THE GUILD Reporter

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TV news causes static for 2 Guild locals

Detroit—The Gannett-owned Detroit News has ordered reporters to appear on a local television news program and has filed a grievance against the Newspaper Guild of Detroit for having advised its members not to do so.

At the Philadelphia Inquirer, meantime, Guild leaders have asked reporters not to appear on "Inquirer News Tonight" a two-month-old newscast produced by KR Video, a newly formed Knight-Ridder Inc. subsidiary.

Management at the Inquirer, also owned by Knight-Ridder, had failed to agree to the Philadelphia Guild's proposal for extra compensation, prompting Guild leaders on Dec. 9 to call for a boycott of the program. The company expressed disappointment with the Guild's position but had not retaliated by presstime.

Detroit News management switched to heavy-handed tactics on Dec. 8 after no Guild-covered reporters answered the company's call for volunteers to air their stories, in advance of publication in the News, on WKBD-TV's Ten O'Clock News.

Meanwhile, the Detroit Guild has filed National Labor Relations Board charges against the News for failure to bargain on the issue of extra pay for television work.

The Detroit dispute stems from an agreement between the News and WKBD-TV, owned by Paramount, Inc., to include top stories from the News on the station's prime-time news show. Under the agreement, announced in the News on Oct. 1, cameras were to be set up in the newsroom and reporters were to cooperate with Channel 50 news anchors.

Detroit Guild President Lou Mleczko, a 24-year News reporter, called the deal "a desperate act by a desperate publisher" to stem massive circulation losses since the News implemented a joint operating agreement with Knight Ridder's Detroit Free Press in December 1989.

"We're the only newspaper in the country I know of that's giving away its stories a day early to an independent television station," Mleczko said in comparing

(Continued on Page 4)

St. Louis pact ends long battle

St. Louis—Guild members have ratified by a 5-1 margin an eight-year contract with the Pulitzer-owned Post-Dispatch.

The vote, which culminated a nearly two-year battle for a renewal contract, came at a Dec. 11 membership meeting that initially had been scheduled to take a strike vote.

The pact provides for across-the-board pay raises through 1999, with yearly bonuses through January 2002. The pact expires in January 2003.

The Guild had waged a nearly year-long community campaign against the Post-Dispatch and was on the verge of stepping up an advertiser boycott when a tentative agreement finally began to take shape in late November during talks between Guild negotiators and Pulitzer management.

Until that point, the company had been represented at the bargaining table by the union-busting King & Ballow law firm of Tennessee.

"We had 45 bargaining sessions with King & Ballow that went absolutely nowhere," said Herb Goodrick, executive secretary of the St. Louis Guild. "We weren't able to get any useful dialog with them."

In the earlier stages of talks, which began in February 1993, the Guild had hoped to build unity with craft unions whose contracts expired earlier this year. However, the company settled with the craft unions, leaving Guild members out in the cold.

The local kicked off a Campaign for Justice, conducted by a Committee of 100 Guild members. The local also beefed up its steward system and conducted regular meetings with smaller units of members in order to get feedback on Guild bargaining strategy.

(Continued on Page 7)

NANCY WONG/Northern California Guild

These unidentified Northern California Guild members were among more than 200 union supporters attending a Dec. 7 Conference of Newspaper Unions rally to demand that the San Francisco publishers honor strike settlements agreed to on Nov. 11.

S.F. locals encounter retaliation

San Francisco—Union members at the San Francisco Newspaper Agency and the two dailies it produces were elated to return to their jobs after concluding an 11-day strike in early November.

But members of the Northern California Guild and other Conference of Newspaper Unions locals soon found themselves immersed in the employers' apparent campaign to exact post-strike revenge on bargaining unit workers.

After the dust settled, there was disagreement over what the parties had agreed to in the way of amnesty for strikers in the settlement announced Nov. 12. More than 50 workers among the eight CNU locals had been suspended from their jobs for various minor infractions.

Carl Hall, local Guild administrative officer, said that Guild members had hoped that the short strike would have caused minimal damage to the agency and the San Francisco Chronicle and San Francisco Examiner.

"We were anxious to get back to work and start bringing editorial quality and other services back to pre-strike levels," he said.

The employers, on the other hand, apparently have used the strike as a pretext to make changes in the editorial product, slash costs and conduct a continuing campaign of harassment and intimidation aimed at employees.

More than 200 union members staged a rally outside

(Continued on Page 3)

Leuchter program remains open

Applications still may be made for TNG's annual Irving Leuchter Memorial Scholarship to the Harvard Trade Union Program, a 10-week residential seminar at Harvard University scheduled to run from Jan. 2 to March 10, 1995. Applications should be made to Dr. Elaine Bernard, executive director, Harvard Trade Union Program, 17 Dunster St., Suite 205, Cambridge, MA 02138.

Tom Pennacchio, New York Guild secretary-treasurer, has retired after 41 years of Guild service in a variety of capacities.

Prior to his four terms in full-time local office, Pennacchio served as unit chair at both the now-defunct New York Journal-American and the New York Daily News. He also served the Guild as an international representative for a time during the 1960s.

The Great Lakes District Council has called on the International Executive Board to repeal its October decision to allow the Washington-Baltimore Guild to organize a staff unit at the International Brotherhood of Teamsters. In a resolution, passed in a unanimous voice vote on Nov. 20 in Akron, the district council said Guild representation of Teamsters employees presented a "perceived conflict of interest" because of Guild ties with the Teamsters in various local unity councils. The IEB, in a 10-7 roll call vote at its fall meeting, overruled an earlier decision by TNG President Charles Dale to deny permission to organize some 30 Teamsters organizers.

Correction: The outside advertising sales weekly key at the Boston Herald was incorrectly listed in a Nov. 18 Guild Reporter story on a new contract between the Herald and the Boston Guild. The figure goes to $975.47 in the new contract.

DAYBOOK

Canadian District Council Futures Committee, Jan. 8, Toronto.

Western District Council, winter meeting, Jan. 28-29, Honolulu.

Middle Atlantic District Council, winter meeting, Feb. 4-5, Philadelphia.

Midwest District Council, winter meeting, Feb. 4-5, Milwaukee.

TNG's New Local Officers' Seminar, Feb. 17-20, George Meany Center, Silver Spring, Md.

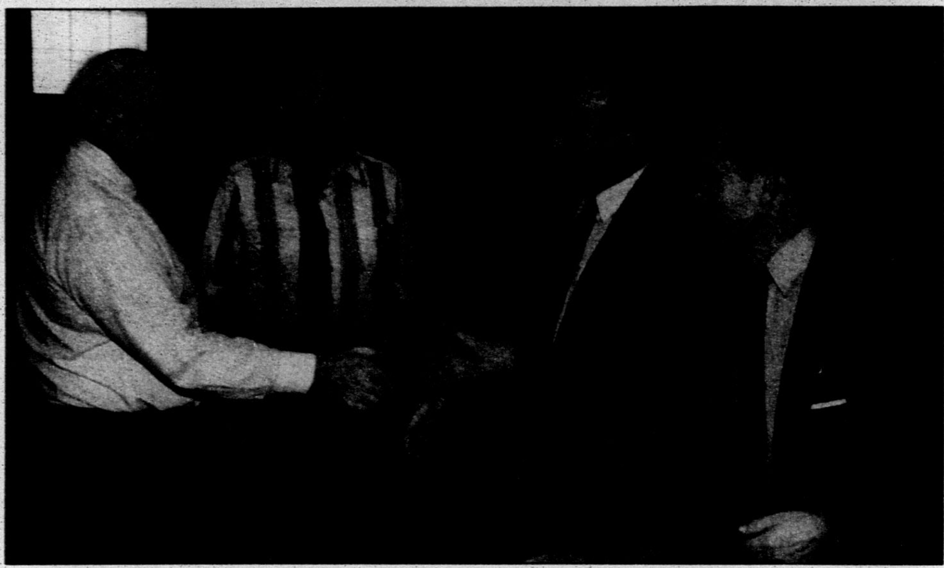
New England District Council, winter meeting, Feb. 25-26, Providence.

Southern District Council, winter meeting, Feb. 25-26, Knoxville (tentative).

