THE GUILD Reporter

Volume 61, Number 8 | The Newspaper Guild | August 26, 1994

Changing times offer new challenge for Guild

By Larry D. Hatfield
Northern California Guild
TNG Region 4 Vice President

In 1939, Guild founder Heywood Broun said, "I'd like to see the day when we will have complete organization in the newspaper industry, up and down the line — everybody in the city room, in the mechanical departments, and in the business office. . ."

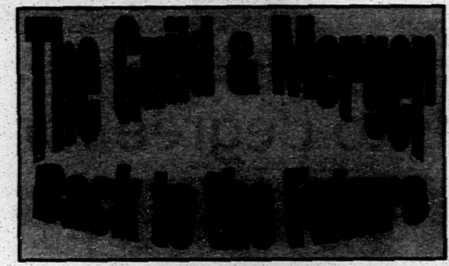
Times have changed.

If Broun were alive today, he'd still want complete organization up and down the line. But he'd have to change some of his other ideas, because the "newspaper industry" has gone far beyond the city room, backshop and business office, and the Guild has gone far beyond the "newspaper industry."

And both are going farther.

On the eve of a new millennium, both the industry and the union are faced with a wondrous technological revolution that is changing the way the world lives and the way we work.

With the great changes come great challenges. Just as the forerunners of most of the current unions in the newspaper industry were formed in the 19th century to cope with the workplace and societal changes wrought by the Industrial Revolution, the Guild and other modern unions must adapt to cope with the workplace and societal changes being wrought by the Information Revolution.



The Guild has long since jumped the boundaries of the newspaper industry, expanding our influence and membership beyond publishing into broadcasting and other areas. Other communications unions also have looked beyond their traditional roles for new members and new types of members.

The publishing industry has jumped its boundaries as well. No longer are we dealing with cozy, family-owned local newspapers. We're dealing with acquisitive, absentee, cross-border, chain and conglomerate media companies in which newspapers increasingly are becoming a smaller, though still vital, part of vast information corporations with few ties to communities, few ties to workers, indeed, few ties to anything beyond the acquisition of more wealth and power.

The Word is no longer solely the printed word.

More and more daily newspapers are operating or planning to launch new telecommunications ventures.

There is an escalating number of newspaper-cable ventures, particularly among the bigger chain owners such as Cox, Hearst, Scripps Howard and Gannett.

Newspapers, big and small, are offering on-line, interactive networks and other methods of delivering their product beyond dropping it on doorsteps.

It goes far beyond the publishing industry. There is what some call the convergence of four already big industries—publishing, telecommunications, computers and entertainment—into a giant information industry.

And it's a big-bucks industry coasting along what it is trendy to call the information superhighway.

Telecommunications and information revenue in the United States was roughly $600 billion last year and will increase to $1.8 trillion in 2003. By that same year, the telecommunications and information industries' contribution to the U.S. Gross Domestic Product will be 17 percent.

The numbers speak for themselves:

• NYNEX offers up $1.2 billion to help Viacom buy Paramount for $7.9 billion;

• US WEST offers Time Warner $2.5 billion for a 25 percent stake;

(Continued on Page 6)

Top minimum pay increases to $753.95 in Hilo agreement

Hilo, Hawaii—Despite the publisher's demand for concessions, an agreement has been reached on a new three-year contract between the Hawaii Guild and Hawaii Tribune-Herald.

The tentative settlement was reached days before a July 31 strike deadline that had been set by the Hawaii Guild and two other unions at the Big Island daily, owned by Donrey Media.

Members of the Guild, along with the Honolulu Typographical Union (CWA/ITU) and the Hawaii Printing & Graphic Communications Union (GCIU), voted unanimously to accept contracts that featured yearly raises of 2, 2.5 and 3 percent.

The Guild pact raises the weekly pay minimum for reporters, photographers and sales classifications by $53.81, bringing the top key to $753.95.

Members of all three unions, which bargain jointly with management, rejected a two-year deal with annual raises of 3.5 percent because they wanted more stability after the seven-month battle with a union-busting law firm Donrey had hired to negotiate with the unions.

Guild members at the Tribune-Herald unit had voted by a 98 percent margin to authorize a strike as talks went nowhere during two 30-day extensions of the previous pact, which expired May 16. The other unions also okayed a strike.

Union buster has bad day

Roy Kruse, administrative officer of the Hawaii Guild, picks up what's left of a piñata resembling the union-busting lawyer who represented the Hawaii Tribune-Herald in recent contract talks. Hilo Guild unit members joined two other unions in an Aug. 21 celebration of their new contracts.

Roy Kruse, Hawaii Guild administrative officer, said lack of movement at the table prompted the unions to tell management that there would be no more extensions beyond July 31.

Prior to the final week of negotiations, the newspaper unions met with

(Continued on Page 5)

Kirkland blasts bipartisan plan for health reform

Washington, D.C.—The AFL-CIO has lambasted a "mainstream coalition" health care plan, put forward by a bipartisan group of U.S. senators, as a threat to many existing health care plans.

AFL-CIO President Lane Kirkland, in an Aug. 23 statement, said the "mainstream" plan shifts the focus away from ways to expand health care coverage and also fails to include any effective cost control mechanism.

The AFL-CIO and other members of the Health Care Reform Campaign, an umbrella group that has been pushing for reform, has called on its members to contact their senators and urge them to oppose the bipartisan plan.

The bipartisan coalition emerged after separate health care reform bills introduced by Democratic Party leaders in both the House and Senate failed to attract sufficient support to pass either chamber.

The "mainstream" plan includes a cap on employer deductibility that would create even stronger disincentive for employers to offer health insurance to workers, Kirkland said. By encouraging employees to buy health insurance on their own and by failing to provide universal coverage, the proposal would continue shifting costs to those who are insured.

The AFL-CIO on Aug. 5 had endorsed the bill unveiled by House Majority Leader Richard Gephardt, saying it generally adheres to labor's principles in requiring all employers to contribute to health care costs of their workers and because it would control costs.

Guild strikers stand firm . . . Page 4

Victoria student Wins scholarship

Stacy Epp, fine arts student at the University of Victoria, is the winner this year's Canadian District Council $500 scholarship. She is the daughter of Sharie Epp, a member of the Victoria-Vancouver Island Guild. The winning application was drawn by Canadian Director Mike Bocking in Ottawa on July 18.

Richard Champ has stepped down as secretary-treasurer of the Sioux City Guild, an office he had held since 1965. "That may be and most probable is a record in The Newspaper Guild," TNG President Charles Dale told Champ in an Aug. 12 letter thanking Champ for his service to the local and to TNG. Meantime, Jack Kennedy is retiring after a 50-year career at the Youngstown, Ohio, Vindicator. He served as Youngstown Guild treasurer for 25 years after several stints as local president in the early 1970s. "An era ends with your departure," Dale wrote to Kennedy. "You played a major role in the development and growth of your local."

Richard Ramsey, Washington-Baltimore Guild representative, has been elected to the board of trustees of the Community Services Agency of the Metropolitan Washington, D.C., Council, AFL-CIO. The agency works with the United Way and provides union counselor training. Ramsey was executive secretary of TNG's Contracts Committee for 15 years until he left to work for Local 35 in 1989.

Bruce Jett, former Guild unit chair at the New York Daily News, has been named an account executive for Earl G. Graves/Black Enterprise magazine. Jett was an advertising sales rep at the Daily News when he was among 182 Guild members summarily in January 1993. Jett, who was named U.S. Jaycees 1993 Outstanding Man of the Year, also was a member of TNG's bench organizing team.

DAYBOOK

Knight-Ridder Council, Oct. 7-9, St. Paul.
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, Wis.
2nd Biennial Convention, June 19-23, 1995, Sheraton Boston, Boston.
3rd Biennial Convention, summer, 1997, San Juan.

