THE NEWSPAPER GUILD TNG

THE GUILD Reporter

Volume 61, Number 9 | The Newspaper Guild | September 23, 1994

A presidential pat on the back for Herblock

White House photo

Herbert Block (a.k.a. Herblock), Washington Post editorial cartoonist who has lampooned United States presidents since the 1930s, received the coveted Presidential Medal of Freedom award from President Clinton—along with a cartoon depicting Herblock's likeness on Mount Rushmore—at an Aug. 8 White House ceremony. First lady Hillary Rodham Clinton looks on. Block, 84, who has carried a Guild card longer than any active member, was one of nine Americans receiving the award this year. Also honored were AFL-CIO President Lane Kirkland and the late Cesar Chavez, founder of the United Farm Workers of America.

Labour body tells SONG it may leave

Ottawa—The Canadian Labour Congress has given the green light for the Southern Ontario Guild's plan to disaffiliate with TNG.

The CLC Executive Committee's terse decision, which was first announced in a Sept. 14 press release by SONG, directs TNG not to block SONG's departure.

CLC leaders did not give a reason for their decision, which prohibits TNG from seeking sanctions should SONG complete its announced plan to leave the Guild and affiliate with a Canada-based union.

CLC did not offer an explanation when contacted by TNG President Charles Dale, who learned of the ruling after the SONG press release had been placed on the Guild's computer bulletin board by Jim Smith, administrative officer of the Los Angeles Guild.

An aide to CLC President Bob White told Dale that it is contrary to CLC policy to explain Executive Committee decisions.

"We are deeply disappointed that the Canadian Labour Congress has found 'justification' under its Constitution to allow the Southern Ontario Newspaper Guild to leave TNG," Dale and TNG Canadian Director Mike Bocking said in a joint statement. "We think it is a serious mistake and will have adverse effects both on members of SONG and other media workers throughout Canada."

SONG requested the CLC action in an

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CWA, GCIU have evolved with advancing technology

19th century workers began push for union

The Graphic Communications International Union, which has its roots in the industrial revolution of the 19th century and its future in the technological revolution of the 21st century, is a union experienced in both merger and society-shaking technological change.

In the GCIU's eyes, in fact, merger and technological change are inextricably linked, a part of its past and its future.

As the United States and Canada joined Europe in the industrial revolution in the 1800s, small unions came and went as the economy soared and sagged and printing evolved from an art done by hand to a craft done by machines.

Finally, in 1882, the seed that grew into the modern GCIU was planted by lithographers who worked for Heppenheimer and Maurer in Jersey City Heights. Organized under the colorful name of the Romar Fishing Club, several years later they joined with other lithographers to form the Lithographers International Protective and Beneficial Association. LIP&BA merged with other groups in 1915 to create the Amalgamated Lithographers of America.

On a parallel track, the pressmen were breaking ties with the International Typographical Union, the continent's oldest union, because while compositor's work remained the same, the pressrooms of the U.S. and Canada had been transformed by a half century of mechanization. In 1889, pressmen formed the International Printing Pressmens Union.

About the same time, the hand-skilled trade of bookbinding was giving way to machines as well and the bookbinders broke from the ITU to form the International Brother-

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Editor's Note: While The Newspaper Guild has had merger discussions with several unions, both in the information industry and outside of it, the primary discussions have been with the Communications Workers of America and the Graphic Communications International Union. To give Guild members a better idea of who those two unions are and what they're about, The Guild Reporter offers these brief histories of the CWA and the GCIU. They were written by Larry D. Hatfield, TNG Region 4 vice president.

Growing union covers converging industries

The Communications Workers of America is both one of the continent's youngest unions and one with the oldest roots in the North American labor movement. It's also one of the fastest growing unions in either Canada or the United States.

Often misidentified as "the telephone operators union," the CWA has a wide variety of job disciplines under its tent—from the printing trades to government workers to broadcasters and, yes, telephone operators and others—and is on the cutting edge of organized labor's expanding role in the information revolution.

The CWA now represents more than 600,000 workers, more than a half million of whom are in the four converging communications industries—publishing, telecommunications, computers and entertainment—that have created the burgeoning new information industry.

"The full potential of this emerging industry is still to be defined," says CWA President Morton Bahr in a call to his own and other unions to answer the challenges posed by the breathtaking changes taking place in the creation, presentation, distribution and availability of information, and the expanding audience for it. "Just imagine the possibilities!"

The possibilities of meeting new organizing challenges, critical public policy demands and changing bargaining strategies posed by the expanding industry are equally limitless in Bahr's view. To do that, the CWA and other unions need numbers and imagination.

The CWA has a lot of the latter and has been getting a lot of the former. In the past 10 years, the union has added nearly 100,000 members in the

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Rayl takes assignment in Cleveland

Cleveland—Hannah Jo Rayl, veteran TNG international representative, has joined the Cleveland Guild as executive secretary.

Rayl, a longtime member of Local One on leave from her editorial job at the Canton Repository, is the Cleveland Guild's first appointive full-time administrator.

The post had been elective prior to a bitter struggle that involved three separate elections for the executive secretary's post during 1992 and the ouster of incumbent J. Stephen Hatch.

Bob Young, who had defeated Hatch, was an unsuccessful candidate for the appointed position.

Joe Frolik, Cleveland Guild president, said that a group of members began circulating a petition calling for a change in the selection process between the second and third elections.

"Ninety-two was basically a lost year for us," Frolik said. "The biggest cost to us was in the time, energy and effort we had to pour in and the resulting divisiveness. We were well into 1993 before the wounds began to heal."

The healing process began with the naming of a committee to study how other large Guild locals selected administrators. That committee recommended that the executive secretary be appointed and the idea was embraced by an overwhelming majority in a 1993 referendum of the 530-member local.

More than 30 candidates applied for the job when it was advertised earlier this year. That field was narrowed to six for purposes of interviews, with Rayl and a Cleveland union lawyer emerging as the two finalists for the post.

Rayl has been a Guild member since 1968 when the Cleveland Guild organized the Canton unit at the Repository, where she worked as assistant wire editor and later as assistant city editor.

Rayl became an international rep in 1974 and within a year was transferred to TNG headquarters to establish a human rights coordinator post.

Rayl returned to Ohio as an international rep in 1982. During her service with TNG, Rayl returned to Local One numerous times to assist with bargaining and strike preparations. She was assigned to contract talks with Cleveland Guild units in Canton and Massillon.

Albany Guild members celebrate 60th anniversary

The Albany Guild recently marked its 60th anniversary with a party for Local 34 members at the Times-Union. Fellow workers covered by the CWA, GCIU, Teamsters and Pressmens unions participated. Displaying the anniversary cake are, from left, Carol DeMare, local secretary; Larry Conaway, unit chair, and Melissa Locke, local president. During the event, 15 Guild members received 25-year pins.

Local 35's 'Guild Forum' wins labor press honors

Washington, D.C.—The Washington-Baltimore Guild's "Guild Forum" newsletter has captured first place honors for both general excellence and best front page in the International Labor Communications Association's 1994 awards competition.