International Executive Board, spring meeting, April 24-26, TNG headquarters.

2nd Biennial Convention, June 19-23, Sheraton Boston, Boston.

Ukraine lawmakers study role of Guild in U.S. news media



BILL BURKE/Washington-Baltimore Guild

TNG President Charles Dale, left, welcomes Ukrainian lawmakers Stepan Tkachenko, right, and Victor Ponedilko to TNG headquarters. At Dale's left is David J. Eisen, TNG research and information director. Tkachenko and Ponedilko talked with Dale and Eisen during a November fact-finding visit to the United States. The Ukraine parliament is studying the relationship between the press and government in a democratic nation as lawmakers consider methods to protect both public and press rights in the aftermath of the 1992 breakup of the Soviet Union.

Guild means more, better work for translators

By Sally Robertson
Local T-100 President

From now on, when climbers scale the peaks of Mt. McKinley, the Guild will play a part in bringing them safely back to sea level — at least if they hail from Germany, France, Japan, Korea or a Spanish-speaking land.

The reason is that the mountaineering handbook published by the Alaska Natural History Association has recently been translated into those five languages by members of the Translators and Interpreters Guild, Local T-100 of TNG.

The local was chartered in April 1991 as the Translators' Guild (interpreters, or purveyors of the spoken word, were added to the name in a December 1993 local referendum).

Since most of the Local's 420 members nationwide are independent contractors and thus barred by labor law from collective bargaining, the group has been forced to pursue other avenues for improving members' working conditions. Foremost among these is the Referral Service, which advertises translation services and refers prospective clients to members.

The Referral Service helps members get in touch directly with the end users of their services instead of working through translation agencies, which often charge the client twice the amount (or more) that they pay the translator, while offering translators no benefits of any kind.

Since officially opening its doors in August 1992, the Referral Service has fielded a total of 430 calls from prospective clients and made 340 referrals to translators, 175 of which have led to at least one assignment for the translator in question, and in many cases repeat business as well.

The Alaska Natural History Association project illustrates the effectiveness of the Guild service. "I never thought that such a complicated technical project could be translated so easily," says the association's Gina Soltis. "We will be going back to the Referral Service for future translations."

In order to establish a reputation for quality, the local carefully screens members before admitting them to the Referral Service. Members who are not accepted are referred to the Local's mentoring program to help them improve their skills.

There is also a probationary period during which translations must be checked by a second translator before delivery to the client. The service, which is free to clients, is financed by an annual fee paid by members, plus a 10 percent finder's fee on initial portions of referred work. To date, 125 members of the Local, working in a total of 31 different languages, have been approved for the Referral Service.

One regular client of the Referral Service is the National Institutes of Health, which previously worked almost exclusively with translation agencies.

Since procurement regulations limit NIH to just a few suppliers, the agency was unwilling to "waste" a supplier slot on an independent translator providing only one language. The Referral Service now serves as a common payee through which NIH can reach dozens of independent, union translators. Says Ted Crump of NIH, "we really enjoy being able to work one-to-one with the freelance translators and we finally have a mechanism to do that."

Thanks largely to a letter from TNG President Charles Dale to other union presidents urging them to buy union translations, the local has a number of satisfied customers within the labor community as well.

The United Mine Workers of America has used the Referral Service nearly 20 times to get in touch with translators of Spanish, French, German, Russian and Portuguese.

Ken Zinn, Special Projects Coordinator at UMWA, says that the Referral Service "performs a very valuable service for the labor movement. I encourage other unions to take advantage of it. Of course, we'd rather use union translators than anyone else."

The local also translated documents used in the Steelworkers' corporate campaign against Ravenswood Aluminum and has made referrals for numerous other unions, including the Communications Workers of America, International Ladies Garment Workers, American Federation of State County and Municipal Employees, Service Employees International Union and American Federation of Teachers, not to mention the Free Trade Union Institute, the Industrial Union Department of AFL-CIO and The Newspaper Guild itself.

The newest addition to the local's repertoire is a Referral Service for interpreters. While translators work with written documents, interpreters convey the spoken word from one language into another, e.g., in courtrooms and at conferences.

Applications are now being collected from members and the service will be advertised to the public as soon as enough interpreters have been approved to meet the anticipated demand.

Sally Robertson has been president of TNG Local T-100 since 1992. She will serve as local treasurer next year.

TNG schedules 14th annual local officers' seminar

Silver Spring, Md.— TNG's 14th annual residential seminar for new local officers will be held over the Washington's Birthday holiday weekend, Feb. 17-20.

TNG President Charles Dale has sent registration forms to U.S. and Canadian Guild locals.

More than 600 local Guild leaders have participated in the seminar, which is designed principally for presidents and treasurers of small locals.

TNG is offering subsidies for room, board and travel for one participant from locals without administrative officers, Dale said in his Nov. 29 letter.

Cost to locals for room and board, after deduction of the TNG subsidy, will be $70.39 a day, or $211.17 for the seminar weekend. The cost to locals not eligible for the subsidy is $175.97 a day or $527.91 for the weekend.

Travel subsidies range from 60 to 80 percent of cost, depending on distance from Washington, D.C. The seminar is conducted at the George Meany Center for Labor Studies, located on a 47-acre campus in Silver Spring, Md.

The seminar, which runs from Friday night through lunch on Monday, covers topics ranging from contract bargaining and enforcement to local finances.

Seminar graduates have figured prominently among TNG staff additions, Guild Convention committee chairs and others who have taken on local leadership roles.

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Guild cries foul in firing of Milwaukee 13

Milwaukee, Wis.—Journal/Sentinel Inc. has fired 13 ad sales people because most of them were involved in a Guild organizing drive, the Milwaukee Guild has charged.

The Guild filed an unfair labor practices charge with the National Labor Relations Board on Nov. 22, five days after the dismissals wer announced as an economic restructuring move.

And in a statement distributed to workers at the two Milwaukee dailies, Guild leaders said the company's action threw its "key revenue-producing department into disarray on the eve of the heaviest advertising season of the year."

Among the fired workers were the dailies' top producers, including the past year's top commission earner. Together the 13 had logged more than 200 years of experience with Journal/Sentinel.

Milwaukee Guild President Jack Norman said that most of the 13 had played a role in a Guild organizing drive that had been ongoing for several months. A successful organizing drive in the advertising department would bring more than 150 employees under Guild protection, he said.

"They were fired because the management at this employee-owned company is terrified that its employee/owners want a say in their own working conditions and the future of the company they own," said the Guild, which covers some 350 editorial workers at the Journal and Sentinel.

In news stories in both the Journal and Sentinel the day after the Guild statement, a company spokesman denied that managers had any knowledge of the organizing drive. "I am shocked by the Guild's statement," the spokesman said.

The company said the employees were let go for economic reasons stemming from a shift in run-of-press retail advertising to preprint inserts over the past 10 years.

In a Nov. 17 letter announcing the dismissals, Journal/Sentinel President Jim Currow said, "We deeply regret that people will be displaced as a result of this move, but we believe it is in the best interests of our company that we move as quickly as possible."

Currow said that the affected workers were to be given "a generous severance package."

However, Norman said the 13 were expected to sign a statement agreeing not to pursue legal action or discuss the matter in exchange for severance pay.

The company has attempted only one economic layoff in Guild jurisdiction over the past 10 years. And that worker was reinstated with back pay by an arbitrator when the company filed to demonstrate that the layoff was justified by economic conditions.

IN BRIEF

Bargaining resumes at N.Y. Daily News

Contract talks between the New York Guild and the New York Daily News have resumed nearly two years after they were suspended amid the summary firing of 182 Guild members. The dismissals were made with the blessing of a U.S. Bankruptcy Court judge when new Daily News owner Mortimer Zuckerman brought the tabloid out of bankruptcy at the end of 1992. Management negotiators assured in a Nov. 28 bargaining session that they want a contract with the Guild but added, without giving details, that they will be seeking changes in the company's original offer to reflect "the new reality" at the News. Guild negotiators outlined a list of concerns and planned to make more detailed proposals at a scheduled Dec. 19 session.

