THE GUILD Reporter

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Guild revokes SONG's charter

Silver Spring, Md.—TNG and the Southern Ontario Newspaper Guild, heretofore the third-largest Guild local, have officially parted company.

The final split came Sept. 29 when the Guild's International Executive Board, in a conference call, unanimously adopted a resolution revoking the 2,400-member local's Guild charter.

The move came a day after SONG's leadership proposed to affiliate the local with the Canada-based Communication, Energy and Paperworkers' Union. The CEP merger remains to be ratified by local members.

"It is with regret and reluctance that we have decided to proceed with SONG's request to leave," TNG Canadian Director Mike Bocking said in a press release issued in Canada following the IEB vote. "The Toronto local has been a strong part of the Guild for decades and has served its members there well. We wish them every success in their future endeavors in their new home."

The Canadian Labour Congress Executive Committee in mid-September authorized the local's stated desire to leave TNG and affiliate with a Canadian union. [GR, Sept. 23, 1994] At that time, TNG leaders began discussing ways the international might comply with the CLC directive, which required TNG to assist in the local's move to disaffiliate.

The IEB action was based on Article IV, Section 1, of TNG's Constitution, which authorizes the IEB to administer the affairs of TNG between conventions, and on Article VIII, Sections 1 and 19, which pertain to chartering of locals. The IEB opted not to seek the return of local assets to TNG.

Dale responds to CLC decision. Page 7

Dale advised SONG President Gail Lem of the decision by fax immediately after the IEB meeting. "It is regrettable that SONG has precipitated and compelled this course of action," Dale wrote. "We hope that the members of your local will benefit as much from their new affiliation as they have throughout their long and successful relationship with TNG."

IEB members discussed the timing of the action, as well as its potential effect on Guild members at the Globe and Mail and other SONG units involved in contract talks, prior to the vote on the resolution.

Bocking reminded fellow IEB members that SONG members had voted in a referendum last March to authorize their local leaders to conduct affiliation talks with Canadian unions. He added that SONG leaders understood the ramifications of moving to affiliate with the CEP while at the same time seeking strike sanction from TNG.

Dale commented on a Catch-22 situation facing TNG in light of the CLC's decision to justify SONG's desire to leave the Guild. Had TNG not moved to allow the departure, the Guild could have faced CLC-imposed sanctions.

"The CLC told us less than a month ago to accede to SONG's request and last night the SONG executive and CEP agreed to a merger proposal," Dale said. "It is therefore incumbent on TNG to act. The strike deadline is SONG's issue."

He added that SONG leadership had not consulted with TNG in setting the Globe and Mail strike deadline.

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Guild activists call for contract in Norristown

Guild members seeking a new contract at the Times Herald in Norristown, Pa., staged informational picketing recently to mark the one-year anniversary of their expiration date. Shown in photo at left are, from left, Judy Baca, Mary Oswald, Jane Robertson Kosiba and Valerie Newitt. Joining in the picketing, above photo, are, from left, TNG Field Operations Director William McLeman, TNG President Charles Dale, Philadelphia Guild AO Wayne Cahill and William Brown, TNG international representative. The Philadelphia Guild's Norristown unit is waging an advertising boycott against the Journal Register Co. daily.

New WPIX pact features 8% raise; ends long battle

New York—News workers at WPIX-TV will receive an immediate eight percent pay increase in a new agreement that ends a seven-year battle between the New York Guild and the Chicago-based Tribune Co.

Other settlements. Page 4

The five-year agreement, ratified by a 17-1 membership vote, includes an estimated $250,000 in back pay for current and former Guild-covered workers dating to April 1987 when the company declared impasse and posted working conditions. The payments, which range from several hundred to several thousand dollars, will include interest totaling nearly 40 percent.

Pay increases total more than 20 percent over the life of the contract.

The agreement also includes a 2 percent ratification bonus, a wider choice of improved medical plans, a new 401(k) plan, a new life insurance plan and improved disability insurance.

The Guild had filed several unfair labor practices charges before the National Labor Relations Board, dating from 1987 when the company declared impasse. The new agreement will not be effective until the NLRB determines that issued in the pending cases have been resolved.

Terms of the old contract, which had expired in June 1986, were restored after the station lost its appeal to the U.S. Supreme Court of previous NLRB and lower court decisions against management.

The posted conditions had included removal of seniority rights, elimination of experience-based wage increases, limitations on arbitration of disputes and elimination of restrictions on the use of unpaid interns.

"We won our battle all the way to the Supreme Court but they (management) just kept stretching it out and stretching it out," said New York Guild President Barry F. Lipton. "Our members had become very dispirited."

Lipton said that low staff morale resulted in a brief attempt to decertify the Guild as the employees' bargaining agent. The leader of that drive, a one-time

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Questions & answers about merger ... *Page 6*

NLRB busier in Cincinnati

In a recent story in the Cincinnati Enquirer on an increase this year in the number of of times Region 9 of the NLRB has taken union-busting employers to court, local AFL-CIO executive Dan Radford cited the Enquirer itself as an example of what happens when workers are denied a contract "because management is fooling around with the labor laws." Guild-covered Enquirer editorial workers, who voted to affiliate with the Guild in 1984, have been under posted conditions since 1991.

The New York Guild has presented a $5,000 reward to the Queens homicide squad that nabbed the accused killer of slain El Diario editor Manuel de Dios. The local had offered the reward shortly after the newsman's death in 1992.


Elsila


Funke

Two Detroit Guild members picked up top awards in this year's International Labor Communications Association labor journalism contest. Michael Funke, writer for UAW's Solidarity magazine, received the Max Steinbock Award for an article about trials and tribulations faced by a gay auto worker. David Elsila, Solidarity editor, received the magazine's award for general excellence for union magazines of 250,000 or more circulation. The awards were presented during a recent union editors' conference.