The 12-member panel of judges, in awarding the Guild Forum the general excellence award for local union publications with less than 2,500 circulation, wrote the following: "Lots of reporting on labor-management issues, like arbitration win that reporters no longer need taxi receipts. Attractive, readable ... doesn't fudge on local union concerns."

The winning front page, in the same category, was for the Guild Forum's March/April 1993 edition. "Good use of spot color," the judges' panel wrote. "An attractive front page."

Use of cartoons with a story on the health care crisis netted the local publication a third place award for best use of graphics.

And a photo layout of Guild members marching in support of their brothers and sisters at United Press International—also in the March/April issue—led to an honorable mention for unique performance.

Coverage of the short-lived September 1993 Guild strike at the New York Post—and the grim events the preceded the walkout—resulted in two honorable mentions for The Guild Reporter and one for Frontpage, the New York Guild publication.

Also, the Translators' Voice, the Local T-100 publication, shared third place for general excellence in a category for machine-duplicated local publications. "Full of good reading," the judges said.

The Guild Reporter was recognized in the best feature story category for a story by Marianne Goldstein on the bizarre relationship between the Post staff and the developer who briefly emerged as owner of the struggling tabloid. [GR, March 26, 1993.] Said the judges: "This feature story offers a fascinating inside view of how parking-garage magnate Abe Hirschfeld took over the New York Post... crisp writing, a gripping narrative."

A Jack Miller photograph of New York Guild President Barry F. Lipton being arrested on the strike picket line outside the Post building [GR, Oct. 15, 1993] landed honorable mention for best original photograph.

Frontpage received honorable mention for a story by Lipton, under the headline "McDonald Helped Doom Post Fight," in the best editorial or column category for all local publications. "There's no legalese or gobbledygook in this report to the membership on contract negotiations with Rupert Murdoch and his bankruptcy ploy," the judges observed.

The Union Advocate, publication of the St. Paul, Minn., Trades & Labor Assembly, won a Saul Miller Award, sponsored jointly by the AFL-CIO and ILCA, for coverage of the debate on the North American Free Trade Agreement. The NAFTA stories were written by Barb Kucera, Union Advocate editor and member of the Twin Cities Guild.

Monthly bulletin board charge down to $5

The monthly fee for access to the Guild's computer bulletin board on AFL-CIO's LaborNET dropped from $11 to $5, effective Sept. 1.

The fee goes to the CompuServe, the Columbus-based company that maintains the AFL-CIO network.

The $10 CompuServe startup kit may be obtained by contacting TNG Research & Information Director David J. Eisen. CompuServe extends a $15 credit to new members.

In addition to TNG staff and officers, a number of local Guild leaders have joined the bulletin board and have used the network's message section to exchange ideas on local bylaws, contract enforcement and other matters. Several locals have been putting their newsletters in the library section.

Recent additions to the Guild's bulletin board library section include selected of stories from The Guild Reporter and the monthly RSI Newsletter.

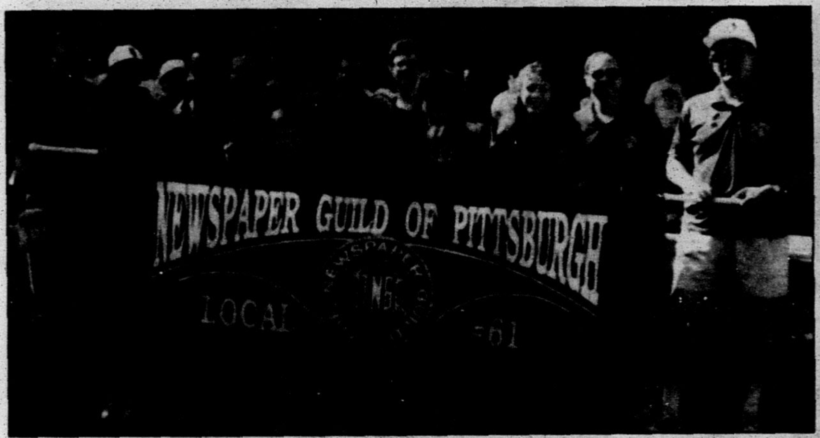
DAYBOOK

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, New England District Council, Southern District Council, joint fall meeting, Nov. 5-6, New York.
Great Lakes District Council, fall meeting, Nov. 5-6, Akron, Ohio.
Midwest District Council, fall meeting, Nov. 5-6, Kenosha, Wis.
2nd Biennial Convention, June 19-23, Sheraton Boston, Boston.
3rd Biennial Convention, summer, 1997, San Juan.

[illegible]

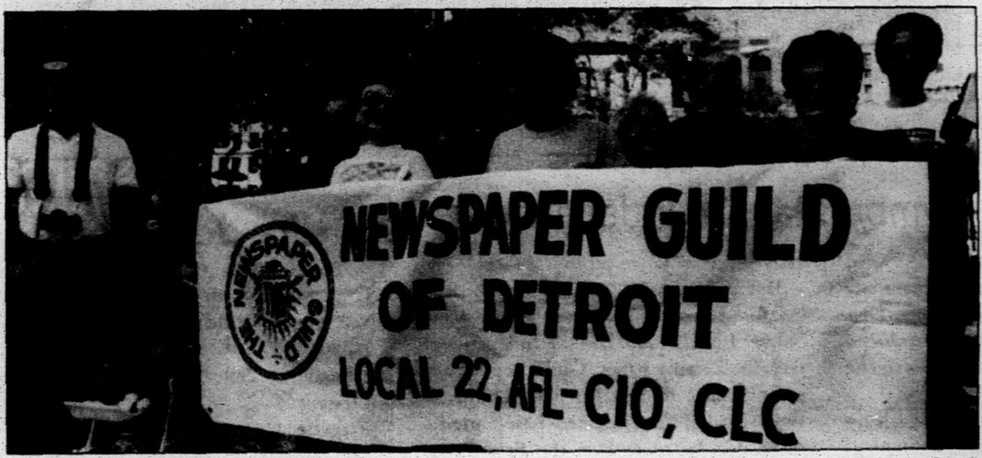
Guild locals celebrate 100th anniversary of holiday

Guild members from coast to coast mobilized for Labor Day parades and events on Sept. 5, the 100th anniversary of the Labor Day holiday. At left, some 30 people—St. Louis Guild members and their families—motored around downtown St. Louis on the back of a truck. The local is involved in uphill talks with Post-Dispatch management.



Pittsburgh Guild members—and their children—display the Local 61 banner. They were joined by TNG Secretary-Treasurer Linda K. Foley, in sunglasses near center, making a traditional Labor Day visit to her native Pittsburgh. Harry Tkach, local president, at right, is flanked by Ken Fisher, local treasurer.

These Los Angeles Guild members were among 2,000 marchers from 20 unions in the annual Los Angeles/Long Beach Harbor Labor Coalition parade in Wilmington, Calif. From left are: David Kipen, Neil Strassman, George Laine, Yolanda Miranda, Ada Abdeljalil, Lori Wood, Jaime Torres, Ralph De La Cruz, John Garrity, David Behm, Sabrina Hockaday, Pete Goodman, Scott Garrity and Andrea Adelman.