The Twin Cities Guild and the Star Tribune have opened negotiations on a first agreement to cover 16 newly organized employees of Alternate Delivery Extra, a Cowles Media subsidiary. The employees are field staff who coordinate distribution of Twin Cities Extra, which is produced by the Star Tribune. Formal recognition of the Guild as the workers' bargaining agent came after a majority signed cards in housecalls made by local organizers from the Star Tribune circulation department. The ADX employees constitute a separate unit in the local.

Some 750 members of the Wire Service Guild are in the process of mail voting on a tentative two-year agreement between Guild negotiators and the Associated Press. The AP proposal would boost top scale wages in both years and increase some big-city differentials in the second year. However, the offer eliminates retiree health benefits for staff hired after the contract takes effect. Negotiators for the New York-based local have refused to endorse the AP proposal because it does little to close the gap between Guild-covered staff and AP employees covered by the Communications Workers of America.

The Newspaper Guild of Greater Boston has thrown its support to members of the Boston Typographical Union in a strike against the Malden, Mass., News-Mercury. The Guild has written to several Guild members who have crossed the picket line asking them to honor the strike. Also, Guild members laid off from the daily have participated in picketing. The Boston Guild, meantime, is pursuing arbitration on the company's hiring of employees in Guild jurisdiction after several employees were laid off.

Las Vegas settlement yields pay

Las Vegas, Nev.—A $45,000 settlement has been reached in an unfair labor practices complaint against the Las Vegas Review Journal.

The settlement reinstates those employees fired—and awards merit pay denied others—in a Los Angeles Guild organizing drive at the Donrey-owned daily earlier this year.

Individual payments under the settlement range from $336 to $32,000 for one woman who opted not to return to the Review Journal job from which she had been fired prior to an April representation election.

In the election, employees in two prospective bargaining units opted not to affiliate with the Los Angeles Guild.

The Guild local quickly filed charges with the National Labor Relations Board, alleging that a fair election was impossible in the face of management's aggressive anti-union campaign.

The NLRB regional director, in issuing a complaint against the company on May 27, set a Nov. 15 date for a hearing before an NLRB administrative law judge.

The settlement agreement does not provide for a bargaining order, which had been sought by the Los Angeles Guild in its initial board charge, but the accord does protect the employees' lawful right to attempt another organizing drive.

The agreement heads off what could have been a three- to four-year legal battle over bargaining rights. It is believed that such an order has not been issued by the 9th Circuit U.S. Court of Appeals, which covers Nevada, since the 1947 Taft-Hartley Act.

The affected workers took the lead role in negotiating the settlement with the employer and the NLRB agent in the case.

NANCY WONG/Northern California Guild

Doug Cuthbertson, executive officer of the Northern California Guild, proudly displays an issue of the San Francisco Free Press at the Nov. 12 announcement of the San Francisco newspaper strike settlement. Local leaders are considering renaming the local publication in honor of the Conference of Newspaper Unions' strike paper.

S.F. unions willing to resume strike

(Continued from Page 1)
the agency's Fifth and Mission streets building to demand contract compliance in the wake of the strike.

As of Dec. 9, replacement workers continued to work in various union jurisdictions and security guards in SWAT team-like garb continued to patrol the workplace.

At the agency, a Guild-covered circulation worker was suspended when a supervisor overheard her use the word "scab" during a telephone conversation. The suspension was extended when the worker protested.

The San Francisco Examiner added several replacement workers to its permanent staff and had eliminated several Guild members' columns.

At the San Francisco Chronicle, sections of the Sunday paper were eliminated, throwing job descriptions into a state of flux.

At the San Francisco Chronicle, where Guild members had been greeted with a handshake, non-union correspondents who honored the picket line still had not been called back. Chronicle Guild members had contributed more than $6,000 to help the correspondents financially, said Hall.

The agency and both dailies had suspended dues checkoff pending the signing of ratified collective agreements. Guild leaders were collecting dues by hand.

On Dec. 9, nine GCIU-covered pressmen got word that they had been fired.

Also, some 80 Teamsters drivers, along with countless youth carriers, waited to be called back to work as the company juggled routes.

A number of grievances have been filed. Also, the companies and the unions have traded charges before the National Labor Relations Board.

The unions were prepared to resume the strike if needed, Hall said. CNU leaders formally declared support of an unfair labor practices strike should unions encountering the most difficult problems find it necessary to return to the streets.

San Francisco Mayor Richard Jordan, who conducted negotiations that brought the strike to an end, remained involved in talks aimed at restoring normalcy at the dailies.

Hall contrasted the post-strike attitude of Guild members with that of the employers. In addition to returning to work in good faith, Guild members resumed patronizing a coffee shop that had remained open during the strike, serving coffee to strike breakers.

"After the strike he had no business at all," Hall said. "He came over the Guild office and apologized. We put out a forgive and forget bulletin."

The shop even put on a Dec. 9 promotion offering free coffee to anyone showing a union card. "If our situations in the strike were reversed, the company would be over there pouring acid in the coffee," Hall said.

Worcester unit Guild members ratify health accord

Worcester, Mass.—An interim health care agreement, overwhelmingly ratified by Guild members, has bolstered efforts to negotiate a first contract at the Telegram & Gazette.

The agreement, reached in a settlement in an unfair labor practices case against the daily, assures quality health care for the 135 members of the Providence Guild's editorial-only unit in Worcester at least until Dec. 31, 1996—or until terms of a collective bargaining agreement are reached.

Early in talks, which started in January 1994, the company proposed a new health care plan that was overwhelmingly rejected by members, who voted in October 1993 to affiliate with the Guild.

The company implemented the plan anyway and the Guild responded by filing a charge with the National Labor Relations Board and the board issued a complaint last summer.

The company plan, among other things, had threatened health insurance benefits for early retirees and gave Guild members no say in future health insurance changes.

The settlement plan was agreed to in late November after two months of serious negotiations. In addition to grandfathering existing employees for early retirement purposes, the plan provides for sick leave improvements and health insurance for employees' domestic partners.

"It's something people around here never thought the company would agree to," said Chris Pope, Guild unit chair.

Under the settlement, the company pays 90 percent of insurance premiums and cannot unilaterally substitute health plans that might provide less coverage.

"It's a written agreement the company cannot change without bargaining," Pope said. "Before the Guild was here the company could do whatever it wanted whenever it wanted.

"Our hope is that this will help the company make the attitude adjustment it needs to make and understand that they can deal with us and should deal with us," Pope added.

The 109-5 vote to accept the health care agreement, which also must be approved by the NLRB because of the pending charge, should signal to the company that the Guild is not going away, Pope said.

The Worcester employees' Oct. 14, 1993, vote to affiliate with the Guild was 78-59.

Pope said that the company and the Guild have signed off on several other issues in contract talks and have narrowed the gap on several other items.

News launches into TV before reaching deal with Guild

(Continued from Page 1)
the Detroit TV dispute with that in Philadelphia, where Knight-Ridder maintains control over the Inquirer's one-hour news show, which is aired on a local station.

"I don't see any benefit at all for the Detroit News. I see it as a detriment. Once they see and hear about a News story on television, viewers have a disincentive to buy the News the next day."
—Lou Mleczko, Detroit Guild president

Mleczko disagrees with the publisher's contention that free publicity in the TV deal will stimulate interest in the News, adding that TV-50 has the smallest nightly news audience of Detroit's four major television stations.

The Guild, having received no notification from the News regarding the TV agreement, took up the issue with management in a previously scheduled Oct. 12 grievance meeting on another issue. Initially, managers said that there was no need for bargaining because broadcast work would be assigned to reporters on a voluntary basis.

After a series of telephone conversations between the Guild and management, the company agreed to bargain the issue.

However, the Guild objected to the television venture in writing on Nov. 2 when it was learned that the company planned to proceed though it had not yet complied with a Guild request for information pertaining to the television news proposal.

In his letter to the company, Detroit Guild Administrative Officer Don Kummer asked that the project be put on hold until the Guild had obtained relevant information and had an opportunity to bargain with the employer.

By late November, with no agreement on compensation, Guild leaders advised News reporters to "just say no to Channel 50."