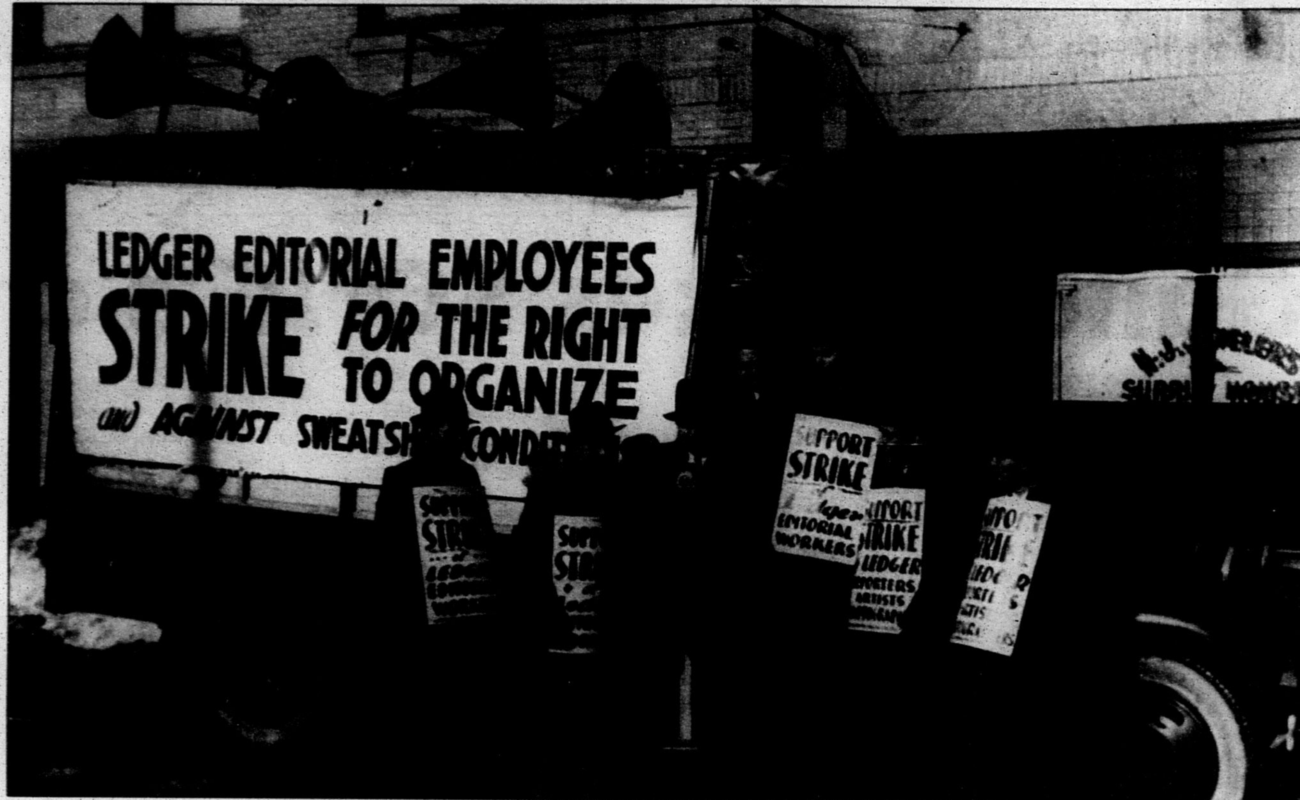
New officers were elected to the Guild's Council of Knight-Ridder locals in an Oct. 7-9 council meeting in St. Paul. Ann Murphy of the San Jose Guild takes over as president, succeeding Joe Conn of Gary, who stepped down. Other officers: Karen Snelling of Gary, secretary, and Wayne Cahill of Philadelphia, treasurer.

CORRECTION

The Sept. 23 Guild Reporter incorrectly listed the top reporter minimum at the Denver Post. The figure is $830 a week.

DAYBOOK

Canadian District Council, fall meeting, Oct. 29-30, Montreal.
Western District Council, fall meeting, Oct. 29-30, San Jose, Calif.
Middle Atlantic, New England and Southern district councils, joint fall meeting, Nov. 5-6, New York.
Midwest District Council, fall meeting, Nov. 5-6, Kenosha, Wis.
Great Lakes District Council, fall meeting, Nov. 19-20, Akron, Ohio.
2nd Biennial Convention, June 19-23, Sheraton Boston, Boston.
3rd Biennial Convention, summer, 1997, San Juan.



Guild Reporter file photo

Tactics employed by striking Guild members at the Newark Ledger included a sound truck to get their message across.

Ledger strike helped build Guild into strong union

Newark, N.J.—Victory in the Guild strike against the Newark Ledger—which began 60 years ago next month—sent the newly formed American Newspaper Guild on its way to becoming a union to be taken seriously by newspaper publishers.

The Ledger strike began Nov. 17, 1934, as more than 40 overworked and underpaid editorial workers took to the streets to protest of the summary firing of eight Guild supporters three days before. The dismissals were publisher L.T. Russell's response to a Guild request to open negotiations for a first-time contract.

Many remaining Ledger staffers, fearing for their jobs, initially were reluctant to strike. However, they received strong words of encouragement from Heywood Broun, ANG founding president, and other Guild leaders in New York. The Ledger staffers finally voted 24-8 to strike.

It was a crucial moment in Guild history. Daniel J. Leab, in his 1970 book "A Union of Individuals," wrote this about the strike:

"The Ledger strike not only helped to confirm the guild movement's turning away from the professional association idea but also speeded it up. Moreover, at that time many regarded this strike as a test of strength between the publishers and the organized editorial workers. . . . Probably a clear-cut defeat would have crushed the guild movement."

Guild locals around the nation rallied, contributing some $19,000 to the strike fund. Other quarters in the labor movement helped with donations, sound trucks, stage hands for benefits shows and such.

More than 100 Newark area local unions urged their members not to read the Ledger.

Broun visited the picket line often, his celebrity columnist status adding public relations punch to the strikers' cause. He defied a court restraining order, lent money to strikers, attempted to win over strike breakers and distributed copies of a strike paper.

The strike ended in late March 1935 as the Guild reached a settlement with a trusteeship that had taken control of the Ledger in a minority owners' lawsuit against publisher Russell.

Unknown to the Guild, however, Russell already had agreed to sell the Ledger to newspaper magnate S.I. Newhouse. The settlement agreement, which was for the duration of the trusteeship, slowly unraveled after Newhouse bought the Ledger in May 1935.

But pay did go up, at least briefly, for some.

Arthur Kaufman, a Ledger police reporter, was earning $27.50 a week at the time of the strike.

"I got married on that," Kaufman now laughs. "A couple of years later my salary had almost doubled."

But happy days didn't last.

"Newhouse was busting the Guild and doing very well at it," Kaufman recalls. "He was cleaning out the old guard pretty good. I was asked to sign a yellow dog contract denouncing the Guild as my bargaining agent. That's when I made my exit."

Kaufman worked briefly at the Newark Star-Eagle until that daily too was acquired by Newhouse. He eventually retired after a career in public relations.

Denver steward has a nose for hues

Ross Michaels, a shop steward who has worked as a janitor at the Denver Post since 1981, expresses himself with vibrant colors when not handling Guild chores. Here he poses with "Electric Sphere," one of his more colorful works, during a recent exhibition of his paintings at the Asylum Gallery in Denver.

CLC criticizes 'action plan' for Canada social programs

The Canadian Labour Congress has criticized elements of a federal government "action plan" on social programs. Although the plan acknowledges a need for child care and other social programs, it places too much emphasis on job training and too little emphasis on job creation.

"Nowhere does the document refer to the devastating effects that corporate and government cuts and job-shredding has had on thousands of workers and communities all across Canada," the CLC said in an Oct. 5 statement. "Nowhere does it acknowledge that the same corporations who invented 'just-in-time workers' are now pushing for billions of dollars of cuts in social spending."

The CLC said that many unemployed Canadians are educated and skilled and would not benefit from training programs for "non-existent jobs."

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Better workstations a must, members say

By Jan O'Brien
President, Vancouver Guild

Three Vancouver Guild members made a compelling argument for ergonomic regulation when they appeared before the British Columbia Workers' Compensation Board on Oct. 1.

The WCB board of governors has just wrapped up a month of public hearings into draft regulations that would compel employers to improve VDT workstations and work organization.

Employees from all over the province, including newspaper representatives, lined up at the hearings to try to kill the document, produced by a joint committee of labour and employer representatives.

Garth Chorney, an ergonomic trainer at Pacific Press, which publishes the Vancouver Sun and Province, told the hearing that staff members routinely leave the first part of the training, a four-hour lecture, full of enthusiasm—then meet a roadblock when they try to make changes at their workstations. Ergonomic training is a program initiated by the joint health and safety committee at Pacific Press.

"The usual response is there is not enough money to make change," Chorney said.

"That's why I, as an ergonomic trainer, need these regulations passed—so I can become a more effective trainer and take our program to a new level," he added. "Workers need them passed so they can work without pain. Employers need them passed so they can reduce the number of claims."

Both the Vancouver and Victoria-Vancouver Island Guild locals endorsed a brief prepared by David J. Eisen, TNG research and information director.