Buttons send solidarity message in Chattanooga

Members of the Chattanooga Guild borrowed a page from the Providence Guild's playbook recently when they wore yellow "We are the union" buttons in the workplace. The action came in response to a management threat to place a veteran reporter on probation. Local President Candace McRae said of the buttons supplied by Local 41 to Chattanooga's 38 Guild members: "We were trying to show unity within our ranks. I think the message was sent." Shown are, from left, Lisa Denton Flippo, Local 164 Secretary Michelle Baum, Chris Hardesty, McRae, Travis Wolfe, Terry Hasden and Cindy Deifenderfer.

Work leads to degree for Buffalo Guild leader

Silver Spring, Md.—Marian V. Needham, Buffalo Guild representative, was among 17 trade unionists receiving a bachelor's degree under the George Meany Center/Antioch University College Degree Program on July 31.

In so doing, Needham completed a journey that began in 1983, when she was hired as a secretary to put administrative affairs in order at the Local 26 office.

The job turned out to be more than temporary and experience Needham gathered along the way proved to be a valuable asset in her pursuit of a degree.

Needham, who from day one wanted to get into contract bargaining, grievance handling and other union servicing work, decided to go back to school while she continued to work for the local.

Needham had an associate degree in early childhood education and had worked from 1979-83 in the now defunct Buffalo Courier Express circulation department, where she served as a Guild steward. She also worked briefly in circulation for the Buffalo News before going to work in the local office.

Marian V. Needham
. . . at the 1993 Convention

She found there was much to be done when she started her temporary job in the local office. "I kept busy the first two years just getting the place straightened up and putting some order to the place," she said.

By 1986, Needham knew she wanted to pursue a career in union work so she started taking courses through the Cornell University Labor Studies Program.

In 1988 she was the Guild's Leuchter scholarship recipient in the 10-week Harvard Trade Union Program.

The Antioch program involved mostly home study with a week of residency at the Meany Center in Silver Spring each semester.

"It's absolutely invaluable to get together a couple of times a year with people who are out there in the same trenches," Needham said.

In 1990, after having worked under a variety of clerical titles, Needham was named local service representative.

She participated in 1990 contract talks with the Buffalo News and was the local's chief negotiator in 1993 talks.

Most of Needham's previous study and work experience translated into credits toward her Antioch degree. "I had enough labor credits, I could have had an auction," she said. "It's not hyperbole to say that I've been able to do the work I wanted to do because of my studies."

Still, Needham had to take the required courses, including collective bargaining, labor law, labor history and labor and the American political system.

Now that she has graduated, she is giving thought to graduate studies.

"I feel like I've gone cold turkey," said Needham, who served as chair of the Constitution Committee at the Guild's 1993 Convention. "I've been scouting around my apartment looking for something to read."

Victor Pasche, committed to the Guild until the end

Seattle—Victor Pasche, 90, secretary-treasurer of the American Newspaper Guild from 1936-41 and a key figure in early Guild political struggles, died here July 28.

Pasche, a retired member of the Northern California Guild, had been in good health until he was injured in a fall a month prior to his death. He had been active as a volunteer in the late 1980s in the Guild's campaign to win contracts at McClatchy-owned newspapers.

Pasche in 1938

Pasche, New York Times Newark correspondent since 1929 and a founding member and officer of the Newark Guild, was elected ANG treasurer in a September 1936 special election to fill a vacancy.

The full-time office subsequently was renamed secretary-treasurer as the Guild, founded in 1933, made a number of changes designed to solidify the new organization into a labor union.

Pasche had been active in the pivotal 1934-35 Newark Ledger strike and served on the Guild strike committee. He also played a key role in drafting the Guild's first model contract in 1936.

Pasche was among incumbent officers nominated for re-election at an acrimonious 1941 Convention in Detroit. But the principal officers and most incumbent vice presidents faced, for the first time in Guild history, opposition in a membership election.

In the weeks following the Convention, marked by bitter factionalism and accusations that some Guild officers were Communists, Pasche and four other "United Guild" IEB incumbents withdrew their bids for re-election in hopes of promoting unity. The five urged re-election of the incumbents remaining on the ballot, including the president and executive vice president.

"We, the convention majority, would offer this program as our contribution to working unity in the American Newspaper Guild," Pasche and other administration supporters wrote in a letter to several hundred Guild activists. "We ask nothing of the opposition in return."

And they got nothing.

The "Pro-Guild Committee" opponents condemned the move and, running on an anti-Communism platform, cruised to a sweep in the fall membership election. The new IEB promptly fired three ANG staffers who had supported the previous administration.

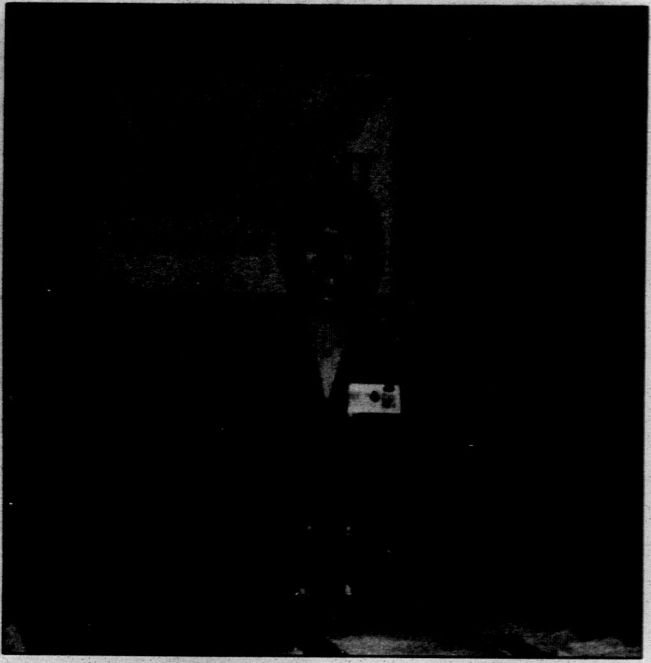
Pasche, who did not appear on the election ballot, was replaced as secretary-treasurer by Pro-Guild candidate William Rodgers of Washington.

Pasche worked a variety of jobs after leaving the Guild. He was an organizer for the United Electrical, Radio and Machine Workers Union in Schenectady, N.Y., and Evansville, Ind., and assistant to the president of Meharry Medical College in Nashville, Tenn., where he retired in 1976.

He and his wife, Bernice, a one-time leader of the Knoxville Guild, later moved to San Francisco, where Mrs. Pasche died in 1984.

In 1991, Pasche moved to Seattle to be near his son, Nicholas, and daughter, Jean. He quickly introduced himself to Pacific Northwest Guild leaders and was active in various local projects.

The Guild Reporter (ISSN: [illegible]) is issued monthly, [illegible] intervals, at [illegible] 2nd Ave., Silver Spring, Md. [illegible]. [illegible] Printed in the U.S.A.
[illegible] to The Guild Reporter, [illegible] Ave., Silver Spring, Md. [illegible]



ANNA PADIA/TNG

Robert Jordan, above left, president of BGEA/TNG Local 245, asks a question during a Unity '94 session on myths and stereotypes. With Jordan are Carmen Lee of the Pittsburgh Guild and Louinn Lota of the Wire Service Guild. At right, Lynn Louie of the San Jose Guild staffs a Knight-Ridder booth.

Minority groups send message

Silver Spring, Md.—Media executives got the message at the July 27-31 Unity '94 convention in Atlanta.

TNG Human Rights Director Anna Padia said the voices of more than 5,000 delegates from four minority journalists associations merged into a call for improved hiring, promotion, pay and training for people of color in the newspaper industry.