At that point in the talks, the Guild and the company had agreed that broadcast appearances would be voluntary, that Guild members would not be forced into appearing and that Channel 50 work would not jeopardize existing arrangements between News employees and other radio and television stations.

But the Guild's advice to refuse television appearances apparently angered the company. Robert Giles, News editor and publisher, said in a Dec. 5 memo to staffers that the Guild was in violation of the collective bargaining agreement and that reporters would be assigned "to present their work on TV50."

In the memo, Giles said that the Guild's fee proposal was patterned after on-air payments to professional television journalists.

"We have no expectation that, even with training, newspaper journalists can meet the on-air performance standards for TV people," Giles said in justifying the company's rejection of the Guild proposal.

In a Dec. 8 grievance letter to Kummer, the company accused the Guild of violating the no strike/no lockout provision of the collective agreement between the Guild and the news.

The company demanded that the Guild retract all communications encouraging employees not to appear on television and also said it would seek "monetary damages from the Guild due to its conduct in this matter."

"I don't see any benefit at all for the Detroit News," Mleczko said, adding that television exposure isn't likely to increase circulation. "I see it as a detriment. Once they see and hear about a News story on television, viewers have a disincentive to buy the News the next day."

Mleczko noted that News circulation has dropped to around 350,000, down sharply from 690,000 when the JOA went into operation five years ago.

In Philadelphia, talks have been more amicable and, to date, the company has not swayed from its previous assurances that participation would be voluntary.

The Guild agreed early on to a 60-day trial period, which was extended briefly before the parties reached a stalemate over pay.

"We've basically given up on trying to reach a fee-schedule," said Philadelphia Guild President Russell Cooke. "Negotiations have gone nowhere."

TNG sets Jan. 27 deadline for Broun Award entries

Silver Spring, Md.—A Jan. 27 deadline has been set for entries TNG's 1994 Heywood Broun Award competition.

The award is for outstanding individual journalistic achievement in the tradition of Heywood Broun, newspaper columnist in the 1920s and '30s and the Guild's founding president.


Broun

Following Broun's 1939 death, the New York Times said the columnist's crusading spirit was evidenced "in the qualities that were born in him—in humor, in courage, in endless and painstaking kindness for the poor, the weak and those whom he thought oppressed."

Notices and contest rules in the Guild's 54th consecutive Broun Award have been sent to Guild locals.

Competition is open to the working press in print and broadcast in the United States, Canada and Puerto Rico, regardless of membership in the Guild. The award has gone to editorial cartoonists and columnists as well as to reporters.

Managers and freelancers are not eligible, nor are entries on behalf of an entire staff. Team entries are not excluded but first consideration will be given to individuals or to teams of no more than two.

Entries must be mailed to TNG headquarters and accompanied by a letter describing the circumstances under which the work was done and its results.

Entries will be evaluated by a panel of judges and the winner will be announced shortly thereafter. The Broun winner traditionally receives a $2,000 award and citation at an April luncheon at the National Press Club. The winner's employer also receives a citation.

The judges and an award chairperson will be named later.

Updated 'Thanks to the Guild' available to locals

A new, updated edition of "Thanks to the Guild," TNG's pamphlet for organizing and education purposes, is off the presses and available for distribution to Guild locals. In addition, the pamphlet "Humanizing the VDT Workplace" is again available after having been out of print for some time. The TNG manual on VDT safety and health has been printed in a larger, 8 1/2 x 11 format courtesy of the CWA Printing, Publishing and Media Workers Sector. These and other TNG publications may be ordered by contacting David J. Eisen, TNG research and information director.

Guild plays key role in Star Tribune ergonomics

Minneapolis—"You've got to do it. You've got to get yourself off that keyboard and take your breaks."

Not quite a sermon, but as far as Gary Harvey's concerned, it's the gospel: Guard yourself or get hurt.

On this October day, his audience is a group of Star Tribune Guild stewards, assembled for their monthly meeting. He's doing a one-hour workshop on how to prevent repetitive strain injuries, which have resulted in more than 100 workers' comp claims in the newsroom alone.

The message is simple: If you want to avoid pain, take your breaks. If you feel pain, get help. If you work despite pain, you're risking greater harm.

Training's part of his job, but it's easier do define what he doesn't do. On any given day, he's coordinator of the newsroom renovation, the go-to guy for work station problems, an adviser to those with RSI symptoms.

He's also a Guild member — likely the only one in the United States assigned to work full time on ergonomic issues. He's part of a Guild-management committee that's overseeing a wide-ranging ergonomic program in the newsroom.

His job carries the title of newsroom ergonomics coordinator. Working with Guild members Jenni Pinkley and Barb Glander, Harvey coordinates the program that's making the newsroom a safer place to work.

Many Guild members take it for granted, but Harvey's role is unique, perhaps unprecedented. He and Pinkley and Glander and the 11 other Guild members who serve on the Guild-management ergonomics committee have played pivotal roles in changing the face of the newsroom.

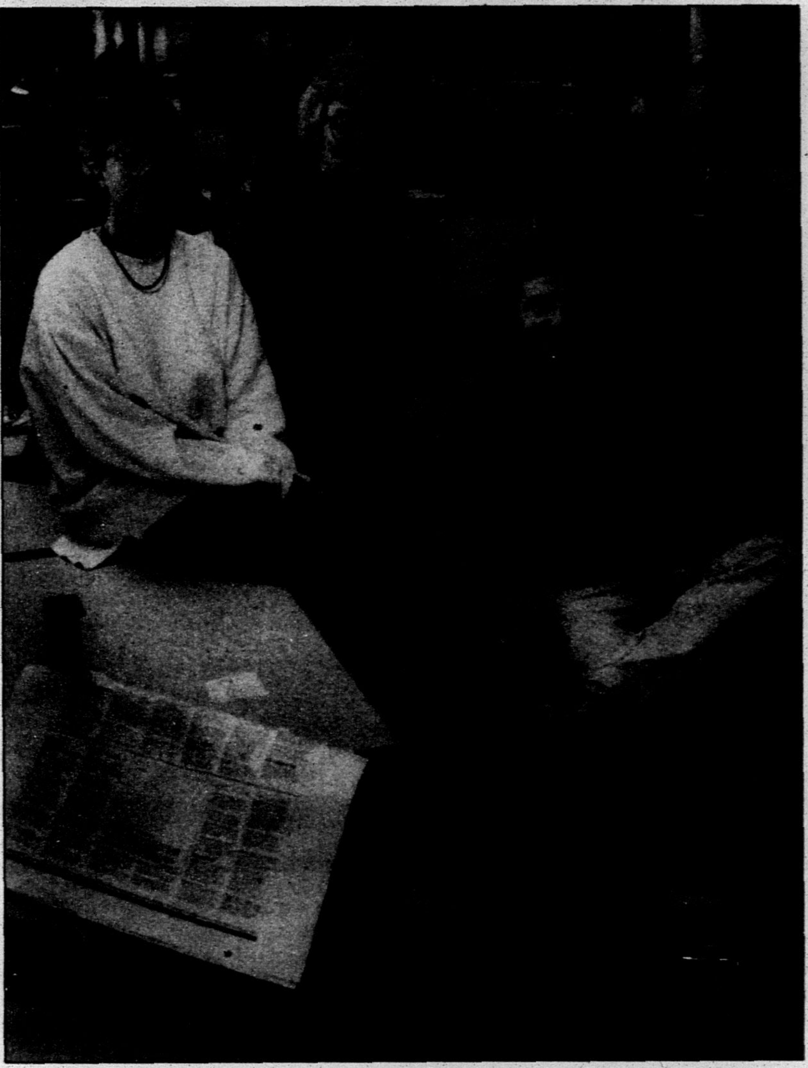
Ergonomics, simply put, involves creating a work environment that fits employees, rather than making employees adapt to the work environment. That job has kept the committee busy since its creation in 1991.

"The idea," says Pinkley, administrative news assistant, "is to look at anything we can do to make the work environment more pleasant." So, beyond the task of selecting work stations, the committee's work includes everything from creating common spaces by windows to selecting more effective lighting.

