albany, N.Y., Times-Union                           | 651.21  | 651.21     | 4 yrs |
| Toronto Globe & Mail                                            | 1034.43   | 1034.43    | 2 yrs     | Sacramento Bee                                      | 649.00  | 649.00     | 6 yrs |
| Victoria Times-Colonist                                         | 1032.35   | 1032.35    | 5 yrs     | Sheboygan, Wisc., Press <sup>1</sup>                | 646.39  | 646.39     | 4 yrs |
| Philadelphia Inquirer, Daily News (2)                           | 1000.00   | 1000.00    | 4 yrs     | Lynn, Mass., Item                                   | 644.00  | 644.00     | 4 yrs |
| St. Louis Post-Dispatch                                         | 933.76    | 933.76     | 5 yrs     | Cambridge, Ont., Reporter                           | 643.75  | b          | 4 yrs |
| St. Paul Pioneer Press                                          | 895.00    | 895.00     | 5 yrs     | Kingston, N.Y., Daily Freeman                       | 631.20  | 631.20     | 4 yrs |
| Baltimore, Sun, Evening Sun (2)                                 | 892.00    | 892.00     | 5 yrs     | Canton, Ohio, Repository                            | 624.09  | 624.09     | 5 yrs |
| Washington Post                                                 | 891.80    | 891.80     | 4 yrs     | Salem, Mass., News                                  | 610.61  | b          | 4 yrs |
| Honolulu Advertiser, Star-Bulletin, Hawaii Newspaper Agency (2) | 887.90    | 887.90     | 5 yrs     | Brockton, Mass., Enterprise                         | 609.27  | 609.27     | 4 yrs |
| San Francisco Chronicle, Examiner (2)                           | 887.44    | 887.44     | 6 yrs     | Youngstown Vindicator                               | c       | 595.00     | 5 yrs |
| San Jose Mercury-News                                           | 887.44    | 887.44     | 6 yrs     | Lowell, Mass., Sun                                  | 593.94  | 593.94     | 3 yrs |
| Providence Journal-Bulletin                                     | 855.14    | 855.14     | 4 yrs     | El Diario - La Prensa, N.Y.                         | 585.64  | 585.64     | 3 yrs |
| Boston Herald                                                   | 840.88    | 840.88     | 3 yrs     | North Bay, Ont., Nuggett                            | 578.81  | 578.81     | 2 yrs |
| Maui, Hawaii, News                                              | 840.51    | 840.51     | 5 yrs     | Woonsocket, R.I., Call <sup>1</sup>                 | 560.07  | 560.07     | 4 yrs |
| San Diego Union-Tribune                                         | 832.76    | 832.76     | 6 yrs     | Yakima, Wash., Herald-Republic                      | 520.80  | 520.80     | 4 yrs |
| Toledo, Ohio, Blade                                             | 824.08    | 824.08     | 4 yrs     | Bellevue, Wash., Journal-American                   | 520.00  | 520.00     | 5 yrs |
| Brantford, Ont., Expositor                                      | 817.95    | 817.95     | 4 yrs     | Malden, Mass., Daily News-Mercury                   | 514.25  | 514.25     | 3 yrs |
| San Mateo, Calif., Times                                        | 816.44    | 816.44     | 6 yrs     | San Juan Star <sup>1</sup>                          | 484.00  | 484.00     | 5 yrs |
| Memphis, Tenn., Commercial Appeal                               | 769.60    | 665.78     | 5 yrs     | Wilkes-Barre, Pa., Citizens' Voice                  | 479.00  | 479.00     | 4 yrs |
| Monterey, Calif., Herald                                        | 769.00    | 769.00     | 6 yrs     | Monessen, Pa., Valley Independent                   | 474.08  | 401.00     | 5 yrs |
| Manchester, N.H., Union Leader                                  | 768.62    | 768.62     | 3 yrs     | Bristol, Conn., Press                               | 465.00  | 465.00     | 5 yrs |
| Delaware County, Pa., Times                                     | 738.00    | 738.00     | 5 yrs     | Pawtucket, R.I., Times <sup>1</sup>                 | 460.15  | 373.71     | 4 yrs |
| Denver Post                                                     | 738.00    | 699.00     | 5 yrs     | Bakersfield, Calif., California                     | 439.31  | 439.31     | 2 yrs |
| Erie, Pa., News, Times (2)                                      | 734.99    | 734.99     | 5 yrs     | Terre Haute, Ind., Tribune-Star <sup>1</sup>        | 438.02  | 438.02     | 5 yrs |
| Seattle Times                                                   | 725.39    | 725.39     | 5 yrs     | Massillon, Ohio, Independent <sup>1</sup>           | 426.92  | 426.92     | 4 yrs |
| Pottstown, Pa., Mercury                                         | 720.10    | b          | 5 yrs     | Pueblo, Co., Chieftain <sup>1</sup>                 | 400.00  | 400.00     | 5 yrs |
| Fall River, Mass., Herald-News                                  | 714.50    | 683.71     | 5 yrs     |                                                     |         |            |       |
| Montreal Gazette                                                | 710.00    | 710.00     | 5 yrs     |                                                     |         |            |       |
| Hilo, Hawaii, Tribune-Herald                                    | 700.41    | 700.41     | 5 yrs     |                                                     |         |            |       |
| Oshawa, Ont., Times                                             | 696.84    | b          | 4 1/2 yrs |                                                     |         |            |       |
| Eugene, Or., Register Guard                                     | 686.37    | 686.37     | 5 yrs     |                                                     |         |            |       |
| Norristown, Pa., Times Herald                                   | 683.44    | 683.44     | 5 yrs     |                                                     |         |            |       |
| Portland, Me., Press Herald                                     | 666.60    | 666.60     | 4 yrs     |                                                     |         |            |       |