In a report to the International Executive Board, Padia said that most of the 10 TNG-subsidized local delegates were able to caucus everyday during the event and that they unanimously recommended continued and greater Guild presence at future minority journalists' gatherings.

Padia said that "in the process of sharing views and experiences, we learned from each other."

"Most lamented that competing events and logistics made it impossible to attend more cross-cultural events or to meet more Guild members," Padia added.

The unprecedented convention was sponsored by the National Association of Black Journalists, the Asian American Journalists Association, the National Association of Hispanic Journalists and the Native American Journalists Association.

Padia participated in a convention program on pay and found a large demand among those in attendance for Guild literature.

Angela Chatman, a Cleveland Guild member who attended the convention, agreed that the event

UNITY '94™

was a learning experience for Guild members because of the focus on human rights and human dignity.

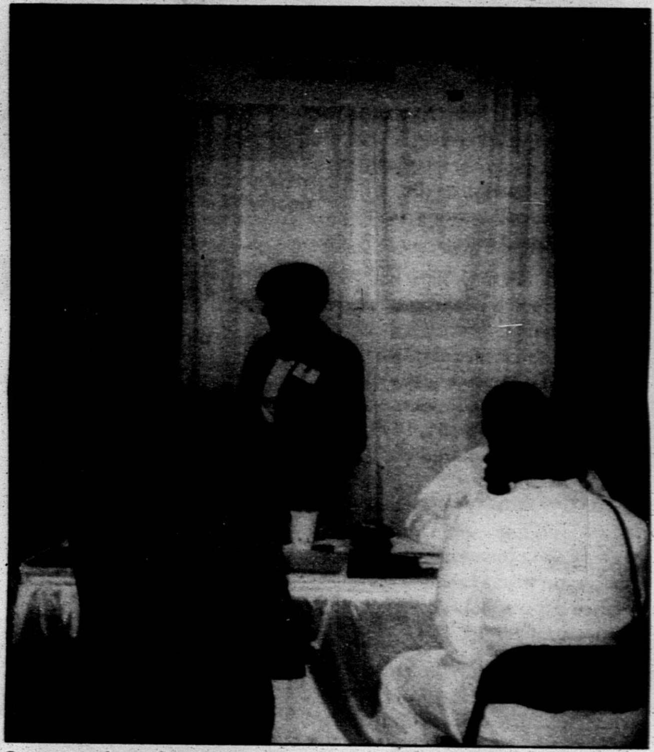
"That's what the Unity people came together for and that what Guild people are trying to address," she said. "Basically, I think the next thing is to continue doing that."

Robert Jordan, president of the Boston Globe Employees Association/TNG Local 245, said that Unity '94 presented a good forum for the Guild to deliver the message that career goals can be best achieved at newspapers with a union contract.

"It was a good first step for us because it makes us more visible," Jordan said. "If you work for a newspaper with a Guild contract, you are going to have better wages, better benefits and better job security than at a paper without a contract. That's a message that we should continue to send out to other groups."

In addition to caucusing daily with subsidized Unity convention delegates, Padia reported that she met about 100 of an estimated 250 Guild members at the event.

A number of Guild locals subsidized delegates' trips to the convention, as did many employers. Most major newspaper employers maintained booths at the convention and many Guild members were called upon to help staff them.



Scenes such as this were common at Unity '94 as convention goers visited with employer representatives.

Labor proposes role for workers

Washington, D.C.—The AFL-CIO has proposed a new form of employee participation in decision-making in workplaces where there is no union to represent employees.

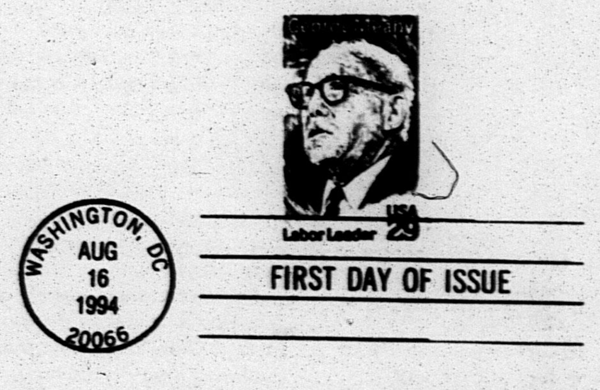
Testifying recently before the Presidential Commission on the Future of Worker-Management Relations, David Silberman, director of the AFL-CIO's Task Force on Labor Law, proposed that where there is no union or where those desiring a union do not constitute a majority of the workforce, they be allowed to form an organization and discuss terms and conditions of employment with the employer.

Under current labor law, workers have no opportunity for any representation if the majority does not vote for a union.

"The desire of these workers to participate in decisions affecting their working lives is frustrated by a legal system which recognizes only one type of employee representation, Silberman told the commission on Aug. 10. "In our view, the time has come to move beyond this all-or-nothing approach."

These new groups would not negotiate formal contracts but would give workers a voice in various decisions through representatives of their own choosing, Silberman said.

The commission, appointed by the Clinton administration to study U.S. labor law and recommend changes, issued preliminary findings earlier this summer. The commission is holding additional hearings before proposing changes.



The U.S. Postal Service issued a postage stamp commemorating the late George Meany in Washington, D.C., on Aug. 16, the 100th anniversary of the outspoken labor leader's birth. Meany, who became a plumber's apprentice at age 16, was elected president of the American Federation of Labor in 1955 and merged the organization with the Congress of Industrial Organizations in 1959. He served as AFL-CIO president until his 1979 retirement. A tireless fighter of discrimination, Meany fought successfully to have the workplace covered by the 1964 Civil Rights Act.

Canton mailers vote for Guild

Mailers at the Canton, Ohio, Repository have selected the Cleveland Guild as their collective bargaining agent, adding nearly 30 new members to the local's existing Canton unit.

The 16-5 decision came in an Aug. 4 election supervised by the National Labor Relations Board. The expanded unit plans to begin talks soon on a new agreement with the Thomson-owned daily.

The mailers voted in 1989 to affiliate with the Guild but an agreement was not reached due to protracted negotiations. There has been heavy turnover in the mailroom since that time.

The new organizing drive was begun by Bob Young, Cleveland Guild executive secretary, in October 1993. Hannah Jo Rayl, TNG international representative, joined the effort in September. A vote was delayed because the company argued that the mailers should constitute a separate Guild unit.

Guild members have narrowly ratified a new three-year agreement with Canadian Press that provides two rounds of one percent pay increases in 1995. The pact, which expires Dec. 31, 1995, will bring the top reporter weekly minimum to $1,033.49 from the previous $1,013.13. The employer agreed to improvements in the vision plan, increased severance pay and job-sharing opportunities.

The Dayton Guild has lost an appeal to the National Labor Relations Board in its long-standing unfair labor practices charge against the Cox-owned Dayton, Ohio, Daily News. The NLRB general counsel, in a July 29 ruling, denied the Guild's request for a hearing before an administrative law judge.

The Guild renewed its call for a hearing last spring when the NLRB regional director in Cincinnati settled the case—on terms unfavorable to the Guild—after consulting with union-busting lawyers hired by Cox. At issue in the dispute are union security and jurisdiction.

Guild-covered correspondents for the Bureau of National Affairs will receive 2 percent pay increases each year of a new three-year agreement between BNA and the Washington-Baltimore Guild.

The agreement also provides for health care coverage for domestic partners and improved job security. Most of the 30 correspondents work out of their homes.

Striking Guild members and supporters from the Courtenay, B.C., labor community block the gates as a company van tries to deliver the final edition of the Comox District Free Press on Aug. 18.

Guild members refuse to blink in Comox strike

Courtenay, B.C.—Striking Guild members faced economic blackmail in a Thomson Corp. threat to close the 103-year-old Comox District Free Press at midnight Aug. 18 if they did not return to their jobs.