The committee of 14 Guild members and two managers meets weekly, making the decisions that Harvey, Pinkley and Glander carry out day-to-day.

The committee started with ergonomic issues, and later took on responsibility for overseeing the redesign of and an addition to the newsroom. About a third of the job is complete; the work should be concluded by next summer.

On several crucial matters, the committee has stood its ground on important issues and won.



JOHN HASELMANN/Twin Cities Guild

Twin Cities Guild members, from left, Jenni Pinkley, Barb Glander and Gary Harvey.

In one case, the committee, which selected the work stations being installed in the newsroom, successfully fought for models which can be adjusted with an electric motor, rather than hand cranks — at an additional cost of $900 per work station.

"We were asked to back off the motorized work stations and go to hand cranks," Harvey said. "But we presented a united, unanimous front." The Steelcase work stations that were purchased, at a cost of $5,000 per unit, are regarded to be among the best available.

In another case, the committee fought for and won improved lighting in the newsroom.

"They were going to use standard fluorescent lighting," Harvey said. In the end, the committee won more expensive lighting which increases available light but cuts glare. That's good news for a newsroom accustomed to lighting, which, at best, isn't much different than what you'd find on a submarine.

The committee also has had a role in the acquisition and installation of voice-activated computers for injured employees who can't do much keyboard work. At present, seven Guild members work on voice-activated equipment.

"We'd like a couple of units for general use, so that those who want to learn how to use them can do so," says Harvey, who helps to identify those who might need voice-activated computers and makes sure they receive proper training.

The committee also spearheaded the move to install an ergonomic therapy room for those with RSI. In January 1994, Pinkley was assigned the task of establishing the therapy room after hearing that the Los Angeles Times has such rooms not only in their main office but in each bureau.

By March, several meetings with occupational health specialists and the Star Tribune health and safety department led to the establishment of the therapy room.

"The purpose of the therapy room is to provide people an opportunity to get away from their work environment to relax and exercise," says Pinkley. "The cabinet is equipped with hot and cold packs, special putty and rubber bands for hand exercises, hand weights, a heating blanket and some other items recommended by the occupational health therapist."

For all the changes, wrist splints, now universal symbols of office work, remain a common sight in the Star Tribune newsroom. Like many other newsrooms, it's been hard-hit by RSI.

RSI remains a serious problem on the copy desk, where 16 out of 53 people have filed workers' comp claims. Attempts to ease unreasonable workloads on the desk continue to vex stewards and undermine morale.

Those who pound away at the keyboard for long stretches are at risk, particularly if they work in awkward positions or don't take frequent rest breaks.

Good work equipment can resolve many of the problems related to awkward posture. Pinkley and Glander coordinate distribution and installation of equipment which helps to prevent injury: headsets, footrests and keyboard trays.

During the renovation project, they've worked with computer technicians, phone installation crews and the Building Services department, trying to ensure fast and smooth transitions for Guild members who've had their desks moved from one area to another.

Pinkley, Glander and Harvey each have attended off-site training and seminars about office ergonomics, and, while they can spot problems with work stations, they leave the evaluation work to nurses who are trained to do so.

"We make it very clear to people in the newsroom that we're not medical professionals," Harvey says.

Those who experience symptoms of RSI turn to them often for help. Glander oversees a support group for those with injuries. Pinkley helps to ensure they get the right work equipment. Harvey talks to two to three people each day who are seeking advice about RSI.

The goal, however, is to solve the problem before it starts by providing adjustable equipment, easing the factors which cause stress, ensuring that employees take breaks and educating employees about RSI risk factors.

This article is reprinted from a recent edition of Shoptalk, the Twin Cities Guild newsletter.

California board rejects proposed ergonomic standard

San Diego, Calif.—California's Occupational Safety and Health Standards Board, ignoring a legislative mandate, has sent its proposed ergonomics standard to the dustbin.

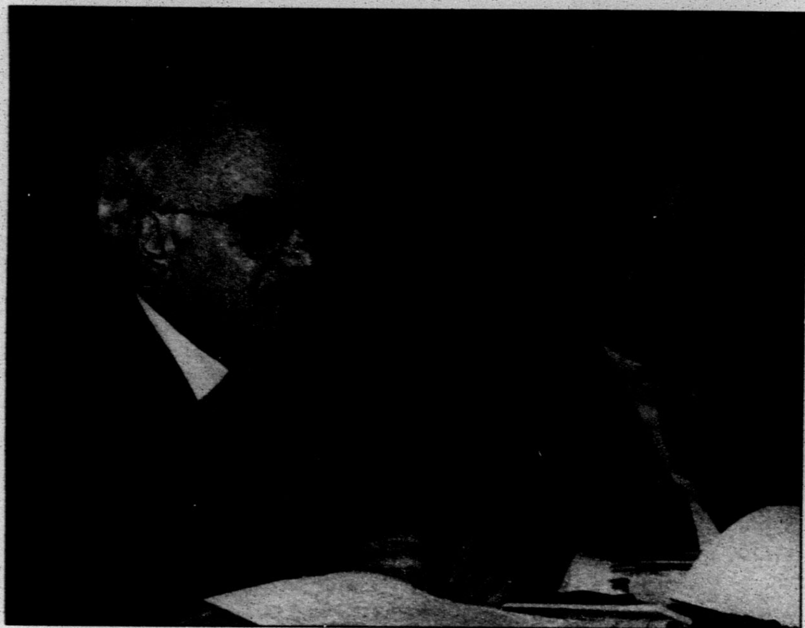
Buckling to business pressure, it voted unanimously Nov. 17 to reject a standard that was three years in the making. The board acted in the face of legislation requiring it to enact regulations by Jan. 1.

TNG and two California Guild locals had joined other unions in urging at public hearings that the standard be approved despite inadequacies. The regulations and their VDT appendix were further weakened in response to employer objections, but the Standards Board rejected them anyway.

CalOSHA said there was no chance a standard would be approved by the Jan. 1 legislative deadline, and a Chamber of Commerce official said the Assembly's Republican caucus has agreed to introduce a bill repealing the legislation next month.

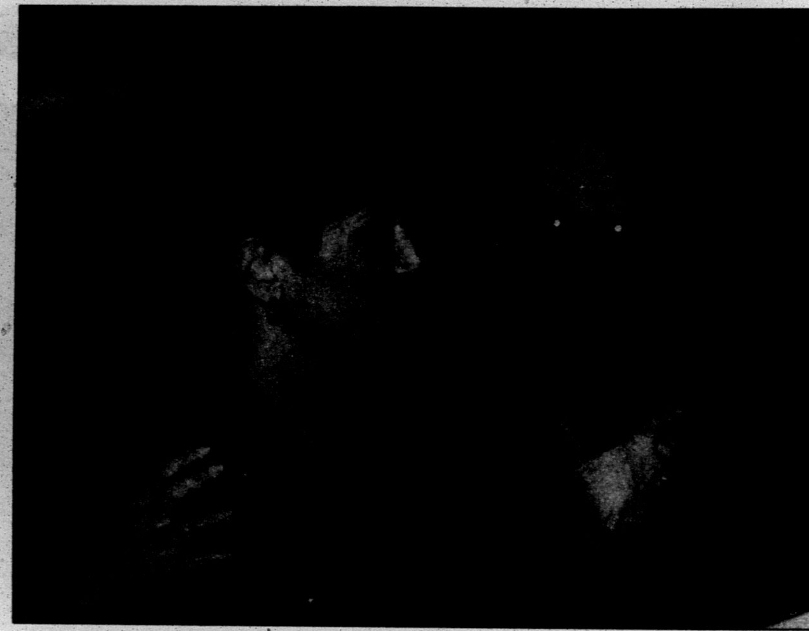
Board members gave a variety of reasons for torpedoing the standard, including the cost of compliance and the absence of a small-business exemption. No one explained why no such exemption had been proposed.

John Howard, chief of CalOSHA's Occupational Safety and Health Division, said in the wake of the board's decision that his agency would continue to issue special ergonomic compliance orders, such as those handed down in response to Guild complaints of hazards at the San Diego Union-Tribune and the Fresno Bee.