REBECCA COOK/Newspaper Guild of Detroit

ELIZABETH HARRIS/Local T-100

A contingent from the Newspaper Guild of Detroit, above, pauses at the end of the Labor Day parade. Shown are, from left, Luther Jackson, assistant AO; Audrey Lasater, Independence Newspapers unit chair; Cecilia Deck; AO Don Kummer; Helen Fogel; David Elsila; Jocelyn Faniel-Heard of the Free Press unit; Linda Preuss; John Lippert; Dia Pearce, News unit chair, and Jetta Fraser. In right photo, Gudrun Russo, left, and Ritsuko Moore, members of the Translators and Interpreters Guild, talk about tactics of unscrupulous employers they have encountered in the translation industry. The D.C. unit of Local T-100 held a Labor Day picnic at Rock Creek Park in Washington, D.C.

LOCAL ACTION

Providence Guild gets behind leaders

By Bruce R. Nelson
TNG Membership Coordinator

The management of the Providence Journal just didn't get it.

The folks who count the money and make the business decisions there convinced themselves that the Guild was nothing more than a handful of out-of-touch leaders who wouldn't agree to their concessionary contract demands.

So the company put a "final" offer on the table and threatened to declare impasse, apparently convinced that Providence Guild members would accept a contract their negotiators had rejected.

That's when the membership decided it was time to help the Providence Journal get it. It showed the company what this mobilization thing is all about.

Guild members in Providence did two things during two days of secret-ballot voting on the company's "final" offer. They put on T-shirts that said "We are the union." And they voted the deal down by a 306-21 vote, a 12-to-1 margin.

It was a turnout that broke all kinds of records in the 401-member unit. It was a vote that symbolized everything these members have been saying for months, with their T-shirts, rallies and marches. Make no mistake about it: They are the union.

And they have given their fellow union members everywhere a living example of what the Guild's Strategic Plan was talking about when it said the top priority is building support and commitment of the membership.

The Providence story is a recipe for building membership involvement. It happened because Guild leaders there applied the principles and hard work of basic organizing.

A year ago, Guild and company negotiators were attempting to reason together by using the conflict resolution skills taught by Cornell University's "interest bargaining" program. At the same time, Providence Guild President Frank Santafede was 50 miles away, preparing for an NLRB election in a unit of newsroom employees at the Worcester Telegram and Gazette.

The Providence Guild won the Worcester election on a theme of "We Are the Union." It was far more than just a slogan. Santafede spent more than a year with a hard-working group of Telegram and Gazette employees, repeatedly giving them lists of names of people to call. He always reminded them to "do more listening than talking."

Just as the Worcester campaign was closing, the lofty academic principles of interest bargaining fell victim to employer greed back at the Providence Journal. The company had only one interest—getting all it could get, including unlimited medical insurance contributions by employees and the removal of an entire group of workers from the bargaining unit.

Santafede wasn't organizing in Worcester any longer; he was back in Providence. But he kept right on organizing, using the same approach to pull members into the bargaining process that he used to produce a winning vote in Worcester.

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Reporter key hits $696 in Sheboygan pact

Sheboygan, Wis.—Guild members have ratified a new three-year contract that provides annual 2.5 percent pay increases, pay upgrades for 12 job categories and extends contract provisions to part-time employees at the Sheboygan Press.

Another improvement allows Guild-covered workers at the Thomson-owned daily to use up to 10 days per year to care for sick family members. The new pact also incorporates Family Medical Leave Act language into the contract.

The Sheboygan Guild represents some 90 advertising, clerical, editorial and mailroom workers at the Press.

First-year pay increases are retroactive to Feb. 1, when the previous contract expired. The new pact also provides for a one-time signing bonus equal to one percent of annual pay for those workers who did not get pay step-ups under the new agreement.

Much of the focus during the 10 months of negotiations was on pay upgrades for workers whose job duties had changed, said Sheboygan Guild President Patrick Tearney. First-year pay raises for workers affected by the upgrades—mostly in accounting and other business-side jobs—range from 13.5 to 20 percent.

"We spent a lot of time on the part-timers, which they seemed to appreciate," Tearney said. A significant gain for those workers is step-up raises based on anniversary date of employment rather than total hours worked, as previously had been the case.

"We had a unanimous ratification vote," Tearney said of the local's August ratification meeting. "Negotiations were a lot less acrimonious than the last time."

It was the second round of negotiations between the Sheboygan Guild and the Toronto-based Thomson Corp., which purchased the Press from Ingersoll in 1990.

Under the new agreement, top reporter minimum weekly pay goes from $646.39 in the previous contract to $696 in the third year.

'High noon' for union-busters in San Francisco

The wonders of modern technology were in evidence as the Northern California Guild decided to get tough in its campaign for a new contract with the San Francisco dailies. Three "bad girls" from the Guild bargaining committee posed electronically up with a member of a Hollywood-based sister Guild in this computer-altered film promotion photo. Guild members are, from left, Linda Frediani, Susan Sward and, on the right, Sally Lehrman. The idea was to award a free lunch to the first union member to ID the "bad girls." The Guild and other San Francisco newspaper unions continue to bargain for new contracts to replace agreements that expired in November 1993. The unions have set an Oct. 31 strike deadline.

Striking Guild members launch Independent

Courtenay, B.C.—Striking Guild members, filling the void left by the closing of the Thomson-owned Comox District Free Press, to date have produced four issues of The Independent since the tabloid's Sept. 1 debut.

Meantime, Guild members—along with members of a Graphic Communications International Union local—maintain a picket line outside the Free Press plant, abandoned since union members refused to bow to a company threat to shut down the 103-year-old, twice weekly publication unless workers unless workers ended the strike which began July 21.

The Guild, which represents advertising, circulation and editorial workers at the Free Press, refused to accept Thomson demands for job security and union jurisdiction givebacks.

"The ads are picking up," Guild activist Dave Wilson said of The Independent's early success. "We're off to the races."

But Wilson, who chairs the 37-member Courtenay unit of the Victoria-Vancouver Island Guild, said the Independent remains a strike paper. Guild negotiators are prepared to bargain with Thomson when and if the Toronto-based media giant decides to reopen the Free Press, which had been turning a profit prior to its demise.

Union leaders have had no contact with Thomson since the Aug. 18 closing.

Guild members are receiving strike benefits and a number of Guild locals, as well as individuals, have contributed to the strike fund.

Wilson said Guild members have a choice of walking the picket line or working on the Independent, which still has a way to go before it can issue paychecks.

"As long as you do what you're assigned to do, you get strike pay," he said. "This is going to be our livelihood until such time as things change."

Strike donations

The following Guild locals had contributed to the Victoria-Vancouver Island Guild's Courtenay unit strike fund as of Sept. 19:

Cleveland	$100
Denver	100
Eugene	200
Los Angeles	25
Northern California	500
Providence	500
Puerto Rico	100
San Jose	200
Southern Ontario	250
Terre Haute	100
Twin Cities	100
Vancouver	500
Windsor	300
Youngstown	200

Newest American trend: Screwing the worker

By Ron Javers

I'm not making this up. A few years ago I noticed an interesting management technique at a company where I worked. The manager in question—we'll call him Stiletto—ran the department with the highest employee turnover. He also ran the department with the lowest employee payroll.