Guild members remained defiant and maintained their picket as presstime as the company followed through and closed the twice weekly Free Press and Sunday Island News.

"We're feeling fairly upbeat," said Dave Wilson, chair of the 37-member Courtenay unit of the Victoria-Vancouver Island Guild. "If they don't want to have a newspaper in this town, we'll put one out ourselves."

The strike began on July 21 after Guild members voted decisively to reject a company final offer after 10 months of attempting to bargain a new contract.

At issue are Guild efforts to achieve pay parity with other Vancouver Island newspaper workers and a company assault on job security and work scheduling.

An 80-member unit of the Graphic Communications International Union at the Free Press, published twice weekly along with the Sunday Island News, honored the Guild picket line, effectively shutting down the paper.

Initially, Thomson management disclosed in an Aug. 16 letter to workers that the company would close the paper by the Aug. 21 deadline because of the effects of the strike.

Then, two days after the letter went out, the company announced it would reopen on Aug. 22 if the union members returned to work.

"We're getting mixed signals from the company," Wilson said. "They say they're closed. Then they say they might reopen."

Union members are planning a strike paper which should make its debut around Sept. 1, Wilson said.

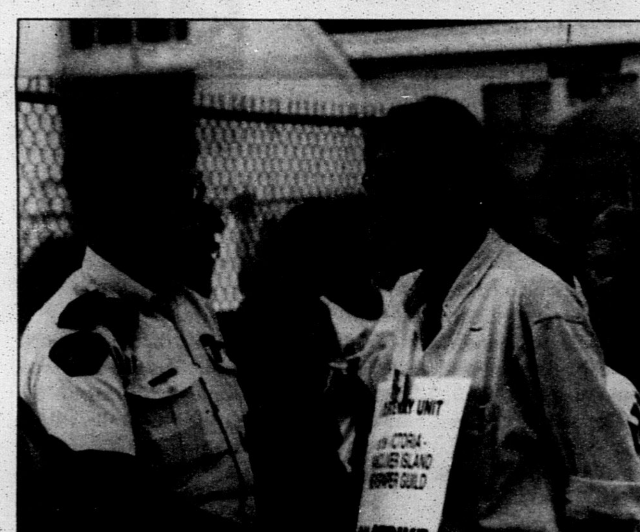
The Courtenay Guild members received immediate support from colleagues at the Globe and Mail in Toronto, where Southern Ontario Guild members are in contract talks with Thomson's flagship daily.

"Your willingness to go on strike rather than cave in to the mean-spirited demands of one of the most ruthless media barons in this country was an inspiration to all of us," said an Aug. 18 letter from Globe and Mail Guild unit leaders.

"Certainly what happened was a clear message directed at all of us at Thomson papers," SONG President Gail Lem said in an interview. "The company has a lot of draconian demands on the table (in Toronto). We expect to set a strike deadline shortly."

Strike donations

Donations to the Courtenay unit on strike at the Comox District Free Press may be sent to: Victoria-Vancouver Island Newspaper Guild, 11-2750 Quadra St., Victoria, B.C. V8T 4E8. Please note any contributions are a "Courtenay Unit Strike Donation."



Dan Zeidler, TNG international representative, consults with a local police officer on the Free Press picket line.

Thomson profits up by 40 percent

Toronto—Thomson Corp. reported a second quarter 1994 profit figure of $104 million, representing a 40 percent jump over profits for the same period last year.

For the first half of 1994, the Toronto-based media and travel company improved its profit margin to 17.5 percent, from 16 percent for the first six months of 1993.

"What they're showing here, particularly on newspapers, is very encouraging," a stock market analyst was quoted as saying in the Aug. 12 Globe and Mail of Toronto. "Even with flat revenue growth, they're managing to improve their margins."

Thomson said local advertising has improved this year in most segments of its newspaper group. A 5.5 percent ad linage increase at the Thomson-owned Globe and Mail was only slightly ahead of the rest of the newspaper group, the company said.

The company never claimed to be losing money at its Comox District Free Press in British Columbia, which the company closed on Aug. 18 as Guild members struck in an effort to bargain a new contract.

Guild battled publisher over givebacks demand

(Continued from Page 1)
the Big Island Labor Alliance, which voted unanimously to support an advertising and circulation boycott of the Tribune-Herald.

"We openly went out seeking a strike headquarters and attempted to sign rental agreements as well as for office equipment that would have been needed in the event of a strike," Kruse said. "Signs were printed. We were ready to take them on."

Kruse added that the unions met with business and political leaders to inform them of an impending newspaper strike and advised them that the unions were considering publishing a strike paper.

It was during the final week leading up to the July 31 contract expiration date that management finally dropped its anti-worker demands, Kruse said.

Company negotiator Michael Zinser, of the Tennessee-based Zinser and Domina law firm, had demanded a host of concessions at the outset of talks. Zinser proposed removal of union recognition, union security, and changes in every other meaningful contract clause, including new equipment and employee data provisions.

Zinser also made a "time off with pay" proposal that would have amounted to a two-thirds reduction in sick leave, holiday and vacation benefits for Guild-covered workers.

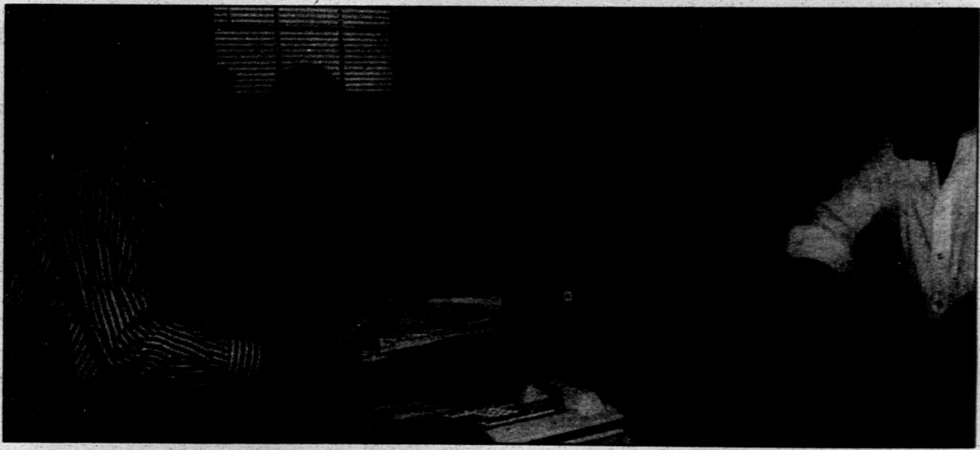
"The biggest victory came when Zinser dropped his demand for 'time off with pay'," Kruse said. "He was beaten."

The Guild also beat back company proposals to pay all future full-time hires only $8.50, to freeze all sales classification wages and to create a commission-only sales classification.

The new pact does allow for the company to introduce a commission plan to present sales employees but the contract protects the negotiated contract wage increases.

The Guild also agreed to pay another 5 percent toward the cost of health insurance, with members now paying 10 percent of premiums. Kruse said the figure is in line with union contracts in Honolulu.

Hilo unit Guild members celebrated with an Aug. 21 party at which a piñata resembling the company lawyer was roundly bashed.



RAY CROWELL/Washington-Baltimore Guild

TNG has pledged support for the Providence Guild in contract talks with the Providence Journal. Shown here are, from left, TNG President Charles Dale, local President Frank Santafede, local AO Tim Schick, TNG Secretary-Treasurer Linda K. Foley and William McLeman, TNG director of field operations.

TNG supports Providence Guild

Silver Spring, Md.—TNG has pledged alternative strategies support to the Providence Guild in its efforts to bargain a new contract for 440 Guild members at the Providence Journal.