Chorney presented the brief to the WCB and told the Board of Governors that TNG found the regulations to be well drafted although they could be improved on in several areas.

Eisen said the draft regulations would make the province a trailblazer in the development of standards to protect employees against the crippling hazard of repetitive strain injury. He noted that the Guild has logged more than 4,000 cases of RSI and projected that 35 percent of Guild members using VDTs have been afflicted.

TNG praised the regulations for including workers at every stage of the ergonomic process—education, risk identification and problem-solving.

"We strongly urge that the regulations be enacted without weakenings that would sap their effectiveness," Eisen said. "Our experience is that without the force of law, employers' observance of the ergonomic principles essential to reducing injury is at best spotty and at worst nonexistent," Eisen said.

He urged the board to make some changes, including:

- Adding provisions for medical management.
- Closing a loophole in the chair checklist that exempts single-user chairs from the need to be adjustable.
- Adopting a break of at least 10 minutes every hour for those under heavy VDT job demands.

Clerical workers Carlotta Johnson, of the Pacific Press business office, and TV Times editor Diane Scott, of Sun editorial, described how they and fellow workers suffered from RSI. In the cases of both Scott and Jordan, the WCB found injuries to be work-related.

"With these regulations, I firmly believe that fewer workers will suffer the pain and anguish I had to," Jordan said. Although Pacific Press opposed Jordan's claim for workers' compensation at all stages, the claim was granted by the WCB appeal commissioners.

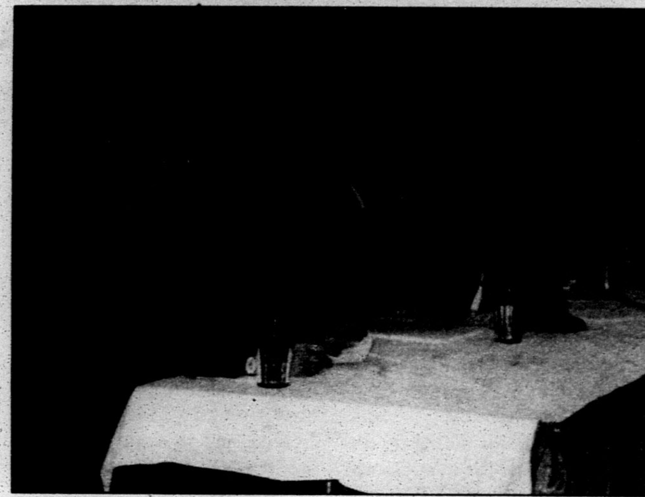
Key to her victory was an ergonomic assessment of her workstation, done by the WCB at the request of the Guild. It found deficiencies at all three workstations used by Jordan.

Scott, who recently became an ergonomic trainer, said she works in a newsroom where the desks are never the right height and "you need an engineering degree along with a crew of men to adjust them even slightly."

She said she receives up to four requests a day from coworkers who are experiencing ergonomic problems she has encountered in the two Pacific Press newsrooms and libraries, including:

- Computers over desk drawers.
- Working on old kitchen tables.
- Two computers and keyboards crammed onto one desk.
- Cradling telephones between head and shoulder.

"These are just a few examples of how workers must contort their bodies on a daily basis because employers have not taken enough interest in ergonomics and our health," Scott said. "Only those who have suffered from RSI and lived with the pain can really understand and fully appreciate the importance of these regulations and, on behalf of all workers who will benefit, we strongly urge that they be implemented as soon as possible."



Vancouver Guild members, from left, Carlotta Jordan, Garth Chorney and Diane Scott testify on the need for ergonomic regulations in the workplace.

Deletions a threat, local says

San Francisco, Calif.—Changes in California's proposed ergonomic standard threaten its ability to protect workers from repetitive strain injury, the Northern California Guild has warned.

The local, in comments submitted to the Occupational Safety and Health Standards Board, decried the deletion of the standard's entire medical-management section.

If adopted as now proposed, the Guild said, the standard could be interpreted by employers as meaning that they need not provide an ergonomically safe workplace unless an employee reports an injury.

The comments, presented by local Administrative Officer Larkie Gildersleeve, objected that the standard, as revised by the board, would seem to trigger action to eliminate a hazard only after an employee has complained of injury.

"The ergonomic standard must retain its emphasis on prevention if we are to reduce the toll on our state's economic resources, let alone the painful individual toll to those crippled by irresponsibility or neglect," the Guild said.

The local objected specifically to a revised requirement that VDT operators work at the keyboard at least 20 hours a week to be covered by the standard's VDT provisions.

"Intense work of more than four hours a day can produce RSI symptoms," it warned.

The board is under a legislative mandate to produce a standard minimizing RSI injuries. The Guild and other critics say the standard has been so weakened that it may fail to comply with that mandate.

IN BRIEF

NIOSH suggests cleanup in Philly

A four-point cleanup program has been recommended by the government's occupational-health research agency to reduce office air-pollution problems at the Philadelphia Inquirer. But the agency said there is no indication that these problems were responsible for a cluster of employee cancer deaths.

The National Institute for Occupational Safety and Health announced its conclusions after a visit to the plant in August at the joint request of TNG and the Philadelphia Guild. Guild officers voiced concern over 34 cancer cases in six years, most among employees in offices that formerly were part of the Inquirer's printing operations.

But NIOSH Medical Officer Douglas B. Trout reiterated the agency's earlier verdict that the cancer cases were not caused by conditions in the workplace. He said that occupational cancers generally take 15 to 20 years to develop, and the offices in question have only been in use for a dozen years.

NIOSH recommended that the Inquirer: repair water leaks to minimize the development of disease organisms, refrain from routine pesticide use, spraying only when needed and doing so only after working hours, perform regular cleaning and maintenance of ventilation; improve housekeeping throughout the plant and implement an air-quality management plan to assure that all problems are regularly addressed.

Employers should welcome joint labor/management safety and health committees because they promise to pare injury rates, reducing both operational problems and Workers' Compensation costs, TNG's safety and health administrator told publisher representatives this month.

TNG Research & Information Director David J. Eisen, addressing the Newspaper Association of America's annual health and safety conference in Tampa, Fla., cited statistics showing that health and safety records "improved significantly" in plants with fully functioning joint committees. But he underlined a warning that in many plants "there must be a change in company culture" if joint committees are to be successful.

Equal representation of labor and management representatives is an essential element of a joint committee, he said, and they should rotate in the chair. "The committee won't succeed if management shrugs off its recommendations and ignores employee feedback," Eisen warned. "Neither will it succeed if employees fail to speak out and make their input effective.

Eisen spoke as part of an extended program on OSHA reform legislation, which would make joint committees mandatory. Paul Reynolds of the Hartford Courant presented the management view.

The AFL-CIO is holding a National Safety and Health Conference in Los Angeles Dec. 4-7. The conference, under the slogan "Safe Jobs: Our Right, Our Fight," is aimed at bringing together local officers, activists and staff to exchange information and experiences on a multitude of health and safety problems TNG Research & Information Director David J. Eisen has sent local Guild leaders a brochure containing registration details. Registration deadline is Nov. 15. Additional copies may be obtained from the AFL-CIO Occupational Safety and Health Department, 815 16th St. NW, Washington, D.C. 20006.

IN BRIEF

San Jose Guild authorizes strike

The San Jose Guild has become the first union at the Mercury News to authorize its leaders to call a strike. Only one audible "no" was heard in a voice vote at an Oct. 2 membership meeting attended by nearly 200, said San Jose Guild President Ann Murphy. Meanwhile, the Northern California Guild and other unions at the San Francisco dailies are gearing up for an Oct. 31 strike deadline.