It took me a while, but I figured out how Stiletto kept costs low and anxiety high: Every time a worker (and these were mostly younger women; he rarely hired men) was due for a fair-sized raise, Stiletto simply fired her. Then he hired a temp to take her place. Then he hired a brand new, starting-salary worker to take the temp's place. And so it went.

Then I went to work for another company. I would be handling a staff of 43 people, my boss told me, handing over the roster where it showed how much each worker was paid per week. Fine, I said. But when I got my feet behind the desk, people kept coming into my office. "Hi," these people would say. "I'm Mary Whatzit and I work in the Thingamabob department." Or, "I'm Herb Whoswhich and I work in the widget group."

Dutifully, I scanned the roster and found that I had eight or nine more workers reporting to me than there were names on the list. I called Mary Whatzit in and asked her about this.

"Oh, yes," she told me, "we're the full-time part timers. Once you're hired, it's pretty easy to keep getting your hours extended. In a year or so, Bingo! You're a full-time part timer."

Poor Mary. She thought she was putting one over on the company, but the company was really putting one over on her—and on the IRS. In an effort to save on costly health and welfare benefits, a large number of companies—particularly in free-lance intensive industries such as publishing, entertainment, advertising, telecommunications, software and construction—have been quietly classifying many full-time workers as part timers.

> ***"The truth is that . . . the American workplace has become an increasingly nasty place to be. Lifetime employment, we are told, is simply a thing of the past. Company loyalty is laughable."***

These employers report the wages paid their part-time contract workers on 1099 forms, not on the W-2s that are used for regular, full-time workers. They usually pay lesser or no benefits at all for such "contingent" employees. And they sometimes pay them at an hourly rate. The IRS estimates that such misreporting costs the government more than $2 billion a year in lost revenues. More important, the part-timing of the American labor force is costing workers much more—in earnings, benefits and the self-respect a full-time job traditionally provided.

I don't know what Stiletto is doing for a living these days. Because eventually he, too, was fired: When his boss noticed Stiletto's compensation was becoming a big-ticket item for the company, he took a leaf from Stiletto's management manual—and canned him.

Poor Stiletto. Poor Mary. They did not realize that they were on the cutting edge of the newest trend in American business: screwing the worker.

Now some might argue that screwing the worker is an old and honorable American business tradition, not just some new macho management fad. But let's skip that argument on the ground that there is nothing so dreary as listening to some aging socialist, some gray-haired former hippie in a bad ponytail, going on and on about the Wobblies and the sanctity of the Union Label. Probably the only thing sadder that this is listening to some aging capitalist, some gray-haired former Young Republican in a three-piece suit, going on and on about the unions and the way Pinkerton guards were once deployed to bust the requisite number of working-class heads.

The truth is that, no matter who is at fault, management or staff, the American workplace has become an increasingly nasty place to be. Lifetime employment, we are told, is simply a thing of the past. Company loyalty is laughable. Financial security, career ladders, the regular yearly raise—all of these have been pulled out from under the worker who is now told that he or she is to model himself or herself on the noble example of the entrepreneur. But, let's face it fellows and girls in the trenches, not many of us are cut out to be Donald Trump. And probably a good thing, too, if you ask Ivana.

Yet this is the goal, as managers seek to outdo each other in the latest round of downsizing, rightsizing, restructuring and retrofitting—all euphemisms, by the way, for the news that, sorry, you are out.

Since 1979, the Fortune 500 industrial companies have succeeded in eliminating 4.4 million jobs. That is one out of every four they once provided. And for this, CEOs are rewarded handsomely. Their salaries and bonuses have been going up no matter how well the company is doing.

Meanwhile, the number of people working for temporary-employment agencies has soared 240 percent in the last decade, going from 470,000 to 1.6 million. Fortune Magazine reports that temporary or part-time jobs accounted for roughly 20 percent of the 18 million jobs created since 1984. As a result, the Manpower temp company is now the nation's largest private employer, with 600,000 part-timers slaving away. By comparison, onetime industrial giants like General Motors and IBM are pikers.

All of this will be good for us, say the gurus of get-small. American industry will emerge in a new "lean and mean" posture.

Well, I've got news: So will the workers who have been shrunk to fit management's ideas of post-capitalist global competition. I see a semi-ragged army of part timers marching on Washington, waving their 1099 forms, begging the politicians for more than half a chicken in every pot.

Amid the frenzy for growing body counts, with managers trying to outdo each other in re-engineering the corporation and workers' dignity along with it, there have been a few sane voices sounding warnings. Says Boeing Co. CEO Frank Schrontz: "When it comes to medical help or retirement, contingent workers, who don't usually have benefits, are left hanging. That's not good for society."

But, hey. These things are cyclical. In some cycles, business cuts. In some cycles, it grows, right? Wrong.

"It's going to be a permanent condition, that companies are going to be constantly reorganizing and reshaping themselves," says Audrey Freedman, a labor economist and herself a private consultant. (Read part timer.)

But wait. Hark, over yonder hill! I hear voices, people marching. Why, ain't that Woody with his battered guitar:

Oh, no you don't scare me, I'm workin' for the union.
I'm workin' for the union, I'm workin' for the union.
Oh, no, you can't scare me, I'm workin' for the union.
I'm workin' for the union, 'til the day I die!"

Fat chance, you say. I'll tell you, I'm not making this up. Where is Jimmy Hoffa now when we really need him?

Ron Javers, a former Philadelphia Guild member, teaches journalism at Syracuse University.

Corporate bosses leave workers behind as pay levels climb

The pay gap between workers and top corporate executives continued to grow last year, as the average CEO earned $3.8 million in compensation—about 149 times the average factory worker's pay of $25,317.

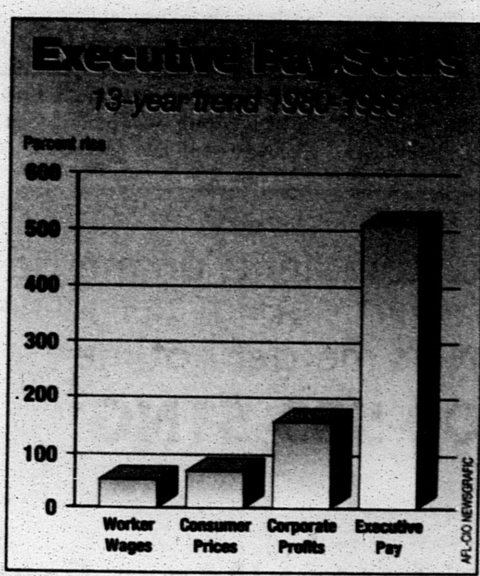
In its recently published annual survey of executive pay levels, Business Week magazine noted that compensation rates for top executives last year didn't change much from the 1992 level but that workers' pay had lost ground.

The Business Week survey listed CEO compensation for some of the nation's largest companies, along with stock options bonuses, other long-term compensation and other perquisites top corporate bosses normally receive.

For more than a decade, CEO earnings have galloped ahead of corporate profits, the cost of living and workers' pay, AFL-CIO economist Frank Parente noted in analyzing the survey.