The pledge was made in an Aug. 4 meeting between TNG officials, local President Frank Santafede and local AO Tim Schick.

"We're looking for funding, advice and direction," Santafede said. "We've never had to do this before to get a contract."

For example, the Guild sparked a confrontation with management recently when copy desk workers decided to take a lunch break.

Santafede, a reporter who was on hand to accompany the copy editors to dinner, was stopped by supervisors as he left the newsroom and engaged in a debate over whether the Guild members were within their rights to leave.

Management had come to rely on the copy editors' working without a dinner break in order to make the a.m. press deadline.

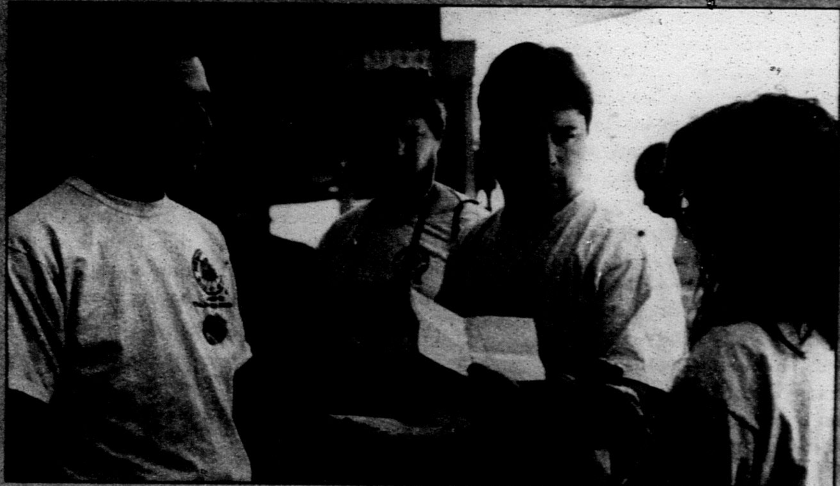
Santafede explained, however, that the copy editors are entitled by law to take a lunch hour.

Unimpressed, managers rushed to the building entrance where they observed two copy editors sitting on an outdoors bench. The editors were ordered to return to their workstations and did so after Santafede said the Guild would take up the issue later.

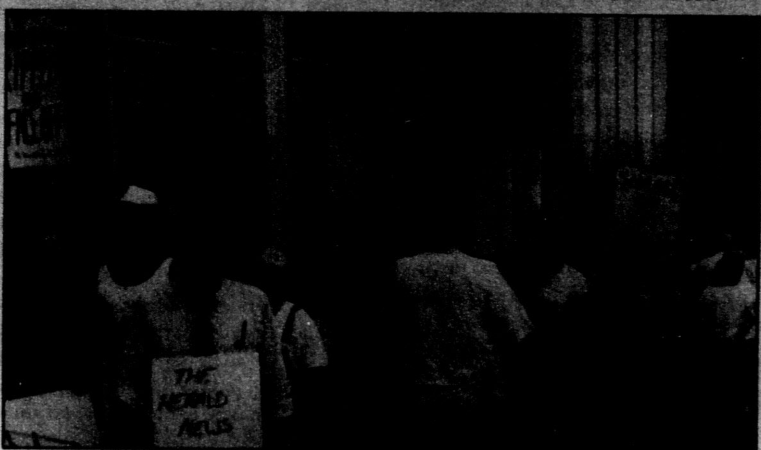
Other Providence Guild tactics include distributing to the public an artful tabloid edition of The Guild Leader, the local's regular newsletter. The special edition includes spot color, large photos and articles by various Guild members.

Scenes from a long, hot summer of contract talks

NANCY WONG/Northern California Guild



SCOTT LITUCHY/Hudson County Guild



TOM HILTZ/Boston Guild

San Francisco newspaper youth carriers, above left, picket the San Francisco Newspaper Agency Aug. 2 in protest of the dailies' plan to eliminate their jobs. The youths are supported by the Conference of Newspaper Unions—including the Northern California Guild—which is planning to return to the table for joint bargaining on Aug. 29 after the NLRB indicated it would issue a complaint in the unions' unfair labor practices charge against the publishers.

Hudson County Guild members, above photo, recently passed out leaflets to mark the second anniversary of the expiration of their contract with the Jersey City, N.J., Jersey Journal. Shown are, from left, Steve Kalcanides, local Treasurer Larry Cutchall, local President Greg Wilson and Lisa Torbick.

Guild members, left photo, picket in front of the Fall River, Mass., Herald News on Aug. 3. Front left is Jeff Oliveira, recently fired his ad sales job after 25 years with the daily. The Guild is arbitrating. The Boston Guild's Fall River unit last month overwhelmingly rejected the company's "last and best" contract offer which included pay raises of 2 percent and 1.1 percent.

Corporations, unions position for dawning of the electronic age

(Continued from Page 1)

• Bell Canada International agrees to invest $206 million to up its stake in MSO Jones Intercable, bringing BCI's investment in the U.S.'s 10th largest multiple system cable operator to as much as $400 million;

• Cox Enterprises (Dayton Daily News, Atlanta Constitution, et al) pays Times Mirror $2.3 billion for its cable holdings, making Cox the third largest cable distributor in the nation;

• Knight-Ridder and various cable companies are in a bidding war for 553,000 U.S. cable subscribers owned by Toronto-based Maclean Hunter, with a price tag topping $1 billion;

• Adelphia Communications pays $85 million for control of Telemedia Corp.

The stakes are huge. Huge for the corporations exchanging their billions. Huge for the Guild and the other unions whose members work in this growing information industry. And huge for the several million non-union members who also work in the converged industry.

The Guild has never stood still and it is not time to stand still now.

As Herb Goodrick, administrative officer of the St. Louis Guild says, "To stand still is to lose in this business."

Or as Adolphe Bernotas, chairperson of the Associated Press National Committee of the Wire Service Guild, says of the information/technology revolution: "Either we're in it or we're out."

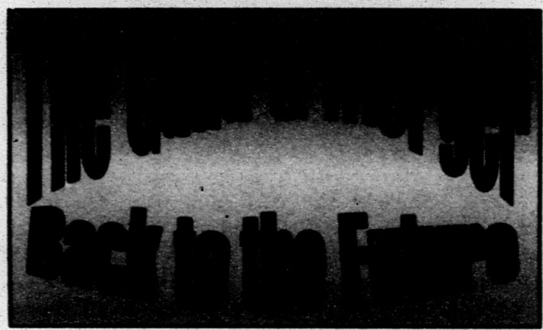
That is why the officers of The Newspaper Guild, the International Executive Board, most local leaders and an increasing number of informed rank-and-filers in the Guild believe it is time for the Guild to merge with another union in this expanding industry.

At the direction of the Convention and the IEB, President Charles Dale, Secretary-Treasurer Linda Foley, International Chairperson Carol Rothman, Canadian Director Mike Bocking and Field Operations Director Bill McLeman are exploring with various other unions whether The Newspaper Guild should and could merge with any of them.

The primary discussions have been with the Communications Workers of America and the Graphic Communications International Union, both of which have tens of thousands of members in our industry. Dale also has had discussions with the International Brotherhood of Teamsters and the United Steelworkers of America, among others.

"Why we're looking to merge," says Frank Santafede, president of the Providence Guild, "is that we see that the Guild, though it has unique qualities, does not have the economy of scale we need. We see employers growing and diversifying—in my own company (The Providence Journal) the newspaper is becoming secondary while the company goes big into cable, interactive services, the whole thrust into the electronic age. We see this going on the side of the employer while we are honing our skills we've had for the last hundred years or so instead of changing our skills."