a Contract lists a single minimum schedule for outside ad sales: "Advertising sales representative."  
b Contract does not list minimum for classified outside sales.  
c Contract does not list minimum for outside display sales.  
\* Rate(s) from previous/expired contract.  
† Bonus or commission system for display and/or classified outside salespersons in addition to weekly minimums/average weekly guarantees.

## CLASSIFIED TELEPHONE SALES

| Newspaper                          | Minimum  | Exp.    | Newspaper                         | Minimum | Exp.  | Newspaper                          | Minimum | Exp.    | Newspaper                        | Minimum | Exp.  |
|------------------------------------|----------|---------|-----------------------------------|---------|-------|------------------------------------|---------|---------|----------------------------------|---------|-------|
| Toronto Star                       | \$900.76 | 3 yrs   | St. Paul Pioneer Press†           | 696.75  | 5 yrs | Brantford, Ont., Expositor         | 503.80  | 2 yrs   | Bakersfield, Calif., Californian | 367.20  | 2 yrs |
| Maui, Hawaii, News                 | 840.51   | 5 yrs   | San Francisco Chronicle           |         |       | Denver Rocky Mountain News†        | 491.00  | 3 yrs   | Brockton, Mass., Enterprise      | 366.40  | 2 yrs |
| New York Times                     | 838.41   | 3 yrs   | Examiner (2) *                    | 694.58  | 4 yrs | Cambridge, Ont., Reporter          | 473.16  | 1 yr    | Canton, Ohio, Repository         | 361.19  | 4 yrs |
| Toronto Globe & Mail               | 788.57   | 3 yrs   | San Jose Mercury-News             | 694.58  | 4 yrs | Albany, N.Y., Times-Union†         | 471.30  | 3 yrs   | Yakima, Wash., Herald-Republic   | 353.60  | 4 yrs |
| Philadelphia Inquirer              |          |         | St. Louis Post-Dispatch           | 671.95  | 4 yrs | Monterey, Calif., Herald           | 470.00  | 4 yrs   | Sheboygan, Wisc., Press†         | 352.70  | 3 yrs |
| Daily News (2)                     | 741.58   | 4 yrs   | Baltimore Sun, Evening Sun (2)    | 663.00  | 5 yrs | North Bay, Ont., Nuggett           | 468.56  | 3 yrs   | Kingston, N.Y., Daily Freeman†   | 349.04  | 3 yrs |
| Victoria Times-Colonist            | 711.64   | 2 yrs   | Manchester, N.H., Union Leader    | 660.83  | 3 yrs | Buffalo News                       | 467.11  | 2 yrs   | Pueblo, Co., Chieftain           | 336.84  | 2 yrs |
| Vancouver Sun, Province (2)        | 704.35   | 1 ½ yrs | San Diego Union-Tribune           | 639.41  | 6 yrs | Sacramento Bee                     | 463.71  | 4 yrs   | Monessen, Pa.                    |         |       |
| Honolulu Advertiser, Star-Bulletin |          |         | Seattle Times                     | 607.95  | 4 yrs | Denver Post                        | 461.00  | 3 ½ yrs | Valley Independent               | 329.00  | 3 yrs |
| Hawai Newspaper Agency (2)         | 698.79   | 3 yrs   | Providence Journal-Bulletin†      | 607.47  | 3 yrs | Norristown, Pa., Times Herald      | 451.58  | 4 yrs   | Malden, Mass.                    |         |       |