"Since 1980, executive pay has risen 514 percent, as measured by the Business Week survey," Parente said. "Corporate profits overall rose by 166 percent, consumer prices grew by 75 percent but factory workers' earnings rose by 68 percent, lagging behind the inflation rate."

The average reporter top minimum in Guild contracts in April 1993 was $722.87 a week, or about $37,590 a year, for a 55 percent increase over the 1980 average. In 1980, the average CEO earned about 42 times the average pay for factory workers.



Meanwhile, three media executives were among the 200 top-earning CEOs at American corporations, according to the July 25 Fortune magazine.

The top media moneymaker was Gerald M. Levin of Time Warner, who ranked number 3 on the list with a 1993 total compensation package of nearly $21.2 million.

He was followed by Lawrence A. Tisch, number 91 on the list with more than $2.9 million. Trailing was Daniel B. Burke of Capital Cities/ABC, 168 on the list with more than $1.3 million.

Newspapers ride gain in 2nd quarter profits

Newspaper companies—and their top business-side executives—are enjoying a very good year, according to recently published surveys.

In a recent Wall Street Journal survey of 632 major companies, cumulative after-tax earnings for corporate America were up 39 percent the second quarter of 1993. First quarter 1994 profits were up 11 percent compared to the same period a year ago.

Second quarter profits in the U.S. newspaper industry—benefiting from strong classified ad sales—were 28 percent over levels reported for the second quarter last year, the Journal said.

Here's how the Wall Street Journal listed the second quarter profit gains of some of the corporate employers with which the Guild has contracts:

Times Mirror up 30 percent, Gannett up 16 percent, Knight-Ridder up 18 percent, New York Times up 53 percent, Washington Post up 9 percent gain.

Meanwhile, the Newspaper Association of America reported recently that ad revenue was up 6.25 percent for the first half of 1994 over the first half of 1993. The publishers' group is projecting a 6.7 percent gain in ad revenues on the year.

The NAA's annual salary survey, published in the September 1994 edition of the organization's Presstime magazine, shows average pay for experienced reporters in the United States was up a paltry 0.7 percent this year compared with 1993.

By contrast, the newspaper compensation winners in 1994, according to the NAA, were top operations executives, with an average pay raise of 6 percent. Trailing close behind were advertising executives, with 5.3 percent average raises, and circulation executives at 5.1 percent.

Publishers were forced to make due with an average 4.3 percent increase in total direct pay.

Network of phone company locals grew into CWA

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information services. For a youngster—the union was officially chartered by the CIO in 1947—the CWA's growth has been impressive. So has its evolution from being the telephone union to the multi-media face it presents today.

Early unionization in the telephone industry in the first three decades of the 20th century was fitful, with only a few scattered pockets of organized workers. The International Brotherhood of Electrical Workers had limited success during those years; by 1919, the IBEW had some 200 telephone locals with 20,000 workers. But AT&T, then THE telephone company, fought back by forming company unions that killed off most of the IBEW locals. When company unions were outlawed by the Wagner Act in 1935, one result was the growth of independent telephone unions and, eventually, creation of the National Federation of Telephone Workers in 1938. NFTW was never a national union. Instead it was a federation of sovereign local independent unions with little control over its locals. It achieved the first national AT&T agreement in 1946, but its weakness was apparent to everyone, particularly to AT&T, when 34 of the 51 affiliated unions broke away and signed separate agreements. The next year, AT&T was prepared for a strike and in fact forced one, which killed off the NFTW.

But the support both AFL and CIO unions gave to the union helped NFTW workers regroup and in June 1947, a truly national union, the CWA, came into being, representing 162,000 workers. The new union made steady advances, including its historic 1955 strike against Southern Bell, and became one of the most successful unions anywhere in achieving equal pay for equal work, full health care, elimination of discriminatory practices both in the industry and in the union.

The CWA, particularly after establishing its national organizing department in 1979, also established a remarkable track record in unionizing new workers, expanding its scope outside of telecommunications. In 1980, the CWA Public Workers Department was created, scoring an early success by organizing 34,000 state workers in New Jersey and growing to represent 100,000 public and health care workers across the country today.

There followed its first national conference on minority concerns and first minority leadership institute, the 1983 strike against the Bell System, the industry-shaking divestiture of AT&T in 1984 and, in 1987, another merger.

That year, members of the International Typographical Union, North America's oldest union, merged with CWA. Typesetters and mailers throughout the U.S. and Canada came under the aegis of CWA's new Printing, Publishing and Media Workers Sector. The United Telegraph Workers, who work alongside Guild members at the Associated Press and United Press International, also merged with CWA.

In 1992, the National Association of Broadcasting Engineers and Technicians also affiliated with CWA, a further recognition by both unions of the converging union interests in the converging information industries. NABET represents 9,000 engineers, technicians and other broadcast workers at NBC and ABC and 50 independent television stations and cable TV production companies.

Illustrating its continued growth outside the telecommunications, and even the information, field, CWA that same year became the biggest union in Texas following the affiliation with the Combined Law Enforcement Association of Texas (CLEAT), bringing 12,000 cops and jailers into the fold. Last year, the union also scored three big organizing wins at the State University of New York, Indiana University and the nine-campus University of California, adding some 6,400 teaching and graduate assistants, clerical and technical workers and others to the union.

At the same time it was making long strides in adding new members, the CWA was making long strides in other areas, among other things electing its first woman secretary-treasurer in 1992.

CWA says corporate reorganization and changing technology made it imperative to embark on its present course. In later years, corporate union-busting and even more new technology made it more imperative. Now, as a new millennium approaches, none of those reasons is changing, and the convergence of the publishing, cable, broadcasting and telecommunications industries at an ever-accelerating rate make it a matter of survival.

GCIU evolved out of changes in printing industry

(Continued from Page 1)

hood of Bookbinders in 1892. They were soon followed by other print shop specialists who created the International Stereotypers and Electrotypers Union. Finally, in 1904, the photoengravers also broke with the ITU, forming the International Photoengravers Union.

Like the changes being thrust upon the Guild and other unions by the current revolution in communications, the changes in printing were forced by a just-as-dramatic revolution in technology that included the invention of the revolving cylinder press, the Morgenthaler linotype, photochemical engravings, halftone cuts, color reproduction, clean feeders, folders and trimmers, mechanized bookbinding and stereotyping.

The technological avalanche sparked labor advances on both sides of the border. Ottawa printer Daniel O'Donoghue, for example, was a founder of the Canadian Labour Movement, helping to establish the Canadian Trades and Labour Congress and the federal Department of Labour. He also was the first labor leader to win a seat in Ontario's provincial legislature.

Change continued. Jobs were made obsolete and others were created as such developments as the controversial offset press altered the face of the industry. The National Association of Photo-Lithographers was born. The pressmen (IPP&AU) and lithographers (ALA) created training schools to keep workers abreast of new technology, including the Chicago Lithographic Institute, the first of its kind in the industry and a forerunner of the GCIU training schools in the U.S. and Canada today.