Although there has been no progress in San Jose, a strike deadline has not been set, Murphy said. The newspaper unions in San Jose and San Francisco are bargaining separately this year for the first time in 25 years. Contracts expired last November.

Some 15 suburban news photographers for the Philadelphia Inquirer are to receive back pay ranging from $58 to $235 owed them after the Knight-Ridder daily decided to alter its per-assignment method of paying photographers in Pennsylvania. The Philadelphia Guild grieved when the company unilaterally decided that more than one assignment at a single location would constitute a single assignment—which had been the method for paying suburban photographers in New Jersey. Wayne Cahill, Philadelphia Guild administrative officer, said the company agreed to the back pay when the NLRB indicated it would issue a complaint on the Guild's unfair labor practices charge in the case.

The North Bay Guild is preparing to open talks with the North Bay Nugget on a single contract to cover the Guild's newly consolidated single unit. The local had been split into separate units, one for production workers and another for non-production, since it was chartered in 1989. When the local recently organized part-timers on both sides of the plant, it petitioned the Ontario Labour Relations Board for a consolidation order. The board agreed despite objections from management at the Southam-owned daily. Jim Steffan, local president, said the local will bargain an agreement for the newly covered part-timers, then begin talks on a single agreement to cover all Guild members.

The Windsor Guild is in the process of bargaining for a contract to cover newly organized members in the Windsor Star's advertising department. Management at the Star, also a Southam daily, agreed to consolidate the new members into the existing unit without labour board action.

Kenosha reporter key up to $794 in new pact

Kenosha, Wis.—The Kenosha Guild has agreed to a 16-month contract with the Kenosha News that provides for immediate pay increases of 3 percent.

The tentative agreement came late Oct. 7, hours after TNG had granted strike sanction. Members of the 41-strong editorial only unit at the News had voted unanimously on Oct. 6 to authorize a strike.

The agreement, overwhelmingly ratified by members on Oct. 13, provides for an additional 1 percent pay increase effective in February 1995. The top reporter minimum will increase from the previous $763 to $794 a week over the term of the contract.

The duration was agreed to because the company is shopping for a new HMO insurance carrier that provides a more comprehensive package than the existing HMO plan.

"The members made it clear at a meeting last November that the number one issue was employee health insurance contributions—and that they were eroding, and in some cases wiping out, yearly pay raises," said Dave Engels, Kenosha Guild president.

Knowing this, Engels said, the company proposed a freeze on health care contributions in a contract of sufficient duration to allow time to negotiate a better deal with a new carrier.

Management of the locally owned News rejected a Guild proposal that a joint labor/management committee be formed to explore health insurance alternatives.

"Once they have selected a carrier, then that will be a subject for bargaining," Engels said.

The company vowed not to buy into anything that increases health insurance premium payments. Currently, the company pays 80 percent of premiums with increases (or decreases) split 50-50 between the company and the employee.

The new agreement also includes a side letter on pagination.

Under the agreement, the company must train Guild-covered employees in pagination computer software.

The company may continue to use non-union backshop employees for the same work. However, the intent is to bring all pagination work into the editorial department when all design and copy editing work can be performed on the same computer.

Chicago Guild presses fight for new contracts

Chicago—Guild members have authorized their leaders to call a strike and have conducted informational picketing in slow-moving contract talks with the Sun-Times.

Guild members marched in front of the daily's downtown Chicago building on Sept. 23 in protest of a substandard economic offer made by the company just nine days before the Sept. 30 contract expiration date.

The company offered a total of $405,000 in increased payments, spread out over five years, to the Guild's 265-member Sun-Times editorial unit.

Gerald Minkkinen, Chicago Guild executive director, said if the company offer went only toward pay—with no money for pension, health care or other benefit improvements—Guild members would receive average wage increases of 1 percent.

Also, the company seeks to gut the current 10 percent night differential, a move that would translate into a 9 percent pay cut for staffers who work night shifts. The company position adds up to a $900,000 giveback, Guild leaders say.

"It appears the company may be trying to negotiate a confrontation," Minkkinen said.

He said the company's economic proposal—combined with other "management rights" givebacks the company is seeking— "is very troublesome because the economy is expanding, the Sun-Times is making record profits and Hollinger's profits have zoomed."

The Sun-Times along with 41 Guild-covered Pioneer Press publications in suburban Chicago were purchased earlier this year by the American Publishing Co., an arm of Canadian media magnate Conrad Block's Hollinger Corp.

Responding to the threat posed by the new owner, the Guild units at the Sun-Times and Pioneer Press have joined in "cooperative negotiations." Both units participated in the informational picketing and both have authorized a strike.

Guild-covered production workers at the Pioneer Press also are involved in negotiations with the company and have been working under posted conditions for more than a year.

Suzy Shultz, a Guild bargaining committee member, and her son Zack were among those conducting informational picketing outside the Sun-Times on Sept. 23.

"We are of a mind to get this done fast," Charles Nicodemus, chair of the Guild's Sun-Times unit, said of contract talks. "We hope the company feels the same."

Erie pact includes pension improvements

Erie, Pa.—The top key for reporters at the Erie Daily Times and Morning News will reach $797 in a new three-year agreement ratified by members of the Erie Guild.

The pact provides for an immediate 2.7 percent pay increase retroactive to March 2.

Percentage increases in the second and third years are 2.7 and 2.8 respectively. The same percentage increases apply to other Guild-covered job categories. The Guild represents 157 employees in the advertising, business, circulation, editorial and maintenance departments.

Original pay increases in the tentative agreement were slightly higher, said Erie Guild President Carol Przybyszewski. However, Guild members voted at an Oct. 12 ratification meeting to divert $2 from their first year raise and $1 from each the second and third years to the pension fund.

The diversion increases the weekly fixed pension contribution per employee to $19.34 in the final year and has the effect of increasing the pension benefit, Przybyszewski said.

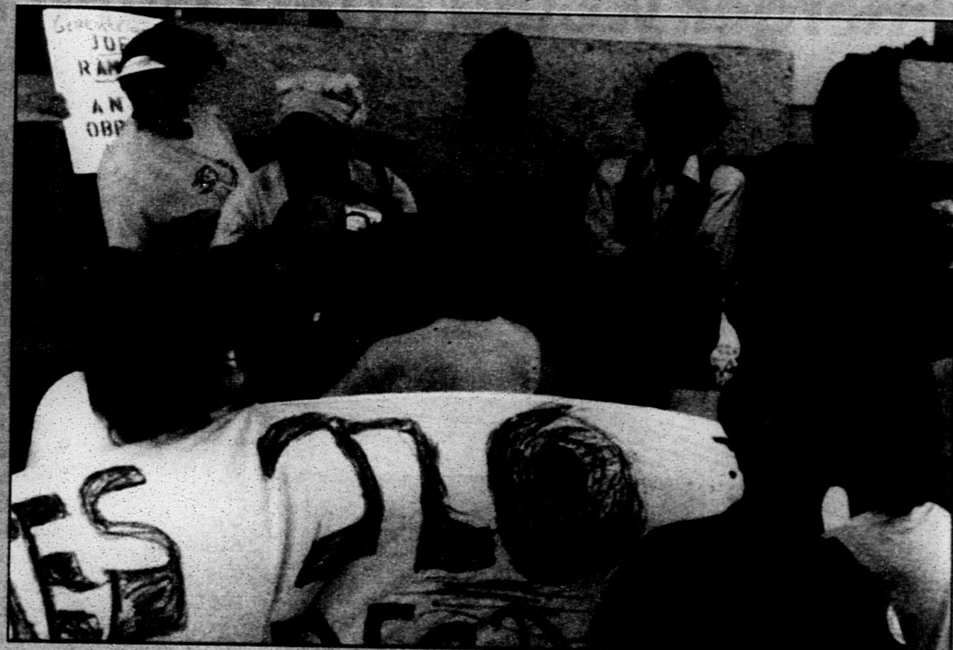
The pact was ratified by a 3-1 margin, she said.