|                                    |          |         | Washington Post**                 | 580.40  | 4 yrs | Mt. Clemens, Mich., Macomb         |         |         | Daily News-Mercury               | 328.50  | 2 yrs |
|                                    |          |         | San Mateo, Calif., Times†         | 572.32  | 4 yrs | Daily, Daily Tribune (2)†          | 447.22  | 2 yrs   | Youngstown, Ohio, Vindicator     | 326.33  | 3 yrs |
|                                    |          |         | Memphis, Tenn., Commercial Appeal | 567.20  | 5 yrs | Portland, Me., Press Herald        | 446.62  | 2 yrs   | San Juan Star                    | 314.00  | 4 yrs |
|                                    |          |         | Boston Herald                     | 566.80  | 3 yrs | Erie, Pa., News, Times (2)         | 440.83  | 3 yrs   | Massillon, Ohio, Independent     | 294.20  | 3 yrs |
|                                    |          |         | Toledo, Ohio, Blade               | 564.66  | 3 yrs | Woonsocket, R.I., Call†            | 430.12  | 3 yrs   | San Juan El Vocero               | 292.00  | 2 yrs |
|                                    |          |         | Eugene, Or., Register Guard       | 555.96  | 5 yrs | Salem, Mass., News                 | 419.02  | 3 yrs   | Pawtucket, R.I., Times           | 278.12  | 3 yrs |
|                                    |          |         | Delaware County, Pa., Times       | 536.81  | 4 yrs | Lowell, Mass., Sun†                | 411.71  | 3 yrs   | Bellevue, Wash.                  |         |       |
|                                    |          |         | Oshawa, Ont., Times               | 523.66  | 2 yrs | Fall River, Mass., Herald-News†    | 402.69  | 2 yrs   | Journal-American                 | 278.00  | 4 yrs |
|                                    |          |         | Montreal Gazette                  | 520.00  | 3 yrs | Duluth, Minn., News-Tribune        | 397.14  | 4 yrs   | Terre Haute, Ind., Tribune-Star  | 273.50  | 2 yrs |
|                                    |          |         | Pottstown, Pa., Mercury           | 519.04  | 4 yrs | El Diario - La Prensa, N.Y.        | 395.78  | 3 yrs   |                                  |         |       |
|                                    |          |         |                                   |         |       | Wilkes-Barre, Pa., Citizens' Voice | 380.00  | 2 yrs   |                                  |         |       |

Rate from previous/expired contract.

Bonus or commission system for display and/or classified outside salespersons in addition to weekly minimums/average weekly guarantees.

In addition, "Classified Inside/Outside" classification has top of \$667.90, with 2 years' experience.

\* Rate from previous/expired contract.  
† Bonus or commission system for display and/or classified outside salespersons in addition to weekly minimums/average weekly guarantees.  
\*\* In addition, "Classified Inside/Outside" classification has top of \$667.90, with 2 years' experience.

## Workers would be involved under new OSHA standard

(Continued from Page 1)

Repetitive Strain Injury. Employer-paid VDT eye-glasses—long a part of TNG's Collective Bargaining Program—are required under the Americans with Disabilities Act as an accommodation for employees who need special lenses for VDT work.