With a history of going separate ways as a result of technology, the industry's unions starting in the 1960s found themselves going the other way in the face of still more new technology and the beginnings of the still-continuing wave of corporate mergers. Mergers begat mergers. The lithographers (ALA) and photoengravers (IPEU) allied to create the Lithographers & Photoengravers International Union (LPIU) on Labor Day 1964. On Labor Day 1972, the 60,000-member LPIU merged with the bookbinders to become the Graphic Arts International Union (GAIU), a union that continued to pioneer technology training in the U.S. and Canada, developed a strong occupational safety and health program and opened the traditionally male fields to women.

At about the same time, the pressmen were coping with the changes, too. They moved their international headquarters from Tennessee to Washington, D.C. and, in 1973, joined the stereotypers in creating the International Printing and Graphic Communications Union (IP&GCU) with a membership of 123,000.

As high speed presses, more color and other processes continued to change the face of the industry, the IP&GCU and the GAIU began merger discussions, culminating in the 200,000 member-strong GCIU chartered on July 1, 1983. The new union has been aggressive in developing resources and programs in technology, health and safety, collective bargaining and a range of other areas.

And the GCIU intends to keep changing with the times. As President Jim Norton puts it: "As we head into the 21st Century, the challenges of yesterday are the challenges of today—new technology, higher skill demands, increased training and retraining, organizing the unorganized. Remember the lessons of the past, look ahead to the future."

Questions or comments on merger?

Call TNG's merger hotline

1-800-585-5TNG

Providence Guild leaders' motto: 'More listening, less talking'

(Continued from Page 4)

He helped assemble an Action Committee, an informal group of employees from all departments who would meet in each others homes, just like a new organizing campaign. They prepared strategies and events for pulling more and more members into the campaign for a fair contract. Santafede sat in on some of those meetings but takes no credit for any of the group's ideas.

"This is a movement, not a military campaign," Santafede explained. "It's not a parade with one guy in front and everybody following. It's 400 people, engaged in the same struggle over issues that matter to us."

If you were to spend a day in Providence, you'd be convinced you were in the middle of an old-fashioned organizing campaign. And you'd be right.

For example, in the days leading to the early September vote on the "final" offer, every steward and member of the Executive Board and negotiating committee were given 12 to 14 note cards. The cards contained the names and phone numbers of Guild members. Each member was personally contacted by a Guild leader.

Among the instructions handed to Guild representatives making the calls were four words left over from the Worcester campaign: "More listening; less talking."

The organizing approach is playing every bit as well in the long-established Providence unit as it did with the new Worcester group.

Administrative officer Tim Schick now gets calls at the Guild office from members wanting to know what they can do to help. Membership meetings, even when there's no announced agenda, draw at least 120 people.

"People are coming out of the woodwork to get involved," Schick said. "We're keeping track and we're going to give them projects to do after the contract is settled. We can't let them go back into the woodwork."

Guild responds to CLC decision

The following is excerpted from a statement by TNG President Charles Dale and Canadian Director Mike Bocking regarding the recent Canadian Labour Congress finding of "justification" for the Southern Ontario Newspaper Guild to leave the Guild:

"We are deeply disappointed that the Canadian Labour Congress has found justification under its Constitution to allow SONG to leave TNG. We think it is a serious mistake and will have adverse effects both on members of SONG and other media workers throughout Canada....

TNG has been in the forefront in granting self-determination for Canadian members. In fact, the CLC in an earlier decision found TNG in total compliance with its Constitution regarding rights for Canadian members....

"In petitioning the CLC's executive board, and in a press release announcing the CLC decision, SONG President Gail Lem repeated a falsehood she has used in various other forums for several years, to wit: that TNG does not provide for its Canadian members even the bare minimum of services that a local should be able to reasonably expect from a parent union.

"We categorically reject claims of inadequate service. The fact is, TNG is set up to give the majority of funds to locals so they can operate independently as possible. More specifically, the Southern Ontario local over the past several years has received more TNG assistance, both proportionately and in total dollars, in the form of organizing grants and other help than any other Guild local.

Beyond that, to our knowledge, there is no other union, national or international, that provides its members with the degree of local autonomy that our locals have.

"Unfortunately, the CLC Constitution provides few avenues to effectively appeal the executive committee's erroneous decision and it appears that The Newspaper Guild will lose what has long been one of its most vital locals.

More importantly, and more tragically, the 2,400 members of the Southern Ontario Newspaper Guild will lose their place in the most progressive, most democratic and most dynamic union in the print and broadcasting media in the United States and Canada.

"We would have liked to enter the 21st century and the new frontiers of the burgeoning Information Age with our brothers and sisters in the Southern Ontario Newspaper Guild. But the fact that it now appears we won't will not cause us to alter our present course of representing more and more workers in North America's expanding information industry."

Labour body 'justifies' SONG plan

(Continued from Page 1)

Aug. 26 letter from SONG President Gail Lem to White.

The hearing had been set for Sept. 12 but CLC leadership failed to address the Guild question by the end of the day's business, forcing the principals to stay the night for an early morning hearing the following day. TNG was represented by Dale, Bocking and William McLeman, TNG director of field operations.

SONG was represented at the hearing by Lem and Bill Petrie, a SONG staffer.

The CLC ruling represents a departure from an earlier case stemming from SONG's ongoing dispute with TNG.

In 1990 CLC ruled for TNG following a fact-finder's investigation of a SONG charge that TNG was in violation of CLC's constitution and guidelines governing the operation of international unions in Canada.

In her letter requesting the hearing, Lem had said that TNG "may or may not be technically in violation of the Constitution of the Canadian Labour Congress at this point in time. Nevertheless, we are convinced that this affiliation does not serve the best interests of our members."

Lem argued in her letter and again in hearing testimony that TNG is too small to provide for minimum servicing needs of SONG members.

TNG disputed Lem's charges and urged the CLC leaders to base their ruling on the labor organization's constitution. However, the basis for the ruling remains unclear.

In a two-page decision, the CLC Executive Committee cited three sections of the CLC constitution which it said were relevant to the case. But, while the ruling refers to "facts before the Executive Committee," it does not specifically find TNG in violation of the CLC constitution.

"As a result of the Executive Committee's decision, SONG will be allowed to proceed with their planned action," the CLC committee said. "The file on this Internal Dispute will now be closed."

In welcoming the decision, Lem said: "Finally, members of our local will be able to join with other Canadian media workers in a national union that can meet our needs."

SONG members voted in a referendum last spring to authorize local leaders to engage in affiliation talks with a Canada-based union. Lem said that SONG has had talks with three unions and that local leaders will return to the membership for another vote on an affiliation proposal.

In June, the Guild's International Executive Board rejected a request from Lem to allow SONG to leave TNG.

Average reporter top minimum passes $730

AVERAGE TOP minimum pay for experienced reporters at Guild-covered daily and Sunday newspapers and news services in the United States, Canada and Puerto Rico as of June 1 was $730.39 a week—or $37,828 a year—before overtime.

The average minimum for the same contracts as listed in the Dec. 17, 1993, Guild Reporter—and based on contracts effective April 1 of that year—was $714.72.

Listed here are June 1 rates from more than 120 newspaper and news service contracts, as compiled from information from TNG's Collective Bargaining Department. The column headed "Minimum" lists the top minimum specified by the contract while the column headed "After" reflects number of years, with that employer or others, to reach top minimum pay.

In large part, the reporter top minimum applies to photographers and copy editors at Guild-covered newspapers and news services.