Other major improvements include deletion of an old requirement that an employee can return from an extended sick leave only when work was available in the department and classification in which the employee previously worked.

On job security, the new contract expands opportunities for employees on the rehire list to return to any classification in which he or she is competent.

The pact also provides that the company reimburse maintenance employees up to $100 a year for safety shoes.

The past also permits Guild-covered employees to submit freelance work for publication without restriction or limitation. Work performed on the employee's own time shall be compensated at the same rate as any other freelance writer.



Anna Padia, left photo, TNG human rights director, signals her support during a Sept. 24 rally in San Juan on behalf of hotel workers and two Puerto Rico Guild members demoted by a local television station for "image" reasons. Above, local Coalition of Labor Union Women activists address the rally while the Guild members, Sylvia Gomez, far right, and Madeleine Vega, look on. The CLUW leaders are, from left, Maryland Caraballo of the Teamsters, Judith Fortis of the Steelworkers and Mary Crayton of the AFL-CIO.

CLUW supports demoted TV anchors

San Juan, Puerto Rico—Two Guild-covered television news anchorwomen, recently demoted by management seeking to maintain the station's "image"—received a show of support from more than 200 members of the Coalition of Labor Union Women.

The Puerto Rico Guild's argument on behalf of Sylvia Gomez and Madeleine Vega, both veteran employees of Telemundo Channel 2 TV, was presented to an arbitrator on Oct. 19. Both were reassigned when vacation replacements racked up higher ratings.

The station also has fired a number of women workers in exempt positions. The Guild organized workers at the station in early 1993.

The Sept. 24 rally coincided with the CLUW national executive board's quarterly meeting in San Juan. CLUW delegates joined members of a fledgling CLUW chapter in Puerto Rico in a 20-minute march from the meeting site to the Condado Plaza hotel, where members of HERE Local 610 have been working without a contract since May.

In addition to supporting the two Guild members, CLUW delegates blasted hotel management for its refusal to bargain a new collective agreement.

CLUW originally had scheduled its meeting at the Condado Plaza but switched to another hotel when CLUW leaders learned of the labor dispute.

"We went back not only to remind the hotel management why we left but to show that HERE members can count on our continued support until they get a contract," said Anna Padia, TNG human rights director and CLUW corresponding secretary.

At the top CLUW's agenda in San Juan was the launching of a campaign dubbed "Come Shop With Me." The organization plans to identify 24 companies—primarily in the clothing and toy industries—that manufacture goods overseas for sale in the United States.

"The purpose of the campaign is to educate consumers on the large differences in what we pay for these products and what the workers who make them earn," Padia said.

CLUW chapters in 82 cities will wage the campaign during the Christmas holidays shopping season, Padia said.

Pay, health top issues for women

Washington, D.C.—Pay and universal health care are among the top priorities of working women responding to a national survey on work-related issues conducted by the U.S. Department of Labor Women's Bureau.

Working Women Count! survey findings were released in a White House press conference on Oct. 14.

More than 250,000 women responded to the popular survey broadly distributed across the nation last spring with help from businesses, magazines, unions and others. More than 400 Guild members returned surveys printed in the May 20 Guild Reporter.

The Women's Bureau also conducted a telephone survey among a scientifically selected random sample of 1,200 working women. The scientific survey findings serve as a benchmark for evaluating the popular survey findings, the Women's Bureau said.

Two-thirds of women said improving pay scales is a top priority. "Working women tell us they are breadwinners, and frequently the sole support of their households," the Women's Bureau said in a summary of survey findings. "Yet they are not getting the pay and benefits commensurate with the work they do."

Economic issues aside, the survey reveals that stress—fueled by workplace discrimination such as pay inequities—ranks as the number one immediate problem of working women.

"This problem, identified by almost 60 percent of respondents, cuts across income and occupational groups," the Women's Bureau said, adding that the greatest stress is on women who hold professional and management jobs and single mothers.

Anna Padia, TNG human rights director, said Guild survey respondents registered the same overall concerns as other working women—with the exception that repetitive strain injury was frequently listed as a health-related concern.

"The overwhelming concern of women Guild members is better pay and benefits, especially health care," said Padia, who is preparing a report on the survey for the International Executive Board. "Also, a strong need to balance work and family. After that, RSI shows up as a concern."

Among key overall findings reported by the Women's Bureau:

- Sixty-five percent of women say improving pay scales is a high priority for change.
- Among women who work part-time, 43 percent lack health insurance, compared with 18 percent uninsured among the general population.

Job sharing: An idea that came and went

Seattle—The plight of having to work longer and harder—a timely subject with U.S. and Canadian workers clocking record levels of overtime, is the theme of "Running Out of Time," a PBS documentary to air nationwide on Oct. 31.

The program, produced by KCTS-TV in Seattle, shows how demands to work harder and faster and longer are contributing to social problems such as delinquency, declining education standards, stress-related diseases and weakened communities and families.

Vivia Boe, a KCTS producer, said the program recounts the labor movement's struggle for the eight-hour day and takes viewers to Japan, where overwork is killing people, to Germany, where unions have won a 35-hour workweek and a minimum of six vacations a year.

Among "Running out of time" interview subjects is Carol Ostrom, Seattle Times ethics reporter who discusses the benefits of job sharing arrangement negotiated between the Pacific Northwest Guild and Times management in 1989.

Ironically, since Ostrom was interviewed two years ago, a number of job-share arrangements at the Times—Ostrom's included—have fallen victim to downsizing.

When the Times offered buyouts in a cost-cutting move late last year, local reporting staff size dwindled to the point that editors felt job sharing no longer worked, Ostrom said.

There are number of job-sharing arrangements throughout Guild jurisdiction in the United States and Canada—but the experience at the Times shows what can happen as downsizing gains in popularity.

Ostrom's job sharing arrangement with two other reporters (essentially three people working two jobs) ended officially in August when one of the three left the Times staff to return to school. But the pressure on job sharing actually began late last year when the Times offered buyouts to Guild-covered workers.

"There are just fewer people working here," she said. "I'm a little frustrated but I would like to be encouraging to newspapers to do this."

Elizabeth Rhodes was sharing a job as a general assignment reporter on the Times' features staff until the downsizing left her as a permanent part-time suburban reporter in the daily's east bureau.

At least three job sharing arrangements remain in place in the Times editorial department involving graphic artists, copy editors and bureau reporters.

But Rhodes, a leader of an ad hoc group that pushed for the job sharing agreement between the Guild and Times, laments that job sharing has vanished for reporters in the main newsroom.

"It's one of those trendy ideas that comes along," she says. "It's an interesting idea but you have to be willing to think in untraditional ways to make it work."

Here's how merger would affect Guild members

The subject of The Newspaper Guild and merger has been around for decades, endlessly discussed and debated in Conventions, International Executive Board meetings and other forums. Much of that debate has centered on whether the Guild should or must merge.

There appears to be a growing consensus among Guild leaders and members — based on the Guild's Strategic Plan and the process leading up to its adoption at the 1993 Convention — that the answer to the question of whether to merge is affirmative.