BILL BURKE/Washington-Baltimore Guild

TNG President Charles Dale makes a point on merger during a meeting of the CWA Executive Board on Nov. 30. CWA President Morton Bahr is at right. TNG and CWA officials were to begin work on a blueprint for merging the two unions at a Dec. 20 meeting at TNG headquarters.



TNG Secretary-Treasurer Linda K. Foley discusses technological convergence issues with CWA Executive Board members as Steve Olney of the CWA secretary-treasurer's office looks on. Attending the Nov. 30 get-acquainted session with Dale and Foley was William McLeman, TNG field operations director.

AP staffers laud solidarity of CWA colleagues

TNG merger hotline 1-800-585-5TNG

Editor's note: *The following, excerpted from a letter from 18 Wire Service Guild members in the state of Washington to their editorial colleagues around the United States, compares two collective bargaining agreements with the Associated Press: that of the Wire Service Guild at that of technicians represented by the Communications Workers of America.*

The letter, posted on the Guild's computer bulletin board in November, was sent out as contract talks between the Guild and the AP began to bog down. The comparison offers food for thought as TNG leaders negotiate a merger agreement with the CWA.

Dear AP Colleague:

It's one of the most established, if misguided, myths in the AP: that the writers, photographers and editorial staff are treated better by the company than the technicians.

After all, we're the newsgatherers in the world's largest newsgathering organization. Some of us see ourselves as the "white-collar" front office and the techs as the "blue-collar" back shop. And some of us mistakenly consider ourselves more important, and that our paychecks prove it.

Here's the truth:

In nearly all job classifications and experience levels, AP technicians are paid thousands of dollars more a year than comparable newspeople. Technicians receive better pension benefits, spend hundreds of dollars less on health insurance, get higher economic differentials, have a shorter work week and enjoy many other benefits editorial workers don't — everything from more life insurance to higher mileage reimbursements.

Are communications staffers receiving too much? Of course not. This isn't a case of "us vs. the techs." They are skilled professionals who deserve everything their contract guarantees and much more. But compare how they are treated by the AP with what you get:

- A fourth-year tech in Seattle would get $675 in weekly base pay, $41.50 in economic differential and $23.10 in experience pay for a total $739.60. With next May's pay raises, that goes to $770.60. A fourth-year Seattle newsperson gets $583.85 base pay and $25 in economic differential for $608.85 — a difference of $130.75 a week, or $6,799 a year.
- Even at top scale, the gap is narrow. Top pay for newspeople in a Class B city such as Los Angeles is $793.50 plus $63 differential — $856.50. A senior technician in the same city with 25 years experience would get $675 base, $74 economic differential, $38.50 senior tech pay and $65.60 seniority pay — $853.10. Next May, it goes to $885.10.
- An editorial employee pays $148.96 a month for family health insurance. A communications employee pays $56.07 — $92.89 a month or $1,114.68 a year less.

More? Communications workers get 2 1/2 times annual base pay in life insurance. Editorial gets 2 times. A tech who works two or more hours unscheduled overtime gets a free meal. If a tech regularly uses a credit card on assignment, AP pays the annual fee.

So why are communications workers treated more respectfully, more decently, by the AP than editorial staffers?

Simple. They stand up for their union.

Every communications staffer, including chiefs of communication and assistant chiefs, is a member of the Communications Workers of America. With that clout, that unified voice, the CWA and its members negotiate from a position of power. In their last contract talks, they were able to take home an agreement in which they could be proud, that significantly improved their lives.

By contrast, membership in the Wire Service Guild is optional for editorial staffers. And if some Guild-eligible employees don't choose to join, that's just proof to AP management that they will take whatever is offered — and not object to what's taken away.

The AP has been content to treat editorial staffers as third-class citizens, behind communications and administrative employees. And in the current contract negotiations, the AP obviously wants to offer as little as possible. Company negotiators already have mentioned areas where they want to whittle away contract rights.

We deserve better from the AP. We deserve fairness.

Sincerely,
The Washington state members of the Wire Service Guild

Some comparisons between Guild, CWA contracts with the Associated Press

UNION MEMBERSHIP

CWA: Union shop — 100 percent membership.
Guild: Voluntary membership.

WORK FORCE

CWA: Guaranteed minimum work force.
Guild: No such guarantee — AP determines size and composition of work force, and will "take cognizance" of effects of additional duties on existing work load.

SENIORITY

CWA: "Rights of seniority shall rule in all cases, ability and fitness permitting. . . ."
Guild: Employer will give "due weight" to seniority in reductions of staff.

LEAVES OF ABSENCE

CWA: Employees entitled to four months leaves of absence in any consecutive 12 month period, with approval of AP.
Guild: After 10 years of employment, and at 10-year intervals thereafter, leave of minimum of 10 months and maximum of 2 years. Extensive list of fellowships qualify for automatic leave.

SHIFT SEPARATION

CWA: 10 hours separation on shifts.
GUILD: 12 hours separation on shifts.

STARTING TIMES

CWA: No more than two different starting times. Variance of two hours either way allowed.
GUILD: No more than two different starting times. Variance of one hour allowed.

DAYS OFF

CWA: Employee must have consecutive days off.
GUILD: AP "agrees to make every effort" to give consecutive days off.

MEAL ALLOWANCE

CWA: Employees required to work 2 or more hours before or after a shift, and such overtime has not been posted 24 hours in advance, shall be entitled to a meal allowance.
GUILD: No such provision.

SHIFT BIDDING

CWA: Employees can bid for shifts.
GUILD: No such provision.

WORK WEEK

CWA: Normal work day is 7 1/2 hours, excluding 40-minute lunch and two specified 10-minute breaks. Overnight shift is 7 hours, with same lunch and break provisions. Normal work week is 37 1/2 hours or 35 hours for overnight.
GUILD: Normal work day is 7 1/2 hours within 8 1/2 hours, but time worked up to 8 hours is paid as straight time. Day shift workers have 8-hour day. One-hour lunch, but no provisions for breaks. Normal work week is 40 hours for day shifts, 37 1/2 for others.

TRAVEL COMPENSATION

CWA: If required to spend an unscheduled night in the field, employee receives $20 per night in addition to normal and reasonable expenses.
GUILD: No such provision.

CREDIT CARDS

CWA: Employer pays up to $35 a year for credit card fees for employees using them regularly on company assignments.
GUILD: No such provision.

Tables list top minimums for district managers, clerks

MINIMUM WEEKLY pay scales for experienced circulation district managers, or persons in equivalent jobs under different titles, and for employees in the lowest paying clerical job classification under Guild contract as of June 1, 1994, are listed at right and below. The listings are adapted from tables produced by TNG's Collective Bargaining Department for distribution to all Guild locals.

As issued, the district managers table also summarizes the mileage reimbursement and insurance coverage provisions of each of the contracts.

The lists do not reflect deferred increases or raises from settlements effective since June 1. Rates from Canadian contracts are stated in Canadian dollars, those from U.S. contracts in U.S. currency.

The lists also include several contracts from the former Southern Ontario Newspaper Guild, now affiliated with the Communications, Energy and Paperworkers Union.