Of the rates listed here, 62 (or just over 50 percent) top $700 per week, compared with 46 percent of the contract rates listed in December 1993.

The list does not reflect deferred increases or raises from settlements reached after June 1.

Rates from the contracts in Canada are stated in Canadian dollars and those from U.S. and Puerto Rican contracts in U.S. dollars.

Contract	Minimum—After
New York Times	$1269.00—2yrs
Rueters, Canada	1159.44—5yrs
Toronto Star	1134.84—6yrs
Toronto Globe & Mail	1120.22—6yrs
Vancouver Sun, Province(2)	1108.11—6yrs
Boston Globe	1087.10—5yrs
Montreal Gazette	1086.00—5yrs
Agence France-Presse, Canada	1038.91—5yrs
Victoria Times-Colonist	1032.23—5yrs
Canadian Press	1013.13—5yrs
Ottawa Citizen	1008.51—5yrs
Philadelphia Inquirer, Daily News(2)	1000.00—5yrs
Rueters, U.S.	991.34—6yrs
Chicago Sun-Times	975.02—5yrs
Hamilton, Ont., Spectator	961.00—4yrs
Kitchener-Waterloo, Ont., Record	961.00—5yrs
London, Ont., Free Press	949.00—5yrs
Windsor, Ont., Star	948.48—5yrs
Baltimore Sun, Evening Sun(2)	937.00—5yrs
St. Louis Post-Dispatch	933.76—5yrs
Agence France-Presse, U.S.	922.12—7yrs
Pittsburgh Post-Gazette	898.00—5yrs
St. Paul Pioneer Press	895.00—5yrs
Washington Post	891.80—4yrs
Honolulu Advertiser	887.90—5yrs
Honolulu Star-Bulletin	887.90—5yrs
San Francisco Chronicle, —Examiner(2)*	887.44—6yrs
San Jose Mercury-News*	887.44—6yrs
Buffalo News	883.42—5yrs
Denver Rocky Mountain News	873.00—5yrs
Minneapolis Star Tribune	864.00—5yrs
Cleveland Plain Dealer	851.47—4yrs
Maui, Hawaii, News	840.51—5yrs
Providence Journal Bulletin*	835.19—4yrs
San Diego Union-Tribune	832.76—6yrs
Toledo, Ohio, Blade	824.08—4yrs
Brantford, Ont., Expositor	817.95—4yrs
Long Beach Press-Telegram	817.48—5yrs
San Mateo, Calif., Times	816.44—3yrs
Santa Rosa, Calif., Press Democrat	803.37—6yrs
Eugene, Ore., Register Guard	799.81—5yrs
Akron, Ohio, Beacon Journal	795.00—4yrs
Associated Press	793.50—6yrs
Delaware County, Pa., Times	791.74—5yrs
Boston Herald	791.63—4yrs
Cincinnati, Kentucky Post(2)	775.00—5yrs
Seattle Times	773.69—5yrs
Seattle Post-Intelligencer	773.67—4yrs

Contract	Minimum—After
Indianapolis Star	771.25—6yrs
Memphis Commercial Appeal	769.60—5yrs
Monterey, Calif., Herald	769.00—6yrs
Manchester, N.H., Union Leader	768.62—3yrs
Detroit News	750.54—4yrs
Detroit Free Press	749.84—4yrs
Sudbury, Ont., Star	741.94—6yrs
Denver Post	738.00—5yrs
Erie Pa., News, Times(2)	734.99—5yrs
North Bay, Ont., Nugget	727.65—5yrs
Allentown, Pa., Call	727.13—4yrs
Oshawa, Ont., Times	721.93—4.5yrs
Pottstown, Pa., Mercury	720.10—5 yrs
Hilo, Hawaii, Tribune-Herald	700.41—5 yrs
Joliet, Ill., Herald-News	699.00—4yrs
Fall River, Mass., Herald News*	683.71—4yrs
Norristown, Pa., Times Herald	683.44—5yrs
Albany, N.Y., Times-Union	678.22—4yrs
Scranton, Pa., Times, Tribune(2)	677.09—3 yrs
Portland, Me., Press Herald	666.60—4yrs
Dayton, Ohio, Daily News	660.50—5yrs
Kenosha, Wis., News	660.00—5.5yrs
Los Angeles Daily News	659.75—6yrs
Mt. Clemens, Mich., Macomb Daily —Daily Tribune(2)	656.30—5yrs
Duluth, Minn., News-Tribune	655.71—5yrs
Fresno, Calif., Bee*	654.77—6yrs
Waukegan, Ill., News-Sun	653.56—5yrs
Jersey City Jersey Journal*	650.03—4yrs
Sacramento, Calif., Bee*	649.00—6yrs

* Rate from previous expired contract

** After six years if hired after 1/1/91.

† The Associated Press rate listed here applies to all news staffers. Economic differentials provide for an additional $100 in New York and Washington, D.C.; an additional $63 in Boston, Chicago, Los Angeles and San Francisco; an additional $25 in 18 cities, including Baltimore, Denver, Detroit, Honolulu, Milwaukee, Minneapolis, Philadelphia, Pittsburgh, St. Paul and Seattle; an additional $20 in 29 cities, including Albany, Cincinnati, Cleveland, Harrisburg, Indianapolis, Providence, Sacramento, St. Louis and San Diego, and an additional $15 in 89 cities, including Buffalo, Chattanooga, Dayton, Knoxville, Lansing, Memphis, Peoria, San Jose, Toledo and Yakima.

Plus 2% after 10 years and at 5-year intervals to max 10% and $20/week.

Contract	Minimum—After
El Diario-La Prensa	648.33—4yrs
Peoria, Ill., Journal Star	648.00—5yrs
Sheboygan, Wis., Press	646.39—5yrs
Lynn, Mass, Item	644.00—4yrs
Cambridge, Ont., Reporter	643.75—4yrs
Gary, Ind., Post-Tribune	638.18—5yrs
Lowell, Mass., Sun*	638.00—4yrs
Youngstown, Ohio, Vindicator	625.35—5yrs
Canton, Ohio, Repository	624.09—5yrs
Woodbridge, N.J., News Tribune	624.08—4yrs
Harrisburg, Pa., Patriot, News(2)	623.75—4yrs
Knoxville, Tenn., News-Sentinel	617.50—4yrs
United Press International	614.13—7yrs
Salem, Mass., News	610.61—4yrs
Pawtucket, R.I., Times	610.00—4yrs
Brockton, Mass., Enterprise	609.27—4yrs
Waterbury Republican-American	590.94—5yrs
Lansing, Mich., State Journal*	579.86—5yrs
York, Pa., Daily Record	578.00—4yrs
Kingston, N.Y., Daily Freeman	573.82—4yrs
Milwaukee Journal Sentinel(2)	568.00—4yrs
Sioux City, Iowa, Journal	560.60—4yrs
Woonsocket, R.I., Call*	560.07—4yrs
Pueblo, Colo., Chieftain*	543.33—5yrs
Bakersfield, Calif., Californian	535.00—5yrs
Waterville, Me., Sentinel	533.00—4yrs
Hazleton, Pa., Standard-Speaker	523.71—5yrs
York, Pa., Dispatch	523.00—4yrs
Yakima, Wash., Herald-Republic	520.80—4yrs
Bellevue, Wash., Journal-American	520.00—5yrs
Malden, Mass., Daily News-Mercury*	514.25—3yrs
Lexington, Ky., Herald-Leader	510.00—4yrs
San Juan Star	484.00—6yrs
Wilkes-Barre, Pa., Citizens' Voice*	479.00—4yrs
Monessen, Pa., Valley Independent	474.98—5yrs
San Juan El Vocero*	470.00—5yrs
Terre Haute, Ind., Tribune-Star	438.02—5yrs
Massillon, Ohio, Independent*	426.92—4yrs
Rochester, N.Y., Democrat & Chronicle—Times-Union(2)*	419.00—4yrs
Noticias del Mondo	404.25—4yrs
Utica, N.Y., Observer-Dispatch*	387.50—5yrs
Chattanooga, Tenn., Times	351.52—4yrs
Battle Creek, Mich., Enquirer*	346.00—5yrs
Newport News, Va., Daily Press	340.00—2yrs