Another, more recent, part of the discussion has focused on which union would make the best merger partner for the Guild. Having conducted a careful and thorough exploration of the possibilities with several of the best of our fellow unions inside and outside of the information industry, the IEB is close to making a choice of which union is to be the Guild's preferred merger partner.

With all the sound and fury about why and who, many Guild members are left with some fundamental questions about how and when. This is an attempt to answer some of those questions. If you have other questions — or opinions — on merger, we'd like to hear them. You can call our toll-free merger number at 1-800-585-5TNG. If your comments are extensive, please write a letter or send an E-mail message on CompuServe to President Charles Dale (71112,527) or Secretary-Treasurer Linda K. Foley (71112,275).

Q: How does the Guild merge?

A: While there are U.S. and Canadian labor laws that come into play, the basic blueprint for The Newspaper Guild merging with another international union is contained in Article XXIII of the Guild Constitution. It empowers the IEB to negotiate with another union an agreement setting forth the essential elements of a merger. Although it retains authority, the IEB designated President Dale, Secretary-Treasurer Foley and Field Operations Director William McLeman as a committee to do the actual negotiating. This committee is augmented by International Chairperson Carol D. Rothman and Canadian Director Mike Bocking; other members of the IEB are kept in the loop via regular conference calls in addition to their regular meetings.

Once the proposed merger agreement is finally approved by the IEB, which will follow a thorough airing of the subject at district council meetings and in other forums, the board will present the proposal to the 1995 Convention in Boston. If the Convention approves the agreement, it then goes to a membership referendum, with separate votes being held in Canada and the United States. The merger agreement requires approval in both countries to be ratified.

If it is ratified, the IEB then has the authority to "effectuate and finalize" the merger, including the power to transfer all moneys, assets, properties, leases and representation and contractual rights to the new merged organization.

Q: Does that last part mean the Guild will turn over its money and property to another union?

A: No. Any agreement the Guild is contemplating with another union includes establishing TNG as a separate "sector" of the other union. The Guild would operate under a budget that would be subject to approval of the larger organization, but the basic control over our finances, governance and other aspects of our operation would remain with us. That includes TNG headquarters in Silver Spring. Although the eventual use or disposition of our building is not known, the price of merger does not include giving away our building. But services currently provided to locals or sectors by the parent union also would be available to the Guild sector and its locals.

Q: So what happens to our current contracts?

A: Nothing. That's assuming the merger meets certain requirements under labor law. Basically, what U.S. law says is that the National Labor Relations Board will recognize the new, merged union as the successor to existing representation rights without requiring a new election if the merger fulfills two requirements: due process and continuity of representation. Due process means essentially that members are given information on and an opportunity to discuss any merger and that they are allowed to vote on it in a fair and secret ballot. Continuity of representation is a somewhat more malleable concept, but generally it means that if the new organization is not dramatically different in identity, autonomy, structure and operation from the previous one, the new one keeps representation rights. Although the case and statutory laws are obviously different in Canada, the same basic requirements apply. The Guild and any merger partner will subject an agreement to intense legal scrutiny in both countries to ensure that our merger agreement meets all legal standards.

Q: Does anything happen to locals' money and assets?

A: No. Local autonomy, a fundamental tenet of Guild philosophy, will remain, with Locals retaining control over their finances, with Constitutionally mandated per capita taxes going to the International for services provided to Locals.

Q: Can Locals of the two merged internationals also merge?

A: Such mergers are permitted by labor law. Each individual case must be considered on its own terms. Local mergers will not be mandated but may be encouraged by the new merged international. In places where there are locals of the Guild and our merger partner, current offices, staff, finances and other matters would remain as they are now absent a local merger. There is nothing, however, to prevent such locals from sharing certain resources and undertaking other cooperative ventures, with or without merger.

Q: Didn't the Guild try to merge once before? What happened?

A: In one form or another, the concept of the Guild merging with other unions has existed since Heywood Broun organized the union in 1933. It gained impetus in the 1970s and 1980s when the Guild and the International Typographical Union reached an extensive merger agreement after several years of intense negotiations. The merger was approved almost unanimously by the Guild's 1983 Convention in Cleveland. Later that same summer, however, the merger was torpedoed when then-President Jackie Presser of the International Brotherhood of Teamsters appeared at the ITU Convention in San Francisco and gave them a deal many of them thought they could not refuse. The result was that many ITU mailers ended up in the Teamsters Union while the old ITU went to the Communications Workers of America where it now is in a separate division. The Guild retains good and effective relationships with all parties involved.

Q: What happens if we don't merge?

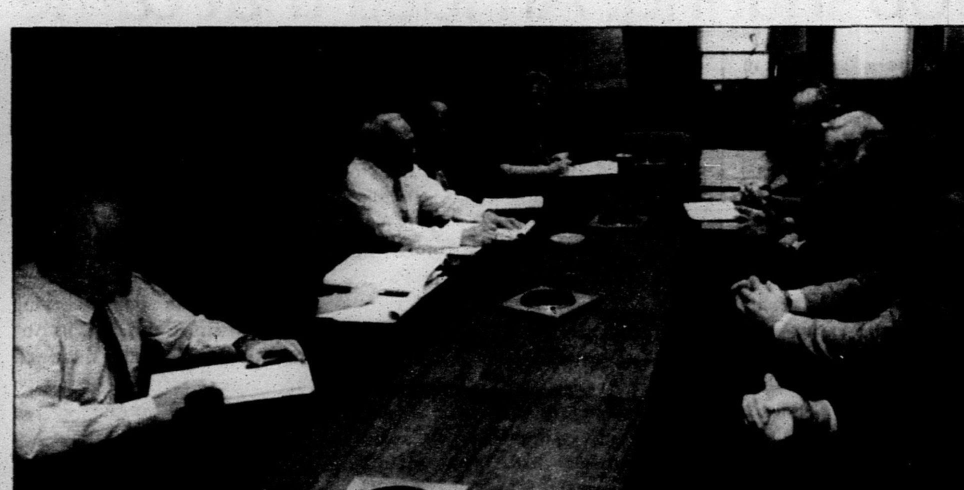
A: The Guild won't die. It will, however, continue to face the escalating challenges of maintaining effective collective bargaining, offering adequate member services and organizing the unorganized in the face of ever-growing and diversifying employers with virtually unlimited resources to fight their workers and the reality of static or diminishing resources at the Guild's disposal. The equation is simple: more numbers plus more resources equals more clout, more services and better contracts.

Q: What if the merger doesn't work out?

A: Most recent merger agreements in the labor movement have included escape clauses under which, if certain procedures are followed, a merger may be dissolved. In the United States, the AFL-CIO has been willing to return the charters of unions returning to their original status, restoring such unions to full independent status within the federation. Similar assurances will be sought from the Canadian Labour Congress.

MARIANNE KEFFER ZWEIG/Washington-Baltimore Guild

CWA President Morton Bahr, center, shows Heywood Broun's typewriter to CWA District 2 Vice President Pete Catucci prior to a Sept. 30 merger meeting. TNG Secretary-Treasurer Linda K. Foley looks on. The typewriter is on display in the library at TNG headquarters.



Guild and CWA leaders, on the left and right sides of the table respectively, discuss merger issues in a Sept. 30 meeting. On the TNG side are, from left, Field Operations Director William McLeman, Secretary-Treasurer Linda K. Foley, President Charles Dale, Canadian Director Mike Bocking and International Chairperson Carol D. Rothman. On the CWA side are, from left, Organizing Director Larry Cohen, President Morton Bahr, Vice President Pete Catucci and William Boarman, president of the CWA/ITU Printing, Publishing and Media Workers Sector.