Both Santafede and Goodrick see merger providing resources the Guild does not have. As Goodrick puts it starkly: "Why merge? It's a very simple question and a simple answer. In today's complicated industrial relations setting, we don't have the resources to combat management and keep our heads above water. The larger unions simply have more resources. They have the experts on corporate campaigns, on organizing and other areas of our concern, and they have them on staff. The Newspaper Guild staff is so small and so concentrated on putting out fires that we can't do all the things we need to do fight these big corporations."



Even without the myriad new challenges of the new information age, an argument can be made for merger based solely on what is happening and has happened in the traditional newspaper industry.

Consider this statement: "I am quite sure the Guild is being faced . . . with employers who simply do not give a damn what the law says regarding their obligations in negotiating in good faith. We are being forced to drag more and more such employers kicking and screaming to the (National Labor Relations) Board to force them to engage in proper collective bargaining."

That statement was made at a Guild Convention by Sandy Bevis, the president of the old International Typographical Union, since merged with the CWA. He said that in 1976!

There's not a Guild leader anywhere who doesn't relate to that statement, only now it's 18 years worse with teams of carpetbagging, union-hating lawyers trying to pillage the countryside with the aid and comfort of a politics-tainted and bureaucracy-bound NLRB.

Whether in the old newspaper industry or the new infotech world, employers are using a growing arsenal of weapons to thwart workers and their unions. Jim Schaufenbil, president of the Manchester Guild, sees merger with another union in the information field as essential to boosting our clout to match the employers' arsenal.

"Why am I for merger now?" Schaufenbil asks. "The answer is because we didn't do it before now. I was in favor of it back in 1983 and I would have been in favor of it when Eugene Debs talked about One Big Union in the 1800s or whenever. I've seen time and again the importance of having a union from the front to the back door. We are one industry, we should be one union. To be separated into several unions gives the companies the opportunity to divide us. That's what it's really all about. (Being together) increases our clout, increases our ability to represent everyone better."

Kathy Small, president of the Victoria-Vancouver Island Guild, sees merger as a way of providing resources to small locals like hers who are facing constant assaults from huge, predatory chains like Thomson Newspapers. "We're all in the same boat," Small says of the Guild and other unions. "We're finding it very difficult to beat something so big (as Thomson) by ourselves. We have a strong union, but the clout and resources that would come with a bigger union would make it a more equal match."

Adds Doug Cuthbertson, longtime administrator of the Northern California Guild, "In San Francisco, newspaper workers are fragmented among a dozen different labor unions, each single union having a fraction of the leverage and resources it really needs in this era of publisher aggression. The Guild absolutely must build strength and marshal resources in order to do the best possible job for our members. By ourselves, without a merger or affiliation with a large, strong, resource-intensive international body, this will be impossible. At long last, we have to heed the voices of our members, our leadership and the actions of so many Guild conventions over the years."

Bernotas agrees: "The Wire Service Guild consistently has promoted merger. We should merge not because The Newspaper Guild is doing a lousy job. It is doing an astonishing job to protect and improve our economic and professional lives. We must merge to thrive even more in a larger union.

"In the AP, we've seen the rewards of a small union merging with a large union. We've seen the marriage of the former United Telegraph Workers that represented the technical staff with the Communications Workers of America. The former UTW has neither lost its identity nor purpose and has tapped into the resources of a 600,000-member international."

The numbers are important and merger would mean more numbers and more clout—more than a half million of CWA's members are working in the four converging information industries; the GCIU has more than 200,000 members in communications; the Guild has 30,000; the Guild represents members in about 100 cities, the CWA more than five times as many.

And there are hundreds of thousands of workers out there in the new information industry who aren't organized. While craft unions in publishing are relatively strong compared to other labor segments, there are hundreds of unorganized papers and, by some estimates, more than 70 percent of the non-supervisor craft workers are unorganized.

There are 451,700 newspaper employees, only about a third of them unionized, in the U.S.'s 1,556 daily newspapers and 20,000 workers in Canada's 109 daily newspapers, about 46 percent of them organized. A Guild merger with either CWA or GCIU would open organizing possibilities in hundreds of cities where we are not now.

In U.S. broadcasting, union membership is relatively high in the networks but low to nonexistent elsewhere in the industry; about one in four of 380,000 broadcast employees in the U.S. are union. In Canada, union membership in the public broadcasting sector, the Canadian Broadcasting Corp., with about 9,200 employees, including the almost 4,000 members of the Canadian Media Guild TNG Local 213, is nearly universal. But union membership among the more than 18,000 workers in the private sector is no better than in non-network U.S. broadcasting.

Because of the strong foothold already gained by the Media Guild in the Canadian broadcasting industry, a merger would create new organizing opportunities and impetus in both countries by a media union that crosses the

(Continued on Page 7)

Call TNG with thoughts on merger

We want to hear from you about merger.

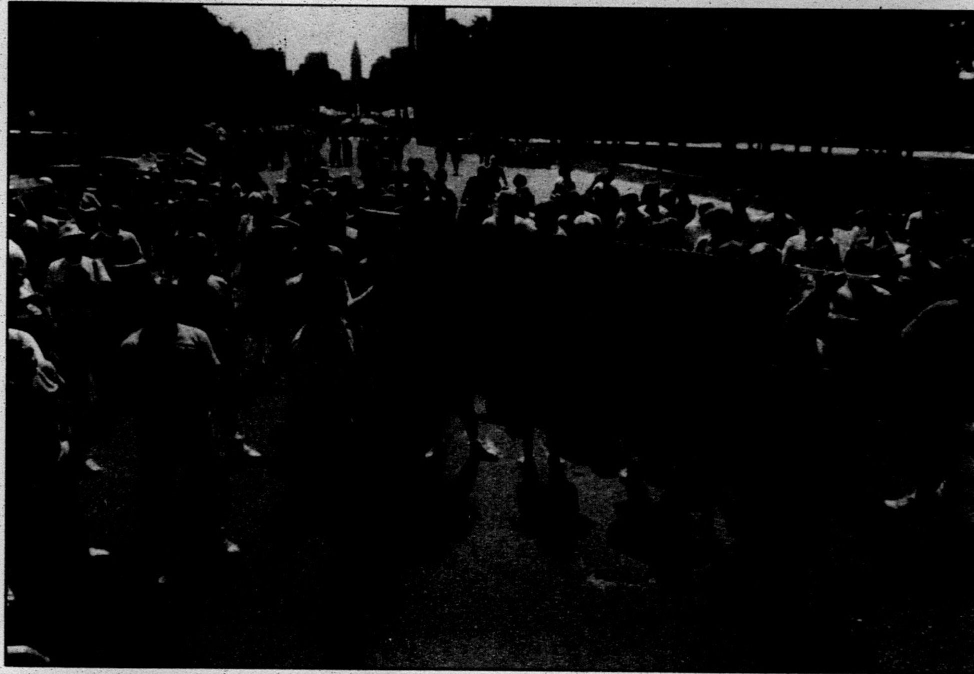
The 1993 Convention directed Guild President Charles Dale "to explore merger options and return with a recommendation no later than the 1995 Convention." As a result, President Dale has discussed possible merger with several unions, within and without the information industry. In April, the International Executive Board formed a committee consisting of Dale, Secretary-Treasurer Linda Foley, Canadian Director Mike Bocking, International Chairperson Carol Rothman and Director of Field Operations Bill McLeman to advance those discussions. The IEB asked the committee to report to its October meeting with the intent of then formulating a specific and detailed proposal to present to the Convention in Boston next June.

As the process moves forward, there will be extensive discussions in The Guild Reporter and at District Council and local meeetings.

So we'd like to hear from you. To that end, we have established a toll-free number to receive questions and comments on merger. We'll try to answer questions received on this recorded number in The Guild Reporter. The comments will be taken into consideration in deliberations by the officers and the IEB. If your comments are extensive, please write a letter or send an E-mail message on Compuserve to Dale (71112,527) or Foley (71132,275). If you want to discuss merger with someone, leave your phone number or E-mail address. Time and circumstances permitting, someone will return the call.