NIOSH pays air-quality visit to Philadelphia

The National Institute for Occupational Safety and Health interviewed more than 40 Guild members and other employees in an Aug. 24-25 visit to Philadelphia Newspapers, Inc. NIOSH told Guild leaders to look for a report on workplace air quality in six to eight weeks. The Philadelphia Guild has been rocked by a cluster of cancer deaths.

DAVE BAUM/Philadelphia Guild

OSHA proposes asbestos standard

Washington, D.C.—News industry and other employers whose buildings contain asbestos will have to inform their employees and take precautionary measures under a new U.S. Occupational Safety and Health Administration standard.

Under the regulation, thermal-systems insulation or troweled-on surfacing material in any building erected before 1980 will be presumed to contain asbestos unless the owner can prove otherwise.

A series of protective requirements will be triggered in such buildings whenever employees are in danger of exposure to in-place asbestos. They include negative-pressure enclosures whenever materials containing asbestos are being removed.

Over the past decade, Guild members have been exposed to asbestos in a number of cases when the insulating material was disturbed by building alterations. TNG has deemed the potential hazard so serious that it has issued a pair of Fact Sheets to guide locals in dealing with the problem.

The new standard falls short of a requirement urged by unions under which building owners would have had to conduct comprehensive inspections to locate asbestos.

But OSHA Administrator Joseph A. Dear voiced confidence that it would "result in very significant reductions in deaths due to cancer from asbestos exposure."

In addition to establishing the precautionary requirements, the standard halves the asbestos exposure limit to .1 fibers per cubic centimeter.

Medical program called best means for dealing with RSI

San Diego—The National Institute for Occupational Safety and Health has recommended a comprehensive medical-management program as the most effective means of dealing with carpal-tunnel syndrome and related repetitive strain injuries at the San Diego Union-Tribune.

"Prevention is more effective than treatment in dealing with carpal-tunnel syndrome," NIOSH said.

NIOSH conducted a health-hazard evaluation at the Union-Tribune at TNG's request after an extensive outbreak of carpal-tunnel syndrome, particularly among circulation district managers.

"Surgical intervention for carpal-tunnel syndrome does not guarantee that an employee will be able to return to usual job tasks without recurrence of symptoms or the onset of additional upper-extremity musculoskeletal disorders," NIOSH said.

Of the 12 Union-Tribune employees who underwent surgery, five were unable to return to their previous jobs, three others were unsure of going back and one was able to return only with restrictions.

"A comprehensive medical-management program ... may help to avoid surgery and serious disability by detecting symptoms early and taking appropriate steps, including changing job tasks and making other job accommodations to limit further exposure to job-related risk factors," NIOSH said.

Such a program, the report added, should be under the supervision of a physician or occupational-health nurse with training in the prevention and treatment of musculoskeletal disorders.

"The program should address injury and illness record-keeping, early recognition and reporting of systems, a system for medical evaluation and referral, a plan for conservative treatment, follow-up and return to work, including job modifications and alternate job tasks," NIOSH said.

Surgery for carpal-tunnel syndrome should be limited to severe, chronic cases that do not improve with treatment and efforts to reduce exposure to occupational risks, NIOSH advised.

But medical management, it noted, should be only one component of "a complete ergonomics program, which should also include worksite analysis, hazard prevention and control, and training and education of managers, supervisors and other employees."

LETTERS

In Vancouver, merger looms larger than TNG Canada proposal

VANCOUVER, B.C.

Editor:

The Executive Committee of the Vancouver Newspaper Guild has spent a lot of time over the last few months talking about the future of the Guild. This included two lengthy special executive meetings as well as lively debate at regular meetings.

Articles on Canadian autonomy and merger from The Guild Reporter, the TNG-Canada proposal and information from other locals were considered. Some motions emerged from those discussions.

These include two motions, passed in the spring, rejecting the Communications Workers of America, the Graphic Communications International Union and Teamsters as merger partners and supporting the Southern Ontario Newspaper Guild's right to self-determination.

More recently, the executive concluded that while there is no harm in pursuing the TNG-Canada option, the more important issue is merger. To that end, the following motions were passed on Sept. 13:

- Setting up a sub-committee to propose amendments to strengthen autonomy provisions in the TNG-Canada document;
- Requesting that the International Executive Board defer consideration of the TNG-Canada document until after the Canadian District Council meeting in late October; and,
- Urging all Canadian locals to unite to seek a suitable Canadian merger partner.

JAN O'BRIEN
President
Vancouver Guild

There is no easy path to join Canadian Auto Workers

TORONTO

Editor:

I was mystified by the logic in Larry Vellequette's letter [GR, July 29, 1994] which proposes that a merger with the United Auto Workers union could resolve The Newspaper Guild's "Canadian question" by allowing Canadian Guild locals to join the Canadian Auto Workers and still remain in the Guild.

How could Brother Vellequette have missed the most famous breakup of an international union, the Canadian split from the UAW?

Bob White, now president of the Canadian Labour Congress, led the Canadian autoworkers into an independent Canadian union in 1985, after the UAW insisted that its Canadian members take the same concessions being agreed to in the United States. A film, "Final Offer," was made about this.

The Canadian Auto Workers is clearly among the best and most progressive of unions in North America. Besides negotiating some of the best contracts in the many industries in which it represents workers, it goes beyond the plant gate to contribute to the greater society — witness the August contribution of $500,000 designated to CARE Canada's work in Rwanda.

If there's an easy way for Canadian Guild members to join CAW, I'd certainly like to know about it. But joining the UAW isn't it.

GAIL LEM
President
Southern Ontario Guild

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

Deadline: Friday before publication. (Next deadline: Oct. 14.)

THE GUILD Repor

Official publication of The Newspaper Guild

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

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Volume 61, Number 9 **September 23, 1994**

Published monthly by The Newspaper Guild (AFL-CIO, CLC), generally at four-week intervals. (Next issue, Oct. 21.) $20 per year. Single copies, $1.50.

Guild Reporter deadlines at TNG headquarters: News, Monday before publication (Oct. 17); features and letters, Friday before publication (Oct. 14). 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**