Dale: CLC ruling could set 'dangerous precedent'

Silver Spring, Md.—The Guild is both puzzled and disturbed with the decision of the Canadian Labour Congress to allow the Southern Ontario Newspaper Guild to break away from its historic relationship with the Guild, TNG President Charles Dale has said.

"There has been a distortion of the facts and I believe that the CLC executive committee should review its decision because of these distortions and inaccuracies," Dale said in an Oct. 13 letter to the CLC.

Dale reviewed the testimony given by TNG in a Sept. 13 hearing in Ottawa after which the CLC executive committee decided to allow SONG to leave without fear of CLC-imposed sanctions. [GR, Sept. 23, 1994]

At the hearing, TNG Canadian Director Mike Bocking

Charles Dale

pointed out that in recent years SONG has received more financial help from TNG than any other Guild local in the United States or Canada.

"In the last three years SONG has paid approximately $1.2 million in per capitas; it has recieved back $1.2 million in organizing subsidies, reimbursement for organizing expenses, legal fees and strike benefits paid to its members," Dale wrote.

At the hearing, Bocking countered SONG's complaint that TNG was unable to assist SONG with problems relating to repetitive strain injury by pointing out that SONG had never asked for such assistance.

SONG had complained that it has functioned as a stand-alone local with little help from TNG. Dale pointed to the Guild's tradition of local autonomy and said that all Guild locals "of any significant size" handle their own bargaining and contract enforcement. "Our dues structure is based on that policy," Dale said, noting that local retain approximately two thirds of dues money collected from members.

SONG said at the hearing that international leaders

Mike Bocking

blocked their efforts to achieve Canadian autonomy within the Guild but Bocking pointed out that other Canadian Guild locals had rejected SONG's agenda for Canada.

On merger, Dale pointed out that SONG "has been one of the louder voices within our union in favor of merger. SONG has been outspoken on the need for this union to gain access to the resources of a larger union yet the search for a merger partner was also used by SONG as a reason for the CLC to allow it to get out of the Guild."

Dale repeated that TNG is in compliance with the CLC constitution and that the Guild has assumed that the constitution would be the framework for a decision.

"The short shrift given to TNG's presentation and examination of material left for you to study suggests strongly that this long-time affiliate of the Congress was denied the due process it deserved," Dale said. "We believe that the decision by the CLC will create a serious precedent for other international unions which hope to continue to function in Canada."

IEB grants SONG wish to leave Guild

(Continued from Page 1)

David Barr, TNG legal counsel, advised IEB members that the CLC ruling "goes beyond merely 'SONG can go' but that TNG has to affirmatively let them go."

Bocking agreed the revoking of the SONG charter was the only way in which TNG legally could comply with the CLC directive. "While we are sad to see them go, as a democratic union we respect the wishes of the membership and their executive to leave," Bocking said.

In response to a question from Pat Bell, Canada East vice president, Barr said the IEB resolution would not leave SONG members in limbo. Collective agreements between SONG members and the employer at the local's 20 units would remain in place.

The IEB also discussed the financial impact of SONG's departure.

TNG Secretary-Treasurer Linda K. Foley said that she had taken into account SONG's possible departure when planning TNG's fiscal 1994-95 budget, approved by the IEB last April. "There is not a need to adjust the TNG budget at this time," she said.

Bocking added that the fiscal impact on TNG would be minimal because more money has been sent to SONG in the form of strike benefits and organizing subsidies than has been collected in per capita payments from the local in recent years.

The last per capita payment TNG had received from SONG was dated Aug. 31 and brought local members in good standing through June of this year.

Lem had appealed to the IEB last June for assurance that the Guild would not seek sanctions under the CLC constitution nor remedies under Ontario labour law in the event SONG pulled out of TNG.

The IEB refused Lem's request and asked that Guild representatives be invited to a SONG meeting to discuss Canadian autnomy issues with local members. No such inivation was extended, however.

Ultimately, the CLC decision effectively blocked TNG from pursuing legal avenues to keep SONG in the Guild.

In the intervening weeks, TNG leaders concluded that the only prudent response to the CLC decision was to allow SONG to leave. Bocking advised local Guild leaders in Canada that his recommendation to the IEB would be to allow SONG to depart.

He described SONG's pursuit of a September hearing before the CLC Executive Committee—at a time when bargaining was coming to a head at the Globe and Mail and other SONG units—as "unfortunate."

"Members of SONG are not being abandoned, they're leaving," Bocking said.

The IEB's Sept. 29 conference call stemmed from a June IEB meeting in Victoria, B.C., at which it was agreed to schedule periodic conference calls during Guild leaders' merger talks with other unions.

The IEB resolution was posted Sept. 30 on the Guild's computer bulletin board.

Later the same day, Jim Smith, administrative officer of the Los Angeles Guild, uploaded onto the bulletin board a Sept. 28 letter SONG President Lem had faxed to Dale regarding strike sanction for the Globe and Mail unit. Smith said Lem's letter would shed light "on the immediate context" of the IEB action.

In the letter, Lem anticipated that TNG might link the strike sanction request—Globe and Mail unit members had authorized a strike in a Sept. 24 vote—to SONG's imminent move to leave the Guild.

"It is absolutely inappropriate for TNG to tie these two issues together at this critical juncture in our bargaining," she wrote. "Our mutual concern in this situation should be the welfare of our members at the Globe and Mail."

Dale, in a subsequent bulletin board message addressed to Smith, rejected the notion that the IEB's decision to revoke SONG's Guild charter was linked to the Globe and Mail strike sanction issue.

Dale said that TNG played no role in the timing of events involving SONG.

"The IEB discussed the fact that SONG had set a strike deadline in the midst of their exit from TNG," Dale said. "It was a mistake on their part ... It is an unfortunate coincidence that events confluenced as they did. But it's a coincidence that SONG's timetable—not TNG—produced."

SONG negotiators reportedly reached a tentative agreement with the Thomson-owned Globe and Mail in the early morning hours of Sept. 30, thus averting a strike.

SONG had waged a determined campaign in recent years for greater Canadian autonomy within the Guild.

The issue has been hotly debated at Canadian District Council meetings since a SONG autonomy proposal was defeated at the 1988 Convention in Vancouver.

More recent discussions among local Guild leaders in Canada, as well as meetings between CDC leaders and Dale, led to adoption of a Canadian autonomy package by the 1993 Convention in Honolulu.

Constitutional changes adopted at the Convention called for, among other things, an elected Canadian director.

However, SONG leaders, in their campaign last winter for membership approval to bolt from TNG, argued that the changes fell short and that too much control remained at TNG headquarters in Silver Spring. Local leaders also pointed to TNG's ongoing merger talks and argued that it was in the local's interest to split from TNG before a merger agreement was made with another U.S.-based international union.

Likewise, SONG leaders had avoided participating in discussions on a TNG-Canada proposal, approved in principle by the IEB last April, that would go beyond the 1993 changes and provide for, among other changes, a separate Canadian budget and an indepedent Canadian governing board.

Bocking told fellow IEB members that the departure of SONG will not affect planning for TNG-Canada.

He said TNG leaders have constructed two TNG-Canada scenarios: one including SONG and one without SONG.

Pending IEB approval of a TNG-Canada document, the proposal would go before the 1995 Convention.