Major portions of OSHA's draft ergonomic standard have been submitted to the Office of Management and Budget for preliminary review. OSHA hopes to publish the proposed standard in September, but prior OMB approval is required.

OSHA plans to conduct public hearings on the standard next winter and move quickly for final promulgation thereafter.

As set forth in the summary, the standard would require em-

ployers to actively seek out the causes of RSI and undertake a program of "continuous improvements" to eliminate them.

"Employees are to be involved in all stages of the employer's ergonomic process," the summary states, "including identification, assessment, control, and evaluation of controls."

The standard would require employers to implement a procedure for receiving and responding to employee reports of both RSI and RSI risk factors, and to provide employees with information about musculoskeletal disorders.

Employers would be required to determine whether such disorders have occurred in their workplace during the past two years through examination of records, OSHA logs and workers' compensation data.

## LETTERS

(Continued from Page 8)

• Is geographically strong where the Guild has locals, in the Midwest, Northeast and Northwest. It could also answer the Canadian question by allowing Canadian Guild locals to join the Canadian Auto Workers and yet maintain membership in the Guild.

• Has promoted affiliations with smaller unions and granted them a great deal of autonomy.

• Has experience in the newspaper field, both at the Village Voice and through the 3,000 members of the National Writers Union.

In short, the UAW makes too

much sense not to consider them as a merger partner.

**LARRY VELLEQUETTE**  
Executive Board Member  
Toledo Guild

### TNG should explore merger in Canada

Editor:

Guild members in the "Canadian Region" looking for a reflection of our reality have the ineluctable sense that "Plus ça change, plus c'est la même chose." The June 24 GR shows that TNG can't stop playing catch-up and be the catalyst both countries need.

On the "TNG Canada" plan, members will see, when finally consulted, that funding another bureaucracy with no real control over contracts, strikes or their dues is not progress. Secondly, the IEB saying no to SONG—ex-

ceeded dramatically only by the revelation that the Pope is Catholic—screams that most of TNG leadership is in deep denial of democracy. Ninety-three percent in Canada's largest newspaper local saying "I do" to a better future is a wake-up call that must not be put on snooze, especially by two brothers whose CDC pledges of non-interference have melted in the April snow.

Our nation does not still have the stronger labour and social laws just because they keep better in the cold! Unions have learned from beyond our borders, fought hard and kept up the pressure. If TNG is truly committed to keeping media workers in one effective union, why not merge meaningfully with a Canadian partner to lift us all up where we belong?

**KARIN RASMUSSEN**  
Star unit chair  
Southern Ontario Guild



FORM A MORE PERFECT UNION...



...ORGANIZE AMERICA!!

HUCKLEBERRY  
HUCKLE

## EDITORIAL

## Don't pay more for health

It seems like just yesterday new spending records were set by lobbyists pushing Congress for ratification of the North American Free Trade Agreement. But now it is being reported that Washington lobbyists are spending record amounts in the battle for and against health care reform.

Clearly, we live in times when special interests have a lot of dollars to invest in legislation that will be beneficial to them.

Meanwhile, the interests of average Americans easily get lost in the shuffle in the high-stakes world in which members of Congress live and work.

Large segments of the public did not want NAFTA, for example, but we got it anyway.

A poll taken earlier this summer by the Industrial Unions Department of the AFL-CIO showed that two-thirds of Americans favor the right to strike without being permanently replaced. But legislation to guarantee that right couldn't even come to the floor of the Senate because of a successful GOP-led filibuster.

Fortunately, it would seem the battle lines are not so clearly drawn along class lines in the health care fight. Many large employers and professional organizations are calling for reform.

Congressional committees in both the House and Senate, struggling to report health care bills, were buffeted every which way by lobbyists in recent weeks.

At presstime, the leadership in both houses was putting finishing touches on legislation that will be brought up for floor debate. During this time, the public can have an impact on the health care reform debate in Congress.

The AFL-CIO has asked that union members across the United States restate the case for organized labor's three basic reform principles: universal care, employer mandates and cost containment. The message can be sent by dialing labor's direct line to lawmakers: 1-800-9CARE94.