Membership participation in this process is vital so we urge you to take advantage of this opportunity to express your views.

The number to call is 1-800-585-5TNG.



The Philadelphia Council of Newspaper Unions shows its colors in the 1993 Labor Day parade at a time when the unions were bargaining jointly for new contracts with Philadelphia Newspapers Inc. Such unity council arrangements have added to the bargaining clout of the Guild and other unions in numerous cities over the years.

Larger union would mean added resources

(Continued from Page 6)

border the same as our employers are increasingly doing.

The union rate among 900,000 telecommunications employees in the U.S. is about 75 percent but only one in 20 in the rapidly growing cable field, where there currently are 130,000 U.S. workers, is union. Few of Canada's 8,700 cable employees are unionized.

"The obvious value of merger to me is that we just don't have a large fund of money to organize and other unions do and they organize aggressively," says Bruce Meachum, administrative officer of the Denver Guild. "We have to, too. There are many, many workers out there who should be organized and we need to get the resources to go after the people who should be gone after. It's as simple as that. Merger would let us do it."

Barbara Nelson, a member of the Washington-Baltimore Guild's executive council and a Bureau of National Affairs editor, says merger with another industry union with locals where the Guild isn't would enhance organizing both because of greater resources and greater name recognition. Favoring merger with a union that "shares the democratic principles on which the Guild was developed and maintained," Nelson said, "It seems to me that the overriding reason (for merger) is for the economies that would be achieved by consolidating activities on the international level that would free up resources that could be directed to the local level."

She adds: "Why now? Because we should have done it a long time ago."

Beyond the fertile fields for organizing and the increased clout at the bargaining table, an enhanced union could provide current Guild members with more extensive servicing in the daily nitty-gritty of running locals and in such increasingly important and complex areas as workplace health and safety and workforce diversity.

A merged union also would offer expanded and needed resources to cope with new bargaining strategies required in our radically changed universe. As the technology revolution evolves, so must the role of the workers in the new information industry and their unions. Existing jobs will be restructured, new jobs will be created, some jobs will be eliminated; the possibilities are almost limitless.

The Guild, throughout its illustrious 60-year history, has been a pioneer in protecting workers rights and jobs in the face of rapid technological change. But now, near the start of a new century we're also on the frontiers of even faster change. We must be prepared to deal with it and we must have the resources to deal with it.

As news companies and infocorps broaden the type and volume of information available and use ever-diversifying ways of delivering it to both old and new audiences, media unions must be prepared also to deal with public policy issues such as copyright and the ownership of intellectual property, diversity, privacy and a range of other issues to ensure that those of us who produce and deliver the information are treated fairly and get a fair share of the pie. We must ensure that those segments of society left behind in earlier industrial, social and political revolutions are not left behind again.

As in any institution, there are fears that major change will cause the Guild to lose its unique identity, encapsulated by Newsday writer Kenneth C. Crowe's observation that our "history of democracy is one that towers above the labor movement," and that a new and different organism would abandon the reasons the Guild was created in the first place.

But the purpose of the Guild, merged or not, will remain the same as it was when Heywood Broun and his cohorts started themselves a union six decades ago: "to advance the economic interests and to improve the working conditions of its members; to guarantee, as far as it is able, equal employment and advancement opportunities in the industry and constant honesty in news, editorials, advertising, and business practices; to raise the standards of journalism and ethics of the industry; to foster friendly cooperation with all other workers; and to promote industrial unionism in the jurisdiction of the Guild."

Times and the industry have changed but our purpose hasn't.

When the times were changing in the 1930s, Heywood Broun seized the day and formed the Guild. Now, with the dawn of a new age, it's time—or as Jim Schaufenbil and Barbara Nelson would have it, past time—for us to seize the day and form a new union. When we do, we march into a new century strong and heads high, and our twilight will never come.

This is the first in a series of stories on TNG's affiliation talks with other unions. ***Next:*** *the history of the Communications Workers of America and the Graphic Communications International Union.*

Survey: Few employers provide smoking areas

Silver Spring, Md.—Smoking prohibitions are widespread in Guild-covered shops, and few provide designated smoking areas for employees who indulge.

Those are the conclusions emerging from a smoking survey conducted by TNG's Research and Information Department in connection with an indoor-air quality standard proposed by the U.S. Occupational Safety and Health Administration. The standard would ban smoking in all office work areas and does not require special smoking rooms.

TNG's Convention recommendations on safety and health call for negotiating a ban on smoking in work areas, with provision for smoking rooms vented directly outdoors to avoid circulation of smoke through the building.

Of 44 shops covered by survey returns, 42 have smoking bans. But only 13 have designated smoking areas. Of these, nine are vented to the outside.

In only four cases are there smoking areas in plant cafeterias. One allows smoking in a canteen area.

The smoking ban was initiated by management in 20 shops, by employee petition in six, by the Guild in three and by a combination of the Guild and management in six.

Four bans were a result of municipal law.

TNG Research and Information Director David J. Eisen said the survey results will be supplied to the AFL-CIO to help it formulate policy on the Indoor Air Quality Standard.

Voice-activated computers showing up in newsrooms

Toronto—Voice-activated computers are an increasing presence in U.S. and Canadian newsrooms as reporters and copy editors crippled by Repetitive Strain Injury seek to reclaim their careers, a TNG representative told an international ergonomics conference here.

Such major news organizations as the Associated Press, Detroit News, Philadelphia Inquirer, Toronto Globe and Mail, Minneapolis Star Tribune, St. Paul Pioneer Press and Newsday have installed them, some in quantity, TNG Research and Information Director David J. Eisen told a session of the International Ergonomics Association's triennial congress on Aug. 19.

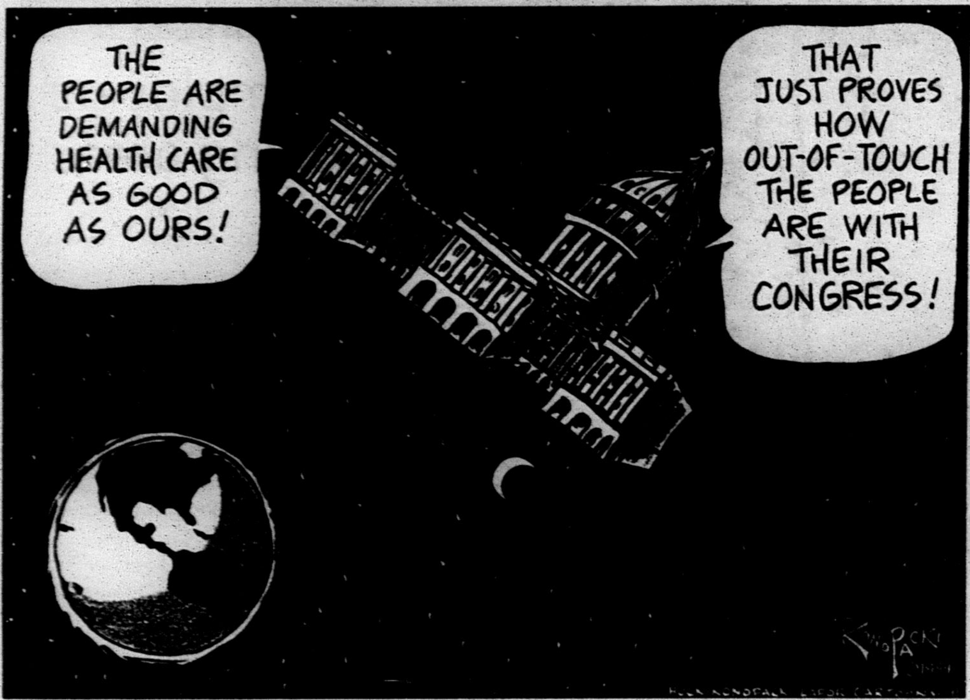
With so many news organizations using them, he said, "there seems little question that they will be considered a reasonable accommodation under the Americans with Disabilities Act."