Guild and SONG through the years

Here are some key dates in the Guild's historic relationship with the Southern Ontario Guild and on the Canadian autonomy issue:

1936—First Canadian Guild local chartered at Toronto Star.

1938—American Newspaper Guild holds Convention in Toronto.

1943—With no contract in sight, IEB revokes Toronto charter.

1948—Toronto charter reinstated as Guild again certified at the Star.

1949—First Guild contract in Canada covers Star editorial.

1955—First Guild contract at the Globe and Mail.

1971—ANG changes name to The Newspaper Guild.

1972—Convention creates office of appointed Canadian Director and adds a second Canadian vice president.

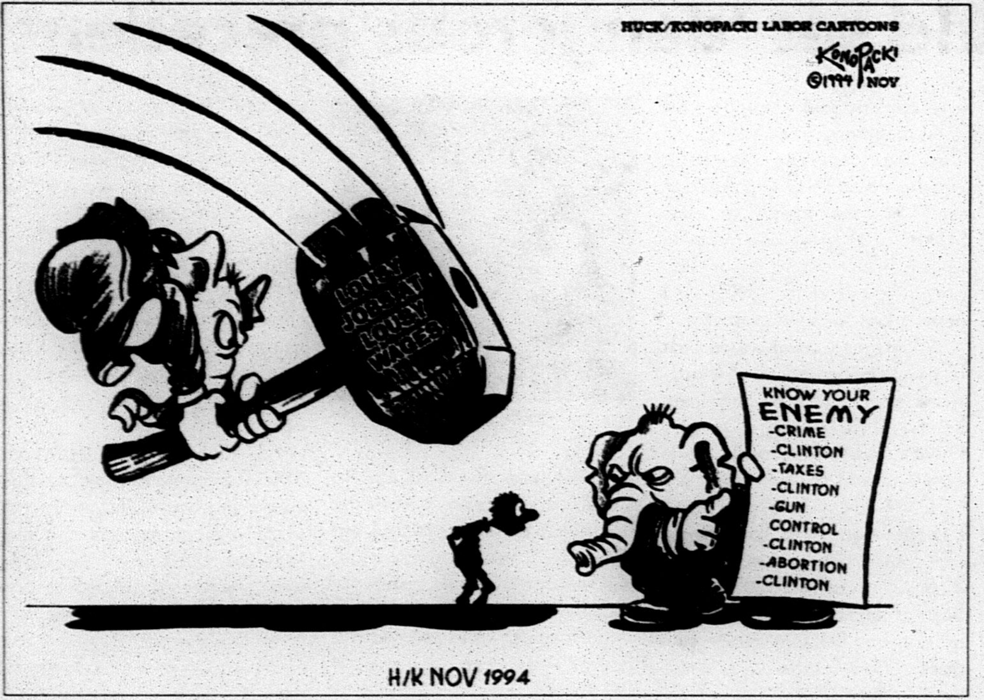
1978—Toronto Guild changes name to Southern Ontario Guild.

1993—Convention adopts Canadian autonomy, including an elected director.

March 1994—Mike Bocking acclaimed Canadian Director; SONG members authorize leaders to talk affiliation with a Canadian union.

April 1994—IEB endorses in principle a TNG-Canada blueprint to expand Canadian autonomy.

September 1994—Canadian Labour Congress Executive Committee justifies SONG's stated plan to disaffiliate; TNG revokes SONG Guild.



EDITORIAL

Don't let health care reform die

HEALTH CARE reform appeared to be dead when Senate Majority Leader George Mitchell announced on Sept. 26 that he would not bring even a bare-bones bill to the floor during the final days of the 103rd Congress.

Senate Minority Leader Robert Dole, making the TV talk show rounds in the closing weeks of Congress, promised that lawmakers would take the issue up health care next year "and do it right."

Working Americans can't count on Dole. The various organized health industry lobbies that thwarted reform this year spent an estimated $300 million—some $46 million in campaign contributions to key lawmakers—in the drive to prevent Congress from acting. It is safe to assume that the special interests will still have deep pockets next year when the 104th Congress rolls up to Capitol Hill.

AFL-CIO President Lane Kirkland pledged that organized labor will continue to press for affordable quality health care for all Americans. "Workers and their unions have had that goal for generations and that effort continues right now in our work in the 1994 elections," he said.

It is vital that union members vote on Nov. 8 for candidates who are committed to reform. As of this writing, public opinion polls indicate that the Republicans will make gains in both the House and Senate.

Whichever party comes out ahead in the election, it is necessary that next year's crop of lawmakers knows health care reform remains on the public's agenda.

Whether the AFL-CIO will continue to support reform along the lines of the Clinton proposal remains to be decided. Kirkland told the federation's Health Care Committee that it should focus on two areas: a careful reassessment of what can be done in the states and a re-examination of overall strategy, including a return to labor's historic advocacy of a national health insurance, or single-payer, plan.

In this regard, Guild members in California have a clear chance to join with other union brothers and sisters to bring about health care change. Under Proposition 186, which will appear on the Nov. 8 ballot, state government would set hospital and doctor's fees and providers would submit bills to the state for payment.

The big industry guns have spent millions to defeat the proposal. They are radically outspending the many groups—representing union members and retired persons as well as doctors and nurses—that are working for reform.

LETTERS

Time Warner activists support Canadian Guild locals

NEW YORK

Editor:

The Canadian locals of The Newspaper Guild have long been a progressive voice in our union and we would like to thank them for their many years of work to build, improve and strengthen The Newspaper Guild—from their recent remarkable gains in organizing to the efforts in the late '70s to have the Guild disaffiliate from U.S. government covert activities abroad.

All of the current merger discussions must be unsettling to the Canadian locals—the prospective merger partners do not play the same role in the Canadian labor movement as in the U.S.

We just wanted the Canadian locals to know that we understand and support whatever autonomy or restructuring measures they feel necessary to take in order to strengthen their position in the struggle for workers' rights and to bargain effectively against the monopoly corporations that control the communications and media industry.

We look forward to continued ties of solidarity, friendship and support no matter how the current organizational changes in the union turn out.

KEY MARTIN
Time Warner unit chair
Member, Executive Board
New York Guild

ELIZABETH FRIED
Grievance co-chair
Time Warner unit
New York Guild

CWA not Canada's fastest growing union

VANCOUVER

Editor:

The CWA (Communications Workers of America) could hardly be called one of the fastest growing unions in Canada. [GR, Sept. 23, 1994]

Earlier this year a majority of the former Canadian ITU members voted to leave the CWA for the Communications, Energy and Paperworkers (CEP). This leaves 1,500 CWA members in Canada.

It's also interesting to note than NABET (National Association of Broadcast Engineers and Technicians) in Canada voted to join the CEP.

Southern Ontario Newspaper Guild has also joined this union.

Perhaps it is one of the fastest growing unions in Canada.

JOIE WARNOCK
Vancouver 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: Nov. 18.)

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Tribune Co. fired station heads

(Continued from Page 1)

Guild activist, has since left the station for another television job.

Lipton said the conflict led Tribune management to agree that the contract dispute needed to be resolved and that a Tribune Co. executive from Chicago participated in intensive talks with Guild leaders to break the logjam.

"They wanted to see this resolved and put the unpleasantness behind us," Lipton said. He added that the Tribune Co. replaced the old management team at the station.

The settlement was achieved after intensive bargaining led by Lipton. "We are pleased that this contract fight is finally over and that employees will now be able to enjoy the benefits and protection of a decent and fair Guild contract," Lipton said.

The Guild represents some 45 news writers, editors, graphic artists and production assistants at the station.

THE GUILD Reporter

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