A recent study conducted for the Catholic Health Association shows that "universal coverage, linked to cost controls and employer contributions, would lower spending on health care for every insured family making less than \$100,000." The study said that, without adequate reform legislation, health costs for 60 percent of Americans will increase significantly.

If reform fails, there is little doubt who will be stuck with the lobbyists' bills. When reform opponents say no to universal coverage, they are actually saying yes to higher health care spending for every insured middle-income family in America.

## LETTERS

## Guild interests linked to global village

VICTORIA, B.C.

## Editor:

Congratulations to the IEB for getting the Guild back on board by renewing its financial participation in the International Federation of Journalists [GR, May 20, 1994]. This world-wide federation comprises 94 journalists' unions in 75 countries with 320,000 members.

As a two-nation union, the Guild—more than the one-nation unions—should best appreciate that the true interests of our members belong in the global village. Boundaries often limit our perspective. Not so with the owners of the communications companies for which many of us work—like Thomson, Murdoch and Black—who cheerfully go anywhere in the world in pursuit of profit.

We need to remember the words of IFJ General Secretary Aidan White: "The real world, for hundreds of thousands of media unionists on five continents, is a global media economy that has stripped away workers rights, conditions of employment and traditional trade union structures."  
**ROGER STONEBANKS**  
Victoria-Vancouver Island Guild  
TNG vice president, 1973-85

## IEB should proceed with merger talks

SAN JOSE, CALIF.

## Editor:

As members of San Jose Local 98 we applaud the beginning of preliminary merger talks with other unions started recently by TNG President Chuck Dale [GR, May 20, 1994].

Particularly notable and encouraging to many of the rank-and-file

members is Dale's intention to retain the Guild as "an autonomous entity," thereby preserving our unique identity and structure.

At a time when our union is faced with declining membership, while being constantly pounded by publishers holding hands with the likes of King and Ballou, the Guild must remain a viable force as a watchdog for our industry.

The mandate to merge is clear, coming from rank and file at the 1993 Convention. We urge those International Executive Board members selected to negotiate a merger to proceed at full speed.

The labor movement proves there is strength in numbers. We think the Guild has nothing to lose and everything to gain by wholeheartedly continuing efforts towards a merger, thereby insuring its own health and securing the welfare of its members.

Hats off to President Dale and the IEB for a great effort towards the beginning of a new and stronger era at TNG.

**KAREN MILLER, JUNE CORNEA, RAYMOND O'HALLORAN, ALLENE PERRY, JUNE CASH, KARLYN K. VOGEL, DAVID HOWELL, DONNA MOSLEY, EVELYN SUMPTER, PEGGY ROSALES, ALAN McEWEN, RUSS CAIN**  
San Jose Guild  
Monterey unit

## Congratulations on GR redesign

WASHINGTON, D.C.

## Editor:

Many congratulations are in order for the attractive redesign of The Guild Reporter. The standing heads, the use of pictures and pull quotes and the great

splashes of color throughout now make The Guild Reporter a must read for Guild members.

It's high time our union had a publication that could take advantage of the technological changes that have revolutionized our industry for a generation. I'm glad The Guild Reporter shows that it can be done—and be done union!—at a CWA/ITU shop.

Our thanks are due to editor Brian Williams for overseeing the redesign, and to the International Executive Board for making a priority the computer equipment purchases necessary to effect the new design.

I look forward next month to reading another compelling issue of The Guild Reporter.

**MARK PATTISON**  
Washington-Baltimore Guild

## Guild should weigh merger with UAW

TOLEDO, OHIO

## Editor:

As the leadership of The Newspaper Guild continues to search for a merger partner, let me make a case for one union I believe should be strongly considered.

The United Auto Workers has between 800,000 and 900,000 members, about 50 percent of whom are employed in the auto industry.

The UAW may not be the first union that comes to mind when you consider the newspaper industry but they are a perfect fit for the Guild. Historically, the UAW:

- Is financially stable, with a strike fund approaching \$1 billion.
- Has generous strike benefits, including \$100 weekly strike pay and indefinite continuation of any health and life insurance.

(Continued on Page 7)

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