Eisen described increasing use of the voice-activated devices as a refutation of those who attribute RSI reports largely to malingering.

"Careers that journalists have worked years to establish have been ended, seriously threatened or greatly restricted by RSI," Eisen said. "And the affliction has extended to management members—top editors—using VDTs.

TNG has now logged some 4,000 cases of RSI symptoms among an estimated 18,500 members using VDTs, Eisen reported. Also, TNG estimates that 35 percent of members who work at the screen have experienced some RSI symptoms.

IT SEEMS TO US . . .



OTHER VOICES

Working people on the rebound

The following was written by Charles E. Mercer, secretary-treasurer of the AFL-CIO Union Label and Services Trades Department.

THOSE CORPORATE bosses, Business Roundtable types and right-wing think tankers who look to Labor Day as an opportunity to take a shot at unions may have to clutch for a few more straws this year.

After suffering through a miserable 12 years of unrelenting attack by right-wing Republicans, I'm convinced that unions and the people they represent are coming back—big time.

The reasons are simple.

First, we've got a president of the United States who honestly believes that working people are a vital, valuable part of our society and deserve to be treated with dignity, respect and fairness.

Second, a lot of workers themselves are fighting their way out from under the blanket of baloney and false promises we all were subjected to throughout the 1980s.

Look at a few facts, and you be the judge:

- Union membership increased by 208,000 last year, to 16.6 million. It was the first increase in years.
- Unions participated in 12 percent more representation elections in 1993 than they did in 1992. To me that means that unions are fighting back and working people are more interested than ever in what unionism can do to help them improve their lives.
- Union members continue to have higher weekly earnings than non-members. In fact, the difference grew to 35 percent more last year, up from 32 percent. Thanks to unions, wages rose at a higher rate than inflation last year in nearly every kind of job.
- Because we now have a U.S. president with a brain in his head and feelings in his heart, unemployment is down a full percentage point from around last Labor Day—just to six percent, as I write this, but sure to go lower. Inflation, meanwhile, isn't savaging workers' paychecks.

It's not all economics, either. It's a feeling of hope and solidarity. It's a unity that brought trade unionists out in 100 cities recently to demonstrate for safer and healthier workplaces, and countless other rallies, marches and demonstrations for striking workers, locked-out workers, boycotting and otherwise struggling workers.

Unions and their members have a way to go to recover from the past couple of decades of automation and trade-caused job losses and Republican union-busting, to be sure. But, just as sure, this Labor Day we're on our way.

LETTERS

Four-year merger period would enhance Guild's leverage

MINNEAPOLIS

Editor:

Linda Foley has floated the idea of a four-year affiliation period in the event of merger, followed by a confirmation vote. I support this position. It gives us greater protection and leverage and may help to win support in Canada.

I've heard Foley's idea portrayed as anti-merger. My support of her proposal is neither pro-merger nor anti-merger. It means I support a good merger.

In bargaining a contract, any settlement we reach wins or loses support from our members based on its merit. Any merger put before the membership will be treated the same way, and I believe Foley's proposal will help to win membership support.

Finally, in a letter to the GR supporting merger [GR, July 29, 1994], the authors state, "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 Ballow, the Guild must remain a viable force as a watchdog for our industry."

As the Guild approaches merger, it does so out of strength, not weakness, as the authors from San Jose imply. No one should sell us short. The Guild is a jewel. Many unions would be proud to join forces with us.

BERNARD J. LUNZER
Executive Secretary
Twin Cities Guild

How about coverage of single-payer plan?

LOS ANGELES

Editor:

I'm an avid reader of the vastly improved Guild Reporter, but I've failed to find any references to TNG's support of single-payer health care. The Newspaper Guild voted overwhelmingly at our 1993 international convention to endorse single-payer health care.

A Canadian-style single-payer plan makes insurance for health services a non-profit endeavor. That's why the insurance companies will spend any amount of money to defeat it and keep their obscene profits.

Yet, pressure from millions of Americans has forced the single-payer bill out of committee and on to the floor in the U.S. House of Representatives.

In California, a single-payer referendum gathered more than a million signatures and will be voted on in November. The Los Angeles Guild and TNG's Western District Council have endorsed it, along with the American Association of Retired People (AARP) and many other organizations.

Single-payer health care is the only system to allow freedom of choice of doctors and hospitals, eliminates paycheck co-payments, out-of-pocket expenses and huge deductibles.

Single-payer health care is not only viable in California and across the United States — it is a necessity. Isn't it time the Guild Reporter made some noise about it?

JIM SMITH
Administrative Officer
Los Angeles Guild

Editor's note: Since TNG doesn't have a legislative lobbying capability, it works through the AFL-CIO. TNG support for a single-payer plan was made known to the AFL-CIO and its legislative arm but its advocates didn't prevail there and, of course, single-payer has been buried by political dynamics on Capitol Hill.

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

Deadline: Friday before publication. (Next deadline: Sept. 23.)

NOT RECEIVING THE GUILD REPORTER?

Please use this form if you are not receiving the Guild Reporter or if you have moved and need the Guild Reporter to move with you.

Type or print name, address, and name of your Guild local in space provided below.

Mail to: Guild Reporter, circulation, 8611 2nd Ave., Silver Spring, Md. 20910.

Name

New Address

City | State/Province

Zip/Postal Code | Guild Local

ATTACH OLD MAILING LABEL HERE

If you are receiving duplicate copies, please attach both labels.

(Allow 4-6 weeks for change to become effective.)

THE GUILD Reporter

Official publication of The Newspaper Guild

8611 Second Avenue, Silver Spring, Md. 20910-3327
Telephone: (301) 585-2990 FAX: (301) 585-0668

PRESIDENT: CHARLES DALE
SECRETARY-TREASURER: LINDA K. FOLEY
INTERNATIONAL CHAIRPERSON: CAROL D. ROTHMAN
CANADIAN DIRECTOR: MIKE BOCKING

CALM ACPS

AT-LARGE VICE PRESIDENTS:
Russ Cain
Eugene B. Jones
Connie Knox
David Mulcahy
Patricia Nuttall
Carol Przybyszewski

REGIONAL VICE PRESIDENTS:
Region 1—Thomas J. Thibeault
Region 2—Lela Garlington
Region 3—Jack Norman
Region 4—Larry D. Hatfield
Region 5—Richard J. Brandow
Canada East—Patricia Bell
Canada West—Georgia Chisholm

DIRECTOR OF FIELD OPERATIONS: William H. McLema
EDITOR: Brian Williams
EXECUTIVE SECRETARY, CONTRACTS COMMITTEE: Ruthann
DIRECTOR OF RESEARCH & INFORMATION: David J. Eis
HUMAN RIGHTS DIRECTOR: Anna M. Padia
MEMBERSHIP COORDINATOR: Bruce R. Nelson
INTERNATIONAL REPRESENTATIVES: William M. Brown, Eugen
John T. Bryant, Michael R. Burrell, Janet David, Leo J. Ducharme,
Hannah Jo Rayl, Dan Zeidler

Volume 61, Number 8 **August 2**

Published monthly by The Newspaper Guild (AFL-CIO, CLC), generally intervals. (Next issue, Sept. 23.) $20 per year. Single copies, $1.50.

Guild Reporter deadlines at TNG headquarters: News, Monday befor (Sept. 19); features and letters, Friday before publication (Sept. 16). Letters limited to 200 words by TNG Convention action.

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

Publication #231580 ISSN: 0017-5404