Newspaper(s)	Minimum—Exp.
New York Times	$1,269.00—4 yrs
Vancouver Sun, Province	1,108.11—5 yrs
Montreal Gazette*	1,086.00—5 yrs
Toronto Star	1,084.72—4 yrs
Victoria Times Colonist	1,032.23—5 yrs
Ottawa Citizen	1,008.51—5 yrs
Toronto Globe & Mail*	937.47—4 yrs
Windsor, Ont., Star†	914.32—5 yrs
St. Paul Pioneer Press	850.00—5 yrs
Maui, Hawaii, News	840.51—5 yrs
Toledo, Ohio, Blade	824.08—4 yrs
Buffalo News	824.01—3 yrs
Brantford, Ont., Expositor	817.95—4 yrs
Long Beach, Calif., Press-Telegram	794.53—4 yrs
Minneapolis Star Tribune	794.50—5 yrs
San Diego Union-Tribune†	774.77—5 yrs
Monterey, Calif., Herald	769.00—6 yrs
Delaware County, Pa., Times	754.61—5 yrs
Seattle Times	752.88—4 yrs
Erie, Pa., News, Times	734.99—5 yrs
Boston Herald*	721.45—3 yrs
Pottstown, Pa., Mercury	720.10—5 yrs
Eugene, Ore., Register Guard	717.71—5 yrs
St. Louis Post-Dispatch	715.41—5 yrs
Denver Post†	699.00—4 yrs
Albany, N.Y., Times-Union	678.22—4 yrs
Hilo, Hawaii, Tribune-Herald	671.38—5 yrs
Portland, Me., Press Herald*	666.60—4 yrs
Duluth, Minn., News-Tribune	655.71—5 yrs
Manchester, N.H., Union Leader	651.82—3 yrs
Peoria, Ill., Journal Star	643.00—5 yrs
Youngstown, Ohio, Vindicator	610.35—5 yrs
Oshawa Ont., Times	609.47—4 yrs
North Bay, Ont., Nugget	578.81—3 yrs
Salem, Mass., News	564.61—2 yrs
Brockton, Mass., Enterprise*	563.44—5 yrs
Fall River, Mass., Herald-News*	551.78—2 yrs
Sioux City, Iowa, Journal	524.38—4 yrs
Kingston, N.Y., Daily Freeman†	516.44—3 yrs
El Diario-La Prensa, New York	505.70—3 yrs
Bakersfield, Calif., Californian* **	499.35—3 yrs
Yakima, Wash., Herald-Republic	484.29—4 yrs
Wilkes-Barre, Pa., Citizens' Voice*	479.00—4 yrs
Terre Haute, Ind., Tribune-Star	438.02—5 yrs
San Juan Star	412.00—4 yrs
San Juan El Vocero	410.00—2 yrs
Pueblo, Col., Chieftain*	405.79—3 yrs
Monessen, Pa., Valley Independent	401.00—4 yrs
Massillon, Ohio, Independent*	367.14—4 yrs

* Rate from previous/expired contract.
† Plus bonus or commission.
** If hired before Jan. 1, 1990, $638.76.

CLERK TOP MINIMUMS

Contract(s)	Minimum—Exp.
Ottawa Citizen	$692.48—2 yrs
Maui, Hawaii, News	680.48—3 yrs
New York Times	608.97—2 yrs
Vancouver Sun, Province (2)	594.12—1 yr
Toronto Globe & Mail (Adv.)	592.64—3 yrs
Toronto Globe & Mail (Edit.)	592.64—2 yrs
Toronto Star	587.96—3 yrs
Montreal Gazette	566.00—3 yrs
Kitchener-Waterloo, Ont., Record	562.00—2 yrs
Sudbury, Ont., Star	557.12—4 yrs
Toronto Globe & Mail (Circ.)	552.01—3 yrs
Manchester, N.H., Union Leader	534.34—3 yrs
Hilo Hawaii Tribune-Herald	531.51—1½ yrs
Honolulu Advertiser	524.60—3 yrs
Delaware County, Pa., Times	522.96—4 yrs
Honolulu Star-Bulletin	518.42—1½ yrs
Victoria Times-Colonist	509.67—flat
Windsor, Ont., Star	504.34—2 yrs
Brantford, Ont., Expositor (Edit.)*	499.69—2 yrs
Lynn, Mass., Item	498.33—2 yrs
Detroit Free Press	495.61—4 yrs
Philadelphia Inquirer, Daily News (2)	488.40—4 yrs
Monterey, Calif., Herald	485.00—3 yrs
Pittsburgh Post-Gazette	485.00—3 yrs
Cleveland Plain Dealer	480.77—3 yrs
Oshawa, Ont., Times	479.97—2 yrs
London, Ont., Free Press	476.00—2 yrs
Brantford, Ont., Expositor (Circ.)	475.88—2 yrs
Salem, Mass., News	473.10—2 yrs
San Jose Mercury-News	468.32—2 yrs
San Mateo, Calif., Times	466.07—3 yrs
Woodbridge, N.J., News Tribune	464.77—3 yrs
Detroit News	463.91—3 yrs
Minneapolis Star Tribune	462.00—4 yrs
Boston Herald (Comm.)*	461.08—3 yrs
Baltimore Sun, Evening Sun (2)	460.00—5 yrs
San Francisco Chronicle, Examiner (2)	458.81—2 yrs
Cincinnati, Kentucky Post (2)	450.00—3 yrs
Toledo, Ohio, Blade	447.77—2 yrs
Cambridge, Ont., Reporter	444.77—1 yr
Honolulu Advertiser, Star-Bulletin, Hawaii Newspaper Agency (2)	444.47—1½ yrs
Norristown, Pa., Times Herald	443.89—4 yrs
Washington Post	443.10—2 yrs
North Bay, Ont., Nugget	440.00—2 yrs
Chicago Sun-Times	439.52—3 yrs
Brantford, Ont., Expositor (Adv.)	437.50—2 yrs
San Diego Union-Tribune	434.40—3 yrs
Long Beach, Calif., Press-Telegram	432.81—1 yr
Seattle Times	431.73—2 yrs
Akron, Ohio, Beacon Journal*	424.00—2 yrs
Erie, Pa., News, Times (2)	423.21—3 yrs
Buffalo News	421.36—3 yrs
St. Louis Post-Dispatch	413.60—3 yrs
St. Paul Pioneer Press	411.95—1 yr
Providence Journal-Bulletin	409.34—2 yrs
Lynn, Mass., Item	408.33—2 yrs
Mt. Clemens, Mich., Macomb Daily, Daily Tribune (2)	406.56—2 yrs
El Diario-La Prensa, N.Y.*	403.78—3 yrs
Denver Rocky Mountain News	396.00—3 yrs
Woonsocket, R.I., Call*	395.31—2 yrs
Pottstown, Pa., Mercury	391.81—flat
Indianapolis Star	384.75—3 yrs
Peoria, Ill., Journal Star	384.00—2 yrs
Wilkes-Barre, Pa., Citizens' Voice*	380.00—2 yrs
Portland, Me., Press Herald*	377.36—3 yrs
Fall River, Mass., Herald-News	373.29—2 yrs
Memphis, Tenn., Commercial Appeal	372.91—2 yrs
Eugene, Or., Register Guard	370.39—4 yrs
San Juan El Vocero*	367.00—5 yrs
Seattle Post-Intelligencer	363.71—3 yrs
Allentown, Pa., Call	357.60—1½ yrs
Wilmington, Del., News-Journal	355.95—3 yrs
Los Angeles Daily News	355.25—2 yrs
Dayton, Ohio, Daily News*	354.50—3 yrs
Waukegan, Ill., News-Sun	354.34—flat
Albany, N.Y., Times-Union	350.43—1 yr
Joliet, Ill., Herald-News	350.27—3 yrs
Pawtucket, R.I., Times	339.87—1 yr
Brockton, Mass., Enterprise	339.06—2 yrs
Denver Post	338.00—3½ yrs
Sacramento Bee*	331.68—3 yrs
Harrisburg, Pa., Patriot, News (2)	330.13—2 yrs
Kenosha, Wis., News	330.00—5 yrs
Canton, Ohio, Repository	326.73—3 yrs
Yakima, Wash., Herald-Republic	322.16—4 yrs
Bellevue, Wash., Journal-American	320.00—3 yrs
Boston Herald (Edit.)*	319.38—2 yrs
Gary Ind., Post-Tribune	319.00—2 yrs
Waterbury Republican-American	317.09—1 yr
York, Pa., Dispatch†	316.37—4 yrs
Kingston, N.Y., Daily Freeman	314.66—2 yrs
Sioux City, Iowa, Journal	306.25—2 yrs
Youngstown, Ohio, Vindicator	325.31—2 yrs
Massillon, Ohio, Independent*	294.20—3 yrs
Lowell, Mass., Sun*	289.62—2 yrs
Monessen, Pa., Valley Independent	285.00—1 yr
Pueblo, Colo., Chieftain*	284.50—1 yr
San Juan Star	275.00—4 yrs
Scranton, Pa., Times, Tribune	267.00—flat
Milwaukee Journal, Sentinel*	260.00—flat
Duluth, Minn., News-Tribune	259.28—2 yrs
Sheboygan, Wis., Press	256.80—3 yrs
Malden, Mass., Daily News-Mercury	254.00—2 yrs
Terre Haute, Ind., Tribune-Star	249.50—2 yrs
Utica, N.Y., Observer-Dispatch*	230.00—4 yrs
Battle Creek, Mich., Enquirer*	222.00—3 yrs
Chattanooga, Tenn., Times	173.06—flat

* Previous/expired contract.
† $436.85 if hired on or before 12/31/88. Plus $5 after 10 years, plus $2 after 15 years.

"We have to give in to the employee demands. One of them videotaped me at the last Christmas party."

Top key exceeds $1,000 in St. Louis

(Continued from Page 1)

The Guild represents 525 advertising, business office, circulation and editorial workers at the Post-Dispatch.

Meanwhile, TNG committed $36,000 to help with a corporate campaign that was conducted on a full-time basis by three persons, including Jerry Tucker, a former United Auto Workers activist.

The Guild campaign produced coverage by the St. Louis print and broadcast media in addition to letters from union and community leaders. The Guild also wrote to Pulitzer investors and board members.

"We put on a tremendous publicity campaign," Goodrick said. "The company spent hundreds of thousands on its campaign and we were in their face every step of the way."

The breakthrough in talks hinged on job security, Goodrick said.

The company offered a no-layoff guarantee for all current Guild-covered workers during the life of the contract.

The pact does allow the company to compensate future advertising sales people on a commission basis.

The new contract also maintains health insurance. However, employee costs for family coverage will increase in 1996 and 1999—$36 and $50 a month respectively from the previous $2.48. Goodrick said a $600 bonus in each of those years will help offset the added cost.

The Guild fought off a company demand to win the right to unilaterally modify insurance plans and pass additional costs on to employees. "We still have excellent health insurance," Goodrick said.

Under the contract, the top weekly minimum pay for reporters goes from the previous $975.47 to $1,054 in 1999. Reporters and others in the "A" scale—including advertising artists and copy writers, outside sales reps, circulation district managers—will receive bonuses of $1,000 in January 2000, $1,400 in January 2001 and $1,600 in January 2002.

Bonuses for other pay categories for the same years are $1,000, $1,200 and $1,400.

EDITORIAL

America's workers could use reform

AN OVERWHELMING majority of private sector workers believe their company would be more competitive and that quality would improve if workers had more say in decisions that affect their working lives.

And if U.S. labor laws were neutral—and workers alone made the decision on union representation—the United States would have three times as many private sector union members as it does now.

Those are among the findings in the Worker Representation and Participation Survey of Working Americans conducted by Profs. Richard Freeman of Harvard University and Joel Rogers of the University of Wisconsin.

The AFL-CIO, in a Dec. 5 statement, welcomed the survey and said it "provides new and important proof on the extent to which our labor and employment laws have failed to keep pace with the needs of working men and women in this country."

The survey found that, because of management hostility to employees' organizations, only 10 percent of working men and women feel confident they can achieve meaningful input.

"As the survey shows, most managers do not want their workers to organize and workers know that," observed David Silberman, director of the AFL-CIO Task Force on Labor Law. "And workers fear that management hostility makes it impossible for employee organizations to be effective."

Not surprisingly, the survey also found that 90 percent of organized workers would vote to keep their union.

The recent firing of 13 advertising sales representatives by the Milwaukee Journal/Sentinel, covered on Page 3 of this edition of The Guild Reporter, provides dramatic illustration why this is so.

Claiming economic justification, the company jettisoned some of its top money earners last month with the wave of a pen. In the editorial department, where workers are protected by a Guild contract, the company has attempted only one economic layoff the past decade—only to be beaten by the Guild in arbitration.

Freeman, one of the study's authors, is a member of the Dunlop Commission, a Clinton administration panel charged with recommending needed changes in U.S. labor law.

We hope that these important survey findings will guide the commission to propose labor law reforms that will empower workers. With such jobs-killing trade pacts as NAFTA and GATT so easily ratified by Congress, it's time for the nation's lawmakers to do something to protect America's hard-working-but-under-appreciated middle class.

LETTERS

Northern California Guild says thanks for support during strike

SAN FRANCISCO

Editor:

The officers and members of the Northern California Guild wish to offer out heartfelt thanks for the support given by TNG, many Guild locals and individual Guild members for the support and encouragement, both in words and dollars, during our recent successful strike against the San Francisco Examiner, Chronicle and Newspaper Agency.

The strike by NCNG and the other members of the Conference of Newspaper Unions was a ringing affirmation of the value of unity, coordination and planning. And it was proof that the strike, properly planned, properly executed and properly justified, remains an effective weapon in our union arsenal. A large part of the reason we were successful was the immediate and generous support from TNG and other Guild members and Locals, as well as the entire labor movement from the national, state and local bodies of the AFL-CIO to individual unions and union members from throughout California, the U.S., Canada and even Europe.

For that, we thank one and all. And we pledge our support and that of the Northern California Guild to all of you, whenever and wherever you need us.

BILL WALLACE
President
DOUG CUTHBERTSON
Executive Officer
LARRY D. HATFIELD
TNG Region 4 VP
Northern California Guild

Buffalo supports IEB on organizing vote

BUFFALO, N.Y.

Editor:

The Buffalo Newspaper Guild is a member of the Great Lakes District Council. Unfortunately, we had to miss the November GLDC meeting after the council changed its published meeting date to a weekend that conflicted with a steward seminar our local was hosting.

If Buffalo had attended the last GLDC meeting, the council's resolution urging the IEB to repeal its authorization for an organizing drive among Teamsters staff would not have passed unanimously.

The council's resolution asserts that the IEB's decision could "imperil the livelihood and welfare of Guild members" and urges them to reconsider for the sake of "unity and solidarity." We in Buffalo fail to see the logic. Unity among San Francisco's striking Guild and Teamsters members was not diminished by the IEB's authorization, which was granted before that strike began. And our growing solidarity with the CWA apparently is not compromised by the Guild's representation of some of its workers.

Washington-Baltimore's membership is a veritable alphabet soup of union staffs and support organizations: AFL-CIO, FAST, IUE, IUD, DPE. Why deny IBT organizers that expertise?

At its December meeting, the Buffalo local adopted a motion commending the IEB decision, and urging it not to reconsider.

MARIAN NEEDHAM
Local Service Representative
SINA WILLIAMS
Buffalo News Unit Chair
Buffalo 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: Jan. 13.)

LOCAL ELECTIONS

Cincinnati

Paul Long, president; **Janet Graham,** vice president; **Dories Roetting,** secretary; **David Holthaus,** treasurer.

Hudson County

Greg Wilson, president; **Beth Kissinger,** vice president; **Scott Lituchy,** corresponding secretary; **Kirsten Danis,** recording secretary; **Larry Cutchall,** treasurer.

Knoxville

Roland Julian, president (Julian 36, Michael Patrick 2); **Jackie Dean,** vice president; **Donna Colburn,** secretary; **Vivian Vega,** treasurer (Vega 36, Bill Brewer 1).

Manchester

James Adams, president; **Patricia H. Kissell,** vice president; **Patricia Burroughs,** secretary; **Daphne Whitmore,** treasurer.

New York

Peter Szekely, local chairperson; **Barry Lipton,** president; **Ralph Petrucelli,** 1st vice president; **Clara Bennett,** 2nd vice president; **Lena Williams,** 3rd vice president; **Suzanne Donner,** secretary-treasurer.

Northern California

Bill Wallace, president; **Doug Cuthbertson,** executive officer; **Wanda Ochoa,** 1st vice president; **Kathleen Rhodes,** secretary; **George Powell,** treasurer.

Sioux City

Glenn Olson, president; **Stacy Casey,** vice president; **Bill Zahren,** secretary-treasurer.

Translators and Interpreters

Ron Wolfe, president; **Nancy Rocha** and **Michael Goodmann,** vice president; **Elizabeth Harris,** secretary; **Sally Robertson,** treasurer.

THE GUILD Reporter

Official publication of The Newspaper Guild (AFL-CIO, CLC)

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